

NISICHAWAYASIIHK CREE NATION FAMILY AND COMMUNITY WELLNESS CENTRE

4 Year Strategic Plan



Nisichawayasihk Cree Nation
FAMILY AND COMMUNITY
Wellness Centre Inc.



MISSION STATEMENT AND CORE VALUES

“To promote, nurture and foster a sense of holistic wellness through the provision of meaningful, community-based and culturally appropriate activities in a safe, respectful, and inclusive environment.”



The Nisichawayasihk Cree Nation (NCN) Family and Community Wellness Centre, a product of our community's vision and dedication, was established to support holistic wellness. It provides opportunities for the Citizens of the NCN to build on their strengths as individuals, as members of families, and as part of the community.

The Centre's work is guided by our Core Values:

SOCIAL JUSTICE: We will treat all residents of Nisichawayasihk Cree Nation equally.

SELF RELIANCE: We will promote personal and family responsibility first.

INTRINSIC WORTH OF PEOPLE: We will think of everyone as having abilities, talents and skills that are essential to the overall health of the community.

SUSTAINABILITY: We will provide services in a way that does not threaten our ability to meet basic human needs over the long term.

COOPERATION: We will work together to achieve community wellness.

COMMUNITY WELLNESS FOCUS: We will commit to a holistic health promotion orientation to program design and implementation



DELIVERING SERVICES

INTEGRATED SERVICE DELIVERY MODEL – Keeping Our Commitments to NCN Citizens

The Centre has developed an integrated service delivery model to ensure the following commitments to the citizens of NCN are delivered:

- ▶ Promoting the development of new ideas and innovative measures to bring about meaningful change for the children and families of NCN within a holistic approach to human services policy development and service delivery.
- ▶ Incorporate Indigenous traditions, culture, language, customs, and the teachings of the community's Elders.
- ▶ Deliver the mandated child and family services within a community capacity-building and health-promotion orientation.
- ▶ Oversee the implementation of health-related services.
- ▶ Promote community wellness and individual well-being. The mandate's implementation is expressed through the wide range of community-based health-related and child and family services designed to support holistic wellness from conception and birth through adulthood and Eldercare.

The Centre continues to work toward this integrated service delivery model and developing meaningful and effective programs that reflect our community values and beliefs.

The Centre delivers programming and services in four main areas: family and community services, health-related services, early learning, and land-based programming. Although primarily community-based, the Centre does provide Family and Community Services to our provincial offices in South Indian Lake, Leaf Rapids, Thompson, Winnipeg, and Brandon. Recently, the Centre has begun providing Jordan River Anderson program services to urban areas in Winnipeg, Manitoba.



COMMUNITY CONSULTATIONS – Collaborating with NCN Citizens

In its commitment to community-driven development, the Centre continually undergoes an extensive process of reviewing and improving our programs, administration, and services based on community consultation. The Centre provides monthly newsletters and maintains a website and Facebook page to keep NCN citizens up to date on all the services and programs offered by the Centre.

The feedback and information the Centre gathers in its many open houses and public consultations are used to evaluate the programming and services and to make

changes to meet the needs of the community. Often, the Centre will include advice and evaluations from third parties outside of the community to enhance our programs further. Strategic planning, a collaborative effort, identifies objectives and goals and helps to develop program action plans further. Implementing these plans, with the community at the heart of our operations, allows the Centre to improve continually and be proactive in our operation and programming delivery.



CURRENT COMMUNITY CONDITIONS AND MEETING COMMUNITY NEEDS

Increase in Youth-Involved Community Violence and Family Violence

The Centre is aware of and recognizes the increase in community violence, particularly amongst children/youth and in family violence. Family and Community Intake acts upon reported instances of these criminal activities. The lack of formal reporting based on individuals and families not willing or fearful of reporting based on the “code of silence” or being branded “rats” hampers the ability of the Centre to be fully engaged in providing protection/intervention services. A collaborative and coordinated approach that addresses the root causes of this harmful behaviour will be required with the long-range goal of a safe and healthy community.

Decrease of Children in Care Locally but Increases Elsewhere

The number of children in care has been reduced over the last ten years within the community of Nisichawayasihk. This is attributed to children aging out of care, the number of children returning home, and more emphasis on providing family support within the homes rather than apprehensions. This cannot be said for our off-reserve locations. Winnipeg has experienced a higher number of children being placed in care. The emigration of families has resulted in an increased number of families being involved with other Intake jurisdictions that do not follow the same model as the Centre. More financial resources may be required to

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provide in-home support that meets the needs of children and families. The recent decision regarding the province reimbursing aboriginal agencies for the Children’s Special Allowance would provide that funding resource.

The community of South Indian Lake will have its stand-alone agency within the next four years. Its operations will incur a dramatic increase in the number of children entering its system as the community transitions to having its agency. A home has been purchased in Leaf Rapids to establish further and provide resources for Leaf Rapids and will be utilized as an office and licensed place of safety.

