



A quarterly publication brought to you by the Caring for First Nations Children Society

Caring Network News



Fall 2010

Update from CFNCS ...

Submitted by Linda Lucas, Executive Director

contents

Update from the Caring for First Nations Children Society	1
Training Update	2
Policy Update	3
Human Resource Corner ...	4
New Staff	5
Aboriginal Youth Mentorship Program: Living & learning Our Values Ethically (LLOVE)	6
Quality Assurance	7
The Representative's Quarterly Update	8

This summer has been a time for work and a time for catching up at Caring for First Nations Children Society. It's a time of the year that many colleagues spend on vacation and this has afforded us some time to catch up and attend to business. The Society continues its feature projects which include, but are not limited to:

1. Integrated Policy meetings with MCFD and INAC
2. Practice Standards Redesign Project
3. Partnership Working Group
4. INAC and MCFD Deliverables
5. Indigenous Child Welfare Research Network

While these projects continue to keep us busy, we have also taken on some new initiatives in the spirit of building capacity. One of these initiatives is the Aboriginal Youth Mentorship Program: Living and Learning Our Values Ethically (L.L.O.V.E.). This project is described in more detail within the newsletter. We have also brought on new staff to enable the Society to continue its work and growth. Our current initiatives and growth would not be possible if not for the support of INAC and MCFD and for this the Society offers its deepest gratitude. I would also like to take the opportunity to thank all the staff of the Society who continue to work diligently and honourably.

We look forward to a busy fall and continued working relationships with our partners and stakeholders.



Contact Us:

664 Granderson Road
Victoria, BC V9B 2R8
Email: info@cfncs.com
Phone: 250-391-0007
www.cfncs.com

Become a Member of CFNCS!

Corporate and Individual memberships are available and entitle the member to benefits such as:

- reduced registration fees for conferences
- quarterly newsletter
- access to the resource centre
- access to message posting

Membership Fees

Annual Individual Fee is \$20

Annual Corporate Fee is \$200

Please make all cheques payable to:

Caring for First Nations Children Society

664 Granderson

Victoria, BC Canada V9B 2R8

To join online please go to:

www.cfncs.com/membership.htm

Training Update

Submitted by Rachelle Dallaire



While this quarter has been considerably quieter as a result of the summer months, the training team remains busy. Week One of Supervisory Training was delivered in June in addition to Guardianship Training and Board Training. Two weeks of Child Protection Training, which allows social workers to work with children and families to build strength in our communities, were delivered in July.

Specifically, the following are training opportunities extended in this last quarter:

Supervisory Training

Week One – June 8-10, 2010

Voluntary Services

Week Six – June 14-18, 2010

Board Training –

June 22-24, 2010

Child Protection

Week One – July 5-16, 2010

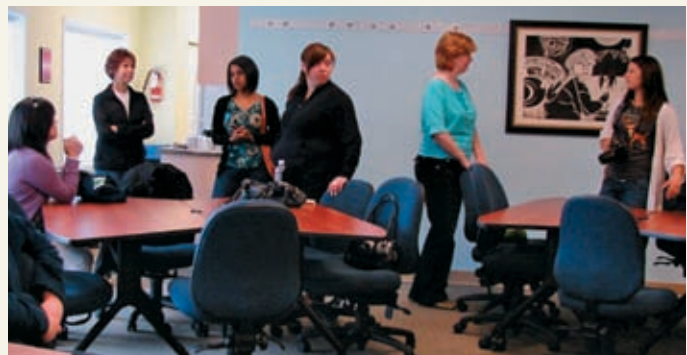
Week Two – July 12-16, 2010

The training instructors are pleased with the number who have graduated and gone on to provide invaluable service to their communities. Congratulations to all graduates! Between training sessions, the instructors continue to update and revise curriculum to ensure standards are met.

The Society also takes this opportunity to thank the instructors, guest speakers, elders and contract instructors who supported our training participants through their words and teachings. Many thanks and an abundance of gratitude goes to all those who continue to support our training participants and our department.

