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**Information Note  
Child, Youth and Family Services (CYFS)**

**Title: Revised MOU “Working Relationship Agreements” between Child, Youth and Family Services (CYFS) and Sheshatshiu Innu First Nation (SIFN) and Mushuau Innu First Nation (MIFN).**

**Issue: To provide Cabinet with an update on a process for how CYFS will work with the Mushuau Innu First Nation (MIFN) and Sheshatshiu Innu First Nations (SIFN) in support of improved child protection service delivery.**

**Background:**

- MC2010-0260 approved the organizational structure and budget for the new Department of Child, Youth and Family Services. The Cabinet Paper (CYFS 2010-001) noted that a dedicated team would be established to look at options for service delivery in Labrador, specifically in the Innu and Inuit Zones, in light of the unique challenges in this area, particularly for child protection. This dedicated team was designed to engage Aboriginal leadership in recognition of the importance of their input but also to provide capacity building in the event that devolution proceeds in the future.
- Originally it was thought the new service delivery model might be a series of concrete changes to CYFS structures or program delivery on the ground. Through discussion among Working Group members, involving aboriginal leaders and CYFS, it became clear that what was needed was a new way of working together which resulted in the development of a Memorandum of Understanding (MOU) for Planning and Service Coordination.
- These individual MOUs were developed and signed on November 6, 2012 between CYFS with the SIFN and MIFN as well as with the Nunatsiavut Government (NG). The goal of the current MOUs is to improve planning around the safety and placement of aboriginal children and youth, as well as to enhance service coordination and delivery. The principle components of the current MOUs are:
  - a process for sharing information on children and youth who are currently on CYFS caseloads; and
  - a separate committee for each First Nation as well as the Nunatsiavut Government called a Planning Circle, with consistent representation from each aboriginal organization and CYFS, to review this shared information regularly in order to identify specific and practical ways to improve service delivery within the communities and for children and youth on a CYFS caseload.
- Sharing of information is not a new policy as it has been done on an informal, sporadic basis on individual cases between employees of CYFS and Aboriginal organization to assist clients for many years.
- Unfortunately, operationalizing the MOU, including the establishment of the Planning Circle processes in 2013 in Sheshatshiu and Natuashish, despite best efforts by all parties,

has not achieved the successes and outcomes as envisioned. The leadership in the communities has continuously expressed displeasure with the process and in Fall, 2014 requested CYFS to work with them to develop a new MOU agreement, one that they felt would be more reflective of their realities in supporting capacity building and improving service coordination.

- A new draft MOU “Working Relationship Agreement” (the “Agreement”) in Appendix A with the Innu has been in development for several months and outlines more specifically the activities that will be undertaken to improve service coordination and information sharing. A companion service delivery handbook is also under development which will provide specific examples of how working together will be achieved. The Planning Circle process has been replaced with a Joint Committee process which although similar to the Planning Circle process, has more clearly defined specific case planning and coordination functions.
- Reference to the Innu Healing Strategy (2014) is also more prevalent in the new “Agreement”. This was identified to be important in that while CYFS is guided by legislation in decision making regarding the protection of children and youth, so too does the Innu leadership has responsibilities to uphold and be accountable in support of its members.
- Another notable change requested by the Innu leadership in the new “Agreement” is an expanded role of the Innu Round Table Secretariat to be a named party in the agreement. The Innu view this as another important step to supporting a future devolution of child protection services.
- As in the former Memorandum of Understanding, the new “Agreement” will include planning only for children, youth and their families who are members of the SIFN and MIFN normally resident at Sheshatshiu or Natuashish, respectively. At this time, the new “Agreement” will not include members who may permanently reside in other areas in the province; however this can certainly be considered at a future time.
- The new “Agreement” language continues to acknowledge that CYFS is responsible for child protection under provincial legislation and while the “Agreement” seeks to ensure meaningful contribution from Innu representatives to CYFS decision-making, CYFS remains solely responsible to make decisions. The language in this new “Agreement” does, however, contain language such as all parties will make their best efforts to reach consensus in best interests of children and their families. The handbook under development will provide the necessary context for both Innu and CYFS staff regarding its interpretation.

