Timeline of NWTC Integrity issues and the role of Board Chair Sherri Walsh

Pages 1-2 - **Sherri Walsh appointed chair of NWTC June 1/15** ; As of Dec. 17 (6 months later) her role is not reflected on the website and the identity of directors is withheld from staff and clients.

Pages 3-4 - Chart of Client and staff complaints about intimidation, bullying and toxic workplace against Executive Director Katherine Morrisseau Sinclair ('KMS'), acquired by Manitoba Family Services via north end social service group CLOUT.

Pages 5-7 - Family Services Deputy Minister Joy Cramer letter dated June 16/15 to NWTC Board, directing a plan to address the complaints, conflict of interest guidelines, audit of client files: **"the issues outlined require immediate attention".**

RESPONSIBILITY FOR COMPLAINTS ABOUT KMS ACCEPTED BY WALSH

Page 8-9 - Deputy Minister Cramer forwards July 13/15 to Walsh "complaints received by Child protection branch from employees and residents... **these are strictly confidential** for the purposes only of the NWTC Board of **Directors addressing these complaints raised** against the current Executive Director"

WALSH BREACHES WHISTLEBLOWERS CONFIDENTIALITY

Page 10 – After the Executive Director identifies and threatens whistleblowers, a staff member asks the Ministry about the breach of privacy. The response from the government points to Walsh as the source of the breach, and denies the cover story of the Exec. Dir. that it came from a department official

Page 11- Departmental memo about a Sept. 3 meeting with Walsh "who expressed that NWTC did not want to be micromanaged" and agreed to have "HR concerns about Katherine" forwarded to the chair.

Page 12-13 - Department briefing note dated November 4/15. More complaints were received by the government in August, Sept. and Oct. about the Executive Director, from community members and former employees. "many staff are currently on "stress leave". The briefing note reflects that in the absence of "micromanaging" NO move to investigate any of the prior complaints had taken by Walsh and the board, despite the directive 4 months earlier.

WALSH CLOSES THE DOOR ON INVESTIGATING COMPLAINTS, 7 MONTHS LATER

Page 14 - By December 9/15 still no action had been taken, so a formal grievance about Katherine Morrisseau- Sinclair was copied to the Workplace Safety division by 9 staff members, asking for the NWTC board to review the previously submitted complaint within 9 days. (The Board meets with aggrieved staff but Walsh does not attend).

Page 15-16 - On Feb. 17/16 one of the staff members emailed Walsh " we were given the impression that an investigation was going to be done regarding the resident and staff complaints surrounding Mrs. Sinclair's conduct ... several months have passed and it would appear no action has been taken in this matter... staff and residents have not been interviewed. Will the board be taking any steps to investigate the complaints? ... "

Walsh responds to the employee as shown in the first email on page 15:

"Ms. Sinclair has been on leave ... and **has tendered her resignation. Accordingly no further investigations are warranted."**

CONFLICT OF INTEREST ISSUES (OF KMS, HER HUSBAND JUDGE MURRAY, and BOARD MEMBERS)

Pages 17-19 - Dept. of Family Services Briefing Note dated May 5/15 confirms the husband of the Executive Director, a prominent judge, recruited board members to in effect, be his wife's boss. (page 19)

[At least three Directors were recognizable as being associated with the Truth and Reconciliation Commission, headed by Judge Sinclair.]

Page 20 – A copy of the Facebook post of Judge Murray Sinclair soliciting for board members

Page 21-22 – "Operational Issues at NWTC – Evidence and Implications" briefing note, page 7 regarding Murray Sinclair **" appears to constitute a conflict of interest as defined in Manitoba's Conflict of Interest Policy Guidelines** ... "

"By having (her husband) involved and or exert influence in the recruitment of screening of potential Board members (to whom she would be accountable as an employee) **the ED may be in a position to benefit both personally and professionally**."

The note quotes relevant section of the Service Purchase agreement requiring NWTC have a conflict of interest policy, **"that must meet or exceed the Standards and requirements set out** ... attached hereto as Appendix "3". "

Section III (on page 22) provided the definition of Conflict of Interest which encompassed both employees **AND Board members**.

As board chair, Walsh would have known about the SPA and government expectations, including the conflict of interest policy.