On August 24, 2010 the training team will meet to finalize the training calendar for the remainder of this fiscal. We ask that if you have any questions, please contact our new Training Manager, Gail Roach-Leforte or the Associate Director, Rachelle Dallaire.

ASW Graduation in May 2010



Policy Update

Submitted by Leslie Morison

“There is no trust more sacred than the one the world holds with children. There is no duty more important than ensuring that their rights are respected, that their welfare is protected, that their lives are free from fear and want and that they can grow up in peace.”

– Kofi Annan



Policy Team left to right: Pam Bevan, Leslie Morison, Nedinska Donaldson, Shawn Hoey and Kelly Legge

Warm Greetings Everyone:

The Policy Team has two new members! Welcome Pamela Bevan, our new Administrative Assistant and Leslie Morison, Policy Analyst. Although summer is here and many folks are enjoying holidays with their families, the Policy Team is engaged in many projects and initiatives and continues to meet expectations set by the Society and our partners.

Initiatives that the Policy Team is engaged in include:

- the creation of a Partnership Brochure;
- engagement in the Delegation Enabling / Continuing Agreement Negotiations Tripartite Working Group meetings;
- assistance with the planning and preparation for AOPSI face-to-face meetings later this summer;
- Pre-Compliance support-related items;

- dedicated technical support to the Portfolios and preparation for the Directors Forum and Partnership meetings scheduled for mid-September 2010;
- continued work on the draft Quality Assurance Report; and
- collaboration on RCY “Outcome Reporting Framework template”

In addition, ongoing projects include providing briefing notes, research and other technical support to the various projects, meetings and initiatives, as required.

The next few months will continue to be extremely busy for the Policy Team, and for the new staff members a great learning curve and excitement abounds!

Enjoy and Be Safe!

Human Resource Corner

Submitted by Lori Fitzgerald, CHRP

This edition of Human Resource Corner is focused on how to maintain good back health. Research indicates the best way to relieve back pain is to move – stretch, walk, swim – it doesn't matter how. The key to good back health is to get active and stay active. Exercise, a sensible diet and reduced stress levels will not just help your back, but your overall health and happiness.

Posture Tips for Good Back Health

Standing

- Hold your body so that the top of your head, the centre of your torso and the bottoms of your feet create a straight, vertical line
- Try not to stay in any position for too long; adjust your body to prevent fatigue
- Place one foot on a 15–20 cm (6–8") elevation: a box, block, step or pile of books
- Crouch from time to time
- If you've been leaning forward, stretch and bend backwards slightly

Sitting

Poor sitting posture is a potential problem for many of us. Poor sitting posture can cause the pelvis to tilt, flattening the lower back, causing pain and discomfort.

- Supporting your feet is crucial – use a foot rest if your feet don't touch the floor, angle the rest if you're wearing high heels
- Keep your ankles in front (forward) of the knee – this helps keep your balance equal and assists circulation in the legs
- Don't rest your feet on the spokes of the chair
- Keep a three-finger gap between the back of your knee and the edge of the chair's seat
- Knees should be at or below your hip level
- Ensure your lower back is supported in the chair; your lumbar support should rest just above the location of your hipbones when seated
- Keep your upper back supported by sitting up straight

Sleeping

Being comfortable and supported during sleep is essential not only for your back's health, but also your overall wellbeing.

- If you experience low back pain while lying on your back, try bending your knees and supporting them with a pillow. Or, try lying on your side, knees and hips bent, with a pillow between your legs
- Try different sleeping surfaces: foam mattresses, waterbeds, memory foam – whatever can offer you a good night's sleep

Lifting and Carrying

- Place your feet shoulder-width apart for good balance
- Bend your knees and engage your leg muscles
- Keep the load close to the centre of your body
- Lift gradually and smoothly, don't jerk – and engage your core muscles for balance and back support
- Pivot with your feet – don't twist your back while lifting
- Coordinate your lift when working with a partner

At HRG Human Resources Group, we provide a full range of human resource services. If you would like to consult with us on an HR issue please contact me at 250-655-0474 ext. 222. Alternatively, if there something you've always wanted to know about HR, but have been too afraid to ask just email us a question at info@hr gbc.com and we'll respond in the next newsletter.

