

MESSAGE FROM THE

CHIEF EXECUTIVE OFFICER

















It's incredible to think that I have been with Mi'gmaq Child and Family Services of New Brunswick Inc. (MCFSNB) for five years now. The time has flown by, and I feel truly grateful to work alongside such a committed team of professionals. Additionally, our Board of Directors, which includes the Chiefs from our six member communities, adds immense value to our mission.

We are excited to share that we have experienced another successful year of growth, which brings us to the presentation of this year's annual report. This report highlights our many accomplishments over the 2023 - 2024 year, particularly our efforts to expand prevention services within our six communities.

The progress we've made is a direct result of the dedicated teams we've been fortunate to bring into our communities. These teams have worked tirelessly to enhance our services and reach more families in need. Our mission remains unwavering: to strive for excellence in Indigenous Child Welfare. This past year, we not only met but exceeded standards aimed at keeping families together whenever possible. Through the implementation of targeted services and collaborative efforts with other service providers, we focused on ensuring the best interests of the child was always prioritized.

This report highlights the diverse activities carried out by our Mi'kmaq Cultural Coordinators, Youth Coordinators, Family Support Workers, and our Early Child Development and Children and Youth teams.

Looking forward, our Management Team is actively planning for the future, with the development of four new buildings in our member communities. Additionally, we have established a new Policy Team dedicated to creating our own First Nations Child Welfare Law. This initiative aims to enhance the independence of MCFSNB Inc. allowing us to tailor our services more effectively to the needs of our communities.

I want to express my heartfelt gratitude to the staff of MCFSNB for the opportunity to work alongside them. Together, we are committed to developing programs that strengthen our member communities.

Finally, I would like to extend my thanks to our Board of Directors for their unwavering support and trust in me, as I work within their communities. I am committed to growing a strong Organization that supports and enhances service delivery in each of their communities.

Samantha Paul
Chief Executive Officer
Mi'gmaq Child and Family Services of NB Inc

MEET OUR MEET OUR BOARD OF DIRECTORS







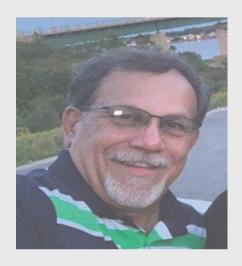








GEORGE GINNISH CHIEF OF NATOAGANEG



REBECCA KNOCKWOOD **CHIEF OF AMLAMGOG**



KENNETH BARLOW CHIEF OF L'NUI MENIKUK



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

59 Indian Gardens Road, Metepenagiag, NB, E9E 1A7 506-627-8902 (Office) 506-251-2612 (Cell) Samantha.Paul2@gnb.ca

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mCase Project Director

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Director of Amlamgog, L'Nui Menikuk, Tjipogtotjg, and Foster Home Recruitment Manager

123 Reserve Road, Tjipogtotjg, NB, E4S 4G3 506-743-2524 (Office) 506-627-6167 (Cell) Melissa.Clavette@gnb.ca

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Supervisor of Prevention Programs

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Finance Director

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Policy Director

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Director of Metepenagiag

59 Indian Gardens Road, Metepenagiag, NB, E9E 1A7 506-627-8894 (Office) 506-424-0697 (Cell) Alexandria.Knockwood@gnb.ca

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Director of Natoaganeg

50A Church Road, Natoaganeg, NB E1V 4E7 506-773-4502 (Office) 506-251-5869 (Cell) Melanie.Ross@gnb.ca

JANICK GODIN

Director of Oinpegitjoig

1276 Pabineau Falls Road Oinpegitjoig, NB, E9E 1A7 506-350-1055(Office) 506-607-1036 (Cell) Janick.Godin2@gnb.ca

CHERYL MCKINNON

Supervisor of Prevention Programs

38D Bernard Trail Dorchester, NB, E4K 3V5 506-379-2449 (Office) 506-251-9439 (Cell) Cherylmckinnon@nb.aibn.com

MCFSNB VISION



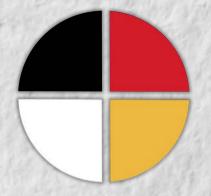
OUR VISION

Our vision is to work with our 6 Indigenous communities to encourage all the children, youth, and their families, to be healthy, safe, and feel supported in reaching their full potential. We work to provide each child, and youth, a safe space to feel heard, and ensure their best interests are affirmed and protected.

