

# NATIVE CHILD AND FAMILY SERVICES OF TORONTO



**ANNUAL REPORT 2018**





CHILD CENTRED,  
FAMILY FOCUSED,  
COMMUNITY DRIVEN.



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# MISSION STATEMENT

Native Child and Family Services of Toronto strives to provide a life of quality, well-being, caring and healing for our children and families in the Toronto Native community.

We do this by creating a service model that is culture based and respects the values of Native people, the extended family and the right to self-determination.

# SERVICE MODEL

Native Child and Family Services of Toronto (NCFST) was founded in 1986.

Our service model was developed through four days of ceremony by Aboriginal Elders, Knowledge Keepers and community leaders. It directs us to develop a holistic and sustainable multi-service organization to support the quality of life of Aboriginal children and their families in Toronto. The community that came together to create NCFST was responding to the impacts of residential schooling and a European model of child welfare on Aboriginal children and families. Our service model directs us to develop and deliver integrated services for healing, wellness, and family supports sufficient to provide Aboriginal children and their families with multiple pathways to a quality life. We do this by developing programs and services that are grounded in Aboriginal values, knowledge, best practice and worldview.



# 2018-2019 BOARD OF DIRECTORS

Mae Maracle, President  
Dr. Barbara Fallon, Vice President  
Alison Bellaire, Secretary/Treasurer  
Alain Bartleman  
Danbi Cho  
Dr. Richard Cummings  
Dr. Michael Irving  
Dr. Ruth Koleszar-Green  
Heather Levecque  
Stephen Lindley  
Kaitlind Peters  
Erica Riley  
Lori Evans  
Dawn Maracle





# MESSAGE FROM THE PRESIDENT

This has been a busy year for Native Child and Family Services of Toronto. At our last Annual General Meeting we said goodbye to Kenn Richard as our founding long serving Executive Director and welcomed Dr. Jeffrey Schiffer as the new Executive Director. That change alone has created some exciting times for everyone involved.

The Board has remained strong during the change of Executive Directors and has worked well with the new Executive Director as he develops his place in the continued good work of Native Child and Family Services of Toronto.

This year we not only met once a month to conduct the ongoing business of oversight to NCFST but we also met to do some strategic planning for the organization. The voice of each Board member was heard in the development of that strategic plan and I would like to thank them for making the time to talk with the consultant and sharing their thoughts on the continued good work of the Organization and on moving forward.

We also found time as a Board to meet away from NCFST to consider board governance. We discussed the skills each of us brings and how that contributes to the success of our board in guiding NCFST through this time of change.

I would like to thank the Board for their continued support and service to Native Child and Family Services of Toronto.



Mae Maracle

# MESSAGE FROM THE EXECUTIVE DIRECTOR

It has been an honour to be welcomed as the second Executive Director of Native Child and Family Services of Toronto, and to begin a new chapter in our work supporting Aboriginal Children and Families in Toronto. The last year has been one of growth and transition for the Organization as well as a learning journey for me personally.



Dr. Jeffrey Schiffer PhD

NCFST has grown to include some 270 staff working at 19 locations across the City of Toronto. This includes our main site at 30 College Street, four Aboriginal Head Start sites, four Transition Houses, the Native Youth Resource Centre, the Scarborough Child and Family Life Centre, two Aboriginal Child and Family Centres, a Healing and Prevention Centre, a Healing Lodge, Clinical Services, two Native Learning Centres and our Summer Camp at Grundy Lake. Across these sites, we serve more than 7,000 community members annually.

For the first time since we assumed the child welfare mandate in 2004, we can say that funding for prevention services is soon to surpass our funding for child welfare. This clearly demonstrates our commitment to stemming the flow of families into the child welfare system through the integrated delivery of holistic and culture based prevention services. This has been enabled, in part, through new partnerships with the federal government, resulting in increased funds for prevention services outside of the scope of our Provincial child welfare allocation.

This past year we have also focused intensively on re-energizing the cultural base of our organization. This increases the supports available to community and staff and has also significantly developed our capacity to measure the success of our ongoing journey to decolonize child welfare. During this year we redesigned our bi-annual cultural immersion training for staff. In our first session, we re-engaged all staff with NCFST's service model, which was developed by Aboriginal leaders, Elders and Knowledge Keepers through four days of ceremony. In our second session of the year, we worked towards building common definitions of decolonization, indigenization, and reconciliAction, and laid the groundwork for the development of a new Quality Assurance and Decolonization team. We have also developed a new Culture team, including a culture program liaison and a core group of Elders and Knowledge Keepers in residence.

