

# ANNEX G

## Agenda

Ontario Ministry of Aboriginal Affairs – Indigenous and Northern Affairs Canada

May 5, 2016 9 am to 12 pm

Location: Gathering Room, Ministry of Aboriginal Affairs

## Agenda

### 1. Updates– all

#### a. Federal Updates

- i. UN Declaration on Indigenous Rights
- ii. Nation to Nation Relationship - INAC Correspondence to COO
- iii. First Nation Fiscal Arrangements Consultation
- iv. Winter Roads/ All Season Roads

#### b. Ontario Updates

- i. Release of the Long-term Strategy to End Violence Against Women
- ii. Missing and Murdered Indigenous Women – pan-Canadian public awareness connected to the National Roundtable
- iii. Truth and Reconciliation Commission
- iv. First Nations Health Accord
- v. Housing on-reserve
- vi. Remote Electrification
- vii. 7 Youth Inquest

### 2. INAC Ontario Region / MAA – Opportunities for Collaboration 2016

- a. Human Rights Tribunal on Child Welfare/ Indian Welfare Agreement
- b. Social Emergencies
- c. Urban Aboriginal Action Plan (MAA) / Urban Aboriginal Strategy (INAC)

### 3. Draft Workplan

**INAC Director of Education and Social Programs Directorate, Ontario  
Region, meeting with Province of Ontario's DMs  
May 25, 2016**

**AGENDA**

1. "Immediate relief" Investments in First Nation Prevention Services in Ontario and Next Steps for Tripartite Engagement
2. Review of 1965 Agreement
3. Questions and Answers

**MEETING WITH CHIEFS OF ONTARIO  
TORONTO, ONTARIO  
MAY 31, 2016, 1:00 P.M. TO 2:00 P.M.**

**AGENDA**

1. Summer Student Funding
2. Tri-partite process in Ontario
3. All Ontario Chiefs Conference
4. Education/Path Forward Proposal
5. Aboriginal Representative Organization Funding

**MEETING WITH MOHAWKS OF THE BAY OF QUINTE FIRST NATION  
FRIDAY, JULY 15, 2016 AT 2:00 PM**

**AGENDA**

1. Large Band Funding
2. Budget 2016 Social Funding for Large First Nations
3. Budget 2016 Fire Protection Funding
4. Budget 2016 Infrastructure Funding for Large First Nations
5. Lack of Access to Post-Secondary Education Funding
6. Other

## Meeting Notes

### Immediate Relief Funding for First Nations Child and Family Services in Ontario September 22, 2016

INAC Ontario Regional Office, Toronto

#### Participants:

INAC

Ontario Province

Chiefs of Ontario

#### Opening remarks:

INAC welcomed COO and Ontario officials and spoke of Canada's commitment to work together on a way forward on program reform for First Nations Child and Family Services. INAC noted that the purpose of the meeting was to discuss how to flow Canada's Budget 2016 funding for First Nations Child and Family Services immediate relief as quickly as possible. \$5.8 million in additional funding is available in 2016-2017 to be used for prevention services benefitting First Nation children and families.

COO emphasized First Nation responsibility and jurisdiction for children and their well-being. COO noted Ontario's partnership to acknowledge First Nation jurisdiction. Ontario officials spoke of the work with Indigenous partners since 2013 to co-develop the Ontario Indigenous Children and Youth Strategy. As part of the first steps in co-implementation there is work underway to propose changes to the *Child and Family Services Act* and the new Family Well-being program that is an \$80M investment over the next three years to address the link between violence against Indigenous women and girls and the over-representation in child protection.

Ontario further noted the investments made in spring 2016 as part of the province's response to the Truth and Reconciliation Commission and to address health outcomes; this includes programming such as youth culture camps, language programs, and mental health workers in schools.

Ontario expressed its commitment to working collaboratively with First Nations and Canada, and to find an expeditious way to flow the prevention funds in 2016-17, but that reforms will need to include a re-examination of how funding flows through current arrangements. Canada was encouraged to use the co-developed framework of the Ontario Indigenous Children and Youth Strategy as the lens for both program and funding reforms in the province.

#### Topics discussed:

1. Flowing the \$5.8 million as soon as possible this year to prevention activities to support First Nations children on reserve. Discussion focused on the most expeditious mechanism to flow this year's additional funding for prevention, either through the Ontario 1965 Agreement or through other mechanisms.

2. Potential funding needs suggested by Ontario and/or COO included:

- Additional needs identified by First Nations as they submit their program models in fall 2016 for the Family Well-being program; INAC funding could help to address safe space development, programming, workers, capacity, training and start-up of the new program;
- A transformed approach to support effective First Nation representation in child welfare matters, including a redesign of the former Band Representative program to include repatriation (including possible study of what would be needed in the new program) (First Nations are incurring costs to perform their duties as Band Representatives, without a funding program);
- Mental health programs;
- Transportation to access services (particularly special needs, rehabilitation, respite); and
- Need for a Remoteness factor to address the exceptional needs in northern remote communities to enhance family well-being, through new programs including land-based healing.

3. The context that choices around short-term decisions related to prevention funding sets for medium and long-term program reform.

**Considerations:**

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NAC reiterated that the prevention funding must be directed at activities that all parties agree constitute prevention for First Nations children on reserve.

INAC indicated other projects or considerations related to ongoing needs of First Nations could be discussed and considered during program reforms. INAC will make funding available for engagement in program reform discussions that is separate from the \$5.8M in prevention funds.

INAC recognizes the investments that have been made by the province, including the Family Well-being program, and does not have any expectation that Ontario would need to access additional funding to account for the 7% cost-share in the IWA. INAC is willing to discuss other conditions on funding that flows through the IWA as part of the proposed working group.

COO emphasized the importance of flowing the funding immediately, and asked about the ability for recipients to carry forward unexpended funds without recovery by INAC. Provincial officials noted the administrative burden on the Province of using the 1965 Agreement to flow the funds.

However, as an interim measure, and on the understanding that all parties will be working together on new program approaches and reforms, the Province is willing to look at utilizing the Indian Welfare Services (1965) Agreement to flow funds to prevention programs for First Nation children and families. INAC committed to review the Agreement for First Nations Child and Family Services going forward.

INAC expressed that from its perspective using the existing 1965 Agreement is likely the most effective way for funding to flow for needed programs and services. However, if Ontario considers that a separate agreement with the Province or directly with First Nations

outside of the 1965 Agreement would expedite funding, INAC is prepared to consider that. INAC noted that the main condition on the funding is that it be used for prevention programs. Across Canada, program funding flows to provincially-delegated authorities and in Ontario, funds flow through the province.

INAC asked COO and Ontario for information on how the Indigenous Representative Organizations (Provincial Territorial Organizations) and First Nation agencies will be involved with this process.

COO responded that it would coordinate with First Nations, and that First Nations agencies through their Boards are connected to PTOs.

**Next steps:**

All will submit names and dates for a meeting of a technical working group to work together to expedite the funding process, and to build on the discussion on reform. The first meeting will be convened at the Chiefs of Ontario's office shortly thereafter. INAC is willing to support the working group process.

The technical working group will bring back options for both how the funding will flow, to whom and for what kinds of prevention services.

# AGENDA

## First Nations CFS Regional Advisory Committee Meeting

Southern First Nations Network of Care Office  
Friday, February 12, 2016

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### 9:30am to 4:00pm

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9:30                                    **Opening Prayer and Introductions**

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9:40                                    **Review and Approve Agenda**  
**Review and Approve Meeting Minutes**  
    • June 30, 2015

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10:00                                  **Updates:**  
    • Federal and Provincial Program updates if any  
    • Strategic Service Plan Reporting and Reviews

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10:30                                  **Health Break**

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10:45                                  **RAC Budget**  
    • 2015/16 FNCFS RAC proposed budget and meetings plan  
    • 2016/17 FNCFS RAC budget  
    • Review and update RAC Work Plan  
    • Develop agenda for North/South all agency meeting by RAC in March

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12:00                                  **Lunch Break**

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1:00 – 3:30                            **Child Maintenance Working Group Budget**  
    • Child Maintenance Billings Working Group meetings on Feb 17 &18 and  
    Mar 15, 2016  
    • Selection of Facilitator

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2:15                                    **Health Break**

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3:30                                    **Implementation of TRC Recommendations**  
    • Child Welfare, Recommendations 1-5  
    • Canadian Human Rights Tribunal Decision FN CF Caring Society  
    • Bringing our Children Home

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4:00                                    **Next Meeting Dates (Quarterly)**

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#### Meeting Materials:

- North/South Minutes, March 17 & 18, 2015
- RAC Budgets



**FIRST NATIONS CFS REGIONAL ADVISORY COMMITTEE MEETING  
SOUTHERN FIRST NATIONS NETWORK OF CARE  
2<sup>ND</sup> Floor, 630 Kernaghan Avenue  
Winnipeg, MB R2C 5G1**

**MINUTES  
Friday, February 12, 2016**

Meeting started at 9: 45 am

Chair: [REDACTED]

**Attendees:**

[REDACTED] SFNNC	[REDACTED] AANDC
[REDACTED] SFNNC	[REDACTED] SECFS
[REDACTED] SFNNC	[REDACTED] AANDC
[REDACTED] NCN	[REDACTED] WRCFS
[REDACTED] SBCFS	[REDACTED] SECFS
[REDACTED] NA	[REDACTED] Province
[REDACTED] Province	[REDACTED] AMC
[REDACTED] Province	[REDACTED] Admin Support, SFNNC

**Regrets:**

[REDACTED] NA Rep	[REDACTED] Province
[REDACTED] WRCFS	

**Opening Prayer and Introductions:**

Opening prayer by [REDACTED] and introductions were completed.

**Review and Approve Agenda:**

The Agenda was reviewed and accepted with these changes:

These items are being moved in the Agenda:

- The structure for all meetings in March
- Updates will be done later in the meeting
- Added to the Agenda will be the MGEU Agreements increases to Provincial funding, a discussion on what the plan will be for this.

**Review Minutes from Meeting Minutes from June 30, 2015**

- If there any changes to the minutes of June 30, 2015, they can be sent to [REDACTED]
- If there any changes or suggestions to the minutes from last March, they can be sent to [REDACTED] within two weeks.

### Regional Advisory Council Budget:

- The 2015/16 Proposal and Budget Meeting plan has been submitted and technically approved.
- The 30,000 of funding in 2015/16 covers costs for February 17-18 meetings regarding changes to provincial maintenance billings and the three day meetings being held in March 2016.
- The new Funding Model Group quit meeting for a while and felt it was important to start up again, as a lot of efforts were put into deciding on what the funding priorities were. The Provincial government realized the processing of Child Maintenance Billing issues and things needing to be approved. They approached Authorities to have a one day session to talk about the plan with changes and feedback. They want to change how they do Child Maintenance Billings. The documentation is becoming a burden, submitting bills and some getting paid as most of it should come back and they would flag things in the system that needs supporting documentation similar to INAC. They wanted a one day meeting with two working groups for February 17 and March 15. The North and South meeting is scheduled for March 15-16, 2016.
- The first day of meeting all Authorities will come together. There are agendas for both days with set topics to talk about improvements to the child maintenance billing system with a facilitator. The Provincial Government will be present and suggestion is to have [REDACTED] do the opening remarks. There would be a working group and the government would be presenting.
- For the Feb 17-18, there would be a Facilitator on the second day to help with the discussions and a report will be presented in March at the North and South meeting. There will be a service person and finance representative from each agency to have their input and findings from those days of meetings.
- An agenda has to be made for the third day and outcomes will be presented from those meetings.
- There are certain portions of funding for RAC and money from the Province. On the proposal INAC will fund an amount of \$12,270 for meetings on these days: February 17-18 and for the March 15<sup>th</sup> meeting.
- The Province will fund \$15,000 to cover accommodations and any additional amounts will be funded by SFNNC. [REDACTED] has committed to funding the above portion. The Northern Authority will say it will help pick up our costs. The total budget for the 3 days is 31,000. This is a Federal, Provincial, SFNNC and NA initiative.
- To summarize on the RAC proposal there will be a portion to cover RAC and this needs to be reflected in the minutes and that everyone agrees.
- There was question on how agencies are being funded because of numbers gone down. It was requested to put on the Agenda for March on how agencies are funded. There has been a Funding Model Working Group for 2016/17. There were no concerns on the budget that was proposed and it was moved that the RAC proposal be accepted for the 2015/16 with shared funding from the Province.
- There will be a presentation of the report documenting outcomes and things needed to be considered will be incorporated into the report. There will be some feedback on how this will work with IRAP, training and what this could look like.

## 2016/17 FNCFS RAC BUDGET

- It was noted that another \$30,000 for RAC that should be considered with the National Advisory Committee. There may be direction to revisit the Terms of References for RAC but no decision as yet and if there are no objections the question is do we move forward pending any further direction from a Regional Advisory. The review of the Terms of Reference should be looked at once a year. The last meeting held was in June 2015 and we need to get back on track this year.
- There was question if the budget for \$30,000 could be approved at the March meeting and could a meeting be held in May regarding the budget. The question is could the budget be approved if received in April.
- Noted is that this is an important forum and we would like to have counterparts at the table, AMC 's participation to be part of the forum is important. Noted that every effort has been made to AMC on behalf of RAC to participate. We plan to send letters to MKO and SCO requesting their attendance at RAC meetings.
- As a committee we should be looking at what successes we have had. It has been noted that RAC has lost momentum and the track record has not overly been successful. After examining the results we need to ask ourselves why are we going backwards. A lot of work has been done on the funding model and other areas. The Treasury Board process is not working. We need to take a look at what is not working and what progress has been made. As a working group we lack the political authority to make the changes, that RAC is only an advisory group. The Terms of Reference need to be looked at from the Regional perspective, to look at the changes that have been made and the work that is important.
- With regard to the Funding Model Working Group, there have been revisions to the Strategic Plan. There were a lot of positive changes for agencies to know. There has been some success with Customary Care. Some changes were made in rolling out the Authority activity based on reviews with Agencies. The response is that there has been success with the Province in changing their process in administrative deficiencies and how this changes at the agencies. There are a lot of unknowns happening both Federally and Provincially.
- The work plan for RAC will be updated and added to the Agenda for the March meeting.

*Health Break: Meeting resumed at 11:05*

A warm welcome to [REDACTED] with introductions from everyone around table.

*Discussion for developing Agenda for March North/South meeting and Information sent out:*

- An Agenda needs to be developed for the North/South meeting being held in March to include a theme, as well as what RAC should be discussing about it, (i.e. the funding direction, the policy issues, securing money and the Working Group).

- ██████ said he was glad to be in attendance and represent AMC.
- ██████ commented that from a tripartite and technical perspective and for the representatives at this table that it is a good opportunity for AMC to come together with these representatives to be hosting a gathering for all agencies. In the spirit of reconciliation these parties need to be here. AMC should be included with any negotiations between the Province of Manitoba and the Government of Canada. He felt it was important for him to be here from a technical perspective. He commented that we need to be able to move forward as a political organization on a Tripartite basis. He stated he was speaking only on behalf of AMC and not for MKO or SCO.
- There was discussion on revisiting the Terms of Reference with reps from AMC, MKO, SCO and having a decisive work plan for 2016/17. ██████ points will help in developing the agenda for the North/South meeting for the March meeting. ██████ stated she was not aware of any discussions between the Province of Manitoba and the Government of Canada taking place.
- In the past, the North/South meetings normally involved technical issues including special initiatives. The meetings usually had opening remarks from First Nation Leadership (AMC, MKO and SCO).
- ██████ inquired as to whether there are ongoing funding negotiations between the Province of Manitoba and the Government of Canada that AMC was not aware of. ██████ commented that AMC does not support any secret meetings as above without AMC participation. The response was that there had been a Federal/Provincial/Territorial meeting in Edmonton, however, ██████ stated she was not aware of any funding discussions. She stated that the meeting was to discuss prevention issues.
- There was a comment made that in 2008 where AMC was at that table at the time, to create the funding model was a long drawn out process and some of the history was lost. Now that RAC has a Funding Model Working Group, created in 2010 for a five year commitment, this now has to be revisited to see what work has been done during those five years. Due to the Federal election there were still some funding inequities related to travel and other issues that need to be addressed.
- A (save the date) was sent out and included reps from agencies. It was noted that the cost will be covered from the RAC budget and invites will be sent to AMC, MKO and SCO. The Federal and Provincial government representatives will provide updates on the latest developments in funding models.
- The Grand Chief attended last year and the theme was resource development. There was very good attendance and agencies presented various innovative programs that could be utilized by other agencies.
- The other issues discussed were the future direction of the system from Agencies and political organization perspectives.
- This table is not just about funding but about policy and what can be done with the funding. It is hoped that there will be policy changes which will enable agencies to be creative and innovative.

- There was question if this three day meeting be a (game changer) not only for funding but for policy development.
- There was a suggestion to update the workplan considering the success and failure factors and identify any barriers.
- Another item that could be added to the agenda is the future direction of Child Welfare System and soliciting feedback. This could be for discussion as opposed to five or six people influencing what the items are in prioritizing the funding formula and how it will impact Agencies.
- The Metis will be invited to the two day meeting in February and March 15-17. There is a working group that involves the Metis and GA and it is felt that everyone is on board.
- As for the funding model, some of the discussions were specific and it was also important to everyone that there is equitable funding. As a political organization you need to know we are all working together to provide good service for families. We need to look at Customary Care from a Provincial level and what it means and what the Province is doing on that. We need to look at First Nations issues as a group.
- There was comment that a lot of things will be said in the media that we can't control and it is good for the Authorities and Agencies to be at this table. We need to find something that is meaningful and work together as opposed to Canada and Manitoba setting the table.

*Back to the Agenda*

- An Agenda for March 15-17, 2016 will be established and put forward.
- There was suggestion to have the Tribunal on the Government's response and other peoples comments.
- Have representation from the Government.
- Direction was set by [REDACTED] group and from a Manitoba perspective on some considerations on how to move forward.
- If someone from the TRC or if a policy needs to be discussed it will be open for discussion.
- Formal Invites will be sent to Grand Chiefs, Leadership and all organizations for opening remarks.
- Officials from RAC will set the tone and the agenda items for RAC.

*Lunch, resume at 1:00 pm*

**Resume at 12:55**

[REDACTED] and [REDACTED] have left for the pm

**Canadian Human Rights Tribunal Decision and First Nation Caring Society**

- It was suggested that information from the Tribunal be a separate item for the agenda and if there will be any other information or meetings to identify those as well.
- There will be an update from RAC by [REDACTED] on the second day.

- Last year [REDACTED] did the opening remarks and this year [REDACTED] will provide opening remarks regarding the minutes of last year meeting.
- It was felt that updates were important and giving five minutes for the opening and updates. Everyone who is presenting in the designated time slot must be there to do their presentation otherwise forfeit their time slot.
- It was noted from last year that we cannot direct a Leader on what to talk about in their remarks.
- The questions or discussions didn't always match the agenda items.
- Last year [REDACTED] presented on CURAM.

### **Bringing Our Children Home**

- Another agenda item would be an "Update on Bringing our Children Home", resource development and what is fundamental for Customary Care. This would involve discussion on the development of a model to see what it would look like for Manitoba and how AMC would be involved.
- Agencies would be interested in knowing what Customary Care is from a Provincial point of view.
- Everyone is interested in what communities are doing and having more culturally appropriate services if information was available that could be presented. Any Federal and Provincial government priorities related to Customary Care would be presented. Noted that in the Tribunal and findings that this is the theme and having more cultural services.
- There was discussion on AMC's ability to present on the Bringing our Children Home report and working with child welfare agencies. The Chiefs have been clear on their position from an AMC perspective and the Chiefs have spelled out the mandate for AMC to propose on how to all work together.
- The theme could be "Stronger Communities Working Together".
- There was question if a task force presentation could be done jointly with AMC, SCO, and MKO as the current system needs to be improved. The Chiefs have given the mandate to bring our children home.
- The question is how do we keep our children home and keep them from coming into care is a common issue across the board. Keeping our children in the home is difficult due to limited resources for families to deal with poverty, addictions and bussing. How do we successfully balance protection and prevention services and how do we educate our young moms in accessing their services.
- Agencies have delivered services with unique ideas and they need to be heard. RAC needs to decide what kind of information that should go back.
- The theme focus for Customary Care is seen as a response to many things such as bringing our children home and bring back the heritage.
- People want to know what are the policy development requirements to be worked on and what is working for Customary Care and the needs for each community.

