

PROPOSAL FOR THE DEVELOPMENT OF PREVENTION SERVICES FOR SIX NATIONS

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Outline: Vera Styres

Suggestions: Staff

PROPOSAL FOR THE DEVELOPMENT OF PREVENTION SERVICES FOR SIX NATIONS

The Ohsweken Branch Office of Children's Aid Society of Brant is unique in the sense that Native people provide services to the Native community. Program development is structured to meet the needs of the Native children and families served. Recognition of cultural values is essential to the healthy development and functioning of the Native individual, family unit and the Native community as a whole.

A prevention service presently provided by Native staff is the H.O.M.E. Program (Helping Our Moms Effectively). This is a prevention program for moms and infants. It is our feeling that the H.O.M.E. Program could serve as a basis for the expansion of prevention services for the Six Nations Reserve.

The current structure at Children's Aid Society of Brant, Ohsweken Branch Office, for protection services is comprised of supervisor, secretary, receptionist/typist, intake worker, three family workers and a part-time foster home finder. Staff function as a team to provide protection services to children. We would like to see a similar structure for prevention services to the Native community. The prevention services could be seen as a separate unit comprised of a supervisor, clerical staff, two prevention workers and the H.O.M.E. Program.

As the funding would be administered by Band Council, accountability would flow from the Supervisor to a Board of Directors. The Board would be comprised of representation from various service agencies in the native community, Band Council representation and

resident band members of the Native community. The provision of services to children and families in the Native community would be more effective if Prevention and Protection Programs functioned as a network. It is our feeling that if the prevention services were operated separate and apart from protection services, a duplication of services and a confusion of the lines of responsibility could detract from the effectiveness of services.

Board Of Directors For The Prevention Services

With the consent of Band Council a Board of Directors would be established for the purpose of administering the policies and prevention programs for the Six Nations Reserve. We would recommend that the Board be comprised of four members from the service agencies in the Native community plus four band members and a Band Council representative. Interested individuals would be selected by Band Council or by an Ad-Hoc Committee designated for the development of a Board of Directors for the prevention services.

This leaves the question of who would be responsible for establishing such a Board. Perhaps this could be developed by the Community Services Committee.

Proposed Structure

Under the direction of the supervisor the prevention program would provide the following prevention services. We would like to see the prevention program developed following the attached schema.

H.O.M.E.: The current structure of the H.O.M.E. Program is comprised of one full-time coordinator, one part-time assistant coordinator and one part-time secretary/receptionist. Accountability of the program and the staff is to the Ohsweken Branch Office Supervisor.

H.O.M.E. is a preventative program which provides a service to Native moms who are experiencing difficulty coping with new motherhood. Single mothers were indentified as a target population. By identifying high risk infants at the earliest stage of life, intervention is possible to decrease the need for provision of treatment services to these children later in life. When an infant is in need of protection a referral is made to the protection unit. A protection worker and H.O.M.E. assess the situation and work in conjunction with the plan outlined for the family.

