



2023-2024



Annual Report

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ANCR's Mission

To promote and support the safety and well being of children and families by providing culturally appropriate, strength based child and family intake services.

ANCR's Vision

- Our community is strong and diverse, honours all cultures, and is free from systemic barriers
- Families are healthy, supported and empowered
- Children are valued, respected and safe.

ANCR's Values

Communicating Respectfully: ANCR believes that everyone has a right to give and receive respectful communication, being open, truthful, kind, patient, inclusive and constructive in our interactions with each other.

Seeking Balance: ANCR strives to support all people as they seek balance and mental, physical, spiritual and emotional wellbeing.

Honouring Diversity: ANCR recognizes, acknowledges, respects and celebrates the uniqueness and diversity of all people.

Empowerment and Advocacy: ANCR strives for the empowerment of children, families and communities and advocate for their participation and voice in the services we provide.

Professional Excellence: ANCR strives to provide a safe, ethical, supportive, accountable environment in our workplace and our community.

Valuing Relationships: ANCR believes the most successful road to our mission and vision is through partnerships with those who share the goal of keeping children safe and strengthening families. Our relationships with families and communities will be honest, transparent, accountable, reciprocal and authentic.

Practicing Humility: ANCR accepts that everyone has limitations and boundaries, and we are all responsible to learn from both our challenges and our successes.

Demonstrating Integrity and Accountability: ANCR believes we must act in open and truthful ways in all our interactions with each other and the community, accepting responsibility for our actions and honouring our commitments.

Modelling Courage: ANCR values the courage required to be honest with ourselves, with each other, with families and communities, and the ability to face challenges with kindness and compassion.

ANCR's Background

The Child and Family All Nations Coordinated Response Network (ANCR) became a mandated agency on February 3, 2007, and assumed responsibility for all intake and emergency child and family services in Winnipeg, Headingley, and East and West St. Paul, Manitoba. The decision to establish ANCR was one element of larger systemic reforms resulting from the Manitoba Aboriginal Justice Inquiry-Child Welfare Initiative. ANCR operates as a non-profit, independent agency mandated under the Southern First Nations Network of

Care, governed by a Board of Directors, and managed by an Executive Director and senior management team. Our mandate is the provision of culturally appropriate, high quality intake services by a qualified and skilled staff team in accordance with the Child and Family Services Act of Manitoba, the Child and Family Authorities Act of Manitoba, the Federal legislation, An Act Respecting First Nations, Inuit and Metis children, youth and families, and all associated regulations and standards.

Treaty Land Acknowledgement

The Child and Family All Nations Coordinated Response Network (ANCR) acknowledges that we are on Treaty One Land. On Turtle Island, this is the traditional territory of the Cree, Ojibwe, Anishinaabe, Dene and Dakota peoples, and the homeland of the Métis Nation.





MESSAGE

from the Board of Directors

I am honoured to be bringing greetings as the Chairperson of Child and Family All Nations Coordinated Response Network (ANCR).

ANCR has the unique mandate to provide Designated Intake and After-Hours Services for all four CFS Authorities' and their agencies within the large urban setting of Winnipeg. The Board of Directors recognizes the dedication, creative thinking and planning that the management and staff possess to continue to deliver child and family services when resources can often be limited.

As Manitoba's child welfare system continues to prepare for An Act respecting First Nations, Inuit and Métis Children, Youth and Families, ANCR has begun to change and adapt their practice in preparation for these changes while maintaining the best interests of children, youth and families at the forefront.

I would like to acknowledge Sandie Stoker, Executive Director of ANCR for her strong leadership and ANCR's Board of Directors for their expertise, guidance and commitment as we move into a new world of child welfare in Manitoba.

Meegwetch

Barb Lavallee
Chairperson



ANCR Board of Directors

BARBARA LAVALLEE
Board Chair, appointed by the
Métis Child & Family
Services Authority

MARILYN COURCHENE
Vice-Chair, appointed by the
Southern First Nations
Network of Care

MICHELLE STEPHEN-WIENS
Senior Project Manager, Waakaabit-Wokespape, Southern Chiefs Organization
Incorporated, appointed by the Southern First Nations Network of Care

MICHAEL MUSWAGON
Appointed by the First Nations
of Northern Manitoba
Child & Family Services Authority

JAY RODGERS
Chief Executive Officer of the
Child and Family Services
General Authority

KARLA HILDEBRAND-EDEN
Chief Executive Office of the
Métis Child & Family
Services Authority

RON MONIAS
Chief Executive Officer of the
First Nations of Northern Manitoba
Child & Family Services Authority



MESSAGE

from the Executive Director

I am honored to present the 2023-24 annual report for Child and Family All Nations Coordinated Response Network (ANCR). This report highlights the accomplishments and the significant progress we have made over the past year thanks to the dedication of our team members, the strong support from our partners in the community, and the guidance provided by our valued Board of Directors.

ANCR stands as a pillar in the community, committed to the safety, well-being and protection of children, youth and families. The last year was filled with persistent challenges, hard work and many learnings for our Agency. We continued to experience higher than average vacancies which exacerbated the already high workloads in the demanding profession of child welfare. I am proud of and in awe of the strength, determination and resiliency of our staff team. I want to acknowledge everyone who put in the extra effort and commitment to ensure ANCR continued to achieve its goals. This year we had numerous team members step up and volunteer to assist within their own teams and across programs. I want to thank the leadership team for their steadfast and resilient approach to decision-making, problem-solving and the ongoing smooth operations of the organization. The ANCR team is a great example of the success that can be achieved through teamwork and cooperation. I am incredibly proud of each member of our staff for their ongoing leadership in tackling some of our most pressing challenges including the complex

needs of our community and health and social system vulnerabilities. The services and outcomes outlined in this report are a testament to our collective ability to make a meaningful impact on outcomes for children, youth and families.

As an agency we believe in doing better, year over year. We remain resolute and open to change and to being part of change. The hard work, passion, and leadership of all of us has been exemplary and your willingness to embrace change and learn along the way have set us apart and propelled us forward over the last twelve months. Together, we have delivered high-quality services, and made a positive impact on the lives of those we serve. By focusing our efforts and leveraging our collective expertise, we will continue to further the quality of the service, supports and resources that we can provide to the children, youth and families we work with.