- It was commented that Customary Care is a stepping stone to another level and in determining when does the child welfare take over and when is intervention required. The Chief and Council have been taken out of the picture and how do we go back to that concept “how does it take a community to raise a child and what role does CFS have?” This would be a very positive discussion with knowledgeable feedback from stakeholders.
- It was suggested to have breakout sessions to decide Customary Care and put on flip charts what could be and what it means for the Agenda on Day 2 and what is the role.
- The presentation of information noted with questions and break out for each group would be present and what actions are going to be taken. If we are proposing a large portion of the meeting to Customary Care then how much time should we allocate to Customary Care and who would be doing the presentations.
- Agencies need to inform this group what their priorities are as some things have been funded in the last few years i.e. The Circle of Care project at Sagkeeng CFS. Other agencies should know about the Sagkeeng Circle of Care and related projects.
- There are challenges that agencies are facing such as suicide, addictions and mental health and so the challenge is getting services for those issues.
- Another item agenda topic for discussion could be a treatment facility and four bed units for kids. As there was question if agencies had treatment as part of their service delivery.
- The question is could the funding model be revisited and potential changes be identified . The response was yes.
- There was suggestion to have the Funding Model added to the agenda. The focus could be from AMC perspective with a very firm belief that service should dictate funding and what is important for kids and families.
- Noted is that on the first day of meeting “Child Maintenance” will be on the Agenda.
- There was suggestion to have AMC chair the meeting and have a proposal.
- The two day meeting should be about understanding legislation, Customary Care and discussion from a First Nations perspective.

#### **Child Welfare, Recommendations 1-5**

- Noted is that recommendations from the funding model have not been implemented from a political point of view.
- It was suggested to have “The MB Framework Act” added to the Agenda.
- The Province noted that in the past year and a half guidelines have been rewritten, cultural services for kids, elders, and increase in home visits to bring children home and restore connection. The Provincial government needs to be involved in discussions concerning the Canadian Human Rights decision and in “Bringing our Children Home” .
- There is the question of what the future direction of child welfare is and for those living on and off reserve.
- Another item suggestion for the Agenda could be “What is the future of devolution” to discuss what’s been happening, the divisions that are happening and what agencies have been through.

- Suggestion for the theme of the meeting could be “ Back to the Future” going forward together.
- Noted that a report from the Funding Group Model Working Group would be added to the Agenda.
- Noted is that RAC didn’t meet very often in the past and the funding model work group was under the 2010 funding model. It looked at variables within the model that needed to be addressed. The Tribunal indicated that the funding model was discriminatory. Prevention is the focus is on funding for the Manitoba funding model. Rather than just presenting the same list every year that, there is now a political climate to do a major over haul of the funding model. We would look at how much discussion will take place from now and highlight where we want to go. RAC would incorporate into their ongoing work plan for 2016/17 as information becomes available.
- The meeting in March will give more direction and steps of action.
- There was a question for the new funding formula to get the information from everyone else and work from that, show that this is our current and what we have analysed in the past. We now have an opportunity to look at what we can do with every discussion item.
- We will get copy of the template and make it a part of the package and [REDACTED] has documents.
- Noted on the Terms of Reference for RAC that it was last revised in 2014 and should include the workplan.
- There was suggestion to have a meeting package for all those attending the meeting.
- There was suggestion to request from AMC to give opening remarks and request for [REDACTED] to come for both days as part of RAC.
- ACTION: [REDACTED] will send [REDACTED] the “ Save to Date” for the meeting.

#### Selection of Facilitator

- There was an update regarding the “Selection of Facilitator” and to date there has been a response from [REDACTED] from Little Black Bear and [REDACTED] from Indigenous Film Institute. Noted is that [REDACTED] from AMIK declined.

#### Updates:

##### The MGEU Collective Agreement:

- Everyone has been asking if the retroactive has been approved and paid out.
- There was question if we can communicate to people on what they would expect. [REDACTED] provided some information and noted that it is important to have that update here.
- It was noted that for everything going forward it is in the internal process. Estimates were done last September for 2016/17 and the numbers go to Treasury for the budget and there was no agreement. The Collective Agreement has to be dealt separately in a Treasury Board Submission. So Provincially it is in a state of moratorium because of the election. Everyone will be kept informed. There is speculation that we will see new salary scales by end of March. Unless something changed then the expectation of non-government agencies and authorities



would see increase in 2016/17. There is some uncertainty and it might be a while before we see and it also takes time to update.

Strategic Service Plan Reporting and Reviews: (Discussion on the SSP & Reviews)

- This year there joint meetings with North and South which was the first year using revised templates.
- WRCFS got the revised template for 2014/15, they revised it again with update and collapsed it.
- Noted that there is still some confusion on what the plan and work plan is and this frustrates agencies.
- It was suggested that the Template be worked on collaboratively and changed to fit budget as financials are needed.
- It was also noted that a requirement of a variation of the Template would include Customary Care just as a pilot for agencies by April 1<sup>st</sup>. A list could be made before finalizing and making sure items are addressed for the strategies.
- A cheat sheet could be prepared, eg. For hotel reduction strategy, children in care and resource for foster care.
- Noted is that some communities are ready for Customary Care once legislation is passed and once passed they will proceed with it.
- There was question on what Global funding would have to offer and that this could be discussed at the meetings.
- Noted that for the Strategic Service Plan Reporting that agencies could do but if they don't have staff then there is no plan.
- It was suggested to put it out there as is with changed dates and [REDACTED] would send out the date changes with the Templates. Any edits to the SSP reporting template would look at the 2016/17 adjustments to be more efficient for agencies.
- It was suggested to do quickly and talk about it at the March meeting and include on the Agenda.
- One other issue is "clawbacks" in trying to go forward with the TRC realities and how it impacts agencies.
- Noted is that AMC wants to work with agencies, an open letter was received from the Federal Minister in being involved with provincial funding and NCN clawback. They were sent to the Authorities and shared at Agency Relations which was not included in packages and these will be sent electronically.

Interprovincial Funding:

- CSA has nothing to do with increases in funding for agencies that has been brought forward to the Province.
- The reduction in case load is a separate item that would result in decrease for funding which is a major issue. For the SFNNC, the protection numbers go down and kids in care numbers are

going higher. If you decrease case load, funding gets cut and this a problem. Funding is based on case load.

- The Province is trying to come up with solutions and options and everyone needs to be at that table.
- There was the question if government CFS agencies succeed with reducing caseloads will there then be a guarantee of no layoffs?
- It was agreed that an Agenda will be put together for the North and South meeting and sent out.
- It was noted that for RAC activities for 2016/17 that there may a March meeting and a mid May meeting. A Doodle notice will be sent out for potential available dates.
- It was suggested that the first Monday of the quarter so we know meetings are happening and there is better turnout.
- An email will be sent out to see who the official reps are for RAC.
- Letters will be sent out to AMC, SCO and MKO and the dates will be changed on the letters and on behalf of RAC.

**The meeting was called to adjournment at 4:15 pm**

**FIRST NATIONS CHILD AND FAMILY SERVICES REGIONAL MEETING**  
**North/South Meeting**  
**Hosted by: Southern First Nations Network of Care (SFNNC)**  
**March 16 & 17, 2016**  
**Canad Inn (Blue Lagoon Room) Club Regent Winnipeg, Manitoba**  
**MINUTES**

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**DAY 1 – March 16, 2016:**

1. **Welcome Comments** by Master of Ceremonies, ██████████ Communications Specialist from Southern First Nations Network of Care (SFNNC) welcomed everyone to the meeting. Meeting commenced at 9:00 am. Opening prayer by Elder ██████████
2. **Opening Remarks/Program Updates**
  - a. ██████████ CEO - Southern First Nations Network of Care (SFNNC)
    - ██████████ welcomed everyone to the gathering and acknowledged both prayer and song.
    - ██████████ welcomed the Chiefs attending and the representatives from the Assembly of Manitoba Chiefs (AMC), Manitoba Keewatinawi Okimakanak (MKO), the Provincial government, and staff from all agencies.
    - She explained that the discussions from this North/South gathering will help carry us through the year and develop working partnerships.
    - She further explained that the Human Rights Tribunal will be an important topic of discussion at this meeting.
  - b. ██████████ Designate – Special Projects Unit Manager, Northern Authority (NA)
    - On behalf of ██████████ of the Northern Authority, ██████████ welcomed all in attendance to the gathering. He also thanked Elder ██████████ for the opening prayer and comments. ██████████ commended the planning committee and welcomed ██████████ as the newly appointed CEO to the Southern Authority.
    - ██████████ explained that this theme is relevant: ‘Stronger Communities Working Together’.
    - The Northern Authority and agencies have been working together and recognized the other Authorities who have helped out with the crisis and noted that there has been a lot of support coming from other agencies as well.
    - He commented that this gathering provides a chance to exchange ideas.
    - He commented on the response that was released by ██████████ on the Human Rights Tribunal. He indicated that we must move forward and continue with progress.
    - Lastly, he extended a warm welcome to those who have travelled here and wished everyone a safe journey home.
  - c. Grand Chief ██████████ – Southern Chiefs Organization (SCO)
    - Grand Chief ██████████ noted that it’s important to keep in mind that those who are in the system know why we are here.
    - He commented that CFS has become an industry based on the misery of our children.

- The Harper government spent \$5.3 million to try and stop the Tribunal. The government has been found guilty by its own Tribunal on Human rights violations. There were volumes and volumes of evidence.
- There were 50% of inmates in jail in 1991 who were First Nation (FN). Today it is 71% and this is coming from children in care. He discussed the cost of putting an inmate in jail and explained that money would be better spent on Prevention and Education as opposed to incarceration.
- At one time the only authority was the Province. Chiefs are now going to make the decisions regarding their children. Social workers need to stand up and say that the CFS system is wrong.
- Only 30% of First Nations students are graduating and 40% of students are graduating overall.
- ██████████ commented that customary care cannot be the end to an all solution but at least it is the step in the right direction and ██████████ is off to the right start.
- He explained the definition of genocide and condemned what it is.
- Social workers are being scrutinized and they are being told what they can and can't do. He noted that children have to have rights as he feels they do not have rights. He asked the questions "What is important and where do we go?" There has been 6 billion dollars spent on Child Maintenance.
- ██████████ explained that there is a long ways to go but we won't sit back be a part of a system that thrives on misery. He said that there needs to be investments in urban reserves for the future.
- He stressed that we need to focus on Prevention and education. There are many resources that come from the north. Example; electricity – power in the north.

d. ██████████ - *Grand Chief of Manitoba Keewatinawi Okimakanak (MKO)*

- ██████████ explained that she was coming to the meeting with a heavy heart. She received a message from an Elder and this message was to come together and work as a nation to make things better, we need to push for better.
- She commented that she has been involved with the CFS system, went to many meetings and talked to Chief ██████████ who is passionate about this file.
- She explained that she has much learning and catching up to do but believes that CFS does not improve the lives of children. She noted that 80% have fallen victim to Missing and Murdered Indigenous Women (MMIW).
- She commented that customary care goes more beyond that and all healing centers should have these models where families can be taken to.
- She explained that she is learning about the work that everyone does and is getting into it deeper.
- She stressed that we have to be responsible with what we have. Example, with the resources and practicing good governance.
- She questioned: "Are we being responsible with the material we have to build our homes?" We need to start educating people about what we need, and let people become more aware of the issues.
- Further, we need to make changes and influence in order to make it better for our communities.

e. ██████████ - *Director of Housing, Aboriginal Affairs and Northern Development (AANDC)*

- ██████████ explained that AANDC is committed to working with everyone to strengthen resilience.

- At the recent Chiefs Assembly, Indian Affairs Minister Bennett explained that we have to begin and get support for the CFS system. The current system is not providing enough adequate resources.
- ██████ explained that the Government approach is to seek out ideas and work together with partners, communities, provinces and territorial provinces. He stressed working together at all levels in order to make long term progress.
- ██████ thanked the Regional Advisory Committee and Southern First Nations Network of Care (SFNNC) for coordinating the event. Lastly he explained how important it is to work together and to provide leadership in order to improve communities.

f. ██████ – *Assistant Deputy Minister, CFS Services Division, Province of Manitoba*

- ██████ stated that this was her first North/South meeting.
- She explained that it is important we work together to affect change. We need to create more open partnerships with regards to customary care. There needs to be a true partnership.
- She noted that in order to continue to do that, elements within the system need to change. Example: the Child Maintenance billing system, policy change, and legislative framework. All of these need change and work.

#### **Health Break**

### **3. Human Rights Tribunal Decision/Truth and Reconciliation Commission Recommendations**

#### ***Update from First Nations Caring Society – ██████ (Presentation Attached)***

- ██████ thanked Elder ██████ introduced herself and explained what her role is with the First Nations Caring Society.
- She shared that she was a witness for the Tribunal for Ontario and that this experience changed her life. She was a witness to get the message across about the inequalities First Nations people face with the government.
- That more funding, Prevention and more mental health services are needed on reserve. These are needed in order to help kids on reserve be with their families.
- The outcome of the Tribunal is that it heard the impact, pain and suffering imposed on First Nations people.
- She explained that there is now hope that things are changing for communities because of customary care and services are changing.

#### **First Nation Caring Society:**

- In three stages.
  - o Immediate Relief Recommendations.
  - o Jordan's Principle.
  - o Ontario; Recommendations a review of the 65 agreement to ensure a full range of statutory services. Ontario Prevention services have remained the same.
- APTN – 30, 000 of tapes to transfer to a Tribunal hearing.
- Application for new Agencies.
- Canadian Incidence Study.
- New Funding – can't shuffle or relocate from other First Nations programs.
- INAC's Initial response to immediate relief reforms.

- Next steps – view submissions on website, write to leaders, the Prime Minister, the press and the Federal Government.
- All parties have signed immediate relief. AANDC is open to some forms of immediate relief.
- As of March 15, there is an opportunity to respond to the AANDC position. All submissions have gone in.
- ██████████ sent a letter to clarify (letter of clarity).
- Noted is that the sky is the limit as to what we can do with children and families. The ruling allows you to dream big and if we want children back then what services are needed and the types of Prevention.
- What other supporting services besides CFS are out there for housing and what is need in the community to make dreams happen in terms of resources so that our families don't have to move out of the community to access services.
- For mental health services, families have to come out of the community in order to access services.
- Advocating for First Nations sovereignty and how do we make this happen on a First Nations level?

**██████████ Presentation – Update FNCIS-SFNNC: (Presentation Attached)**

- There is a First Nations component. ██████████ is a member of the Steering Committee.
- The First Nations research focuses on the conditions of children and the work that needs to be done.
- The data collected will be used and put forward to policy makers. The First Nations component is a chapter of the larger scale and the consequence would be funding cut offs.
- On the Canadian Incidence Report Study/Child Abuse and Neglect the over representation starts at point of first contact. Poverty and neglect. The results of study is provided.
- The 2018 study is being developed by a First Nations Advisory Committee. They are still seeking funding.
- The goal is to move study to report nationally and have own sector report and planning a First Nations study.
- ██████████ mentioned she would like to follow up with northern agencies to have representation on the Steering Committee.
- The Lead researcher is committed to developing this study and making it a study for FN people.
- At the Vandna School of Social Work (McGill University) First Nations people are conducting and overseeing the type of work that is needed with regards to data.

**██████████ Aboriginal Affairs and Northern Development Canada (AANDC), Social Development Operational Specialist. Response to remedies that Theresa spoke about.**

- ██████████ commented on the response to the Canadian Human Rights Tribunal and that government is focused and committed to a full scale of the form and recognizes a request to respond with immediate action.
- Noted are adjustments to Operations and Prevention.
- The funding formula has been found to be discriminatory, but the government is changing and making enhancements. He noted that CFS involvement is important and key.
- ██████████ explained that there needs to be a Manitoba response that feeds into the national picture and approach.
- There will be Prevention funding to jurisdictions and this will not take from other programs.

- He said that resources will be available specific to Child Maintenance and there will be funding for intake and investigations. We need to look at how that funding would flow and how best to formulize it.
- There is a commitment to Agencies. The program responds by funding to fit numbers as an immediate response.
- He explained that the Government is committed to re-establish a forum of the National Advisory Committee and that in Manitoba it never stopped with a broad range of stakeholders from being involved at the table. They are in a good position in Manitoba and are getting the green light to go ahead with a commitment to fund the study.
- In Manitoba agencies receive less funding. Respond to immediate calls for action to better address issues into the current model and get relief to agencies.
- A lot is pending with the appropriation of funds but will be successful in obtaining funds necessary to make change.

**Family Services Response - [REDACTED]**

- [REDACTED] explained that the CFS division and Human Rights Tribunal decision have had a number of meetings at higher levels. Noted is that they are waiting to see what's going to happen with the Federal budget and how can they support Tribunal ruling.
- The question of how do we make funding more appropriate to agencies. The Agreement expires March 31, 2016 and it has had internal discussion but they are committed to working with federal counterparts.

**AMC Response – Involvement with the remedies process (Including development of funding models): [REDACTED] - Director of Strategic Initiatives, Assembly of Manitoba Chiefs (AMC)**

- [REDACTED] on behalf of Grand Chiefs [REDACTED] relayed regrets and explained that it is important for AMC to attend this gathering. He is excited for AMC to be involved and stated that the position of AMC is growing together.
- [REDACTED] is proposing that we take a look at the funding models together and existing realities that are on the ground. He explained that working together on a nation to nation basis is important.
- [REDACTED] mentioned that there is an upcoming Child and Family Services (CFS) forum on April 12-14, 2016 and that [REDACTED] and Justice [REDACTED] will be attending. They want to speak on customary care from a First Nations perspective and not a provincial one.

**Lunch 11:52 am – 12:52pm**

**4. Update from Regional Advisory Committee (cont'd)**

- There have been two meetings this year. The committee met in June and February. The items for this agenda come from last meeting held in February 2015.
- There have been deficiencies in the funding model. If issues can be addressed within the model then we can move to adjust salaries to be on par with the Manitoba Government Employee Union (MGEU) so as to keep pace with the Province.
- The gaps on shortfalls have been disclosed. With investigation services there is a bigger gap but moving further ahead on discussions. The information from the North and South meeting will be taken seriously.
- The Committee will have the ability to influence change and not the Authority.

- The Committee can inform the change that needs to happen and will bring the information from the respective authorities. The Authority will then come back to the Regional Advisory Committee.
- There will be invitations sent to the political organizations. Manitoba Keewatin Okimakanak (MKO) and Southern Chiefs Organization (SCO) need to be a part of the process. AMC (Assembly of Manitoba Chiefs) is already part of process.
- Regarding the Strategic Service Plans this is a reporting mechanism used across the board and system. The same template will be used and will include representatives from the General Authority (GA). That template was sent out last year in collaboration with the Northern Authority who partnered with the Province and did agency reviews. Based on those meetings there were collective opportunities to create deficiencies. The Southern Authority (SA) has made some adjustments to enhance the process.

**5. Agency Presentation – Specialized Foster Care Homes.**

**██████████ – Executive Director of Shawenim and ██████████ – Executive Director of Southeast Child and Family Services (SECFS)**

**PowerPoint Presentation by ██████████ – Executive Director of Southeast Child and Family Services:** (Presentation Attached)

- ██████████ explained that SECFS has been dealing with high numbers of kids in care and something needs to be done about it.
- Three years ago, an entity was part of SECFS but making a third party service provider exclusively to SECFS. When looking at placements for children whether in the community or in city the agency had to become creative. They built a couple of homes in the community. SECFS licensed it and staffed it with house parents and respite workers.
- At Shawenim the house parents go up to communities. They are in home for twenty days in and ten days out. There is respite coverage for during that time. They can fly to Little Grand Rapids, but in order to get to the community they have to take a helicopter and the costs are incredible.
- The costs are reflected in the cost of the home. There is a big cost involved in providing a placement for kids in the community.
- If customary care is not in place, next best thing is the Shawenim home. Communities have seen what they are able to do with it. SECFS has to enter into a long term lease agreements.
- SECFS wants to hire local staff but one of their challenges is providing qualified staff.
- SECFS provides training and that training is culturally specific training for caregivers in the communities. They are looking at building more homes like this due to shortage of housing.

