

2023 -  
2024

# ANNUAL REPORT

**SANDY BAY  
CHILD AND FAMILY  
SERVICES INC.**





# Keeping Families Together

Sandy Bay Child and Family Services believes that all children have the right to grow up in a safe and nurturing family environment, free from child abuse and neglect. To help protect children from abuse and neglect, the agency offers a variety of child protection services.



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# Mission Statement

Sandy Bay Child and Family Services is committed to maintaining and strengthening the family and to ensure the safety and protection of the children.



# Greetings from the Board Chair

As we embark on a new year and look back at 2023-24, it is with immense gratitude and a deep sense of purpose that I extend my heartfelt thanks to staff, families, the community of Sandy Bay Ojibway First Nation and fellow board members for your unwavering support and commitment to our organization. Our work with the families of Sandy Bay Ojibway Nation is more than a mission; it is a dedication to nurturing the strength, culture and future of the community.

This past year has been filled with both challenges and triumphs. Through it all, our collective efforts have made a tangible difference in the lives of those we serve. We have seen children thrive in nurturing environments, families strengthened through culturally relevant programs and communities enriched by the preservation of our teachings and traditions.

Upon being sworn in the board immediately set work on an action plan to ensure the future of Sandy Bay Child and Family Services agency is supported and strengthened with a framework that will not only see families being reunited but children in care living successfully with confidence and high self-esteem.

Looking ahead, we are excited about the opportunities that await us. The Board of Directors makes a strong commitment to all families, children, staff, and stakeholders of Sandy Bay Child and Family services. Our goals for the coming year include expanding our services to reach more families, enhancing our cultural programming, and advocating for the rights and wellbeing of our children and families at every level. We are committed to fostering environments where our children feel safe, valued, and connected to their cultural roots.

None of this would be possible without the dedication of our staff, the wisdom of our elders, the partnership of our community organizations, and the generosity of our supporters. Together, we are building a brighter future for our children and families.

Thank you for standing with us. Your continued support is not only appreciated; it is vital. Let us move forward with renewed energy and shared vision for a stronger, healthier and more vibrant agency!

In the spirit of unity and respect,

*Lester Houde*





# Board of Directors



Lester Houle  
Board Chair



Georgina Brass  
Vice-Chair



Brennon Roulette  
Board Member



Jessica Prince  
Secretary/Treasurer



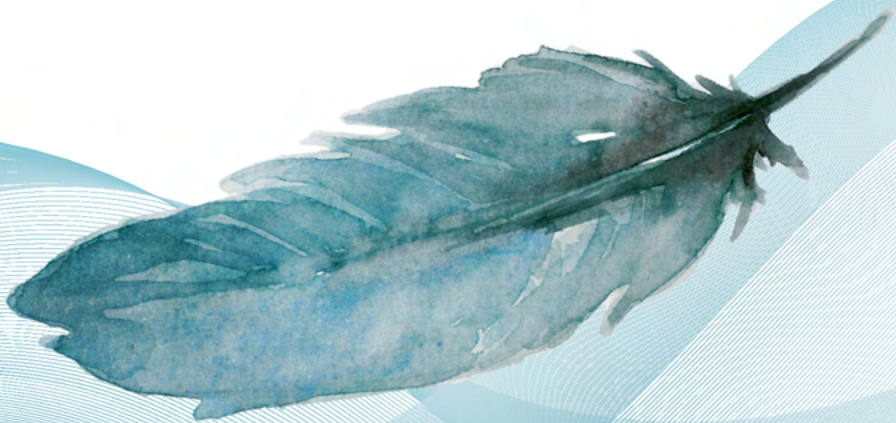
Eileen Roulette  
Elder



Fern Cook  
Board Member



Randal Roulette  
Board Member





# Message from the Executive Director

## Boozhoo Anin, Makide Makwa Ikwe diznikas Makwa doondem.

The name my parents gave me is Sharon Desmarais. I am a treaty member to Sandy Bay Ojibway First Nations. I officially started work with Sandy Bay Child & Family Services in September 2023, however I had interactions with SBCFS in my previous role. My initial role with Sandy Bay Child & Family Services began when I was employed at the Southern First Nations Network of Care. At the time, I assisted with the integration of the Board of Directors and the support network to complete board training and develop an operational assessment. A work plan was developed to assist with the stabilization of the agency and to implement improvements to the existing practices and service delivery.

Our goal is to help the community to get to a good place where all members can live the good life (mino-bimaadiziwin), where we have good working relationships, great support systems, programs to create awareness and interventions, and to ensure we always act in the best interest of our children and families.

The Board of Directors, myself, and the management team have accomplished many activities in our first year of working together. We have touched on all areas of the agency to improve processes, implement policies and new programs to best meet the needs of the community:

### Infrastructure

The agency and leadership are working with Indigenous Services Canada in developing and building a Child & Family Service office. An interim measure is currently in the execution stage as we enter the second phase of the project, so staff have appropriate office space to provide services. Mobile trailers are constructed near the old site of the child and family offices which will be our new home until the next phases are implemented.

The plan is to develop more resources to meet the needs of the community, especially those utilizing treatment centres, meeting the needs of our young adults, and securing short term placements for our children and families in need.

### Prevention Services

We now have a prevention team developed to provide services and programs to the community. While the first year has been focused on training and development, our goal is to set up the programs to provide primary, secondary, and tertiary services as per our funding guidelines.