All around our community, we can see the impact on families of the connection of our community's ongoing crises, the addiction crisis, housing crisis, health care crisis, mental health and trauma crisis and sadly the list goes on. We see the impact of these crises on families firsthand. Child and family services represents the very last social safety net for children, youth and families. Mandated by legislation to respond to all cases, no wait lists, no exclusionary criteria - it falls to our agency to serve all families where there is a risk to child safety. This year ANCR was faced with

increasing service demands and decreasing levels of services available in the community. We have had to grapple with a lack of mental health and addiction treatment resources and housing shortages in our community, and a limited availability of placements for children that come into the emergency care of the agency.

The Child and Family Services system continues to be in perpetual transition. Our system continues to struggle with consistent, effective ways of supporting and empowering families in caring for their children. Barriers persist in keeping children in their families and communities. Restrictions in funding limit agencies' ability to provide supports to families. The Manitoba CFS system has not

kept pace with inflation and the rising cost of living, resulting in underfunding agencies for family support resources, as well as operational costs and staff compensation.

The ongoing freeze on foster care rates, particularly for extended family and community members, and the continual development of for-profit stranger-based care for children reflect a system that remains stuck in institutionalized models of care for children. ANCR will continue to advocate for quality care and services for all children and families, and parity in funding and supports for our system and community.

At ANCR we focus on getting families the right help at the right time, in partnership with

other organizations in the community. I would like to express my genuine appreciation to our partners in the community. Your continued support, expertise, collaborative approach, and critical feedback have been vital in enhancing our resources and services. Together, we have worked, leveraging our respective strengths, to address the diverse needs and challenges of the community we serve. The collective impact we have made is a testament to the power of collaboration and partnerships. The child welfare sector cannot do this work alone.

I would like to acknowledge the remarkable guidance and support provided by our dedicated Board of Directors. Your insights and commitment to our mission have been instrumental in shaping our direction and ensuring our long-term success. The support of a dedicated Board of Directors who understand the multilayered aspects of a complex organization legislated by provincial authority and influenced by multiple stakeholders has been a key factor in the stability and development of ANCR.

As I look forward to what lays ahead for ANCR, I am excited and honoured to be a part of the national child welfare reform and restoring the inherent rights of Indigenous communities to provide services to their children and families. ANCR remains committed to our journey to truth and reconciliation and our commitment to the Calls to Action to child welfare as we continue to build toward a brighter future for Indigenous families, children, and the Nations we serve. As a group of helpers, we are very grateful to continue to serve our community.

Thank you.

Sandie Stoker
Executive Director





WORKING from Our Values

ANCR is a values-based organization that is guided by the strategic priorities and outcomes set by the Board of Directors. Our agency continues to develop a child and family intake system that honours families' strengths and supports the best outcomes for children. Working in partnership with our leadership, our sister agencies and community-based organizations, we strive to build culturally safe, coordinated, high quality, least intrusive intake and early intervention services for our community. ANCR continues to prioritize working collaboratively with families and community to ensure the well-being of our children.

Despite experiencing substantial challenges, steered by our vision, mission and values, ANCR continued to make significant progress this year on multiple strategic priorities.

Decrease in the apprehensions of children

ANCR continues to answer the calls to action for Child Welfare made by the Truth and Reconciliation Commission. Our agency acknowledges the disproportionality of Indigenous children in care of

the Manitoba child welfare system rooted in the colonial practices of the residential school system, the 60's scoop and the provincial child and family services system. We recognize the devastating impact on children, families and communities when children are removed from their homes and relatives, and we remain committed to reducing the practice of apprehending children unless it is the only means necessary to ensure the safety of children. Our team works in collaboration with families, extended families and community to develop safety plans to ensure child safety within their families.

Children apprehended by ANCR are discharged to their parents or extended family

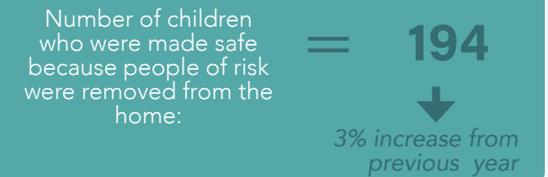
ANCR also strives to reduce the amount of time children are in care by working in partnership with families and their informal and formal support systems to develop successful reunification and support plans.

Provision of Family Supports to prevent a more intrusive child welfare action

The agency has developed robust family support services which include our Wichihewin Program, Early Intervention family service teams, and the All Nations Family Resource Centre. ANCR also provides emergency supports to families which include food provisions, clothing for children, safe sleep equipment (cribs and bassinets), infant and toddler car seats, and in home respite.

Safety Planning with Family and Community

Number and percentage of Safety Plans which resulted in children being conditionally safe with their families:



Total Number of Apprehensions





Provision of Family Supports

Number and percentage of Early Intervention Cases closed whose children do not come into care within 1 year of the case being closed: **= 98%**

Percentage of Case Plans which identify community resources

169 / 197 = 86%
Increase from 70% last year ↙

Number of referrals to community partners **= 4772**

81% increase from last year ↙

Number of internal referrals to EIP Family Services Teams **= 438**

Increase from 374—16% increase ↙

Decrease in the number of families needing on-going child and family services

The goal of ANCR's Early Intervention Program is to enhance family strengths and support families to decrease safety and well-being risks to their children, thereby preventing families from penetrating further in to the child welfare system.



Children and Families receive services that are culturally safe

ANCR's All Nation Family Resource Centre and Snowbird Cultural Centre continue to be a significant part of the network of community organizations committed to supporting the well-being of children and families through culturally safe services. The Snowbird Lodge Cultural team host multiple Indigenous based wellness and parenting programs, and also facilitate Indigenous ceremonies for families including pipe ceremonies, full moon ceremonies and sweat lodge ceremonies.

