

# KCA Family Wellbeing Program Evaluation

A Review of the 3-Year program cycle ending March 31 2019: Reflections and Evaluation of program outcomes.

## INTRODUCTION

Ogimaawabiitong (Kenora Chiefs Advisory) supports and assists the Family Wellbeing Program (FWBp) for six of its member communities:

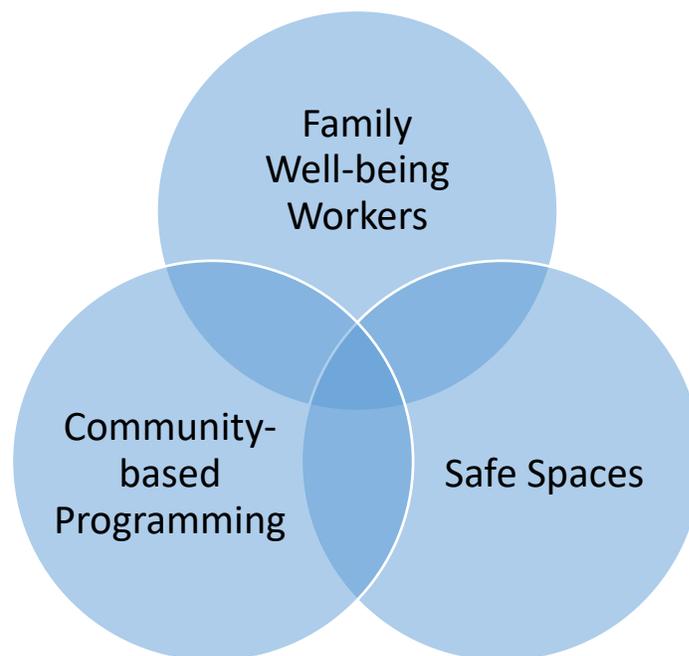
- Wauzhushk Onigum (Rat Portage)
- Obashkaandagaang (Washagamis Bay)
- Ochiichagwe'babigo'ining (Dalles)
- Shoal Lake 40
- Asubpeechooseewagong (Grassy Narrows)
- Naotkamegwanning (Whitefish Bay)

The FWBp is a long-term strategy funded by the Ministry of Community and Social Services (MCSS) with the first three-years of the program coming to an end March 2019. The goals of the program is to:

- reduce violence in families and interrupt the cycle of violence,
- reduce the need to bring Indigenous children and youth into the child welfare and youth justice systems, and
- to make progress in improving the overall health and well-being of communities.

The FWB program builds on Ontario's Long-Term Strategy to End Violence Against Indigenous Women (EVAIW) and Ontario's commitment to improve outcomes and opportunities for Indigenous children and youth by engaging Indigenous leadership and expertise in transforming the design and delivery of services. The most important aspect of the Program is in its co-development process, where grass-roots programming and activities are driven by the community needs and strengths (recognizing and responding to the diversity in all aspects of geography, culture and socio-economic conditions and enhancing the strengths and capacity from within community).

The following evaluation report provides a review of the core components of the program as it relates to the KCA FWBp communities and the evolution of bringing to life community-driven programming, safe spaces and dedicated FWBp workers into the fabric of each individual community. The program design and delivery allows for unique and responsive programming and activities to meet local needs of each community. At the same time, KCA provides a home-base for the FWBp workers to come together and seek peer to peer support and facilitated a team dynamic for encouraging momentum, capacity development and idea sharing/networking in their work planning and program delivery. In addition, KCA coordinates and supports reporting and responding to the administration requirements of the Partnership ensuring work plans and activities align with FWBp guidelines and component priorities (see figure 1: Core Components of the FWBp).



*Figure 1 Core Components of the Family Wellbeing Program Framework*

This evaluation focused on informing subsequent and ongoing KCA FWBp work by:

1. Providing a foundation and baseline of the program;
2. Reporting on the process and delivery of the program in each community; and
3. Informing and recommending additional evaluation methods for the future FWp.

The evaluation methods and approach is largely qualitative and focused on describing the inputs, outputs and early outcomes of the program within each community for all three components of the program:

1. Family Wellbeing Program Workers (FWBp Workers) – Building individual capacity and community relationships. Documenting their development, capacity growth and establishment of trust and partnership with other community organizations to build sustainable relationships of change;
2. The creation of safe spaces focused on family preservation and creating a space for activities, programming and passive community connections that foster wellbeing and welcoming healthy choices; and
3. Fostering Partnerships and Collaboration: Identifying and describing the activities and partnerships, especially those that created cultural, traditional and responsive programming that resonated and drew increased participation by community.

## **COMMUNITY CONTEXT**

### **Population and Geographical Context:**

Table 1 includes the 2018 AANDC reported population (on-reserve and off-reserve) as well as the distance (round-trip) from community to the Kenora Lake of the Woods District Hospital for each of the KCA FWBp communities. Table 2 provides the self-disclosed 2019 on-reserve population (includes non-status members) along with number of dwellings and families, as reported by individual FWBp Workers.

Table 1 KCA FWBp Community on- and off- reserve population and distance to Lake of the Woods District Hospital

Community	Population <sup>1</sup>			
	Total	ON	OFF	KM (return)
Wauzhushk Onigum (Rat Portage)	777	383	394	16
Obashkaandagaang (Washagamis Bay)	329	173	156	48
Ochiichagwe'babigo'ining (Dalles)	465	185	280	54
Shoal Lake 40*	646	302	344	166
Asubpeechoseewagong (Grassy Narrows)	1,597	1,018	579	224
Naotkamegwanning (whitefish Bay)	1,282	781	501	174
	<b>5,096</b>	<b>2,842</b>	<b>2,254</b>	

<sup>1</sup>Data is from 2018 July AANDC community profiles and does not include non-member spouses and other residents.

Table 2 2019 Band-reported Community size, by total on-reserve population (including non-status members), number of families and dwellings.

Community	Population (on-reserve)	Families	Dwellings (houses/apartments)
Wauzhushk Onigum (Rat Portage)	400	150	134
Obashkaandagaang (Washagamis Bay)	158	48	47
Ochiichagwe'babigo'ining (Dalles)	198	60	46
Shoal Lake #40	285	74	80
Naotkamegwanning (Whitefish Bay)	1,231	221	201
Grassy Narrows (Asubpeechoseewagon)	1,014	265	230
<b>Total KCA FWBp Community Population</b>	<b>3,286</b>	<b>818</b>	<b>738</b>

Note: data provided by FWBp Workers via band administration data

Figure 2 shows on a map the location of the KCA FWBp communities in relation to Kenora and the Manitoba Border. These Anishinaabe communities are all located in the traditional territory of Treaty #3 but have as many unique and different geographic and cultural differences as they do similarities.

In general, the KCA FWBp communities look to Kenora as their service center for goods and services, including specialized social and health care otherwise not available in their own communities. Beyond Kenora, the nearest tertiary referral centre in Ontario is Thunder Bay (more than a five hours drive), however, a short 2-hour drive across the border is the major city of Winnipeg and a favourite for acquiring specialized services and goods not available closer to home.

1. White Fish Bay (Naotkamegwanning)
2. Shoal Lake #40
3. Grassy Narrows (Asubpeeschoseewagong)
5. Rat Portage (Wauzushk Onigum)
6. Washagamis Bay (Obashkaandagaang)
7. Dalles (Ochiichagwebabigoining)



Figure 2 Location of KCA FWBp Communities

## Cultural and Social Context

For many years now, The KCA FWBp communities have experienced less than desirable conditions, treatment and services related to health and wellbeing. The systemic issues from intergenerational violence, trauma and the number of children and youth involved in child welfare or the justice system are complex and deeply rooted in history. The current result is a larger than provincial average of families in crisis amongst all KCA FWBp communities.

