

John Ottenheimer - Fwd: Fw: Sheshatshiu Group Home

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From: John Hickey
To: John Ottenheimer
Date: Tue, Nov 30, 2004 10:02 AM
Subject: Fwd: Fw: Sheshatshiu Group Home

CODE # 2004-12-014	
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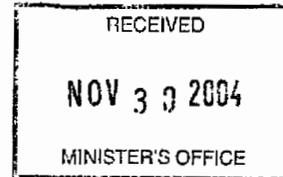
Hello Mr Minister
John

Chief Anastasia Qupee has requested that I engage in this file
Her wish is to open the Group Home ASAP
This necessary support service to the youth is vital at this time in Sheshatshiu
I request that your officials advance this issue as quickly as possible
Tks
John

>>> "Lynne Gregory" <lynneg@nf.aibn.com> 11/29/04 09:22PM >>>

----- Original Message -----

From: Lynne Gregory
To: John Hickey
Sent: Monday, November 29, 2004 8:22 PM
Subject: Sheshatshiu Group Home



Hello John,

Chief Anastasia Qupee asked that I forward the proposal for the Group Home to you. It is under review. It calls for a period of transition, but first we must be clear and in agreement as to the goals and objectives we are attempting to attain. There is a meeting Wednesday in Sheshatshiu with some Band employees and some provincial representatives. Paul Ludlow, Youth Corrections and Sandra Elliot, and as well some representatives from the District Office of Child Youth and Family Services will be in attendance.

We will be meeting (Band reps) tomorrow to discuss options as we see them. There is certainly a need to be able to provide care and support to all of our youth. There is a hope that we will be able to provide for young offenders and as well for those children requiring placements.

There is a growing practice to send kids "outside" to foster homes and treatment centres. We would like to build our capacity to be able to provide those services at home. In fact we see this as our responsibility.

Please contact either Anastasia or myself if you have questions or comments.

Thank you for your interest.

Lynne Gregory 497-8714

CC: "Florence Milley" <fmilley@innu.ca>; Anastasia Qupee; Connie Stewart; Daniel Ashini; Joan Burke; lynneg@nf.aibn.com; Sean Dutton; Stephen Dinn; Tom Rideout; Winston White

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Proposal for Shushepishpan Group Home Transition

Project Description

The Shushepishpan Group Home is in the midst of a crisis. This situation has been recognized by the funding organizations and the Sheshatshiu Innu First Nation. There is a need to review all aspects of the group home's financial administration and program operations with the objective to identify, address and to ensure the correction of any deficiencies which are identified.

To accomplish these tasks a period of transition is required. An independent person will be required to carry out a comprehensive review of the Group Home's administration and operations. This review will result in both short and long term recommendations for all areas of the Group Home operation. Among their tasks would be to co-ordinate with the various interested and involved parties to strengthen the daily operations of the Group Home both immediately and on an ongoing basis. They would co-ordinate and facilitate the clarification and resolution of the financial situation the Group Home faces in conjunction with an independent accounting firm who will be responsible for all aspects of the daily financial administration. All work would be directed toward establishing long term stability for Group Home operations. The Group Home is guided by the Open Custody Residential Services Standards and Practices Manual, under the Department of Newfoundland and Labrador, Department of Health and Community Services. This manual must serve as the reference point for the present and future operations of the Shushepishpan Group Home.

Background Information/Statement of Problem

The Group Home has strayed a long way from the original goals and objectives of the organization. At the inception of this organization, through discussions with the then Department of Social Services, and representatives from both the Innu communities, the then Davis Inlet, and Sheshatshiu, the objectives for the Group Home were developed.

To support youth who are sentenced through the court to the Shushepishpan Group Home, an open custody facility

To restore for Innu youth, pride in their themselves and in their culture

To strengthen family life for those families who had youth who were acting out

To teach traditional Innu skills and values by providing opportunities to go to nutshimit(country) and to have relevant programming in the Group Home on a daily basis

To provide counselling and support services for the youth while in the Group Home

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To follow up with youth and their families following their period of open custody
The Shusheshippan Group Home in Sheshatshiu, Labrador is in a crisis situation.

They are in a critical financial situation, not able to meet their financial responsibilities
and as result are carrying a large debt load.

Staff are demoralized.

There is concern regarding the apparent lack of programming for the youth utilizing this
facility.

The Group Home has obtained dual designation authority, enabling them to
accommodate both youth corrections and child protection placements. This service is not
at the present time being provided to the community.

Community confidence has been eroded.

Project Detail

Goals & Objectives

To establish long term stability, both financially and in program areas, for the Group
Home operations.

To facilitate the determination of the most effective and efficient organizational structure
for the Group Home

To review and then to ensure that compliance to the standards and practices required by
the Open Custody Residential Services Standards and Practices Manual, under the
Department of Newfoundland and Labrador, Department of Health and Community
Services are reflected in the daily operations of the group home.

To develop a training plan for all involved personnel.

The goals and objectives are comprised of three separate but interdependent time frames.

1. **Past financial information** must be retrieved and analyzed

The past financial situation must be resolved. There are outstanding audits for fiscal years
01/02; 02/03; 03/04

These audits will be completed and with the information provided, a clear financial picture will
emerge. Creditors will be repaid including, on receipt of accounts, the Sheshatshiu Innu

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First Nation whose auditors report the Group Home owes \$1.1million (possibly less \$300K repaid in early 2004)

2. Present

Appropriate financial control measures must be put in place. All expenditures require the prior approval and signed endorsement of the managing accounting firm. Only those expenditures that have been previously budgeted for will be approved, unless and until the written consent of the funder is provided. (Including but not limited to purchase orders, contracts for service, operational expenses, employee wages, honorariums, etc.)

Interim funding will need to be negotiated and possibly a new or interim Service Agreement developed.

Any and all outstanding reports and evaluations will be ascertained and completed under the direction of the Transition Coordinator.

A program review must be completed with the input of staff. Key informants will be interviewed to gather information. Previous youth residents and their family members, present Board of Directors, community members, justice staff, funders, and any other identified informants.

A review of the operational needs will be completed with all affected parties to develop and submit an operational budget.

Governance protocols will be reviewed so that all interested parties may determine how the current crisis developed and, importantly, how to prevent a similar crisis from developing in the future.

Policy and Procedures both external, funders and governing bodies, and internal group home policies will be reviewed. The Open Custody Residential Services Standards and Practices Manual will be the reference point to ensure the minimum standards of care are implemented and practiced.

A program evaluation will be completed utilizing the Open Custody Residential Services Standards and Practices Manual as one of the main tools as the guide to the evaluation process and the assessment of the level of care and service which is provided.

Training will be developed and an implementation plan put into place, following review of all the governing legislation and of the daily practices of the group home staff and administration.

3. Future

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Recommendation for recreating an organizational structure for the Shushepishipan Group Home will be developed and provided to all involved parties, following examination and analysis of the gathered information.

The Sheshatshiu Innu First Nation is at this time willing to incorporate the Group Home under their control as a First Nation program. Following this comprehensive review it will be determined if this is the best organizational structure for all parties, on which will provide the best opportunity in which to meet the mandate of the Shushepishipan Group Home.

A new Service Agreement with the governing body will need to be negotiated.

- An ongoing program review process will be developed.

It is anticipated that the time frame for this transition phase will be six months in duration.

Budget

Transition Coordinator	\$ 31,000
Benefits @15%	\$ 4,650
Travel	\$ 1,500
Sub Total	<u>\$ 37,150</u>
Administration @20%	\$ 7,430
Total (not including financial services)	<u>\$ 44,580</u>