Decrease in Need for Early Intervention Services

Percentage of families closed at EIP **= 85%**

Hit our target of 85% ↙

Number and percentage of families transferred for on-going service under Part III of the CFS Act who have received services from ANCR EIP within the last two years: **= 0.1%**
Exceeded target of 2% ↘

Culturally Safe Services

Percentage of registered and completed participants in Traditional Parenting Program: **= 47%**

Exceeded target of 45% ↙
Increase from 37% the previous year

Percentage of registered participants that complete cultural programs and services: **= 56%**

Exceeded target of 45% ↙
Increase from 36% the previous year

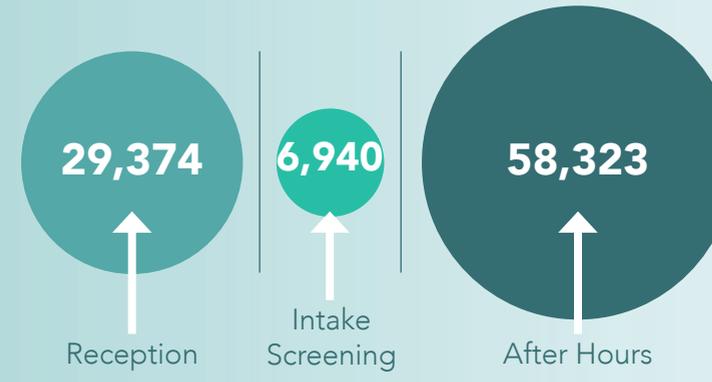


AFTER Hours Program (AHP)

ANCR is mandated to provide emergency child welfare services on behalf of all mandated CFS agencies in our jurisdiction outside of regular business hours (from 4:30 p.m. to 8:30 a.m., Monday to Friday, 24 hours a day on Saturday and Sunday, and all statutory holidays). The Program responds to new requests for service and all child protection referrals. Additionally, CFS agencies may make requests to the After Hours Program for the provision of urgent services on open cases. Most of the service provided to families by the AHP, either due to a service request or on an emergency basis, is completed on behalf of our CFS partner agencies.

The After Hours Program experienced significant challenges this year, including higher than average vacancy rates and persistent shortages in emergency placement for children and youth. However, with the commitment of the After Hours Program staff, employees from all other ANCR programs and the ANCR Service Directors, we managed to provide a continuance of quality child welfare service to our children and families in one of the most challenging years.

Number of Calls Received by ANCR:



Intakes Created by the After Hours Program:



Type of Referral:



Service Requests by CFS Authority:



Intakes opened by ANCR AHP on Cases Open to Other CFS Agencies:



SAFE

Ride Program (SRP)

The Safe Ride program is the result of partnership between Manitoba Families and ANCR and helps facilitate the safe return of absent and missing youth in care. It forms part of ANCR's commitment and response to the Truth and Reconciliation Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls. The program reduces the risks for youth in care by ensuring they have access to safe transportation back to their placement. The program is operational seven days a week from 4 pm to 4 am. The dedicated safe rides teams are in the field meeting youth where and when they are most in need and getting them to a safe place.

All services delivered by ANCR Safe Rides Program (SRP) are provided in accordance with *The Child and Family Services Act, The Child and Family Services Authorities Act, An Act Respecting First Nations, Inuit and Metis Children, Youth and Families*, and the Child and Family Services Standards Manual.

The goals and objectives of the Safe Rides Program are:

- To assess whether children are eligible for Safe Ride services
- To intervene early and minimize risk to children and youth who are repeatedly absent from their placement
- To reduce overall rates of absenteeism and missing reports for children in care
- Create opportunities to build positive and trusting relationships with children and youth
- Increase safety awareness and planning with youth
- Provide support and resources to youth to mitigate risk of being sexually exploited or a victim of violence
- Create relational opportunities to support

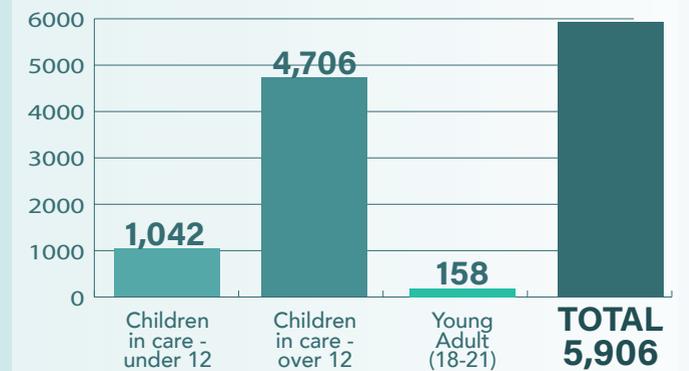
connections to placement and other community supports and services

- Increase service delivery hours to ensure youth missing during the day and after regular business hours receive the same level of services
- Decrease the number of children who are absent from placement

The Safe Rides program has demonstrated success and made significant achievements in its first two years of operation. It is achieving its goal to reduce and minimize the time children and youth in care are away from placement. Children and youth in care are utilizing the service and rely on it as a safe way to return to placement. The Safe Ride Outreach workers have developed relationships with our youth, with some youth requesting a particular outreach worker to provide the transport when they call. Our partner agencies have reported that they have seen a reduction in the length of time youth are away from placement when they are missing or absent, and attribute this to the youth in care having a safe transport option to return to placement. ANCR collaterals in child and youth care have also spoke positively about having ANCR as a partner in ensuring the safety and wellbeing of our children and youth.

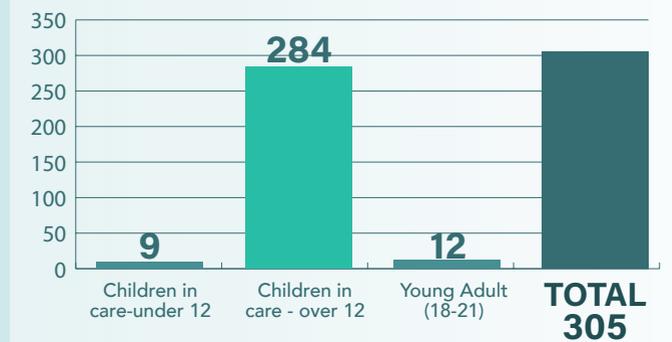
Number of Safe Ride Requests:

Children in Care - Absent from Placement



Number of Safe Ride Requests:

Children in Care - Missing Person



Number of Safe Ride Provided: **3,927**





INTAKE Screening Program (ISP)

The Intake Screening Program is the dayside entry point to the services of ANCR. Intake Screening provides the first response to all new requests for service and all child protection referrals during normal business hours (Monday to Friday, 8:30 a.m. - 4:30 p.m.). It is the responsibility of the ISP to screen all new referrals, conduct initial assessments and to determine service response times. Where an emergency response is needed, the matter is immediately referred to the Intake Assessment Program or Abuse Investigation Program.