We have worked hard to ensure community needs are met and prevention services are delivered while simultaneously collaborating with community resources in putting out events and activities for the public. As we continue to develop, our goal is to strengthen families and community.

### Cultural Services

The community is very rich in its culture and language, therefore; we have also created a cultural team to work with the community in promoting and strengthening the culture, language and to incorporate healing programs and activities congruent with the community customs, practices, and norms. The team engages with elders and youth using community engagement sessions, cultural programming and ceremonies to support and promote collaboration and input from our most valuable members.



### Post Majority Support Services

Since the pandemic, Indigenous Services Canada implemented an extension to services for young adults up to age 26 yrs of age, less a day. This allows the agency to develop wrap around services to appropriately support our young adults to successfully transition into independence. As we are all aware, this is a an almost impossible task due to lack of housing however the team will work with our young adults in preparing them mentally, emotionally, physically, and spiritually for a more positive future.

### Services to Young Adults under the Social Services Administration Act

During this same time, the province followed suit and developed Services to Young Adults under the Social Services Administration Act to support young adults in transitioning into independence.

The agency hired one worker to work with young adults twenty-one years old; up to twenty-six years of age, less a day. Our priorities are to assist these young adults with transitioning into adulthood by providing mentorship, supports, awareness of programs, and to gain life skills necessary for independence and adulthood.

### Emergency House

With the assistance of Indigenous Services Canada, the agency has been able to purchase a home and transition it to an emergency placement. This allows the agency to have available beds for our children in the interim while we work towards securing more permanent placements or reunification. The goal is to keep children in or near their home community so they can continue to be involved in their culture, keep ongoing connections with their families and friends, and to keep them in their familiar environment.

### Adoption Services

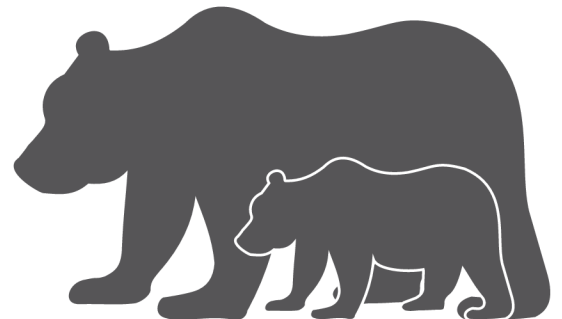
Agencies generally do not support adoptions, but exceptions are made when it is a family member, or the family endorses a known person(s) who is seeking adoption. Sandy Bay Child & Family Services, in collaboration with leadership, supported an adoption process through Saskatchewan Adoption Services who was the maternal aunt to two children. This same family had also adopted the two older siblings who were treaty to another community in their efforts to keeping the siblings together. The maternal aunt and uncle both attended a meeting with the two agencies to share their commitment to the children and their endeavor to keep the children connected to the biological parents, despite their struggles. The family was also extended an invitation to the community during community events.

Sandy Bay Child & Family Services takes pride on the number of kinship homes and families who have stepped up to care for their loved ones in their times of need. As we move forward with the implementation of the new legislative amendments, and the implementation of An Act respecting First Nations, Inuit and Métis children, youth and families, the agency is excited to see what new developments this will bring to the community as we continue to strategize and implement new ideas and goals.

On behalf of the agency, we look forward to another great year of growth and transition.

Miigwetch,

*Sharon Desmarais*





# Our Goals

As we embark on a new chapter for our Child and Family Services (CFS) agency, and with new leadership, we have outlined key goals that will guide our agency's growth and service to the community.

# 1

## UPDATING STRATEGIC SERVICE PLAN

Refining our approach to better meet the needs of children and families, ensuring that our services remain impactful, efficient, and responsive.

# 2

## BUILDING NEW INFRASTRUCTURE

Investing in new facilities and technology to enhance our operations, allowing us to serve more families and offer improved resources.

# 3

## DEVELOPING THE PREVENTION UNIT

A key focus is the prevention unit, which will integrate cultural components to ensure that our services are inclusive and respectful of the diverse community we serve.

# 4

## STRENGTHENING FINANCIAL PRACTICES

By implementing stronger financial practices, we will enhance our sustainability, transparency, and accountability.



# Management Team



**Sharon Desmarais**  
Executive Director



**Patricia Desjarlais**  
Executive Assistant/HR  
Administrator



**Francine Roux**  
Director of Operations



**Debralee Beaulieu**  
Chief Financial Officer



**Cathy Houle-Mousseau**  
Director of Finance



**Eleanor Dick**  
Human Resource Manager



**Julie Williams**  
Customary Care Supervisor



**Shannon Pelletier**  
Customary Care Supervisor



**Roberta Riglin**  
CFS/FE Supervisor



**Taylar Dyck**  
Abuse Coordinator



**Charlene Demarais**  
Customary Care Supervisor



**Russell Beaulieu**  
Alternative Care Coordinator



**Ashlee Thorsteinson**  
Prevention Supervisor



**Eunice Roulette**  
Comptroller



**David Beaulieu**  
Cultural Services Supervisor



# Portage La Prairie Office

Greetings, my name is Shannon Pelletier, and I am the CFS Supervisor for our Portage Sub-Office located at 32 Tupper St. North in Portage la Prairie. I am a treaty member of Sandy Bay First Nation where I grew up and graduated from. I am a former child in care, although my siblings and I were fortunate to be raised by my grandparents during the years we were in agency care. In their home I was taught the importance of love, respect, and honesty. Ceremony and large family gatherings were a big part of my life. Those are the moments I cherish most.