**PowerPoint Presentation by ██████████ – Executive Director of Shawenim:** (Presentation Attached)

- ██████████ mentioned that the name Shawenim was changed from several years back, by Elder ██████████ 'Love to nurture the child' is what Shawenim means.
- ██████████ has been with Shawenim since September 2015 and has a close connection to Southeast Resource Development Tribal Council. It was established 10 years ago and the original focus was on culturally appropriate programming. Caring for our own children in our own ways came as a response to children in care.
- The number one – 3rd party resource that SECFS uses is Ma Mawi. Children who have trauma, higher needs and history of placement breakdown have more supports in place.



- Shawenim encourages culturally appropriate training and there are monthly gatherings which provide presentations and information. The sweat lodge ceremony is offered.
- Shawenim is in the process of developing policies and procedures.
- Shawenim tries to find people who will benefit the lives of young people. There are support workers in city and at the community level assisting in Prevention. The workers should be role models and be a resource to children in care. They offer support and do activities. Example; tickets to Manitoba Moose games or passes to the City of Winnipeg facilities.
- They are coordinating a youth camp in Popular River this summer. Popular River is getting a new school.

### **Health Break**

### **6. Break out session to answer the following questions – Future of Devolution:**

1. What should future Devolution look like?
  - a. What is the role of customary care in your community?
  - b. What is the impact of self-government agreements and the Framework Agreement Initiative?
  - c. What is the role of stakeholders (Agencies, Authorities, Family Services, INAC, AMC, SCO and MKO)?
  - d. Are there any other future Devolution initiatives? Has to be changed, governments are supposed to devolve for more culturally appropriate resources. Government can use the word devolution, because they made devolution. How should question be worded? Are there funding enhancement initiatives?

*Responses are included as attachments*

**Day 1 Wrap up** - ██████████ closed the meeting at 3:09 pm. networking followed.

### **Day 2 – March 17, 2016:**

1. **Welcome Comments** by ██████████ The meeting commenced at 9:15 am.
2. **██████████ Assembly of Manitoba Chiefs (AMC) – “Bringing Our Children Home” Presentation.** (Presentation Attached)
  - ██████████ explained that this document was released last year.
  - In 2014 a northern and southern engagement with recommendations to change the system as it is currently from a First Nation point of view to pull together on a shoe string budget.
  - It came as an opportunity to hear from people behind the scenes. Who did they hear from? It heard from parents, grandparents and children and this is where the recommendations come from.
  - It further requires having political discussions with governments.
  - ██████████ explained that they are looking at developing a secretariat on CFS matters and funding matters.
  - The Southern Chiefs Organization (SCO) is going to take a look at the financial component.
  - ██████████ explained he hopes the current situation changes with new regime in Canada.
  - The First Nations CFS advocate opened in 2015 – people go there with referrals.
  - ██████████ explained that more work needs to be done on the nation to nation level.

- He further stated that AMC wants to work together with Agencies, Authorities and the Government of Canada.

**Question and Answers, Comments for [REDACTED]**

AMC and Grand Chief [REDACTED] needs to discuss how to go forward. The Northern Authority - proposes using recommendations.

[REDACTED] CFS Division

- [REDACTED] explained that we need to work together in a positive way. If so, we can do some good work for our children. She further stated that we need to expand the limits and develop a better system. We all need to be on same page if we truly want to make life better for children and families. She stressed the importance of working together.
- She mentioned that currently they are working on fixing provincially delegated legislation from a First Nation point of view.

[REDACTED] CFS Division

- [REDACTED] explained that we need to work together in order to get solutions but [REDACTED] responded to her by stating that there are challenges in working together.
- The terms of reference has been circulated to agencies.
- With regards to the leadership council there has been no response only a draft from AMC. She proposes that the upcoming forum will be a good opportunity to renew negotiations again.

Regional Advisory Committee is committed to meetings.

[REDACTED] thanked [REDACTED] for his participation.

**Health Break**

**3. Provincial Presentation. Customary Care – [REDACTED] and [REDACTED] (Province):**

***Understanding what Customary Care is:***

- [REDACTED] did not pass, but the plan is that we are going to work together.
- Need input and strategies from Family Services perspective. We need to work with Agencies and Authorities about removing barriers within the legislation and working together to making sure things change and this is a common thread to implement customary care.
- [REDACTED] (presentation) – The concept behind customary care is that since time immemorial it is our responsibility to take care of our children. We had our own ways of caring for our children.
- Protection of customary care is in the constitution; uniqueness of customary care is in the community. First Nations people have their own ways and they are unique to the community.
- She explained that we need to meet with elders in the communities. We need their knowledge, and need to bring that information forward to formal practice today. But we need a cultural basis first, before developing policies and procedures.

### ***Ontario Experience:***

- Within the model in Ontario mainstream agencies implement customary care. There are the same foster care regulations and child in care standards.
- The province of Manitoba needs to implement own standards, ministry standards are minimal standards.
- Within the Ontario model parents do not lose parental rights with regards to customary care. The practice of customary care is the need to keep parents engaged with the children. Families are engaged with children. The medical, cultural, learning about clans all parents are involved.
- The Family Service worker works with the family. Relationship between caregiver and parent.
- In Ontario the agencies role is to facilitate arrangement and pay for the resources for a customary home. Customary care is not a foster home but is paid the same rate as a foster parent.
- With regards to devolution, a fundamental question is: can we really take care of our own children? We have to mentor and try again until we get it right. There are community codes in terms of how they do child care.
- Customary care belongs with the people. It is reconnecting children back to their communities.
- How do we implement customary care when we need resources, services and supports?
- In First Nation communities what does customary care look like, and what is it going to cost? There are no services in communities. These are some of the things that need to be looked in terms of bringing the children home. What does it mean? What are we talking about? What is the attached dollar?
- Some of the services that children go without: developmental, medical, and physical services. Also, good infrastructure is needed in the communities in order to be able to deliver those services.
- Customary care is not kinship care, nor is it another type of placement. It is the way we transmit our culture and customs from one generation to the next.
- Want own child welfare law, nation to nation governments. Looking at in terms of Treaty 3. Sacred responsibility to take back.
- There have been discussions on how to move forward with customary care. There is lots of hope and optimism on moving forward and taking care of our own children no matter what. Legislation won't deter us, going to persevere with it.

### ***Questions/Comments***

Why was bill not passed?

**[REDACTED]**

- Does not know why, but there was an opportunity. Where do we go from here? She mentioned to do capacity building.
- She further mentioned that we need to work with community elders and leadership. The intention of legislation is to remove barriers. The momentum is here, but the province has to follow along and support communities and make decisions over membership.
- The Province of Manitoba is committed to seeing customary care moving forward, to remove barriers for communities.
- Was proposed bill rejected? Didn't even make it to the table. Within legislation to remove barriers, customary care is at the top. Need to partner and work together around barriers.

- There is a commitment to move forward. Hired two customary care workers. [REDACTED] is now the Customary Care Specialist at the Southern Authority and [REDACTED] is now the Customary Care Specialist at the Northern Authority.
- There will be 6 -7 phases that agencies are going to be going through.

**Agency Responses and Comments on Customary Care. What is Customary Care?**

**[REDACTED] – Sandy Bay CFS (SBCFS) – A pilot. Brief Presentation**

- [REDACTED] is very excited about the customary care project. It is the continuation of devolution.
- [REDACTED] sees customary care as an opportunity. There is flexibility in how they are going to do it and there is room for creativity.
- SBCFS did it in own way. The legislation is an acknowledgement of a customary care service delivery model and is in the best interest of kids to do the work.
- Richard asked the question on how it is going to work and response is that SBCFS will continue to go forward with project.
- The reason is that mainly SBCFS feels customary care takes decision making out of agency.
- It is a working relationship with Chief and Council and community and leadership are involved in decisions.
- [REDACTED] noted that we need support and collaboration in order to do child welfare.
- There are seven agencies piloting the customary care model.

**[REDACTED] – Executive Director, West Region CFS (WRCFS). Brief Presentation.**

- [REDACTED] explained that customary care is looking after our own, and children knowing where they come from.
- Issues that come up are guardianship and the legal guardian by non-aboriginal foster parents. One child lost to a non-native foster home, severed ties that bind to siblings. Recommendations had been made, they have to be reviewed and get them done within the community.
- Adoption is big part of bringing children home; agencies have done a lot of good work in bringing children home. Children were patriated and brought back. There are still adoptees out there that make their way back. A plan has to be developed to work with justice on this issue.
- WRCFS has the support of Chiefs and looked forward to this work. Money is required.
- [REDACTED] explained that Customary Care is a good thing.

[REDACTED] Received call from the Treasury Board and Customary Care was approved. Full Customary Care will be able to go forward, details will be worked on and letters sent out.

**[REDACTED] Executive Director – Dakota Ojibway Child and Family Services (DOCFS) – Mission taking care of our own. Brief Presentation**

- [REDACTED] explained that the last few years they have been continuing the work. There is a collaborative team that works together and that continues to work with Chief and Council.
- The board is supportive of customary care, but Prevention programs are needed first. [REDACTED] explained that we need to focus on Prevention as well.
- [REDACTED] asked, “what else can we do that’s different and with regards to the Authorities?”
- She mentioned there needs to be a collaborative and supportive relationship. Document negotiated family, caregiver and comprehensive documents. This is something that needs to be

looked at and discussed. Crown conferencing, pilots in agency, in formalizing it, putting money attached to it.

- [REDACTED] also asked, "What the role of the Authority is in the customary care agreement?" [REDACTED] responded that there is confidence in being able to direct it; she wants to work together and make more agreements.
- She mentioned that there needs to be changes made at the Province. There needs to be a working relationship. In years prior there were lots of efforts made to make initiatives. It is hoped that momentum keeps going and continue to apply practice in communities.

**[REDACTED] Executive Director - Southeast Child and Family Services (SECFS). Brief Presentation**

- [REDACTED] explained that SECFS is not one of the pilot projects. She stated that SECFS should have been considered for customary care, for the high numbers of kids in care within the agency.
- [REDACTED] (CEO of the Southern Authority) responded that the Authority does have to approve customary care, and that they are in discussion for a pilot project with SECFS.

**[REDACTED] Designate – Special Projects Unit Manager, Northern Authority (NA). Brief Presentation**

- [REDACTED] see's customary care as an opportunity to develop new relationships with agencies.
- He explained that there is a feeling of the Authority imposing on agencies. Authorities are asking for complicated requests in short time frames.
- He hopes that the overall framework will allow us to move forward and build new working relationships with agencies.
- From the Northern Authority perspective, customary care is a better service for families and children in care. It is an opportunity to work together in a different manner.

**Lunch – 12:15 – 1:15 pm**

4. **Child Maintenance Billings Working Group – Report on the Child Maintenance Transition Planning Meetings on February 17 and 18, 2016. Northern Authority – [REDACTED] CFO. Southern Authority - [REDACTED] CFO** (Presentation Attached)

**[REDACTED] – Chief Financial Officer (CFO), Northern Authority**

Re-envisioning of the Child Maintenance funding model:

- From an Authority perspective. Background – Child Maintenance concerns. [REDACTED] asked the question, "Why can't we have a system like INAC when there are demands on Agencies?"
- There have been meetings with [REDACTED] for the Southern and Northern, with ideas of if we can do something and have an opportunity we can the make changes. [REDACTED] noted that this is an opportunity for change and we have to get Agencies involved soon as possible in the discussions.
- [REDACTED] had discussions on concepts and ideas for changes. The response was strong, we want to see changes, and favorable things were discussed.

**██████████ – Chief Financial Officer (CFO), Southern Authority**

- There was a meeting on February 17 with all key finance people, and staff from the Province. It was to map out how the system works. Here they got insight into challenges and were building towards talk of new things happening.
- Here it was decided to bring agency staff together. It was two days of productive meetings.
- Further, they came up with challenges and solutions in the system.
- A Child Maintenance facilitator was brought in and came up with a preliminary report with solutions the government wants to do.
- The intention of outcomes will be put in a final report and those things will get implemented immediately - to be rolled out with solutions, results and outcomes.
- There will be good changes coming up.
- There have been issues and challenges with terminology and agencies to have supporting documentation.
- There was too much paperwork and adding too much clerks too process prior.
- Issues with the Child Maintenance process and system: issues with paperwork and IRAP letter issues.
- Government staff have been working overtime, and there is frustration on both sides of the government and the agencies.
- There have been a lot of problems with the IRAP process.
- Looking at change, but there needs to be a collaborative approach from both the Branch and Department.
- He further explained that we need an efficient, transparent, communication system.
- Stated that there needs to be trust and confidence in a system that is transparent.
- It needs to be the same system for everybody all working in the same context.
- Agencies are excited over the Transition process.

**Three phases:**

**1) Tripartite contracts:**

- Changes to include the CMB manual and the idea of a new Child Maintenance Committee called a policy committee.
- What's important in agreements? Have to talk about role and contracts. Contract services.
- The Child Maintenance manual has to be transparent and has to clear up exceptional circumstance issues.
- April is a target date to make sure everyone has a chance to do their due diligence. Nothing is being imposed on the agency, an option.
- Will develop a budget for each agency and determine how that is to be calculated.

**2) Global Funding:**

- How do you develop Child Maintenance budget and have an approval process?
- Funds for Prevention purposes. Global funding will change the future of funding.

**3) Standardized Rates:**

- The system needs to be clear with a transparent framework.
- There will be fixed rate amounts, but will still need to submit invoices.
- There will be updates to Child Maintenance manual. As a result there will be new policy changes.

- Getting a revised version soon, important step to help with clarity, manual was not updated.
- The committee is a very important mechanism to discuss policy issues, to make decisions and communicate decisions to proper Authorities.
- The committee should be represented by all stakeholders.
  
- **CURAM:** Coming in 5-7 years. Responsibilities are with the Authority. Want to clean up billings.
- Case management system, input transaction once. Key issues should be streamlined.
- Increase collaboration. New committee and new ideas will be introduced.
- Possibly a standing committee. Standing committee should formalize it. Want it to be the right committee and should be collaborative. This is going to help a great deal with the improved system.
  
- 
- On moving forward the key is training. How do we train? More training on the Child Maintenance manual.

### Health Break

### **5. Breakout Session to answer the following questions: 4 Breakout groups, which continued on from Day One (March 16, 2016):**

#### **Key questions for CM Policy Committee:**

1. What should the Purpose/Scope be?
2. Who needs to be represented and what selection process should be used?
3. What is the right size (optimal # of members)?
4. How often should the committee meet?
5. Should decisions be binding and how should decisions be made?
6. How should decisions be communicated?
7. What should be the involvement in revisions to the contracts to reflect phase II and phase III?
8. What should be the involvement of a transition plan for the CMB process to the authorities?

████████████████████ presented on Flip charts - part of Child Maintenance Billings reporting group. The Child Maintenance transition plan will be ready by April 1, 2016.

*Responses included as attachment.*

### **6. Closing Remarks**

- ██████████ made some closing remarks and thanked everybody for being here, engaging in all of the discussions and in all of the planning. The Information from the two days will help guide.
- ██████████ from the Northern Authority thanked ██████████ from the Assembly of Manitoba Chiefs (AMC) for being present at the two day meeting.
- ██████████ made a few closing remarks. He commented on collaboration with stakeholders, governments, agencies and perseverance. The belief in what we are doing and why we are doing it is for the children.

Closing prayer by Elder ██████████ at 3:40 pm.

**FIRST NATIONS CFS REGIONAL ADVISORY COMMITTEE MEETING  
SOUTHERN FIRST NATIONS NETWORK OF CARE  
2<sup>ND</sup> Floor, 630 Kernaghan Avenue  
Winnipeg, MB R2C 5G1**

**MINUTES  
Monday, June 27, 2016**

Meeting started at 9:00 am

Chair: [REDACTED]

**Attendees:**

[REDACTED] NA	[REDACTED] AANDC
[REDACTED] SFNNC	[REDACTED] Southern Chiefs
[REDACTED] Awassis	[REDACTED] AANDC
[REDACTED] SC - Advocate	[REDACTED] Province
[REDACTED] NA	[REDACTED] Province
[REDACTED] - Province	[REDACTED] - SFNNC

**Regrets:**

[REDACTED] AMC	[REDACTED] SECFS
[REDACTED] SFNNC	

**Opening Prayer and Introductions:**

Opening prayer by [REDACTED] and introductions were completed.

**Review Minutes from Meeting Minutes from February 12, 2016:**

The Minutes from last Regional Advisory Committee and the North/South Meeting Minutes were reviewed and accepted with the following changes:

- Page 5 – Make change and note that [REDACTED] was in attendance in the pm.
- Noted is that [REDACTED] will incorporate Agenda items to his presentation on the 3:30 pm slot to 4:00 pm
- In the February Meeting Minutes regarding the Terms of Reference, there was a suggestion to have it on the Agenda for September. [REDACTED] presentation will bring forward on what has transpired with revision or appendix. The last revision was made in 2014.
- Based on last meeting with the task of sending out letters to SCO, MKO and trying to get people at this table it was noted that there has not been any confirmation or acknowledgement. There were letters sent out electronically and mailed out as well.
- There was question to [REDACTED] if she would be talking about the MGEU with any updates and budgets, with what happens next and what can be shared. Also If not included in the update, can this be included in this Agenda, the stabilization home,
- The 3:30 to 4:00 will be moved up.



- Noted that If [REDACTED] attends he could present on feedback regarding “Bringing our Children Home”
- Strategic Service Plan Reporting and Reviews – [REDACTED] will provide update.
- [REDACTED] will provide on next meeting.
- The suggested changes to the Agenda is good and the review of previous meeting Minutes of February 12, 2016 will be accepted with minor changes.

**Review and Approve North/South Meeting Minutes – March 16 & 17, 2016:**

- The Minutes from the North/South Meeting were reviewed and approved with minor changes.
- It was noted to make change on last name for [REDACTED] to reflect [REDACTED]
- It was suggested to add numbers on the pages of the Minutes.
- It was suggested to change form to reform (scale of the form).
- Other suggestions for edits: If people want to make more detailed and any other edits, to please send to [REDACTED] if we don't hear, then minutes are good and will be accepted.

**Updates:**

**Strategic Service Plan Reporting and Reviews: [REDACTED] update:**

- Each Agency has to submit their annual SSP plan, and have until April 30 to get to us for it to go to the Feds and Province. It is reviewed in depth with the Agency that includes financial and so far SCFS and DOCFS have been done to date. It is good because you hear the challenges and hear what programming is about. We learn about their financial statements. Last year, all Agencies were done and noted that it is a good process.
- [REDACTED] noted that it has been three years looking at the big picture with this year leaving the CEO to do. From INAC, it is good because it gives a collective and gives them an opportunity to present their service component. At some time if there is an opportunity that may have to revisit the format and in efforts to further streamline as it is less for the Agency. This can be put on the work plan for RAC with a lot of expectation that activity will transpire and how we will envision. [REDACTED] noted he will talk with [REDACTED] and see what he wants to do and if something is different for the Strategic Plan and if there are agencies that need to be a priority then can have discussion with him.
- The proposed date for and [REDACTED] will follow up with [REDACTED]
- It was noted that from last year there was a feeling of duplication and [REDACTED] said would make changes to the staffing not for this year but if we could do for first thing in the fall and out to the Agencies by December with the format. Noted as every year goes on unless significant changes some of the detail stuff is not required and set something up for September.
- Noted by [REDACTED] is that it is a good idea and some change will have to be addressed on the format to include the Metis and the GA. As well have a sub- committee. To be included in the budget for 2016.

