

CHILD AND FAMILY ALL NATIONS
COORDINATED RESPONSE NETWORK



2022-2023
ANNUAL REPORT

ANCR Background

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

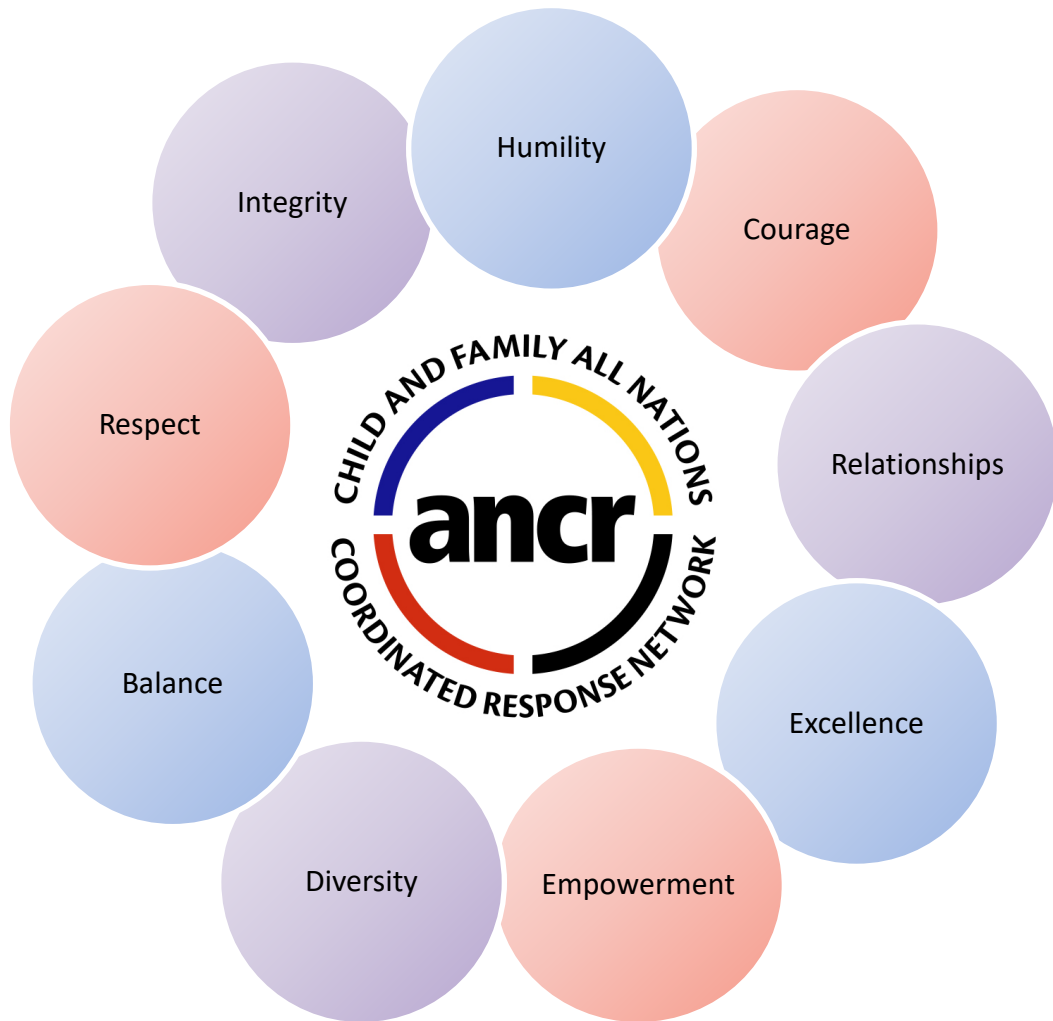
ANCR operates as a non-profit, independent agency mandated under the Southern First Nations Network of Care, governed by a Board of Directors and managed by an Executive Director and senior management team. Our mandate is the provision of culturally appropriate, high quality intake services by a qualified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

Treaty Land Acknowledgement

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

ANCR's Mission:

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



ANCR's Vision:

Our community is strong and diverse, honours all cultures, and is free from systemic barriers

Families are healthy, supported and empowered

Children are valued, respected and safe.

Board Message

As the incoming Chairperson of the All Nations Coordinated Response Network (ANCR), I am honoured to be bringing greetings.

On behalf of ANCR's Board of Directors, I would like to recognize the tireless dedication and endless hours that ANCR's leadership and staff provide. ANCR has the unique mandate to provide Designated Intake and After Hours Services for each of the four Authorities agencies with the large urban setting of Winnipeg.

As Manitoba's child welfare system prepares for the impact of the changes brought about by An Act respecting First Nations, Inuit and Métis Children, Youth and Families, ANCR has begun to change and adapt their practice in preparation for these changes. I recognize that change is difficult, particularly when changes involves the unknown, but leadership and staff continue to meet these challenges head on while continuing to provide child and services with the best interests of children and families at the forefront.

I would like to acknowledge ANCR's Board of Director for their dedication, leadership and commitment as we move in to a new world of child welfare in Manitoba.

Meegwetch

Barb Lavallee, Chairperson, ANCR Board of Directors

ANCR Board of Directors

BARB LAVALLEE (Board Chair). Barb represents the Métis Child & Family Authority on the Board of Directors.

MARILYN COURCHENE (Vice-Chair). Marilyn represents the Southern First Nations Network of Care on the Board of Directors.

JERRY PRIMROSE (Previous Board Chair). Jerry represents the First Nations of Northern Manitoba Child & Family Services Authority on the Board of Directors, resigned in 2022.

JAY RODGERS is the Chief Executive Officer for the General Authority child & Family Services.

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

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

SHARON DESMARAIS is the Acting Chief Executive Officer for the Southern First Nations Network of Care.

ROBERT MAYTWAYASHING (Knowledge Keeper).

Executive Director Message

I am honored to present the annual report for the 2022-23 year. As we reflect on the past year, it is undeniable that we faced unprecedented challenges including recovery from the COVID pandemic, higher than average vacancy rates, and increasing levels of economic insecurity, housing shortages, substance misuse and addictions, and mental health needs and trauma in our community. However, despite these challenges, we continue to make great strides in providing intake services that are respectful, responsive, accountable, culturally safe, and empower and strengthen families.

As you will see in our annual report, with the trials and tribulations also comes great success and accomplishments and I am proud to highlight our achievements for you. Through the unwavering dedication of our team, the support of our leaders, funders and partners, and the resilience of the children, youth and families we serve, we were able to make a meaningful impact on the lives of our community members.

This year we continued to be responsive to the needs of our children and families. We ensured the safety of children and reduced future risks to their well being by increasing our willingness and commitment to working with families, extended families and community in collaborating in safety plans, service plans, creating community linkages and offering programs geared to the needs of our families and youth. We also saw an increase in the numbers of children we reunified with their families and reduced the amount of time they were separated from their loved ones. The All Nations Family Resource Centre and Snowbird Lodge Cultural Centre continues to provide services that are invaluable to our community.