In pursuit of furthering my education I had to leave the community after high school. I obtained my Bachelor of First Nations & Aboriginal Counselling Degree in Brandon, Manitoba. I followed this with a Bachelor of Social Work Degree through the University of Manitoba's Distance Learning Program. I have been employed with Sandy Bay Child & Family Services since July of 2007 in various roles. This has allowed me to become fluent with policy, procedures, and the many areas within child welfare. It continues to be an honor to work for my community and to ensure that we provide the highest quality of services to the children and the families of Sandy Bay First Nation.

The last seven years have given me the opportunity to serve in my current role as a front-line supervisor in the Portage la Prairie office. I provide direct supervision to ten staff members and oversee their case management. These staff include Candice Hulme (CFS Worker), Alison Tuck (CFS Worker), Alexandra Borland (CFS Worker), Ryan McIvor (CFS Worker), Gen Ente (Reception), Lynn Fossay (SYA Worker), Abby Merrick (SYA Worker), Laurie Salise (Case Aide), and Rebecca Flett (Case Aide) along with Tammy Keller (CFSIS Admin) who works out of Winnipeg. The dedication that each staff member displays is unparalleled to others.

Our guiding focus is the health and wellbeing of the families we serve. We do this by ensuring we work with all family members, prevention and in home supports, working towards the rescindment of permanent orders, advocacy on behalf of the child, youth, or parent, partnering with community collaterals and reunifying children with parents or other family members. This allows us to remain in line with An Act Respecting First Nations, Inuit & Metis Children, Youth, and Families.



## In Memory of Gail Rice

Gail Rice was a support worker with SBCFS Portage Sub-Office, she had a heart of gold. Her patience, kindness and calming presence made an impact on so many, including the families, children and youth involved with our agency. Gail was always one of the first to volunteer, be there when you were going through a difficult time and was able to form trusting relationships that allowed her to excel in her position. It was after Every Child Matters Walk 2022 in the community that we suddenly lost her to a medical complication. Gail was well known and loved by both staff and clients, and we will continue to miss her dearly.



# Portage La Prairie Office

Our front-line staff work hard to develop meaningful and trusting relationships with children, youth and families and treat each person with respect and compassion. We strive to work with families, and any member they identify as a support, to ensure successful and meaningful case plans that both parties can be happy with.

Advocacy for programming, resources, housing, education, and a range of other services and supports to help improve the quality of life for our First Nations children and families continues to be our top priority. We understand how difficult it can be to navigate the various Western systems, and how overwhelming it can be when you are already involved in the child welfare system.

Our case numbers fluctuate from 80 to 120 files throughout the year and our CFS workers do a great job working with everyone to keep children in their homes. When this cannot happen the agency works hard to find family members who can provide care, whether this be on-reserve or off-reserve. Keeping children with family is, and will always remain, one of our primary goals.

## In Memory of Emilie Ames

We lost our friend and co-worker Emilie Ames in December of 2022. Emilie enjoyed living life to its fullest and had an infectious laugh. Emy enjoyed working with families and doing activities with her coworkers outside of work. She was loved by her coworkers and was dedicated to the agency. The sudden passing of our friend impacted many staff here at SBCFS and to honor her memory the agency hosted a Golf Day which was a sport she loved. We thank everyone who was able to come out and join us on such a beautiful day and reminisce about the many wonderful memories of our beloved friend and co-worker.

Sibling visits are a primary focus when parents are not able to be involved as research shows that children in care who maintain contact with siblings are more likely to do better when they become adults. While this can be a lot of work, especially when we have large sibling groups who cannot be in the same foster home for a range of reasons, we pride ourselves on ensuring siblings maintain these special connections during their time in agency care.

On top of my regular job duties, I assist in various capacities within the agency. I provide coverage to other supervisors when needed, help oversee our new AYA/SYA program (Services to Young Adults), quality assurance duties and meetings, work with our prevention team to ensure programs are in-line for the children and families, oversee our CFSIS Admins to ensure we are meeting our RCase 64 & 65 reporting requirements and am apart of our Special Rates Committee.

It is my hope that Sandy Bay Child & Family Services continues to thrive and create meaningful and supportive programming that meets the needs of our children, youth, and families. Child welfare is ever changing and with the implementation of Bill C-92 it is my hope that Sandy Bay will develop their own child welfare laws and practices that are community based, community driven and culturally appropriate.

Miigwetch,

**Shannon Pelletier, BFNAC, BSW**





# Winnipeg Office

My name is Julie Williams. I started with Sandy Bay Child & Family Services in November of 2012 as a direct service worker. I was then the supporting young adult's worker from November 2023 to March 2024. As of March 2024, I have accepted the role of Supervisor for the Winnipeg Sub Office. I supervise 7 direct service staff, 2 case aids and 2 administration staff.

This past year has been a year of change for the agency. There have been many staff changes, program development for our Services to Young Adults, celebrations, and preparations for upcoming legislative changes.

I would like to welcome the following staff in 2023: Lisa McGillivray who accepted a case aid position, Miranda Kwiatkowski, Monique Chartrand, Joanne Fenez, Moriah Kwiatkowski, and Renay Bone who all accepted direct service worker positions.

We also developed a team to work with and support young adults. This is a new program that the agency recently received funding for and as a result, I had accepted the position of Services to Young Adults (SYA) position in November of 2023. I transitioned into the WSO supervisor role in March 2024.

