

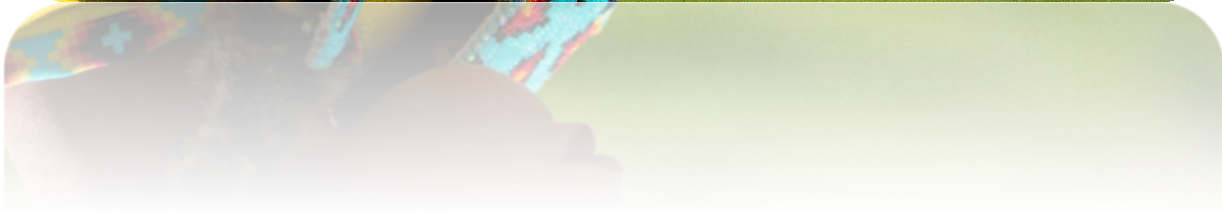


CHILD AND FAMILY SERVICES
OF NEW BRUNSWICK



2022 - 2023

ANNUAL REPORT





MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Samantha Paul



It is an honour and a privilege to serve as the Executive Director of Mi'gmaq Child and Family Services of New Brunswick Inc. [MCFSNB]. I am so very fortunate to be supported by such a forward-thinking Board of Directors, comprised of the Chiefs of our six member communities. I am so pleased that our organization is being led by such a dedicated team of professionals.

I am honored to present our newly updated five-year strategic plan highlighting the priorities of our organization, as it continues to grow in all areas of prevention services, within the six communities. The success of the prevention programs is a testament to our dedicated personnel, and to the incredible staff that we have added to our teams. We continue to strive to work towards a model of Indigenous child welfare excellence, exceeding existing standards of keeping families intact, whenever possible, by putting services in place and working collaboratively with other service providers to ensure the best interests of the child(ren) are met.

This forward-focused report showcases the many activities that will be undertaken by our wonderful team, to ensure our key priorities are met, over the next five years. Our organization will also continue to promote and grow culturally strong prevention programs for all children, youth, and families, promoting the highest level of excellence.

We have been growing significantly over the last five years, and we are not done yet, we have a few more buildings that will be coming, over the next year, to support all child and youth programs for all ages... stay tuned for those exciting developments.

I want to thank all the staff of MCFSNB, for giving me the opportunity to lead, and work with them, as we continue to grow the programs that strengthen their communities. Also, I want to thank our Board of Directors for all their support and for trusting, and empowering, our excellent team to work within their communities. We are committed to growing a strong organization that supports and enhances service delivery in each of them.



- Samantha Paul

Executive Director

Mi'gmaq Child and Family Services of NB Inc



MEET OUR BOARD OF DIRECTORS

GEORGE GINNISH
CHIEF of NATOAGANEG



REBECCA KNOCKWOOD
CHIEF of AMLAMGOG



KENNETH BARLOW
CHIEF of LNO MINIGOG



WILLIAM (BILL) WARD
CHIEF of METEPENAGIAG



TERRY RICHARDSON
CHIEF of OINPEGITJOIG



BRENTON (VINCE) LEBLANC
CHIEF of TJIPOGTOTJG





MEET OUR MANAGEMENT TEAM

SAMANTHA PAUL
Chief Executive Officer

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Human Resources Director

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Technology & mCase Director

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Director of Oinpegitjoig

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Tjipogtotjg, and Foster Home
Recruitment Manager

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Director of Policy

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Early CHILDHOOD DEVELOPMENT CENTERS



Early Childhood Development Centers emphasize the importance of building a foundation for the children in our communities and preparing them with the cultural knowledge and literacy skills needed to excel in school and life. They provide a safe and healthy environment where children have the opportunity to learn and practice their culture as part of the curriculum



Early CHILDHOOD DEVELOPMENT STAFF



Meet our Early Childhood Development Team:

Early Childhood Development Coordinators: Amanda Steeves, Rachael Peter Paul, Florence Millier, Sharona Levi, Brooke Dunnett, Heidi Ginnish, and Kim Harrison

