



MI'GMAQ
CHILD AND FAMILY SERVICES
OF NEW BRUNSWICK



2019-2020

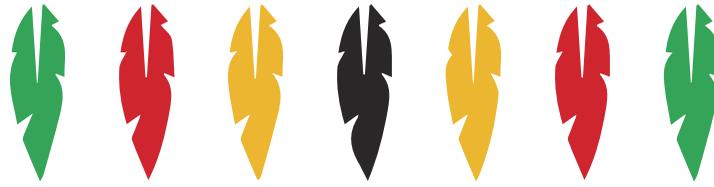
ANNUAL REPORT



Metepenagiag

***WHEN WE HAVE EACH
OTHER, WE HAVE
EVERYTHING.***





The first level of Creation is what we call Gisoolg in the Mi'kmaq language. When we say Gisoolg, it means that you have been created, and you are being created. It's important to understand: that word, Gisoolg, is a verb, an action. Most of our indigenous languages are made up of action words, because in our view of the world, everything is alive, and has a spirit. And our way is not to stand around and talk about our beliefs and lifestyles, with words that symbolize inanimate things. Our elders showed us how to live by example, rather than just explaining it to us. ~First level of the Creation-The giver of life

Story Telling-Brianne McKay

MESSAGE FROM THE EXECUTIVE DIRECTOR

Samantha Paul

It is an honour and a privilege to serve as the Executive Director of the Mi'gmaq Child and Family Services of New Brunswick Inc. (MCFSNB), I am so very fortunate to be surrounded by a dedicated team of professionals as well as our Board of Directors comprised of the Chiefs of our six member communities.

I am pleased to present this year's annual report highlighting the many accomplishments of the past year, the organization has been very busy starting and growing the prevention services within the six communities. The key to the success of the prevention program is the incredible staff that we have added to our teams.

Our goal has not changed from the original intent to work towards a model of Indigenous child welfare excellence. We not only met but exceeded standards keeping families intact whenever possible by putting services in place and working collaboratively with other service providers to ensure the best interests of the child were met.

This report showcases the many activities delivered by our Mi'kmaq Cultural Coordinators, youth coordinators, family support workers and our Headstarts. It also reports on infrastructure, investments and expenditures, but more importantly formally introduces our very own "Nukumi House" initiative.

The Nukumi Houses will support families and communities as a whole. Through early intervention programs, our team of specialists will work at identifying cognitive, behavioural and social issues as soon as possible to best improve outcomes for the child. I would like to take this opportunity to express my thanks to the employees of MCFSNB whose hard work and dedication have made all this possible.

As of December 2020, Nukumi House's in all six of our communities will be operational and delivering essential programming for families and community. First Nations Social Workers and community members have waited a long time to have preventive services available rather than the alternative of child protection.

I want to thank all of the staff of Mi'gmaq Child and Family Services of New Brunswick Inc. (MCFSNB) for giving me the opportunity to work with them and continue to grow the programs that strengthen their communities.

Finally, I want to thank our Board of Directors for all of their support and trusting me to work in your communities. I take the position very seriously and I am committed to growing a strong Organization that supports and enhances service delivery in each of your communities.



- Samantha Paul

MESSAGE FROM THE BOARD CO-CHAIRS

Chief George Ginnish

Kwe've are pleased to provide this message as a part of the Agency's Annual Report to highlight the important work being done by MCFSNB Inc on behalf of our First Nations.

The new model is an opportunity for us to strengthen our communities by continuing to work diligently to co-develop programming and Infrastructure that respects our Mi'gmaq Culture, Language and Heritage while assisting our Families and Children reach/develop their full potential. The legacy of the Indian Act, Residential and Indian Day Schools has caused much intergenerational trauma and loss. Reversing the loss of Language, Culture and connection to our Families and our Traditional Territories cause inequitable laws, systems and practices by our Treaty Partners has been an ongoing challenge. But we are committed to making that change happen to support the healing of our People.