I want to acknowledge the incredible work of our staff and community partners over the last year. Despite adjusting to the change that comes with transitions in leadership, our circle at NCFST is also in the midst of preparing to open four new sites. The first new site, the Mdewgaan Lodge, opened on June 24th, 2019. In October we will be opening our new Healing and Prevention Centre, followed by our Malvern Aboriginal Child and Family Centre in November. The final site, our Mount Dennis Aboriginal Child and Family Centre, is anticipated to open in the spring of 2020. These new sites demonstrate our commitment to implementing NCFST's service model through the consistent growth of our integrated prevention services. This work enables us to reduce the flow of families into the child welfare system, shrinking the child welfare arm of our organization. We look forward to another year of service excellence that is Child Centred, Family Focused and Community Driven.

# HOLISTIC SERVICES

## SIOBHAN MCCARTHY, DIRECTOR

I am delighted to offer the following report on the work taking place within the Holistic Services portfolio. There has been a tremendous amount of growth over the past year, not just in staffing increases but also in new programming being offered and new community members being engaged. The Managers, Supervisors and Staff within Holistic Services are dedicated to providing wraparound services to our children, families and youth. Every effort is being made to support families in their community, to prevent children from coming into care and ensuring that children and youth are able, with the support of their families, to reach their potential. Culture is at the root of all services provided within Holistic Services and it is a pleasure and honour to work with these dedicated professionals.

## NATIVE YOUTH RESOURCE CENTRE

- Winner of 2018 Now Magazine award for Best Youth Drop-in Centre
- 8 Female youth graduated from the Centennial College Business Administration program

### Client Stories (Business Administration Program):

*“Being a part of this program has helped a lot with my mental health. It has given me motivation to do new things like taking the step to find my apartment. Having something to look forward to instead of staying home and not doing anything has changed my confidence level.”*

*“This program has helped me so much with my education and personal life. I feel motivated and empowered to be a strong woman for my daughter. This program taught me that no matter what barriers you have you can still make things work and make things happen. This program has pushed me to apply for school and further my education.”*

*“When I started this program, I found out I was pregnant and was very nervous about how things were going to work out. But the coordinator really helped me and supported me. I was able to complete this program successfully. This program has given me thoughts about wanting to go back to school and I will apply next year.”*

### Drop in program:

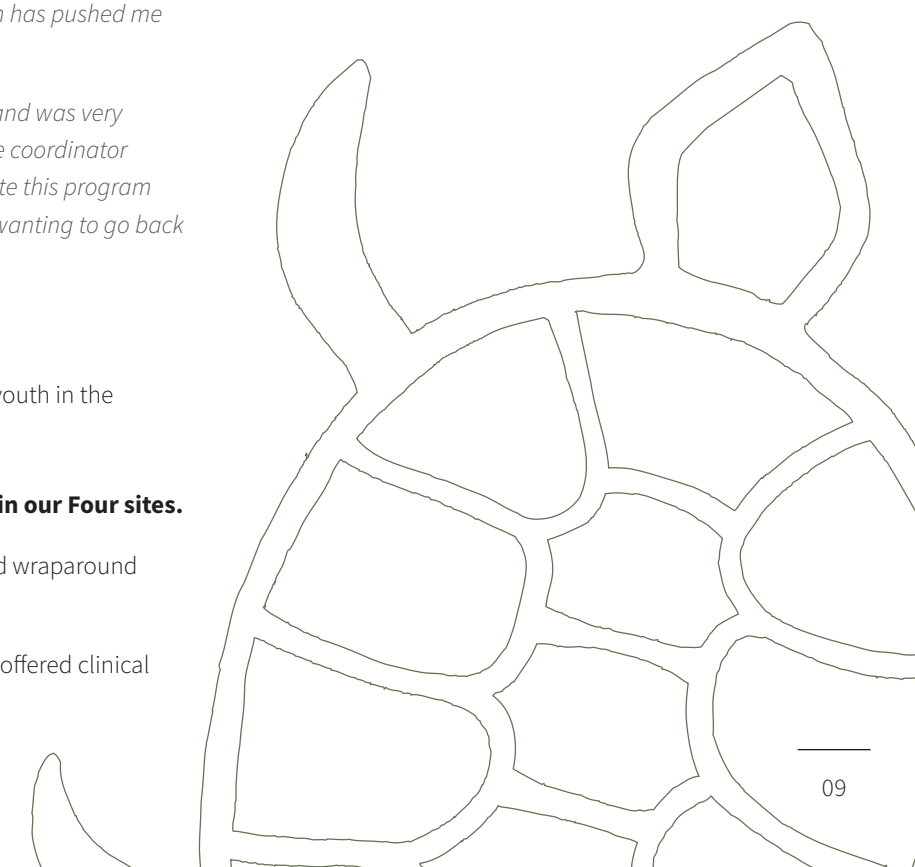
- 22, 941 meals served at NYRC to vulnerable and at risk youth in the downtown core.