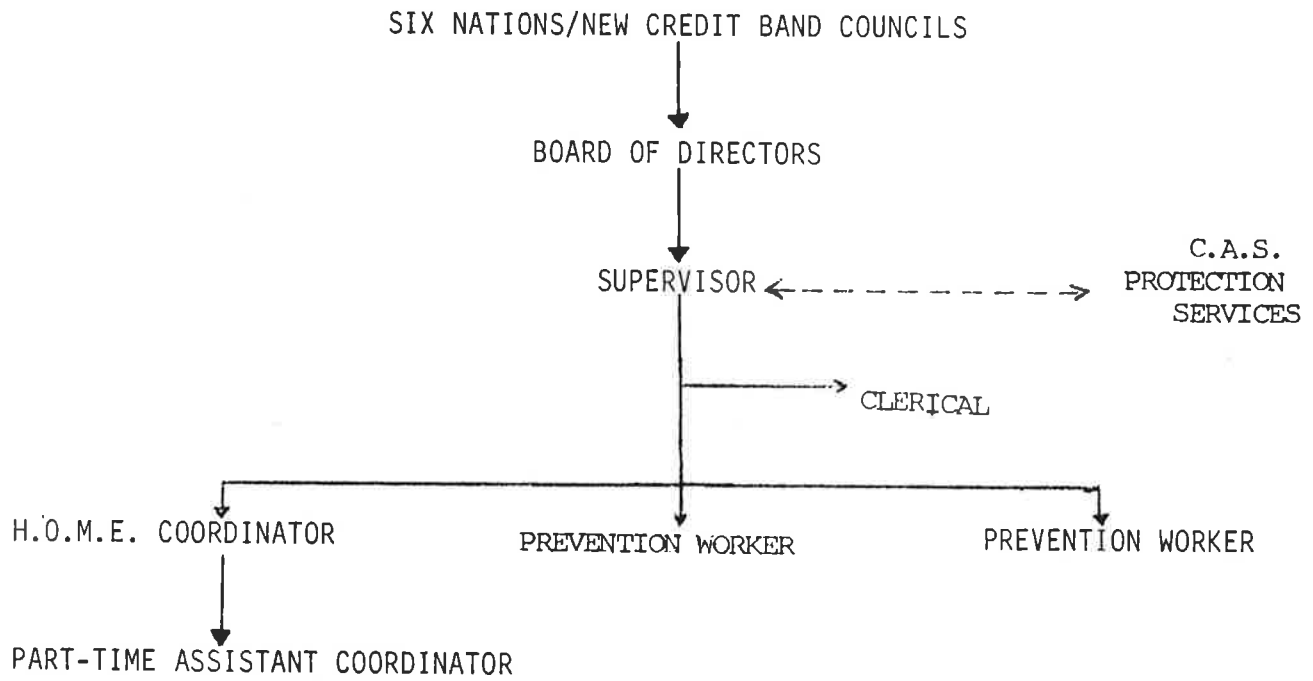
PREVENTION WORKERS: Protection services have identified adolescents and latency aged children as a target population for prevention services. Prevention workers would be utilized to provide services in a family situation where the child or children are not at risk but support services are necessary to monitor a situation where it has been determined there is potentially a risk for the child in the home. A referral would be made to the protection unit in a situation where a child is at risk and possibly in need of protection. A protection worker and prevention worker would assess the situation and determine the appropriate service for the family. For example, for a parent/child conflict where the child is not at risk in the home but prevention services are necessary, a prevention worker could be utilized to contract between a child and parent(s), and thus, provide intervention to avoid a possible family breakdown. Contracting would focus on discipline

measures, rules at home, expectations of parent and child, etc. Protection issues would be referred to the protection service.

Lines Of Accountability: Monthly statistical information and program activities would be provided by the supervisor at a monthly meeting to the Board of Directors. Accountability of the Board of Directors would be to Band Council or the Welfare Committee in the same manner the supervisor of protection services (Vera Styres) submits a monthly report.

It is our feeling that the networking of protection and prevention service programs would greatly enhance the effectiveness of a service delivery program for children and families of the Native community. We hope our proposal meets with your careful consideration and consequently, with Band Council approval. I would be willing to discuss this proposal in more detail at your convenience.

SCHEMA FOR PREVENTION WORKER'S





The Children's Aid Society of Brant

INCORPORATED

REPLY
ATTENTION OF

70 CHATHAM STREET
BRANTFORD, ONTARIO
P.O. BOX 774, N3T 5R7
TELEPHONE 753-8681

February 11, 1985

Mr. Bryan Shields,
Program Supervisor
Ministry of Community and
Social Services
119, King Street West
7th Floor
P.O. Box 2112
HAMILTON, Ontario
L8N 3Z9

Dear Mr. Shields:

RE: NATIVE CHILD WELFARE PREVENTION PROGRAMS

This is to inform you that at its meeting of January 30, 1985 the Board of Directors of the Children's Aid Society of Brant approved a motion to enter into an Agreement of Service with the Minister of Community and Social Services for the Province of Ontario to provide Native Child Welfare Prevention Programs on the Six Nations Reserve and the New Credit Reserve.