- Prevention Services are also a component of this “Agreement” and while this is not a specific mandate for CYFS, there is an important contributory role for CYFS in assisting wherever practical and applicable which is outlined in the new “Agreement”. It should be noted the “Agreement” states CYFS is not taking over responsibility for prevention services, rather the Province will continue to support the Innu Nation’s request of the Government of Canada for funding to develop and deliver prevention services in their communities.
- As with the previous Memorandum of Understanding this “Agreement” makes provision for either party to terminate or request a review of the agreement.
- CYFS recognizes the challenges regarding capacity of the Innu leadership and its employees to carry out all the commitments of this “Agreement”. A pilot project funded by CYFS to support the creation of a CYFS Liaison function within the Innu Nation will be implemented in 2015/16 fiscal year (for a period of six months) following signature of this “Agreement”. When the “Agreement” is signed, a grant will be issued to the Innu Nation to employ an individual experienced in child protection matters to assist for a six month period, commencing October, 2015. Budgetary considerations and project effectiveness will determine whether CYFS will consider funding beyond the current commitment in the “Agreement”.
- The Department of Justice and Public Safety and Labrador and Aboriginal Affairs have participated in the discussions leading to the development of the new “Agreement” and are in support of a new structure with the Innu Nation communities. There has been caution raised with CYFS including language such as “trying to build consensus” and “best efforts” in decision making due to its perceived ambiguity; however since CYFS clearly identifies its legislated responsibilities in this Agreement and is developing a handbook to provide clear examples where applicable. CYFS is prepared to manage within this “Agreement” in an effort to enhance service delivery on the front line in these two communities. Should risks emerge which has a direct impact on CYFS mandate and responsibilities, CYFS will consider termination of the “Agreement”.
- The existing MOU (signed in November, 2012) with the Nunatsiavut Government (NG) has been demonstrated to be effective in improving service coordination and information sharing. Regular meetings have been occurring and progress is evident. However NG has also indicated an interest in renewing the MOU agreement with a view to including language of the new draft Innu “Agreement”. A separate discussion will be occurring with NG in the coming months to strengthen the current agreement, where deemed appropriate.
- While final confirmation has not been received by the Innu Aboriginal leadership, in anticipation of a favorable response, a signing is tentatively planned for September 29, 2015 when the leadership is in St. John’s for the quarterly Innu Round Table Secretariat meetings.

**Action Required:**

- This note is submitted for information purposes.

**Prepared by: Donna O'Brien, Assistant Deputy Minister**

**Reviewed by: Rachelle Cochrane, Deputy Minister**

**Approved by: Sandy Collins, Minister**

September 14, 2015

A handwritten signature in blue ink, appearing to be 'R', is located below the date. The signature is stylized and somewhat abstract.

**WORKING RELATIONSHIP AGREEMENT**

Made on \_\_\_\_\_ (date) between:

HER MAJESTY IN RIGHT OF NEWFOUNDLAND AND LABRADOR,  
as represented by the Minister of the Department of Child, Youth and Family Services  
("CYFS")

and

SHESHATSHIU INNU FIRST NATION, as represented by its Chief  
("SIFN")

and

MUSHUAU INNU FIRST NATION, as represented by its Chief  
("MIFN")

and

INNU ROUND TABLE SECRETARIAT, a body corporate,  
("IRTS")