### Transitional Housing for Men, Women and Children in our Four sites.

- 33 Males were supported with housing and were offered wraparound supports.
- 32 Females and 25 children received housing and were offered clinical support and case management services.

## EARLY YEARS SERVICES

- Opening of our two temporary EarlyOn sites in Mount Dennis (Bala Community School) and Malvern (Emily Carr School).
- Mobile Fathering program is up and running and is serving fathers across the city.
- Epnigishmok (Headstart) has moved into their new site at D’Arcy McGee.
- In response to high community demand our Dundas Kinder Enrichment After school program is ramping up to offer after school supports to an additional 15-30 children in Grades 1-3 beginning in September.





## HOLISTIC HEALING SERVICES

- The PAR Program continues to provide culturally based circles to men and women who have been charged with domestic violence. The circles run for twelve weeks and there are four circles per year. Elder Pat Green continues to co-facilitate.
- Drop-In Service created in Scarborough by the Clinical Team to address an identified need in the community.
- The Mooka'am Team located at 489 College street is currently serving 197 clients – Individual, couple and family work.
- Holistic Healing Services located at 30 College street serviced 1353 clients from April 1, 2018 to March 31, 2019.

## SCARBOROUGH CHILD AND FAMILY LIFE CENTRE

Offers a variety of community based programs as well as an EarlyON centre and Daycare.

### Awakening our Creative Spirits

This program focuses on teaching participants various art media giving them opportunity to choose an art form that they could potentially use to build their skills. Areas such as photography, leather work, jewellery making and painting have helped some of our youth set goals for entrepreneurship. Five of our youth have been selling their photographs from our previous workshops. Lakeridge Health Centre is the most recent business that has purchased several framed photographs. Scarborough Civic Centre has asked our program to display their work this summer in the main foyer.

### Scarborough Child and Family Life Centre – EarlyON

As of January 2019 we operate 6 days a week. Approximately 20 regular families attend programming.

### After School Programming

Increased spots to 30 children with the hiring of new staff. Super successful March Break camp, 100% attendance. Interest expressed in starting up a before school/breakfast program.

### Investing in Neighbourhoods

- Hired a community member as a Program and Community Support Worker for one year.
- Culture Nights – 40+ community members attend regularly for dinner, cultural crafts and teachings – six weeks were spent at Glen Rouge Campground.
- Winter Solstice – December 18, 2018 – 100+ in attendance – children received gifts and participated in a variety of activities.
- Fall BBQ – 150+ in attendance. Very well received by the community – September 12th, 2018.



Program participants Chuck Patterson and Raven Flynn creating Corn Husk Dolls with visiting artist instructor Jocelyn Antone.

## 7<sup>TH</sup> GENERATION IMAGE MAKERS

### Urban Indigenous Ways of Knowing

In early 2018 *Urban Indigenous Ways of Knowing Program* was developed in collaboration between the Arts Program Coordinator for 7<sup>th</sup> Generation Image Makers Reagan Kennedy and Indigenous speaker, educator, artist and owner of Morningstar River, Eddy Robinson. One of the objectives of this program was to provide youth with opportunities to travel out of the city to other communities, and explore how we can access and apply cultural ways of knowing within urban spaces. The goal of *Urban Indigenous Ways of Knowing* was to provide a program that did not require an application process or commitment to weekly attendance, but rather provided monthly workshops, and offsite trips concluding with a creative component that could support the involvement of a large group. This program was created to ensure accessibility to not only clients and youth who utilize the Native Youth Resource Centre, but also to raise awareness of our services to those outside of our current clientele, providing them with quality programming, cultural experiences, and mentorship from high caliber Indigenous artists.

### Indigenous Arts Festival

In the spring of 2018 7<sup>th</sup> Generation Image Makers was invited by Leslie McCue from the Fort York National Historic Site to participate in the Indigenous Arts Festival through a live and interactive painting installation.

Taking place on National Indigenous Peoples Day June 21 and 22, 7<sup>th</sup> GIM painted four mural panels in the park over two days, while also encouraging the up to 1500 student visitors to participate in the painting.



### Here On Turtle's Back

The moon regulates various cycles here on earth, and Aboriginal people have followed these cycles in the form of a lunar calendar for centuries. While there are variations on the teachings and names of each moon, the common-thread follows thirteen moons per year each carrying different stories within them. This calendar can be identified by observing the shell of the turtles back; connecting the lunar calendar to various teachings, ceremonies and creation stories of North America existing on the back of a turtle.