We are pleased to have added a new service to our After Hours Program, Safe Ride. Safe Ride improves the CFS sector response to missing and absent children and youth in care, while supporting community connections for youth finding themselves in need of a safe ride back to placement. The Safe Ride program responds directly to the recommendation of Murdered Indigenous Women and Girls National Inquiry Calls to Justice to have safe ride programs available to enhance safety for Indigenous youth who are at risk of being targeted for sexual exploitation; and also aligns with the Truth and Reconciliation Commission's Calls to Action.

ANCR continues to learn and collaborate with our leadership and collaterals as the child welfare system adjusts and aligns with *An Act Respecting First Nations, Inuit, and Metis Children, Youth and Families*. ANCR continues to review and update our practices, procedures and policies to ensure consistency and compliance with the National Standards. I am proud that ANCR's mission, vision and strategic priorities are consistent with the federal legislation.

I would like to acknowledge the resiliency, dedication and commitment of the ANCR staff team. Each and every one of our team members has contributed to our success and to helping and supporting our families. Child welfare is demanding, arduous and stressful work. The foundation of our agency

depends on the strength of our team. I am proud of our accomplishments and the service excellence we continue to achieve. We could not do this work without you. Thank you!

I would also like to acknowledge and thank ANCR's leadership, the ANCR Board of Directors and the four CFS Authorities, for your guidance, support and advocacy. It is a privilege to do this work on your behalf.

As we look into the future, I am confident that we will continue to grow and develop to respond to the continual and emerging issues affecting children, youth and families. We look forward to building upon our foundation, to nurturing existing partnerships, and forging new networks and partners to have maximum impact on our work.

Thank you for taking the time to read our annual report, and for your ongoing support to our organization.

Sincerely

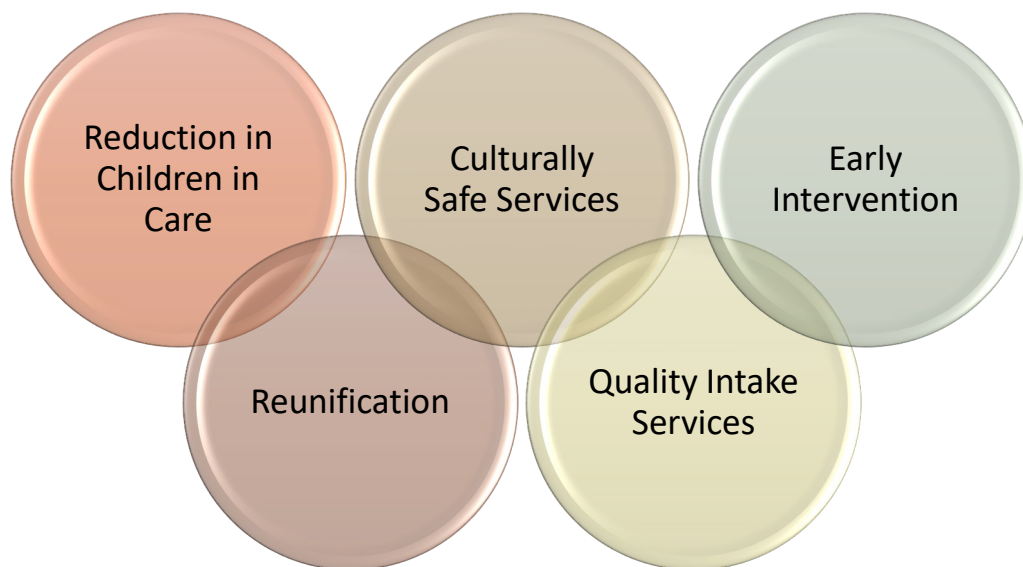
Sandie Stoker, Executive Director

Strategic Priorities and Objectives

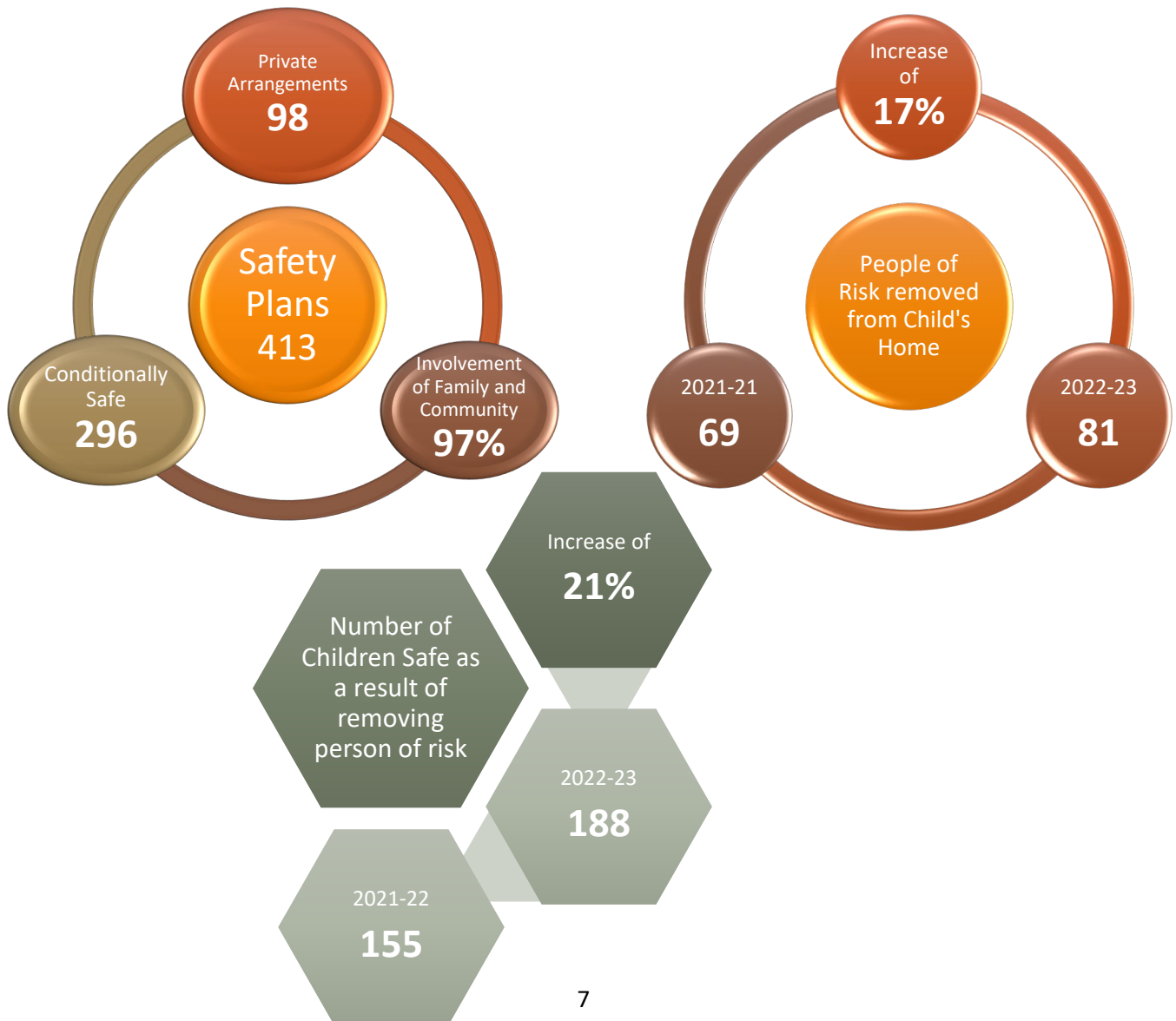
The ANCR Board of Directors has established the following goals and strategic outcomes for ANCR:

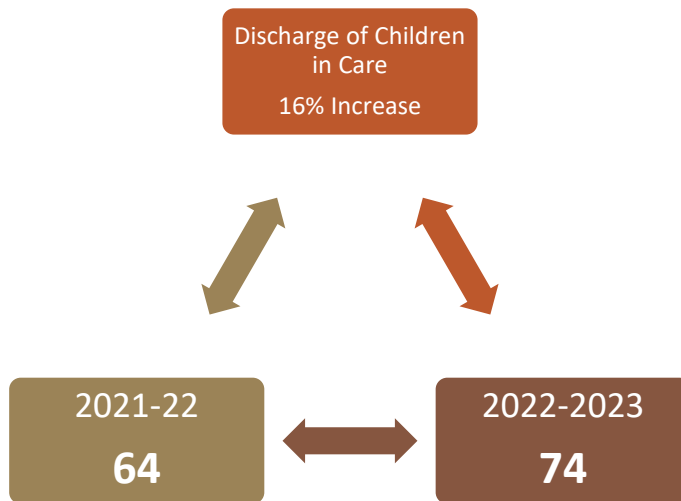
- I. Decrease in the apprehensions of children
- II. Children apprehended by ANCR are discharged to their parents or extended family
- III. Provision of Family Supports to prevent a more intrusive child welfare action
- IV. Decrease in the number of families needing on-going child and family services
- V. Children and families receive services that are culturally safe
- VI. The four CFS Authorities and their mandated on-going service agencies receive quality DIA services as per the *Child and Family Services Authorities Act*

ANCR leadership utilizes the goals to guide the development and provision of services to the children and families in our community, and the service delivery on behalf of our CFS partner agencies and the four CFS Authorities.



ANCR focuses on making continual progress towards the agency’s strategic outcomes in a multitude of ways. ANCR acknowledges that the apprehension of children is traumatic for all family members and results in the displacement of children from their communities. ANCR is committed to only removing children from their families as a last resort and when there are no other options to ensure child safety. ANCR works with parents, caregivers, and extended family and community members to develop safety plans which ensure child safety but also maintains children with their family and within their communities. This year ANCR completed over 400 safety plans with parents, 97% of which included the child’s extended family and community. The support of children and families is based upon each family’s strengths and needs and can include several strategies including but not limited to: provision of emergency resources, provision of in-home supports including respite, child care and supervision by family and community members, and removal of adults who may pose a risk to children from the child’s home. This year ANCR facilitated the removal of over eighty adults who were a risk to children which prevented the removal of 188 children. ANCR is also committed to ensuring that when children come in care with the agency that they are reunited with their family and community as soon as it is safe to do so. This year ANCR discharged 16% more children than the previous year.





All ANCR programs are dedicated to providing in-home supports to support the well-being of children and their families. Needed supports are determined in collaboration with the family and can include food supplies, clothing, school supplies, car seats, safe sleeping arrangements for infants, in-home respite, in home parenting support, etc. The Early Intervention program family service teams support families for three to six months facilitating linkages to community resources, providing supports in times of crisis, building on family strengths and collaborating to address family needs. This year the program successfully diverted 81% of the families they provided service to from further child welfare intervention.

Families closed to CFS after receiving services from ANCR Early Intervention Program 81%

Reduction in Risk after receiving services from ANCR Early Intervention	Percentage of successful reunifications (A successful reunification is when a child is discharged from care and does not re-enter care within the year)	Percentage of Early Intervention Families closed whose children do not come into care within the following year
46%	88%	97%

The All Nations Family Resource Centre and Snowbird Lodge Cultural Centre provides a variety of programs to support the well-being of children, youth and parents and programs to strengthen parenting skills, several of the programs incorporate traditional Indigenous practises. The ANCR Indigenous Cultural Team facilitates Indigenous ceremonies including pipe ceremonies, full moon ceremonies and sweat lodge ceremonies, and provides cultural supports and teachings across ANCR.

All Nations Family Resource Centre, Snowbird Lodge Cultural Centre

# of Participants		
58	Red Road to Healing	Designed to address issues in regards to domestic violence from an Indigenous perspective for women
49	Mino-Pimatziwin	Focuses on sobriety by utilizing the 7 sacred teachings
65	Nanaanawi Odizowin	Applies contemporary relapse recovery methods by blending them into the teachings of the Medicine Wheel
68	Full Moon Ceremony	At the Full Moon Ceremony, women ask for healing and guidance. They gain an understanding of the full moon ceremony and how to practise this ceremony in their own way. The Women are invited to bring their children along for the ceremony to aid in the healing and passing on of cultural teachings
79	Pipe Ceremony	Pipe Ceremonies are conducted at the beginning of each month to offer prayers to Creator, Mother Earth, Grandfathers, Grandmothers and our guides to help us with the work we are doing for the community. Pipe carriers ask for healing for the helpers that support families and offer prayers for the families
26	Buffalo Riders	A program for First Nations YOUTH, developed by The Thunderbird Partner-ship Foundation, is based on an Indigenous wisdom perspective, which is both culturally centred and strengths based. Buffalo Riders supports youth who may be at risk for harmful substance use and high risk lifestyles
78	Traditional Parenting	Focuses on well established parenting methods and ceremonies utilized by Indigenous people for centuries

Number of Referrals to ANCR Cultural Advisors

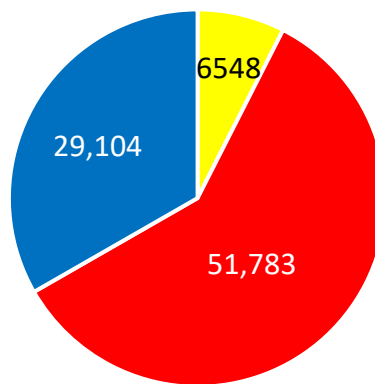
Increase of 24 to 41 = 71%

The goals and objectives set by the ANCR Board provide the foundation for ANCR to work collaboratively with families and community to support the physical, mental, emotional and spiritual well being of children and continue the agency's journey of Truth and Reconciliation.