Each community is unique and the diversity and differences amongst them and their individual history is important to understand. Appendix A provides interview notes from the KCA FWBp team in regards to their own community uniqueness (NTD: Not yet attached – need to pull from interviews). The FWBp workers, coordinator and community leadership work closely to address the challenges and improve their members wellbeing from within their communities. A consistent message delivered is that each community FWBp should deliver programming unique to their community needs and priorities with culture and community-capacity building as key to their communities' health and healing.

### *Understanding Domestic Violence Rates in the KCA FWBp Communities*

Table 3 shows the number of domestic violence related calls to Treaty #3 Police over the first 3 years of the FWBp. Understanding this data is as complicated as the history leading to these

communities living with a high rate of domestic, intergenerational, lateral violence. In many cases, domestic violence has long been accepted as part of the social situation for the communities.

Although there is little that can be drawn from the data in terms of the story of domestic violence from this data, it does provide a baseline or snapshot of information. The numbers of calls include repeated incidences or calls to the same households. The number of calls resulting in charges are individuals without repeat/duplication. It is also relevant to note, that in many instances, calls and charges are not made because of the systemic acceptance of domestic violence as “normal”. Education, attention to and understanding of intergenerational and domestic violence could change perceptions of what behaviours are acceptable and unacceptable in the community changing the level of reporting. At the same time, in smaller communities where a lot of investment and attention can be spent targeting supports to specific families’ or individuals’, impacting and changing the course of and prevalence of domestic violence in a community could see a larger ripple effect in awareness and change. In other words, cultural responsive programming and activities focused on community relationship building and wellbeing may dramatically change the course of and prevalence of domestic violence in a community but relying on data to demonstrate this change in the early years is not effective.

The table provides a very rough snapshot of domestic violence calls over a 3-year timeframe as a baseline for assessing future trends over a long period of time. Extreme caution is needed with this data, both in terms of confidentiality and interpreting what the numbers mean. With small numbers and in dialogue with community members it is likely that those charged could be identified. Having said that, the purpose of this report is to shed light on the systemic cycle of violence and to support the FWBp in its mission to disrupt its path, especially as it relates to the long-term strategy to end violence against indigenous women. Within this program, knowing and targeting supports to specific families identified is a needed input to achieve desired outputs. Interpreting the data in conjunction with household sizes, number of families in community can shed light on the reality that helping even a small number of families or individual members has a “ripple effect” and can change the course of trends. Being able to identify and target support at a community-level to these individuals and their families is a priority. The domestic violence calls resulting in charges make up nearly 10% of the total households in each community.

*Table 3 Treaty #3 Police Records of summary of domestic violence data categories for KCA FWBp communities domestic violence related calls for service to the KCA FWBp communities*

<b>Domestic Violence Category</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Total Calls	216	200	245
Total Charged	48	41	44
Fail to comply with charges	5	3	0
Referrals to child welfare	14	23	27

data provided from T3P Domestic Violence Coordinator (January 2019)

### ***Understanding Children and Youth in Care***

Anishinaabe Abinoojii Family Services (AAFS) provides child welfare services to reserve communities in the Kenora area. Again, for the FWBp early years of building its capacity and impact in the community, the data provided from AAFS has more constraints and limitations than usefulness for evaluation purposes. The data does provide a snapshot, for the KCA FWBp communities, of children in care, youth in transition and open family protection files as well as the number discharged from care over the 3 years' timeframe. This information provides a baseline of information that may be useful in illustrating future long-term trends. Data was provided by the Director of Service from AAFS with request for Chief and council approval to share and careful dissemination to protect confidentiality of families in each of the community. Data is provided in consolidation of all 6 KCA FWBp communities.

*Table 4 Anishinaabe Abinoojii Family Services Data for children in care by type of case file and collectively represented as all 6 KCA FWBp communities combined*

<b>AAFS Data Category</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Overall Children in Care	334	319	296
Domestic violence referrals	14	23	27
Youth in transition (ages 15 to 20)	83	83	83
Youth on continued care and support (ages 18 to 21)	35	27	25
Admissions to care	111	104	105
Discharges from care	93	120	127
Open family protection files	142	135	137

Note: Data provided by AAFS and is not specific to children on-own reserve (children could be in care on- or off- their own reserve)

## **Infrastructure and Services in Community**

Services and infrastructure on the KCA FWBp reserves, as is the case with many other reserve communities, is lacking or non-existent. Opportunities for community members to visit and seek safe ways to spend ‘down time’ away from their own homes are very limited. Key indicators of community wellbeing and quality of life index is to have space and places to go which further enrich an individual’s activity level, their connection to arts, culture, neighbours and the environment.

The following is a list of the pre-existing programs that have space in each of the KCA FWBp communities:

- Prevention Services
- Healthy Babies Healthy Children
- Building Healthy Communities/Brighter Futures
- National Native Alcohol and Drug Addiction Program
- Community Health Referral (CHR)
- Aboriginal Diabetes Initiative (ADI)
- Education – The School
- Aboriginal Healing and Wellness Services
- Ontario Works/ODSP

In addition, there are services and organizations that are based in Kenora who visit community to provide health care, child welfare, mental health and social services (for example Kenora Chiefs Advisory, Abinoojii Family Services, Waasegiizhig Nanaandawe’iyewigamig).

Programs and services that provide any kind of space away from individual homes are often linked with reacting to and providing intervention for mental health, health and social problems. Historically, services that are provided are reactive and prescriptive to the social and health problems of a community and embedded in governmental policies that have applied mainstream health strategies with minimal effectiveness in prevention and addressing individual community’s strengths including incorporating and respecting their traditional knowledge, language and cultural aspects of healing and wellness. What has been tried by Western processes has not worked or has limited funding and scope to truly provide the community what it is lacking to achieve overall sense of wellbeing for its members.

The creation of Safe Spaces in the KCA FWBp communities has focused on celebrating and encouraging family wellbeing and prevention. Creating space and programming objectives that are community-driven, focused on local strengths and are culturally responsive are key reasons that the leadership of each of the KCA FWBp communities were eager to participate.

## **PROGRAM DESCRIPTION**

The Kenora Chiefs Advisory (KCA) supports and assists in the design, administration, evaluation and team support of the KCA FWBp. While established as a provincial program with overarching objectives, the KCA FWBp communities take on individual work planning to ensure they have unique focus, local programming and approaches that meet their community needs but are grounded in the following common key themes of relationship building and engagement with partners including:

- Community resource coordination
- Family preservation
- System navigation
- Prevention activities
- Cultural and traditional programming
- Family supports; and
- networking.

Each KCA FWBp community is responsible for direct oversight of their budget and HR management. Each KCA FWBp community has dedicated FWBp workers who take on their unique separate program delivery, provide individual one-on-one support to specific clients and also collaborate and co-ordinate their activities with other service providers. The work plans and organization of programming under the FWBp are characterized by distributing its resources both by enhancing and strengthening current programs and also by development of unique activities and programs under the FWBp umbrella.