Early Childhood Development Support Workers: Savannah Simmons, Vanessa Peter Paul, Amesha Augustine, and Maelle Robichaud

Early Childhood Development Workers: Amber Peter Paul, Damon Joe Augustine, Paige Francis, Georgia Esty, Mallory Taylor, Raine Augustine, Raylena Estey, Stacey Simon, Susanne Augustine, Tanya Augustine, Brittany Stewart, Kayla Ginnish, Melissa Patles, Priscilla Martin, Sylvia Augustine, Jeffrey Rodriguez and Kim Ward

Early Childhood Development Helpers: Haylee Perrin and Mallory Stewart

Early Childhood Development Cook and Cleaners: Kathleen Daigle, Amber Prime, Rena Millier, Andrea Augustine, Judi Ward and Justin Guthro

GRADUATING CLASS OF 2024



CLASS OF 2024





Culture will always be the number one factor when it comes to teaching our children. The Mi'gmaq Cultural Coordinators (MCC's) continue to practice, teach, and learn their culture. Each of the MCC's ensures their communities keep the culture and language alive through Mi'gmaq language classes and songs, how to make/use hand drums, sewing, beading, harvesting and preserving food, building a sweat lodge, hunting, and the importance of traditional ceremonies. Here you can read a little about what each of them bring to their community's.



METEPENAGIAG (Red Bank Mi'Kmaq Nation)

Nin teloisi Victoria Augustine. I am a Spiritual Healer and Elder of Metepenagiag. My Spiritual Native name is Nukumi Samqwan (Grandmother Waters).

I speak the Mi'gmaq language and offer cultural teachings to the youth who attend our programs, and any member of the community who wants to learn. These teachings help the community remain proud of who they are as Indigenous people and learn the history and values of our traditional ways.

I integrate my knowledge and wisdom by living my life according to the Seven Sacred Grandfather teachings.



AMLAMGOG (Fort Folly First Nation)

Kwe'Nin teloisi Nicole Porter, ninn Oigi Amlamgog. I am the Mi'gmaq Cultural Coordinator for Amlamgog First Nation. Following the 7 Sacred Teachings, Medicine Wheel, and the 13 Mikmaw moons, I provide holistic, culturally centered programming, to all ages in this community and the surrounding area. The work I do is for the next 7 generations so that we will continue to grow as individuals, communities, and as a nation.
Nmultes

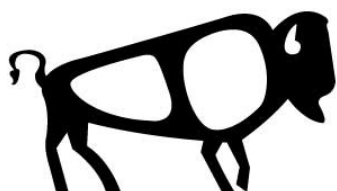


TJIPOGTOG (Buctouche First Nation)

Niin telosi Manuella Caravantes, I am the Mi'gmaq Cultural Coordinator in Tjipogtog First Nation. Being an MCC is one of the most rewarding positions I have ever had. Watching our youth take an interest in their culture always amazes me. Helping our children to become proud of, and interested in, our ceremonies, smudging, singing, and dancing, is an honor, one which I take great pride in.

NATOAGANEG (Eel Ground First Nation)

Ernie Ward is the MCC for this community. He was out on leave during the submission for this Annual Report, but Ernie is known for his annual Moose Hunt. He takes great pride in teaching the youth the process of tracking, shooting, and harvesting the hide and the meat. The children learn the proper techniques to be able to continue the tradition for years to come.



OUR COMMUNITIES

NATOAGANEG (EEL GROUND)



This year we were able to move into our new building where the social workers, family support workers, and after-school program staff are located. Our Giju'ek House (Nukumi House) is where activities such as; cultural workshops, community breakfasts, beading, and other crafts are held. The Giju'ek House also houses the Youth Program for the older youth in the community.

Our CFS Staff is Comprised of:

Bernadette Ward, Melissa Hachey-Jagoe, and Kesha Morris: Child Protection/Prevention Social Workers.