**WHEREAS**

- The parties wish to build their relationship in the best interests of Innu children and youth;
- The parties seek to improve upon the work they started together under the MOUs signed between CYFS and each of the First Nations on November 6, 2012;
- The parties recognize that the Innu are working towards self-government and Innu-led service delivery in child protection and other services, and see greater cooperation between the parties and greater involvement of Innu Staff with CYFS Staff as helpful steps in that journey and want to outline in this document how to share information and work together to help families in the Innu communities;
- The IRTS is a body corporate created by the Innu to jointly undertake some of its child and family prevention services as well as work in child protection cases with the SIFN and MIFN staff;
- There is important work that Innu and CYFS want to do together to further the above goals:
  - ss. 4-7 establish a priority Out-of-Community Review to discuss the children and youth who are placed outside the community and look for ways to assist in bringing children and youth home where possible;
  - ss. 8-11 establish a Joint Committee, operating in each Innu community, to provide an opportunity for regular discussions of systemic issues and collaboration on pro-active responses;

- ss. 12-19 establish a notification and case conferencing process to guide the ongoing day-to-day connection between CYFS staff and Innu staff, and ensure opportunities for Innu contribution to CYFS decisions about individual Innu children and youth; and
- ss. 20-23 establish a system for engagement between Innu-led prevention work and CYFS and its legislative mandate, including opportunities for bringing forward concerns for at-risk pregnant women;

The parties have therefore made this Agreement:

### **Introduction**

1. In 2011, the Innu proposed a community-based comprehensive approach to Innu healing and that this would be co-ordinated through the Innu Round Table. This work resulted in the Innu Healing Strategy (2014). Some of the principles outlined by the Innu are relevant to the work being done under this Agreement. Those principles include:
  - a. if true healing of social and health problems (and other ills) is to occur, individuals, families, and communities must be engaged as ready and willing participants (p.3);
  - b. healing must be built from the ground up, with Innu families as the focus (p. 5);
  - c. critical changes are needed to external non-Innu services as well as to Innu institutions and procedures (p. 5);
  - d. SIFN and MIFN community members identified needs not being adequately addressed through existing healing programs to include: addictions, limited training/mentorship, recreation programs for children and youth, teen pregnancy and abuse, among others (p.8);
  - e. we are committed to the mission to rebuild healthy, sustainable, and resilient Innu communities (p. 10);
  - f. we honour the Innu Healing Values of respect, trust & honesty, cooperation, family, and nature (p. 12).
  - g. To maximize Innu family integrity, while reducing risk to Innu children and families; and
  - h. To help Innu capacity building and develop Innu organizations within the framework of the Innu Healing Strategy.

2. Under the current framework the parties acknowledge that:
  - a. CYFS is responsible for child protection under provincial legislation. While this Agreement seeks to ensure that Innu staff can make a meaningful contribution to CYFS decision-making, CYFS will remain solely responsible to make decisions as required under their governing legislation and policy, including urgent decisions;
  - b. SIFN, MIFN and their joint body the IRTS are progressively assuming responsibility for prevention and family support. There is no provincial or federal legislation on those matters. This Agreement does not alter that arrangement or expand the mandate of CYFS; and
  - c. CYFS will work with the Innu in order to share their expertise and knowledge in the area of child protection and assessment and reduction of risk to families, and in this way assist to build Innu capacity in this area.
3. The term “case conferencing” is used in this Agreement. This means that the parties will:
  - a. Share ideas and information openly and respectfully using the mutually-agreed case conferencing protocols set out in this Agreement and any further mutually-agreed details that may be set in the Service Delivery Handbook (Innu Zone);
  - b. Value each other’s perspectives and knowledge and be open to learning new things and to changing one’s own opinion;
  - c. Learn about and seek to understand each other’s roles, policies, cultures, perspectives and experiences;
  - d. Use their best efforts to build toward consensus within the scope of the current framework set out in section 2(a) that the parties are working under, and use their best efforts to implement those actions or decisions which are agreed. The parties commit to develop a joint Handbook to further outline their expectations in how this will be operationalized; and
  - e. Remain open to ongoing communication, reconsideration of decisions and new decisions at a future time, as long as the case is ongoing.