We were very pleased to hear that the Services to Young Adults program would be extended into the new fiscal year. This will allow us to continue to provide this much needed service. This program offers support and services to young adults who have transitioned out of care, who are aged 21-26 years old. An independent living workshop will be developed in the coming months.

In December, we celebrated Christmas with our children and foster parents with dancers, a bouncy castle, photobooth and photos with Santa. This is always well attended and appreciated.





## SUCCESSES

One of our young adults graduated from high school in 2023 and has been accepted into the culinary arts program at Red River College for the fall of 2024. Another youth graduated high school and has completed his first year of the electrical program at R.B. Russell. He has started the next step of his apprenticeship. The Wpg office has two more high school graduates. One of our youths is attending St. Paul's Highschool, he is on the honor roll. He aspires to study microbiology in the future.

As we are all aware times are tough right now with the rising price in everything, as a result, we are collaborating with our prevention program by supporting our families by distributing food hampers monthly to our families in need. This has assisted in the reduction of emergency food vouchers being issued. The agency is continuously creating different ways in how to best support our families.

The Winnipeg sub office continues to work hard to ensure children and families are being served in an efficient and culturally appropriate manner. We offer smudging kits to families and provide cultural opportunities to families and children when requested or when visiting the office.

Unfortunately, we do have our challenges with limited affordable and safe housing in Winnipeg, long wait times for addictions and mental health treatment. In addition, were seeing drug use and mental health crisis on the rise. As a result, our parents' and children are severely impacted.

The agency has developed a great working relationship with Biigewin agency. They provide action therapy to many of our children and youth in care and they get funding through Jordan's Principle.

We look forward to the upcoming year, we hope to build closer connections with other culturally appropriate resources, develop the SYA program, offer more cultural programming and activities to families and staff. This year we aim to introduce many of the children and youth to their home community. We hope to have many attend the annual powwow and treaty day activities.

**Julie Williams**





# Human Resource

The HR Annual Report for Sandy Bay Child and Family Services, covering April 1, 2023, to March 31, 2024, highlights the progress we've made as a team and the goals we're working towards. It's a testament to our shared commitment to fostering a supportive, inclusive, and safe workplace while ensuring we're ready for the challenges ahead.

This year, we prioritized training and professional development. From August to December 2023, our supervisors worked hard to provide mandatory and refresher training sessions for our frontline workers. These efforts ensured that our staff were equipped with the skills and knowledge needed to serve our community effectively.

I'm proud to say that our workforce reflects our dedication to diversity and Indigenous representation. Out of 88 employees, 81% are full-time, 14% work on a casual basis, and 6% are currently on leave. An impressive 86% of our workforce identifies as Indigenous, with 60% coming from the Sandy Bay Ojibway First Nation. These numbers show our commitment to building an Indigenous workforce.

Recruitment has been steady across all our offices, and while we issued 24 Records of Employment this year, I see these transitions as opportunities to learn and grow. Of these, 46% were resignations, 42% were for other reasons, and 13% were terminations. As we move forward, we'll continue working to improve retention and create an environment where all employees feel valued.



Modernizing our HR systems has been another area of focus. We successfully implemented BambooHR, a platform that has streamlined many processes, including employee records, onboarding, time tracking, and applicant tracking. While we've embraced digital systems, we also maintain hard copies of employee files to ensure thorough and reliable record-keeping.

Policy updates have been an important part of our work this year. We rolled out our Respectful Workplace and Harassment Policy, supported by in-house training sessions for our employees. We also conducted performance evaluations, which helped us identify areas where employees could use more support and tools to reach their goals. Additionally, we revised job descriptions to ensure they align with current duties and responsibilities.

Looking to the future, we are committed to updating our HR manual and refining our job descriptions further to reflect the evolving roles within our organization. These updates will be presented to the Board of Directors for approval, ensuring they align with our strategic vision.

I want to take a moment to thank our incredible team for their dedication and hard work over the past year. It's your collective efforts that have made our progress possible and allowed us to continue making a positive impact on the community. Together, we've achieved so much, and I'm excited about what the future holds for Sandy Bay Child and Family Services.