Vanessa Macdonald: Child in Care Social Worker.

Mylene Morris: Intake and Investigation Social Worker,

Tricia DeWolfe: compiles data/statistics for our Prevention Programs, scheduling for our Family Support Workers, and is currently working towards becoming a social worker.

Taya Kingston Martin, Keenan Simon, Brody Mckay, and Naomi Thomson Martin : Family Support Workers, who provide families with skills training, spend quality time with the kids, and are role models for our youth. They collaborate with the Social Workers to ensure our families, children, and youth, are thriving.

Sacha Kingbird: Administrative Assistant. She assists our staff with the day-to-day tasks of the office and ensures proper information and communication between our programs and staff.

Our Youth Program is Comprised of:

Tessy Taylor, and Christa O'Shea, led by **Margaret Sealy:** Youth Coordinators.

Chalio Sark, Kelvin Simonson, Tammy Harris, Madason Sark, and Katelyn Ward, led by **Karen Francis:** Youth Coordinators working with the youth at the Giju'ek House.

Joe Dalton: Cleaner. Joe ensures the buildings are sanitized and cleaned for our staff and our youth ongoing activities.

Cynthia Macdonald: Parent Aid. She is a role model for our parents and provides them with developing family living skills. She provides a high level of support to new parents and assists with developing routines.

Ernie Ward: Mi'gmaq Cultural Coordinator; he brings cultural teachings and activities to our community and staff members.

Melanie Ross: CFS Director; she oversees our staff and makes sure everyone is on the same page when it comes to the care and well-being of our families while ensuring the safety and stability of our children and youth.

NATOAGANEG (EEL GROUND)





Hello, my name is Alexandria Knockwood. I am the Director of Child and Family Services in Metepenagiag First Nation as well as the supervisor for the Intake and Investigations team. I am a proud community member from Amlamgog First Nation.

Since moving to this area of the province, I have had the privilege to participate in the immense changes that have occurred in the field of Child Welfare. Watching the community involvement, support in programming, and culturally rich knowledge this region has to offer to our youth. As a proud Indigenous social worker, I will continue to do everything I can to aid in the ongoing success of these endeavours.

Metepenagiag has experienced significant growth over the past year, with one of those things being the opening of our new Child and Family Services building, located behind the Nukumi House. This move has enhanced the children's ability to play outdoors, creating a more vibrant sense of community.

We were also fortunate to have our Nukumi house expand with an addition. The bright, wide open area upstairs, for programming, and new offices, downstairs for the staff, have been a much needed, and welcomed, addition. More children means more staff!! This infrastructure has created a growth in services and opportunities.

Looking ahead, our vision is to continue to use the new facilities for more community events, as well as shared meals, where we can come together and grow.

Our CFS Staff is Comprised of:

Delilah Pelkey, Brittany Kennell: Child Protection/Prevention Social Workers

Mary Louis Cloud: Community Program Social Worker

Brett Francis, Trey Dunnett, Christine Ward, Treslyn Stevens, Arthur Simon, Caleb Paul: Family Support Workers

Jeffery Beck: Office Administrator

Our Youth Program is Comprised of:

Keisha Simon, Madeline Ward, Robert Levi, Shawn Doucet, Shelby Daley, Tanaisha Thomson, Taylor Tozer, Yanic Duplessis, Tessy Taylor, and Christa O'Shea, led by **Sue Anne Ward:** Youth Coordinators, who work in our Nukumi House and the Programming Space within the new CFS building.

Vicky Augustine: Mi'gmaq Cultural Coordinator, works out of the Nukumi House with the youth coordinators.

METEPENAGIAG (RED BANK)





This year the Youth in our community were able to obtain a piece of either, everyday regalia, or a full Powwow Regalia outfit.

We saw Youth, Parents, Aunties, Co-workers, and Friends all coming together to help make this a reality. Natasha Barlow, from Indian Island, came to help us measure the youth, make templates, and teach us how to assemble each piece. Youth and Community Members were able to come to the Nukumi House and learn to sew and see what was involved in making Traditional Regalia. The Regalia was all Blessed in Ceremony by Elder Donna Augustine, who gave us teachings on the different pieces of Regalia.