### **Out of Community Review**

4. As their first priority, the parties will conduct a review of the Innu children and youth now placed outside of their home communities ("Out-of-Community Review"). The Review will begin as soon as possible. The scope of the Review includes all Innu children and youth in care or custody outside of their home community through CYFS, whether in temporary, continuous custody, or by consent, including those children and youth who are the subject of active court proceedings or otherwise.
5. The goals of this Out-of-Community Review are:
  - a. For CYFS to inform representatives for SIFN, MIFN and IRTS about the circumstances that have led to the current situations for the affected children and youth;
  - b. For CYFS to advise representatives from SIFN, MIFN and IRTS about their current plans for these children and youth and any alternatives available to the knowledge of CYFS;
  - c. For SIFN, MIFN and IRTS to provide relevant information they may have regarding the child or youth and alternatives available to their knowledge;
  - d. For the parties to discuss the individual case of each Innu child or youth now placed outside of their home community, and try to build toward consensus on the best course of action;
  - e. For the parties to discuss the systemic issues arising from these cases, and try to reach consensus on actions and/or recommendations to be made to reduce the need for out of community placements.
6. Where a new course of action is agreed upon during the Out-of-Community Review, the parties will implement those changes to the best of its abilities, barring unforeseen changes in circumstances.
7. The Out-of-Community Review will produce a joint summary report that will be made available to SIFN and MIFN leadership and staff. The report will include:
  - a. anonymous statistics on the case review process and its outcomes;

- b. the actions and recommendations that were developed; and
- c. a brief summary of the report that is able to be shared in the community, while ensuring the confidentiality of the families affected.

### **Joint Committees**

- 8. A Joint Committee will be created in each of SIFN and MIFN with the following participants:
  - a. the Innu Zone Manager and Regional Director of CYFS, and any other representative(s) determined by CYFS;
  - b. the CYFS Transition Coordinator of the IRTS, and any other representative(s) determined by IRTS;
  - c. for the Joint Committee in Sheshatshiu, the SIFN Social Health Director, and any other representative(s) determined by SIFN; and
  - d. for the Joint Committee in Natuashish, the MIFN Health Commission Director, and any other representative(s) determined by MIFN.
- 9. The Joint Committee for SIFN will meet quarterly in Sheshatshiu and the Joint Committee for MIFN will meet quarterly in Natuashish. Additional meetings can be scheduled in cases where an urgent need to meet sooner is agreed upon by the parties. Meetings may be held by conference call if necessary, but the parties will try to meet in person as often as possible. If all parties agree, arrangements may be made in special cases to hold the Joint Committees together in one place.
- 10. The goals of the Joint Committees are:
  - a. To build better understandings of resources currently available within the Innu communities or currently accessible by CYFS or Innu service providers. At a minimum, the parties will create a resource binder (with a copy for each party), exchange organizational charts and staff contact information, and update those documents annually, or more often if significant changes occur;
  - b. To develop staff training, orientation and ongoing professional development including community integration. At a minimum, the parties will arrange for training of their respective staff on this Agreement, ideally in joint sessions;

- c. To discuss systemic issues arising from child protection matters, including pressure points, source of conflict, trends, and any other concerns of any party;
  - d. To promote the coordination of services, including the smooth and effective operation of case conferences;
  - e. To identify gaps in services that could help improve child protection or could reduce the need for and level of intervention required in child protection;
  - f. To explore human resources needs and opportunities, including by promoting opportunities for Innu persons;
  - g. To consider special projects, such as research or other initiatives; and
  - h. To address any other matter for the best interests of Innu children and youth or for improvement of the relationships among the parties.
11. The Joint Committee will operate by trying to reach consensus on any actions and/or recommendations to be made. Where a new course of action is agreed upon, the parties will implement those changes to the best of its abilities, barring unforeseen changes in circumstances.