## **EVALUATION METHODS**

The approach taken in this evaluation was informed by the following activities:

- Evaluation Framework Design April 2018 including a validation process with elders and Community (April 2018)
- Quarterly reports with Service Data Elements, Program Narratives, Quarterly expenditures (Q1 to Q4 2017-2018 and Q1 to Q3 2018 = 7 Quarterly reports total)
- Focus Group with FWBp Workers as a KCA Team- emergent process for re-evaluating the evaluation framework and adjusting according to what will work and be useful in informing future program input and outputs (August 2018)
- Participation in Ontario Family Well-Being Program Evaluation – Morning Sky Consulting Inc. (October 2018 to March 2019)
- Interview and Videography Program – in community interviews (August 2018 to October 2018)
- Presentation and community-forum at Indigenous Child and Family Well-being conference October 2018
- Focus Group with FWBp Workers to collect the narratives and data components not captured in quarterly reports, video and to round out evaluation results
- Data provided by AAFS and T3P Services (January and February 2019)

The plan and framework prepared in April 2018 was not carried out as expected, with modifications made in the methods used for data collection to weigh heavily on qualitative approaches and story telling. This shift was due to feedback from the FWBp Workers and participants who interacted with the FWB programs, activities and staff. The most significant modification was the planned use of a Family Well being client data base and intake forms which would have enhanced data service elements from quarterly reports.

The request to document through an “in-take form” and input to a client data base as the starting point of a relationship between the FWBp Worker and a participant or community member was problematic in several ways:

- the learning curve and speed of momentum for building safe spaces and launching program activities was a first priority. Learning and implementing client management files did not have a natural fit within these early days;
- The most valuable component of the FWBp is its focus on wellbeing and family preservation for the whole community without the stigma of requiring a service

intervention that other pre-set programs hold. The act of filling out forms and creating a feeling of becoming a 'client' decreased the likelihood that all community members would willingly engage in programming and activities.

- Connectivity to the on-line client form was not always available, with most communities having challenges to good and consistent internet connections. The best time to conduct an intake form would not always be the time that connectivity was available.
- Information hindered the development of trust and relationship building. The details requested on the form were often not relevant to the general mentoring and support that would be provided by a FWBp worker – the process of answering personal information before establishing a rapport was problematic, again because the capacity and purpose of visits and involvement were often in collaboration with other Programs that already have considerable requirements for client reporting.

During the August workshop with the FWBp workers regarding the evaluation framework, it was discussed that the focus of the evaluation for the first three years of developing and implementing the program be culturally responsive to the work they have done. As such the focus changed to reflect:

1. **Capacity development of the FWBp workers** – FWBp workers were hired as community members who lived in the community. It was felt that if the evaluation focused on the training and experience they were building along with the relationships, trust and connections they were forming to community a much richer story of success would be told.
2. **Safe Spaces Creation and Diversity of Use**– The reality is creating infrastructure and a space that feels comfortable, welcoming and safe so that healthy activities and relationships can take place without being a form of 'treatment' or 'intervention' provide more stories of success and wellbeing than ever imagined. The 'space' was something workers felt needed to be seen and felt. As such, a video interview program took place to review and illustrate the use of safe spaces as part of the FWBp.
3. **The Stories** – the most consistent message delivered was the early evaluation should demonstrate the cultural and community sensitive benefits and strengths of the program which could really only be told through story.

4. **Recommendations for Sustainable FWBp** – the importance of data including service data elements for ensuring evidence based programming means that next steps and outlining how to improve client registry and data service elements forms an important part of this evaluations next steps recommendations.

The remainder of this evaluation report will provide a general overview and evaluation story of the Program across the KCA FWBp communities and then further break down the three core elements at the individual community level.

## **KEY THEMES AND RESULTS**

### **The Story:**

Culture is the key to health, healing and wellbeing. The story of gratitude and relationship building is the most culturally appropriate way to demonstrate the strengths of the program, especially so early in the process, as it has developed and evolved from the community and for community since Spring 2017.

Upriver Media, a Kenora based video production company was hired to work in partnership with the KCA communities to document the success of this program and its implementation in the six communities. The testimonies of community members who have accessed the Safe Spaces in times of need as well as the use of these spaces as valued activity space for family and youth during their day to day schedules will highlight the impact of this initiative on those it is intended to serve. The Family Well-being workers who service each of the documented communities were also interviewed to explain the project in further detail and help to paint a broader picture of the greater change the project has begun to make in the region. The following is a link to the video forming the largest contribution to this evaluation submission:

<https://www.youtube.com/watch?v=WQCGs2yeuTg>

### **Capacity Building**

The FWBp workers' growth in being able to refer and navigate community to relevant services and supports has been felt by all communities. The focus for FWBp workers is to build relationships with community members, other service providers and leadership so as to effectively respond in healthy ways to the day to day challenges shared with them and to provide

individuals a personal experience of knowing what it is like to live, work and play in their own community. This establishment of rapport and trust is demonstrative of effective program delivery and participation on reserve.

### **Safe Spaces**

Infrastructure for passive activity and hosting events which promote health and wellbeing is lacking in all communities. The creation of safe spaces in each community has been associated with an increase in participation and relationship building. A place to meet for coordination and collaboration among service providers so they can effectively plan support for individuals needing wrap-around care. In addition, the safe spaces are in regular use, whenever there is not a planned or specific activity there is staff that hosts open drop-in for youth and families. The safe spaces are described and can be seen in the video as vibrant and happy places. They are the kind of places that add quality options and choices for families to be together and promote wellbeing.

### **Program Coordination and Partnerships**

One FWBp worker shared the Akshay Kumar quote “It takes two hands clapping to make a noise.” and for the KCA FWBp workers sharing their time, effort, resources in collaboration with pre-existing programs allowed them to do more and create activities that were of interest to the entire community – building a sense of neighbourhood and community wellbeing. Because the FWBp focused on prevention and early on decided to remove ‘client intake forms’ there was a way of removing stigma or shame so often associated with some of the pre-existing programs. Community members came out for the food, bingo, to learn about their culture, create a traditional artifact and also learned from the other program objectives about various aspects of health and wellbeing. The value of partnership and collaboration with other service agencies allowed for creative and flexible responses and planning of activities that drew in community-wide participation and focused on strengths of individuals and celebration of culture and traditions.

In addition, being part of the KCA FWBp communities, the workers gathered together providing peer-to-peer mentoring, support and encouragement creating a FWBp Team. They travelled and learned together when attending conferences or training sessions to build their own capacity. Work planning, report writing and bi-annual retreats has provided networking and support that is felt to be a corner stone of their success.

## **Service Data Elements**

Quarterly and year-end reports provide a snapshot of service data elements. Providing basic information on number of participants and activities planned. When the data was reviewed with the FWBp Workers in relation to the programs overall goal of reducing violence against women in their community, their insights were important to framing how they developed their work plans and activities. Gender was felt to be an important component of consideration when building relationships and trust with families in need. Having a male role model or support person for other males and vice versa for females is as important as having someone rooted in community and culture. Finding the right fit to build individual relationships and trusting supports is the foundational strength of the FWBp workers. Being able to relate and support both genders to overcome and change the story of systemic acceptance of violence as a normal way of everyday life by providing a safe space without stigma associated with seeking help or support was seen as critical. They feel drivers of change should be focused on improving wellbeing and family connection to culture as key to reversing these trends.

In relation to reducing the number of children in care and supporting transitional youth, the FWBp workers noted the majority of their work was in prevention and in partnership with other programs. The key was providing:

1. Activities that were focused on living in a good way and keeping children and families busy so they avoided;
2. Space for children to gather with good role models and peer to peer supports after school;
3. Building relationships with parents that resonated with their needs, in this case, being able to connect with ones' own gender and someone with lived experience was valuable to establish rapport and trust quickly
4. For those who were working to reconnect with their children, a space to visit and a safe person to talk to, in the FWBp worker, seemed to result in several really great stories of building successful connections.