This year the youth in our program attended their 1st Powwow, at the End of May, and then danced on June 21st at the National Indigenous Peoples Day Celebrations.

In the upcoming fiscal year, we have arranged to have a Grass Dancer come and teach the Boys the traditional dance. We are working on plans to have our first Powwow titled, "Honoring our Youth Past, Present and Future". We will be showcasing our Youth and all of their hard work in regaining and learning their Culture, as well as honoring Residential School Survivors.

OUR STAFF:

- **Rashmi Morrison** - Family Group Conference Coordinator
- **Lisa Peralta** - Manager of Finance
- **Lorise Simon** - Community Social Worker
- **Dani Leblanc** - Payroll/Benefits Officer
- **Sara Steeves** - Finance Officer/Finance Assistant
- **Andrew Steeves** - Finance Administrative Officer
- **Nicole Porter** - Mi'gmaq Cultural Coordinator
- **Heidi Colp** - Youth Coordinator
- **Oliver Rodriguez** - Youth Coordinator
- **Kim Harrison** - Mi'gmaq Child and Family Development Coordinator
- **Kim Ward** - Mi'gmaq Child and Family Development Worker
- **Justin Guthro** - Mi'gmaq Child and Family Development Cook and Cleaner
- **Jefrey Rodriguez** - Mi'gmaq Child and Family Development Support Worker

AMLAMGOG (FORT FOLLY)





As the Director of Child and Family Services, in beautiful Pabineau First Nation, I am proud to say that our team is focused on reaching families and offering them services before, during, and after, any potential need may arise. We believe that prevention is key to maintaining healthy families and is a better way to serve them in our community,

Our CFS Staff is Comprised of:

Social Worker, Eric Gauvin, who is available to help families in whatever way they need.

Family Support Worker, Sandra Legacy, who offers services to families, children, and youth, either at home or here within our different programs.

Administrative Assistant, Katie Williams, who is here to keep us on the right track with our documentation and finances.

Director of Child and Family, my name is Janick Godin, my role as Director is to ensure that our services meet the needs of the community and that every child has the same opportunity for a happy and prosperous life.

We are happy to now have our brand new Mi'gmaq Child and Family Services Youth Building. This youth-focused building hosts our Early Childhood Development Center, for the pre-school aged children, and our Youth who attend during the after-school hours and Summer Programs.

Our Youth Program is Comprised of:

The Early Childhood Development Center provides services to our little ones (0-5) and the **Mi'gmaq Child and Family Development team** consists of: Rachael Peter Paul, Amber Peter Paul, Vanessa Peter Paul, and Savannah Simon. These girls love children and love to see them grow, learn, and play, in a safe, and healthy environment. They ensure that the children in Pabineau have the opportunity to develop in a center where they can learn and play with other children their own age.

Our Youth Program is run by our **Youth Coordinators, Bobbi Jo Fraser and Ruby Aubie**, They host numerous activities to keep our youth busy and well entertained. During the Summer they also host many field trips, with and a big favorite of the children, being the outing to the Aqua Park in Tracadie.

We want to give a special mention to the contractors, **Falkon**, and their amazing team. Working with children, and sometimes children with special needs, our centers need to be adapted and functional to support any, and all, situations as they arise. **Falkon**, led by Vince and J.P., are always focused on our needs and make sure that every child will find their happy place in our new youth building.

OINPEGITJOIG (PABINEAU)





The construction of our Early Childhood Development and Youth Centre started and we are looking forward to the completion of this amazing space. The new building will provide us with more programming space for the children and youth, as well as give us the opportunity to organize more activities for the community. We look forward to being able to welcome children from ages 1 to 18 in our new building.

Currently, the youth program has been running in a small space with limited abilities, and we have been eagerly anticipating the new center for them, as we have watched their interest and excitement as the building is being constructed.

