

**CHILD AND FAMILY
ALL NATIONS COORDINATED
RESPONSE NETWORK**



**2021-22
ANNUAL REPORT**

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.



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.

Values

	Respect
	Balance
	Diversity
	Empowerment
	Excellence
	Relationships
	Integrity
	Courage
	Humility

Strategic Priorities

Reduce the number of Children in Care	
Increase Culturally Appropriate Placements	
Early Intervention & Prevention	
Culturally Diverse Staff Team	
Culturally Safe Service	
Anti-Oppressive Child Welfare Practise	

Treaty Land Acknowledgement

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

Message from Chair of the ANCR Board of Directors

Tansi,

It is an honour to once again address the membership and the community that surrounds and supports ANCR.

It felt like an incredible freedom when travel restrictions lifted this year. Our Board is once again able to resume “in person” meetings. Even though there are signs of getting back to normal, recovery is slow. I know our families continue to be exhausted and frustrated by the toll the pandemic has taken on every aspect of their lives, including access to resources. Thank you to our ANCR staff, who have had to dig deep to find the well of personal strength necessary to support families. I would like to acknowledge our leadership who maintain a high standard of service to families and defend the wellbeing of staff. Thank you all for your commitment to our families.

The impact of the new federal legislation: *An Act Respecting First Nations, Inuit and Metis Children, Youth and Families* continues to expand as more “governing bodies” write and enact their child welfare legislation. The board recognizes this federal legislation as a fundamental shift for Indigenous communities, and welcomes the possibilities and changes it brings.

Finally, I acknowledge our board for their dedication and leadership. I am honoured to work with such committed people. I am grateful for the service of our board members, and I wish our board the best as we move forward. ANCR is blessed with strong executive leadership. I see the organization moving forward in strength, into a new era of child welfare.

Jerry Primrose

Chair of the Board of Directors

Message From ANCR Knowledge Keeper

Booshoo, Tansi, Hello. I extend greetings and prayers to all.

As the Knowledge Keeper for the ANCR Board of Directors, I pray that the work of ANCR and its dedicated staff maintains the best interests of the children and families we serve. The pandemic has slowed down but is still present. Its long-term effects to both humans and their institutions are very real. The world's supply chain remains disrupted and we are feeling it in every aspect of our lives. Labour shortages in essential services like the Health Care system and our own Child and Family Services system are forcing difficult choices. Natural disasters have increased worldwide and they are knocking at our doors. In all of this, we live our daily lives as best we can and hope for the best.

I am reminded, more than ever, that we need to reconnect with the spirit of the land. We need to recognize that we need each other – even more with everyone and everything connected to electronics and the worldwide web.

Our ancestors prophesied these times we are living in now, and gave a warning. They told us to take heed if ever we should notice that a large web surrounds our earth mother; it is a sign that we need to make a choice. They also talked about reaching a fork in the road and having to make a choice. Do we take the destructive path of continuing to disrespect the earth? Or do we take the path of relearning the teachings from those that lived in a reciprocal way with the earth? Can we learn to restore balance and thereby create a future for the young ones?

I share these teachings not to scare anyone, but to raise awareness: we cannot continue doing things the way we have. This also reflects on the work ANCR does. The child welfare system is undergoing change, and the priority is on supports to the families in effort to keep them together. Indigenous communities are taking the lead in asserting their legal jurisdiction in writing the laws and policies that best serve their children and families.

This is an example of what people can accomplish when they have a vision and desire to see it through. I encourage everyone to seek out their own vision and purpose and don't let anyone or anything deter you from it.

Have faith and you will persevere.

Meegwetch, Egosi, Thank you.

Robert Maytwayashing

Message from the Executive Director

It has been another challenging year. The pandemic lasted longer than anticipated, and in some ways, the biggest struggles for our organization arrived just as the restrictions began lifting. Like so many of our partners, we have faced high vacancy rates, high medical and other leave usage, and a persistent backlog of work resulting from the pandemic period. We have had to be creative, flexible and persistent, and continue to be, in order to meet our mandate for service delivery.