A number of Community based Resource Centres, Kiju's and Nukumi Houses have been built to provide safe spaces for our Families, with programming provided by our staff in consultation with Community Elders and Resource People. We look forward to announcing additional Projects in the coming months.

We would also like to welcome new staff who have joined since our last report and want to acknowledge the work of our new Executive Director, Samantha Paul. Sam brings valuable experience to the position from a First Nation Child Welfare Perspective, having worked as the Director of CFS at Kingsclear FN and has critical clinical experience that will help us continue to evolve positively. We are very pleased to have Sam working with our Directors, Staff and Communities!

We look forward to 2021 and a return to a safe environment beyond COVID-19 for our communities. Stay safe, and please reach out if there are any questions or concerns.

Wela'lioq!

Chief George Ginnish, Co-Chair, for the Board, Mi'gmaq Child and Family Services of NB Inc.



MEET OUR BOARD OF DIRECTORS

Chief

GEORGE GINNISH



Chief

REBECCA KNOCKWOOD



Chief

KENNETH BARLOW



Chief

WILLIAM WARD



Chief

TERRY RICHARDSON



Chief

CHIEF ANN MARY STEELE



MEET OUR MANAGEMENT TEAM



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Executive Director

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Vacant

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MSIT NO'KMAQ (ALL MY RELATIONS)

Kwe' Nin teloisi Nicole Dube, niin Oigi Amlamgog. I am the Mi'kmaq Cultural Coordinator for Amlamgog First Nation. I am one of 3 currently trained KAIROS blanket exercise facilitators for Child and Family. Back in October of 2018, 3 MCFSNB staff were chosen to receive this 2-day training thru KAIROS. We have since sent 2 more staff for training. As a team we have held numerous blanket exercises for all new and old Staff of MCFSNB, general public and within the School Districts. We hope in the future to grow our team to include more staff. I chose to become a facilitator because I feel a strong guidance to educate and inform people about the true history of the Indigenous people of North American. To share my story and help build bridges and stronger connections with indigenous allies. I participated in my first blanket exercise while I was in training. I didn't really know what to expect but seeing the exercise unfold I started to realize just how resilient our people are what we have over come since first contact. It opened my eyes to my own journey of being an off-reserve Mi'kmaq what struggles and decisions my family took, not having a connection to my culture or who I was as L'Nu. I want to be that change for the future generations so my children and my grand children can know who their ancestors are, to be proud to be L'nu. I want to help my L'nu brothers and sisters bring back the culture and stand up and be proud of who they are. I feel the Blanket exercise is another tool I have in my tool belt that I will use to spread acceptance and knowledge of the First Nation people of this land.



Nicole Dube

A little about the history of the KAIROS Blanket Exercise program and how it came about. KAIROS is a group of 10 churches and religious organizations in Canada that work together in faithful action for ecological justice and human rights. The Blanket Exercise was developed in response to the Report of the Royal Commission on Aboriginal Peoples in 1996. To help educate the Non-Indigenous people about Indigenous history. It is a 90-minute unique, participatory history lesson, it covers more than 500 years of history, from life pre-contact, affects of colonization- attempted genocide, relocation, residential schools, and present-day issues like MMIWG and Treaty Rights. KAIROS collaborated with Indigenous Elders, knowledge keepers and educators to develop the KAIROS blanket exercise. It has gone through many updates and currently has multiple versions including English, French, Maritime version and a Youth Version.

During the Blanket exercise, participants are welcomed onto the blankets which represent Turtle Island and are asked to step into the role of the first peoples of North America. There are always at-least 2 trained facilitators present who play the part of a narrator and a European. They will accompany the participants on the blankets and guide the participants through the exercise. Participants will listen to the script and when called upon will each take turns reading a numbered scroll that was given to them before the exercise started. At the end of the exercise, everyone comes together to debrief in a 'talking circle', that is held by an elder or knowledge keeper, during which time participants discuss the learning experience, process their feelings, ask questions, share insights and deepen their understanding. By engaging participants on both emotional and intellectual levels, the KBE is able to both educate and create understanding between Indigenous and non-Indigenous peoples. For Reconciliation to truly happen the true history of the First People of North America needs to be heard, dialog about these events need to be spoken.