Our offices here, in Lno Minigog is unique in the sense that our Child and Family Services (CFS) building does not only house social workers, and family support workers, but this is also the hub for our Human Resources staff.

We are excited for the opportunity of gaining new staff that have joined us in this past year, as this has allowed us to be able to provide additional services in the community and we will have a well trained team in time for the new building to open.

Our CFS Staff is Comprised of:

- **Nicole Stevenson** - Child Protection/Prevention Social Worker
- **Vanessa Simon** - Family Support Worker
- **Skye Millier** - Family Support Worker
- **Tahnee Simon** - Administrative Officer
- **Kelly Dennis** - Human Resource Manager
- **Jacob Norton** - Intake and Investigation Social Worker

Our Child and Youth Care Team is Comprised of:

- **Florence Millier** - Mi'gmaq Child and Family Development Coordinator
- **Rina Millier** - Mi'gmaq Child and Family Development Cook and Cleaner
- **Paige Francis** - Mi'gmaq Child and Family Development Inclusion Specialist
- **Maelle Robichaud** - Mi'gmaq Child and Family Development Support Worker
- **Haylee Perrin** - Mi'gmaq Child and Family Development Support Worker
- **Damon Augustine** - Mi'gmaq Child and Family Development Worker
- **Gabriel Daigle** - Youth Coordinator
- **Laureen Peters** - Youth Coordinator

LNO MINIGOG (INDIAN ISLAND)





This year we had the opportunity to move our Youth Program, for the youth who attend after- school, to a new building that offers more space for the children. This safe space provides the youth the opportunity to express themselves and participate in activities. The youth shared that their main highlight from this past year was participating in a paint ball tournament with youth from other First Nation Communities.

Our pre-school aged children continue to have their space in the Early Child Development center, in the downstairs of our CFS / Nukumi House building. Our Mi'gmaq Cultural Coordinator continues to offer cultural activities, teachings, programming for the children and youth, as well as ceremonies to our community members.

Our CFS Staff is Comprised of:

- **Rashmi Morrison** - Director for Fort Folly, Buctouche and Indian Island First Nations (Until September 2022)
- **Melissa Clavette** - Child in Care Supervisor and Foster Home Recruitment Manager (Until September 2022) then Director for Fort Folly, Buctouche and Indian Island First Nations & Foster Home Recruitment Manager (Starting October 2022)
- **Ariane Poirier** – Child Protection/Prevention Social Worker
- **Chantal Poirier** - Child in Care Social Worker
- **Manuella Caravantes** – Mi'gmaq Cultural Coordinator
- **Germaine Simon** – Foster Home Recruitment Assistant
- **Tanya Leblanc** - Administrative Officer/Family Support Worker

Our Programming Staff is Comprised of:

- **Chris Barnes** - Youth Coordinator
- **Billie Megan Ward Sanipass** – Youth Coordinator
- **Sharona Levi** - Mi'gmaq Child and Family Development Coordinator
- **Amber Prime** - Mi'gmaq Child and Family Development Cook and Cleaner

TJIPOGTOTJG (BUCTOUCHE)



OUR STRATEGIC PLAN 2023 - 2027



We are working with Kensington and Associates to develop our new Strategic Plan for the next 5-years. Our new plan will have a primary focus on Prevention Based Programming and continuing to develop our Cultural Programming. We look forward to sharing this in the upcoming fiscal annual report.

OUR VISION

Indigenous communities where all children, youth, and families are healthy, safe, and can reach their full potential; where each child and youth are heard and where their best interests are affirmed and protected.



OUR MISSION

The Mi'gmaq Child and Family Services of New Brunswick Inc. is an incorporated not-for-profit organization that champions the fundamental rights of Indigenous children, youth, and their families and delivers services that result in better lives for vulnerable children, youth, their families, and their communities.