MCFSNB MISSION



Our Mission - Telatu'emkewey



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

Mi'gmawey mijua'ji'j aq wi'kmaq luko'waqan wla New Brunswick Inc. mawa'tasik wjit weji-welatekemk ta'n melkitetpaqo'tekemkewe'l wjit l'nu mijuaji'j, maljewe'j aq wi'kmaq. Eluko'watiji me' na kelu'ktitew wk-mimajuaqnmal, ta'n te'sit ewlo'tasit mijaji'j, maljewa'j, aq wi'kmaq ta'n wikultijik wkwutanimual



MEET THE DIRECTOR

MELISSA CLAVETTE



Kwe', My name is Melissa Clavette and I am the Director of Tjipogtotjg, L'Nui Menikuk and Amlamgog First Nations. I am also the supervisor for our Child in Care program as well as the Foster Home Recruitment Manager. Our offices in these 3 communities are different in a sense that they do not only house social workers and family support workers, but each one has a specific area of focus that covers all 6 of our member communities. In Tjipogtotjg, we have our Foster Home Recruitment Team and a Child in Care social worker; in Amlamgog we have our Finance Team, and in L'Nui Menikuk, we have our Human Resources Team. It is an understatement to say, a lot is accomplished in these buildings in the span of a week.

At MCFSNB, we are focused on providing Preventative Services to all the families seeking assistance. Some of the prevention services are offered through programming in the communities by the way each of our 6 communities has an Early Childhood Development Centre (ECDC), for children 1 to 5 years of age, and the children and youth, 6 to 16 years of age, who have access to daily after-school programing, which transforms in the summer months, to full day programing.

2023 - 2024 was exciting for L'Nui Menikuk, as their ECDC and Youth Programs, opened their doors in a brand new building. The children gained access to a center that is spacious and adapted to their needs. Throughout the year, the children and youth, had the opportunity to go on field trips to places such as the beach, museums, water parks, and local attractions.

Across these 3 communities, we had many cultural activities organized and the staff were always excited to see the participation by so many of the community members. Amlamgog had their first Youth Pow Wow and Tjipogtotjg hosted their first community Pow Wow in over 25 years. Both Pow Wows were successful, and the attendance was beyond what we could have imagined.

Many of our cultural activities are offered by our Mi'gmaq Cultural Coordinators (MCCs). During the year, they have shared their knowledge by hosting events and teaching the children and youth who attend our programs.

Our Foster Home Recruitment team was been busy hosting community events, across our 6-communities, to recruit foster families. Being a foster family can be extremely rewarding and we are always looking for new families. If you are interested in learning more on how to become a foster parent, please reach out to Germaine Rajouani at germainerajouani@nb.aibn.com Our Child in Care program had 2 social workers that work with the children in our care. They were both extremely devoted to the care of our children to ensure their needs were met and they have the opportunity to be involved in their culture. Our entire team remains committed to providing our children with the skills and opportunities they need, to help them succeed.

I am very proud of the work that the staff in these 3 communities accomplish every year, and I look forward to what the next year will bring!

Wela'lin, Melissa

AMALAMGOG FORT FOLLY



Our CFS Staff in Amlamgog is comprised of:

Cheryl McKinnon – Supervisor of Prevention Programs

- -Lisa Peralta Director of Finance
- -Andrew Steeves Finance Officer
- -Oliver Rodriguez Finance Administration Officer
- -Rahsmi Morrison Family Group Conference Coordinator
- -Lorise Simon Community Prevention Social Worker
- -Sara Steeves Finance Officer / Finance Assistant
- -Dani Leblanc Payroll/ Benefits Officer
- -Nicole Porter Mi'gmaq Cultural Coordinator