THE COMMUNITIES SERVED

By the MCFSNB





This year was a little different for our agency. We had to shut down in March and most employees had to work from home. This took a toll on many of our events and plans for the summer. Some of the employees were asked a few questions about their experience with COVID-19. The following are some questions and quotes from different staff members.

HOW HAS YOUR POSITION WITH THE AGENCY BEEN AFFECTED BY COVID-19?

“Since COVID-19 my position has changed by working at home, doing more online work with zoom, this is hard because the internet services are not strong in my community.”

HOW HAS COVID-19 EFFECTED YOUR FUTURE PLANS IN YOUR POSITION?

“Having the extra time working from home got myself ahead in program planning so there can be more quality time spent with children, more activities and programs.”

“I will have to do more preparation in sanitizing, checking temperatures, having masks available and not over crowding.”

WHAT HAVE YOU HAD TO ADJUST OR ELIMINATE IN YOUR POSITION DUE TO COVID-19?

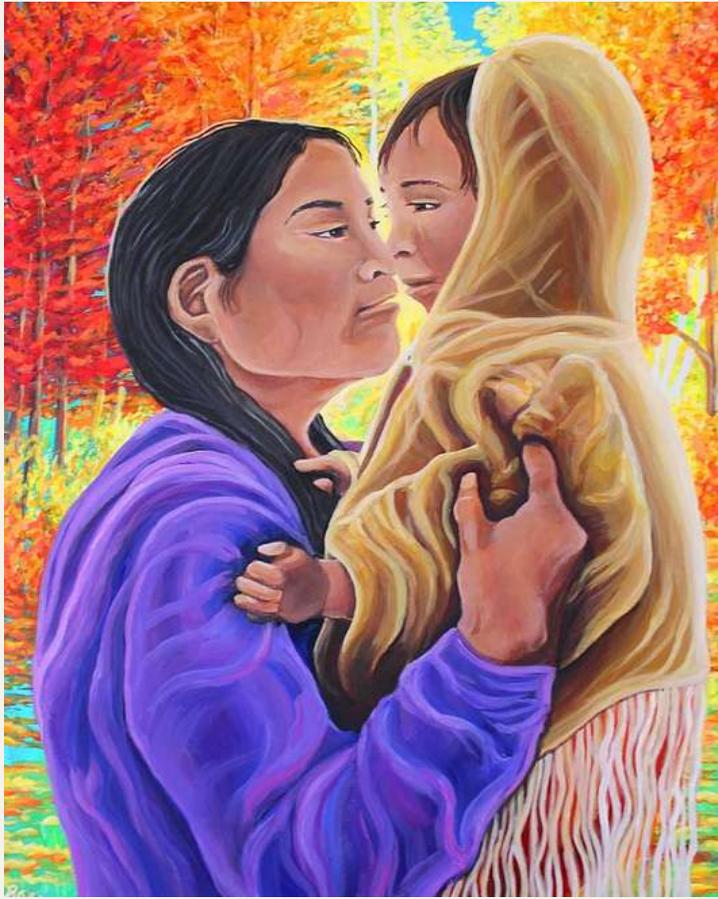
“I have tried to eliminate indoor activities to insure people can safely social distance outside.”

“In September it will be a huge adjustment, extra cleaning and sanitizing, monitoring children for sickness, temperature checks, more paperwork, stricter health policies. We will be a staff short due to changes so it will be harder to find time to do the extras around the center. Our hours are changing for staff so it will be more overwhelming with added COVID-19 procedures.