## Wauzhusk Onigum (Rat Portage)

The following link is an in-depth interview with the FWBp Worker from Rat Portage along with interviews of community members who spoke to the benefits and impacts of the program.

<https://drive.google.com/open?id=1xKV5MR-qqk9gW72SKxgR6ydijPnzF4rP>

FWBp Component	Description	Notes
<b>Administration and Oversight</b>		
Organizational framework	<ul style="list-style-type: none"> <li>Chief and Council directed</li> <li>FWBp worker develops budget/work plan</li> <li>KCA supports yearly and quarterly reporting, evaluation, work planning and peer connections to other FWBp team members</li> </ul>	KCA FWBp Workers gather together regularly (quarterly) to support and share ideas with each other. These retreats, meetings and presentations are seen as important component of keeping the program fresh and moving forward in a good way.
Capacity Building	1 Full-Time FWBp Worker since February 2017 <ul style="list-style-type: none"> <li>Roots grounded in community with young school aged children and lived experience of healing.</li> </ul> Workshops and Certificates: <ul style="list-style-type: none"> <li>ASSIST training</li> <li>Biizendateda Program</li> <li>Domestic Violence Training</li> </ul>	
<b>Data Elements</b>		
Individuals	30 members provided direct support navigating the system	
Families	100 youth 30 high risk for entering into system and focused relationship building and prevention activities 2 in care supported to reconnect to families	
Community	300 members attend community activities and programs.	Many have attended more than one activity or event (they have not been double counted). “for every person who walks through my door or into one of my programs I count that as a step and about 50% of those are searching for assistance and navigating some form of access to support. The other 50% really want a safe space to relax and have a time out or connect to community in a good way”

<b>FWBp Partnerships and Collaboration with in-community services and programs:</b>		
FWBp lead programs	<ul style="list-style-type: none"> <li>• Supper Club</li> <li>• Mentoring to males/fathers in the community</li> <li>• Youth and children support focused</li> <li>• Purchase of a van to support school, after school activities and family field trips</li> </ul>	
Prevention Services	<p>Collaborative service provision:</p> <ul style="list-style-type: none"> <li>• The prevention worker is female and the FWBp worker is male – together they navigate who would be the best fit in relationship and trust formation with clients and share the work to ensure successful supports and guidance provided.</li> </ul> <p>Cost Sharing and planning support:</p> <ul style="list-style-type: none"> <li>• Jay's Care Baseball program</li> <li>• Game Nights</li> <li>• Biizendadededa – Listening to one another program for community</li> <li>• Fall Harvest (enhanced activities with t-shirts, honorarium for elder and traditional harvester involvement, gas/hunting, community freezer bags)</li> <li>• Youth meetings (e.g. taco-in a bag, brainstorming youth activities workshop)</li> </ul>	As a FWBp Worker he has made a concerted effort to build relationships with all the youth in the community and recognizes the value of connecting with fathers as a peer and mentor. This worker's strength is in connecting with families in a good way and increasing participation at school and community events. Efforts with the school and Supper club have been successful conduits for building community and family ties were previous tensions were present.
Education (insert school name)	<ul style="list-style-type: none"> <li>• Getting kids to attend and stay in school.</li> <li>• FWB van used to participate in events and extracurricular activities promoted through school</li> </ul> <p>Cost sharing and planning of back to school activities</p>	

***Changing the story of domestic violence***

For Rat Portage, their proximity as a next door neighbour to the city of Kenora, owning and operating several businesses frequented by outside community members and visitors in community from off-reserve members. This tends to result in an increase in call volumes to Treaty 3 Police for various reasons, including domestic violence related calls.

In general, the programs and activities have been focused on prevention with a great emphasis on traditional and cultural connections that enhance and add value to services and activities. As a male FWBp worker, there is a unique opportunity to connect with other males who need supports

but often can't cross the barrier of pre-set programs to ask for and own their own need for support. There was one individual who was charged and received extensive support from the FWBp because they were ready and able to work on themselves and be supported. It kept this father out of jail and on a healing journey with their family.

### ***Changing the Future for Children and Youth***

The program has worked side by side with prevention services to ensure the whole family is supported. The male FWBp worker and Female Prevention worker are able to address the gender issues of their respective family members in a way that feels safe and accessible. The coordination and ability to build trust with these clients have helped keep parents and families engaged in communities on an ongoing basis. Fathers don't easily open up, but when the FWBp worker can connect and offer his own lived experience the willingness to open up and receive the needed supports is an asset to reconnecting and building stronger families.

The FWBp worker shared stories of children in care and parents wanting to find the right help to reconnect in a good way and providing support to navigate together the system. As well, parents have sought help for their children with mental health challenges. When children reach crisis they end up having to leave community for professional help. Helping parents connect and visit with these children to begin to bridge the journey back home is something that has been part of the FWBp worker's story.

### ***Creating a sense of Community Wellbeing***

In almost two years since the FWBp worker has been in place, the greatest success has been seen in the increase in participation in community activities and asking for support. The leadership like and include the FWBp worker in all planned activities, there seems to be members participating and building relationships outside their own family without being attached to a program that addresses a 'problem' or 'issue'. Prevention has been the biggest outcome and has been felt across the community. The FWBp worker has established a strong voice and presence in the community "I'm not a band member, my spouse is, but the community has welcomed me and brought me into planning events because these programs are a big deal and its working." Within one and a half years of hosting the supper club and numerous family activities the

participation levels have truly created community-wide involvement that is enjoyed and filled with hope.

### **Obashkaandagaang (Wash Bay or Obash)**

The following link is an in-depth interview with the Wash Bay FWBp Worker in their Safe Space and includes interviews of community members who spoke to the benefits and impacts of the program.

<https://drive.google.com/open?id=19cj8wa8mjIXxhpXYFWMrx-FNr5Ehdb4F>

<b>FWBp Component</b>	<b>Description</b>	<b>Notes</b>
<b>Administration and Oversight</b>		
Organizational framework	<ul style="list-style-type: none"> <li>• Chief and Council directed</li> <li>• Budget managed by Finance Manager</li> <li>• KCA supports yearly and quarterly reporting, evaluation, work planning and peer connections to other FWBp team members</li> </ul>	KCA FWBp Workers gather together regularly (quarterly) to support and share ideas with each other. These retreats, meetings and presentations are seen as important component of keeping the program fresh and moving forward in a good way.
Capacity Building	1 Full-Time FWBp Worker since December 2017 (prior FWBp worker Feb 2017 to Dec 2017) <ul style="list-style-type: none"> <li>• Moved back to community in 2012, reconnecting to families from childhood.</li> <li>• Strong sense of family and sports/coaching strengths.</li> <li>• Guided and mentored by supervisor from within community</li> </ul> Workshops and Certificates: <ul style="list-style-type: none"> <li>• ASSIST training</li> <li>• Duluth Model Certification</li> </ul>	
<b>Data Elements</b>		
Individuals	30 individuals who needed support navigating the system and connecting to help for their family wellbeing	
Families	3 families reconnecting to their children in care.	
Community	120 community members have accesses and attended FWBp activities	Many of these 120 members have attended more than one activity or event (they have not been double counted)
<b>Partnerships and Collaboration with in-community services and programs:</b>		
FWBp lead programs	<ul style="list-style-type: none"> <li>• Youth activities – road hockey, volley ball, games “get outside and play”</li> <li>• Game night</li> </ul>	