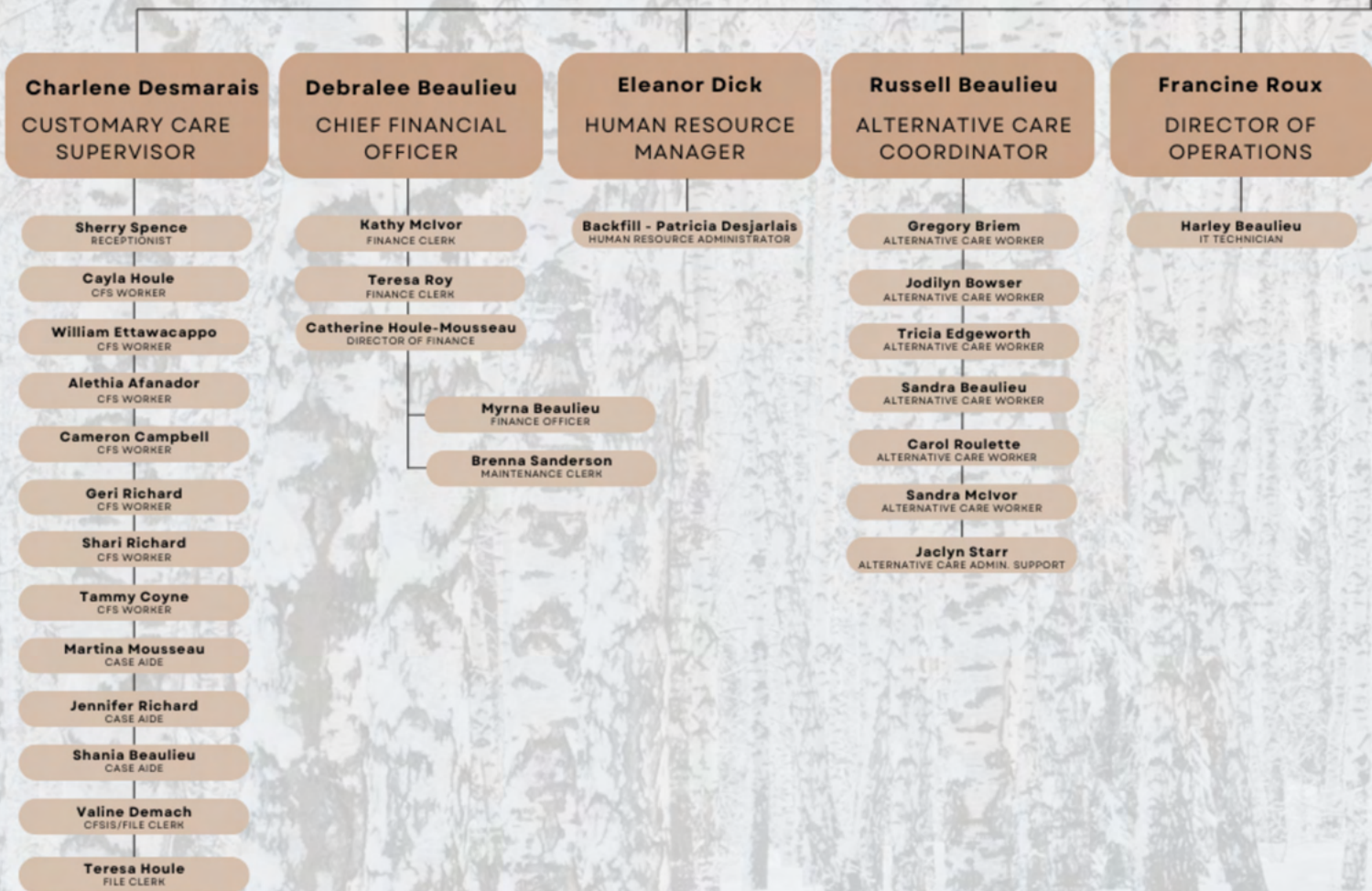
**Eleanor Dick**



# SANDY BAY CHILD AND ORGANIZATION

**Board  
Directors**

**Sharon D  
EXECUTIVE**





# FAMILY SERVICES INC. ORGANIZATIONAL CHART

Board of Directors

Desmarais  
DIRECTOR

Patricia Desjarlais  
EXECUTIVE ASSISTANT

Ashlee Thorsteinson  
PREVENTION  
SUPERVISOR

Eunice Roulette  
COMPTROLLER

Amy Spence  
PREVENTION COORDINATOR

Shawna Spence  
PREVENTION COORDINATOR

Sheri Wylie  
PREVENTION COORDINATOR

Ricky Coyne  
CULTURAL PROGRAM COORDINATOR

David Beaulieu  
SCABE

Jeffrey Roulette  
SCABE

Annie Beaulieu  
ELDER

Julie Williams  
CFS  
SUPERVISOR

Denise Wright  
RECEPTIONIST

Joanne Fenez  
CFS WORKER

Renay Bone  
CFS WORKER

Moriah Kwiatkowski  
CFS WORKER

Miranda Kwiatkowski  
CFS WORKER

Monique Chartrand  
CFS WORKER

Richelle Williams  
CFS WORKER

Tceagan Stagg  
CFS WORKER

Charites Mangaron  
CFSIS COORDINATOR

Lisa McGillivray  
CASE AIDE

Pamela Person  
CASE AIDE

Roberta Riglin  
CFS/FE  
SUPERVISOR

Sage Elton  
RECEPTIONIST/FILE CLERK

Cheyenne Bone  
CFS WORKER

Trisha Riglin  
CASE AIDE

Shannon Pelletier  
CFS  
SUPERVISOR

Genevieve Ente  
RECEPTIONIST

Alison Tuck  
CFS WORKER

Candice Hulme  
CFS WORKER

Alexandra Borland  
CFS WORKER

Ryan McIvor  
CFS WORKER

Laurie Saltise  
CASE AIDE

Rebecca Flett  
CASE AIDE

Abigail Merrick  
SYA WORKER

Taylor Dyck  
ABUSE  
COORDINATOR

Candida Roulette  
ABUSE/INTAKE FIELD ASSISTANT

Samantha Richard  
INTAKE/ABUSE WORKER

Tammy Keller  
ABUSE ADMINISTRATOR

ON LEAVE:  
5 Employees



# Operations

As Director of Operations for Sandy Bay Child & Family Services Inc. my focus has been stabilizing our offices and staff while maintaining the service delivery to the children, youth, families and community members. This transformation has been challenging at times, and I truly commend our community and its members for their patience.

Over the past few years it has grown into a testament to what is possible when culturally grounded leaders work with the community to create a better quality of life for our children and youth, families and elders.