By integrating this calendar into the fabric of the 7<sup>th</sup> Generation Image Makers program *Here On Turtle's Back*, participants were exposed to a variety of cultural teachings pertaining to each of the moons. This was done through monthly workshops with an artist, facilitator, or Elder where stories and teachings of that particular cycle were shared in the format of a workshop or presentation.

The success of this program caught the interest of the team at the Doris McCarthy Gallery at the University of Toronto Scarborough. As a result the DMG not only offered exhibition space for the program, but also approached 7<sup>th</sup> GIM about the opportunity to provide an artist residency for youth in the program. This developed into a partnership Indigenous Youth Residency, that is now supporting two graduates from the 2017-2018 *Here On Turtle's Back*; Animikii Maakaai-Hollingsworth and Miranda Whiteloon. Both of these youth are now enrolled at UTSC and developing artwork to debut in an exhibition in 2019.

Due to the success of this program and anticipation from new youth, this program started again in September 2018. While the structure remained similar to the 2017-2018 program, several new artist instructors joined the 2018-2019 program, providing a broader understanding of Indigenous ways of Knowing across Turtle Island.

The objective of *Here On Turtle's Back* was to provide participants with the opportunity to explore a variety of ancestral practices, while also discussing the relationship we have with our materials as artists.

The 2018-2019 program will again conclude with a final exhibition and ceremony, showcasing artwork and images in the summer of 2019. *Here On Turtle's Back* is currently supported by the Ada Slight Foundation, and 7<sup>th</sup> Generation Image Makers is in the process of securing supports to run this program again from 2019-2020.



Participants Lucia Laford and Miranda Whiteloon at the *Here On Turtle's back* exhibition at the Doris McCarthy Gallery, University of Toronto Scarborough.



# CHILD AND FAMILY WELL-BEING

## DAVID VAN OVERDIJK, DIRECTOR

Native Child and Family Services of Toronto continues to deliver legislated child welfare services that are integrated with culturally grounded and holistic prevention services. This approach sets our organization apart from mainstream child welfare, and achieves the implementation of services that focus on child and family well-being.

Over the past year we continued to implement recommendations generated through the reconciliation process we conducted with community members. This process gave rise to our general practitioner model, in which child and family well-being workers walk beside families throughout the entire service continuum. This builds good relations and provides consistent support, leading to better service experience and outcomes. We held four additional community engagement circles to hear our progress on commitments to improve child and family well-being services. This will lead to the development of a child and family well-being community advisory circle to enable us to continue co-developing our services with community moving forward.

Through the continued implementation of our service model the number of children in our care has been reduced by 10% year over year and is now at the lowest level in 10 years. We acknowledge and thank our child and family well-being staff and supervisors for their consistent commitment to the cultural standard of our work with community.

The work of our long term children's service team has been to continue to engage with those children and youth to ensure that their sense of identity is enhanced and made resilient through development of strong cultural plans of care. To this end many children and youth have attended our own on-the-land cultural experiences at both camps' Kawartha and Grundy.

Our permanency planning and resource team continues to actively recruit for, open and support our internal foster and customary care homes. This team has also been extremely active in the provision of culturally-based training to a vast number of resource homes with the expressed goal of increasing the cultural understanding and competency of all those who care for our community's children.