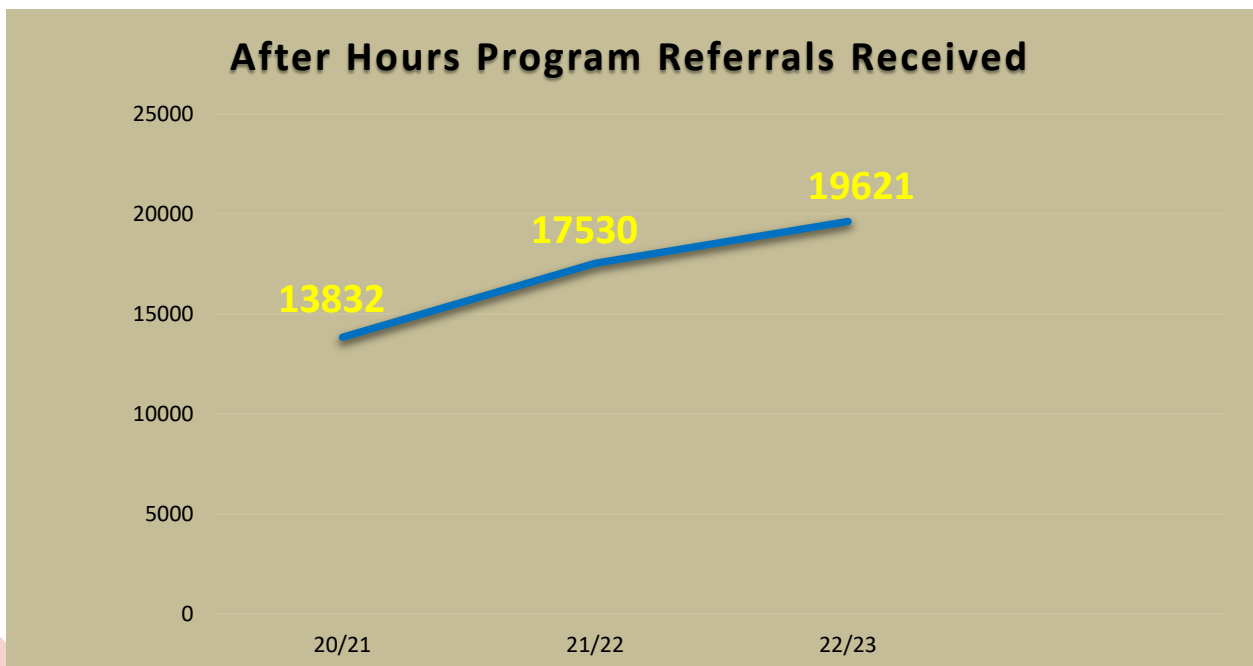
After Hours Program (AHP)

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

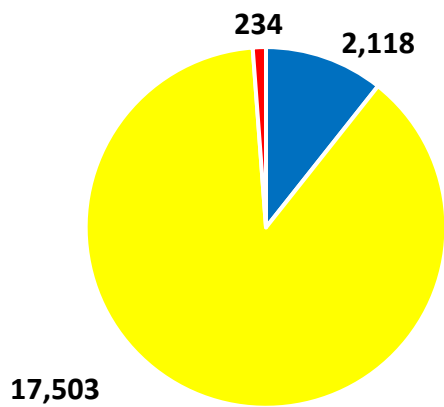
Calls Received



■ Intake Screening ■ After Hours ■ Dayside and Reception

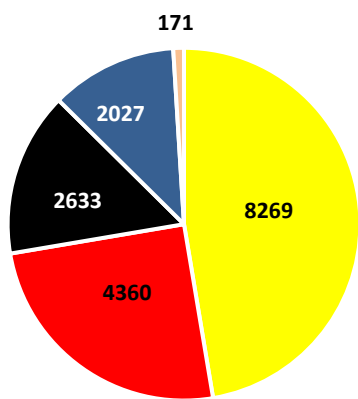


Type of Referral



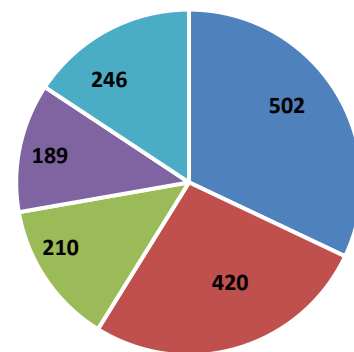
■ New Referral ■ Open to Other Agency ■ Non-Child Welfare Matter

Number of Intakes Generated open to CFS



■ SFNCC ■ Northern Authority
 ■ General Authority ■ Metis Authority
 ■ Peguis Child and Family Services

Service Requests by CFS Authority



■ ANCR ■ SFNCC
 ■ Northern Authority ■ General Authority
 ■ Metis Authority

Safe Rides

The Safe Ride pilot program is a new initiative of Manitoba Families, in partnership with the Child and Family All Nations Coordinated Response Network, which helps facilitate the safe return of absent and missing youth in care. This initiative reduces the risks for youth in care by ensuring they always have access to safe transportation back to their placement. The dedicated safe rides teams are in the field meeting youth where and when they are most in need and getting them to a safe place from Tuesday to Sunday from 5 p.m. to 4 a.m.

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

The goals and objectives of the Safe Rides Program are:

- To assess whether children are eligible for Safe Ride services
- To intervene early and minimize risk to children and youth who are repeatedly absent from their placement
- To reduce overall rates of absenteeism and missing reports for children in care
- Create opportunities to build positive and trusting relationships with children and youth
- Increase safety awareness and planning with youth
- Provide support and resources to youth to mitigate risk of being sexually exploited or a victim of violence
- Create relational opportunities to support connections to placement and other community supports and services
- Increase service delivery hours to ensure youth missing during the day and after regular business hours receive the same level of services
- Create an additional level of community based intervention response for missing/absent youth
- Decrease the number of children who are absent from placement

ANCR believes that the program is a success. It is achieving its goal to reduce and minimize the time children and youth in care are away from placement. Safe Rides staff are attempting to respond in a timely manner when youth in care request the service, prioritizing calls. Children and youth in care are utilizing the service and rely on it as a safe way to return to placement. The youth who rely on it for safe transport have developed relationships with the Outreach Workers, some youth requesting a particular

outreach worker to provide the transport when they call. Our partner agencies have reported that they have begun to see a reduction in the length of time youth are away from placement when they are missing or absent, and attribute this to the youth in care having a safe transport option to return to placement.

<i>Number of Safe Ride Requests</i>	<i>Child in Care – Absent From Placement</i>	<i>Child in Care – Missing Person</i>
Child in Care – under 12	1168	279
Child in Care – over 12	1113	254
Young Adult	55	25
Total	2895	323

Number of Safe Rides Provided
to Children and Youth in Care

2,208

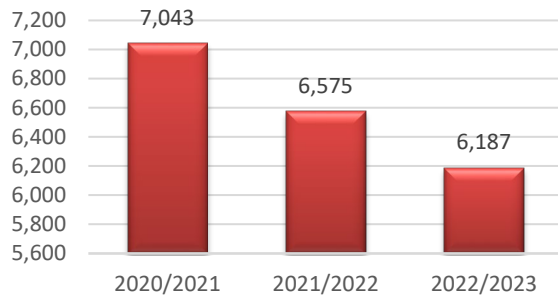
Intake Screening Program (ISP)

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

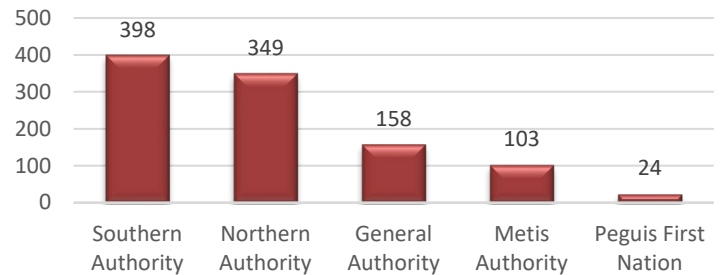
If, during the screening process, it is determined that the referral does not meet the threshold for a child welfare response, the ISP will provide information regarding community resources that may be of assistance to the family and the intake will be closed.