New Staff



CFNCS welcomes a new Administrative Assistant to the Policy Team



Pam Bevan

Pam is very happy and excited to be chosen for the position of Administrative Assistant to the Policy Team at CFNCS. Pam is of Nisga'a/Tsimshian heritage from Terrace, BC. Although born in Terrace, she was raised mainly by her Mom in Vancouver, BC.

Pam has two beautiful daughters, of Nisga'a/Tsimshian/Tsawateinuk descent, and one grandson, whom she loves very much. She is proud that she is going to be a grandmother for the second time in late October. She is happy that her children were exposed to their culture at a very young age, through the school curriculum, family potlatches and feasts. This, she believes, has helped them to grow up with a good knowledge of their heritage and strong cultural ties. This is an important part of any young child's upbringing.

Pam started her post-secondary education at the Native Education Centre in Vancouver, BC in 1989. She went back to school in 1998 to BCIT. She has previously worked with organizations that work toward the betterment of the lives of Aboriginal children and families.

Aboriginal Youth Mentorship Program: Living & learning Our Values Ethically (LLOVE)

Submitted by Rachelle Dallaire

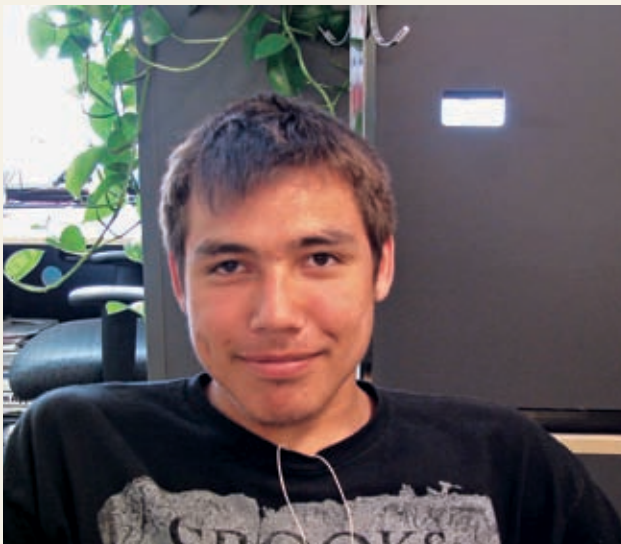
This summer, CFNCS was provided with funding to bring on three Aboriginal youth in care to participate in a Summer Mentorship Program: Living and Learning Our Values Ethically (L.L.O.V.E.). The three youth participated in initiatives such as:

- First Aid
- WHIMIS
- Food Safe
- computer courses at a local learning academy, and
- learning administrative duties as carried out at CFNCS.

The youth also attended summer camps at Cowichan Tribes and quasi facilitated the summer camps with young children. They assisted in planning and organizing the annual summer BBQ at CFNCS, completed a manual for future youth coming on with the society and will participate in a staff team day.

The mentorship program is designed to have the youth identify their own goals. In order to achieve this, the youth began their summer program by identifying skills they would like to learn and/or improve, and developing their own work plans for the summer. Individual goals included renewing status cards, updating personal identification, completing personal taxes, budgeting, learning leadership skills, and learning administrative duties. Additional goals as set by the program administrator included professional development, learning phone and office etiquette, and developing interpersonal skills.

The L.L.O.V.E program is hoping to run another course for five days during the March break and mentor one or two youth. We are also hoping the program will continue to receive funding to bring on three more youth in care next summer.