### **Notice and Case Conferencing Process**

12. This Agreement establishes a process for ongoing day-to-day contact and discussions between CYFS staff and the applicable Innu staff (i.e. SIFN Social Health staff, MIFN Health Commission staff, and IRTS staff) about individual CYFS child protection cases. A chart outlining this process is provided at the end of this Agreement. Further steps and details of the process may be explained in the Service Delivery Handbook (Innu Zone), which will be developed in consultation with and subject to the consent of the Innu parties.
13. The goals of this process are:
- a. To develop better communication and better relationships between CYFS and Innu communities and organizations, in particular for SIFN Social Health staff, MIFN Health Commission staff, and applicable IRTS staff;
  - b. To ensure that applicable Innu staff have opportunities to be notified about CYFS involvement, contribute to and be meaningfully involved in CYFS decisions about Innu children and youth;

- c. To share across CYFS and applicable Innu staff the best information and fullest range of knowledge that may affect the best interests of Innu children and youth;
  - d. To promote increased CYFS understanding of Innu perspectives, culture, circumstances, knowledge and experiences, and to promote increased Innu understanding of the current child protection framework;
  - e. To share CYFS knowledge and experience in child protection, and in that way assist Innu staff to develop their own knowledge and capacity in child protection services.
14. **Client Consent:** CYFS will implement a system for routinely seeking client consent to share information with Social Health staff of SIFN, Health Commission staff of MIFN, and/or applicable staff of IRTS. Where client consent is provided, CYFS will share relevant information about that client including by engaging in case conferencing. The Innu First Nations will encourage community members to provide consent to share information.
15. **Opportunities for Contact:** As soon as possible at the following points, if there is client consent or if s. 73 of the *Children and Youth Care and Protection Act*, c. C-12.2, SNL 2010, as amended, applies, CYFS will initiate contact with the designated Innu representative(s) as outlined in the Service Delivery Handbook (Innu Zone):
- a. When a referral to CYFS occurs, including a child protection report;
  - b. When a new court application is being prepared;
  - c. When preparing a Plan for the Child;
  - d. When preparing a Safety Plan;
  - e. When removal is being considered (or in urgent cases, has occurred); and
  - f. When a change of placement is being considered (or in urgent cases, has occurred);
  - g. When the consent of the Innu Zone Manager to an adoption is being considered, and before such consent is given.

16. **Case Conferencing:** Once notified, if the applicable Innu staff decide to engage in case conferencing, CYFS will provide the key information available at that time. Key information includes information on what has occurred, ideas on how CYFS believes Innu staff involvement may assist in resolving an issue or impacting the course of action being considered by CYFS, whether removal from the community is at issue, and any timelines that apply to CYFS's need to take action or make a decision.
17. Where an urgent removal has occurred prior to notifying the designated Innu representatives, and Innu staff are willing to case conference, the parties will use their best efforts to arrange a case conference as soon as possible, and at least within 72 hours after the removal occurred.
18. If Innu staff do not want to or are unable to engage in case conferencing at time of contact pursuant to ss. 16 or 17, above, CYFS will continue with its work, and maintain the client consent on file, and respond to requests for information about the case or requests for case conferences as outlined in this Agreement and in the Service Delivery Handbook (Innu Zone).
19. The parties commit to develop together a Service Delivery Handbook to further outline how notice and case conferencing will be operationalized.