Conclusion

Numerous FIPPA filings produced no records showing that during Walsh's time as chair of NWTC,

- **the staff and client complaints of intimidation were ever investigated by the Board or Walsh,**
- **the breach of whistleblower confidentiality was ever reviewed or had consequences for the Board or Walsh**
- **the conflict of interest issues were ever addressed by anyone.**

Name	Address	Contact Information	Date of appt. to board
Sherri Welsh, LLB **Chairperson**		Appointed Chair, Native Women's Transition Centre →	June 1, 2015
Stephanie Scott **Vice-chair**			December 3, 2014
Rose Hart			June 1, 2015
Chantal Fiola, PHD **Secretary**			June 1, 2015
Lisa May Monkman			Sept. 21,2015
Rosie O' Connor			Sept. 21,2015
Trudy Martins **Treasurer**			Sept. 21,2015
Jacquelynn Newton			Sept. 21,2015

RECEIVED REÇU
NOV 16 2015

2

Gmail

Marty Gold <tgcts1@gmail.com>

Re: Native Women's Transition Centre

Marty Gold <martygoldlive@gmail.com> Thu, Dec 17, 2015 at 6:08 PM
To: Leah Stavem <leahstavem@gmail.com>
Bcc: tgcts1@gmail.com

On the current website there is no mention of Sherry Walsh at all, let alone as chair.

Do you have any insight as to if any of these individuals are still directors, when they joined of resigned, and of the list below, who was the chairperson prior to Walsh?

http://www.nativewomens.mb.ca/About-Us.page

Board of Directors:

(2014-2015)

Corrine Warkentin (Member)

Marnie I. Johnston (Member)

Carly Sinclair (Member)

Stephanie Scott (Member)

Morene Gabriel (Member)

M.J McCarron (Member)

Patricia Caribou (Member)

Theresa Hammerback (Member)

Melody Stevenson (Staff Rep)

LIST OF BOARD MEMBERS 6 months outdated on website

Current List hidden from STAFF

On Thu, Dec 17, 2015 at 4:41 PM, Leah Stavem <leahstavem@gmail.com> wrote:
I checked with the finance person who is now on sick leave and she said that there were many changes in board members and she did not even know who they were or when they changed. Katherine did not tell her and it appears that no minutes were taken. Katherine kept the list of board members in her office for no one to see along with any minutes of board meetings. She did not want the staff to know who was on the board in fear that we would contact them.

3

NWTC – Written Complaints Pertaining to Executive Director

17(1) 17(3) (d) (e) (f) (h) (i)

Complaint Dated	Complainant	Position	Nature of Complaints
Jan 27/15	[redacted]	[redacted]	[redacted]
Jan 26/15	[redacted]	[redacted]	[redacted]
Jan 26/15	[redacted]	[redacted]	[redacted]
Jan 26/15	[redacted]	[redacted]	[redacted]
Jan 26/15	[redacted]	[redacted]	[redacted]
Jan 26/15	[redacted]	[redacted]	[redacted]

4

			[redacted]
Jan 20/15	[redacted]	[redacted]	[redacted]
Dec ?/14	[redacted]	[redacted]	[redacted]
Dec 23/14	[redacted]	[redacted]	[redacted]

COMPLAINANTS: **Residents =** [redacted] **Staff =** [redacted]

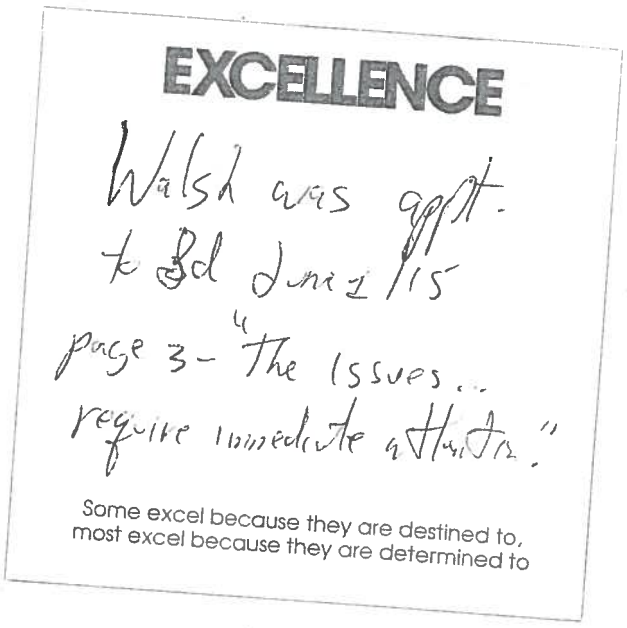
Key Themes

[redacted]