## Federal and Provincial Program updates:

### Federal updates:

- He provided updates on the Department's response to date regarding the Canadian Human Rights Tribunal ruling and related activities. All submissions and information is available on the Caring Society's website, include Canada's detail on immediate relief funding adjustments.
- He noted that an in person meeting was scheduled for June between all parties to the complaint but has been postponed by Tribunal. Tribunal has asked for any final submissions from the parties to be in by July 8<sup>th</sup>. Hopefully parties will meet at a later date.
- He noted that it has been back and forth with regards to the Caring Society but will see what the next ruling on the Tribunal will bring. Based on the last RAC meeting there is a commitment of moving forward with program reform.
- He provided detail on how the immediate relief funding adjustment distributed this year and Budget 2016 were calculated for MB Region. Information on budget calculation were completed and sent to HQ in November 2015. The calculations for MB Region included 6 items: 1. Salary parity - used MGEU salary scales for 2013/14; 2. Cost driver adjustment – 0-18 on-reserve population stats, for those agencies with no pop stat increase they were kept at December 2008 as a baseline so no decrease in funding; 3. Cost Driver Assumption – increased actual for those agencies above the current formula assumption of 7% CIC, there were four agencies above the 7%; 4. intake and after hours on reserve, current formula adjusted to 10% from 5%; 5. Travel increase for Direct Service Workers and; 6. Purchase Service increase \$130 to \$175 per 0-18 pop on-reserve, Prevention \$ 145 and \$30 for Protection. He noted that we got what was put forward by the regional office. Many of these items had been highlighted by the FNCFS agencies.
- Budget 2016 included an additional investment for the FNCFS CFS program of \$634.8M, over five years. For MB Region - \$12.5M, over 4 years.
- The 1<sup>st</sup> instalment of the Year 1 funding adjustment - \$4.5m has flowed to the FNCFS Agencies, 2<sup>nd</sup> instalment expected to flow for 3<sup>rd</sup> QTR - \$3.0M
- Agencies will have discretion as were they direct the Budget 2016 – Year 1 funding adjustments. Need to be with federal program authority and funding agreement terms and conditions. Must be used to enhance on-reserve service delivery.
- Not sure how Year 2 funding adjustments with flow. Still need to be determined.
- Manitoba Region would like to maintain the cost sharing partnership with any future model development.
- The Government of Canada has committed to reforming the FNCFS Program and the way it supports prevention and protection services delivery on-reserve. The direction from Senior Officials is to begin National and Regional engagement in 2016/17. Need to hear from the people, partners and other key program stakeholders. This information will assist Canada/Department in establishing options for program reform - what needs to be changed.
- RAC needs to develop regional advisory strategy. This could be used as a platform to facilitate discussions with and get buy-in from First Nation leadership. Region could utilize strategy to approach AMC/SCO/MKO to submit proposal to implement regional engagement work plans.

Noted that regionally there is additional funding available to support these regional engagement activities. Question is how we move this forward as a tripartite table to move these initiatives forward. Noted that RAC as being the best position to move some of these planning efforts forward. There is consideration to ensure there is agreement and involvement from different parties.

- Noted that at last meeting AMC was here, there was agreement that RAC would be in a position to lead some of these types of activities.
- There is the question if a role for a Child Advocate is to be part of this table
- Looking at family support systems, health service gaps and medical issues etc.
- There was question on how do we feed information into the national picture. Yet to be determined. Regionally we'll fit into nay national committee that may be established.
- Noted that we come up with a regional plan strategy and submit to Ottawa. We are in a better position as there's been a regional tripartite functioning for several years.
- Need to re-establish the Funding Model Working Group, take what we know now and quantify. Explore new funding models and mechanisms, Data collection and analysis can begin.
- Regional engagement activities complete by June 2017 – target date. All info flows up to this government.
- Noted that there are changes in the Provincial governments and items that are being worked on. There are two primary meetings, senior official meetings that take place that fits into our work here on the Agenda and First Nations leadership. Noted that the Feds and the Province want improvements on both sides
- There was comment on what is needed for early intervention and resource development as per case model on what we want. That there is a lot to be looked at and the suggestion to have the National Advisory Committee.
- Noted by [REDACTED] that in June there was a provincial two day meeting and the Federal Minister didn't show. Will request update from [REDACTED] when she arrives.
- Noted that AMC MKO and SCO have a meeting scheduled for June 6/16. [REDACTED] would have more details.
- Noted that a long term discussion will help with some type of National Advisory Committee on the federal budget.
- **Jordan's Principle** – Regional working has been operating for several years. Nationally, INAC has been working with Health Canada on broadening the definition of JP. Looking at eliminating the multi service providers and multiple disabilities criteria, opening up to social and health requirements for children with a disability. Letters from Health Canada and INAC sent to provincial senior officials. The provincial working group (TOROWG) has produced products such as a case conference to case resolution document, a client intake form and information circular on the process. This will all need to be re-visited with new JP definition and approach. An agreement in principle was reached with parties; MB Family Services , Health, Education and ANA, Health Canada and INAC. Noted that AMC identified a minimal in the last year. Noted that [REDACTED] were given the Tribunal ruling on Jordan's Principle for money

**████████ Provincial Updates:**

- The New West Trade Agreement  
4 provinces – divisional agreement that relates to child welfare, eg. When it talks about service of availability there are issues around placement in Manitoba. A section in relation to the treaty aboriginal services. Its' just not just aboriginal services. The Province has given all feedback from the CFS program to a broader people at the Province to look at issues and request to accept. If there is a service look at the residential care. Does this agreement say there will be no preferential placement. It becomes a problem for provinces. Issues around Government job postings and request for proposals.
- Protection Children Legislation  
Announcement on Thursday by the OCA that Manitoba is moving with protection children legislation, opening up information sharing, whether it be education. There is a big thing around customary care. The sharing of information in the best interest of the child and looking at expanding the mandate of Children's Advocate and First Nations Advocacy.
- Future Directions of the Province Since the Election  
The idea of funding for results is not such a bad idea, struggling a bit as a system, have not done the best job of what funding is supposed to do, eg. Residential care. A lot of facilities, the question if the service is being provided, is it doing any good for kids. Can be looked at from an economic point of view. The idea is actually pay attention to what we are doing and if it works, not just having money out there and seeing if it works or not. The way we collect information on national outcomes. Social impact bonds – go on internet and looking at one is introducing new funding, eg. Kids graduating from high school and comparing to kids who received service, measuring success and seeing what has worked. Private investors taking the risks on returns. Having more incentives and structures on system.
- MGEU Stabilization Funding  
August 31/16: Process to move asap confirmation and usual process will not be usual process of past based on old timelines, August 31/16. Treasury Board MGEU Stabilization funding.

**Lunch Break – 12:00**

**Resume at 1:52 PM**

████████ has joined the meeting and for ██████████ purpose there were introductions to ██████████ Assistant Deputy Minister to Child & Family Services.

**Provincial Updates:**

- ██████████ made note of the Strategic Service Plan and that he has been attending meetings with SFNNC agencies, he noted that there are one or more two coming up to talk about process and beyond that.
- He noted that the reorganization of Customary Care as a proposal was done prior to the election.

- [REDACTED] talked about looking at resubmitting something around customary care as we have a new government, working with authority partners and that there is one staff person working on customary care. Potentially having a detailed proposal ready for the Minister in the coming months. There are reps from North and South on customary care and will see how it is progressing. [REDACTED] from the North and also a person from the South.
- The South is working with the agencies on the funding received. An evaluation will be done and there will be a meeting soon with Finance and program areas to see what we will do with the funding. Noted is that it will happen sooner than later.
- Noted that [REDACTED] is now in and has met with both customary care specialists.
- The reorganization chart is still a work in progress and hoping to have something out to partners by end of the week. One slight change to be made to the chart. Will be out in next couple of days. Streamlining the division so there is no duplication. Making sure all is on the same page. Staff are meeting regularly.
- There was question if there was any discussion with province with funding model and INAC a taking position that we are moving away from that and has the province taken a position on the funding model?
- A proposed meeting is scheduled for July with meeting times. Noted is that there was no meeting since the provincial election specifically with Child and Family Services program, the Tribunal and how everything fits in with the current government. The five year agreement has expired and the clause in the MOU to have extension had expired on March 31, 2015. This could extend for one year period to March 31, 2016.
- Noted that given the change of directions and communication will continue to honour until such time back at the table.
- AMC raised concern about provincial meetings and how it intersects with the group here,. There is a need for having conversations with stakeholders.
- There are meetings and conversations with First Nation leadership and the Province. There are no closed door meetings. In effort to be transparent, people want to know from a federal perspective to know where things are at and the services for on reserve.
- At the last process of meetings there were reps at the table from AMC, the Federal government and two levels of government senior officials, SCO and MKO reps as well.
- Noted as the vision moving forward is that it moves up to a National Advisory Committee.
- There was question regarding CURAM and where it is with the system design and what the Province is doing and is it in the parking lot. The response from [REDACTED] is that it is in the parking lot and there is a committee in the interim to enhance CFSIS. That the Province has asked the Authorities to help with this and there have been changes to the application for CFSIS. There is a budget to support and develop enhancement to the provincial system for case transfers.
- Noted from [REDACTED] is that government is waiting for budget to go through and there is a shift to look at system enhancements and some type of federal support.

[REDACTED] Updates:

- [REDACTED] made note to the CSA and the current policy in how it is being retrieved on the operating side and taking maintenance out every year. The clarification on policy and how much is being taken.
- He made note that he wants to capture a clear summary on how much CSA is being retrieved by province on an annual basis. Some taking more maintenance in a given year and that is a concern from agencies and the same for the South.
- He noted big differences and that some took out more than were paid out. Big differences on the maintenance side and could the Province provide the North with the Agency.
- The response is that the Agency must have something to show of what is being received, that the Province is projecting what the Agency is receiving.
- The province is asking for a reconciliation and Agency is asking for numbers operating to show a reasonable range of what the Province says and agency says.
- Noted that letters from 2008 on the opening amounts show who is right, the Child Tax Benefit. The Child Tax Benefit. He noted that he is not sure if all this was included on the CSA side.
- Noted that legislation on the child's special allowance to call the CRA and see how it is done as some agencies paid off arrears and some are being paid off in the next 50 years.
- There was question if the Province is trying to capture the old stuff of amounts not paid back to child maintenance as it is much larger than they are actually receiving. Question if the Province could provide a summary with the details, an analysis with the legislation to show the child's special allowance.
- Noted is that [REDACTED] gets agencies to provide that information.
- Noted by [REDACTED] is to have a reconciliation. To start with the outstanding amount in 2010/11, start at that point based on arrears with original number. Noted is that communication is required for people to explain what is happening and the Authorities are a part of it but at a higher level. The Province hasn't explained and this has to happen and the response is that the discussion has happened many times and there is a policy explained. The Authorities are left to explain to the Agencies what has not happened and steps are needed to explain one self..
- Noted that there needs to be a different venue for this to be discussed in agreement with Southern and it should be explained to the agencies.
- It as noted by [REDACTED] that as we go forward that this would be forum to discuss the funding and what potential changes will be in the provincial. And noted that as we begin to move forward the priority will be the funding model (a place to discuss it) for the agencies.
- Noted that CSA dollars will be put on funding models. Funding models are up for grabs, have to keep working or changing, keep talking CSA.
- It was noted that the Agency funding model discussions have happened through this group. Rather than enhancements to funding model, but a new funding model to get done quickly.
- Noted that needs to be addressed and how we support through a funding mechanism.

#### **FNCFS RAC Proposals:**

- [REDACTED] gave background history on the regional tripartite that has been supported since 2001.

- He noted that work began in 2007 with work starting in 2008.
- The regional tripartite was renamed as Regional Advisory Committee
- There has been funding of 30,000 since 2001 and has never changed.
- In 2001 the Terms of Reference went to AMC. It was a shift from AMC to SCO.
- In 2010/11 fiscal, there was a shift of money provided to SCO.
- One year after, there was no response and the group didn't meet. There was interest from several members of RAC who approached and collected the group in the absence of AMC and SCO to look at the funding for First Nations Authorities with the same Terms of Reference.,
- In 2012/13 a change was made with the Terms of Reference, money went to SFNNC and North/South.
- In March 2012, the current money available has been going to the SFNNC since that time.
- Every year is the same process, we meet as RAC and the budget is same to support regional tripartite activities.
- Noted is that there is confirmation for \$30,000 and approval for additional activities at the table for up to \$150,000 and this is for one year.
- Noted that to prioritize regional engagements, a conversation is needed with people to develop a work plan. A separate budget can be drawn up for regional engagement sessions. The \$150,000 does not have a lot of detail
- There is a significant commitment to reform and have engagement with FN people and with what needs to be changed.
- Noted that to support a regional table, we have which has been discussed in previous discussions. There was a commitment from the Minister and that we use our Terms of Reference and move forward with the Agenda.
- Noted if there were four engagement sessions and people being brought from communities would cost a lot of money. This group could assist with this and senior officials and political could incorporate to what a regional engagement would look like.
- Suggestion to have a regional guide to help guide that session.

Noted by [REDACTED] is that:

- A) How do we have community strategy engagement in terms of programming
  - B) How do we frame engagement sessions? We know that there is addiction and issues and how this is being framed.
  - C) How do we improve better protection and support families?
- It was noted to have discussion with Grand Chiefs and have program areas and move this out.
  - Question if there is an expectation to bring in leadership and how do we engage?
  - It was noted that bring the issues to another forum where issues are being received e.g. AMC forum next week.

*\*Noted that trying to get to group together every two months is a bit of a challenge.*

**Review and update 2016/17 Update:**

- [REDACTED] will follow up
- The working group funding model to start framing some ideas
- Noted by [REDACTED] on regional engagements and the development of the regional advisory engagement
- Conversations with Grand Chiefs
- [REDACTED] storming activities
- Create a regional strategy engagement working group
- How do you create a plan for framework for consultations
- Do we need to have broad engagement sessions? If taking existing information, trying to get meetings with Grand Chiefs.
- As per [REDACTED] some consultation has already been done.
- There was comment on the customary care at the last North/South Meeting and the future of devolution. The question is are we stuck now and how far have we gone?
- [REDACTED] will edit the proposal based on conversation held here and incorporate on the framework engagement strategy, revise proposal budgets.
- [REDACTED] will propose surplus from previous fiscal year and respond back.

**Review and Update 2016/17 FNCFS RAC Terms of Reference will be tabled for the fall at another meeting.**

- Assuming everyone is ok with this being at the table.

**Review and update 2016/17 Work Plan for FNCFS RAC and Funding Model Working Group.**

- [REDACTED] will follow up with Template.
- At next meeting get framework and sub- committee could take monthly.
- The Funding Model will be separate.

***Health Break at 2:45***

- The next regional meeting will set dates for the funding model and look at proposed dates. Presentations from National office to participate.
- Noted is that things are changing all the time and updates are not always received timely.
- Noted that July 25<sup>th</sup> will be set for and a meeting request will be sent for all day meeting..
- Noted that a special communication will be sent to MKO and AMC and [REDACTED] will take to RDG with reps from this table. He will follow up with another email. It was suggested that they will be given an opportunity to give a written response.
- Noted that [REDACTED] has responded and it is reflected in Minutes and there was conversation with him about his commitment with AMC's position to accept.
- Noted that If we get someone from MKO as well.
- [REDACTED] will draft message for this meeting request and [REDACTED] as well.



**Child Maintenance Working Group: [REDACTED] updated.**

- Noted is that there is a report.
- A sub group was created called the Child Maintenance Billings Group.
- Changes were happening and there was input from agencies/authorities.
- The first day of getting together was just for the ED's and CFO's from agencies and authorities.
- The second day the province and feds had plans on what they wanted to do. The fundamental changes to process bills, documented to be submitted and reviewed at a later date. An updated child maintenance manual, committee on child maintenance manual, the province presented on that.
- Then on March 15<sup>th</sup>, there was another meeting with the first day the CEO's and ED's and service people to present from feedback from first set of meetings of what was approved and agreed to with contracts with agencies.
- Noted that on the two sessions of February 17 and 18 and a report was done. It gave us all the presentations that were done with feedback.
- On February 18<sup>th</sup> there was a working group and they rotated on topic areas with stake holders with presentations on the March 15 meeting.
- Since then there have been a few meetings on the contract with closer to finalizing the contract.
- The Province, agency and authority will be signing the contract.
- Noted that a committee is trying to be formed. Will be held on the 29<sup>th</sup>.
- The CFOs will be meeting with authorities to discuss contracts, to be taken back to agencies and have implemented as soon as possible.
- Noted is there other things being done as well with SFNNC working with a pilot to roll out to other agencies to have standardized to make easier to reconcile.
- Noted that the one piloting reducing to one or two could save a lot on clerical time and easier to reconcile. It does its thing for child maintenance billings on timeliness that whole committee will be key besides the contract.
- Noted that it will have same interpretation. And get a formal process to look at things as an advisory to advise government and keep the manual up to date at all times.
- Noted that things will be consistent and will help with errors.
- Noted that training will be developed for SFNNC for the agencies and have pilot by end of July and after that keep booking agencies.
- Noted that a manual will be developed around the system within a year and a half and have all completed.
- Noted that SAGE has been modified and testing will be done for a month or two.
- Noted that there are six out of nine agencies interested. And if interested to talk to [REDACTED] once the pilot is done. It reconciles to the government and eliminates the manual process.
- There was question if there was a prioritized list for Agency and if one name doesn't match. One of the Northern agencies came down to see the demo.
- Noted that for the south SECFS are number 4 and AOCFS is the test site.
- Noted is that SCFS needs a whole new system to be put in place.

- Noted that SECFS timeline depends on the two pilots that will be done for them in the fall.
- The Implementation committee will evaluate and implement and see how long it takes.

*\*Note: [REDACTED] is contact with SCO – no update*

- Noted by [REDACTED] is that he likes how things are going and that the draft was a really good beginning.
- Noted that will defer in AM – Bringing our Children Home
- Noted on the CHRT – The Minister met with the National Child Advocate Meetings as well as the provincial child advocate.
- Noted that gaps analysis for services with children's with disabilities.
- The National Advisory Committee
- Youth Committee
- [REDACTED] noted about all how this fits in on what's been happening.
- Noted that the program for First Nations Child and Family is moving forward.

**Meeting concluded at 3:30 pm**

**Closing Prayer by [REDACTED]**

**FIRST NATIONS CFS REGIONAL ADVISORY COMMITTEE MEETING  
SOUTHERN FIRST NATIONS NETWORK OF CARE  
2<sup>ND</sup> Floor, 630 Kernaghan Avenue  
Winnipeg, MB R2C 5G1**

**MINUTES  
Monday, July 25, 2016**

Meeting started at 9:30 am.

Chair: [REDACTED]

**Attendees:**

[REDACTED] SFNNC	[REDACTED] AANDC
[REDACTED] NA	[REDACTED] Province of MB
[REDACTED] AMC	[REDACTED] - SFNNC
[REDACTED] AMC	
[REDACTED] SECFS	

**Regrets:**

[REDACTED] SFNNC	
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**Opening Prayer:**

Opening prayer by [REDACTED]

**Review Minutes from Meeting Minutes from June 25, 2016:**

[REDACTED] and [REDACTED] suggested that any changes to the meeting minutes from June 25, 2016 be sent to [REDACTED] via email.