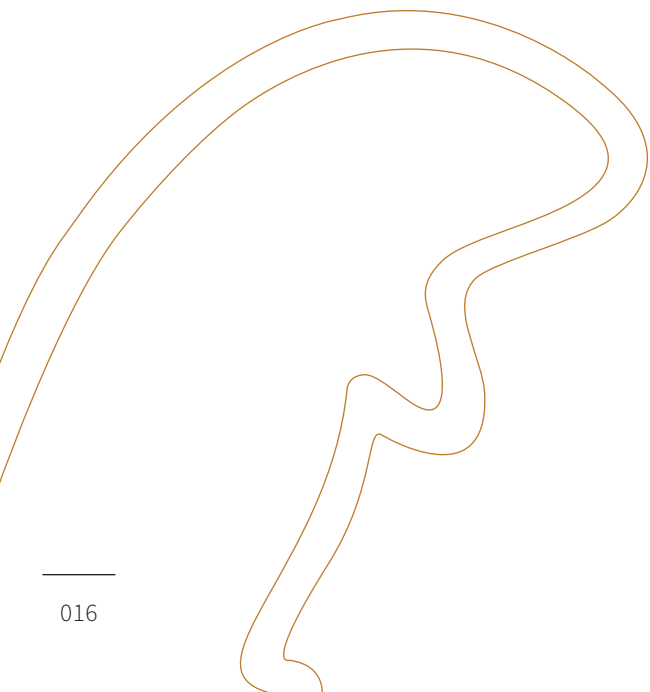
## HIGHLIGHTS

- The new Child and Youth Family Services Act (CYFSA) has permitted us to enter into new Voluntary Youth Services Agreements with eight youth aged 16-17.
- Federal funding has allowed us to develop both Kin Finding and Pre/ Post-Natal teams aimed at family preservation for newborns and seeking Kin when alternative care is required for any child.
- We continue to outperform our provincial counterparts in compliance indicators including the Quality Improvement Plans and the Extended Society Care/ Licensing Reviews.
- 93% of children served through our Child and Family Well-being teams remain with their immediate/ extended families following an initial assessment of concerns.



### CHILD AND FAMILY WELL-BEING SUCCESS STORY

Mary and Lynn are children in the care of NCFST. The parents involved brought their children from Regina, Saskatchewan to Toronto over one year ago. These children were brought into care due to parental addictions issues, criminal involvement, family violence, severe neglect, and homelessness. The worker and supervisor worked diligently and strongly advocated for these children to reside with family on Territory in Saskatchewan. NCFST worked with the Saskatoon Ministry of Child and Family Services, Touchwood Child and Family Services (Muskowekwan First Nation), and Carry the Kettle First Nation to have these children repatriated back to their home community in Saskatchewan so that they can reside with their maternal grandparents. The ultimate goal is to reunify these children with their parents once they are sufficiently engaged in their own healing journeys.





# FINANCE AND ADMINISTRATION

## VERONIKA BENCZE, DIRECTOR

During this period of capacity building at NCFST, we are steering the Agency towards achieving the objectives as outlined in the new 2018-2022 strategic plan. Finance and Administration along with the Funds Development Team ensured that the organization leveraged new and existing financial resources to strengthen our capacity, improve the quality of services and continue to deliver on our commitments to the communities we serve.

As demonstrated in the audited financial statements and the evidence shown in this report, the Organization's financial standing including its cash position has been improved. Over the course of the financial year of 2018-2019, NCFST's funding sources have been massively diversified by bringing in significantly more funding from federal sources. The organization has developed the administrative infrastructure to further align infrastructure capacity with service development. This is considered as a huge accomplishment for our organization while simultaneously serving clients on a day-to-day basis in a challenging and high-risk environment.

Initiatives in continuous improvement play a big role in the department to ensure that we are achieving more with less resources. In 2018-2019, the Organization made huge strides to revamp its traditional budgeting process. Native Child and Family Services of Toronto is also highly committed to make its operations more efficient and effective. New finance policies and procedures have been reviewed and updated recently addressing outdated policies and gaps identified by various reviews, which will decrease costs and rationalize spending in the long run.

We have strengthened our committee structure by forming a Finance Committee. It is not only the Committee's composition that has been finalized, but an ambitious work plan and Terms of Reference have also been approved. This ensures that NCFST's Board will have heightened awareness of the ongoing financial situation of the Society.