Brianne McKay along with the Government of Canada helped develop this poster. The Natoaganeg Mi'kmaq Language Committee did all the translations.



Poster made for us by Health Canada and Brianne McKay



*The bond
between-Brianne Mckay*

OUR FOUNDATION

WHAT ARE OUR CORE BELIEFS?

We are guided by the Touchstone Principles of First Nations child welfare: self-determination, non-discrimination, holistic and structural interventions and respect for culture and language. These principles were developed by the First Nations Child and Family Caring Society under the leadership of Cindy Blackstock.

1. Self-determination: our Board of Directors is made up of the six Chiefs of the communities we serve; over 60% of our staff are Indigenous; our services are community-based.
2. Non-discrimination: we have negotiated a five-year funding agreement that has allowed us to design our services and programs in a way that responds best to the needs of the six communities we serve and to be able to offer employee compensation and benefits to all our staff members that are equivalent to those in comparable public service organizations.
3. Holistic: prevention is the cornerstone of our approach; we work with the whole child, respecting her or his rights and best interests; we have our own Family Group Conferencing facilitators to engage the extended family and community members when children are at risk.
4. Structural interventions: we are concerned with all factors that affect a child's well-being and work to address issues such as housing and early childhood development that can impede a child's ability to reach her or his full potential.
5. Respect for culture and language: we have cultural coordinators in each of our communities to ensure that all our Mi'kmaq children learn about their culture and history; we are developing Nukumi Houses in our communities so that Elders and community members are actively involved in the creation of culturally safe and emotionally nurturing programs for our children; we will soon be offering Mi'kmaq language training to our team members.

OUR SERVICES



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Bouctouche

CHILD PROTECTION SERVICES

- Intake and Investigations
- Child Protection
- Children in Care
- Family Group Conferencing/Immediate Response Conferencing
- Foster Home Recruitment
- Prevention Services



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PREVENTION SERVICES - COMMUNITY BASED

- Early Childhood Education (Headstart)
- Youth Coordinator
- Mi'kmaq Cultural Coordinator for each community
- Nukumi House





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PREVENTION-BASED APPROACH

FAMILY GROUP

Conferencing

The guiding principles of family group conferencing are that Indigenous people and communities should be involved in the planning and delivery of services to families and their children. Families should receive the appropriate support services to help them provide a safe and nurturing environment for their children. It is also important that the voice of the child is heard and taken into consideration during this process and as decisions are made relating to her or his welfare.

Social Work position is to increase the number of children and youth living safely with immediate or extended family or friends through the development of case plans for children in care which are created and embraced by empowered support networks that include family, extended families and significant people in the child or youth's life.

EARLY CHILDHOOD

Day Care Educators

The Day Care Program/Centres are certified child-care facilities established to ensure Indigenous children have a solid developmental foundation and are well equipped to progress through the continuum of growth and evolution through the provision of a healthy, nurturing and enriching care and learning environment.

The purpose of the Early Childhood Educator is to support the Day Care's goals through the delivery of quality care, learning programs and initiatives.

COMMUNITY PREVENTION

Team

The Community Prevention Team serves as the "Defenders" of children and their families employing proactive early intervention counselling and support services, creating public awareness and providing education and training in order to alleviate the need for more intrusive protection mechanisms.

It involves a broad range of early detection and intervention strategies including assessment, diagnostic and counselling services, early childhood learning and education, community capacity building, individual and family counselling, creating public awareness and the delivery of training and development programs to ensure parents, guardians and families are competent, capable and committed to providing children and adults in their care with a healthy, safe and nurturing environment.

FOSTER HOME, CHILD IN CARE AND ADOP-

Services Team

The Foster Home, Child in Care and Adoption Services Team serves as the guardians and stewards of children and adults in temporary or permanent care, implementing such standards, evaluation, monitoring and control processes as necessary to ensure the health, safety and well-being of those in care are protected.