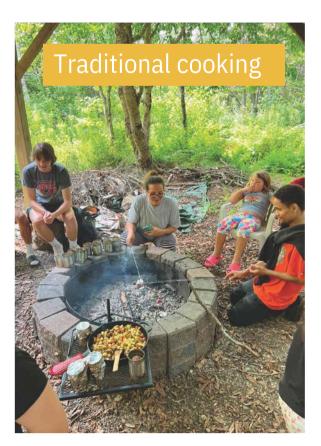
Our Child and Youth Care Team in Amlamgog is Comprised of:

- -Courtney Lucci- Mi'gmaq Child and Family Development Worker
- -Hayley Gallant Mi'gmaq Child and Family Development Worker
- -Jefrey Rodriguez Mi'gmaq Child and Family Development Worker
- -Justin Guthro Child and Youth Care Worker
- -Dorothy Zoellner Community Prevention Services Assistant



AMLAMGOG FORT FOLLY













AMLAMGOG FORT FOLLY











TJIPOGTOTJG BUCTOUCHE



Our CFS Staff in Tjipogtotjg is comprised of:

- -Melissa Clavette Director for Fort Folly, Buctouche, and Indian Island First Nations & Foster Home Recruitment Manager
- -Ariane Poirier Community Prevention Social Worker
- -Chantal Vautour Child in Care Social Worker
- -Manuella Caravantes Mi'gmaq Cultural Coordinator
- -Germaine Simon Foster Home Recruitment Assistant
- -Tanya Leblanc Family Support Worker
- -Vanessa Simon Administrative Assistant

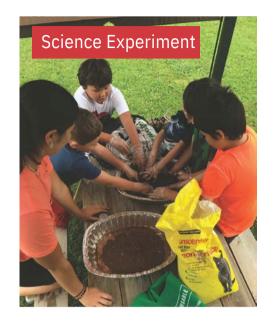
Our Programming Staff in Tjipogtotjg is comprised of:

- -Chris Barnes Child and Youth Care Coordinator
- -Billie Megan Ward Sanipass Child and Youth Care Coordinator
- -Kim Harrison Mi'gmag Child and Family Development Inclusion
- -Specialist
- -Shayleen Ginnish Mi'gmaq Child and Family Development Worker
- -Crystal Hernandez Ramirez Mi'gmaq Child and Family Development Worker
- -Amber Prime Mi'gmaq Child and Family Development Cook and Cleaner



TJIPOGTOTJG BUCTOUCHE













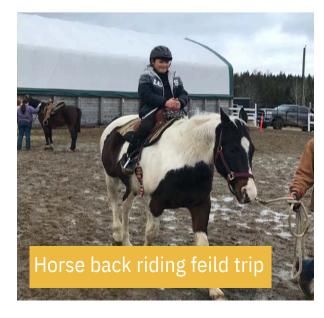


TJIPOGTOTJG BUCTOUCHE













L'NUI MENIKUK INDIAN ISLAND



Our CFS Staff in Lno Minigog is comprised of:

- -Nicole Stevenson Child Protection/Prevention Social Worker
- -Skye Millier Family Support Worker
- -Tyra Hannay-Augustine Family Support Worker
- -Chloe Millier Family Support Worker
- -Tahnee Simon Human Resource Assistant
- -Kelly Dennis Human Resource Manager
- -Jacob Norton Intake and Investigation Social Worker
- -Marci Osmond Director of Policy

Our Child and Youth Care Team in Lno Minigog is comprised of:

- -Florence Millier Mi'gmaq Child and Family Development Coordinator
- -Rena 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
- -Sharona Levi Mi'gmaq Child and Family Development Coordinator
- -Leonard Francis Child & Youth Care Worker
- -Leroy Augustine Child & Youth Care Worker
- -Twyla Lafford Child & Youth Care Worker



L'NUI MENIKUK INDIAN ISLAND













MEET THE DIRECTOR

ALEXANDRIA KNOCKWOOD



My name is Alex Knockwood, and I served as the Director of Metepenagiag Mi'Kmaq Nation, where I also supervised our Intake and Investigations social workers. The 2023-2024 year was remarkable in terms of family engagement, service connections, and networking with various departments and service providers.

One of our key initiatives was the facilitation of a Parenting Group, where we focused on parenting skills and witnessed inspiring moments of peer support. Our social workers fostered a fun and welcoming atmosphere for attendees, incorporating activities and sharing stories in a supportive and confidential setting.