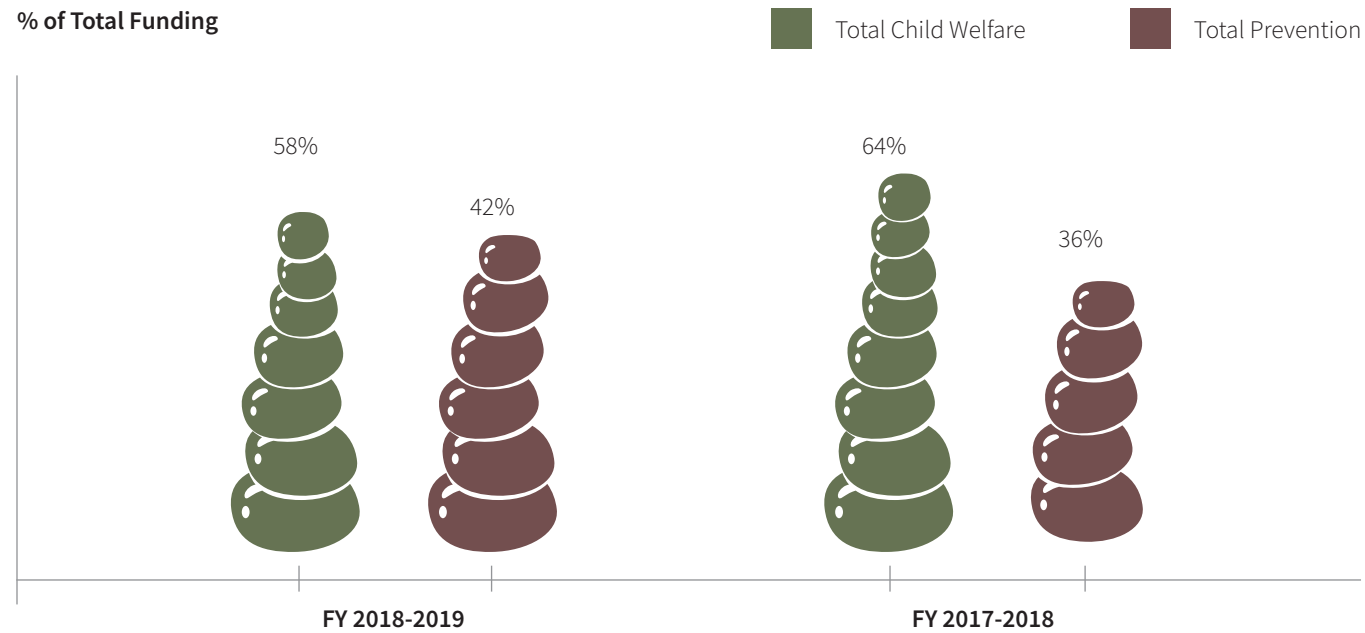
Building on these achievements the Organization is in an excellent position to further improve on its financial systems, processes, internal controls, forecasting and compliance with funding agreements and to adapt best practices with a lofty goal in mind: to provide wraparound services including both Child Family and Well-Being services and Holistic services to address the needs of Aboriginal children and families for the decades to come.



**FUNDING**

Funding for fiscal 2018-2019 has increased by 10.36% compared to the prior year due to the new Prevention funding from Indigenous Services Canada (ISC), City of Toronto for Transitional Housing and additional Children’s Mental Health funding from Ministry of Children, Community and Social Services (MCCSS). Resulting in a 6% increase in preventive services provided by the organization.

	% of Total Funding		
	FY 2018-2019	FY 2017-2018	Variance
Total Child Welfare	58%	64%	-6%
Total Prevention	42%	36%	6%
	<b>100.00%</b>	<b>100.00%</b>	<b>0.00%</b>



Total funding for fiscal 2018-2019 was \$35,578,364 that includes Child Welfare funding of \$20,564,046 and Prevention funding of \$15,014,318. The comparative total in fiscal year of 2017-18 was \$32,237,310 that includes Child Welfare funding of \$20,484,481 and Prevention funding of \$11,752,830.

	FY 2018-2019		
	Total Funding	Expenditures	Net Funding
Child Welfare	20,564,046	20,491,031	73,015
<b>Total Child Welfare</b>	<b>20,564,046</b>	<b>20,491,031</b>	<b>73,015</b>
Organization Enhancement	518,586	513,272	5,314
Children’s Mental Health and Family Well-Being	4,792,760	4,701,761	90,999
Prevention	897,830	889,643	8,186
Youth	1,403,813	1,492,083	-88,265
Social Recreation	665,398	671,276	-5,877
Transitional Housing	1,740,270	1,741,321	-1,051
Head Start	1,360,629	1,379,451	-18,823
Core	2,806,110	2,885,408	-79,298
Admin	828,918	423,638	405,280
<b>Total Prevention</b>	<b>15,014,318</b>	<b>14,697,853</b>	<b>316,465</b>
	<b>\$35,578,364</b>	<b>\$35,188,884</b>	<b>\$389,480</b>



## OVERVIEW

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### CHILD AND FAMILY WELL-BEING

Total Child Welfare funding increased by \$79,565 compared to the prior year. Program costs increased by \$1,119,458 compared with FY 2017-2018 due to increases related to boarding rate, staff costs, travel, and technology costs.

### HOLISTIC SERVICES/PREVENTION

New Prevention funding of \$4.4 million from Indigenous Services Canada was approved in the current fiscal year with \$518,586 being spent for infrastructure and mobile Pre and Post-Natal supports. The remaining funds will be used in the next fiscal year 2019-2020.

Total Prevention funding for fiscal year of 2018-2019 was a slight increase of \$50,338 and total program costs increased \$41,501 compared with the prior year

### CHILDREN'S MENTAL HEALTH AND FAMILY WELL-BEING

Total Children's Mental Health and Family Well-Being funding increased \$982,229 over the prior year due to increased fiscal funding from MCCSS and Indigenous Healing and Wellness Strategy.

Total program costs increased \$859,020 compared with the prior year due to increased staff costs and program related costs.