**Agenda**

[REDACTED] and [REDACTED] developed an agenda. The agenda is as follows:

***Agenda***

- Review of the Minutes
- Review of the 16/17 Minutes (RAC)
- Regional Engagement Strategy for MB
- Federal Update
- Provincial Update
- Discussion on Payroll Tax – Vacancy Management

## Discussion

- [REDACTED] discussed exploring different options for funding – would like to see a regional component to it.
- Regional engagement sessions – looking at the collective work plan and how you go about it. This is the regional vision. Establishing contracting a consultant to concentrate on the funding piece of it.
- Position to start some of the work, but being cautious. Need First Nation's partners through Grand Chiefs/Chiefs. Funding model working group – need to be involved in regional engagement work. Additional funds and activities that expect regions to do.
- Communication – representatives draft a strategy and a work plan. From a federal perspective want to hear back from partners on how they see things.
- Need to reach out and send invitations to organizations. Committee extend invitations to organizations. AMC is represented and is interested in hearing from the community as well
- Come across escalated to RDG (regional director general). An issue that preventing a response, we need to understand what that is. Financial struggles within organizations.
- Brief overview of where things are from a federal perspective.
- Renewing the relationship – partners are First Nations and provincial partners.
- Minister is keen on relationship.
- Jordan's principle – Regional engagement activity with Health Canada and the province – this is a component of funding. Working group engaged in JP activity. In area of child welfare – whoever wants to work on areas makes sense.
- [REDACTED] mentioned we can encompass a JP component under the CFS side. Kids are outside system.
- At the AFN/AMC July 2016 gathering at Niagara Falls issues were discussed. Example: Jordan's principle, the nation to nation approach, and to the TRC. With regards to the first 5 recommendations will it have a regional component?
- Need the same approach – regional component which incorporates the 5 recommendations of the Truth and Reconciliation Commission (TRC).
- The Federal department's key objective is to engage with communities incorporating recommendations and reports that have been produced regionally. Regional engagement strategy needs to be mindful of various reports. Do we need to look at editing the RAC terms of reference, in order to support more of a focus of the regional engagement strategy?
- [REDACTED] discussed some of his concerns. With regards to the committee he asked the questions; Are there people here that need to be here? Is it only by invitation? He suggested trying to accommodate people from other organizations, which are representative of a work strategy. He further suggested bringing everyone to the table. Possibly a smaller committee to do the actual work on the engagement strategy.
- Would AMC be in support of being at the table? Are they comfortable with supporting this table? Was discussed that a collective group be there and key members - a platform to have discussions.
- Canada is moving toward regional and advisory committees. Concerns are is it something that the Grand Chiefs/Chiefs can support? This work plan is being developed here.

### **Province of Manitoba (MB)**

- The province is committed to the committee continuing the work and putting together a strategy, further direction will come later.
- The provincial representative [REDACTED] had discussion and asked the questions, "What is the province's role to participate in this work? What is the commitment? Don't know what the identified is, but need a commitment to use this as a vehicle for the tribunal engagement. Is this the vehicle for moving forward? What are we all doing to confirm that? Are we using this as a vehicle to conduct engagement strategy?"
- Engagement focused on tribunal. Plan a number of sessions for tribunal consultations. Committee will live on regardless.

### **Federal Government Response to Tribunal**

- Commitment from the Federal Government.
- Concerns/Questions: Have there been any meetings with Grand Chiefs? Are they in support of utilizing this as a steering committee? Based on the work plan provided to senior officials can plan at SFNNC - this is an option. Need to bring it back to this table and what is the response?
- Federal government wants to ensure First Nations leadership is present and engaged.
- Engaging people is a key issue, "what is the regional engagement in Manitoba?"
- [REDACTED] mentioned that [REDACTED] submitted a proposal for 30K, how can we build in some components in anticipation?
- Additional funding is the contract piece, regional strategy work plan. Outsource with a private contractor to do some of the work, regional tri-table, and additional activities as a result of the tribunal response.
- Funding model working group - difficult to collect data. There is a proposal to access additional dollars. Built proposal above what normal activities are.

### **Regional Engagement Strategy. What does it look like for Manitoba?**

#### **Summary and background of MB RAC – Funding model and working group.**

- [REDACTED] – try to frame it in who and how? How are we going to engage with the who? Who are we? People who are receiving the service.
- Hoping to have regional and national engagement activities take place this fiscal year. Regional engagement inducted throughout this fiscal year.
- National gathering happened during AFN assembly. The Minister is committed to putting on a national child welfare summit scheduled to be in the fall. Trying to align the gathering with the provincial/ federal ministers meeting.
- First Nations Alberta is hosting a national conference with the First Nations Caring Society. Strategic planning session with First Nation Caring Society. Need to identify dates and location for the summit. Establishing this is national.

#### **Regionally represent organizations in Manitoba (MB) – who do you need to see be involved?**

- CFS Agencies want some consultation in process – have an idea of what services not to provide.
- CFS Agencies need to be part of the process, but it needs to be the political level that drives the process.

- Community, leadership, provincial people that are listed, community support and programming.
- Child and Family Services (CFS) Advocate.
- Discussion on how do we make it work with leadership? First Nation leadership needs to be involved and driven; politically this is how it has to happen.
- Approach to AGA in September, what is the theme for AGA? It was mentioned that this is a good opportunity and possibility to discuss Child welfare. [REDACTED] will be there and the Chiefs will be honoring her. [REDACTED] proposed to Grand Chiefs/Chiefs a CFS forum. An opportunity to develop a framework and strategy.
- First Nation Agencies, service organizations, First Nation leadership, Child Advocates, working groups, Chiefs task force, Provincial, Feds, CFS Agencies and Authorities. [REDACTED] mentioned that there is an opportunity for feedback and a need to be able to assist them.
- [REDACTED] asked; "Are we looking to find other programs at the community level?" There is an opportunity to get information back. We need to get information in, which then needs to be reviewed and analyzed. This will be presented as step one (Engagement).
- [REDACTED] asked the question, with regards to engaging on systemic issues – who would be involved? Services are needed based on where the child is located. Within the City of Winnipeg there are other organizations that provide supports which would be included in those service organizations. Combination of regional, locations, times and online surveys. Smaller scale meetings can happen with specific service organizations.
- Commitment on communication. A proposal on trying to plan ahead – key things that are going to happen and a strategy being developed nationally.
- In the midst of all of planning will engage in MB – develop collectively with these people. Section off people from this group, get an outline, formalize and send it out.
- As a communication strategy can request time on the AGA agenda, if there is a role for engagement from the AMC perspective? This could have a First Nations component to it. Chief's taskforce on child welfare.
- Possible preliminary engagement. Will collect information from Southern Chiefs Organizations and MKO on their assemblies [REDACTED] mentioned. These organizations are potential targets.
- Draft proposal with background. Assembly of Manitoba Chiefs (AMC) AGA September 20-22, 2016 – Possible resolution to accept proposal.
- MKO, Annual General Assembly will take place August 23-25, 2016. An opportunity for engagement at these forums.

### Why?

- [REDACTED] – New government's commitment to engage in response to HRT ruling.
- [REDACTED] asked the group if they are willing to circulate to [REDACTED] the reasons why?
- Why is it being done? A summary to the work plan, highlighting an active RAC. Need a structured work plan that highlights the background of the why.
- Why does Canada want to do national regional engagement? Why do we want to be engaged?
- Need to consolidate big picture messages so that is communicated. Example; TRC and AMC – Bringing our Children Home.
- Summary and background of MB RAC.

### **How will we engage?**

- Depends on who. Your community members and a combination of efforts.
- Community level through agencies, doing some community presentations is a possibility. These are different options.
- Some of the groups with First Nation Leadership, an assembly with FN leadership being involved.
- Assemblies, town halls, online info and surveys (include everyone).
- Social media (Example; Facebook).
- Traditional way (posters).
- Sending information to all these entities in addition to all these, until we are ready to look at the data.
- Producing information sheets, packages (distributed at the agency level). This can be housed on a website that we can go back to, which can therefore be used in various venues. Common across the board.
- Community members on and off reserve, First Nations leadership, Child Advocates, Working groups (supportive of CFS Agencies and Authorities).
- Separate meetings (focus groups to connect with any/other separate working groups), service organizations, online information. Example; Chiefs special task force, partner service organizations.
- Town halls? Town hall in a specific location where an invite can be sent to specific organizations. TRC (Truth and Reconciliation Commission) rulings and recommendations. By doing regional engagements, develop options for reforming...
- [REDACTED] mentioned this needs to be developed by someone who specializes in communications. (Possibly hiring someone). Beyond engagement – will complete a report with findings at the end.

### **Lunch Break – 12:00pm**

Reform: What does this look like? Goals – Expected results, prevention, reducing CIC, Keeping families together.

Risks/Other Considerations: Report – end of First Quarter 2017/18.

- Any existing reports and recommendations.
- Provincial commitment
- Customary Care
- Jordan's Principle
- Devolution/Jurisdiction – Federal Law
- Federal/Provincial Policy Changes

MB CFS Reform – What does it look like?

### **Afternoon (PM) – Further Group Discussions on Regional Engagement Strategy**

**FIRST NATIONS CHILD AND FAMILY SERVICES REGIONAL ADVISORY COMMITTEE STRATEGY**

**WHAT: PROPOSED REGIONAL ENGAGEMENT – MANITOBA FIRST NATIONS CHILD AND FAMILY SERVICES PROGRAM REFORM**

**WHY:** The key objective is to engage with First Nation partners, people, Province of Manitoba and other key program stakeholders to obtain information to develop options for reforming the First Nations Child and Family Services program in a manner that responds to both the finding of the CHRT ruling and the Calls for Action set out by the TRC report. This effort of engagement will also consider existing regional reports and recommendations such as AMC’s Bringing Our Children Home and the province’s Hughes and AMR reports. The proposed engagement approach is expected to provide Canada with information to develop a range of reform options for the First Nations Child and Family Services Program.

WHO	HOW	WHEN	WHERE
<p><b>People</b> – persons affected by existing CFS policy, legislation, regulations and funding.</p> <p><b>Partners</b> – First Nations leadership and Province of Manitoba</p> <p><b>Key Program Stakeholders</b> – Child Advocates, Collateral Service Organizations, Existing Program related Committees/ Working Groups, CFS Agencies and Authorities,</p>	<ol style="list-style-type: none"> <li>1. Town Hall type engagement sessions at a variety of locations.</li> <li>2. Use Social Media, Web-based survey tools etc.</li> <li>3. Prepare Information Package to be widely distributed in communities.</li> <li>4. Indigenous Representative Organization’s Assemblies and special meetings</li> <li>5. A variety of separate meetings with partners and key program stakeholder</li> </ol>	<ol style="list-style-type: none"> <li>1. September 2016 to March 31,</li> <li>2. Final Report – June 30//17</li> </ol>	TBD

**RISK/OTHER CONSIDERATIONS**

- What if Province not committed to program reform – mitigation: exchange of letters by senior official fed/prov.
- Establish link to JP engagement activities.
- Jurisdiction/Devolution
- Models of Engagement – ex: Touchstones of Hope etc
- Customary Care initiative



***The following has been taken from INAC communication products and could be used to frame our regional summary/context/background.***

The Government of Canada is committed to improving social outcomes in First Nation communities, and recognizes that it can only be achieved by working with its partners across the country.

This document is for the purposes of seeking your input into the proposed engagement approach to develop a range of reform options for the First Nations Child and Family Services Program.

Child and family services is one of key elements supporting community wellbeing. The Government of Canada provides funding to support the delivery of child and family services on reserve through the First Nations Child and Family Services Program. In Manitoba, these services are provided by provincially-delegated First Nations Child and Family Services Agencies.

INAC provides funding to the FNCFS agencies in Manitoba to support the delivery of CFS on-reserve. MB Region employs a formal cost-sharing arrangement between the Province of Manitoba and INAC, with Manitoba funding 60% and Canada funding 40% of agencies' core operational costs. This approach to supporting agency operational cost is one of a kind and does not exist in any other region.

In 2014-2015, INAC provided approximately \$647.5 million to delegated First Nations Child and Family Services Agencies, Provinces/Yukon territory, communities, Tribal Councils and other organizations to deliver child welfare services on reserve.

Budget 2016 proposes to invest \$634.8M over five years to support front line service providers and to ensure continued availability of protection and prevention services to First Nation children and families as the Government/Department engages with partners over the coming months to seek input into program reform requirements

*On January 26, 2016, the Canadian Human Rights Tribunal found INAC's First Nations Child and Family Services Program to be discriminatory. The Tribunal ordered INAC to cease its discriminatory practices and reform the Program. INAC was further ordered to cease applying a narrow definition of Jordan's Principle.*

The Government of Canada immediately accepted the Tribunal's decision and looks forward to continued work with parties to the Complaint, partners and other key program stakeholders to make immediate and long-term lasting changes to the funding of child welfare on reserve.

First Nation communities are facing many challenges that shape lives, well-being and opportunities for First Nation children and families. These issues go beyond the current First Nations Child and Family Services Program, and may include such things as water, housing, social and community infrastructure, violence, healthcare, drug and alcohol abuse and economic development. This engagement will focus on child and family services on reserve, but may draw connections to other areas of community development to gather ideas about possible reforms to the Program.



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# Services à l'enfance et à la famille des Premières Nations

Décision du Tribunal canadien des droits de la personne

3 mai 2016

Canada



## **26 janvier 2016 : Le tribunal rend sa décision:**

- Le tribunal ordonne au gouvernement du Canada de cesser ses pratiques discriminatoires, de réformer le programme des SEFPN et le 1965 Agreement en Ontario et de cesser d'appliquer de façon restreinte le principe de Jordan.
- Compte tenu de la complexité des politiques et procédures relatives au programme des SEFPN, les membres du Tribunal exigent plus de précisions de la part des plaignants (l'APN et la SSEFPNC) et du répondant (AANC) quant aux mesures de redressement immédiates et à long terme pouvant être mises en œuvre de façon pratique, significative et efficace. Un processus est établi.
- L'APN et la SSEFPNC demandent aux membres du Tribunal d'allouer la compensation maximale de 20 000 \$ par enfant pour chaque enfant des PN vivant sur réserve ou au Yukon, placé entre février 2006 et la date du versement, pour les souffrances et peines subies par ces enfant. Aucune décision n'est encore rendue.



## Prochaines étapes – Québec

- Le budget fédéral a annoncé 634,8M\$ alloués pour les SEFPN (national) au cours des 5 prochaines années;
- Un budget supplémentaire de 9,9M\$ a été alloué à la région du Québec (2016-2017) afin d'ajuster le financement des agences SEFPN en guise de mesure de redressement immédiate;
- Mise à jour de la formule de financement actuelle, à laquelle on a ajouté du financement pour l'admission, l'évaluation, l'intervention directe, le coût de service par enfant et l'ajustement des salaires pour le fonctionnement;



## Prochaines étapes - Québec

- Ces montants seront affectés aux trimestres 1 (mai 2016) et 3 (décembre 2016) du cycle budgétaire;
- Les affectations seront versées principalement en fonctionnement mais couvrent les 2 volets (fonctionnement et prévention). Ce financement pourra être utilisé de la même façon que le financement habituel des SEFPN;
- Un montant de 6M\$ a été affecté dans les ententes de financement en date du 2 mai 2016, les montants seront versés au cours des prochaines semaines. Vous recevrez la confirmation des montants au cours de la semaine.



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# First Nation Child and Family Services

Canadian Human Rights Tribunal Decision

May 3, 2016

Canada



## January 26, 2016 – Tribunal decision release

- INAC is ordered to cease its discriminatory practices and reform the FNCFS Program and *1965 Agreement* (in Ontario). INAC is also ordered to cease applying its narrow definition of Jordan's Principle and to take measures to immediately implement the full meaning and scope of Jordan's Principle.
- Given the complexity of FNCFS Program's policies and procedures, the Panel requires further clarifications from the Complainants (AFN & Caring Society) and the Respondent (INAC) on the actual reliefs sought, including how the requested immediate and long-term reforms can best be implemented on a practical, meaningful and effective basis. An official process is put in place.
- The AFN and Caring Society ask the Panel to award a the maximum compensation of \$20,000 for each child taken into care since February 2006 to the date of the award to compensate for pain and suffering experiences by those children. No decision released as of today.



## Next Steps – Quebec

- The 2016 Federal budget announces for \$M634.8 to be allocated to the FNCFS (nationally) for the next 5 years;
- \$M9.9 additional budget is allocated to the Quebec Region for 2016-2017 to increase funding to FNCFS Agencies as an immediate relief;
- The existing funding formula is updated: funding is added for intake and evaluation, direct services, service purchase and salary adjustments for operations and direct services;





## Next steps - Quebec

- Additional budget will be allocated in this fiscal year's 1st and 3rd Quarters (May & December 2016);
- New budget will mostly be allocated through the Operations budget activity, however, funds are calculated towards Operations and Prevention and can be used as regular FNCFS funds;
- As of May 2, 2016, \$6M was allocated to all FNCFS Agency's existing funding agreement. These funds will be available to you in the next few weeks. Exact amounts confirmation will be sent to you within the end of this week.



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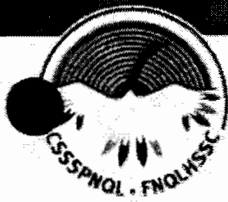
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COMMISSION DE LA SANTÉ ET DES SERVICES SOCIAUX  
DES PREMIÈRES NATIONS DU QUÉBEC ET DU LABRADOR  
FIRST NATIONS OF QUEBEC AND LABRADOR  
HEALTH AND SOCIAL SERVICES COMMISSION

250, place Chef-Michel-Laveau, bureau 102  
Wendake (Québec) G0A 4V0  
☎ 418-842-1540 ☎ 418-842-7045 cssspnql.com

**TABLE RONDE RÉGIONALE (TRR) SUR  
LES SERVICES D'AIDE À L'ENFANCE ET À LA FAMILLE  
DES PREMIÈRES NATIONS DU QUÉBEC**

**FIRST NATIONS CHILD & FAMILY SERVICES  
REGIONAL ROUNDTABLE (RRT)**

**HÔTEL CLASSIQUE / HÔTEL CLASSIQUE**

SALLE / ROOM: RIOPELLE

2815, BOULEVARD LAURIER, QUÉBEC (QC) G1R 6A5

**3, 4 & 5 (AM) MAI 2016 / MAY 3, 4 & 5 (AM), 2016**

**ORDRE DU JOUR PROPOSÉ / PROPOSED AGENDA**

3 MAI 2016		MAY 3, 2016	
8 h 30	<ul style="list-style-type: none"> <li>■ PRIÈRE D'OUVERTURE &amp; MOT DE BIENVENUE</li> <li>■ LECTURE &amp; ADOPTION DE L'ORDRE DU JOUR</li> <li>■ CONSENSUS COMPTE RENDU DE LA DERNIÈRE RENCONTRE : 15, 16 &amp; 17 DÉCEMBRE 2015</li> <li>■ TOUR DE TABLE DES PARTICIPANTS</li> </ul>	8:30	<ul style="list-style-type: none"> <li>■ OPENING PRAYER &amp; WELCOME WORDS</li> <li>■ READING &amp; ADOPTION OF THE AGENDA</li> <li>■ CONSENT OF LAST MEETING MINUTES DATED: DECEMBER 15, 16 &amp; 17, 2015</li> <li>■ PARTICIPANTS ROUND TABLE</li> </ul>
9 h 15	<ul style="list-style-type: none"> <li>■ PLANIFICATION STRATÉGIQUE ET TERMES DE RÉFÉRENCE</li> </ul>	9:15	<ul style="list-style-type: none"> <li>■ STRATEGIC PLANNING AND TERMS OF REFERENCE</li> </ul>
<b>10H-PAUSE SANTÉ</b>		<b>10:00 – HEALTH BREAK</b>	
10 h 15	<ul style="list-style-type: none"> <li>■ SUIVIS DE DIFFÉRENTS PROJETS               <ul style="list-style-type: none"> <li>➤ TRIBUNAL CANADIEN DES DROITS DE LA PERSONNE [REDACTED] ET AANC</li> <li>➤ PROPOSITIONS DE MODIFICATIONS LPJ [REDACTED]</li> <li>➤ RENCONTRE DES COORDONNATEURS 1<sup>E</sup> LIGNE ET SUPERVISEURS CLINIQUES [REDACTED]</li> <li>➤ FONDS D'ÉVALUATION DES SERVICES DE PREMIÈRE LIGNE</li> <li>➤ TARIFICATION DES SERVICES EN CENTRES JEUNESSE</li> </ul> </li> </ul>	10:15	<ul style="list-style-type: none"> <li>■ FOLLOW-UP ON PROJECTS               <ul style="list-style-type: none"> <li>➤ CANADIAN HUMAN RIGHTS TRIBUNAL – [REDACTED] AND INAC</li> <li>➤ PROPOSED AMENDMENTS TO THE YPA [REDACTED]</li> <li>➤ CLINICAL SUPERVISORS AND 1<sup>ST</sup> LINE COORDINATORS MEETING [REDACTED]</li> <li>➤ FUNDING VS EVALUATION OF FIRST LINE SERVICES</li> <li>➤ TARIFICATION OF SERVICES IN CENTRES JEUNESSE</li> </ul> </li> </ul>