If, during the screening process, it is determined that the referral does not meet the threshold for a child welfare response, the ISP will provide information regarding community resources that may be of assistance to the family and the intake will be closed.

The ISP strives to make decisions on all referrals by reviewing the information within the referral, reviewing any pertinent historical information, and utilizing the ANCR Screening Guide towards a final assessment and decision about whether the intake requires further assessment, investigation or service, and by which program.



Type of Referral:



Intakes Generated on Open CFS Matters:

Southern First Nations Network of Care	343	Metis CFS Authority	86
First Nations North CFS Authority	320	Peguis CFS	40
General CFS Authority	160	Total:	949





INTAKE

Assessment Program (IAP)

The Intake Assessment Program (IAP) receives referrals from the ANCR Intake Screening (ISP), the Abuse Investigation Program (AIP) and After Hours Program (AHP). Where an emergency response is warranted, the Intake Assessment Program will respond and address immediate concerns for child safety and wellbeing, so that further assessment, planning and stabilization can occur.

The Intake Assessment Program is responsible for completing an assessment on intake referrals screened in under the Child and Family Services Act. The program completes a variety of assessments dependent upon the type of referral. The assessments include Brief Services, Voluntary Family Services, Expectant Parent Services, Child Safety, Risk, and Family Strengths and Needs. The Intake Assessment Program is also responsible for conducting child protection investigations when it is alleged that a child may have been subject to neglect. Once an assessment has been completed, and if it has been determined that further mandated service is required, the program ensures that the family is transferred to their culturally appropriate Authority, or an Authority of their choice. If no further mandated service is required, the Intake Assessment Program may refer families to community organizations for further supports. The Intake Assessment

Program also refers families that would benefit from prevention services to ANCR's Early Intervention Program.

The Intake Assessment Program embraces and follows the Federal Legislation, An Act Respecting First Nations, Metis, Inuit children, families and youth by ensuring child safety through safety planning with family and community members. If a safety plan cannot successfully be developed, the Intake Assessment Program explores culturally safe placements with extended family and community. In addition, the program ensures that Notices of Significant (NSMs) are sent to Indigenous Governing Bodies (IGBs) as required.

The Intake Assessment Program is committed to fostering positive working relationships with community organizations to strengthen supports for families, youth, and children. The program hosted community organizations, including Ma Mawi Wi Itata Centre and West Broadway Youth Outreach Centre, at program meetings to share their mission, vision, and services that they provide to families and community members. The information sharing is invaluable and assists workers to arrange appropriate wrap around supports for families. The program looks forward to hosting further guests in the coming year to strengthen services for families.

<i>Intake Assessment Program Referrals:</i>	2023-24	2022-23	2021-2022
	3,862	3,676	4,304



ABUSE

Investigations Program (AIP)

The Child and Family All Nations Coordinated Response Network, Abuse Investigations Program (AIP) investigates and assesses all allegations of child abuse in Winnipeg, Headingley, and East and West St. Paul. This responsibility includes investigating abuse allegations involving family members, third parties, persons in positions of trust, and foster homes.

The Abuse Investigation Program is responsible to ensure that families receive appropriate and timely services, to investigate allegations of child abuse or child sexual exploitation, to assess the strengths and needs of the family, and to formulate conclusions to indicate the outcome of investigations. The Abuse Investigation Program respects and follows the Federal Legislation, An Act Respecting First Nations, Metis, Inuit children, families and youth, by seeking opportunities to safety plan with family and community.

The Child Exploitation Unit (CEU) conducts abuse investigations with children and youth who are at risk of or alleged to be sexually exploited (including children in care with open cases to external child welfare

agencies). ANCR Child Exploitation Investigators are active participants on several community initiatives with the common goal of reducing the sexual exploitation/trafficking of children and youth. Prevention and education are a goal of the CEU. The team has facilitated several presentations to students of all ages to provide education on child exploitation with a focus on internet and social media safety.

Newcomer families are distinctive and ANCR recognizes their right to culturally agile services that respect their cultural and linguistic heritage. These cases are assigned to abuse investigators with specialized knowledge, understanding and experience working with the Newcomer community. The abuse investigators understand the settlement,

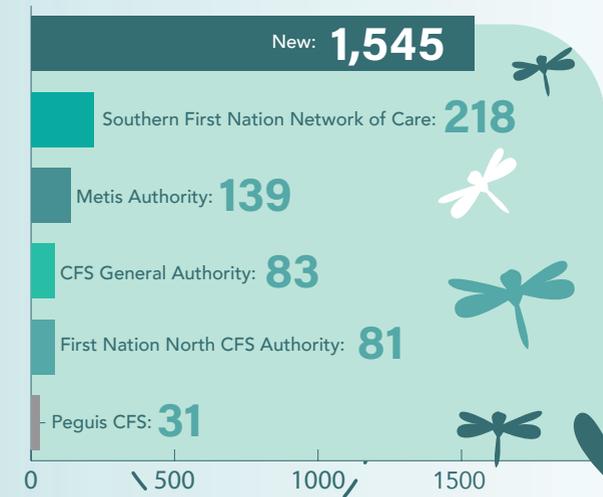
acculturation and adaptation process, and assess risk to children within that context. Many Newcomer families encounter ANCR due to a lack of understanding of accepted disciplinary methods in Manitoba and Canada. The Newcomer Unit has facilitated community workshops to help provide information and support to Newcomer families on the role of ANCR, the Child Family Services Act, and available resources.