### YOUTH

Total youth funding for the fiscal year 2018-19 increased \$271,191 due to partly because of new funding from MCCSS for Education Liaison Program, and total program costs increased \$238,494 accordingly compared with the prior year.

### SOCIAL RECREATION

Total Social Recreation funding and program costs remained consistent with the prior year.

### TRANSITIONAL HOUSING

Total Transitional Housing funding for the fiscal year 2018-2019 increased \$430,010 due to additional supports from the City of Toronto through Supports to Native Transition House Project. Total program costs increased \$411,970 due to increased staff costs and direct program costs compared with the prior year.

### HEAD START

Total Head Start funding for fiscal year of 2018-2019 decreased slightly by 3% due to decreased funding from Public Health Agency of Canada, and direct program costs also decreased by 4% compared with the prior year.

### CORE

Total Core funding increased \$1,048,041 for fiscal year 2018-2019 due to new funding from Journey Together program from the City of Toronto and new funding from Indigenous Services Canada and Ontario Art Council for Indigenous Culture programs compared with fiscal year 2017-2018. Total program costs also increased \$948,453 due to increased staff costs and direct program costs compared with the prior year.

### ADMINISTRATION

Total administration funding remained consistent with the prior year. Total program costs for the fiscal year 2018-2019 increased \$142,560 due to increased staff costs compared with the prior year.





# PEOPLE AND CULTURE

## DEBORAH KYRZAKOS, DIRECTOR

As a newly created department, the People and Culture mandate is to develop and build strong relationships with our staff by providing strategic insight into people and cultural solutions. On-going work is underway in developing and implementing sustainable strategies in Recruitment, Onboarding, Education and Training, Succession Planning, Performance Management, Volunteer Engagement, and Employee and Labour Relations, with a strong emphasis on culture and communications within each program area.

## OUR STAFFING STRUCTURE

**238**

Permanent employees

We recruited 28 summer students as youth counsellors for an eight week period to work at summer and day overnight camps. The majority of these staff self-identified as Aboriginal.

**56**

Contract employees

Overall

**51%**

self-identified as Aboriginal

Overall

**50%**

of management staff self-identified as Aboriginal



**42%** of the budget funds 124 positions supporting Holistic Services/Prevention.

**58%** of the budget funds 170 positions supporting Child and Family Well-Being.





Our Organization recruited for positions which are designed to support the future growth, development and sustainability of NCFST in the areas of *EarlyON, Clinical, Youth Services, Quality Assurance and Decolonization, Communications and Public Relations, Cultural Development, Elders in Residence, Camp Supervisor, Kin Finding and Fund Development*. More than 13 new positions were added and all program areas are designed to develop sustainable programs that deliver wraparound services to our Aboriginal community, families, and youth.

The department is structured to support managers to ensure that we get the best and we focus on the foundational basics of constructive conversations and ensuring that we are living our mission.

## CULTURE

We have created a department that is designed to culturally guide the organization and ensure that practice and cultural safety are integrated and optimized across our internal staffing programs, prevention programs, and all services. The goal is to provide access to cultural practice that will strengthen working relationships, promote healing and resilience, strengthen connections to the community, deepen relationships between families and their workers, and increase the ability of workers to offer culturally safe services for children and families. As we continue to grow, this core element will evolve and the ongoing progress will be measured by collecting quantitative data.

Our Culture Program includes access to land-based practices that include medicine teachings, rites of passage ceremonies, Knowledge Keeper teachings and a consistent presence of an Elder and/or Knowledge Keeper on site to support workers, children and families at their request.

## COMMUNICATIONS

We have hired a Communications and Public Relations Manager and as we continue to grow and transition we will begin to consolidate communication efforts throughout the Organization and begin to tell our story in a meaningful way. We are in the process of re-defining and branding in order to promote awareness of NCFST's cultural programs and services to the Aboriginal community, various stakeholders and the general public. In the next fiscal, the Communications and Public Relations Manager will build a strategy that is sustainable and evolving for multiple services that support holistic and diverse cultural perspectives.







**EDUCATION AND TRAINING**

The Organization provides both internal and external opportunity for staff growth and development. Staff that engage in continuous learning are better able to meet the challenge of change in the Organization and this continues to build capacity.

We recognize the importance of a growth mindset, particularly as we continue to culturally transform. We will engage employees in a productive way, build cultural capacity and accelerate skill development with a goal to service our families and youth in a way that is meaningful and purposeful for them.

The Organization provided over fifty internally structured education and training opportunities for staff for the purposes to better serve our children and families. Some training opportunities that were provided over this last fiscal included:

- Original Dispute Resolution.
- Suicide Awareness, Prevention, and Intervention.
- Helping Youth and Families set and accomplish life objectives for a better tomorrow – Build a Healthier Indigenous Identity.
- Child and Family Services Act Updates.