12H00 - DINNER		12:00 - LUNCH	
13 h15	<ul style="list-style-type: none"> <li>■ PRÉSENTATION DU VOLET 3- ANALYSE DES TRAJECTOIRES DES JEUNES DES PREMIÈRES NATIONS AU SEIN DU SYSTÈME DE LA PROTECTION DE LA JEUNESSE            [REDACTED] (MCGILL)</li> </ul>	1:15 pm	<ul style="list-style-type: none"> <li>■ PRESENTATION OF COMPONENT 3 - TRAJECTORIES OF FIRST NATIONS YOUTHS SUBJECT TO THE YOUTH PROTECTION ACT: ANALYSIS OF MAINSTREAM YOUTH PROTECTION AGENCIES ADMINISTRATIVE DATA            [REDACTED] (MCGILL)</li> </ul>
14h30 - PAUSE SANTÉ		2:30 PM - HEALTH BREAK	
14 h45	<ul style="list-style-type: none"> <li>■ AUTRES PROJETS DE RECHERCHE            [REDACTED]</li> </ul>	2:45 pm	<ul style="list-style-type: none"> <li>■ OTHER RESEARCH PROJECTS            [REDACTED]</li> </ul>
15h15	<ul style="list-style-type: none"> <li>■ SUPERVISION CLINIQUE            [REDACTED]</li> </ul>	3:15 pm	<ul style="list-style-type: none"> <li>■ CLINICAL SUPERVISION            [REDACTED]</li> </ul>
FIN DE LA JOURNÉE		END OF THE MEETING	

4 MAI 2016

MAY 4, 2016

8 h 30	■ RETOUR SUR LA JOURNEE PRECEDENTE	8:30	■ RETURN ON PREVIOUS DAY
9 h 15	■ FAMILLES D'ACCUEIL- VOLET QUALITE	9:15	■ FOSTER FAMILIES – QUALITY
<b>10H15-PAUSE SANTÉ</b>		<b>10:15 – HEALTH BREAK</b>	
10 h 30	■ DROITS DES PARENTS ET LPJ : SYNOPSIS DE FORMATION ET CAPSULES-VIDÉO ■ AUTRES FORMATIONS À VENIR ■ SONDAGE SUR LES HABILÉTÉS PARENTALES ■ ABUS SEXUELS/ENTENTE MULTISECTORIELLE	10:30	■ PARENTS' RIGHTS AND YPA: TRAINING SYNOPSIS AND VIDEO CAPSULES ■ OTHER TRAININGS ■ SURVEY ON PARENTING SKILLS ■ SEXUAL ABUSE/MULTISECTORAL AGREEMENT
<b>12H00 - DÎNER</b>		<b>12:00 - LUNCH</b>	
13 h 15	■ CONSULTATION SUR LES PROJETS DE VIE ➤ ADOPTION	1:30 pm	■ CONSULTATION OF LIFE PLANS ➤ ADOPTION
14 h	■ CONSULTATION SUR LES PROJETS DE VIE (SUITE) ➤ TUTELLE	2:00 pm	■ CONSULTATION OF LIFE PLANS (CONT'D) ➤ TUTORSHIP
<b>14H30 – PAUSE SANTÉ</b>		<b>2:30 PM – HEALTH BREAK</b>	
14 h 45	■ CONSULTATION SUR LES PROJETS DE VIE (SUITE) ➤ PROJETS DE VIE AXÉS SUR L'AUTONOMIE	2:45 pm	■ CONSULTATION OF LIFE PLANS (CONT'D) ➤ AUTONOMY PROJECTS
<b>FIN DE LA RENCONTRE</b>		<b>END OF THE MEETING</b>	



5 MAI 2016

MAY 5, 2016

8 h 30	■ RETOUR SUR LA JOURNEE PRECEDENTE	8:30	■ RETURN ON PREVIOUS DAY
9 h00	■ PRESENTATION DE SAVA (ADAPTATION DE PQJ)	9:00	■ SAVA PRESENTATION (PQJ ADAPTATION)
<b>10H15-PAUSE SANTÉ</b>		<b>10:15 – HEALTH BREAK</b>	
10 h30	■ TOUR DE TABLE	10:30	■ ROUND TABLE
11h15	■ PRÉPARATION DE LA PROCHAINE TABLE RONDE RÉGIONALE (TRR)	11:15	■ PREPARATION OF NEXT REGIONAL ROUND TABLE (RRT)
11h45	■ FORMULAIRE D'ÉVALUATION DE LA TABLE RONDE RÉGIONALE (TRR)	11:45	■ EVALUATION OF THE REGIONAL ROUND TABLE (RRT)
<i>FIN DE LA RENCONTRE</i>		<i>END OF THE MEETING</i>	

# Principe de Jordan - Initiative de l'enfant d'abord

RENCONTRE DES RESPONSABLES DES DOSSIERS  
AUTOCHTONES DU RÉSEAU DE LA SANTÉ ET DES SERVICES  
SOCIAUX DU QUÉBEC

28 septembre 2016



VOTRE SANTÉ ET VOTRE SÉCURITÉ... NOTRE PRIORITÉ.

## CONTEXTE

- En décembre 2007, le principe de Jordan (PJ) a été adopté par la Chambre des communes en l'honneur de Jordan River Anderson.
- En 2008, Affaires autochtones et du Nord Canada (AANC) et Santé Canada ont été mandatés de mettre en œuvre le principe de Jordan.
- En janvier 2016, une plainte de la Société de soutien à l'enfance et à la famille des Premières Nations du Canada et de l'Assemblée des Premières Nations a été confirmée par le Tribunal canadien des droits de la personne. Le gouvernement du Canada a reçu l'ordre de cesser l'application de sa définition étroite du PJ, et de prendre immédiatement des mesures pour pleinement mettre en œuvre le sens et la portée de ce principe.
- En juillet 2016, le gouvernement du Canada a annoncé une aide financière pouvant aller jusqu'à 382 M\$ pour la mise en œuvre d'une nouvelle approche du Principe de Jordan – l'initiative de l'enfant d'abord.

## La nouvelle définition

- L'initiative de l'enfant d'abord vise à ce que les enfants des Premières Nations vivant dans les réserves et sur le territoire du Yukon, qui sont atteints d'un handicap ayant une incidence sur leurs activités quotidiennes ou une condition particulière de courte durée (ex. suite à une opération) aient accès à des services de santé et des services sociaux comparables à ceux vivant hors réserve.

# Principe de Jordan, Initiative de l'enfant d'abord – Avant et maintenant

## Principe de Jordan 2008

Une approche basée sur des différends entre le Canada et une province sur le paiement des services

Enfants des Premières Nations vivant dans une communauté

Les enfants évalués ayant des handicaps multiples nécessitant plusieurs fournisseurs

Enfants ayant besoin de services comparables à ceux que reçoivent les autres enfants vivant à l'extérieur des réserves dans un emplacement géographique similaire et répondant aux normes provinciales

## Principe de Jordan, Initiative de l'enfant d'abord 2016-2019

Une approche basée sur les besoins, pour s'assurer que les écarts de services ou les différends de compétences entre les gouvernements au sujet du paiement des services n'ont pas pour effet de perturber, de retarder ou d'empêcher l'accès aux services requis.

Enfants Premières Nations vivant habituellement dans une communauté et qui appartiennent à la catégorie d'âge des « enfants » tel que défini dans leur province/territoire de résidence.

Enfants évalués avec :

- Un handicap ayant une incidence sur leurs activités quotidiennes; ou
- Une condition particulière de courte durée qui requièrent des services de santé ou de soutien social

Enfants ayant besoin de services comparables aux services répondant aux normes provinciales en matière de soins, et enfants pour lesquels des demandes dépassant la norme sont présentées et examinées au cas par cas.

## Principes d'orientation

- Initiative d'une durée de 3 ans.
- Le gouvernement fédéral doit soumettre des recommandations pour établir une approche à long terme.
- L'intention n'est pas de dupliquer les programmes existants, mais de compléter ce qui existe déjà pour assurer que les besoins des enfants des Premières Nations vivant dans les réserves soient pris en compte et qu'il n'y a pas de lacunes dans les soutiens et les services en matière de santé et de services sociaux.
- Références normatives: assurer des accès équitables aux enfants qui habitent habituellement en réserve par rapport à ceux qui vivent hors réserve. Pour les enfants dont les demandes dépassent la norme, ils seront examinés au cas par cas.
- Initiative pour les enfants des Premières Nations âgés de 0 et 18 ans et qui vivent habituellement dans une réserve.
- Les communautés conventionnées (cries, Inuits et naskapis) sont exclues puisqu'elles sont intégrées dans le système provincial.

## **Composantes de l'initiative de l'enfant d'abord**

Le 5 juillet, le gouvernement fédéral a annoncé une nouvelle approche au principe de Jordan, avec un investissement de 382 M\$ sur une période de trois ans.

L'initiative comprend les composantes clés suivantes:

1. Une meilleure coordination des services (38M\$)
2. Le règlement de l'accès aux services (327M\$)
3. La mobilisation avec les Premières Nations et les provinces (17M\$)

## 1. Une meilleure coordination des services

- La coordination des services sera effectuée par une ou plusieurs organisations externes et par les communautés des Premières Nations.
- Les fonctions types des coordonnateurs de l'initiative pourraient inclure:
  - Des fonctions de sensibilisation;
  - L'accueil, l'évaluation et la coordination et;
  - La gestion de cas.



## 2. Le règlement et la gestion de l'accès aux services

- Le financement peut être utilisé lorsque les coordonnateurs de l'initiative ne peuvent résoudre les enjeux ou lorsque des besoins ont été identifiés et qu'ils ne peuvent être comblés par les programmes fédéraux existants.
- Le financement est utilisé seulement pour les cas en lien avec l'initiative et la reddition de compte sera importante.
- Le financement sera administré par Santé Canada avec la collaboration d'AANC.
- Chaque cas est différent et chaque demande est différente. Le temps pour obtenir une décision dépend de nombreux facteurs, mais nous allons travailler avec les partenaires pour obtenir une décision rapidement.

### 3. La mobilisation des partenaires

- Depuis l'annonce ministérielle, Santé Canada a communiqué avec les communautés.
- Des infirmières de Santé Canada communiquent actuellement avec les communautés pour mieux comprendre les besoins actuels des enfants dans les communautés qui pourraient être visés par l'initiative.
- Des discussions préliminaires avec AANC, la CSSSPNQL et la province du Québec ont eu lieu.
- Le comité des partenaires mené par la CSSSPNQL devrait donner les orientations pour la mise en oeuvre de l'initiative. Une rencontre aura lieu le 8 novembre 2016
- Un groupe de travail sera créé avec les partenaires (Comité des coordonnateurs) pour discuter:
  - Des normes de soins provinciales
  - La coordination des services
  - Prise de décision
  - La collaboration pour combler les lacunes recensées dans les services
  - Traitement des litiges (au besoin)

## Points de contacts

Renseignements au public  
Sans frais au: 1-800-567-9604  
Courriel: [InfoPubs@aadnc-aandc.gc.ca](mailto:InfoPubs@aadnc-aandc.gc.ca)

Familles des Premières Nations en vue d'obtenir ou  
d'améliorer des services pour des enfants:  
Services de santé non assurés de Santé Canada  
Sans frais au: 1-877-483-1575

## Transition Funding Working Group

### **Objective of Working Group:**

- To identify a funding model that is supported by the Directors of First Nation Child and Family Service agencies and that effectively and fairly distributes the available budget

### **Current Transition Funding Working Group Members – as of May 4, 2016:**

- [REDACTED] Executive Director, Carrier Sekani Society
- [REDACTED], Executive Director, Scw'exmx Society
- [REDACTED] Executive Director, Knucwentwecw Society
- [REDACTED] Executive Director, NIha'7 Kapmx Society
- [REDACTED] Manager, Social Programs, INAC
- [REDACTED] Advisor, INAC

## Methodological Notes – In Support of Transition Funding Working Group

### **Ministry of Child and Family Service – level of delegation:**

There are currently 20 First Nation Child and Family Services agencies in British Columbia, of those one is governed by a by-law and is therefore not delegated under the Province of British Columbia.

Of the remaining 19 First Nation Child and Family service agencies;

- 4 are delegated to C3
- 6 are delegated to C4
- 9 are delegated to C6

### **Community Remoteness:**

First consideration was the number of communities each agency served and identifying if they are urban; rural or fly-in. Source of reference for determining the designation of each community was based on the Remoteness Index used by the department for a variety of program allocations.

The lowest is .08 and this would be considered an urban First Nation and the highest was .6; however these two fly-in communities withdrew from the service agency in their area. As a result, the highest remoteness index is .5

### **Child Population:**

Child Population has been adjusted to 2016-17 reported numbers although 6 agencies have not reported "other" child population which as a result will affect the 2016-17 allocation. The child population is being used as a baseline to determine the number of Family Support workers allocated. This allocation was set at 1 for 250; 2 for under 800 and 3 for over 800.

**Child-In-Care (CIC) Caseload and Access to Service (remoteness):**

Review of the past five years (2010-11 through 2014-15) was undertaken to determine the average number of children in care as a standard reference. Further analysis to determine band of residency for each child under the care of an agency was done to identify if the child was from an urban; remote or fly-in community. For the purpose of this methodology, out-of-province children were considered "fly-in" as arranging contact with the band of residency / home community would involve potential flights. Once these numbers were identified, the ratio of 1 worker to 15 CICs for urban; 1 to 10 for remote CICs; and 1 to 5 fly-in CICs was calculated to determine the level of Guardianship workers required.

In order to determine the caseload numbers for Resource (Foster, Group and Institutional Care) and Reunification (Kinship Care and Post-Adoption Subsidy) workers, a review of the type of care reported was done for the past five years (2010-11 through 2014-15) to determine the average number of children in what type of care as a standard reference. The worker to CIC was set at 1 worker to 15 CICs.

**Price Index:**

Making reference to the Final Domestic Demand Implicit Price Index (FDDIPI), a percentage was determined by reviewing the fluctuation since 2005 through 2014 and was set at 9.5%

This % was applied to the current operating budget for 2016-17 to generate a "price index" adjustment.

**Remuneration:**

Salary was set for Family Support, Guardianship and Resource workers at \$66,600. The salary for the Reunification worker was set at \$40,000 in recognition that this position may be a community hired person not requiring a provincial level of delegation to work with First Nations families.

For the purpose of this methodology, a calculation was estimated for the pension as well as benefits. Pension was calculated using 5% and Benefits at 17% of the total salary (although the two examples included in the spreadsheet reflect closer to 23-27%).

Allocation of HRT Immediate Relief Methodology for 2016-2017

Recommendation: May 12, 2016

CFS Agency		A.) 2015-2016 Total Ops Funding (Basic+Other+Transition)	B.) 2016-2017 Total Ops Funding (Basic + Other)	C.) 2016-2017 HRT Immediate Remedies Allocation (Includes Transition)	D.) 2016-2017 Total New Ops Allocation (B + C)
C3	Namgis	\$284,846	\$280,001	\$70,000	\$350,001
C3	Denisiqi	\$658,237	\$660,650	\$165,163	\$825,813
C3	Haida	\$356,766	\$362,553	\$90,638	\$453,191
C3	Heiltsuk	\$313,788	\$323,832	\$80,958	\$404,790
C4	Ayas Men Men	\$986,289	\$580,830	\$669,909	\$1,250,739
C4	Nezel Be Hunuyeh	\$364,352	\$374,005	\$425,374	\$799,379
C4	Carrier Sekani	\$1,393,822	\$972,567	\$695,761	\$1,668,328
C4	Nil/Tu,o	\$966,226	\$950,618	\$346,909	\$1,297,527
C4	Northwest Inter-Nation	\$1,021,046	\$812,232	\$281,138	\$1,093,370
C4	Gitxsan	\$737,384	\$824,131	\$340,803	\$1,164,934
C6	Cowichan/Lalum'utul	\$1,317,685	\$1,025,551	\$742,534	\$1,768,085
C6	Usma Nuu Chah Nulth	\$1,569,950	\$1,074,065	\$738,085	\$1,812,150
C6	Secwepemc	\$918,949	\$738,874	\$772,166	\$1,511,040
C6	Ktunaxa Kinbasket	\$247,191	\$253,981	\$261,922	\$515,903
C6	Fraser Valley Aboriginal Society	\$1,467,014	\$935,379	\$680,427	\$1,615,806
C6	Kwumut' Lelum	\$1,059,987	\$1,137,993	\$688,499	\$1,826,492
C6	Nlha'7Kapmx	\$622,337	\$381,378	\$385,804	\$767,182
C6	Knucwentwecw	\$499,894	\$370,595	\$408,890	\$779,485
C6	Scw'exmx	\$525,889	\$404,075	\$520,723	\$924,798
Bylaw	Splatsin Stsmamlt	\$330,271	\$88,807	\$383,697	\$472,504
<b>Totals</b>		<b>\$15,641,923</b>	<b>\$12,552,117</b>	<b>\$8,749,400</b>	<b>\$21,301,517</b>

FNCFS Post-Budget 2016 Regional Funding profile

Year 1 (2016-2017)@ 40%	Year 2 (2017-2018) @60%	Year 3 (2018-2019) @80%	Year 4 (2019-2020) @100%	Year 5 (2020-2021) @100%
\$5,390,010	\$8,085,015	\$10,780,020	\$13,475,025	\$13,475,025

Note: The existing \$3.36M currently identified as Transition Funding will be provided each year in addition to the new FNCFS funding allocation



**AGENDA**  
**Innu Caucus Meeting**  
**June 14<sup>th</sup>, 2016**  
**Conference Room, Hotel North2 Goose Bay, NL**

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Coffee/Tea and Gather	8:45
Review Agenda/Main Items for IRT Meeting	9:00
Review Priority Action Items:	9:15
1) IRT/Secretariat:	
a) Board, Workplan and Budget	
b) Executive Director Handover	
c) FSR Position ?	
2) Income Support – Program Implementation	9:30
a) Status/Statistics	
b) Program Delivery – Natuashish	
c) Quality Assurance Reviews	
d) Sub-Committee Workplan	
3) CYFS – Overview and Update	10:00
a) Statistics/data	
b) Innu Care Approach – Practice Framework	
c) Working Relationship Agreement	
d) Placement Resources Planning	
e) Governance	
4) Justice Committee Update	10:30
5) Health	10:45
a) IMC and Working Groups	
b) 2016/17 Capacity Development Funding/Projects	
c) Diabetes Action Plan - Status	
d) Health Research Project	
Education – MTIE Update to Leaders	11:30
Lunch (provided)	12:00

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## AGENDA

### CYFS Meeting – June 14<sup>th</sup>, 2016 Hotel North2, Goose Bay, NL

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Introductions	3:00 pm
Current CYFS Statistics (NL/CYFS)	3:15
Working Relationship Agreement	3:30
- CLSW work update	
- Out of Community Case Reviews	
- WRA Review Process	
Innu Care Approach – Update (Development of Practice of Framework)	4:00
Prevention Services	4:15
- INAC Overview and update	
- Development of Innu Proposal	
Conclusions/Next Steps	4:45







## AGENDA

**CYFS Meeting – June 14<sup>th</sup>, 2016**

**Hotel North2, Goose Bay, NL**

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Introductions	3:00 pm
Current CYFS Statistics (NL/CYFS)	3:15
Working Relationship Agreement	3:30
- CLSW work update	
- Out of Community Case Reviews	
- WRA Review Process	
Innu Care Approach – Update (Development of Practice of Framework)	4:00
Prevention Services	4:15
- INAC Overview and update	
- Development of Innu Proposal	
Conclusions/Next Steps	4:45



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**Innu Round Table Meeting #16**  
**June 15<sup>th</sup>, 2016 Hotel North 2, Goose Bay, NL**

**Parties in Attendance:**

**Innu:** Chief [REDACTED] SIFN  
Chief [REDACTED] MIFN

**Canada:** [REDACTED] HC  
[REDACTED] INAC

**Province:** [REDACTED] NL/Lab & Aboriginal Affairs  
[REDACTED] NL/CYFS

Note: a complete list of participants is attached

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**1. INTRODUCTIONS**

The new Executive Director of the IRT Secretariat and IRT Chair, [REDACTED] convened the meeting at 9:15.

All parties were present, members/participants identified themselves (see list attached).