	<ul style="list-style-type: none"> <li>• Field trips (Red River Ex, Fun Mountain, Pow Wow attendance, Rushing River Picnic, Beaver Lake camp, Super Camp, movie nights)</li> <li>• Elders apartment clean-up</li> <li>• Community cook-off and resource fair</li> </ul>	
Prevention Services	Cost Sharing and planning support: <ul style="list-style-type: none"> <li>• Jay’s Care Baseball program</li> <li>• Game Nights</li> <li>• Fall Harvest</li> </ul>	As a FWBp Worker he has dedicated his work to knowing the names of the children and youth in the community and connecting any youth who want to play sports to opportunities in and out of community to play – volleyball, street hockey and baseball.
Healthy Babies, Healthy Children	Cost Sharing and planning support for: <ul style="list-style-type: none"> <li>• Back to school bingo</li> <li>• Seasonal parties (i.e. Halloween)</li> </ul>	
Building Healthy Communities – Brighter Futures	Cost sharing and planning support for: <ul style="list-style-type: none"> <li>• Workshops</li> <li>• Monthly events (i.e. Men’s and women’s health days)</li> </ul>	
CHR and ADI	Cost Sharing and Enhancing Participation with prizes: <ul style="list-style-type: none"> <li>• Wellness workshops</li> </ul>	
Education (Beaver Brae Secondary, St. Thomas Aquinas Secondary, Pope John Paul, St. Louis, Keewatin Public, Kiizhik)	<ul style="list-style-type: none"> <li>• Back to school bingo with school supplies, proper calculators, supplies</li> <li>• Back t o school preparations.</li> </ul>	
Aboriginal Healing and Wellness Services	Program development and facilitation with some cost sharing: <ul style="list-style-type: none"> <li>• PowWow</li> <li>• Carnival</li> </ul>	

***Changing the story of domestic violence***

Obashkaandang has ensured the FWBp worker is integrated and part of the justice and health and wellbeing team. There are regular team meetings to provide everyone with information on what is happening with community members court appearances, child visitations and decisions are made collectively on how and who best to support these families. In general, the FWBp worker has focused on prevention and working with youth and families. Giving parents who struggle with anger and problematic behaviours associated with addiction a break from parenting by providing their children activities really helps. Also, encouraging and extending personal invitations to all community events for these families who struggle to attend and then to welcome them and provide peer-to-peer mentoring while at the events is good. Families see they matter and start to reach out more.

### ***Changing the Future for our Children and Youth***

The FWBp safe space is often used for client meetings, child visitations and keeping families connected. Much of the emphasis and devotion of time for the FWBp worker is in coaching sports and providing something for families and children to do on a regular basis with a focus on wellbeing. It's the youth that are mainly willing and attending the programs on a daily basis – hockey, volleyball, baseball and games nights are busy with youth always attending. This is an opportunity for dealing constructively with pent up energy and giving parents a break to regain balance so they are ready to parent when their children come back into the home after spending time and energy in a good way.

### ***Creating a sense of Community Wellbeing***

The FWBp worker has created an inventory of families in the community along with their names to make sure relationships with each are formed on an individual and unique level according to who they are. Invitations are extended in person to attend community activities and often it is the energy of drawing people into events that increases participation and a sense of wellbeing and vitality in the community. This is a slowly growing program and presence in the community with potential for far reaching effects (FWBp Worker, 2019).

### **Ochichagwe'Babigo'Ining (Dalles)**

The following link is an in-depth interview with the FWBp Worker from Dalles along with interviews of community members who spoke to the benefits and impacts of the program.

[https://drive.google.com/open?id=1qK9mfQbEpOe7UjmSstf0Rqq-FM8Vd\\_qH](https://drive.google.com/open?id=1qK9mfQbEpOe7UjmSstf0Rqq-FM8Vd_qH)

<b>FWBp Component</b>	<b>Description</b>	<b>Notes</b>
<b>Administration and Oversight</b>		
Organizational framework	<ul style="list-style-type: none"><li>• Chief and Council directed</li><li>• Band Finance Administrator manages budget</li><li>• KCA supports yearly and quarterly reporting, evaluation, work planning and peer connections to other FWBp team members</li></ul>	KCA FWBp Workers gather together regularly (quarterly) to support and share ideas with each other. These retreats, meetings and presentations are seen as important component of keeping the program fresh and moving forward in a good way.
Capacity Building	1 Full-Time FWBp Worker since May 2017 <ul style="list-style-type: none"><li>• Roots grounded in community with strengths in cultural teachings, language and lived experience of healing.</li></ul>	Currently taking ASSIST Train the Trainer (March 2019) Currently learning to facilitate the Biizendateda (4-day training)

	<p>Workshops and Certificates:</p> <ul style="list-style-type: none"> <li>• ASSIST training</li> <li>• Traditional parenting</li> <li>• Biizendadededa Program</li> <li>• Domestic Violence Training</li> <li>• Mental Health and Addictions Diploma (Graduated June 2018)</li> </ul>	
<b>Data Elements</b>		
Individuals	1 woman protected overnight. 15 women have come to the safe space for support and navigating the system	
Families	5 families with children at risk of going into care utilize the safe space and Worker for reconnecting and supports	
Community	195 community members have accesses and attended FWBp activities	Many of these 195 members have attended more than one activity or event (they have not been double counted)
<b>Partnerships and Collaboration with in-community services and programs:</b>		
Prevention Services	<p>Cost Sharing and planning support:</p> <ul style="list-style-type: none"> <li>• Jay's Care Baseball program</li> <li>• Game Nights</li> <li>• Biizendadededa – Listening to one another program for community</li> <li>• Fall Harvest (enhanced activities with t-shirts, honorarium for elder and traditional harvester involvement, gas/hunting, community freezer bags)</li> <li>• Youth meetings (e.g. taco-in a bag, brainstorming youth activities workshop)</li> </ul>	As a FWBp Worker a portion of her job is dedicated to helping other programs enhance and strengthen their services with planning and providing culturally responsive activities and value added programming. This help comes in the form of cost sharing and organizational/planning support.
Healthy Babies, Healthy Children	<p>Collaborative service provision:</p> <ul style="list-style-type: none"> <li>• Shared space for programming</li> <li>• Children in care – working with clients together as support that feels comfortable and providing cultural teachings</li> </ul> <p>Cost Sharing and planning support for:</p> <ul style="list-style-type: none"> <li>• Community kitchens/nutrition cooking sessions</li> <li>• Sewing workshops (blankets)</li> <li>• Crafts and enjoyable activities (card making, lanterns etc.)</li> <li>• Coffee/tea/free play times</li> <li>• Soup and bannock</li> <li>• Back to school bingo</li> <li>• Seasonal parties (i.e. Halloween)</li> </ul>	
NADAAP	<p>Collaborative service provision:</p> <ul style="list-style-type: none"> <li>• Host sharing circles</li> <li>• Shared client information to work together to problem solve and</li> </ul>	