17(1)17(3)(h)

15-228

Manitoba
Family Services
Deputy Minister
Room 351 – 450 Broadway
Winnipeg MB R3C 0V8
T 204 945-6700 F 204 945-1896



5

June 16, 2015

Ms. Stephanie Scott, Board Member
Ms. Chantal Fiola, Board Member
Ms. Rose Hart, Board Member
Mr. Skip Daniels, Board Member
Native Women's Transition Centre Inc.
105 Aikins Street
Winnipeg MB R2W 4E6

Dear Sir/Madam:

Re: Service Purchase Agreement (SPA) with Government of Manitoba

Further to the continuing efforts of the Department of Family Services to work with the Native Women's Transition Centre Inc. (NWTC) addressing concerns and complaints that have arisen in respect of governance issues, management practices, staffing, service delivery, compliance with the SPA [redacted] I am writing to you to reinforce the seriousness of these concerns and the need for them to be satisfactorily addressed forthwith.

Please be advised that, **in thirty (30) days**, should the matters identified below continue to remain outstanding and/or inadequately addressed, written notice terminating the SPA will be provided in accordance with clause 16.01 of the SPA:

> 16.01 Either party may terminate this Agreement, or all or part of the Services described in one or more of the Schedule(s), for any reason by providing the other party with ninety (90) days prior written notice.

The actions required of NWTC are:

1. Ensure that a fully functioning Board of Directors is in place for NWTC, in accordance with the *The Corporations Act* and NWTC's own By-Laws. Provide a copy of the Notice of Change of Directors filed with the Manitoba Companies Office.

2. Arrange for the NWTC Board of Directors to meet with representatives of the Government of Manitoba within thirty (30) days to discuss identified concerns (including those identified in letters of complaint written by staff and residents of NWTC and forwarded to the Child Protection Branch) and NWTC's plan to address and respond to these concerns. Departmental staff will make themselves available to meet the Board at its earliest convenience. While we believe the complaint letters referred to above have previously been provided to the Board, copies received by the Branch can be provided for the Board's review prior to this meeting, upon request.

.../2

3. In accordance with clauses 3.03(b) and 7.01 of the SPA and clause 3.2(d) of the Province of Manitoba, Department of Family Services, Financial Reporting Requirement (FRR), provide a copy of the updated Policy and Procedures Manual in use by NWTC, including any conflict of interest policy, grievance policy, hiring policies and staff performance evaluation policies, including those related to the Executive Director position.

4. In accordance with clause 4.6 of the FRR, please provide a current Staffing Report for all staff positions funded by the CFS Division.

5. With respect to NWTC's current staffing issues, develop and provide a written plan to address current staff vacancies (including the Clinical Director position) and ensure adequate interim coverage.

6. In accordance with clause 6.0(c) of Schedule A to the SPA, provide this month's client's demographic information, including the current occupancy at 105 Aikins St.

7. In accordance with clause 7.01 of the SPA and clause 3.2(a) of the FRR, provide a copy of NWTC's current corporate By-Laws.

8. Ensure that each staff person at NWTC is instructed, in writing, to comply with clause 6.0(b) of Schedule A to the SPA (Incident Reports), and that a copy of the communication issued to staff is provided.

9. [redacted]

Not Responsive

10. [redacted]

11. As per the verbal agreement reached at a meeting on March 6, 2014 between CFS Division personnel and the (then) NWTC Board Chair, Ms. Katherine Morriseau-Sinclair, and referenced in the attached letter from the CFS Division dated June 19, 2014, please provide a report on the Board's internal audit of client records.

It is expected that the foregoing requirements will be met and that evidence or documentation satisfactory to the Department of Family Services will be provided in respect of each action **within thirty (30) days** from receipt of this letter. Please forward all supporting documentation to Ms. Sabine Bures, Acting Manager, Quality Assurance and Evaluation. Ms. Bures can be reached at 204-945-3416 or at sabine.bures@gov.mb.ca

In the event that NWTC fails to fulfill the requirements within the period specified, and as noted above, the steps required to terminate the SPA with NWTC will be initiated. The Department of Family Services continues to be available to assist and support NWTC in addressing all identified concerns and complaints.