This past year has been one of the most significant in recent memory. It has been one of transition, both personally and organizationally, and the changes both within and outside of our Agency will impact the generations ahead of us.

With the support of our leadership and community members we embarked on rebuilding our agency with accountability, transparency and commitment.

With that being said, a review of the content of this report will reveal our Agency has stabilized with the introduction of a newly appointed Board of Directors along with a permanent Executive Director. Our services are not only consistent with customary care; they are born of an Indigenous approach that is leading the way in reclaiming our identity and bringing our children back home.

**Francine Roux**

HIGHLIGHTS	DETAILS	OUTCOMES
OFFICE LOCATIONS	<ul style="list-style-type: none"> <li>Maintenance and Janitorial</li> <li>Security and Monitoring</li> <li>Managing Properties</li> </ul>	<ul style="list-style-type: none"> <li>Relocation of 3 offices</li> <li>Upgraded IT</li> <li>Renovations</li> </ul>
AGENCY VEHICLES	<ul style="list-style-type: none"> <li>Maintenance</li> <li>Fleet Management</li> <li>Logistics</li> </ul>	<ul style="list-style-type: none"> <li>Service updates</li> <li>Upgraded safety measures</li> <li>Easier management</li> </ul>
IT SERVICES	<ul style="list-style-type: none"> <li>File Management</li> <li>Archiving</li> <li>Migration to new IT Provider</li> </ul>	<ul style="list-style-type: none"> <li>Upgraded security</li> <li>Transitioning files to archives</li> <li>New laptops and cellphones</li> </ul>
COMMUNITY INITIATIVES	<ul style="list-style-type: none"> <li>Support where possible to align services and events</li> </ul>	<ul style="list-style-type: none"> <li>Security collaboration</li> <li>Collaborate with events and programming.</li> </ul>



# Community Events







# Community Events





**365**

CHILDREN  
IN CARE

**108**

FEDERAL

**257**

PROVINCIAL

**22**

AYA



# Sandy Bay Main Office

## Abuse/Intake Unit

Sandy Bay Child and Family Services (SBCFS) is a Designated Intake Agency (DIA) and is required to follow up on and assess all reports of child abuse or alleged child abuse arising within the community of Sandy Bay First Nation. The Abuse Unit was merged with the Intake Unit several years ago. The Intake/Abuse Unit serves as the first point of contact for all new referrals to the Agency. Staff within the Intake/Abuse Unit take on a dual role to cover Intake Referrals and conduct Abuse Investigations.

The Child Abuse Investigators are responsible for conducting abuse investigations for reports of abuse, current or historical, where the alleged abuse occurred within Sandy Bay's jurisdiction. SBCFS's Abuse Unit works in partnership with the Manitoba First Nations Police Service as required in parallel child welfare investigations. The Abuse/Intake Unit works very closely with the Ongoing Service Workers when referrals are received from ongoing service files.

SBCFS has a Child Abuse Committee (CAC) that meets every 30 days, as required under the Child and Family Services Act. CAC members are comprised of the following: a) Child Abuse Coordinator, b) Police Officer, c) Educational Representative, d) Duly Qualified Medical Practitioner and e) Agency staff member other than the Abuse Coordinator. This multidisciplinary team offers a wide range of expertise and assessment tools that promote a collaborative and informed approach when the CAC forms their abuse conclusions and child abuse registration decisions. The members of the CAC have extensive knowledge of the community and its members.



The Abuse Unit is responsible for assessing and investigating all matters of abuse reported to the agency. The follow up includes interviewing the alleged victim, sibling groups, collaterals, witnesses, and alleged offenders. The Abuse Unit also assesses the alleged offender's risk and implements recommendations as to how their risk can be managed or lowered. The Abuse Investigator will complete a CAC referral and present the matter to the CAC within 30 days of the agency receiving the initial report.

The Abuse Unit also works collaboratively with law enforcement throughout the duration of the investigation. The CAC will follow the investigation (both agency and criminal) and upon conclusion, will decide as to whether abuse has occurred based on a balance of probability. Should the CAC vote on a matter where it is confirmed that abuse has occurred, the CAC will then decide whether they will proceed with the motion to register the alleged offender on the Child Abuse Registry. At times, the alleged offender will be automatically registered on the Child Abuse Registry through the court system when a conviction is secured. The CAC will conclude by making recommendations regarding both the alleged offender and the alleged victim, as it relates to supports and treatments, which will be forwarded to the ongoing service worker for continued follow up.



# Sandy Bay Main Office

Between April 1st, 2023, and March 31st, 2024, the SBCFS Abuse Investigation Unit conducted a total of 30 abuse investigations:

- 4 were deemed unsubstantiated
- 3 were deemed substantiated
- 1 was deemed inconclusive
- 22 remain pending due to ongoing investigations

Between April 1, 2023 and March 31, 2024, the Intake Unit received a total of 108 Intake referrals:

- 2 were transferred to FE/VFS
- 15 were transferred to ongoing Protection services (PRT)
- 2 intakes resulted in apprehension of the children
- 89 were concluded with no further action and/or a safety plan in place and supports secured

Intake screening provides the first response to all new requests for service and all child protection referrals during normal business hours (Monday to Friday, 8:30am - 4:30pm). It is the responsibility of Intake to screen referrals, conduct initial assessments which determines service response time. Where an emergency response is required, Intake immediately alerts the Intake/Abuse Coordinator. All allegations regarding new child protection matters require an assessment from the Intake Worker to ensure safety of the child(ren). Intake strives to assess the strengths and needs of a family with a collaborative approach to connect families with services requested and required.