Additionally, we promoted Family Food Gardening to help families increase their at-home food sources. The Nukumi House planed to involve the children in gardening activities as well, with an office garden scheduled for spring 2025. This initiative will allow our social workers to engage with children and youth, educating them on the importance of natural food sources.

Throughout the year, our community faced significant losses, which became a focal point for our nation. In response, our Community Program Social Worker, Mary Louis Cloud, developed a comprehensive program that ran for several weeks, focusing on Grief and Recovery. This program provided essential mental health support for community members and connected those in need with appropriate services. We are incredibly proud of the impactful work Mary delivered to our community.

Our entire team, including Child and Youth Care Workers, took on more mentorship roles to support individual children and youth, promoting their growth into adulthood. In collaboration with Metepenagiag School and North and South Esk Regional High School, we established a healthy snack pantry available to all our children, funded by our organization, MCFSNB, and supported by our Metepenagiag team.

As we worked to expand our team, we welcomed several students for educational placements, enhancing our recognition with several schools and external programs. We also supported some of our staff in pursuing their educational goals, as we firmly believe in the importance of internal support and promotion.

To encourage staff wellness and cultural engagement, we hosted a Moccasin Making workshop where our team came together to connect through culture. Metepenagiag Child and Family Services looks forward to another year of growth and community engagement, and I couldn't be prouder of the team I had the privilege to lead.

Wela'lin, Alex

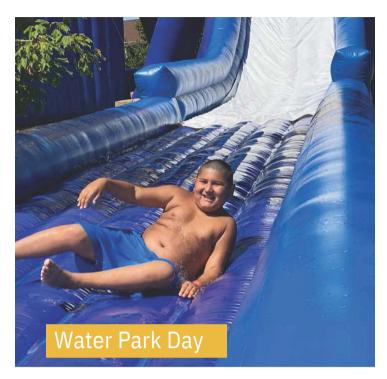
METEPENAGIAG

RED BANK













METEPENAGIAG RED BANK













MEET THE DIRECTOR

MELANIE (ROSS) LEBLANC



My name is Melanie LeBlanc and I am very honored to have been the Director of the Natoaganeg Child & Family Services (CFS) program for another year. In our building, along with that staff, we also enjoy a daily dose of the children who attend the program after-school. The growing prevention based services we have been able to offer to the community members has been amazing to witness, and it all starts with these children and youth.

Our building houses a diverse group of roles that work for MCFSNB. We have social workers, family support workers, our statistics officer, who enrolled and worked on the completion of her social work degree, as well as a parent aid, to support the parents we service, intake and investigations staff, as well as some of the Child in Care social workers, who support our children we have in our care, and lastly, we have our Mi'Kmaq Cultural Coordinator, who offers his wealth of knowledge and cultural teachings to our staff and the children in our programs.

Each of their jobs are unique in a sense that they do a specific part to ensure the safety, care, growth, and support, for this community and their children. Our social workers work make sure our families are well supported, by offering services to them and their extended family, to help maintain the family unit. The family support workers and our parent aid, provide the families with skill training, they spend quality time with the kids, and support them through modeling, play, and being role models. Along with supporting the families, our children, and youth, they collaborate with the social workers to support them as well.

All this work is possible with the help from an amazing administrative assistant. Sacha is the one to greet you upon entering our building. She assists all our staff with the day-to-day tasks for the office, and helps with a multitude of paperwork, activities, programming, and anything else anyone needs of her. We would be lost without this amazing support.

Of course, we cannot forget our very important staff who work with our future generations. We have such a committed, dedicated staff, who work with our Child and Youth Program, it has been an honor to watch them help the children and youth of this community grow into their best possible selves.

Natoaganeg is a growing, thriving community, and our CFS team works diligently along side of the many departments and programs to support the needs of the community. I am thankful to have been a of that growth.