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HEADSTART

Programs/Centres

The Headstart program/centres are certified child-care facilities established to ensure Indigenous children have a solid developmental foundation and are well equipped to progress through the continuum of growth and evolution through the provision of a healthy, nurturing and enriching care and learning environment.

Program delivery and teaching strategies follow the Aboriginal Headstart Health Canada curriculum as well as the First Nations Education Initiative corporation's training and guidelines. They must also adhere to provincial licensing standards.

The Headstart programs/centres implement a broad range of early detection and intervention strategies to assess and respond to the behavioural, social, and learning progress and needs of children.



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MI'KMAQ

Cultural Coordinators

Mi'kmaq Cultural Coordinators employ traditional healing practices, ceremonies, counselling techniques, training and intervention strategies to restore hope, self-pride, respect and strong family values. This involves helping clients identify, understand and overcome the social/emotional challenges that have contributed to addictive, neglectful and/or abusive behaviours that have resulted in the breakdown of the family unit and consequential risk of losing their children and families. It also includes making such referrals as necessary for appropriate treatment and/or intervention and walking with clients on their journey to recovery.

They can participate in Family Group Conferencing when requested and provide cultural advice and recommendations to MCFSNB. They work in conjunction with band administration, health, education and addiction services staff as well as Elders and other community members to participate in or deliver prevention-based ceremonial, developmental, and social groups/activities for children and youth.





MI'KMAQ

CULTURAL COORDINATORS

Culture is a very important factor when it comes to teaching our children. The Mi'kmaq Cultural Coordinators are doing a fantastic job at keeping our culture alive in each of the communities we service. Each of the MCC's work with children, youth and community members. They build self-esteem and knowledge of Mi'kmaq Culture by teaching children and youth about: Mi'kmaq songs, hand drums, sewing, beading, harvesting and preserving food, building a sweat lodge, Mi'kmaq language and the importance of traditional ceremonies.





OUR STRATEGIC PLAN

2019-2022

OUR VISION

Indigenous communities where all children, youth and families are healthy, safe and can reach their full potential; where each child and youth is heard and where their best interests are affirmed and protected.

OUR MISSION

The Mi'gmaq Child and Family Services of New Brunswick Inc. is an incorporated not-for-profit organization that champions the fundamental rights of Indigenous children, youth and their families and delivers services that result in better lives for vulnerable children, youth, their families and their communities.

OUR VALUES

- Healthy children, youth and families
- Seven Sacred Teachings:
 - WISDOM
 - LOVE
 - RESPECT
 - BRAVERY
 - HONESTY
 - HUMILITY
 - TRUTH
- Indigenous rights
- Cultural safety
- Accountability
- Fairness

HUMAN RESOURCES

SNAPSHOT

We continue to offer a flexible work environment where staff are able to benefit from a work-life balance.

We are updating our Human Resources Policy to make it a better fit for the organization as we continue to grow, we are striving to ensure that our policies are current and all encompassing. We will continue to get a performance management process up in running within the year.

In 2019-2020 the Human Resource sector was focusing on hiring employees to help build our prevention program. It is important to state that we are still navigating through changes as we continue to hire across our organization to ensure each of our six member communities are staffed to meet the community need.

With a decentralized Organization, we are always trying to enhance our methods of communication across our six-member communities to ensure that we are getting the word out to all staff consistently.

We hosted one all-staff meeting this past year and we went around the six communities to do Human Resource Policy training with the staff. As mentioned in the 2018-2019 we have completed our website where information will be shared and we are working on our organization strategic vision.

In 2020-2021, we will continue to focus on recruitment and retention, employee relations and engagement, training and development and building our corporate image.

Interesting Fact: 61% of our staff are indigenous and 57% of our management team are indigenous.

Employees: 111 employees / 68 indigenous.



DID YOU KNOW?

Our staff comprises of mostly Indigenous people.