I acknowledge the pandemic affected not only service provision but also the well being and morale of our staff. We have experienced higher rates of absenteeism due to regulated and recommended Covid precautions, frequent child care and school shut downs, and other restrictions. We have experienced the “great resignation” and all the related challenges to sufficient staffing. Staff have experienced all the stresses caused by activating portions of our pandemic plan. Resiliency has almost become a bad word. Nonetheless, I am very grateful for our staff and management team for digging deep in unprecedented and gruelling ways for the work that we carry and upholding the values we share.

In this year, we have seen a return to pre-pandemic volumes of service needs. Calls to the agency have increased overall. The After Hours program saw a 27% increase in referrals this year. Intake Assessment had a 15% increase in new intakes, and Abuse Investigations saw a 24% increase. This returns ANCR to service levels roughly parallel to 3 years previous.

Despite the increased load, we have continued to make progress in the reduction of the number of children in care, keeping children within family and community, and strengthening families in their ability to provide for the welfare of their children.

During the pandemic, the ANCR Family Resource Centre developed its capacity to provide virtual programs and one on one delivery with families. Now that the centre has reopened, we are excited to return to offering more in person programming, while carrying forward the flexibility to provide some programming virtually, where it is still valuable to do so.

We continue to learn, grow, and collaborate with our partner agencies to animate the new Federal legislation – to date, one Manitoba First Nation has proclaimed their own law, and we anticipate more in the upcoming year. I would like to reaffirm our commitment to Indigenous communities and to upholding their inherent right to provide care for their children. I look forward to working with our partners as we navigate and determine how we continue to support Indigenous families and communities as our system changes.

Thanks as always to our mandating authority the Southern First Nations Network of Care, for support and direction. Thanks to the Board of Directors for holding our vision and objectives before us. I acknowledge the commitment and unbreakable efforts of ANCR's staff team and I am humbled and appreciative of the opportunity to serve our children, families and community.

Sandie Stoker

ANCR Board of Directors

JERRY PRIMROSE (Board Chair). The First Nations of Northern Manitoba Child & Family Services

BARB LAVALLEE (Co-Vice Chair). The Métis Child & Family Authority

MARILYN COURCHENE (Co-Vice-Chair). The Southern First Nations Network of Care

JAY RODGERS Chief Executive Officer for the General Authority Child & Family Services

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

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

ROBERT MAYTWAYASHING (Knowledge Keeper).

ANCR 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 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 and the Federal legislation, *An Act Respecting First Nations, Inuit and Metis children, youth and families*, and all associated regulations and standards.

ANCR's Journey to Truth and Reconciliation

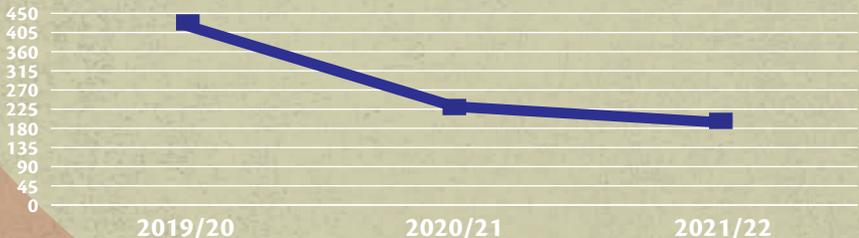
In 2019, as part of ANCR's commitment to truth and reconciliation, the agency made the choice to base our 3-year strategic plan on the Truth and Reconciliation Commission's Calls to Action for Child Welfare. ANCR accepts our responsibility for the role that child welfare has played in the destruction of Indigenous families and the trauma caused by removing Indigenous children from their families, communities and culture. The agency recognizes the role we must take in reconciliation as we embrace and support the inherent right of Indigenous communities to care for and ensure the well-being of their children. Our role as a designated intake agency is to commit to the calls to action and to ensure that we are always acting to end the colonization and multigenerational trauma perpetrated by our system.