Adults with FASD/ADHD/Autism

The NCN children who have been previously diagnosed with FASD (1980'-90's), ADHD (2000s) and more recently with autism (2015+) have become or will soon become adults. Services and supports available to these adults when they were children are no longer available. Many are having children of their own and are struggling to parent. As well there has been an increase in family violence and community violence involving these adults. Specialized services are required to meet the needs of these adult community members.

Increase in Use of Marijuana and Non-Prescription and Street Drugs

In addition to alcohol, illicit drug use has increased, with cocaine, crack cocaine and fentanyl easily accessible within the community. The impacts of habitual marijuana use during pregnancy are not known, but it could prove harmful to our precious gifts. The Centre and other community organizations will work together to plan a coordinated community response that promotes positive lifestyles.

Suicide Prevention

The devastating impacts of suicide and suicide ideation will also be addressed during this fiscal year. Existing programming will continue to be implemented. A collaborative working group will focus on developing "life promotion" materials programming. It will be assisted with creating an online algorithm that will identify critical phrases within social media platforms for early intervention.

313 Community Response Unit

The 313 Community Response Unit has been developed but will require human and financial resources. The Centre will not host this initiative but contribute some of the projected financial resources. The Centre has secured a toll-free number that makes the 313 number viable and has the necessary dispatch equipment c/w tower.

Centralized Intake System

The concept of the Centralized Intake System was developed and will begin in September 2024. The current intake systems are by program area. The centralized intake department within the Centre will assume all program intakes.



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NCN Child and Young Person Strategy

The implementation of the “NCN Child and Young Person Strategy” will begin within this fiscal year. With clerical support, the Centre’s senior staff will be utilized to coordinate with other departments and community input on how the community will meet the outcomes identified in the strategy. This information will form the basis for developing NCN legislation that governs the delivery of Family Community Services, Health and Wellness, and other community-based programs.

Circle of Care – Implementation to All Cases

This program is based on the holistic teachings of the Medicine Wheel, which serves as a guide in creating a care plan for families that require a combination of social services. Every family has a different Circle of Care plan based on its unique challenges. Options could include counselling, daycare, fitness and nutrition education, arts and culture, and more. Shared responsibility, shared decision-making and shared accountability are important in the Circle of Care and integral to its mandate. The mental, emotional, physical and spiritual well-being of parents, children and extended family are evaluated by professionals, who then work together with family members to determine how to create success for everyone. A holistic approach to healing every issue within the family can create a stable home with a plan for the future.

The objectives of the program are:

- ▶ To create for each family a feeling of teamwork & a positive vision for their future
- ▶ To resolve the problems of the past
- ▶ To ensure each family member feels loved & appreciated
- ▶ To teach effective coping strategies for stress, frustration & anger
- ▶ To increase efficiencies within the social services
- ▶ To acknowledge and address the mental, emotional, physical & spiritual needs of families



PLANNING FOR THE FUTURE – 4-Year Projected Budget

Statistical Analysis to Improve Services

Statistical Analysis refers to collecting, organizing, interpreting, and presenting data. It involves using mathematical and statistical techniques to draw conclusions and make decisions based on the information gathered. The data collection inventory will form the basis of targeting specific program trends and be combined with population projects. The Centre survey will provide additional information to determine additional programming needs or a reduction of services that best meet the needs of our community of Nisichawayasihk. The need for an updated financial record system will further enhance the ability of the Centre to compile accurate information for report and planning purposes.

Projected Budget and Expenses – Four-Year Projections

The NCN Family and Community Wellness Centre, a financially stable organization, will shift to a Four-Year budget cycle beginning in Fiscal Year 2024. The table below outlines the financial projections based on the Budget 2024-25. Each additional budget year is adjusted at a nominal 1.5% for revenue and expenses per year, ensuring a balanced and sustainable financial plan.

The scope of the financial resources has increased significantly over the last three years. This is primarily due to the Canadian Human Rights Tribunal ruling that children on reserve require comparative funding levels with provincial governments for Indigenous Services Canada (ISC) Child Family Services and Jordan River Anderson programming.