	<p>develop activities/connections that help move someone through healing</p> <p>Cost sharing and planning support for:</p> <ul style="list-style-type: none"> <li>• Wellbeing circle with workbooks</li> <li>• Building of a resource library</li> <li>• New community drum for cultural ceremony (including dressing the community drum)</li> <li>• Shaking tent ceremonies</li> <li>• Women’s sweats (provision of tobacco, gifts, honorarium, materials needed)</li> </ul>	
Building Healthy Communities – Brighter Futures	<p>Cost sharing and planning support for:</p> <ul style="list-style-type: none"> <li>• Workshops</li> <li>• Monthly events (i.e. Men’s health day – Movember)</li> </ul>	
CHR and ADI	<p>Cost Sharing and Enhancing Participation with prizes:</p> <ul style="list-style-type: none"> <li>• Poker walks (gift cards)</li> <li>• Flu Shot Day – 50 radio bingo cards (71 people got their flu shot this year – previous year only 13)</li> <li>• Nutrition bingos (suppers)</li> </ul>	
Education (insert school name)	<ul style="list-style-type: none"> <li>• New Jordan’s Principal – clients use safe space</li> </ul> <p>Cost sharing and planning of back to school activities:</p> <ul style="list-style-type: none"> <li>• Back to school bingo with school supplies, proper calculators, supplies</li> <li>• Back t o school preparations.</li> </ul>	
Aboriginal Healing and Wellness Services	<p>Program development and facilitation with some cost sharing:</p> <ul style="list-style-type: none"> <li>• Women’s Gatherings with traditional teachings “coming of age”</li> <li>• Trauma and addictions</li> <li>• Grief pathway to healing</li> <li>• Feast bag making</li> <li>• Ribbon skirt making</li> <li>• Men’s wellness gathering (at same time as Women’s gathering)</li> <li>• Ribbon shirt making</li> <li>• Mothers Day Activity</li> </ul>	

***Changing the story of domestic violence***

The FWBp works because of the trust and confidence built between community members seeking help and the FWBp worker. Of the families that have faced charges related to domestic violence, there have been women amongst the perpetrators/abusers in the family. In the end,

these women seek help first through the FWBp because of who the worker is in the community. The worker provided the following input to demonstrate how her work impacts the community “...they say to me “I can talk to you. You’re not here to separate my family but here to help me do better” and the stigma associated with specific programs are removed and replaced with building trust in relationship so I can meet the person where their needs are without shame or blame.”

Families and clients with domestic violence histories are seen attending activities and programs that are available through the program and as a FWBp worker the goal is to find other community members to connect with these families and their interests related to their culture and sense of wellbeing. These connections are not always through an existing program but are simply introductions in a different way and sometimes, when one family needs a focused activity, we plan that activity for the whole community. At a practical level, the FWBp worker attends program manager meetings to share information and work together to support clients.

### ***Changing the Future for Children and Youth***

When children and families are involved with AAFS there is a requirement to get parenting help in the form of attending programs. Sometimes peer to peer supports is the best way to encourage and change the course of parents but those not involved with AAFS do not participate in AAFS directed programming. The biggest success of the FWBp is offering community-wide programs and space for activities including the “Helping One another” program. At a practical level, the FWBp worker is able to support families by ensuring kids have enough when there are daily needs not being met, especially in terms of helping with food and school supplies.

### ***Creating a sense of Community Wellbeing***

In almost two years since the FWBp worker has been in place, the greatest success has been seen with an increase in community participation. Leadership are increasingly supportive and share more with the FWBp worker, feeling the program creates feelings of hope that members have options to connect with their culture, language and learn traditional ways in creating a sense of self. Prevention has been the biggest outcome and has been felt across the community especially in seeing an increase of cultural components and protocols added to programs.

## Shoal Lake #40

The following link is an in-depth interview with the FWBp Worker from SL#40 along with interviews of community members who spoke to the benefits and impacts of the program.

[https://drive.google.com/open?id=1qK9mfQbEpOe7UjmSstf0Rqq-FM8Vd\\_qH](https://drive.google.com/open?id=1qK9mfQbEpOe7UjmSstf0Rqq-FM8Vd_qH)

FWBp Component	Description	Notes
<b>Administration and Oversight</b>		
Organizational framework	<ul style="list-style-type: none"> <li>Chief and Council directed and distribute funds/budget</li> <li>KCA supports yearly and quarterly reporting, evaluation, work planning and peer connections to other FWBp team members</li> </ul>	KCA FWBp Workers gather together regularly (quarterly) to support and share ideas with each other. These retreats, meetings and presentations are seen as important component of keeping the program fresh and moving forward in a good way.
Capacity Building	1 Full-Time FWBp Worker since May 2017 <ul style="list-style-type: none"> <li>Roots grounded in community with home in SL39 and lived experience of healing.</li> <li>Mentored and worked closely in developing confidence in program planning with Prevention Workshops and Certificates:               <ul style="list-style-type: none"> <li>ASSIST training</li> </ul> </li> </ul>	
<b>Data Elements</b>		
Individuals	20 Individual relationships ongoing and provide support navigating the system	
Families	50 children make regular use of the safe space being used as a drop in for after school work and activities. These parents are stronger and able to cope because of this safe “hang out” for their children.	
Community	243 members attend community activities and programs.	Many have attended more than one activity or event (they have not been double counted)
<b>FWBp Partnerships and Collaboration with in-community services and programs:</b>		
FWBp lead programs	<ul style="list-style-type: none"> <li>Soup and bannock lunch programs</li> <li>After school open space</li> <li>4-day Retreat planning across all organizations (NADAAP, Prevention, ECE, Healing and Wellness)</li> </ul>	
Prevention Services	Hosting and support for: <ul style="list-style-type: none"> <li>Nutrition bingo</li> <li>Back to school activities</li> <li>Teepee lamp workshop</li> <li>Care packages for client needs (self care, emergency provisions, children needing things for school or activities,</li> </ul>	As a FWBp Worker she has made a concerted effort to build relationships with all the children in the community. Through her connection to children, she encourages them to bring their parents out to community events

	promotional and educational materials) <ul style="list-style-type: none"> <li>• Fall Harvest</li> </ul>	and draws on their energy to increase community participation. Much of the support provided is helping other service providers host and organize their event and the band provides FWBp dollars to cost share these programs.
Healthy Babies, Healthy Children	Cost Sharing and planning support for: <ul style="list-style-type: none"> <li>• FAS/FAE information session</li> <li>• Community kitchens/nutrition cooking</li> <li>• Soup and bannock lunch programs</li> </ul>	
NADAAP	Collaborative service provision: <ul style="list-style-type: none"> <li>• Planning in-community harm reduction with suboxone clinic and planning for a treatment centre.</li> <li>•</li> </ul>	
Building Healthy Communities – Brighter Futures	Cost sharing and planning support for: <ul style="list-style-type: none"> <li>• Increasing participation by adding planning and hosting support and cost sharing for enhanced cultural activities and provisions at events.</li> </ul>	
CHR and ADI	Cost Sharing and Enhancing Participation with prizes: <ul style="list-style-type: none"> <li>• Poker walks (gift cards)</li> <li>• Mothers and Fathers Wellness Days</li> </ul>	
Education (insert school name)	Cost sharing and planning of back to school activities: <ul style="list-style-type: none"> <li>• Back to school activities with fishing derby, BBQ, supplies, proper calculators, supplies</li> </ul>	
Aboriginal Healing and Wellness Services	Program development and cost sharing: <ul style="list-style-type: none"> <li>• Elders dinner</li> <li>• Elders retreat</li> </ul>	

***Changing the story of domestic violence***

For Shoal Lake #40 the FWBp has focused on prevention to keep children and families busy and to provide after care by building relationships and encouraging participation in all the activities going on in the community. The most impactful outcome of the FWBp is felt to be the offering of the safe space as an after school program and open drop in centre. Youth and children can use the computer, print their homework and ask questions to get a little extra help. The stress this reduces at home is a good thing. In addition, the Safe Space is welcoming and warm and a place to go other than a crowded house in the winter when being outside is not feasible. The youth gather here and then they start to plan activities and with the FWBp worker support they can see these plans through to action. In 2018 the first New Years Dry Social was planned and the youth got involved and looked forward to attending. Having this ‘dry’ activity is an example of community-driven prevention – without labeling.