Attached hereto please find the agreements duly executed by the Society.

We have contacted the Councils on both Reserves with the request that they consider entering into an agreement with the Society. If and when these Agreements are signed, we will be happy to provide you with a copy.

Thank you for your efforts on our behalf.

Sincerely,

T.W.A. van Overdijk
EXECUTIVE DIRECTOR

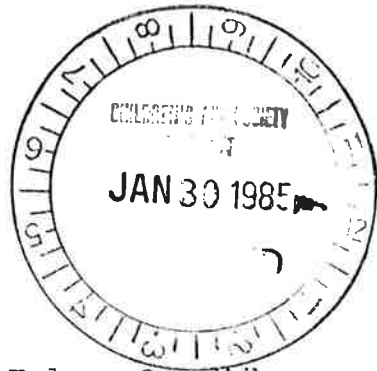
TvO/sb

encl.



Ministry of
Community and
Social Services

Ontario



Telephone: (416) 521-7300

119 King Street West
7th Floor
P.O. Box 2112
Hamilton, Ontario
L8N 3Z9

January 22, 1985

Mr. Ted van Overdijk
Executive Director
Brant Children's Aid Society
70 Chatham Street
Brantford, Ontario
N3T 5R7

Dear Ted:

RE: NATIVE CHILD WELFARE PREVENTION WORKERS

Further to our meeting with Joan Harrison of Legal Services Branch, I am enclosing for your Board's approval the two legal agreements for the Native Child Welfare Prevention program.

Both agreements, that is one for the New Credit Reserve and one for the Six Nations Reserve, include allowance for the Society to enter into their own agreements with each of the two Councils. This is approved on the understanding that both of these agreements would be made available to the Ministry upon request.

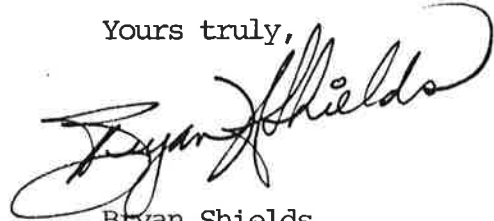
Would you please have the appropriate signing authorities sign both agreements and affix the corporate seal where indicated on the agreement. As well, please have them initial each of the Schedules, pages "A", "B" and "C", and return to the Area Office for final approval at your earliest convenience.

Given the late start-up for these programs, we will forward to the Society a fiscal amount for January 1st, 1985 to March 31, 1985 of \$15,000, which is one-quarter of the annual approved amount of \$58,000 for 1984-85.

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I trust this will be helpful in facilitating the implementation of this program, however should you require any assistance in this regard, please do not hesitate to contact me.

Yours truly,

A handwritten signature in black ink, appearing to read "Bryan Shields". The signature is written in a cursive style with a large, sweeping flourish at the end.

Bryan Shields
Program Supervisor

BS/mf
Enclosure

cc L. E. Strang
Margaret Strecker
Norm Abrahams



The Children's Aid Society of Brant

INCORPORATED

REPLY
ATTENTION OF

70 CHATHAM STREET
BRANTFORD, ONTARIO
P.O. BOX 774, N3T 5R7
TELEPHONE 753-8681

February 11, 1985

Chief Frank LaForme
Chief Councillor
Council of the Mississaugas
of the Credit,
Council House
RR 6
HAGERSVILLE, Ontario
NOA IMO

Dear Chief LaForme:

RE: NATIVE CHILD WELFARE PREVENTION PROGRAM.

This is to inform you that at its meeting of January 30, 1985 the Board of Directors of the Children's Aid Society of Brant approved a motion to enter into an Agreement of Service with the Minister of Community and Social Services for the Province of Ontario to provide a Native Child Welfare Prevention Worker for deployment on the New Credit Reserve.