7

Finally, while I understand that a letter to Minister Irvin-Ross dated May 11, 2015, was sent from your Executive Director, Katherine Morisseau-Sinclair, please be advised that the issues outlined above are still outstanding and require immediate attention. I would welcome the opportunity to meet with you, or if you have any questions or concerns, please contact Diane Kelly, Acting Assistant Deputy Minister at 204-945-4575 or by email at diane.kelly@gov.mb.ca

Yours truly,

Joy Cramer
Deputy Minister
Family Services

Attachment

c: Ms. Diane Kelly
Ms. Sabine Bures

8

Mehmel, Lillian (MFS)

From:	Mehmel, Lillian (MFS) on behalf of Kelly, Diane (MFS)
Sent:	July-13-15 5:11 PM
To:	'Sherri Welsh'
Cc:	Cramer, Joy (LEG)
Subject:	CONFIDENTIAL - NWTC information
Attachments:	ltr to S. Welsh - July 13-15.PDF; Letters of Complaint NWTC.PDF

Attached please find a Confidential letter and attachment from Joy Cramer.

Thank you.

Manitoba
Family Services
Deputy Minister
Room 351 – 450 Broadway
Winnipeg MB R3C 4V5
T 204 945-6700 F 204 945-1896

July 13, 2015

Sherri Walsh
[redacted] 17(1)17(2)(e)
Winnipeg, MB [redacted]

Ms. Walsh:

STRICTLY CONFIDENTIAL

Re: Service Purchase Agreement (SPA) with Government of Manitoba

Further to my letter of June 16, 2015, with regard to outstanding concerns and complaints at Native Women's Transition Centre (NWTC) and our e-mail discussions, please find attached complaint letters received by the Child Protection Branch, from employees and residents both former and current.

I am forwarding these letters on the understanding that these are strictly confidential and are intended for the purposes only of the NWTC Board of Directors addressing these complaints raised against the current Executive Director.

I look forward to meeting with you tomorrow.

Yours truly,

Joy Cramer
Deputy Minister
Family Services

Attachment

Kiersgaard, Meeka (MFS) <Meeka.Kiersgaard@gov.mb.ca> Mon, Jul 27, 2015 at 9:33 AM
To: Leah Stavem <leahstavem@gmail.com>
Cc: "Cheshire, Liisa (MFS)" <Liisa.Cheshire@gov.mb.ca>

10

Hello Leah;
I apologize for the delay in responding but I wanted to ensure that I was providing you with the correct information.

The Deputy Minister (Joy Cramer) provided the letters to the President of the Board of Directors (Sherri Walsh) with a strict confidentiality clause. Liisa Cheshire did not provide the letters to Katherine. Our Assistant Deputy Minister (Diane M. Kelly) will be following up with Ms. Walsh to determine if the letters were released to Katherine and further deal with the matter.

I am sorry for any upset or confusion that this has caused. I will let you know of any further developments.

Meeka

Leah Stavem <leahstavem@gmail.com>Mon, Jul 27, 2015 at 3:20 PM
To: "Kiersgaard, Meeka (MFS)" <Meeka.Kiersgaard@gov.mb.ca>

Thanks Meeka for replying. If the government plans to speak with the staff, which the staff are hoping for, there are only 2 staff left at work that had written letters. The rest have gone on stress leave (5) laid off (1), fired (2) or quit(3) all due to Katherine. Most of these people are willing to speak with the government. Please pass this on to whoever plans on speaking to the staff. Please contact me when there is a date and time and I will get a hold of the staff that are not presently at work.
I

Leah Stavem <leahstavem@gmail.com> Tue, Aug 18, 2015 at 3:43 PM
To: "Kiersgaard, Meeka (MFS)" <Meeka.Kiersgaard@gov.mb.ca>

Hi Meeka,
I was wondering if there has been any developments concerning Katherine Morriseau-Sinclair, the executive director at Native Women's Transition Centre. Another long time staff member (16 years) has had to take sick leave due to the stress. As her letter of complaint was shown to Katherine by the chair of the board, the reprimand from Katherine was to give her a warning letter that she would be fired based on her work. When the staff member asked specifically what was wrong with her work, Katherine did not reply. 2 of the remaining staff are saying that everything is fine now to Katherine but to other staff members, they are complaining about her but are afraid of being fired if they speak up. I will look forward to your reply.