Intake uses a collaborative approach to ensure children can remain safe in their home with their parents or extended family. Intake will often hold family conferences where parents can bring their supports, and allow the family to create actions items that they and their support system can do to ensure the identified child protection concerns are resolved and risk is lowered.

The Intake/Abuse Team is very involved with Agency prevention strategies and works very hard to ensure children are free from abuse and neglect, as is their right as children.

Hello, my name is Taylar Dyck and I supervise the Intake, Abuse and After Hours departments. My title within the agency is Child Abuse Coordinator. I am a proud member of Sandy Bay First Nation and have been in my role since January 2022. I have been in various roles throughout the agency for several years prior to this, and have appreciated the opportunity to work in my home community with the community's members and collatorals.

Taylar Dyck



## TRENDS

Substance Use Amongst Caregivers & Children

Domestic Violence

Overcrowding/Unsafe Living Conditions

Medical Neglect

Truancy





# Alternative Care

**TOTAL NUMBER OF FOSTER HOMES/KINSHIP HOMES - 163**  
**TOTAL NUMBER OF CULTURALLY APPROPRIATE HOMES - 119**  
**TOTAL NUMBER OF GENERAL HOMES (NON-INDIGENOUS) - 44**

As of March 2024

Our alternative care department is primarily responsible for recruiting, securing, managing and licensing foster homes.

We also provide a myriad of additional services to the families we serve including but not limited to, respite and support services.

We at the SBCFS alt care dept, are consistently proactive with our approach to securing kinship homes (extended family caregivers). Upon notification that a child is in need of protection, alt care workers reach out to the family, quite often it's a grandparent of the child or children in question and we strive to place the child within a familial home if possible. On occasion, for a variety of reasons, the child is unable to be placed with grandparents or immediate family, but those grandparents are able to identify an relative that would be suitable and able to meet most if not all provincial guidelines when it comes to fostering.

Every effort is made to keep our children with relatives (kinship) and within our community of Sandy Bay. We are often creative enough to place children in homes with relatives while taking into account the housing issues on reserve as well as the language barrier outside the community.

Our department reaches out to so many family relatives when pursuing a placement and it is usually at this point we realize that the family has several potentially suitable caregivers.

Our Anishinaabe language is very strong in Sandy Bay to the point where its some members first language and for some, it is their only language. Our alt care department is fortunate to have workers that are fluent in Anishinaabemowin and so nothing gets lost in translation. This is one of the many reasons we strive to keep our children home with extended family.

Foster parents/ Kinship caregivers are supported by our departments staff. Advocacy to outside agencies and entities on behalf of our foster parents as well as advocacy within our own agency. Each child in care has a worker and a voice for them so we are in a sense the voice of our foster parents/ Kinship caregivers.





# Alternative Care

Training and orientation opportunities are provided for our foster parent/ Kinship caregivers within the agency. When outside training is available, we always encourage our parents to expand and strengthen their skill set to meet the needs of our children.

The alt care department has managed to display some creativity in clearing kinship homes on reserve for fostering. We aid and assist families in overcoming certain obstacles that would normally prevent them from fostering by considering "what's in the best interest of the child".

SBCFS alternative care department will continue to provide and care for our foster parents/ Kinship caregivers to the best of our abilities because they are the ones that open their homes and their hearts to our children in need.

## Department Staff

### Sandy Bay Main Office

Russell Beaulieu  
Sandra McIvor  
Sandra Beaulieu  
Jaclyn Starr  
Carol Roulette

### Portage La Prairie Sub Office

Jodi Bowser

### Winnipeg Sub Office

Greg Briem  
Tricia Edgeworth

**Russell Beaulieu**





# Customary Care



Greetings, My name is Charlene Demarais and I am the Customary Care Supervisor for Sandy Bay Main office. Our office is located at Trailer 1 on Powwow Drive. We have 7 CFS workers: Cameron Campbell, Alethia Afanador, William Ettawacappo, Shari Richard, Geri Richard, Cayla Houle and Tammy Coyne. 3 case aides who assist the CFS workers: Jennifer Richard, Shania Beaulieu and Martina Desjarlais. Included on our team is Sherry Spence (receptionist), Valine Demach (CFSIS clerk) and Teresa Houle (file clerk).

As Customary Care Supervisor, I was hired in November 2023. Sandy Bay is in the process of developing a Customary Care Program that will focus to the unique traditions and needs of Sandy Bay Ojibway First Nation community. The goal of Sandy Bay CFS is to maintain children within their home community. Many of the children and families that come into contact with our agency are first and foremost assessed whether or not the reason why involvement can be resolved without bringing into care and can the family be assisted through other services on reserve to maintain the home.

With many of the families we are working with now, our mission is to see if there is reunification possible with parents, grandparents or extended family members. With that being said, we are supporting the guardianship applications, rescinding permanent orders and attempting to keep children within family units. At times, reunification is not possible dependant on the severity of issues presented.

Our unit is also actively working on transferring, closing and updating files. All files were lost when the CFS building was lost due to a fire years back. Rebuilding what was lost has taken time and lack of space is the biggest issue thus far. Many staff have been working in close quarters while a plan is being made to rehouse them. The agency is also trying to maintain continuity with family visits and have finally secured a space at the health center. The space is ample enough for 10 people and family visits usually have a minimum of 5-10 people which includes children, parents and oftentimes grandparents.