In its turn the Children's Aid Society of Brant would like to enter into an agreement with Council in accordance with the terms set out in the attached form. By this means, the Society wishes to ensure that the proposed Prevention Program meets the expectations of Council.

It is hoped that Council will seriously and positively consider the opportunity this proposed Program may afford the families and children of the New Credit Reserve, and make the decision to affix its signature to the attached Agreement.

A copy of the Agreement executed between the Ministry of Community and Social Services and the Children's Aid Society of Brant is also attached for your information.

Sincerely,

T.W.A. van Overdijk
EXECUTIVE DIRECTOR

TvO/sb
Enc.

Quality social services are not a liability . . . they are a public utility



The Children's Aid Society of Brant

INCORPORATED

REPLY
ATTENTION OF

70 CHATHAM STREET
BRANTFORD, ONTARIO
P.O. BOX 774, N3T 5R7
TELEPHONE 753-8681

NATIVE CHILD WELFARE PREVENTION PROGRAM

This Agreement made in duplicate

Between The Children's Aid Society of Brant
(hereinafter referred to as " The Society ")

And The Council of the Mississaugas of the Credit
(hereinafter referred to as " The Council ")

Whereas the Society has entered into an agreement with Ontario to provide a Program of Prevention Services for Native Children who reside on the New Credit;

And Whereas the Society is desirous of ensuring that the Delivery of this Prevention Program meets the expectations of The Council;

Therefore the Parties agree as follows:

1. Program and Staffing

- 1.1 The Society agrees to provide services in accordance with the Program Description attached as Schedule "A" to the agreement executed between Ontario and the Society dated .
- 1.2 The Society and the Council agree that the staff member to be hired as the Child Welfare Prevention Worker is a member of the New Credit Band and meets the qualifications and has the relevant experience as agreed upon by the Council and the Society.

2. Selection and Hiring

- 2.1 The Society and the Council will strike a joint selection committee consisting of a total of five (5) members, three (3) of whom are appointed by the Society and two of whom are appointed by the Council. The purpose of the joint selection committee shall be to interview all applicants and, select the applicant most suitable for the position of Child Welfare Prevention Worker for the New Credit, and shall notify the Society and the Council of its preference.
- 2.2 The Society shall hire the selected applicant at the salary rate agreed upon between the Society and the Council and shall place the employee on probation for a period of six (6) months after which, upon completion of an evaluation, the Society will decide, with input from the Council, whether or not the employee will be kept on staff until the end of the contract:

3. Office Location

3.1 The Council will be responsible for the preparation of office space for the Child Welfare Prevention Worker in the Council House of the New Credit, including the purchase or rental of a desk, desk chair, filing cabinet, typewriter, telephone and other office equipment deemed to be required by the Society for use by the Child Welfare Prevention Worker; the purchase price or rental rates of such office equipment shall be subject to the prior approval of the Society:

3.2 The Society will reimburse the Council, upon receipt of the accounts therefore, for the equipment purchased, or rented and will also pay the Council an agreed upon amount for rental of the space occupied in the Council House by the Child Welfare Prevention Worker:

4. Supervision

The Society will be responsible for the supervision of the Child Welfare Prevention Worker and shall provide this Supervision through the Supervisor of its Branch Office in Ohsweken:

5. Reporting

The Society will report to the Council or to a Committee designated by the Council, on a monthly basis, on the activities carried out by the Child Welfare Prevention Worker, and receive suggestions from the Council or the Committee as to additional activities that might be considered to be worthwhile for implementation by the Child Welfare Prevention Worker.

6. Evaluation of Service

The Council and the Society will evaluate the service rendered by the Society on a yearly basis, prior to the expiration of the contract:

7. Term

This agreement will be in force from the _____ day of _____, 19____, until it is superseded or replaced by a subsequent agreement or until it is terminated by either party by giving sixty (60) days written notice to the other party. In the event of termination, the Society will notify forthwith and refund Ontario any monies advanced and not expended in accordance with the Approved Budget.