OUR VALUES

- Healthy children, youth and families
- Seven Sacred Teachings:
 - WISDOM
 - LOVE
 - RESPECT
 - BRAVERY
 - HONESTY
 - HUMILITY
 - TRUTH
- Indigenous Rights
- Cultural Safety
- Accountability
- Fairness





2022 - 2023 year we have been continuing to grow!

We are at 115 staff, with 57% staff being Indigenous.

We continue to strive to hire, train, and maintain our staff with many competitive benefits and compensations.

We had our first Christmas party (December 2022) since COVID, and our staff participated in a toy and food drive. The donations our staff contributed were distributed to the Food Banks in Metepenagiag and Natoaganeg.

Throughout the summer of 2022 various staff volunteered to setup a tent at many of the Pow Wows across NB. The staff are looking forward to next year's Pow Wow trail and we hope to see you all out there celebrating with us.

EAP (EMPLOYEE ASSISTANCE PROGRAM) SAGE:

We are very proud to offer the EAP to all our employees and their immediate family members, 24 hours a day, 7 days a week.

If you are in distress or need some mental health support, we strongly encourage you to call:

SAGE: 1-506-857-3258 or 1-800-390-3258

They can assist with many concerns, like

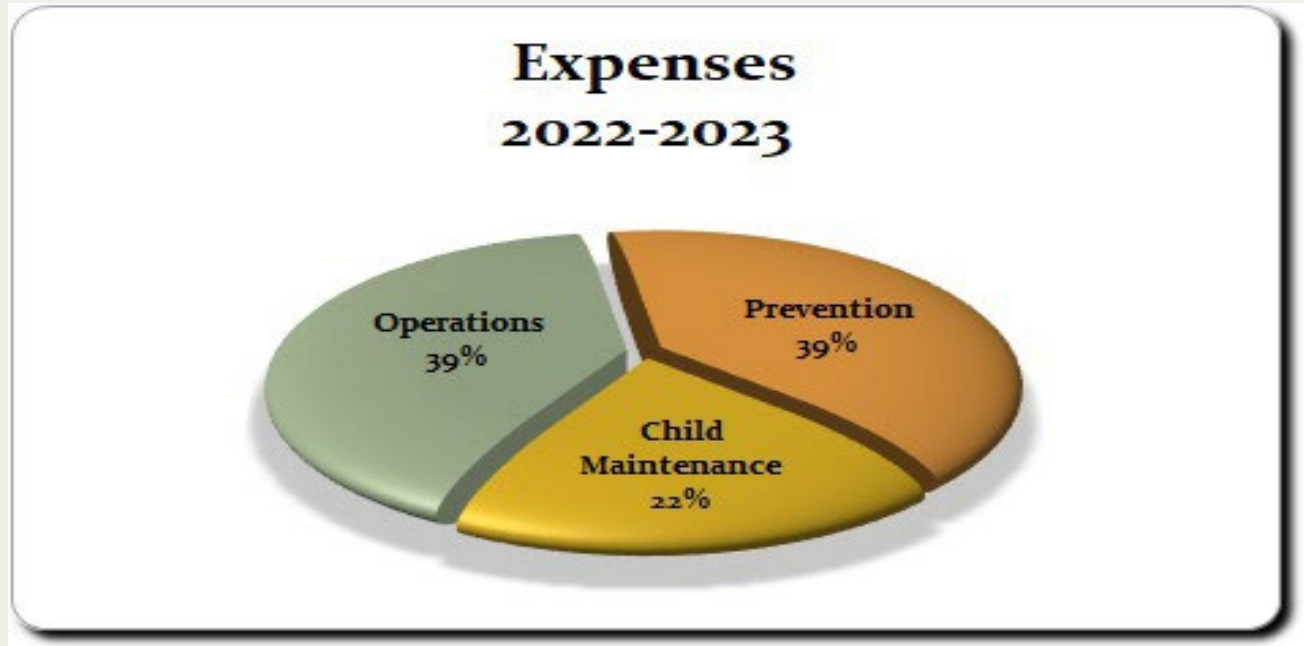
- ❖ couple and family relationships
- ❖ work-life balance
- ❖ psychological health (stress management, anxiety)
- ❖ work difficulties (conflict, dealing with change)
- ❖ crisis counseling and suicide intervention

**Calls answered by mental health professionals
100% Confidential Available 24 hours a day, 7 days a week, 365 days a year**

FINANCE FISCAL REVIEW

Mi'gmaq Child and Family Services of NB Inc.