ANCR operates four local Child Abuse Committees on behalf of the four CFS Authorities. The committees are responsible to form an opinion on whether an individual abused a child as alleged, and to determine whether their name should be placed on the Manitoba Child Abuse Registry.

Abuse Investigation Referrals:



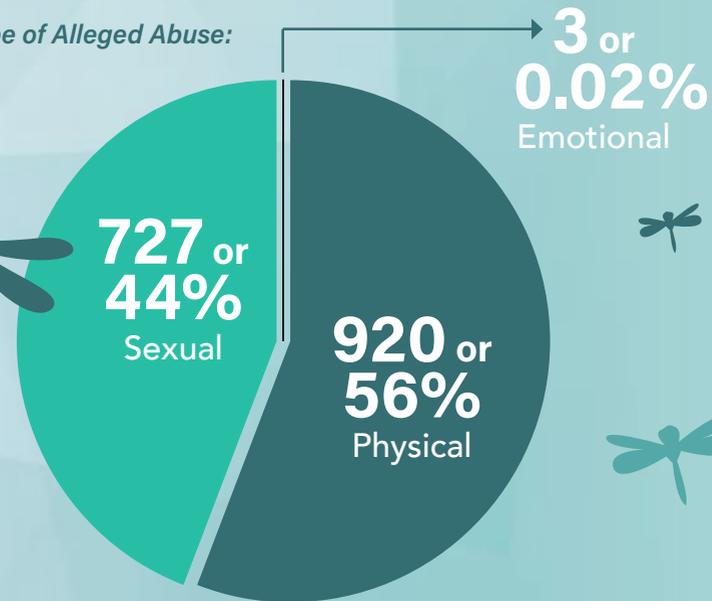
Abuse Investigation Referral Source:



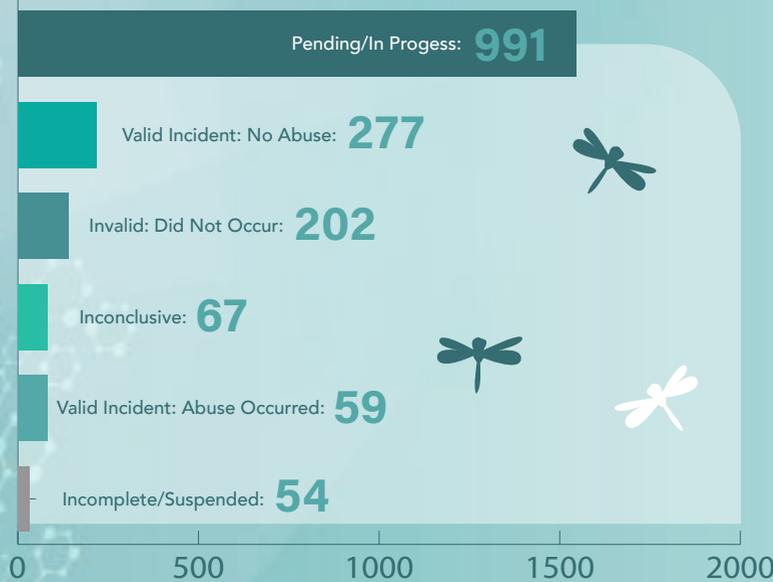
Abuse Investigation continued on following page ...



Type of Alleged Abuse:



Investigation Conclusion:



Child Abuse Committee:



EARLY

Intervention Program (EIP)

The Early Intervention Program offers services to families on a continuum which includes Family Service Teams and a Family Resource Center. The EIP Service Teams and All Nations Family Resource Centre (ANFRC) work in collaboration with each other and the community to provide strength-based services and resources for families. There are two service units, one serving Indigenous families and one primarily serving the general population.

The resource center, All Nations Family Resource Centre and Waa Pina Kosiis Miiki Waahp Cultural Centre (also known as Snowbird Lodge Cultural Centre (SBLCC)) provides a range of services, including several that are culturally based. The Family Resource Centre provides community-based services to families that are referred by ANCR, external agencies and organizations, and by families themselves. The services at the center are delivered through supportive prevention and intervention focused groups and individual programs. Programs are offered at the resource center and through our community partnerships, which includes locations at various schools and other community organizations. In addition to prevention focused groups, cultural teachings, outings, ceremony and land-based teaching are also available to children and families.

Snowbird Lodge Cultural Centre has continued to conduct pipe ceremonies at the beginning of each month to

offer prayers to Creator, Mother Earth, grandfathers, grandmothers and our guides to help us with service provided to the community. ANCR's pipe carriers ask for healing for the helpers to in turn help support children and families. Full Moon Ceremonies are held every month to honor Grandmother Moon. This is a time that women and young girls gather to support each other through the teaching of the 13 Moons. During the full moon ceremony, women ask for healing and guidance and a connection is made through teachings to women's moon time. The women are invited to bring their children for the ceremony to aid in their healing and the passing on of traditional cultural teachings. The Centre also acknowledges and celebrates the changing of all four seasons with ceremony and feasts.

In addition to ceremony for women, SBLCC began conducting Crescent Moon Teachings for Men- Tibiki Giisiwin Ininiwag. The vernacular use of the Crescent Moon teachings is an appropriate title for describing how the Anishinaabe viewpoint of the seven teachings originated. In the Anishinaabe religion, it is common practice when initiating Midewewin incumbents the recounting of the seven teachings. The warrior spirit has always been to stand as the protector, by utilizing the teachings and philanthropy "Ziidooshkaagewin,"

Early Intervention continued on following page ...

meaning the love of all people within the community. Canada's colonial past, systemically traumatized Indigenous families and the inter-generational impacts continued into each succeeding generation without healing. The embodiment, of the Anishinaabe teachings, is contemporized as to help men to look deep within themselves in finding the change from unhealthy life choices to adopting the positive principles found in the Crescent Moon teachings.