In Witness Whereof this agreement has been executed under seal by
on behalf of the Society and on behalf of the Council by

Signed, Sealed and Delivered on the _____ day of _____,
19____ in the presence of:

On behalf of the
Children's Aid Society of Brant

On behalf of the
Council of the Mississaugas of the
Credit



The Children's Aid Society of Brant

INCORPORATED

Quality social services are not a liability . . . they are a public utility . . .

21 October, 1985

Mr. H.E. Longboat
A/ District Superintendent of Education
Brantford Education District
Indian and Northern Affairs Canada,
Oshweken Post Office
OSHWOKEN, Ontario
NOA IMO

Dear Mr. Longboat:

RE: Native Child Welfare Prevention Worker Project

I am advised by Mrs. Nina Burnham that Six Nations Council has approved the job description for the subject prevention worker. This is a major step and the way is now open for the more detailed negotiations to begin with the Ministry of Community and Social Services.

Mrs. Burnham has suggested that you may wish to initiate that contact on behalf of the Six Nations community. The person to contact is:

Mr. Bryan Shields
Program Supervisor
Ministry of Community and Social Services
Box 2112
119 King St. West
HAMILTON, Ontario
L8N 3Z9

To assist you, I have enclosed draft papers which I had prepared during the early stages of discussions about the Prevention Worker Project. At that time, the Children's Aid Society was seen as a necessary party to the contract. The advent of the Child and Family Services Act permits the Ministry and the Council to conclude the necessary agreements directly.

The Society, naturally, has a deep interest in the success of the project and we are very willing to discuss the ways in which we can participate with you. I await your invitation to review this further.

70 CHATHAM STREET
P.O. BOX 774
BRANTFORD, ONTARIO N3T 5R7
TELEPHONE (519) 753-8681

— REPLY ATTENTION OF —

POST OFFICE
OSHWOKEN, ONTARIO
NOA 1M0
TELEPHONE (519) 445-2247

P. 2

In an effort to expedite this process, I am sending a copy of this letter and its enclosures to Mr. Shields.

Yours very truly,

A handwritten signature in blue ink, appearing to be 'RAM', written in a cursive style.

R.A. Mullen M.S.W.
Interim Local Director

RM/sb

c.c. Mr. Bryan Shields
Ministry of Community and Social Services

Mrs. Nina Burnham
Six Nations Council

This Agreement for the delivery of Native Child Welfare

Prevention Programs is made in duplicate

Between The Province of Ontario
(hereinafter referred to as "Ontario")

And The Children's Aid Society of Brant
(hereinafter referred to as "The Society")

And The Council of Six Nations
(hereinafter referred to as "The Council").

Whereas Ontario and the Society have entered into an agreement to provide a program of preventive child welfare services for the Native children who reside on the Six Nations Reserve,

And Whereas Ontario and the Society are desirous of ensuring that the delivery of the prevention services meets the expectations of The Council,

Therefore the Parties agree as follows:

1. Program and Staffing

(a) The Society agrees to provide services to the program in accordance with Program Description as attached at Schedule "A" to the Agreement executed between the Parties and dated

(b) The Society and the Council agree that the person to be hired as the Native Child Welfare Prevention Worker (hereinafter called "the prevention worker") is a member of the Six Nations Band and meets the qualifications and has the relevant experience as agreed upon by the Council and the Society.

2. Selection and Hiring

(a) The Society and the Council will strike a joint selection committee to consist of three (3) members. Two members shall be appointed by the Council and one member shall be appointed by the Society. The joint selection committee shall interview all qualified applicants and from these select the applicant most suitable for the position of the prevention worker and shall

notify the Society and the Council of its preference.

(b) The Council shall approve of the candidate to be hired as the prevention worker.

(c) The Council shall hire the selected applicant at the salary rate as specified in Schedule "C" to this Agreement. The prevention worker shall be hired on contract for a period not exceeding one year. The contract may be renewed upon this Agreement being renewed by the Parties.

3. Office Location

(a) The Council will be responsible for the provision of office space for the prevention worker. The Council will be responsible for the purchase of necessary equipment, resources and facilities as required by the prevention worker in accordance with the items and amounts approved in Schedule "C" to this Agreement.