Call to Action: To Reduce the Number of Indigenous Children in Care

Over the last three years, ANCR has implemented multiple strategies in response to this Call to Action. The agency has developed policies and procedures that require safety assessments be completed prior to any child entering care. If the completed safety assessment indicates safety factors that need to be considered, the agency requires that a safety plan be developed in collaboration with the family, the children, extended family as identified by the family, and the family's community. The safety plan focuses on maintaining children within their families and communities and considers the family and community's capacity to ensure the safety of the child. If needed, the agency will provide supports to the family that build on the family's strengths. ANCR has also developed and implemented policy that supports the extended family in providing temporary care when required to ensure child safety. Another practise to prevent the removal of children is to remove the person who is creating an unsafe environment from the home. The removal of children from their families only occurs when there are no other options to ensure child safety.

ANCR has seen great success with this fundamental change to dated and colonialist practice. During the life of our strategic plan, the number of children brought into care by ANCR has decreased by **55%**, of which **17%** was in the 2021-22 year.

Children Brought Into Care by ANCR



69

People who posed a risk to children removed from the children's home.

155

Children were able to remain in their homes.

103

Number of times Child and Family All Nations Coordinated Response Network provided in-home supports to reduce risk to children and prevent apprehension

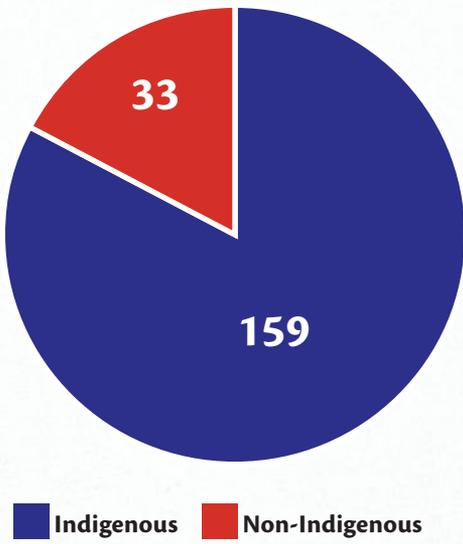
47

Safety Plans created with extended family to prevent the apprehension of children

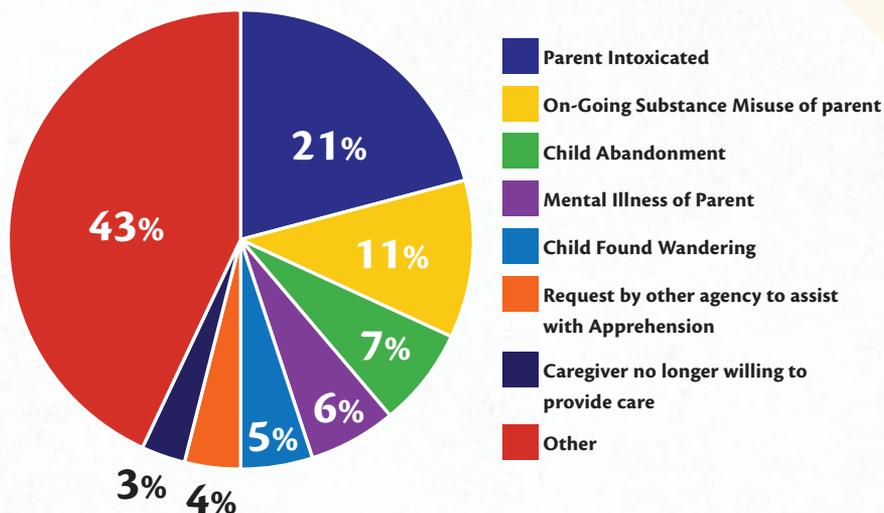
Call to Action: To prepare and publish annual reports on the number of Indigenous children in care, compared to non-Indigenous children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare and the effectiveness of various interventions.