The Organization also provided the opportunity for staff to attend Conferences, such as the Indigenous Child and Family Well-Being Conference held in Toronto in October 2018.

In addition, as part of the Cultural Renewal, the Organization provided four days of mandatory training which included a cultural service model review, smudge teachings, pipe teachings, a sweat ceremony, and cultural teachings on decolonization, Aboriginal social work practice, and developing relationships in a good way.

Staff response to the overall training was well received with over a 70% satisfaction rating and we are committed to providing more culturally relevant training on an annual basis.

**SUMMARY**

This year was a year of growth and we were successful with increasing our Aboriginal staffing number. We have developed a number of new program areas and in 2019-2020 we will be working on building a strong Human Resources infrastructure, with an emphasis on cultural integration that will be intertwined in all aspects of our work, including recruitment, onboarding and performance management.





# SPECIAL PROJECTS

**KENN RICHARD, FOUNDER & DIRECTOR OF SPECIAL PROJECTS**

## **Indigenous Spirit Fund: A Fund for First Nations, Metis and Inuit Children, Youth and their Families**

NCFST has long recognized the need to create new and better relationships with private charities, foundations, corporate and individual donors who might want to help us in our work. Although our families have tremendous needs, these needs have not been well understood or widely recognized when considered in the light of the sector's overall charitable giving. Only 3% of philanthropic support goes to the Aboriginal-led organizations in Canada. While some charities do raise funds to benefit children in care, address youth homelessness, and alleviate poverty, none prioritize Aboriginal children, even though they are dramatically over-represented in all of these areas of concern.

In 2018-2019 NCFST delivered on this promise by creating the Indigenous Spirit Fund. Put simply in the words of Cree Elder, Andrew Wesley, who taught us to aspire to something great, the Fund's vision is of

**“A world where all Indigenous children, youth and their families experience purpose, peace, joy and love.”**

The Fund offers an opportunity to Canada's philanthropic sector, and Indigenous children, families and organizations, to build new relationships that are of mutual benefit in the spirit of the Truth and Reconciliation Commission's Calls To Action and in reference to the Touchstones of Hope Reconciliation process (Truth Telling, Acknowledging, Restoring, and Relating), which also serve as the guideposts for our work. The Fund is an opportunity for the creation of a simple pathway to those Indigenous families who need help the most.

We are very excited to be in the first stages of doing this work. Over the past year we have been developing our business case and operational plan. Through the generosity of donors such as Chris Li, we have already started to raise funds (and have some fun) at the Chris Li Golf Classic in support of NCFST's summer camp programs.

We look forward to the coming year where we will continue to focus our efforts on increasing community awareness, raising funds and supporting NCFST to deliver programs that improve the quality of life for Indigenous children, youth and their families in the GTA.

If you'd like more information about how to get involved or to donate, contact Kenn Richard, Founder & Director Of Special Projects at [krichard@nativechild.org](mailto:krichard@nativechild.org).





# THANK YOU TO OUR FUNDERS

ALFDC - Aboriginal Labour Force Development Circle  
Bell Canada  
Canada Council of the Arts  
Children's Aid Foundation of Canada  
City of Toronto, Children's Services  
City of Toronto, Employment and Social Services  
City of Toronto, Hostel Services  
City of Toronto, Housing Stability Policy & Strategic Investments  
City of Toronto, Social Development, Finance and Administration  
City of Toronto, SSHA, Homeless Partnership Strategy  
City of Toronto, Toronto Public Health  
Human Resources and Skills Development Canada  
Indigenous Services Canada  
Kinark Child and Family Services  
Metis Nations of Ontario  
Ministry of Children and Youth Services  
Ministry of Children and Youth Services / East Metro Youth Services  
Ministry of Community and Social Services  
Ministry of Community and Social Services /IHWS  
Ministry of the Attorney General  
Ministry of Tourism , Culture and Sport  
Miziwe Biik Aboriginal Employment and Training  
Ontario Arts Council  
Public Health Agency of Canada  
The Anglican Church of Canada  
The Toronto Star  
Tides Canada Initiatives - East Scarborough Storefront  
Tippet Foundation  
Toronto Arts Council  
Toronto Central Local Health Integration Network (TCLHIN)  
Toronto Foundation  
United Way Greater Toronto



Artists from 7th Generation Image Makers:  
Hannah S. Beaulieu, Lucia Laford, Jennifer  
Messon, Nishina Shapwaykeesic-Loft and  
Arts Program Coordinator Reagan Kennedy





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