### **Prevention Services and Engagement with CYFS**

20. In the course of offering prevention and/or family support services, and subject to capacity, SIFN, MIFN and IRTS will consider opportunities for pro-active engagement with CYFS in appropriate cases with client consent. Subject to capacity, SIFN Social Health staff, MIFN Health Commissions staff, and applicable IRTS staff will implement a system for routinely seeking client consent to share information with CYFS, and will reach out to primary health and public health staff for appropriate referrals. Where client consent is provided, SIFN Social Health staff, MIFN Health Commission staff, and applicable IRTS staff will share relevant information about that client with CYFS.
21. In particular, if Innu staff engaged in prevention and/or family support services are aware that a woman is pregnant and have concerns about the expected child, or are aware that CYFS has concerns about the mother or family, the staff will, in the course of offering their services, and subject to capacity:
  - a. Seek the client consent of the mother to share information with CYFS; and

- b. If client consent is obtained, work with the mother to identify and prepare a plan for supports and services as needed and present the plan to CYFS for consideration.
22. If CYFS is approached by Innu staff in a situation described above, CYFS will participate in case conferencing and discussions, try to build toward consensus about the situation and indicate whether, in the opinion of CYFS, the mother's plans to care for her expected child are protective, barring receipt of new information or unforeseen changes in circumstances.
23. This Agreement does not alter the duty imposed on all persons by provincial legislation to report situations where a child (who, for greater certainty, is a living child who has been born), is or may be in need of protective intervention and does not alter the requirement of CYFS to undertake an investigation of any referral and/or to conduct a safety assessment at the time of a child's birth and to act on any findings made at that time.

#### **Confidential Information**

24. Information in CYFS files is sensitive, private, and personal and must be kept confidential under prevailing provincial legislation. All information shared under this Agreement about a specific individual or family is considered "Confidential Information". In order to engage in this work together, it is agreed that it is helpful to share this Confidential Information, however, all parties recognise the confidentiality of this information and agree that they will:
- a. Use Confidential Information solely for the purpose of performing duties for the safety, health and well-being of Innu children and youth;
  - b. Treat all information exchanged during the notice and case conferencing process or that otherwise relates to a specific individual or family as Confidential Information unless it is clearly agreed by all parties receiving information that the information is not confidential;
  - c. Limit access to Confidential Information to people whose duties require that knowledge for the benefit of Innu children and youth through this case conferencing process;
  - d. Not disclose Confidential Information outside the scope of (c) above, except:

- i. if it is clearly agreed by the parties that the information is not or is no longer confidential;
    - ii. in accordance with the consent of the affected person;
    - iii. when a person who has received Confidential Information seeks legal advice in respect of the parties work or their role and responsibilities under this Agreement; or
    - iv. if required by law.
  - e. Ensure that each person under its authority who has access to Confidential Information:
    - i. Has given a signed Oath of Confidentiality in the form attached as Appendix to this Agreement; and
    - ii. In the case of a person who will have regular access to Confidential Information, has completed a criminal records check and vulnerable sector records check (including CYFS child protection records check) with results within acceptable standards.
  - f. Avoid conflicts of interest and commit to developing procedures to declare and avoid such conflicts among persons under their authority. Prior to receiving any Confidential Information from CYFS, the applicable staff will identify any potential conflict of interest regarding the individual or family the information is concerning, and discuss same with CYFS staff. If a conflict is recognised that cannot be accommodated under current policy and legislation, arrangements will be made for alternate staff to receive the Confidential Information and engage in case conferencing.
25. Further detailed requirements of the Government of Newfoundland and Labrador in relation to holding government information, dealing with electronic sharing of information and privacy breaches are outlined in Appendix to this Agreement.
26. Some information held by CYFS may relate to matters under the *Youth Criminal Justice Act* (Canada) and will also be subject to the privacy and confidentiality provisions of that legislation.

27. Due to the legislative mandate of CYFS, Confidential Information received by CYFS will form part of the CYFS file in respect of an individual, family or otherwise, and will be used by CYFS, its minister, executive, directors, employees, agents and service providers in accordance with its governing legislation and policy, including disclosure of information received without notice to the other parties.