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

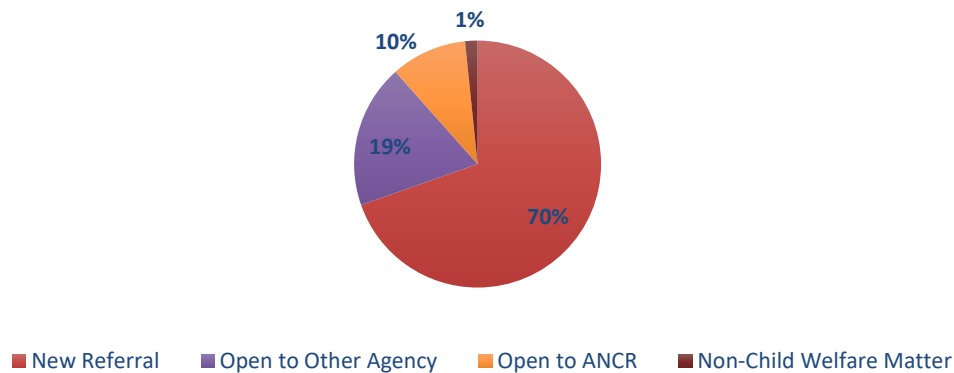
Intake Screening Program Referrals



Number of Referrals on Open CFS Cases



Intake Screening Program Referrals Received



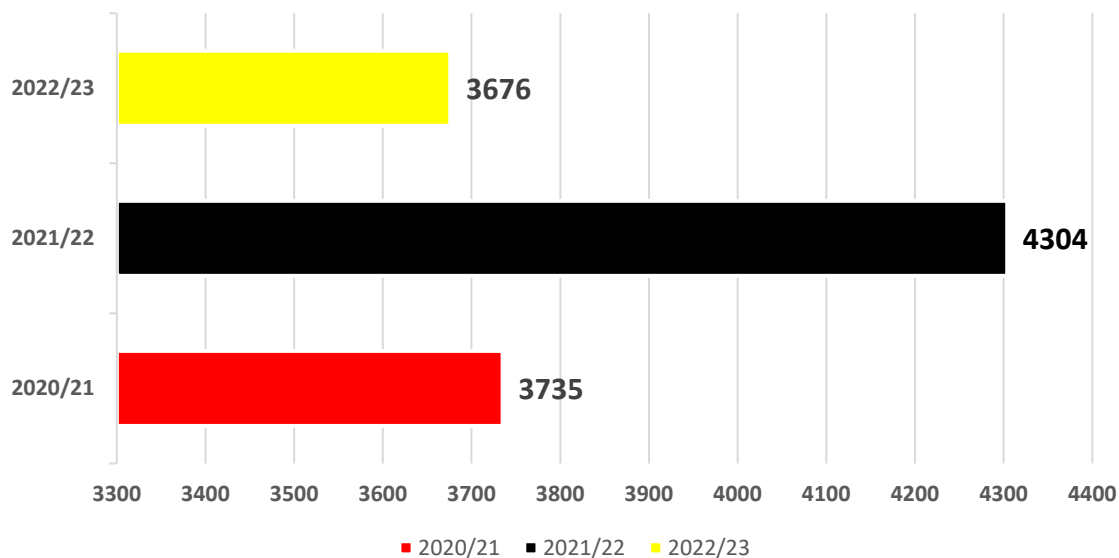
Intake Assessment Program (IAP)

The Intake Assessment Program is responsible for completing an assessment on intake referrals screened in for services under the Child and Family Services Act. The Program is comprised of five Intake Assessment teams, one Case Aid, and a Wichihewin Coordinator (phonetically pronounced We Ji Way Win, an Oji-Cree word for “helping others”).

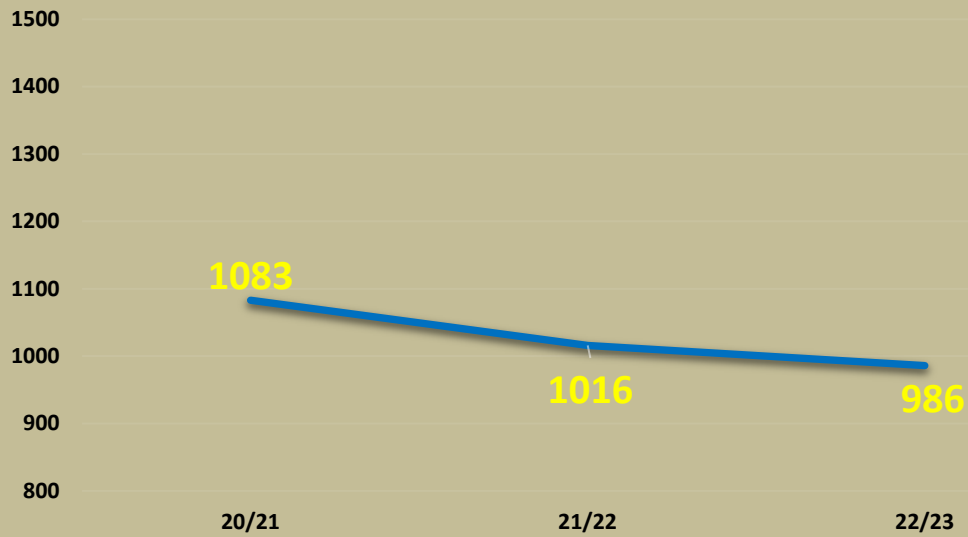
Where an emergency response is warranted, the Intake Assessment Program will respond and address immediate concerns for child safety and wellbeing, so that further assessment, planning and stabilization can occur. The program completes a variety of assessments dependent upon the type of referral. The assessments include: Brief Services, Voluntary Family Services, Expectant Parent Services, Child Safety, Risk of Maltreatment, and Family Strengths and Needs. The Intake Assessment Program is also responsible for conducting child protection investigations when it is alleged that a child may have been subject to neglect. Safety and risk assessments are completed on all intakes where there are allegations of child abuse or neglect. Once an assessment has been completed, and if it has been determined that further mandated service is required, the program ensures that the family is transferred to their culturally appropriate Authority, or an Authority of their choice. If no further mandated service is required, the Intake Assessment Program may refer families to community organizations for further supports. The Intake Assessment Program also refers families who would benefit from prevention service to ANCR’s Early Intervention Program.

The Intake Assessment Program embraces and follows the Federal Legislation “*An Act Respecting First Nations, Metis, Inuit Children, Families and Youth*” by where possible safety planning with family members or community, or in the event that children require placement placing children with family and communities. If family or community placement cannot be initially secured the Intake Assessment Program continues to look for family and/or culturally appropriate placements. In addition, the program ensures that Notices of Significant (NSMs) are sent to Indigenous Governing Bodies (IGBs) as required.