SBCFS workers have been busy with new referrals which includes assessing their needs, helping with strengthening their support networks and assisting with attaining any goals set out between them. Case planning plays an important role between client and worker as it sets out an agreement of goals to be attained to eventually reach the final goal of closing the file. There are many challenges our community faces (poverty, substance abuse and marital breakdown etc) that SBCFS is there to assist with referrals to appropriate resources and works closely with the prevention program, maintenance and Alt care depending on situation. As a team, we work collaboratively to ensure needs are met.

**Charlene Demarais**

# Children's Group Programming



## Children's Group Programming

Play and recreational programs provide children with positive experiences while their holistic growth and development are nurtured. Recreation and leisure programs foster active living, increase physical literacy, enhance social wellbeing, improve mental health and teach life skills. During play, the possibilities are endless for gaining knowledge and personal growth. Recent children's programs offered by Gaawikwedaawangaag Mino Bimaadiziwin are hockey league, martial arts, kickboxing, summer day camps and youth field trips.

## Parent Programming

The goals of parent programs are to recognize and build on parents' strengths, while increasing knowledge and coping skills. The primary focus of parent programs is to foster secure attachment, support child development and promote empathetic parenting. Current parent programs offered by Gaawikwedaawangaag Mino Bimaadiziwin are Growing Great Kids In Home Parenting Program and Nobody's Perfect Group Parenting Program

## Family Events and Programs

Family events provide opportunities for whole families to participate in meaningful recreation and activities. Supporting parents and other caregivers in bonding and connecting with their children, family events alleviate parental stress by creating opportunities for children and their families to spend time together in a healthy way. Recent family events hosted by Gaawikwedaawangaag Mino Bimaadiziwin are Family Fun Day, Family Trivia Night, Family Swim, Family Day Camp.

## Impacts of Poverty Reduction Programming

Poverty reduction strategies reduce hunger and increase access to basic necessities families need to live in a good and health way. Recent and/or current poverty reduction programs offered by Gaawikwedaawangaag Mino Bimaadiziwin are food pantry, food delivery program , community closet, hygiene kits, safe sex kits, cleaning kits and emergency baby supplies

Ashlee Thorsteinson



# Brandon Office



We are located on the North Hill, right beside the Western Nations Gas Bar (owned by Gamblers First Nation) at 1725 18th Street N, Unit B, Brandon, Manitoba.

As at March 31, 2024, The Brandon Sub-Office had a caseload of 24 Files. These files consist of the following:

- 8 Protection Files. (PRT)
- 2 Family Enhancement Files. (FE)
- 12 Children in Care Files. (CIC)
- 1 Adult Youth Agreement (AYA)
- 1 Voluntary Family Services File (VFS)

We have 3 files (children in care files) that are awaiting closure as they have been returned to their mother and have recently closed 5 files (4 children in care files and one a protection file).

The Brandon Sub-Office has overcome a few major changes since the beginning of 2024. Our Brandon sub-office has downsized, and now host Women's Group Gatherings and family/supervised visits out of office. In the summer we will plan for outdoor programming.

We utilize the Brandon Access Exchange (they offer supervised visits, intermittent visits, and supervised exchange-a safe place to do pick ups/drop offs of children in the presence of a third party). However, despite the downsize we continue to use other local resources/programming/opportunities in Brandon and surrounding area to assist and ensure our clients needs are met. (For example, we have been working closely with Jordan's Principle to advocate for our clients).

Other examples include:

- Register the Children in Care for summer camps.
- Ensure the children in care attend one of the summer fairs (Brandon, Portage, Winnipeg, Dauphin, etc.)
- Around Christmas, we make sure to ask the Children in Care what they like/what they want for Christmas. We go out of our way to look for deals when shopping for the Children in Care so that they can get what they are asking for and make the budget stretch.



-With any remaining money leftover afterwards, we use that to make treat bags or get Advent Calendars for each CIC.

-For each CIC's birthday, we try to arrange a family visit and arrange for them to do something fun with the kids and parents to celebrate (bowling, arcade, fun and games, just 4 kidz, swimming, etc.)

-We make sure the children in care have bikes for the summer.

-'Ask Auntie Brandon' contacts our office almost monthly, and they have donated boxes containing bags of McDonalds Fries for us to divide up and give to our clients.

-We encouraged and ensure as many of our PRT/FE clients would attend Women's Group or Family Fun Days (with prevention) to utilize the opportunity to either spend time with the children doing their activities/utilize the opportunity for clients to have a bit of a break, enjoy the Women's Group programming and to go back home with their meal kits and family activities.

We as a team, come together and create care packages with items donated by Brandon Staff (to show our clients we are here to help in any way we can).

For example, due to the downsizing, we gave each PRT/FE file a "Care Package" containing some of our supplies we had overstock of – Kleenex, hand sanitizer, hand soap pump, toilet paper – Pizza Pops, a package of Elk Sausage, and an organic whole chicken.

We are a small but strong team and look forward to another great year!

Our Team:

- Roberta Riglin, Supervisor
- Cheyenne Bone, CFS Worker
- Trisha Riglin, Case Aide/CFSIS Admin
- Sage Elton, Receptionist/File Clerk

Roberta Riglin







2023-24

# CONTACT

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