11

Field, Sharon (FAM)

From: Nemeth, Sophia (MFS)
Sent: September-04-15 4:36 PM
To: Field, Sharon (MFS); Klym Massey, Erin (MFS)
Subject: FW: NWTC, contact with Sherry Walsh, Board Chair

Since I am away next week. I have a feeling that Sherry might be calling to book this meeting.

I have my phone on call fwd to Erin in the meantime, but I just wanted to give you guys a heads up.

-----Original Message-----
From: Cheshire, Liisa (MFS)
Sent: September-03-15 5:44 PM
To: +WPG081 - CFS-ADM (MFS); Kelly, Diane (MFS); Penrose, Daphne (MFS)
Cc: Nemeth, Sophia (MFS); Kiersgaard, Meeka (MFS); Bures, Sabine (MFS)
Subject: NWTC, contact with Sherry Walsh, Board Chair

Sherry and I connected by phone this morning, as planned. As you may recall Sherry wanted to discuss the purpose of the meeting prior to scheduling it. The following is a summary of our discussion:
- Sherry thanked us for the materials we provided. She asked for clarification on who completed the audits. I let her know that Meeka completed the audits.
- Sherry asked who should be at the meeting. In addition to Diane and Daphne I suggested Sabine (for info related to the QA review) and Meeka (for more recent info including the audit findings).
- I provided Sherry with the spelling of people's names as well as titles.
- Sherry asked the primary purpose of the review. I let her know we'd like to get back on track with where we'd been at the completion of the QA review.
- I expressed our strong support and commitment to the women and children served by NWTC.
- Sherry asked if I had any further questions. I let her know that we continued to received concerns from NWTC staff regarding Katherine. I asked Sherry where she'd like to direct these concerns. Sherry expressed that NWTC did not want to be micromanaged. I agreed and asked if we could now forward HR concerns about Katherine to her employer, the board. Sherry agreed. I asked if we could provide her contact info to NWTC staff. Sherry stated we could share her email address.
- Sherry stated that the 4 current board members would be in attendance and possibly 2 new board members.
- We agreed 2 hours would be a good length of time for the meeting.
- Sherry said she'd call Sophia to schedule it. I said we were open to meeting @ NWTC or to hosting the meeting at 777 Portage.

Sent from my iPhone

Sept 3 - Walsh did not want to be micromanaged"
Agreed HR Concerns Re: Exec Director Should be sent to her.

19

DEPARTMENT OF FAMILY SERVICES
BRIEFING NOTE

LOG NUMBER: FSCFE07-00158 **DATE:** November 4, 2015

SUBJECT: THE NATIVE WOMEN'S TRANSITION CENTRE (NWTC) – OUTSTANDING REVIEW RECOMMENDATIONS AND COMMUNITY COMPLAINTS

ISSUE: [redacted] Not Responsive [redacted] the Division continues to receive complaints about the NWTC's Executive Director.

KEY MESSAGES / SPEAKING POINTS:

- The Department continues to work with NWTC's Board of Directors to ensure the safety and well-being of women and children participating in NWTC programs.
- Information received by the Department pertaining to personnel employed by a private community agency is treated as confidential and is referred to the organization's Board of Directors for follow-up.

BACKGROUND:

Not Responsive

- [redacted]
- [redacted]
- [redacted]

Page 2 –
– More complaints rec'd in Aug/Sept/Oct
– CLOUT asking questions
– A report on Bill's follow up requested

- In February 2015, Division representatives met with members of Community Lead Organizations United Together (CLOUT) at the group's request. CLOUT presented letters of concern written by staff members and residents of NWTC. Concerns presented included [redacted] 17(1)17(3)(e)(h) [redacted] by Katherine Morrisseau-Sinclair in her role as Executive Director [redacted] 17(1)17(3)(e)(h) [redacted]. CLOUT advised that it was approached by staff of NWTC after the staff had sent letters of concern to the previous Board (of which CLOUT members were included). The letters of concern were forwarded to the current NWTC Board, but there has not been demonstrated follow-up according to staff. CLOUT has also expressed concern that the NWTC Board did not appear to be representative of the community the organization serves.