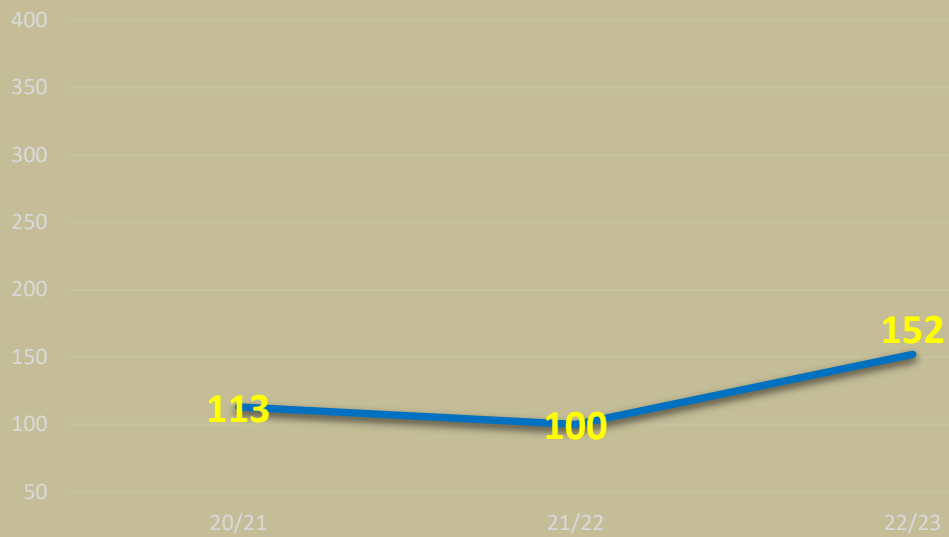
Intake Assessment Program Referrals



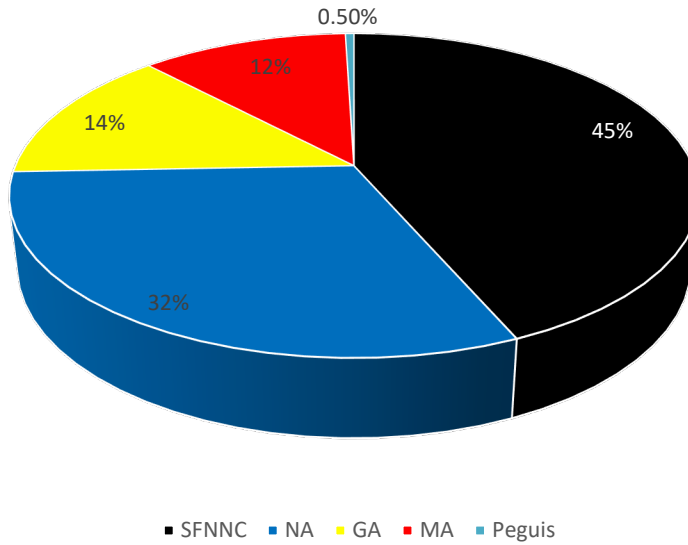
ANCR Transfers to Family Services



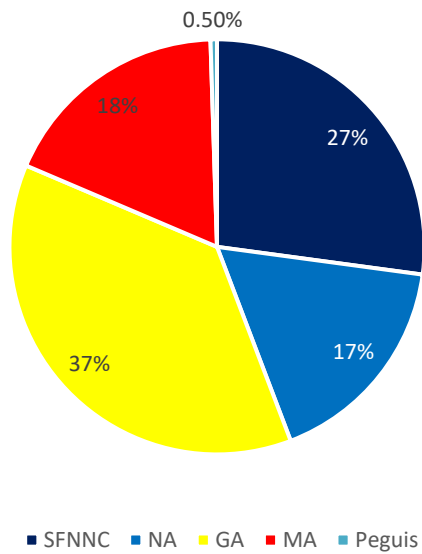
ANCR Transfers of Children in Care



ANCR Children in Care Transfers by CFS Authority



ANCR Family Service Transfers by CFS Authority



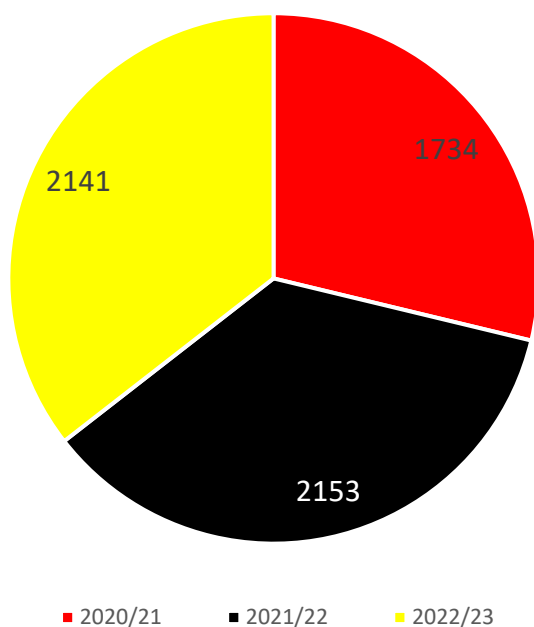
Abuse Investigations Program (AIP)

The Child and Family All Nations Coordinated Response Network, Abuse Investigations Program (AIP) investigates and assesses all allegations of child abuse in Winnipeg, Headingley, and East and West St. Paul. This responsibility includes investigating abuse allegations involving family members, third parties, persons in positions of trust, and foster homes. The Abuse Investigation Program is comprised of three Abuse Investigation units. One unit provides auxiliary abuse investigation services for external child welfare agencies on their open cases. New referrals to ANCR are assigned to the other two units.

The Child Exploitation Unit conducts abuse investigations with children and youth who are at risk or alleged to be sexually exploited (including children in care with open cases to external child welfare agencies). ANCR Child Exploitation Investigators are active participants on a number of community initiatives with the common goal of reducing the sexual exploitation and trafficking of children and youth.

Newcomer families are unique and ANCR recognizes their right to culturally agile services that respect their cultural and linguistic heritage. These cases are assigned to abuse investigators with specialized knowledge, understanding and experience working with the Newcomer community. The abuse investigators understand the settlement, acculturation and adaptation process and assess risk to children in these homes within that context.