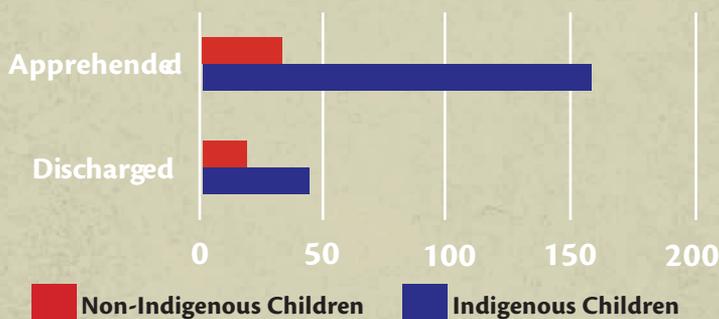
Children in Care



Reasons for Apprehension



Discharges of Children in Care



Early Intervention Family Support Program Spending

	2021-22	2020-21
Emergency Assistance	\$75,643	\$50,333
Program Delivery	\$10,243	\$7,681
Family Support	\$88,317	\$43,560
Total	\$174,203	\$101,574

48%

of families

receiving services from
EIP saw a reduction in
the level of risk for child
maltreatment

ANCR Early Intervention Services diverted 85% of the families serviced from further involvement with the Child and Family Services System

Call to Action: To develop culturally appropriate parenting for Indigenous families

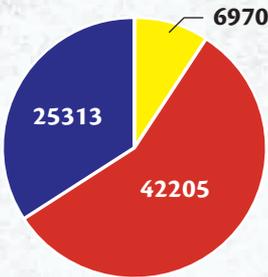
68 parents participated in the
Traditional Parenting program

38% completed the program

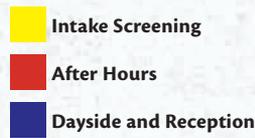
ANCR remains committed to our journey of reconciliation and acknowledges our work is not over but has just begun.

After Hours Program (AHP)

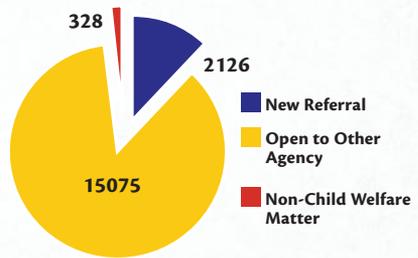
ANCR's After Hours Program provides emergency child welfare services on behalf of all mandated CFS agencies outside of regular business hours (4:30 p.m. to 8:30 a.m. Monday to Friday, 24 hours a day on Saturday and Sunday, and all statutory holidays). The Program responds to new requests for service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



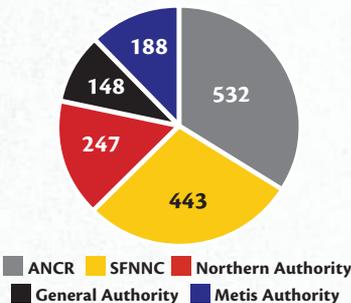
Calls Received



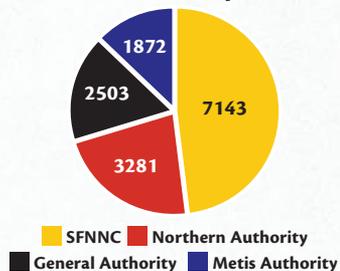
Type of Referral



AHP Service Requests by Authority



AHP Number of Intakes Generated on Open Files



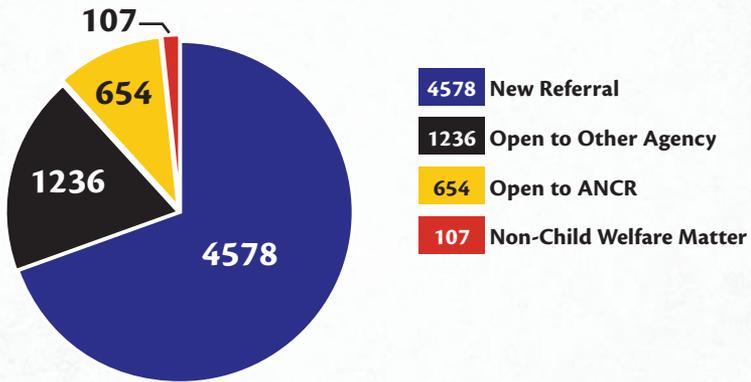
Intake Screening Program (ISP)

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.