The ANFRC/SBLCC continues to nurture strong, meaningful partnerships with community collaterals. Throughout the year, the Centre continued offering Buffalo Riders and General/Traditional parenting programs at the

Manitoba Youth Center due to continued identified needs of the youth. The Centre also partnered closely with a number of schools to run parenting programs;

Greenway, David Livingstone, Dufferin, Fort Rouge, Norquay, Victor Major and Lord Selkirk. The ANFRC/SBLCC also ran programs off-site at Aboriginal Health and Wellness and Acorn Place. The Resource Centre hosted a yearly Holiday Party which was attended by 58 participants.

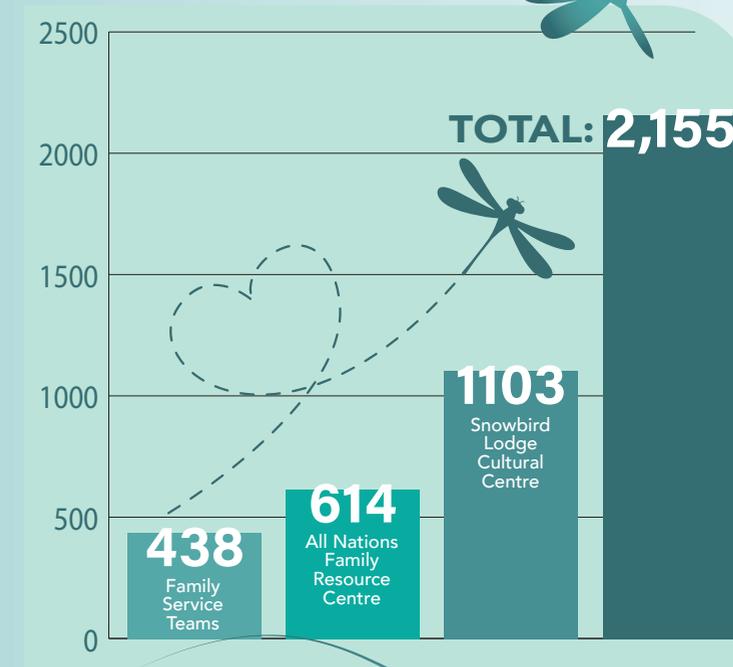
In the summer of 2023, the ANFRC had outings with children and families to the Zoo and Tinkertown, as well as assisting

SBLCC with the Journeys program for youth. SBLCC began utilizing the Clan Mother's sweat lodge and ran several staff and family sweat lodges. There was also traditional medicine picking of Sage, Sweetgrass, Cedar and Wikkaii within Manitoba.

In August 2023, SBLCC/ANFRC hosted our first Culture Camp since the pandemic at the Sandy-Saulteaux Spiritual Centre where 6 families, including 13 children, enjoyed 3 days of land-based teachings. EIP staff assisted families by nurturing them with home cooked meals, comfortable lodgings, activities and spiritual care. In addition, the cultural team provided daily sunrise ceremonies, pipe ceremonies, a sweat lodge ceremony, smudging, prayer, teachings, naming ceremonies and tipi teachings. It was a meaningful experience for the families, children and staff who attended.



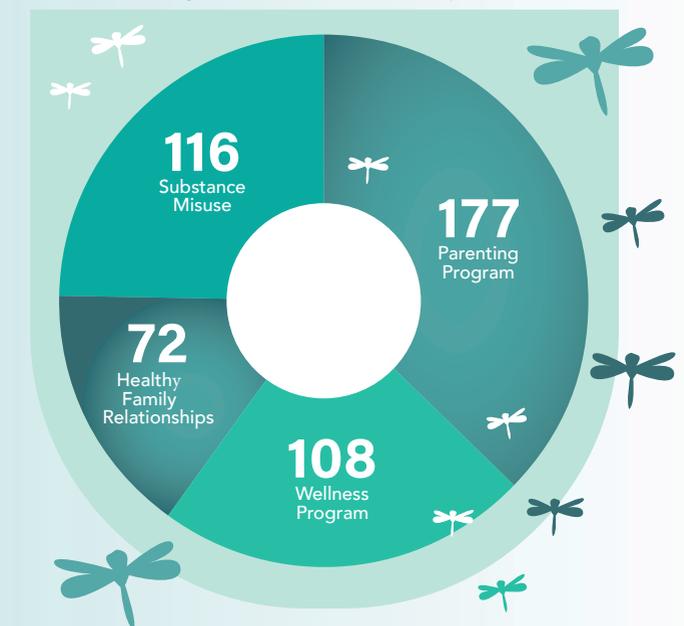
Early Intervention Program Referrals:



Indigenous Cultural Ceremonies and Activities:



All Nations Family Resource Centre: Programs and Number of Participants



WICHIHIWEWIN

Program



The Wichihewin Program (phonetically pronounced We Ji Way Win, an Ojicree word for “helping others”) is an internal service which assists ANCR in providing in home support services to children and families. These support services are provided in partnership with the family and the worker, with the objective of bringing about change(s) through time-limited goals.

Within the past year, the Wichihewin Program became a stand-alone program with its own Supervisor. The program’s goal is to provide supports to families in a variety of ways. The program is comprised of a Supervisor, Coordinator and Case Aide.

The program provides a link to support services through community partnerships with third party service providers. In addition to support services, the Wichihewin program is the conduit to ANCR dedicated emergency placements developed and managed by the Ma Mawi Wi Chi Itata Centre.

The Wichihewin program also manages ANCR’s in-house clothing and food resources, cribs, bassinets and car seats,

as well as Comfort Kits funded by the Children’s Aid Foundation. These services are provided by ANCR on an emergency basis and often aim to assist in keeping families together safely while having their immediate needs met.

Wichihewin In-Home Supports:

	Family Violence	→	1
	Medical Needs of Parent	→	4
	Medical Needs of Child	→	5
	Mental Health Needs of Parent	→	2
	Mental Health Needs of Child	→	2
	Participated in Resource Centre Services	→	8
	Respite	→	4
	Substance Misuse by Parent	→	8



ANCR’S Wellness Committee

ANCR’s Wellness Committee is a sub-committee of ANCR’s Workplace Safety and Health Committee and is made up of management and labor representatives. Members work collaboratively to identify, promote, and implement positive physical and mental well-being engagements through various initiatives, education, and partnerships with community organizations and resources. The Committee defines wellness as the full integration of Occupational, Physical, Social, Intellectual, Spiritual and Emotional well-being. The Committee’s purpose is to contribute to a healthy work environment at ANCR that allows and encourages employees to reach their health and wellness goals, arising out of, or in connection with activities in the workplace and beyond.