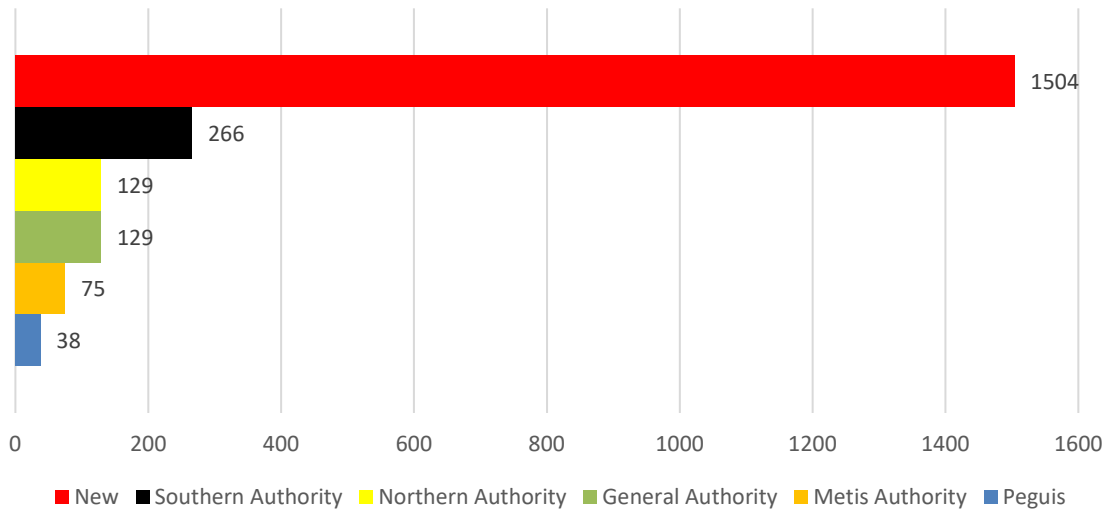
Abuse Investigation Referrals



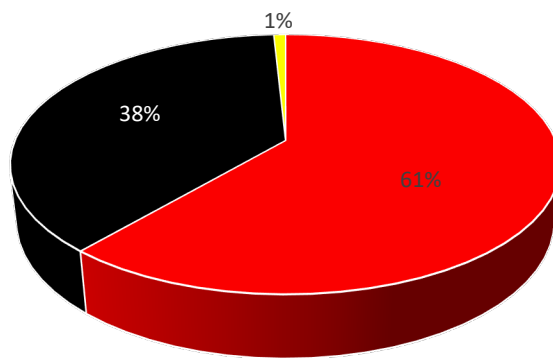
The Abuse Investigation Program is responsible to ensure that families receive appropriate and timely services, to investigate allegations of child abuse or child sexual exploitation, to assess the strengths and needs of the family, and to formulate conclusions to indicate the outcome of investigations. The AIP will transfer children and families requiring ongoing services to a mandated CFS agency in accordance with provincial legislation and standards. The Abuse Investigation Program respects and follows the Federal Legislation "An Act Respecting First Nations, Metis, Inuit children, families and youth" by seeking opportunities to safety plan with family and community.

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

Abuse Investigation Referral Source

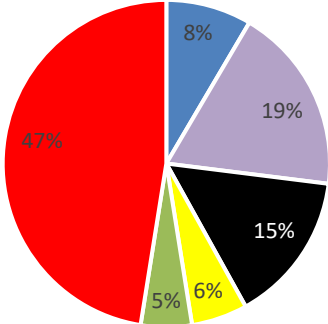


Type of Maltreatment

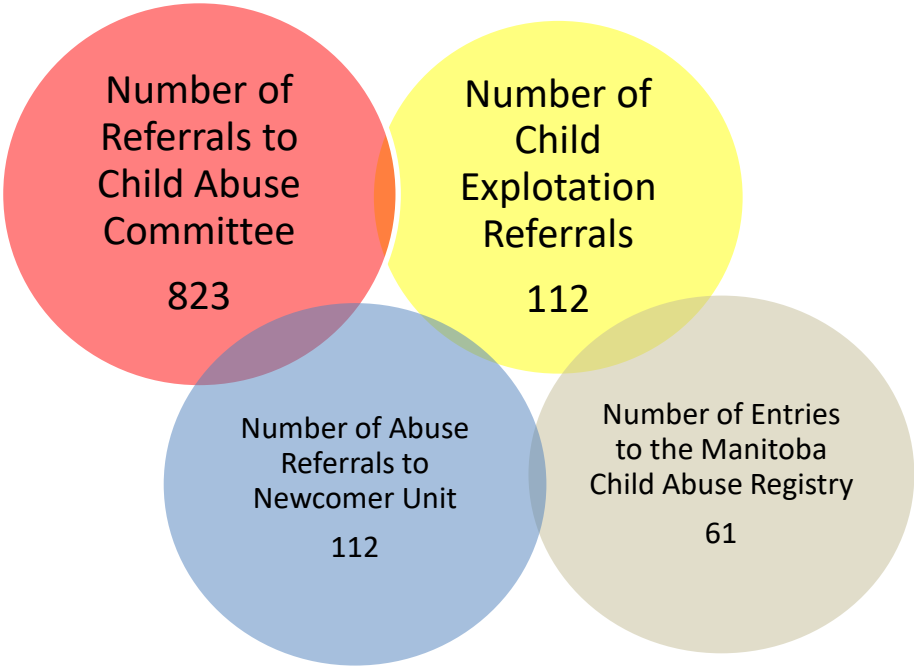


■ Physical - 1106 ■ Sexual - 684 ■ Emotional - 15

Investigation Conclusion



- Valid Incident: Abuse Occurred - 153
- Valid Incident: Not Abuse - 334
- Invalid: Did Not Occur - 270
- Inconclusive - 100
- Incomplete/Suspended - 91
- Pending - 857



Early Intervention Program (EIP)

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

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

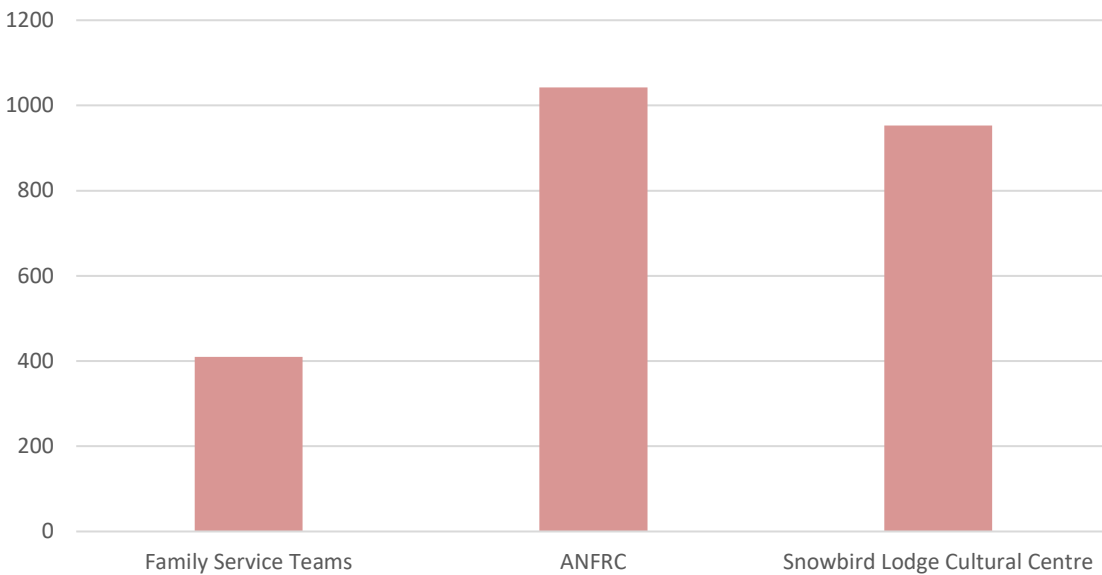
Snowbird Lodge Cultural Centre conducts pipe ceremonies at the beginning of each month as a way to offer prayers to Creator, Mother Earth, grandfathers, grandmothers and our guides to help us with service provided to the community. ANCR's pipe carriers ask for healing for the helpers to in turn, help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

This year the Snowbird Lodge Cultural Centre brought families medicine picking for Sage, Cedar and Sweet grass. The All Nations Family Resource Centre also facilitated family outings to Tinker Town, Birds Hill Park, the Fort Whyte Centre and the Assiniboine Zoo. In addition, the Centre hosted their annual family Holiday party in December.