**2. REVIEW AGENDA**

The agenda was approved.

**3. REVIEW NOTES/DECISIONS/ACTION ITEMS FROM PREVIOUS MEETING**

The previous meeting notes were reviewed and approved. The Action Items were summarized and updates provided. Justice – Chief [REDACTED] indicated he had received a response from the Province on the MIFN Justice proposal which he will share later on the agenda. Health –there was some discussion regarding the NIHB item and an invitation for the Innu Health Directors to attend a meeting in Halifax in October. It was determined this was not a meeting arranged by HC.

**4. OPENING COMMENTS FROM THE IRT MEMBERS**

Chief [REDACTED] spoke to the search of [REDACTED]. The outcome was not good and the community was greatly affected by the loss. Chief [REDACTED] noted that council has observed that

following a community crisis, incidents of gas sniffing increases while alcohol decreases. The same trend was noted when [REDACTED] went missing. Recently, 30-35 children were reporting sniffing gas and there were indications that young adults were participating with kids. Chief [REDACTED] feels this is a clear indication the community need more healing programs, especially for the families as a whole. He believes it can be eliminated starting with the parents.

Chief [REDACTED] pointed out that SIFN lost the funding for a recreation director. Suicide and suicide attempts are a big issue in Sheshatshiu. Recreation is seen as an important activity for all ages and it needs to be brought to the table and work closely with partners to help find a solution. The SIFN Youth Centre will be open in the very near future.

[REDACTED] noted that Health Canada recently announced \$69 million going out over 3 years for crisis intervention teams to provide services in First Nations across Canada and to provide a national crisis hotline. They will meet on Friday to discuss the possibilities for the Atlantic Region. We need to continue to work together moving forward.

On behalf of INAC, [REDACTED] noted that it's encouraging to see the work being done with the Innu through the tripartite. He highlighted the devolution of the Income Support Program and re-establishment of the IS Sub-Committee as significant progress. [REDACTED] also mentioned the department would be working with the Innu through the IRT Sec on a CYFS Prevention Strategy.

[REDACTED] congratulated [REDACTED] on her appointment as the Executive Director/IRT Secretariat and Chair of the IRT Meetings. He mentioned that the premier will be in Goose Bay at the Expo in June. [REDACTED] said that CYFS is excited about the opportunities with increased funding under a federal enhanced prevention program. By working hard together, all services will provide better support to families.

#### **ACTION LIST UPDATE**

##### **a. IRT Secretariat**

The 2015/16 IRT Sec reports have been finalized and submitted to HC, INAC and NL. Copies of the completed annual workplan and consolidated financial report are available and will be posted to the IRTSEC.ca website. One outstanding item from the 2015/16 workplan will be carried forward: the sub-committee on Justice has been difficult to establish, but all other items were completed. Financially, total revenue in 2015/16 was \$2,226,580 and expenditures were within forecast totaling \$2,225,620.

##### ***Action Items***

- ***INAC and HC to provide responses to the IRT Sec 2015/16 financial and program reports.***

The IRT Sec Board is fully operational and conducted a board meeting on June 13<sup>th</sup>. Resolutions to amend the signing authorities for the Income Support Program bank account (for payments less than \$1000) and to establish administrative protocols for the Executive

Director were approved. The Board also approved the Interim Finance Policy and budget for 2016/17. **Note: Minutes have been posted to the IRTSEC.ca website.**

The IRT Workplan and Expenditure Forecast/Budget 2016/17 was presented: total revenue (INAC, HC and NL-CYFS) is projected at \$2.6M and a balanced budget is forecast. Total revenue for the year is expected to exceed \$3M once the projected costs of the Income Support Program are adjusted to reflect accurate caseloads in both communities.

**b. Income Support Program**

██████████ confirmed that the IRT Sec assumed responsibility for program delivery and management functions of the Income Support Program in Sheshatshiu and Natuashish on April 1st, 2016, pursuant to the transition plan approved by all three parties. Sixty (60) active client files were transferred from NL/AES in March and IS assistance levels have doubled in the first two months. New applications for eligible recipients are being processed with a turnaround time of three days as the average from application to payment. There are currently 10 files in Natuashish and that total is expected to increase with monthly visits by Client Service Officers. The budget will be adjusted to reflect the need. The first quality assurance review (by INAC and NL-AES) went well. The report is expected soon. The second review is planned for next week. Integrated Case Management plans are being developed for clients and several initiatives are being researched - wage subsidy program and community freezer.

INAC ██████████ noted that there will be a teleconference in the next couple of weeks in regards to the IS Sub-committee. ██████████ mentioned the child tax benefit and that it should be discussed with the tripartite. ██████████ suggests it be brought up with the committee and then they move from there.

Chief ██████████ asked about outpost in regards to Income Support. ██████████ mentioned that clients proceeding to Outpost can receive a lump sum amount for the length of time that they will be gone and then they will continue to get regular payments once they return to the community. A letter from the band's outpost manager/coordinator is required for each client.

**Action Items**

- **INAC to adjust the 2016/17 Income Support Program budget/Cashflow based on approved expenditure projections. Note: IRT Sec projection has been submitted and adjustment confirmed by INAC June 28<sup>th</sup>.**
- **INAC and NL-AES to provide the draft QA report for May IS expenditures.**
- **IS Committee to meet and establish priority workplan.**
- **IS Committee agenda to include plan to resolve the outstanding issue of the CTB.**
- **IRT Sec to implement schedule of monthly CSO visits to Natuashish.**

**c. Justice Sub-Committee Update**

██████████ mentioned that there have been a number of challenges to establishing a joint justice sub-committee of the IRT as planned. One significant obstacle has been the discrepancy in support and coordination services in Natuashish vs Sheshatshiu. In 2015, NL-Justice representatives indicated a willingness to consider a proposal for MIFN to establish

community justice workers (similar to the 4 positions/functions in SIFN funded by the province). The IRT Sec engaged a consultant to assist MIFN and Chief █████ submitted the modest proposal in Dec 2015. Chief █████ confirmed that he was therefore surprised that the province's response (Mar 1<sup>st</sup>, 2016) was to turn down the request. With these supports in place, MIFN would be able to provide services within the community and provide capacity to engage in the justice committee. Chief █████ asked if the province could reconsider their proposal.

█████ indicated that although the province recognizes the circumstances in Natuashish, given the financial situation, NL is unable to support the proposal at this time. He recognizes not having the services in Natuashish that they have in Sheshatshiu will make it very hard for the two communities to meet and discuss their common issues.

In Sheshatshiu, the Justice Coordinator, █████ has established a youth justice committee. The three day meeting in February indicated a high interest for healing circles rather than the mainstream justice process. █████ reported that the community recently conducted their first healing circle in many years and it was very successful. He mentioned that the healing circles (which focus on the history and background causes of the incident) are expected to be more effective than the provincial court system. He also thinks the community should think about policing, and having the courts held in the community again.

█████ spoke to what a benefit it would be to have Innu speaking people in the court to help with understanding. █████ said people have problems with getting transportation to court in Goose Bay and if they miss it, it tends to be postponed for months down the road. █████ also mentioned that CYFS requires sufficient notice to arrange taxis but they will do that for parents where required.

#### **Action Items**

- **NL to reconsider the MIFN Justice Proposal.**
- **IRT Sec to continue efforts to establish the Justice Committee.**

#### **d. Child Youth & Family Services**

█████ spoke about the Innu Care Approach which was recently referred to as the "Innu Care Model". █████ noted the work around the presentation of the Innu Care Approach continues to evolve and is now working to incorporate text/descriptions of each of the slides. The Innu Care approach depicts Innu values and guiding principles. It sends a strong message to non-Innu that Nutshimit is the home of the Innu and how the culture is so important to "Re-Building Healthier, Sustainable, Resilient Innu Communities, Individuals and Families" █████ made reference to the Provinces recent approval of a proposal submitted by the SIFN Social Health Department. The proposal aligns with the vision found in the Innu Care Approach. The funding will enable clients of the Sheshatshiu Group Home to take part in Innu Cultural activities. █████ mentioned the IRTS are working with the CWLC to try and describe the model/approach in operational terms to define program practice guidelines. █████ has been invited to present at the CWLC national meeting in BC in October. █████ said the funding for her position has been continued for this year and her work will continue. The Working Relationship Agreement has enabled partners to move towards work that encompasses the integration of utilizing prevention services to support Children and

Families in need. The more the community health workers are involved the better for the children and families.

The IRT Sec has been coordinating a planning initiative for Community Placement Resources for the last year. The proposal to re-profile the SIFN Group Home to an operational level 4 facility, fully funded by NL, is being finalized and submitted to NL-CYFS. The IRT proposal to develop a more comprehensive framework for planning placement resources in both communities, using the Innu Care Approach has also been finalized and will be submitted to NL-CYFS.

INAC, [REDACTED] confirmed that the IRT has been invited to submit a proposal to access new funding which has been made available for prevention services and strategies. Funding is available immediately for approved initiatives as part of a prevention plan. [REDACTED] mentioned that the Innu had developed a prevention business plan in 2014 to access the Enhanced Prevention Funding Approach; however, that INAC policy has been on hold for the past two years. He mentioned that the Innu CYFS planning team is in the process of updating that plan with recent developments and a new proposal will be submitted in July.

[REDACTED] raised a question to the Province around the delivery of Pride training in Sheshatshiu. The Province advised the training was underway this week in Sheshatshiu for foster parents and a total of 14 participants were expected to take part.

#### **Action Items**

- ***IRT Sec will coordinate the refinement of the Innu Care Approach.***
- ***IRT Sec will coordinate the development of a prevention service proposal.***

#### **5. HEALTH UPDATE**

a. **IMC Report** (See attached) presented by the new IRT Health Coordinator, [REDACTED] IMC had a meeting on May 18th. The draft workplan for 2016/17 is in place.

The DWWG (Diabetes) held a meeting on April 21st. The Management Action Plan for the Diabetes Assessment is the focus of operations and the recommendations are being implemented; however, the development of a Diabetes Strategy is on hold pending funding support. The working group plans to meet 4 times/year, instead of 6.

The MHA (Mental Health and Addictions) Working Group is currently inactive. The group requires a chair to continue with the meetings. A call letter was sent out to working group for a chair/co-chairs, a response is pending from the working group members. [REDACTED] offered if HC could be of any assistance in this area. The Innu welcomed HC to encourage HC representatives on the MH&A Working Group to respond to the request in the letter.

The MCH (Maternal Child Health) Working Group is also inactive, but in the process of being reorganized under following a management review. The newly-established Innu Child Health Coordinator is in place and currently working on this as a priority.

The HiM (Health Information/Data Management) Working Group recently updated their Terms of Reference. A report has been prepared and should be distributed by the end of June.

**b. Youth Health Project Report** (see attached)

██████████ and ██████████ presented *The Voices of Labrador Innu Youth*, a summary report of the results of the Youth Health Initiative activities in Sheshatshiu and Natuashish in 2015/16. The top 3 health problems seen by youth in Natuashish: 72% sniffing gas, 58% drugs/marijuana, 40% smoking. Sheshatshiu: 3 hardest things youth face today, drugs, drinking/alcohol, bullying/abuse. ██████████ says this is the first time she has seen issues right from the community youth. Usually people just focus on the adults. Chief ██████████ says the presentation makes him think about what he needs to do for the youth. We are trying to pave a road for the children that will be our future leaders. It was noted that the presentation had a very powerful message. ██████████ noted that HC has funded the follow up initiative for 2016/17 and the IRT Sec is coordinating the development and implementation of community youth action plans based on the results of the work in 2015/16.

**Action Items**

- ***The Youth Health Coordinators will be invited to provide an update at a later IRT Meeting.***

**c. 2016/17 Capacity Development Projects** (see attached)

██████████ and ██████████ outlined the health capacity development initiatives for 2016/17. All approved projects have been implemented and contracts with various service providers are either in place or in the process of being finalized. The proposal to develop a Diabetes Strategy is still under consideration by HC.

**Action Items**

- ***IRT Sec to provide monthly status reports on the 2016-2017 capacity development projects.***
- ***HC to provide a response to the IRT Sec regarding the Diabetes Strategy project.***

**6. OTHER BUSINESS**

- a. FSR - ██████████ (former FSR) announced that his contract (with INAC) as a federally appointed representative was not renewed in 2015/16. He is disappointed in the lack of communication that would be useful in a transition of the role. He thanked the Innu Leaders and spoke kindly of the last 2 1/2 years in his position of Federal Special Representative to the Innu Round Table. He leaves the position, and hopes he was successful in facilitating some progress across a broad range of intergovernmental issues between the Innu Round Table principals/parties.
- b. Chief ██████████ announced that MIFN is engaging in a community consultation process to change the band election codes. He hopes the proposed changes will be decided by the community in September so that the new regulations will be implemented for the next election.

## **7. NEXT IRT MEETING**

It was agreed that the IRT Meeting #17 will take place on October 6th in St. John's, NL as the preferred location. Pre-meetings will be conducted on October 5<sup>th</sup>.

The principals were also asked to consider holding an IRT Meeting # 18 in Ottawa Dec 7/8<sup>th</sup>.

### ***Action Items***

- ***IRT Sec to coordinate details for the next IRT Meeting to be conducted in St John's on Oct 6<sup>th</sup>.***

Prepared By: [REDACTED]

Reviewed By: [REDACTED]

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## **ATTACHMENTS:**

Agenda

List of Participants

IRT Sec Completed Workplan 2015-16

IRT Sec Operational Workplan and Budget 2016-17

Income Support Program – presentation

IMC Report

Youth Health Project Presentation - The Voices of Labrador Innu Youth

2016/17 Capacity Development Status Report – June 2016



**IRT MEETING June 15<sup>th</sup> 2016 – List of Participants**

Name	Organization	Phone	E-mail
[REDACTED]	SIFN Health	[REDACTED]	[REDACTED]
[REDACTED]	SIFN	[REDACTED]	[REDACTED]
[REDACTED]	IRT Secretariat	[REDACTED]	[REDACTED]
[REDACTED]	IRT Secretariat	[REDACTED]	[REDACTED]
[REDACTED]	IRT Secretariat	[REDACTED]	[REDACTED]
[REDACTED]	MIFN	[REDACTED]	[REDACTED]
[REDACTED]	LHS/FNIHB	[REDACTED]	[REDACTED]
[REDACTED]	INAC	[REDACTED]	[REDACTED]
[REDACTED]		[REDACTED]	[REDACTED]
[REDACTED]	Innu Nation	[REDACTED]	[REDACTED]
[REDACTED]	Chief MIFN	[REDACTED]	[REDACTED]
[REDACTED]	IRT Secretariat	[REDACTED]	[REDACTED]
[REDACTED]	IRT Secretariat	[REDACTED]	[REDACTED]
[REDACTED]	SIFN Health	[REDACTED]	[REDACTED]
[REDACTED]	Chief SIFN	[REDACTED]	[REDACTED]
[REDACTED]	FNIHB	[REDACTED]	[REDACTED]
[REDACTED]	SIFN Council	[REDACTED]	[REDACTED]
[REDACTED]	HC – FNIHB	[REDACTED]	[REDACTED]
[REDACTED]	HC – FNIHB	[REDACTED]	[REDACTED]
[REDACTED]	Chignecto	[REDACTED]	[REDACTED]
[REDACTED]	CYFS	[REDACTED]	[REDACTED]
[REDACTED]	CYFS	[REDACTED]	[REDACTED]
[REDACTED]	LAAO	[REDACTED]	[REDACTED]
[REDACTED]	LAAO	[REDACTED]	[REDACTED]
[REDACTED]	INAC	[REDACTED]	[REDACTED]
[REDACTED]	SIFN	[REDACTED]	[REDACTED]
[REDACTED]	MIFN Council	[REDACTED]	[REDACTED]
[REDACTED]	MIFN	[REDACTED]	[REDACTED]
[REDACTED]	MIFN	[REDACTED]	[REDACTED]
[REDACTED]	MIFN	[REDACTED]	[REDACTED]



**AGENDA**  
**CYFS Meeting – Oct 5, 2016**  
**Delta Hotel, St. John's, NL**

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Tea/Coffee/Gather	10:15
Current CYFS Statistics (NL/CYFS)	10:30
Working Relationship Agreement	10:45
CLSW work update	
- Case Reviews	
- Review of WRA	
Labrador Innu Prevention Initiative	11:05
Innu Care Approach (Update)	11:20
Prevention Services	11:30
Placement Resources Planning	11:45
- Priorities in Natuashish – Placement Options	
Conclusions/Next Steps	12:00



**AGENDA**  
**Innu Round Table Meeting**  
**October 6<sup>th</sup>, 2016**  
**Delta Hotel, St John's, NL**

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COFFEE/TEA	8:30 am
1. Introductions - All	9:00
2. Review Agenda – Chair	9:10
3. Review Notes/Decisions/Action Items from Previous Meeting - IRT Meeting June 2016	9:15
4. Opening Comments from the IRT Members: - Innu Leaders - INAC, HC, NL	9:30
5. Action List Update: a. IRT Workplan & Budget 2016/17	9.45
COFFEE BREAK	10:00
b. Income Support - Program Implementation Update - Quality Assurance Reviews - IS Sub-Committee	10:15
c. Justice Sub-Committee Update	10.45
d. Child Youth & Family Services (NL/Innu/INAC) - Overview of Statistics - Status of Working Relationship Agreement (Implementation and review) - Labrador Innu Prevention Initiative o Proposals o INAC Response - CYCP Legislative Review	11:00
LUNCH (Provided)	12:00
6. Health Update - HC - Status of LHS (positions/funding/functions) - IMC Report (DWWG, FASD, MHA, MCH, HiM) and NIHB Task Group - Health Status Report – HiM Project - Status of Capacity Development Funding and Initiatives 2016-17	1:15pm
7. Other Business	2:30
8. Next IRT Meeting	3:30

*HC Presentation  
on Child First  
Approach*

## **Agenda:**

**Wednesday, May 25 2016 10:00 am to 2:00 pm, Eel Ground First Nation Band Office (upstairs Boardroom)**

### **Draft Agenda:**

**10:00 - 1. Revised Budget - consistent with actual Letters of Agreement signed by the six (6) service providers. The estimated total cost of the project has not varied from the original proposal.**

**10:15 - 2. Financial Report - itemized cost of project to date.**

**10:30 - 3. Update and discussion on project activities (available Project Team members join this part of meeting to provide information and respond to questions):**

#### **a. Elsipogtog Agency**

**- Request from agency for project funding to pay part of costs of a facilitator for community consultation & information meetings on incorporating enhanced prevention and traditional child welfare practices in the CFS agency's work.**

**11:00 - b. Maliseet (Wolastoqiyik) Agency**

**11:30 - c. Mi'kmaq Agency**

**12:00 - Light working lunch**

**12:15 - Update & discussion continued...**

**01:15 - 4. Phase III - Transition to new model, next steps.**

**01:45 - 5. New business**

**02:00 - Adjournment**

## **CFS Aggregation Project Working Group - Minutes**

**wednesday, May 25 2016  
10:00am to 2:00pm  
Eel Ground First Nation  
Band Office (upstairs Boardroom)**

## **Agenda:**

**1. Revised Budget - consistent with actual Letters of Agreement signed by the six (6) service providers. The estimated total cost of the project has not varied from the original proposal.**

**a) Information provided on revision to consulting fees based on changes to perceived need (i.e. facilitation of meetings) and of actual agreements signed with service providers.**

b) Total project cost has not varied as a result of adjustments to some of the projected costs.

The revised budget is approved.

## **2. Financial Report - itemized cost of project to date.**

a) Working Group (WG) is provided with report on fees paid to date (\$79,887.60 as of May 19 2016). Work is intensifying and it is expected that costs will accelerate in May & June. INAC suggests that a request be sent for the advance of the remainder of the project funds.

Note: A second all-staff is being planned for the Mi'kmaq Agency and Elsipogtog has requested support from the Project Team to facilitate a community engagement meeting so it is expected that further adjustments will be required. However, these should be able to be accommodated within the approved total funding for Phase II.

b) WG is provided with report on Travel Costs to date (\$7,874.03 as of May 19 2016). Travel expense costs are well below projections to date.