To be more specific, 63% of our staff are Indigenous. This is important to ensure that the Mi'gmaq values, culture and traditions are transferred into our services and programs we offer to our children and communities.

Employees: 87 employees / 55 indigenous = 63.2% indigenous staff.



EAP

(EMPLOYEE ASSISTANCE PROGRAM):

We are proud to be able to offer the EAP to our employees and we encourage those in need of this service to call: 1-506-857-3258 or 1-800-390-3258.

PENSION & BENEFITS

Mi'gmaq Child and Family Services Agency NB Inc.

Fiscal Summary 2019-01-01 to 2020-03-31

Deduction	Amount	No. Of Employees
Pension	\$208,141.54	81
Health & Dental	\$9,271.12	46
LTD	\$105,528.12	81
<i>Total Pension & Benefits</i>	<i>\$322,940.78</i>	<i>81</i>

FREQUENTLY ASKED QUESTIONS

ABOUT FOSTER FAMILIES

1. What does it mean to be a foster family?

Foster parents are couples or individuals that open their homes and their hearts to provide love and care to children in situations where it is not possible, at the time, to be in the care of their parents. Foster parents provide safety and security to foster care children for a short or long period of time and relationships can last for a lifetime.

Being a foster parent is extremely rewarding. Foster parents make a difference and when a child is in a stable, loving and healthy home, the benefits to their mental, emotional and physical well-being is enormous. Foster parents commit to be the voice, the provider, the advocate and the strength to the children in their care.

It can be stressful to be foster parents, you can be placed in situations you never thought you would have to face. It can be overwhelming, and you may feel helpless, but we are here to provide support and guidance. There's also a lot of uncertainty, you never know how long the children will be in your care, as the underlying goal of foster care is for the child to be reunited with their birth parents. We must realize that the foster children may have attachment disorders, trauma, etc. and they need to be in a family where they will be supported. For our foster parents to be able to face this, we want to offer trainings.

2. How can fostering have an impact on children's lives?

More often than not, the children in care have not had a stable home life, perhaps they have suffered some sort of abuse or been exposed to an unhealthy life style. Being a foster parent or family will absolutely have an impact on the children's lives, therefore it is so important that they are strong role models. Some of our children in care have learned and adapted better ways of life and have grown up to be successful in life because of their foster families!

3. Tell us about the struggles of finding foster parent/families ...

We are currently facing a shortage of foster families not only in our communities but also across the province and country. Finding foster families can be difficult for many reasons. Some people are interested in becoming foster parents but are hesitant because they think they will be on their own. Mi'gmaq Child and Family Services are here to help sort through these hesitations and challenges, so we can be more successful with placing children in new foster homes. adapted better ways of life and have grown up to be successful in life because of their foster families!

4. How are we supporting foster families in their journeys?

Every foster family has a Foster Family Social Worker and a Foster Family Recruitment Assistant available to them. Their job is to ensure that foster parents have what they need to provide the best care to their foster children. We help with the application process as well as complete the Annual Foster Home Review.

We are available by phone to the foster parents and we also do home visits to support them. We offered the ASIST Training in 2019 to our foster parents and we work throughout the year with Social Development to offer the PRIDE Training. In 2020, our goal is to offer the PRIDE Program adapted to the Mi'gmaq Culture.

Also, when a child is placed in a foster family, they have their own social worker who will work with us to help the foster parents and the children in their care. Children can be busy with visits with their birth parents, medical appointments, after school activities, etc. and we have Family Support Workers that help with transportation as well as offering outings for the children.

As we have 6 offices in different communities, our foster parents can always reach out to the office in their community to reach out for support or help.