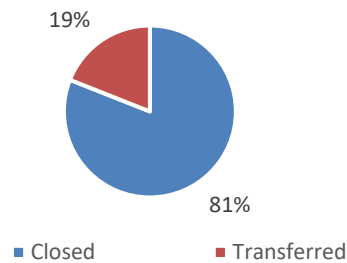
The ANFRC has several strong meaningful partnerships. In the spring of 2022, staff at the ANFRC/SBLCC completed training for the development of a new program called Buffalo Riders. This is a 10-week program for First Nation youth developed by the Thunderbird Partnership Foundation which is based on a culturally centered and strength based Indigenous wisdom perspective. The program supports youth (age 11-13) who may be at risk for the harmful use of substances. The goal of the program is to self-identify and recognize and resist social pressures to use harmful substances. The program uses Indigenous cultural practice as the foundation and provides culturally relevant harm reduction strategies. The resource centers first partnership to provide this programming occurred

with Island Lake First Nations Family Services. By the fall of 2022, ANFRC/SBLCC engaged in a partnership with the Manitoba Youth Center to provide Buffalo Riders on site. Early signs of success with program partnership and implementation led to the formation of a further partnerships and in winter of 2022, ANFRC/SBLCC began offering General Parenting programs, including Traditional Parenting, to youth in the Manitoba Youth Centre who were expectant or current parents. Throughout 2022/23, SBLCC partnered with a number of schools (Fort Rouge, Shaughnessy Park, David Livingstone) to provide Traditional Parenting classes on site at each school with a group of parents identified at the school level. This parenting program is facilitated by ANCR’s Cultural Advisor and focuses on well established parenting methods and ceremony utilized by Indigenous peoples for centuries.

Early Intervention Program Referrals



Disposition of Intakes



Snowbird Lodge Cultural Centre		
Type of Program	Individual	Group
Parenting	44	135
Substance Misuse	5	43
Healthy Family Relationships	34	56
Wellness		55
Total (completed)	83	289

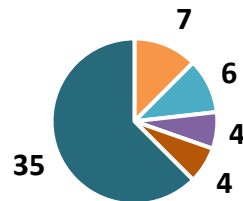
All Nations Family Resource Centre		
Type of Program	Individual	Group
Parenting	49	130
Wellness	24	46
Healthy Family Relationships	6	26
Substance Misuse		26
Total (completed)	79	228

Cultural Ceremonies	
	Number of Participants
Pipe Ceremonies	79
Full Moon Ceremony	68
Solstice Celebrations	37
Total	184

Wichihewin Support Program

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

Wichihewin Referrals



- Medical Issue of Parent
- Mental Health of Parent
- Substance Misuse of Caregiver
- Child Care for parent to attend Resource Centre
- Parenting Support

Human Resources

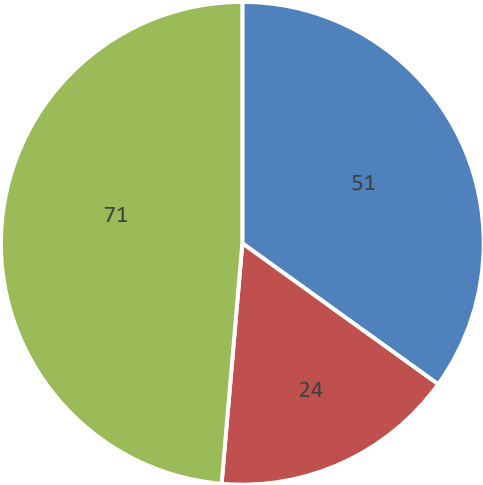
ANCR’s work is human services work. The Human Resources department strives to hire a diverse, representative workforce of skilled people who uphold ANCR’s values and who are able to embody the mandate that is the foundation of our work.

Training is an important part of building and sustaining our workforce. We maintain an extensive list of mandatory training requirements as well as developmental opportunities. In this fiscal year we have been able to provide 78 trainings, which amounts to 528 “person training” days. Our training focus has been on worker safety and we delivered 7 sessions of worker field safety training with 74 employees participating. All employees will be scheduled to complete this training in the coming fiscal year.

Another continued focus for human resources is Indigenous cultures and overall diversity. ANCR hosted 4 internal trainings on Indigenous history and culture with 45 participants. Other training and events were available to the staff throughout the year that expanded knowledge of ceremony, medicines, and various resources for working respectfully and effectively with Indigenous children and families.

Staff Positions (FTEs)	March 31, 2023	March 31, 2022	March 31, 2021
Senior Management	7	7	7
Human Resources	4	4	4
Finance and IT	4	4	4
After Hours Program	20.2	20.35	20.6
Safe Rides	6	-	-
Intake Screening Program	13	13	13
Intake Assessment Program	47	47	46
Abuse Investigations Program	31	31	31
Early Intervention Program	29	30	32
Administration and Reception	5	4	4
Total ANCR Positions	166.2	161.35	162.6

Employee Diversity



■ Indigenous ■ Persons of Color ■ Other

<i>Vacancies (FTE)</i>	March 31, 2023		March 31, 2022		March 31, 2021	
Number and percent	24	14%	24.55	15%	17	10%

Thank you to our donors for their support.

We are grateful to have you on our team!

Children's Aid Foundation of Canada

Bell/MTS

Cochrane Saxberg Barristers & Solicitors

Southern First Nation Network of Care

Clarke Financial Planning and Insurance
Services

Myers Norris Penny LLP

CH Health & Home Care Services

South Beach Casino

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Sagkeeng Child & Family Services

Dakota Ojibway Child & Family Services

Intertribal Child & Family Services

University of Winnipeg – Aboriginal
Student Services

Russ & Edna Krosney

City of Winnipeg

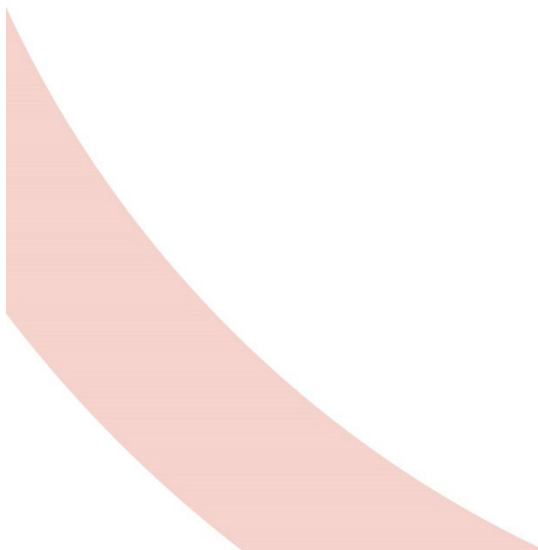
Royal Canadian Mint

Winnipeg Symphony Orchestra

Assiniboine Park Zoo

Festival du Voyageur

Notes





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



**Child and Family All Nations
Coordinated Response Network**

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