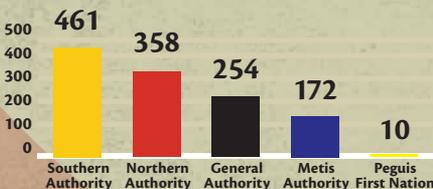
If, during the screening process, it is determined that the referral does not meet the threshold for a child welfare response the ISP will provide information regarding community resources that may be of assistance to the family and the intake will be closed.

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 intake assessment, and by which program.

Type of Referrals Received



Number of Referrals on Open CFS Cases



Intake Screening Program Referrals

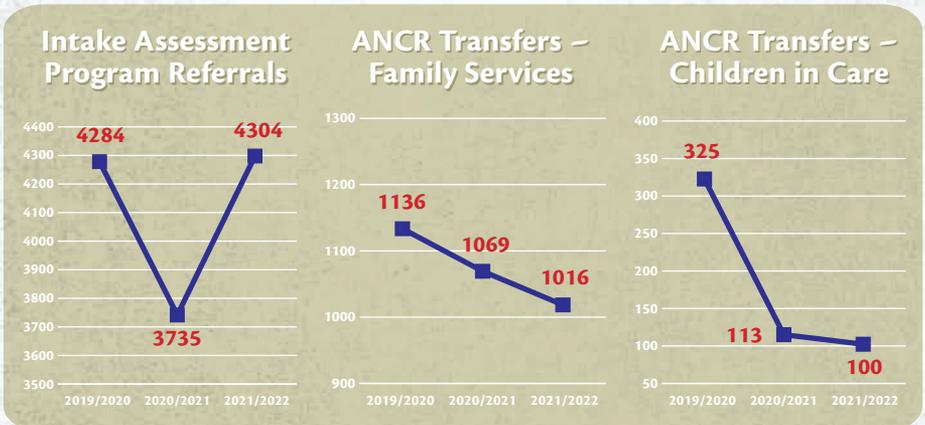


Intake Assessment Program (IAP)

The Intake Assessment Program receives referrals from the ANCR Intake Screening and After Hours Programs. Where an emergency response is warranted, the Intake Assessment Program will respond to, 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 all referrals screened in for services under the Child and Family Services Act. The program completes a variety of assessments dependent upon the family's strengths and needs. These assessments include Brief Service, Voluntary Family Services, Expectant Parent Services, Child Safety Assessments, Risk Assessments and Family Strengths and Needs Assessments. 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. Safety and risk assessments are completed on all intakes where there are allegations of child 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 who would benefit from brief service 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 when possible safety planning with family members or community and in the event that children require placement placing children with family and communities. If family or community placement cannot be secured the Intake Assessment Program continues to look for family and/or culturally appropriate placements. In addition, the program ensures that Notices of Significant Measure (NSMs) are sent to Indigenous Governing Bodies (IGBs) as required.



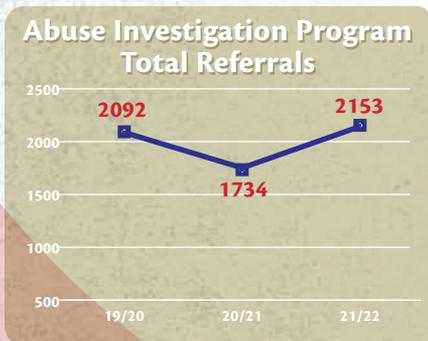
Abuse Investigations Program (AIP)

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. This responsibility requires a highly dedicated staff team, a strong investment in training, and a commitment to strong partnerships with community and collateral groups.