Richard Gosselin



Cathrine Edwards

Quality Assurance

Submitted by Kelly Legge

The Quality Assurance Working Group continues to move forward in their efforts to establish an overarching quality assurance framework for delegated agency practice. Currently, in an effort to establish a quality assurance baseline, 18 representatives from Delegated Aboriginal Agencies were interviewed by CFNCS staff about the quality assurance processes of their agencies and their use of Outcomes and Indicators. Interviews took approximately one hour and the transcripts were returned to the participants.

The discussions were rich, identifying many unique ways Agency processes and mechanisms are guided by

the traditions and values of their communities and other Best Practices. Other discussions focused around support opportunities to advance the development of quality assurance frameworks for agencies. The transcriptions were thematically analyzed with statistical context and a draft Quality Assurance Report was submitted at the end of June to the Quality Assurance Working Group. A second draft will be presented to the working group that includes recommendations with the intention to present the findings at the September 15/16th Partnership meeting. Next steps include working with the AOPSI Redesign project lead to support each of these two initiatives.

CFNCS Team Day

Submitted by Shawn Hoey



Team day participants



Darren Charlie

On August 23 the staff at CFNCS held another successful team day. Thank you Chris Pearson and Mel Scott for organizing the event, Linda Lucas for hosting, and all the staff for the wonderful potluck lunch spread we enjoyed together.

Chris and Mel made arrangements for Chehalis drum maker, Qwetoselten Darren Charlie, of Sasquatch Drums, to share drum making with us. Each staff member made their own drum. Although our efforts were not ready for use, Darren had a drum, taught us a song, and we all participated in a rousing version of the salmon song. A comedic badminton match followed lunch. The day concluded with the two dogs, Karma and Charlie, leading a wonderful walk on Whiffen Spit.

This was a wonderful opportunity to get all the staff together again, to share, reconnect and work together.

The Representative's Quarterly Update

Hello everyone. I hope you enjoyed the summer and were able to take some time away from your work to spend with your families. I would like to take this opportunity to share some of my Office's accomplishments over the past few months and also some things we are currently working on.

In June, I released *No Shortcuts to Safety: Doing Better for Children Living with Extended Family* – a report on an in-depth audit examining B.C.'s Child in the Home of a Relative (CIHR) program. As many of you know, CIHR is a financial assistance program that supports children placed by their parents in a relative's home, when parents are unable to assume full responsibility for financially supporting the child. While the program was cancelled as of April 1, 2010, about 4,500 B.C. children and youth continue to access supports via this program. Grandparents and other relatives willingly assume the responsibility of caring for these children when their parents cannot, and for this we owe them much gratitude. These relatives deserve consistency and fairness when accessing supports. Our audit identified numerous problems with CIHR screening, including some cases where relatives were approved as caregivers despite an unacceptable level of risk in the home. Placements were sometimes processed without anyone from government actually seeing the child or assessing the home's suitability. I made ten important recommendations in *No Shortcuts to Safety* and look forward to Government's swift response.

Also in June, I had the opportunity to meet in Ottawa with the Canadian Council for Provincial Child and Youth Advocates (CCPCYA), an alliance of government-appointed children's

advocates from across the country. During this meeting we released a position paper titled *Aboriginal Children and Youth in Canada: Canada Must Do Better* outlining the unacceptable circumstances many Aboriginal children and youth are forced to endure in this country. Through studies, we have seen significant deep-seated gaps between the health, education and safety of Aboriginal children and youth in Canada and their non-Aboriginal peers. Aboriginal children in Canada today are disproportionately represented in the youth justice and child welfare systems, they have poorer health status, they lag significantly in educational outcomes, and they are too often the victims of sexual exploitation and violence. Their rates of death and injury are disproportionately high. As a result, we called on national, provincial, territorial and Aboriginal governments to take urgent, coordinated and immediate action to improve the living conditions and well-being of Aboriginal children and youth in Canada. Also during this meeting, I was elected President of the CCPCYA. I am looking forward to this new role and the opportunity to take the voices of vulnerable children and youth across the country to our decision makers in Ottawa.



Sincerely,

Mary Ellen Turpel-Lafond
B.C.'s Representative for
Children and Youth