### *Changing the Future for Children and Youth*

The FWBp worker hosts weekly bannock and soup lunches with cultural activities. Creating lots of events and activities that connect back to culture and traditions gives opportunities to connect to a sense of self often lost but also to offer traditional parenting mentors and examples. Again, the focus is on keeping community members busy in a good way without having the stigma of being a “client” participating in a pre-set program (FWBp Worker, January 18, 2019). One of the biggest successes from the FWBp worker is hosting after school drop-in to the safe space. Children come and do their homework, use the computer and printer and eat snacks and hang out. The trust and relationships are invaluable and have resulted in youth creating their own programs and asking for specific cultural and traditional crafts, ceremonies unique for their interests.

### *Creating a sense of Community Wellbeing*

Prevention has been the biggest outcome and has been felt across the community especially in seeing an increase of cultural components and protocols added to programs. The FWBp worker attends regular ‘health team’ meetings to plan community activities, discuss concerns and community members that may need extra support so that everyone is moving forward together in caring for those who are facing challenges or in need of specific supports. The benefits of keeping children out of care is felt to be the largest success and outcome of the program.

### **Naotkamagwanning (Whitefish Bay)**

The following link is an in-depth interview with the Whitefish Bay FWBp Worker in their Safe Space and includes interviews of community members who spoke to the benefits and impacts of the program.

<https://drive.google.com/open?id=1-Y7uSwYrB3MvigdlvQKWj0JkpB5lfuLd>

<b>FWBp Component</b>	<b>Description</b>	<b>Notes</b>
<b>Administration and Oversight</b>		
Organizational framework	<ul style="list-style-type: none"><li>• Chief and Council supported</li><li>• Directed and managed by Health Services</li><li>• KCA supports yearly and quarterly reporting, evaluation, work planning and peer connections to other FWBp team members</li></ul>	KCA FWBp Workers gather together regularly (quarterly) to support and share ideas with each other. These retreats, meetings and presentations are seen as important component of keeping the program fresh and moving forward in a good way.

Capacity Building	<p>1 Full-Time FWBp Worker since February 2017</p> <ul style="list-style-type: none"> <li>• Roots grounded in community as a band member with intergenerational family ties and elder of the community.</li> </ul> <p>Workshops and Certificates:</p> <ul style="list-style-type: none"> <li>• ASSIST training</li> <li>• Mental Health First Aid</li> <li>• Domestic/Family Violence</li> </ul>	
<b>Data Elements</b>		
Individuals	50 individuals provided direct and ongoing navigational	
Families	5 families involved in child welfare program are reconnecting and supported through the FWBp	
Community	210 members attend community activities and programs.	Many have attended more than one activity or event (they have not been double counted)
<b>FWBp Partnerships and Collaboration with in-community services and programs:</b>		
FWBp lead programs	<ul style="list-style-type: none"> <li>• Black River Camp – fully organized, planned and funded as a FWBp and hosted in 2017 and 2018 and planned for summer of 2019.</li> </ul>	
Ontario Works	<ul style="list-style-type: none"> <li>• Direct partnership with Ontario works who refers clients to FWBp to work with them in community</li> <li>• Cost sharing and planning for Christmas hampers</li> <li>• Ensure all children of OW clients have needs met</li> </ul>	<p>As a FWBp Worker she has made a concerted effort to build relationships with all the children in the community. Through her connection to children, she encourages them to bring their parents out to community events and draws on their energy to increase community participation. Much of the support provided is helping other service providers host and organize their event and the band provides FWBp dollars to cost share these programs.</p>
Circle of Hope and Healing	<p>Cost Sharing and planning support for:</p> <ul style="list-style-type: none"> <li>• Traditional parenting programs</li> </ul>	
NADAAP	<p>Collaborative service provision:</p> <ul style="list-style-type: none"> <li>• Gender differences, with NADAAP worker being male and FWBp worker being female – able to connect and build trust with clients to stay on course for treatment and aftercare.</li> <li>•</li> </ul>	
Mental Health Coordinator	<p>Collaborative Service Provision:</p> <ul style="list-style-type: none"> <li>• Set up 24 hour on-call program with schedule including FWBp worker.</li> <li>• Use of safe space if needed outside of women’s shelter (i.e. male needs or overflow or safety concerns have all benefits from using Safe Space)</li> </ul>	
CHR and ADI	<p>Cost Sharing and Enhancing Participation with prizes:</p> <ul style="list-style-type: none"> <li>• Christmas Dinner and Hoe Down</li> <li>• Poker walks (gift cards)</li> </ul>	

	<ul style="list-style-type: none"> <li>• Mothers and Fathers Wellness Days</li> </ul>	
Aboriginal Healing and Wellness Services	Program development and cost sharing: <ul style="list-style-type: none"> <li>• Yard maintenance competition</li> <li>• Work with Family Support Worker who is our local elder to provide advice and send me in right direction with families I work with.</li> <li>• Family programs and activities that are culturally based such as sweats, healing circles, etc.</li> </ul>	

***Changing the story of domestic violence***

In Whitefish Bay, there are many services and programs but what the FWBp offers is a safe space and opportunity to check-in and discuss problems before entering into a program or seeking help from a service that may be associated with a stigma. “For example, one family came to visit and see me because they wanted to have support without bringing services into their lives. I visited and talked with them and connected them to the service they really needed but I went with them and walked the path with them in a supportive way.”

The programs and activities that take place in the community because of the FWBp budget available has increased participation and enjoyment because the programs are enhanced with cultural, traditional and current activities and are able to be planned with lots of tools to bring people out. If the FWBp was not in the community and keeping families busy during holidays and celebrations in a good way, then the situations that lead to Domestic Violence would become a factor again.

***Changing the Future for Children and Youth***

The need for traditional parenting skills is a big priority in our community. Traditional parenting workshops have success in our community. The FWBp has developed a presence in the community as a safe ‘starting place’ for considering services and programs to overcome challenges. In general, when families are aware of problems or fearful a child may be apprehended, they are turning to the FWBp worker as a trusting relationship to deal with parents and help navigate the system and provide supports to keep their children connected.

***Creating a sense of Community Wellbeing***

For the Whitefish Bay Worker, the biggest benefit to her job and the FWBp in the community is bringing people together in a way that promotes wellness. “We used to come together years ago and now again we can call people up and say we are going down to the community hall and do some jigging/dancing – it makes people happy and it helps them feel connected.” There are many examples like this where bringing people together forms connections that feel good in the community. The idea is replacing positive togetherness away from problematic drug and alcohol related use and behaviours.

**Asubpeechoosewagong (Grassy Narrows)**

The following link is an in-depth interview with the Grassy Narrows FWBp Worker in their Safe Space and includes interviews of community members who spoke to the benefits and impacts of the program.