Not Responsive

- [redacted]
- In late April 2015, it was learned that there was no longer a functioning Board of Directors for NWTC, as all the Board members except one had resigned. Division staff made several attempts to discuss this with Ms. Morrisseau-Sinclair, but received no response. Acting Assistant Deputy Minister of the Child and Family Services, Ms. Diane Kelly, spoke with Ms. Morrisseau-Sinclair on May 1, 2015 to share the Division's concerns and advise that in the absence of a legitimate Board of Directors the Division could potentially appoint an Administrator for NWTC. A new Board of Directors was subsequently appointed, with the chair being Ms. Sherri Walsh.
- On July 14, 2015, the Deputy Minister of Family Services met with Ms. Walsh and Ms. Morrisseau-Sinclair to discuss the Department's history of involvement and current concerns. It was agreed that representatives from the CFS Division would work with the Board in addressing these.

13

On July 13, 2015, the Deputy Minister provided Ms. Walsh with copies of complaint letters received by the Division to date.

CURRENT STATUS:

- The Division received additional complaints about NWTC's Executive Director in August, September and October of 2015. Complainants again included both community members and former employees of the organization who identified 17(1)17(3)(e)(h) on the part of Ms. Morrisseau-Sinclair. Complainants further identified a lack of current staffing resources at NWTC, as many staff are currently on "stress leave."

- A meeting took place on October 13, 2015, between the Division and NWTC's new Board of Directors. Findings from the previous reviews and audits were discussed. The NWTC Board and staff committed to reporting on the implementation of the outstanding recommendations stemming from the 2012 Review.

Not Responsive

- On October 26, 2015, the Division received an email from CLOUT advising that members of the group had recently been approached by media about 17(1)17(3)(e)(h) at NWTC from the Executive Director. The group further advised that the service community they represent is "frustrated" and does not feel "supported" by the Province. CLOUT has asked for direction from the Division with respect to how they can assist with this matter.

FINANCIAL IMPLICATIONS:

- Family Services has been the primary funder of NWTC since 1995, initially under the Family Violence Prevention Program and since 2007, at NWTC's request, under the purview of the CFS Division. Funding is provided for programming operating out of the organization's facility at 155 Aikins. The Division does not fund NWTC's two other residential facilities, Eagle Women's Lodge and Memengwaa Place.

- NWTC receives funding from Health/Healthy Living for the Eagle Women's Lodge. Our partners in Health/Healthy Living have advised that they have concerns regarding NWTC's lack of compliance with financial reporting requirements. Further, they advise that there appears to be few clients at Eagle Women's Lodge, which is a per diem funded program for women exiting jail. Family Services does not provide direct funding for the Eagle Women's Lodge.

- NWTC has received long standing funding from the United Way of Winnipeg for the Memengwaa program. This year's funding renewal process was initially put on hold due to operational and governance concerns and outstanding financial reports. The United Way of Winnipeg has since advised that a new contract has been negotiated for a Cultural Circle and Mentorship program.

OPTIONS / NEXT STEPS:

- The NWTC committed to forwarding status reports on the implementation of recommendations for the Division's review and consideration.

- The Division will prepare a response to the October 26, 2015 email communication from CLOUT advising that the Division continues to work with NWTC's Board in addressing concerns.

MEDIA INTEREST:

- A media request was received from 17(1)17(2)(e) on October 15, 2015, enquiring about any funding that is received by NWTC, what the purpose of that funding, whether the Department has received complaints and whether there is an investigation being completed. It is unknown what the specific focus or the story might be.

RECOMMENDATIONS:

- It is recommended that Division staff meet with the NWTC Board to discuss the complaints regarding the Executive Director. It is further recommended that a report on the Board's follow-up to the complaints be requested.

Branch:	Child Protection		
Contact(s):	Diane M. Kelly, Acting ADM Acting Executive Director Sabine Bures	**Phone:**	945-4575

14

December 9, 2015

Native Women's Transition Centre
105 Aikins St.
Winnipeg, Manitoba

Attention: Sherri Walsh
NWTC Board Chair
email: swalsh@hillco.mb.ca

Dear Ms. Walsh:

This formal grievance is being submitted on behalf of the under signed staff (and residents) of NWTC and Eagle Women's Lodge.