5. How can an adult go about becoming a foster parent and where can they find more information?

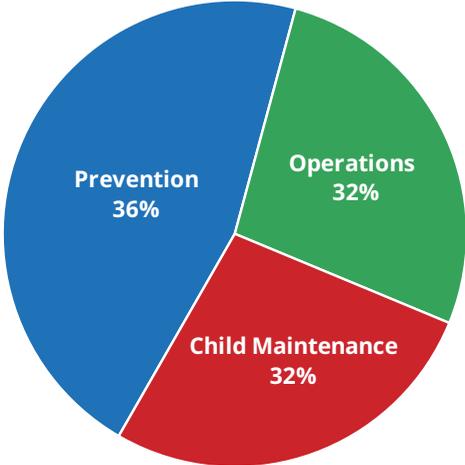
Couples or individuals that are interested in becoming foster parents can contact Melissa Clavette, Foster Family Social Worker, at 1-506-743-2524. We can be reached on our Facebook page at MCFsbn Foster Home. Interested families can also visit any office in our 6 Mi'gmaq communities to meet with a social worker and get more information. The social worker can then provide Melissa with the family's contact information and she will reach out to them. We are always looking for new foster families. If you, or someone you know, would like to become a foster parent or you would like to obtain more information please don't hesitate to contact us.



FINANCIAL SNAPSHOT

EXPENDITURES 2019-2020

Department	Expenses
Operations	\$2,998,118.90
Prevention	\$3,431,877.87
Child Maintenance	\$3,054,488.95
Total Budget	\$9,484,485.72



■ Operations ■ Prevention ■ Child Maintenance

This financial snapshot is unaudited.

OPERATIONS
Core and operational funding for protection services (such as salaries and overhead)

PREVENTION
Resources for enhanced prevention services (Aboriginal Family Development, Mi'gmaq Cultural Coordinators, Family Group Conferencing, Nukumi Houses, Youth Programs, etc.)

CHILD MAINTENANCE
Direct costs of placing First Nation children into temporary care out of the parental home (such as foster care rates, group home rates, kinship services, adoption services, special needs services, independent living, post guardianship, etc.)



INFRASTRUCTURE UPGRADES AND NEW BUILDS

BOUTOUCHE

Nukumi house and Office space has been built and is up and running. The Nukumi house is home to the CFS staff, Headstart program, MCC, and Youth Coordinator.

FORT FOLLY

Instead of renovations being done a new building was built. It is home to the CFS staff, MCC and Youth Coordinator.

INDIAN ISLAND

Chief Barlow has decided on a location of the new building. New building is under construction and expected to be completed in December 2020. This will be home to the CFS staff, Headstart, MCC and Youth Coordinator.

METEPENAGIAG

Chief Ward has made the Youth Centre the Nukumi house, it is up and running for the After-School program as well as a safe environment for all CFS staff to bring clients. We are expecting to start construction on a new CFS office building in 2021-2022.

NATOAGANEG

CFS building has been renovated. Nukumi house is up and running. New office building for CFS staff is looking to be completed in 2021-2022.

PABINEAU

New building is under construction and expected to be completed by December 2020. This building will be home to CFS staff, MCC and Youth Coordinator.







HOW TO FIND US

MI'GMAQ CHILD AND FAMILY SERVICES

BOUCTOUCHE

FIRST NATION

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FORT FOLLY

FIRST NATION

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INDIAN ISLAND

FIRST NATION

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METEPENAGIAG

FIRST NATION

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Tel: (506) 352-3060

NATOAGANEG

FIRST NATION

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PABINEAU

FIRST NATION

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MI'GMAQ CHILD AND FAMILY SERVICES HEADSTART

BOUCTOUCHE

HEADSTART

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FORT FOLLY

HEADSTART

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INDIAN ISLAND

HEADSTART

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METEPENAGIAG

HEADSTART

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NATOAGANEG

HEADSTART

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PABINEAU

HEADSTART

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EMERGENCY

After Hours Emergency Social Services (AHSS) **1-800-442-9799**

General Information-Robyn Augustine

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MI'GMAQ
CHILD AND FAMILY SERVICES
OF NEW BRUNSWICK



www.mcfsnb.ca