Fiscal Summary 2022-04-01 to 2023-03-31



Department	Expenses
Child Maintenance	\$ 3,481,981.00
Prevention	\$ 6,380,459.00
Operations	\$ 3,363,141.00
Total Expenses	\$ 13,758,138.00

Child Maintenance

Direct costs of placing First Nation children into temporary care out of the parental home (such as foster care rates, group home rates, kinship services, adoption services, special needs services, independent living, post guardianship, etc.)

Prevention

Resources for enhanced prevention services (Mi'gmaq Family Development, Mi'gmaq Cultural Coordinators, Family Group Conferencing, Nukumi Houses, Youth Programs, Parental Support, etc.)

Operations

Core and operational funding for Child and family services (such as salaries and overhead)



HOW TO FIND US



MI'GMAQ CHILD AND FAMILY SERVICES

TIPOGTOGTJITJ (BUCTOUCHE)

FIRST NATION

123 Reserve Road
Buctouche, NB E4S 4G3
Tel: (506) 743-2524

AMLAMGOG (FORT FOLLY)

FIRST NATION

38B Bernard Trail
Dorchester, NB E4K 3V5
Tel: (506) 379-2250

LNO MINIGOG (INDIAN ISLAND)

FIRST NATION

54 Mi'Kmaq Lane
Indian Island, NB E4W 0H9
Tel: (506) 523-4371

NATOAGANEG (EEL GROUND)

FIRST NATION

50-A Church Road
Eel Ground, NB E1V 4E6
Tel: (506) 773-1137

OINPEGITJOIG (PABINEAU)

FIRST NATION

1276 Pabineau Falls Road
Pabineau First Nation, NB E2A 6T7
Tel: (506) 350-1055

METEPENAGIAG (RED BANK)

FIRST NATION

59 Indian Gardens Road
Red Bank Reserve, NB E9E 1T2
Tel: (506) 627-8902

MI'GMAQ CHILD AND FAMILY EARLY DEVELOPMENT CENTERS

TIPOGTOGTJITJ (BUCTOUCHE)

EARLY CHILD DEVELOPMENT

123 Reserve Road
Bouctouche, NB E4S 4G3
Tel: (506) 743-2173

AMLAMGOG (FORT FOLLY)

EARLY CHILD DEVELOPMENT

38D Bernard Trail
Dorchester, NB E4K 3V5
Tel: (506) 379-2449

LNO MINIGO (INDIAN ISLAND)

EARLY CHILD DEVELOPMENT

62 Mi'Kmaq Lane
Indian Island, NB E4W 0H9
Tel: (506) 523-1931

NATOAGANEG (EEL GROUND)

EARLY CHILD DEVELOPMENT

55 Church Road
Eel Ground, NB E1V 4E6
Tel: (506) 627-4612

OINPEGITJOIG (PABINEAU)

EARLY CHILD DEVELOPMENT

1280 Pabineau Falls Road Pabineau
First Nation, NB E2A 6T7
Tel: (506) 547-1207

METEPENAGIAG (RED BANK)

EARLY CHILD DEVELOPMENT

1924 Mic Mac Road
Red Bank, NB E9E 2P2
Tel: (506) 836-6165

INTAKE & INVESTIGATIONS REFERRALS

Monday - Friday 8:30am - 4:30pm (506) 743-2524

Intake and Investigations Social Workers:

Jacob Norton

Mylene Morris

AFTER HOURS EMERGENCY SERVICES (AHES) 1-800-442-9799

GENERAL INFORMATION

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MI'GMAQ
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