NATOAGANEG EEL GROUND



Our CFS Staff in Natoaganeg is comprised of:

- Melanie LeBlanc Director of Natoaganeg
- Sacha Kingbird Office Administrative Assistant
- Vanessa MacDonald Moran Child in Care Worker
- Mylene Morris Intake and Investigations Worker
- Joe Dalton Janitor/Cleaner
- Cynthia McDonald Parent Aid
- Emily Halihan Child in Care Worker
- Janessa Frances Family Support Worker
- Nancy Mullin Ward Family Support Worker
- Sarah Mullin Family Support Worker
- Tricia DeWolfe Statistics and Data

Our Child and Youth Care Team in Natoaganeg is comprised of:

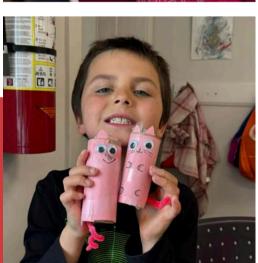
- Margaret Sealy Child & Youth Care Worker
- Karen Frances Nukumi House Coordinator
- Ernie Ward Mi'gmaq Cultural Coordinator
- Kelvin James Simonson Child & Youth Care Worker
- Christa O'Shea Child & Youth Care Worker
- Christine Ward Child & Youth Care Worker
- Tammy Harris Child & Youth Care Worker
- Heidi Ginnish Child and Family Development Coordinator
- Judy Ward Child and Family Development Cook and Cleaner
- Kayla Ginnish Child and Family Development Worker
- Melissa Patles Child and Family Development Worker
- Priscilla Martin Child and Family Development Worker
- Rachel Patles Child and Family Development Inclusion Specialist

NATOAGANGEG

EEL GROUND















NATOAGANGEG EEL GROUND













MEET THE DIRECTOR JANICK GODIN



My name is Janick Godin, and I am the Director of Oinpegitjoig Child and Family Services, as well as a Family Group Conference Coordinator. In my role as Director, I am committed to ensuring that our services effectively meet the needs of the community, providing every child with the opportunity for a happy and prosperous life.

Over the 2023-2024 year, I am proud to report that we have maintained our focus on prevention programming, actively reaching out to parents in our community to offer support in various ways. We believe that prevention is essential for fostering healthy families and maintaining our community.

Bobbi Jo Fraser, who has been part of the MCFS family for some time and previously worked with our youth, has moved into the role of Administrative Assistant in our Child and Family Services (CFS) building. In this position, she ensures that daily tasks and routines run smoothly while serving as the friendly face greeting visitors and community members at our door.

Our CFS Team also includes a family support worker who provided day-to-day services to families, either at home or in our programs, and a social worker who was responsible for ensuring the safety of all children in our community.

Our youth program hosted a variety of activities to keep our youth engaged and entertained. We organized fun days after school, exciting events for older youth at the center, and memorable summer field trips.

For our youngest children, aged 0-5, the Early Childhood Team passionately cares for and educates them daily. Together, they create a nurturing environment where children in Pabineau can learn, play, and enjoy fun-filled days with their peers.

Lastly, our CFS team is enriched by the presence of our Mi'gmaq Cultural Coordinator, Rose Marie Boucher. She brings a wealth of cultural activities and teachings to the children in our community. At MCFS, we strive to ensure that all our children have the opportunity to learn about their culture, and we are thrilled to have Rose as part of our team.

I would also like to extend a special thanks to Falkon Construction and their dedicated workers. Given that our centers often accommodate children with special needs, it was crucial for Falkon to create an adaptable and functional environment. They attentively addressed our needs, ensuring that every child could find their place in our new space, which we were able to open in September 2023. Thank you, Vince and JP, for all your hard work and dedication to Oinpegitjoig.

Wela'lin, Thank you, Merci.

OINPEGITJOIG PABINEAU



Our CFS Staff in Oinpegitjoig is comprised of:

- Janick Godin Director of Natoaganeg
- Bobbi Jo Fraser Office Administrative Assistant
- Sandra Legacy Family Support Worker
- Eric Gauvin Child Protection/Prevention Social Worker

Our Child and Youth Care Team in Oinpegitjoig is comprised of:

- Ruby Aubie Youth Coordinator
- Tiffany Henry Youth Coordinator
- Rachael Peter Paul Child and Family Development Coordinator
- Amber Peter Paul Child and Family Development Worker
- Vanessa Peter Paul Child and Family Development Support Worker
- Savannah Simon Child and Family Development Support Worker
- Kathleen Daigle Child and Family Development Cook and Cleaner
- Cynthia Peter Paul Inclusion Specialist
- Karine Godin Inclusion Specialist
- Maya Chiasson Inclusion Specialist
- Rose Marie Mi'gmaq Cultural Coordinator



OINPEGITJOIG PABINEAU



















OINPEGITJOIG PABINEAU













HUMAN RESOURCES















2023 - 2024 Fiscal Year was filled with growth!