[https://drive.google.com/open?id=1It4be\\_320XLbqMylQTSpioBCzYz1dIv-](https://drive.google.com/open?id=1It4be_320XLbqMylQTSpioBCzYz1dIv-)

<b>FWBp Component</b>	<b>Description</b>	<b>Notes</b>
<b>Administration and Oversight</b>		
Organizational framework	<ul style="list-style-type: none"> <li>• Chief and Council directed</li> <li>• Supervisor- Band Staff Coordinator</li> <li>• Band Administrator distributes funds/budget</li> <li>• KCA supports yearly and quarterly reporting, evaluation, work planning and peer connections to other FWBp team members</li> </ul>	KCA FWBp Workers gather together regularly (quarterly) to support and share ideas with each other. These retreats, meetings and presentations are seen as important component of keeping the program fresh and moving forward in a good way.
Capacity Building	2 Full-Time FWBp Worker since January 2018 <ul style="list-style-type: none"> <li>• Created a Resource Group, having Regular Meetings</li> <li>• Worked closely in developing confidence in program planning</li> <li>• Creating a Safe Space in the centre of the community and Easy Access</li> <li>• High Risk Youth- Developing plans-ongoing</li> </ul> Workshops and Certificates: <ul style="list-style-type: none"> <li>• ASSIST training</li> <li>• Duluth Model Training</li> <li>• Social Services Administrator Certificate</li> </ul>	
<b>Data Elements</b>		
Individuals	53 individuals receive direct navigational and ongoing supports	Have connected individuals to additional cultural supports

		including smudging/cleansing homes.  Support to urgent calls where after hours supports not otherwise available in community.
Families	32 families actively participate regularly and on-going basis	
Community	660 (just over 65% of community tends to come out and attend activities/programs but it is building)	Many have attended more than one activity or event (they have not been double counted)
<b>FWBp Partnerships and Collaboration with in-community services and programs:</b>		
FWBp lead programs	<ul style="list-style-type: none"> <li>• Resource Meetings</li> <li>• Resource Fair for community</li> <li>• 7 Grand Father Teachings food program</li> <li>• Girls/ Boys Club</li> <li>• Make your own Breakfast program</li> <li>• Community Pow-wows</li> <li>• Hunting, Trapping &amp; Cooking Traditional Foods Programs</li> <li>• Family Outings- Incorporating 7 Teachings</li> <li>• Free Clothing/ Flea Markets</li> </ul>	
Prevention Services	Hosting and support for: <ul style="list-style-type: none"> <li>• Regalia Making</li> <li>• Moccasin Making</li> <li>• Back to school activities</li> <li>• Family Outings</li> <li>• Youth Programs</li> <li>• Fall Harvest/ Cultural Camp</li> <li>• Family Day Activities</li> </ul>	
Healthy Babies, Healthy Children	Cost Sharing and planning support for: <ul style="list-style-type: none"> <li>• FAS/FAE information session</li> <li>• Community kitchens/nutrition cooking</li> </ul>	
NADAAP	Collaborative service provision: <ul style="list-style-type: none"> <li>• Referrals for Clients to seek Treatment programs/ Counselling</li> <li>• Regular Resource Meetings</li> <li>• Referrals to AA Meetings</li> </ul>	
Building Healthy Communities – Brighter Futures	Cost sharing and planning support for: <ul style="list-style-type: none"> <li>• Increasing participation by adding planning and hosting support and cost sharing for enhanced cultural activities and provisions at events.</li> <li>• March Break Activities</li> <li>• Dances/ Karaoke/ Talent Shows</li> </ul>	
CHR and ADI	Cost Sharing and Enhancing Participation with prizes: <ul style="list-style-type: none"> <li>• Poker walk-a-thons</li> </ul>	

	<ul style="list-style-type: none"> <li>• Nutrition Healthy Cooking Classes</li> <li>• Diabetes Awareness</li> <li>• Fitness Challenges</li> <li>• Mothers and Fathers Wellness Days</li> </ul>	
Education (Sakatcheway Anishinabe school)	Cost sharing and planning of back to school activities: <ul style="list-style-type: none"> <li>• Back to school activities</li> <li>• Back to School Dance</li> <li>• Back to School Supplies</li> </ul>	
Aboriginal Healing and Wellness Services	Program development and cost sharing: <ul style="list-style-type: none"> <li>• Elders Birthday Dinners</li> <li>• Elders Meals on Wheels</li> <li>• Elders involvement in Opening and Closing Ceremonies</li> <li>• Elders Talk</li> </ul>	

***Changing the story of domestic violence***

There are two FWBp workers at Grassy Narrows, one female and one male. The FWBp Safe Space has become a place to bring people as a starting point to connect them to what they need. In some instances, the circumstances are quite dire including after hours urgent calls where there are suicidal ideations or where family needs immediate attending because of problematic behaviours from additions or withdrawals. The reality is that we are a place to start and then can refer or send to hospital or other programs as needed.

***Changing the Future for Children and Youth***

The FWBp workers incorporate the 7 Grandfather Teachings anytime that we organize events for the families. The FWBp workers participate in the family reunions with Family Services and take an active role in developing plans with the families to avoid children going back into care. Often this takes shape by keeping everyone busy in a good way. The draw to our activities and programs often revolves around food, but ensuring there is cultural and traditional aspects to the food, the way it is delivered and offering activities around the food help reconnecting with children and elders – especially when ceremonies and traditions are incorporated. The many programs and activities run through the Safe Space are focused on parenting and supporting families in wellness.

***Creating a sense of Community Wellbeing***

The Safe Space has become the place for people to hang out during the day. There is always something happening in the building, cooking, workshops, free clothing, hygiene products. We

offer tea, coffee, snacks and most importantly everyone comments on the friendly environment for community members as well as visitors to be together. A lot of time is spent programming fun activities not associated with any stigma or problem. The FWBp has been able to offer fun organized events (powwows, derbies, coffee houses, sports tournaments, walking programs, hunting and trapping events). In addition, programs around specific issues are created for the entire community even though we are developing and implementing the activity with someone specific in mind (i.e. grief and loss, healthy relationships etc.)

## RECOMMENDATIONS

1. Continue Funding with a focus to long-term sustainability and change from within community for community.
  - The key here is to remove ambiguity around ongoing funding and to provide early communications and support to ensure sustainability of the Safe Space and FWBp worker is ongoing.
2. Creating flexibility through co-development:
  - Continue having a working relationship with KCA as support to bring together the FWBp workers in developing opportunity for peer-to-peer support, a sense of team and networking and supporting each other regularly through retreats, shared training opportunities, dissemination of successes;
  - Continue to build relationship with Ministry in a way that allows the funds and program design to be directed by the community for the community but provides support in achieving ministry required outputs/indicators.
  - Create opportunities, like the Family Wellbeing Symposium, for FWBp workers across Ontario to meet together and share information and success stories and team development. This is imperative to maintaining momentum and not becoming stagnant in progressing the program further.
3. Working from Culture and Community:
  - Family Wellbeing Workers from across Canada should have opportunities to connect and share in their cultural protocols, successes and lessons.
  - KCA Family Wellbeing workers should attend ceremony together (quarterly or biannually)
  - Continue collecting stories and use of videography/story telling as a form of evaluation
  - Facilitate use of cultural protocols and ceremony within all aspects of community life (programming/activities)
  - Focus on engaging the whole community in family wellbeing activities and future plans through the FWBp

- Be careful and mindful of language that is strengths based and culturally relevant for creating a sense of community wellbeing
4. Strengthening Existing Programs:
- Create protocols, tracking and evaluation methods to recognize the collaborations and partnerships that are taking place to emphasize the importance and value of the FWBp and their workers' roles. (collect photo and story library of FWBp inputs to the community)
  - Recognize the value of the FWBp and the FWBp workers within the role they play in other programs and services in coordination, collaboration and cost sharing to make programs community-driven and culturally rich.
5. Capacity Building
- Continue investing in community members with lived experience and developing their skills and toolbox for dealing with the issues their communities face. For example, continued education and growth in training and certifications (i.e. train the trainer (ASSIST)will help in building groups of mentors within the community
  - Support and development of work planning and income/budget management. While focusing on the strengths of individual workers, recognizing the areas they need support and finding ways to build in those supports where needed.
6. Reporting, Evaluation and Accountability
- Create reporting and accountability mechanisms that make sense for the co-development, cultural framework of the program – rather than client files or intake forms.