## **General**

28. CYFS recognises the need for additional Innu capacity to carry out some of the functions required under this Agreement and is prepared to advocate for federal resources to support Innu delivery of same, and to consider future service agreements with the Innu to provide its own complementary support for Innu service delivery capacity. A pilot project to support a CYFS liaison function will be implemented in the 2015-16 fiscal year and will be subject to review and approval thereafter.
29. This Agreement will come into force upon its last execution by the parties and will remain in effect unless terminated. A party may terminate its participation in this Agreement by providing at least 30 days written notice to the other parties.
30. Notwithstanding section 29, a party may on notice to the other parties immediately suspend this Agreement in the event that another party has breached any of its obligations of confidentiality, security of the information received, or use of the information for a purpose not authorised under this Agreement.
31. The obligations of confidentiality survive the termination or suspension of this Agreement or withdrawal of any party.
32. This Agreement may only be amended in writing signed by the parties.
33. The parties shall not assign this Agreement in whole or in part to any third party without the prior written notice to the other parties.
34. This Agreement replaces the MOUs signed by CYFS and the First Nations on November 6, 2012.
35. This Agreement is made without prejudice to the positions taken by any of the parties in any other forum. It is not to be construed as conferring, recognizing, defining, limiting, abrogating or derogating from any aboriginal, treaty, constitutional or other rights, benefits, claims or privileges of the SIFN, MIFN or Innu Nation. This Agreement

is not a treaty or land claim agreement within the meaning of section 25 or 35 of the *Constitution Act, 1982*.

36. The parties agree that this is an ambitious agreement and it will be reviewed every six months to ensure its effectiveness in supporting child protection services in the Innu communities.
37. Changes to a party's contact information or representatives may be made upon written notice to the other parties. A party's representative(s) on the Joint Committee, and/or its representative(s) for notice and case conferencing purposes, and/or its contact information for general purposes including notice under sections 29 and 30, need not be the same people. At this time, the following contacts are designated for general purposes including notice under sections 29 and 30:

**For CYFS:**

The Minister of Child, Youth and Family Services  
c/o the Assistant Deputy Minister (Service Delivery & Regional Operations)  
Department of Child, Youth and Family Services  
95 Elizabeth Ave., PO Box 8700  
St. John's, NL, A1B 4J6  
Telephone: (709) 729-3473  
Fax: (709) 729-1049  
With a copy to the Innu Zone Manager

**For SIFN:**

The Chief of Sheshatshiu Innu First Nation  
c/o the Executive Assistant to the Chief  
Sheshatshiu Innu First Nation  
PO Box 160  
Sheshatshiu, NL, AOP IMO  
Telephone: (709) 897-7131  
Fax: (709) 497-8502  
With a copy to the SIFN Social Health Director

**For MIFN:**

The Chief of Mushuau Innu First Nation  
c/o the Executive Assistant to the Chief  
Mushuau Innu First Nation  
PO Box 190  
Natuashish, NL, AOP 1A0  
Telephone: (709) 478-8827  
Fax: (709) 478-8833

With a copy to the MIFN Health Commission Director

**For IRTS:**

The Executive Director of the Innu Round Table Secretariat  
211 Peenamini Drive  
c/o Sheshatshiu Innu First Nation  
PO Box 160  
Sheshatshiu, NL, A0P 1M0  
Telephone: (709) 497-3855  
Fax: (709) 497-3881  
With a copy to the IRTS CYFS Transition Coordinator

Signed by the parties as follows (next page):

\_\_\_\_\_  
Date

\_\_\_\_\_  
HER MAJESTY IN RIGHT OF  
NEWFOUNDLAND AND LABRADOR:  
Minister of Child, Youth and Family  
Services, having any necessary approval(s)

\_\_\_\_\_  
Date

\_\_\_\_\_  
SHESHATSHIU INNU FIRST NATION:  
Chief, having Council approval

\_\_\_\_\_  
Date

\_\_\_\_\_  
MUSHUAU INNU FIRST NATION:  
Chief, having Council approval

\_\_\_\_\_  
Date

\_\_\_\_\_  
INNU ROUND TABLE SECRETARIAT:  
A representative having Board approval