As of March 31, 2024 - we had 144 staff and 50% were Indigenous

In December we celebrated our second annual Christmas party in Moncton, where we continued our tradition of a food and toy drive. The items our staff generously donated, were collected and shared among our three communities across the Moncton side of our province: Fort Folly, Indian Island, and Buctouche.

Our Human Resources department expanded, as we welcomed another team member and plan to add more in the future to support our growing organization.

This year, we worked towards retention initiatives and we strive to acknowledge the hard work of our staff in their respective roles. We took the opportunity to recognize our Administrative Assistants, Social Workers, Child & Youth Care Workers, Family Support Workers, and other team members who may not have a specific recognition day. This was done during a dedicated Staff Appreciation Day, as we wanted to ensure that every staff member felt valued for their contributions throughout the year.

During the summer of 2023, various staff members volunteered their time to set up tents at several Pow Wows across New Brunswick. Our team looks forward to next year's Pow Wow trail.

Just Some of Our Amazing Benefits:

At MCFS, one of the many bonuses we offer our staff is an 80/20 split for health and dental benefits, along with up to a 95% top-up for those taking maternity leave.

We are fortunate to be able to provide for our staff and their families in so many ways.

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

Some of the Concerns they can Assist with...

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

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

FINANCIALS







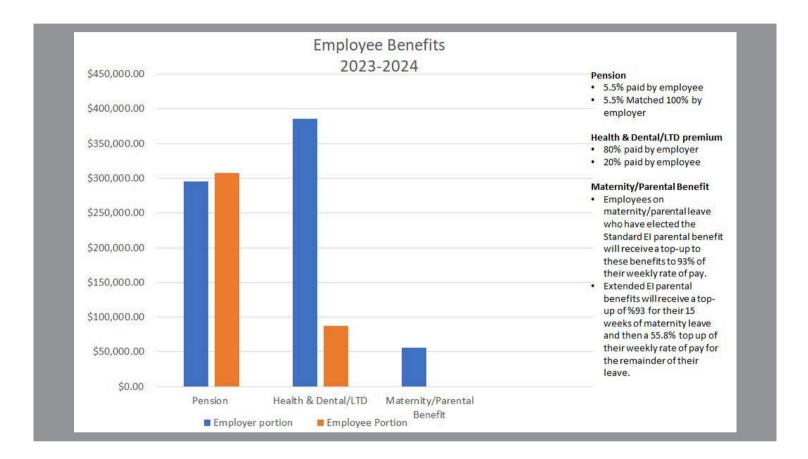




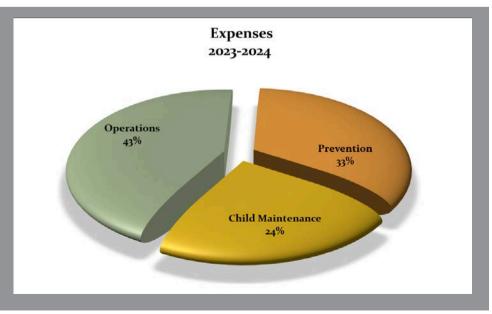




FINANCE FISCAL REVIEW



Department	Expenses
Operations	\$7,036,830.01
Prevention	\$5,486,175.41
Child Maintenance	\$4,039,979.32



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 E1V4E6 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 Micmac Road Red Bank, NB E9E 2P2 Tel: (506) 836-6165

INTAKE & INVESTIGATIONS REFERRALS

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

AFTER HOURS EMERGENCY SERVICES (AHESS)

1-800-442-9799

GENERAL INFORMATION

1-800-543-8611

EMAIL: info@mcfsnb.ca

www.mcfsnb.ca