The Wellness Committee has had many accomplishments since being formed,

including furnishing and decorating a quiet room for staff to use for breaks that includes a lending library. The Committee has hosted staff bake and craft sales that have raised money for other community resources and have made donations to 2 community partners on behalf of ANCR employees. The Committee has organized social events and activities that encourage staff to take care of their physical and mental health including walking groups, group and individual fitness challenges, and other activities to support employees to gather at breaks and participate in activities that encourage social interaction, such as board game tournaments. The ANCR Wellness Committee looks forward to continuing to work toward wellness in the workplace and contributing to a healthy work environment.

CULTURE and Diversity



ANCR's Culture and Diversity Committee supports the agency in the strategic development and implementation of initiatives towards being an employer that respects and honors the culture and diversity of all team members, and in the provision of culturally safe service. The committee provides a participatory environment for employees to engage in the development and strengthening of organizational diversity.

The Culture and Diversity Committee is comprised of 10 representatives from across ANCR who represent multiple cultural backgrounds which lends itself to a diverse and robust membership. This leads to varied ideas and multiple skills that are a gift to ANCR.

This year the Culture and Diversity Committee put on events that were attended by approximately 75 staff. Events included an ANCR staff teaching to a group of women to make their own Ribbon Skirts which culminated in a celebration of the 2nd Annual Ribbon Skirt Day in January 2024. In celebration of Pride Month, ANCR welcomed a speaker from the Rainbow Resource Center in June 2023. In recognition and

remembrance on National Day for Truth and Reconciliation (Sept 2023), ANCR welcomed Metis elder and day school survivor, Brian Normand who provided a personal accounting of his story that left staff filled not only with empathy but with feelings of hope. In October, another skilled ANCR staff taught a group of staff her beading skills.

In addition to "lunch and learn" events, ANCR's Culture and Diversity committee published two newsletters, one for spring/summer and one for fall/winter. Each newsletter featured diversity calendar dates and articles or Indigenous teachings on a variety of topics such as Summer Solstice, Autumnal Equinox, Sacred medicines, culturally diverse recipes, the annual Pow Wow trail for Manitoba, and multiple staff-led photographs and stories from people's own cultural experiences and varied backgrounds. To name a few, there were articles recognizing National Hunting, Trapping and Fishing Heritage Day, Indigenous Veteran's Day, Dia de los Muertos (Day of the Dead), Indigenous Disability Awareness month, Arabic Language Day, National Indigenous History month, Philippine Independence Day and Folk Festival.

To recognize the diverse background of staff at ANCR, as well as children and families with whom we work, the committee additionally sent correspondence across the agency recognizing the importance of such observances as Hanukkah, Ramadan, Yom Kippur, International Women's' Day, Red Dress Day, and Orange Shirt Day.



HUMAN Resources

ANCR's work is human services work. The Human Resources department strives to hire a diverse, representative workforce of skilled people who uphold ANCR's values and who are able to embody the mandate that is the foundation of our work.

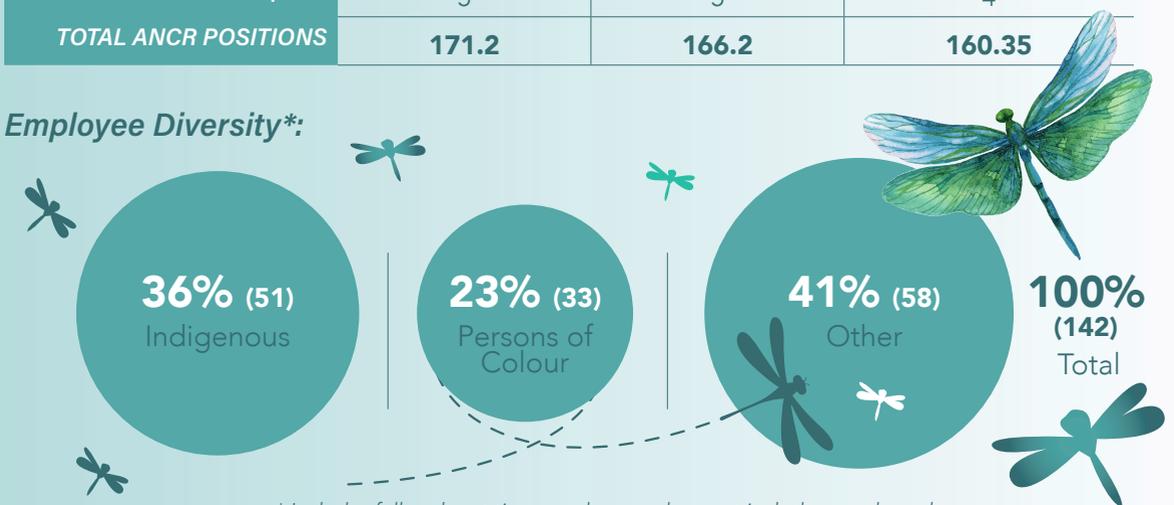
The task of retaining a full staff compliment has been particularly challenging in the past year, with record high vacancy rates and turnover, particularly in our After Hours and Intake Assessment programs. The pattern of workforce mobility is consistent with the experience of child welfare organizations throughout the province. We have found a lot of internal mobility as well, with many employees finding moves to new positions within the organization to be good solutions for them. We are currently engaged in bargaining a new collective agreement with our unionized staff, which we expect will allow us to present a competitive and enticing package of pay and benefits consistent within the child welfare field.

Training is an important part of building and sustaining our workforce. We maintain an extensive list of mandatory training requirements as well as many professional development opportunities. In this fiscal year we have been able to provide 91 trainings, which amounts to 676 times that employees attended training. Key trainings continue to focus on worker safety as well as the technical and foundational skills of child protection. We have recently added a second training position which will allow us to maximise training impact for new hires, as well as enhance the variety and depth of culture and diversity training provided to all staff.