4. Supervision

The Council will ensure that the prevention worker is given adequate supervision to ensure the satisfactory delivery of the Program. Until further arrangements may be made, supervision will be provided through the office of the District Superintendent of Education.

5. Reporting

(a) The supervisor of the Program will report to the Council or to a committee designated by the Council, on a monthly basis, on the activities carried out by the prevention worker.

(b) The supervisor will report and make recommendations and will receive suggestions from the Council or the committee designated by Council with respect to the overall operation of the prevention Program.

6. Evaluation of Service

The Council and the Society will conduct an evaluation of the prevention Program on an annual basis. Each evaluation shall be completed at least thirty (30) days prior to the expiration of the current contract.

DRAFT

17 Sep 85

day of _____, 19____

7. Term

(a) This Agreement shall be in force from the 19____, until it is replaced or superseded by a subsequent Agreement or a renewal of the terms of this Agreement or until it is terminated by either party.

(b) This Agreement may be terminated by either party giving sixty (60) days written notice to each of the other Parties to the Agreement.

(c) In the event of termination of the Agreement, the Society will forthwith notify Ontario and refund to Ontario any monies advanced for the prevention program but not expended in accordance with the approved budget at Schedule "C".

In witness whereof this Agreement has been executed under seal by and on behalf of the Society and on behalf of the Council by the proper signing officers.

Signed, sealed and delivered on the _____ day of

_____, 19____ in the presence of:

On behalf of the
Children's Aid Society of Brant

On behalf of the
Council of the Six Nations

NATIVE CHILD WELFARE PREVENTION PROJECT

(SIX NATIONS RESERVE)

1. PURPOSE This prevention project exists to enhance the ability of the Six Nations Reserve to identify the child welfare needs of its community and then to take direct action to meet those needs so as to prevent future problems and difficulties from arising.
2. FOCUS - Preventive measures to meet identified needs of children may be delivered to an individual, a family, a group or the to the community at large so long as the measures taken will prevent future problems and difficulties from arising for children.
3. PROJECT CONTROL - The overall control and direction of the child welfare prevention project and of the individual(s) employed as the prevention worker to deliver the project shall rest with the Council of Six Nations and may be delegated to a committee or to an individual by resolution of the Council.
4. OPERATIONAL CONTROL - Daily control and direction of the work and conduct of the prevention worker and of the delivery of the child welfare prevention project in the Six Nations community shall rest with the Acting District Superintendent of Education who shall report to Council or to a committee designated by Council on a regular basis at times and in the manner required by the Council.
5. FUNDING - Funding for this project shall flow from the Ministry of Community and Social Services through the Children's Aid Society of Brant to the Council of Six Nations. The Council of Six Nations shall see to the distribution of the funds for the prevention project in accordance with the budget specified at Schedule "C", and Council shall ensure that a monthly statement

of account is submitted to the Society for reporting to the
Ministry.

6. STAFFING - The project will employ one person as a prevention worker on a full-time basis for the duration of the current contract period. The prevention worker shall report to and be under the day-to-day supervision of the Acting District Superintendent of Education.
7. AUTHORITY - Neither the supervisor of the project nor the prevention worker
LIMITATION will be empowered as "child protection worker" for purposes of the Child and Family Services Act 1984, and therefore will not be expected nor authorized to carry out apprehension of children or other mandated protection duties under that Act.
8. ROLE OF - The Children's Aid Society of Brant will be responsible to ensure:
C.A.S.
 - (a) that the prevention worker has a clear line of referral to the Society whenever a child protection matter is discovered;
 - (b) that consultation and training in child welfare and child protection matters are made available to the prevention worker and to the project supervisor as required;
 - (c) a representative of the Society is available on invitation to the Supervisor, to the Council or to an individual committee designated by Council, to participate in the control and direction of the overall project;
 - (d) that regular reports are prepared and submitted to the Ministry of Community and Social Services as may be required by the Ministry.