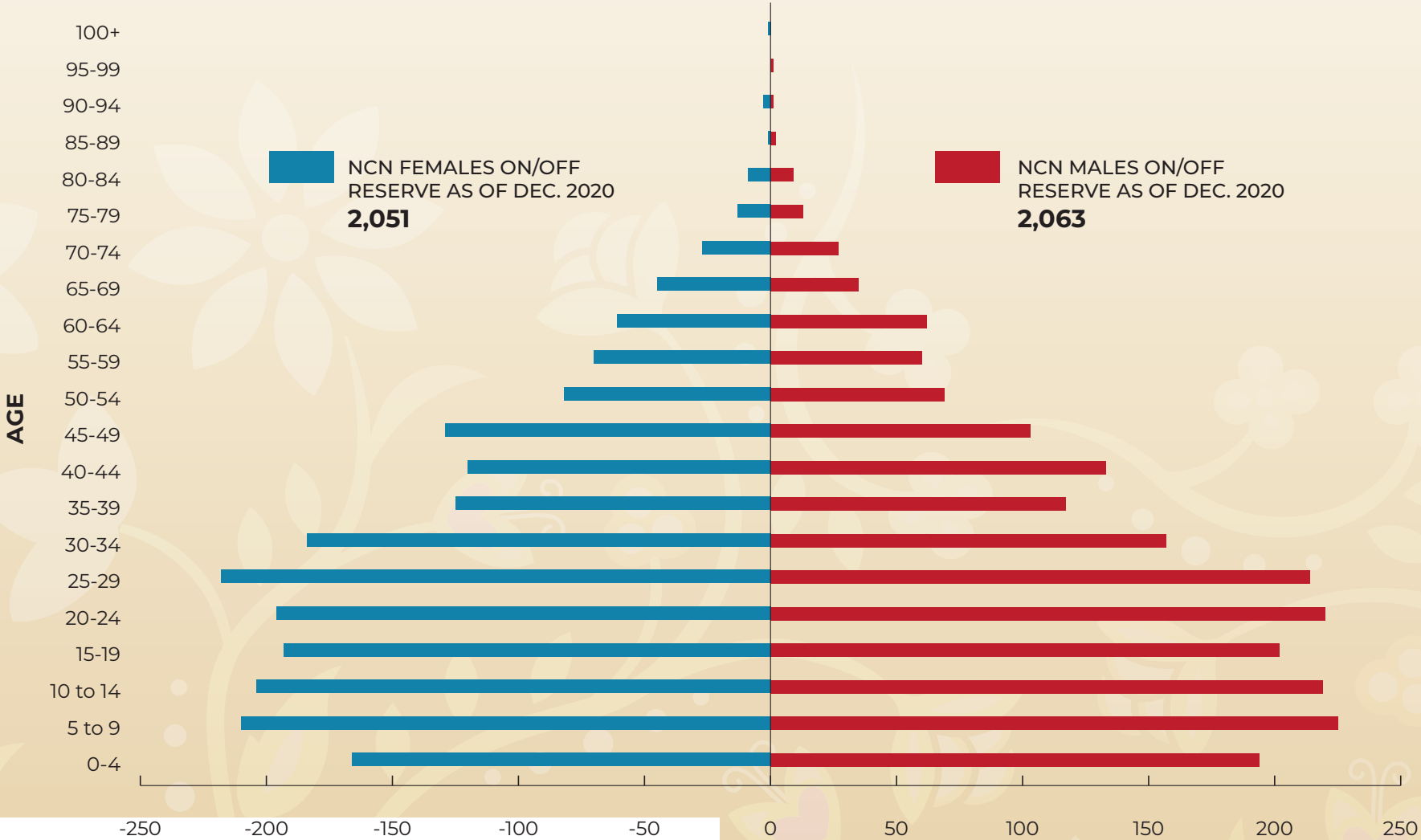
PROJECTED	2024-25	2025-26	2026-27	2027-28	TOTAL
Revenue	\$41,600,000	\$42,016,000	\$42,646,240	\$43,285,934	\$169,548,174
Expenses	\$37,900,000	\$38,658,000	\$39,431,160	\$40,219,738	\$156,208,898
Total	\$3,700,000	\$3,358,000	\$3,215,080	\$3,066,196	\$13,339,276



Nisichawayasihk Cree Nation (the Nation) Population

A primary tool for planning is the use of population statistics to identify programming needs in the future. As our population increases, health and family services still need to be provided regardless of location. The population

pyramid (below) is based on December 31, 2020 figures. The total membership was 5,000+ members. The continual emigration (moving out of the home community) of the population is a trend that will continue due to lack of housing, medical, education and employment opportunities.



CONCLUSION

The next 4-year period will see the population of NCN, both in the community and elsewhere in Manitoba, increase, thus increasing the need for the Centre's services and programs. It is imperative for the health and wellness of the citizens of NCN that all NCN organizations work together to meet those needs. Better communication, transparency, cooperation and collaboration between the organizations will strengthen the ability of our people to meet the challenges that will come and to make the best of the opportunities that present themselves.

The Centre's Strategic Plan has a strong financial underpinning. We will continue to build on the many programs and services to ensure that the Centre meets all the community's needs. We will continue to ensure that all members and residents of the Nisichawayasihk Cree Nation (children, youth, adults, and elders) have the opportunity to participate in activities and enjoy health and wellness regardless of age, gender, or physical condition.



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