## **3. Update and discussion on project activities (available Project Team member joins this part of the meeting to provide information and respond to questions):**

### **a. Elsipogtog Agency**

Agency indicates that it has approval from Chief & Council to incorporate CFS agency. Agency prefers to proceed with community engagement session and wait to see proposed agency model before undertaking further steps.

Request from agency for project funding to pay part of costs of a facilitator for community consultation & information meetings on incorporating enhanced prevention and traditional child welfare practices in the Elsipogtog CFS agency's work.

Description -

"The Elsipogtog Child and Family Services will continue to provide child protection as per the provincial legislation under the new Model but the new Agency will focus on prevention and on maintaining and enhancing a Mi'gmaq cultural approach appropriate to Mi'gmaq families in their community.

The goal of the community engagement process is to create greater community ownership of child welfare and protection

services in Elsipogtog as well as to feed into the development of **prevention standards** for child and family services. They also wish to provide information on the child and family services currently being delivered and to obtain input into the new agency model. Another expectation is that through a greater community ownership, there would be a corresponding decrease in protection cases. A cultural approach will be assumed throughout the process and how that looks like will be discussed.

The request is for an individual to assist the Agency in the design and delivery of four focus groups for the following groups:

- Youth 15 years and older
- Single mothers
- Adults
- Grandparents

Agency is also requesting that a report be prepared with the findings of these focus groups.

It is anticipated that these sessions will take place back to back over the course of two days to save on travel and time. The potential dates identified are June 15-16, 2016 and the location will be in the community of Elsipogtog.

The deliverables arising from this process will be the following:

- Data collection tools to be used in the focus groups
- 4 focus group sessions
- Report of the findings arising from the 4 focus groups

The anticipated overall cost in fees (not counting travel) will be \$7,800 including preparatory time, design of data collection tools, actual delivery, data analysis and report preparation (including draft and finalization)."

WG approves funding for a facilitator (Project Team member) to assist with the community engagement session at Elsipogtog at the cost identified above (plus travel and accommodation expenses).

#### **b. Maliseet (Wolastoqiyik) Agency**

Director indicates that Wolastoqiyik Chiefs should be meeting soon and he will try to get CFS on the agenda. He believes there is still some work but indicates that the Chiefs are working more together as they develop plans for a Tribal Council in the near future.

#### **c. Mi'kmaq Agency (other Directors join this part of meeting).**

The Mi'kmaq CFS Directors have met regularly since last year to advance the Mi'kmaq agency and those meetings have become more frequent since the start of Phase II of the aggregation project.

Since they have been eager to support the efforts to develop a new model, they have worked closely with the Project Team to develop an Org Chart, a Plan of Establishment and job descriptions for new positions that will allow a child welfare approach more focused on prevention and early intervention (prevention units, for example). The new model would also include Aboriginal Cultural Counselors to support the enhancement of traditional practices and culturally appropriate prevention services.

The effort has included identifying how to improve working conditions and benefits in line with provincial employees doing comparable jobs (Department of Social Development).

The Mi'kmaq agency group has also begun discussing how to update the First Nations Child Welfare Practice Standards and incorporate prevention guidelines. The standards were last updated in 2004 and new approaches (Family Group Conferencing) have been adopted since then and have not been incorporated in the standards.

The WG agrees that First Nations Standards are essential but that they need to be updated and maintained. This issue will remain a standing item in future WG meetings.

There is some discussion but no conclusion as to whether PNB could provide assistance in the process of updating the First Nations Practice Standards.

The Mi'kmaq CFS Directors (serving all Mi'kmaq First Nations, except Elsipogtog) expressed their support for the new model but some concern that the political will to adopt it is not yet confirmed. It is hoped that the Chiefs will soon be briefed on the new model and brought up to date on the work being done.

#### **4. Phase III - Transition to new model, next steps.**

The CFS Directors have raised from time to time the question of INAC support for the process moving forward, i.e. the actual transition from the existing agencies to the three-agency model. This would require funding to set up the corporation Boards of Directors, provide for the hiring of interim CEOs and the retention of expertise and support for the setting up of the new agencies. It should also be noted that, in some cases if not most, existing CFS agency space is inadequate to house additional staff. This means that some infrastructure funding could be required outside of agency operational budgets.

INAC officials expressed the department's ongoing support for aggregation.

Eventually, Phase III (Transition Plan) proposals will have to be submitted for approval.

Discussions confirm that each agency will be allowed to proceed at its own pace so that if one agency has obtained the required approvals from Chiefs and Band Councils involved, then that agency could move to the next phase. The others would do so if and when they are ready to proceed and once First Nations leadership has confirmed approval of the model.

## **5. New business**

There is agreement that the WG should develop Terms of Reference to clarify its role in the future. It has to date coordinated the efforts leading to aggregation and provided oversight for the process, approving project proposals, fine-tuning the idea of aggregation and informing the various parties in the discussions. Joe Behar had circulated a rough draft of possible Terms of Reference for the WG.

The draft Terms of Reference for the Working Group will once again be circulated.

It was decided that these Terms of Reference could be reviewed and brought to the WG for consideration. This will remain on the WG Agenda for coming meetings.

Meeting adjourns.



**Agenda:**

Wednesday, July 20 2016 10:00 am to 2:30 pm Boardroom 2A, 551 King Street - PNB Social Development Fredericton

10:00 - 1. Revised Budget - Extension of the project completion date, the Elsipogtog community consultation sessions, some additional work required from consultants and a request from Mi'kmaq Chiefs to organize a workshop on the new model have necessitated further adjustments to the project budget. The estimated total cost of the project has not varied from the original proposal. A detailed revised budget will be available on or before the date of the meeting.

10:30 - 2. Financial Report - itemized cost of project to date.

11:00 - 3. Update and discussion on project activities (available Project Team members join this part of meeting to provide information and respond to questions):

- a. Elsipogtog Agency - report on community consultation & information meeting on incorporating enhanced prevention and traditional child welfare practices in the CFS agency's work - held in Elsipogtog on June 14 & 15.
- b. 11:30 - b. Maliseet (Wolastoqiyik) Agency
- c. 12:30 - c. Mi'kmaq Agency - report on the presentation to the 9 Mi'kmaq Chiefs on June 20 and request for a workshop on the new model. - request from Esgenoôpetitj Chief for presentation to new Band Council

01:15 - 4. Practice Standards & Prevention Guidelines update - The latest revised budget now provides for some funding to update the First Nations Practice Standards. One option could be to identify and hire a consultant who could work under the guidance of a committee made up of 2 FN Social Workers from each of the three proposed agencies (Mi'kmaq, Elsipogtog & Maliseet) . The committee might be chaired by a provincial official who could ensure that it take full advantage of the work that has recently been carried out by PNB in updating the provincial standards and ensuring they are culturally appropriate. There does not appear to be any Prevention Standards but it should be possible to develop guidelines

01:45 - 5. Draft Working Group Terms of Reference

02:15 - 6. New business

02:30 - Adjournment

CFS Aggregation Project - Phase II  
Working Group Meeting Agenda  
October 3, 2016

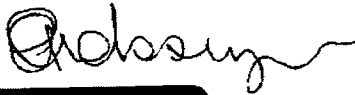
1. Revised Budget – More delays in obtaining BCRs has resulted in a further extension of the project completion date to October 31. The estimated total cost of the project has not varied from the original proposal. A detailed revised budget and financial report has been circulated to WG members.
2. Financial Report - itemized cost of project to date has been sent to WG members.
3. Update and discussion on project activities.
  - a. Elsipogtog Agency
  - b. Maliseet (Wolastoqiyik) Agency
  - c. Mi'kmaq Agency
4. Practice Standards & Prevention Guidelines update – Discuss options to update the First Nations **Practice Standards**. One option could be to identify and hire a consultant who could work under the guidance of a committee made up of 2 FN Social Workers from each of the three proposed agencies (Mi'kmaq, Elsipogtog & Maliseet) . The committee might be chaired by a provincial official who could ensure that it take full advantage of the work that has recently been carried out by PNB in updating the provincial standards and ensuring they are culturally appropriate. There does not appear to be any **Prevention Standards** but it should be possible to develop guidelines
5. Draft Working Group Terms of Reference – these have been circulated to all WG members. I have not received any feedback.
6. Transition and implementation - Discussion of options for transition and implementation of new model for those agencies who have developed the model, organisation chart, obtained political approval and are ready to adopt the new model.
  - a. Funding
  - b. Process
  - c. Options for any agency not yet ready to transition
7. New business




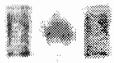
which will include FNCFS agencies. In the Alberta Region, we look forward to advice and support from the Chiefs of Alberta and with all of our partners in Alberta on the engagement plan regarding this important matter.

If you have any questions about the First Nations Child and Family Services Program, the CHRT ruling or next steps on the response to the ruling, please do not hesitate to call myself or Carol Schimanke, Manager, Social Development-CFS at (780) 495-2589. We will also be sharing detailed information with the delegated First Nation Child and Family Services agencies.

Sincerely,



  
Director  
Social Programs and First Nations Relations, Treaty 8  
630 Canada Place,  
9700 Jasper Avenue  
EDMONTON, AB T5J 4G2



All First Nation Child and Family Services (FNCFS) agencies  
FNCFS Boards  
FNCFS Directors

**RE: Canadian Human Rights Tribunal Decision and Budget 2016**

I am writing to keep you informed of the next steps taken by the Government of Canada as a result of the recent Canadian Human Rights Tribunal decision and the announcement of Budget 2016 with respect to the First Nation Child and Family Services program. As you know, the CHRT decided in favor of the complainants, the First Nations Child and Family Caring Society and the Assembly of First Nations, in January 2016. The Government of Canada fully supports the CHRT decision and has already taken steps to address key concerns related to the delivery of First Nation child and family services on reserve.

To support both the immediate needs of First Nations children and to begin a process of reform to strengthen the First Nations Child and Family Services program, Budget 2016 proposes to invest nationally \$634.8 million over 5 years. Of the \$634.8 million over 5 years, Alberta's portion equates to approximately 19% or \$120.8 million.

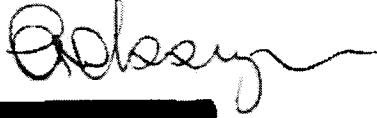
Based on Budget 2016 and as a first step, the Government of Canada will provide immediate relief investments to the delegated First Nation Child and Family Service agencies. The investments are to establish stability for front-line services and ensure continued access to these services for First Nation children and families on reserve as the Government works with its partners to reform the First Nation Child and Family Services program.


Immediate relief is calculated as a top-up, through updated funding formulas, for jurisdictions already under the prevention-based approach. Funding is incrementally phased from Year 1 to 4 (60%, 70%, 80%, 100% and ongoing after Year 5). The proposed incremental approach to investments would allow time for the First Nation Child and Family Services agencies to build their human resource plans, hire and train staff gradually and to expand prevention programming.

Over the longer term and as we move forward, the Government of Canada will work closely with its partners toward meaningful and lasting reform of the First Nation Child and Family Service program. INAC will be coming forward with a plan of engagement which will include FNCFS agencies. In the Alberta Region, we look forward to advice and support from the Chiefs of Alberta on a process to engage on this important matter.

Attached is copy of the detailed information for your agency. If you have any questions about the Child and Family Services program, the CHRT ruling or next steps on the response to the ruling, please do not hesitate to call myself or Carol Schimanke, Manager, Social Development-CFS at (780) 495-2589.

Sincerely,



  
Director  
Social Programs and First Nations Relations, Treaty 8  
630 Canada Place,  
9700 Jasper Avenue  
EDMONTON, AB T5J 4G2

Att.



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# AGENDA

- Opening prayer
- Introductions
- Opening comments
- Presentation
- Health Break
- Q&A



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# First Nation Child and Family Services Program

Presentation to FNCFS Directors

May 2, 2016



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# Budget 2016

- To support both the immediate needs of First Nations children and to begin a process of reform to strengthen the First Nations Child and Family Services program, Budget 2016 proposes to invest \$634.8 million over 5 years
- Specifically, the investments are: \$71.1 million in 2016-17; \$98.6 million in 2017-18; \$126.3 million in 2018-19; \$162.0 million in 2019-20; and \$176.8 million in 2020-21 and ongoing.



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## Alberta Region's Portion of Budget 2016

- Of the \$634.8 million over 5 years, Alberta's portion equates to 19% or \$120.8 million over 5 years

Year 1 @ 60%	Year 2 @ 70%	Year 3 @ 80%	Year 4 @ 100%	Year 5 @ 100%
\$17,688,573.66	\$20,636,669.27	\$23,584,764.88	\$29,480,956.11	\$29,480,956.11

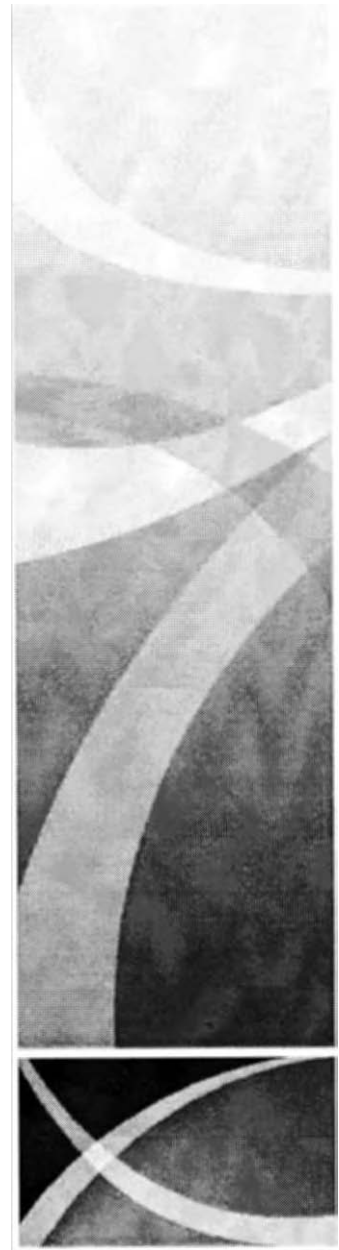


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# Program Integrity

- This component is calculated as a top-up, through updated funding formulas, for jurisdictions already under the prevention-based approach (Alberta, Saskatchewan, Nova Scotia, Prince Edward Island, Quebec and Manitoba).
- Funding is incrementally phased from Year 1 to 4 (60%, 70%, 80% and 100% ongoing after Year 5), similar to what was proposed in the 2012 Way Forward deck.



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# Program Integrity

- The proposed incremental approach to investments would allow time for agencies to build their human resource plans and to hire and train staff gradually, based on the availability of qualified social workers and capacity of the agency to manage a larger complement of human resources, and to expand prevention programming.



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# Program Integrity

- Immediate relief consists of 3 main themes:
  1. Fundamental changes to the formula calculation methodology
  2. Revisions to the salaries/amounts previously identified in the formula
  3. New lines added to the formula



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## Fundamental changes to the formula calculation methodology

- A base of 6% of the child population is used to calculate the no. of front line staff required to case manage the caseload
  - i.e. for a register child population of 1000, based on the 6% base the agency would be serving 60 children in care. If the caseworker ratio is 20 to 1, then this Agency would be allocated 3 caseworkers
- For Agencies with Children In Care (CIC) over 6%, the 14/15 Actual count is used
- For Agencies with CIC below the 6%, continue to apply 6%





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## Revisions to the salaries/amounts previously identified in the formula

Formula line item	Amount as at 2006	Updated Amount
<b>Salary Revisions</b>		
Director Salary	\$77,000	\$110,000
HR Staff Salary	\$39,300	\$62,986
Secretary/Receptionist Salary	\$36,000	\$49,486
Financial Support	\$51,000	\$62,637
Front Line Social Worker	\$58,100	\$75,483
Social Worker Supervisor	\$65,500	\$83,781
Support Worker	\$36,000	\$55,119



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## Revisions to the salaries/amounts previously identified in the formula

Formula line item	Amount as at 2006	Updated Amount
<b>Salary Revisions</b>		
Foster Care Worker	\$58,100	\$75,483
Foster Care Trainer	\$58,100	\$75,483
Case Managers	\$58,100	\$75,483
Family Enhancement Worker	\$58,100	\$75,483



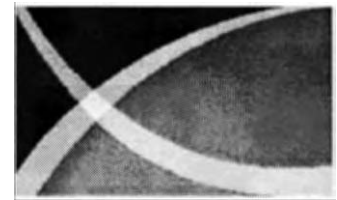
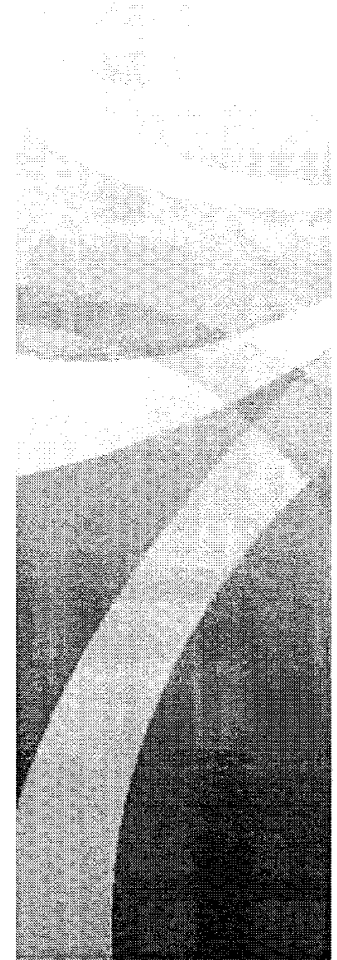
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## Revisions to the salaries/amounts previously identified in the formula

Formula line item	Amount as at 2006	Updated Amount
<b>Line item increases</b>		
Audit	\$8,500	\$10,000
Insurance	\$24,000	\$30,000
Legal	\$20,000	\$33,500
Benefits	20%	20.45%
Off Hour Emergency services	5%	7.75%
Service Purchases	\$100/child	\$175/child
Travel for Staff	\$10,000	\$11,000





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## **New Line Items (positions) - added to the formula**

- Financial Manager (\$ 74,208)
- Intake worker (\$62,986)
- Assessment/Investigation (\$75,483)
- Community Coordinator (\$62,986)



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# Next Steps

- Notice of Budget Adjustments (NOBAs) will be completed with 60% cash flow release and 40% being held in the pool until Agency provides a revised Budget for 2016/17.
  - Aiming for the first cash release to be June 15th, 2016 or earlier



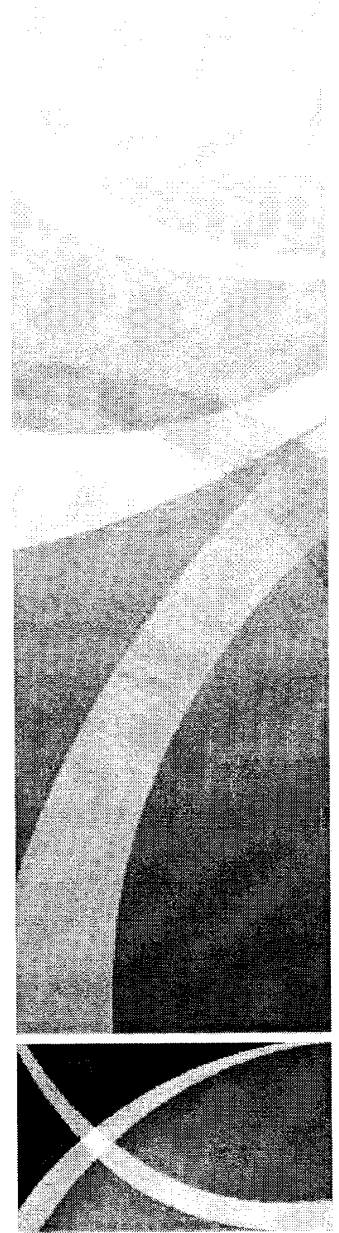


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# Next Steps

- These investments demonstrate the Government's commitments to improving its relationship with First Nation people and outcomes for First Nation children and families.



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# Next Steps

- Over the longer term and as we move forward, the Government of Canada will work closely with its partners toward meaningful and lasting reform of the First Nation Child and Family Service program.
  - In the Alberta Region, we look forward to advice and support from the Chiefs of Alberta on the engagement plan regarding this important matter