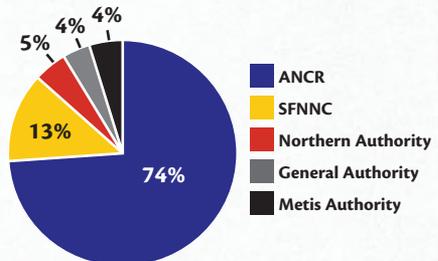
The Abuse Investigation Program is comprised of three Abuse Investigation units. The All Nations Abuse Unit provides auxiliary abuse investigation services for other Manitoba child welfare agencies on their open cases. New referrals to ANCR are assigned to the Indigenous Abuse Unit or the General Authority Abuse Unit. All new referrals are assigned according to the culture of origin of the families. The Child Exploitation Unit is a sub-unit of the Indigenous Unit. The Child Exploitation Investigators conduct abuse investigations with children and youth who are at risk or alleged to be sexually exploited (including children in care with open cases to other child welfare agencies). ANCR Child Exploitation Investigators participate as team members of a number of community initiatives with the common goal of reducing the sexual exploitation/trafficking of children and youth.

Newcomer families are unique and ANCR recognizes their right to culturally agile services that respect their cultural and linguistic heritage. These cases are streamed 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 in these homes within that context.

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 and to formulate conclusions to indicate the outcome of investigations. The AIP is also responsible to ensure that children and families requiring ongoing services are transferred to a mandated CFS agency.

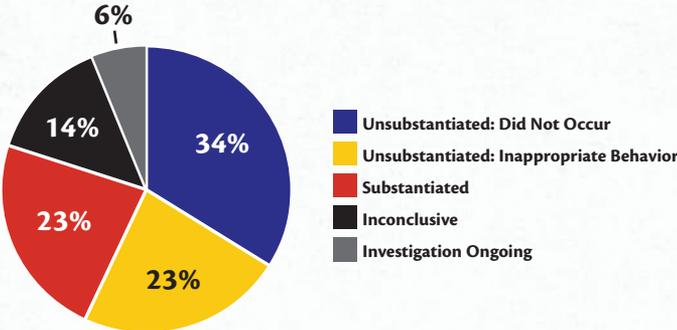


Abuse Investigation Referral Source



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

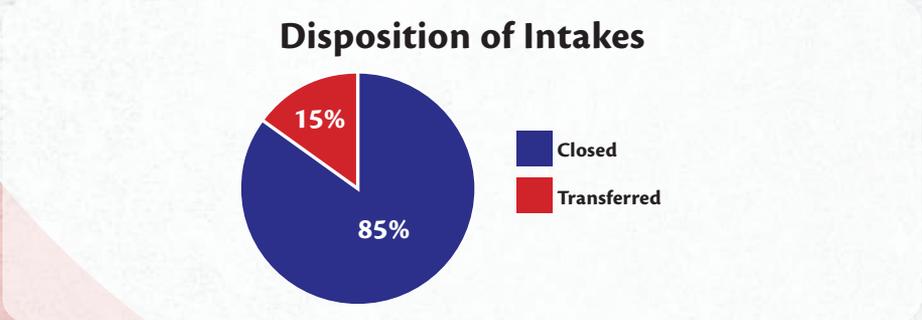
Abuse Investigation Conclusions



Early Intervention Program (EIP)

In the Early Intervention Program, services are provided to families by the Program's service teams and the Family Resource Centre. The program focuses on prevention and early intervention to support families to care for their children, including ensuring that their children are safe and protected. The timely provision of supports helps families to address problems before they develop into a crisis. In this way, the Early Intervention Program promotes healthier family relationships and helps to develop family capacity. The Program's goal is to reduce and eliminate families' needs for future involvement with the Child and Family Services System. EIP receives referrals from ANCR, all mandated CFS agencies, community organizations, and from families themselves.

The EIP Service Teams and Family Resource Centres work in collaboration with each other and with the community to provide services and resources for families. There are two service units, one serving First Nations & Métis families and another primarily serving the General population. The resource centre, All Nations Family Resource Centre and Waa Pina Kosiis Miiki Waahp Resource Centre (also known as Snowbird Lodge Cultural Centre) provide a continuum of services that are culturally based. The services at the centre are delivered through supportive prevention and intervention focused groups and individual programs. Programs are offered at the resource centre and through our community partnerships, which includes locations at various schools and other community organizations.