Staff Positions (FTEs)	March 31st 2024	March 31st, 2023	March 31st, 2022
Senior Management	7	7	7
Human Resources	5	4	4
Finance and IT	4	4	4
After Hours Program	20.2	20.2	20.35
Safe Rides	9	6	0
Intake Screening Program	13	13	13
Intake Assessment Program	45	47	47
Wichihewewin Program	3	1	1
Abuse Program	31	31	31
Early Intervention Program	29	28	29
Administration & Reception	5	5	4
TOTAL ANCR POSITIONS	171.2	166.2	160.35

Employee Diversity*



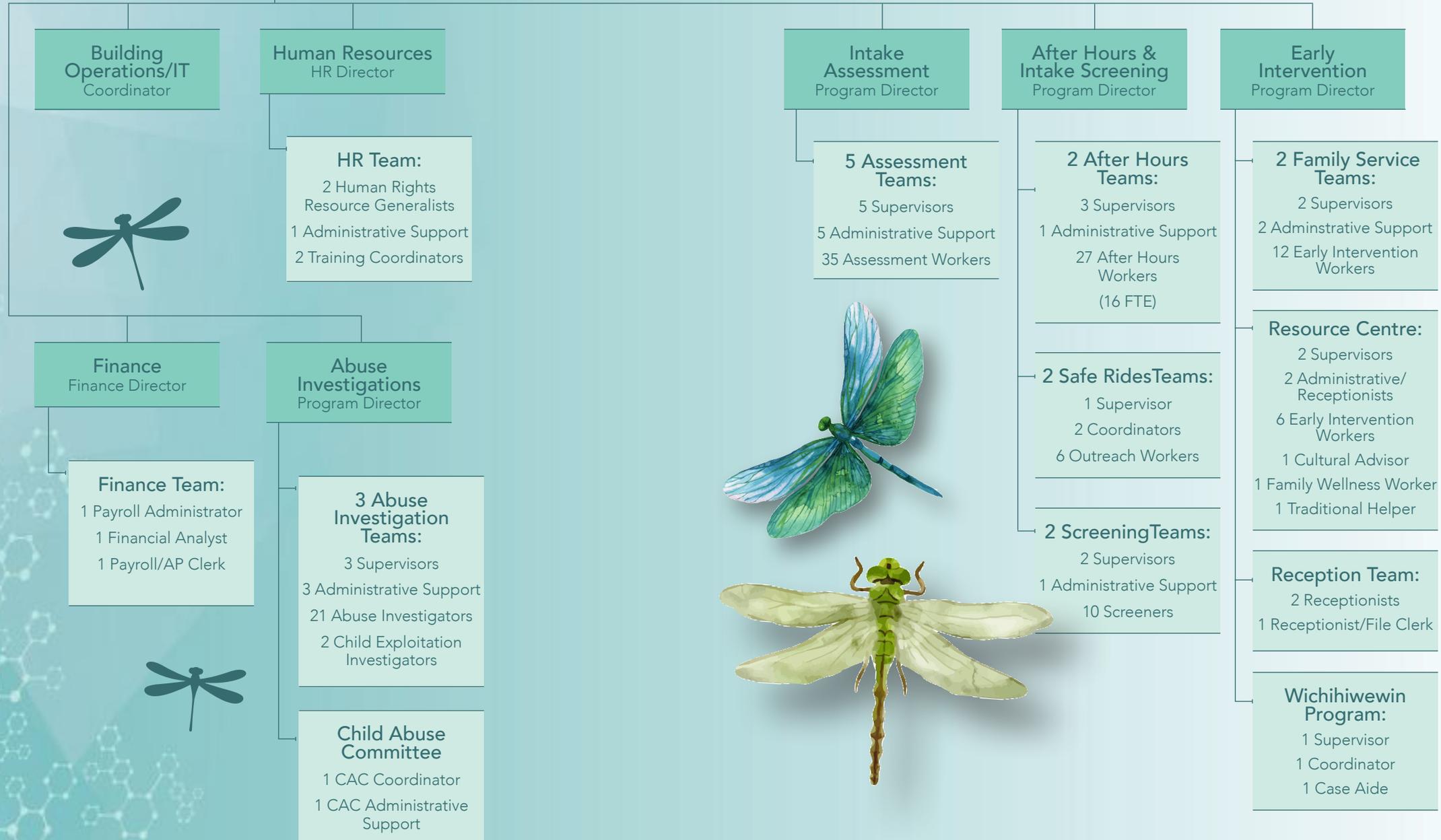
* Includes full and part time employees, does not include casual employees

Vacancies (FTE)	March 31st, 2024	March 31st, 2023	March 31st, 2022
Percent	18%	14%	15%

ANCR

Organizational Chart

to March 31st, 2024





AGENCY

Donations



ANCR would like to sincerely thank all our partners who contributed this year to our agency. Your donations and support have made substantial contributions to our team and our community.

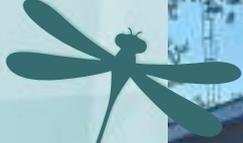
Children's Aid Foundation of Canada
Cochrane Saxberg Barristers and Solicitors
Bell MTS

City of Winnipeg
The Assiniboine Park Zoo
Manitoba Museum
Winnipeg Goldeyes
Royal Canadian Mint

Winnipeg International Children's Festival
MNP LLP

Southern First Nation Network of Care
Animikii Ozoson Child and Family Services
Dakota Ojibway Child and Family Services
Sagkeeng Child and Family Services
Kinonje Abinoonjiiag Niigan Inc
Intertribal Child and Family Services
CH Health and Home Care Services Inc.
Manitoba Government Employees Union
South Beach Casino and Resort
Bond Printing Ltd





A COPY OF ANCR'S AUDITED FINANCIAL STATEMENTS CAN BE OBTAINED BY CONTACTING OUR FINANCIAL DEPARTMENT

NOTES:

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NOTES:

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NOTES:

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CHILD AND FAMILY

All Nations Coordinated Response Network

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(204) 944-4200 / 1-888-945-2627