Snowbird Lodge Cultural Centre

Type of Program	Individual	Group
Parenting	11	19
Wellness		57
Healthy Family Relationships	4	34
Substance Misuse	15	57
Total	30	167

All Nations Family Resource Centre

Type of Program	Individual	Group
Parenting	39	95
Wellness	10	43
Healthy Family Relationships	6	34
Total	55	172

Cultural Ceremonies

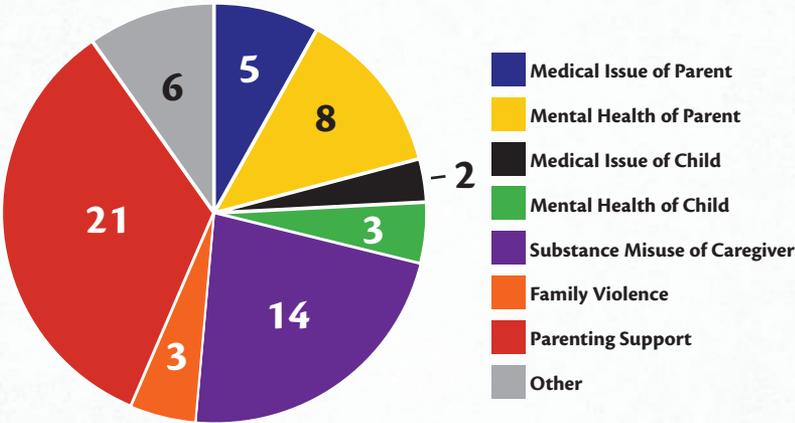
	Number of Participants
Pipe Ceremonies	73
Full Moon Ceremony	66
Solstice Celebrations	41
Honor Ceremony	7
Total	187

Wichihewin Support Program

The Wichihewin Support Program (phonetically pronounced We Ji Way Win, an Ojicree word for “helping others”) is an internal service which assists ANCR workers 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.

The ANCR Emergency Community Care Placement program (AECCP) was developed in partnership with ANCR, Ma Ma Wi Chi Itata Centre, and Southern First Nations Network of Care. AECCP provides emergency foster bed placements for children in care, for up to 30 days. This resource is intended to meet the urgent need for culturally safe placements for children who are not able to remain safely with their families. The licensed foster homes are managed by Ma Ma Wi Chi Itata on ANCR’s behalf.

Wichihewin Referrals



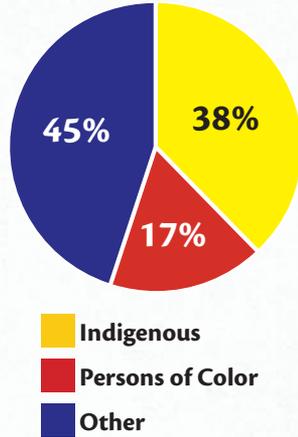
Human Resources

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

Training is a priority at ANCR, with a substantial list of mandatory training requirements and opportunities focused on establishing best practice in service to families. Human Resources is also responsible for creating workplace accommodations, for the workplace safety and health program and for the culture and diversity program.

This year ANCR Human Resources facilitated an Employee Safety Needs Assessment, with consultants from MNP, which established a “roadmap” for keeping our employees safe and healthy.

Employee Diversity



Staff Positions (FTEs)	March 31, 2022	March 31, 2021	March 31, 2020
Senior Management	7	7	7
Human Resources	4	4	3
Finance and IT	4	4	4
After Hours Program	20.35	20.6	21.15
Intake Screening Program	13	13	13
Intake Assessment Program	47	46	48
Abuse Investigations Program	31	31	31
Early Intervention Program	30	32	32.7
Administration and Reception	4	4	4
Agency Resources	1	1	1
Total ANCR Positions	161.35	162.6	164.85

Vacancies (FTE)	March 31, 2022		March 31, 2021		March 31, 2020	
Number and percent	29.35	16.9%	24.55	15%	17	10%



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



Child and Family All Nations Coordinated Response Network

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www.ancr.ca



First Nations of Northern
Manitoba Child and
Family Services Authority



The General Child
and Family Services
Authority