As you are aware, as per your previous contact with Deputy Minister of Family Services Joy Cramer earlier this year; there are serious concerns regarding the current Executive Director Katherine Morrisseau-Sinclair.

Mrs. Sinclair's behavior is abusive and has been allowed to proceed unchecked to the point of having the majority of the Centre's clinical and support staff either off on stress leave due to vicarious trauma, have tendered resignations or have been wrongfully terminated as a result of her bullying, verbal abuse, harassment and laterally violent behaviors.

We ask that the board review our previously submitted complaint and respond accordingly to as per section 8.2 (3) (Harassment and Abuse of Authority) (Reporting Harassment) as described in the Respectful Workplace Policy of the NWTC Human Resources Policy and Procedure Manual.

We request that you inform us of the disposition of this grievance by no later than December 18, 2015. Please reply to leahstavem@gmail.com

Sincerely,

Jenilyn Bacay
Sandra Bruce
Sue DaCosta
Leah Stavem
Gloria Nobiss
Susan Campbell
Leona Soldier
Rachel Willan
Maureen Campbell

cc carmen.barros@gov.mb.ca

15

Gmail

Marty Gold <tgcts1@gmail.com>

Fwd: NWTC complaints and investigation

Susan Campbell <giidanis@gmail.com>
To: Marty Gold <tgcts1@gmail.com>

Tue, Mar 8, 2016 at 3:08 PM

——— Forwarded message ———
From: **Sherri Walsh** <swalsh@hillco.mb.ca>
Date: Thu, Feb 18, 2016 at 5:47 PM
Subject: Re: NWTC complaints and investigation
To: Susan Campbell <giidanis@gmail.com>
Cc: "carmen.barros@gov.mb.ca" <carmen.barros@gov.mb.ca>, "tmartens@deloitte.ca" <tmartens@deloitte.ca>, "jnewton@assante.com" <jnewton@assante.com>, Rosie O'connor <roconnor3@shaw.ca>, Chantal Fiola <chantalf@hotmail.com>

Ms Campbell
Thank you for your message.
Ms Sinclair has been on leave from the organization since December 23, 2015 and has tendered her resignation.
Accordingly no further investigations are warranted.

A search will soon be carried out to hire a permanent Executive Director. My understanding from your previous messages is that your employment was terminated in November 2014.
I know you have had some discussion recently with the interim director , Denise Pelland, about your desire to return and about the organization's staffing needs, generally.
Once the permanent Executive Director is in place, you should speak with that person.
You are welcome to stay in touch with Ms Pelland to obtain information about when the new Executive Director will be in place.
Best regards
Sherri Walsh

Sherri Walsh
Hill Sokalski Walsh Olson LLP
Litigation Counsel
2670 - 360 Main Street
Winnipeg, MB R3C 3Z3
Phone: 204-943-6740 ext 225
Fax: 204-943-3934
E-mail: swalsh@hillco.mb.ca

> On Feb 17, 2016, at 6:13 PM, Susan Campbell <giidanis@gmail.com> wrote:
>
> Hello Ms. Walsh,
>
> I'm writing to follow up on the meeting NWTC staff had with 4 members of the board in mid December 2015. At that time we were given the impression that an investigation was going to be done regarding the resident and staff complaints surrounding Mrs. Sinclair's conduct during her time as Executive Director at NWTC. Several months have passed and it would appear that no action has been taken in this matter other than Mrs. Sinclair being placed on leave. It is my understanding that staff and residents have not been interviewed and no discussion has taken place about the issues described in the complaints. I can attest to the fact that no one from the board has approached me personally to address my concerns in this matter.
>
> Will the board be taking any steps to investigate the complaints? If an investigation has taken place that we are not

16

aware of could you please share the outcome so that staff and residents may begin to have some sense of closure.
>
> I thank you for your time and consideration in this matter and will await your response.
>
> Susan Campbell, BSW
>
>

17

DEPARTMENT OF FAMILY SERVICES
BRIEFING NOTE

LOG NUMBER: FSCFE 07-00158 **DATE:** May 5, 2015

SUBJECT: NATIVE WOMEN'S TRANSITION CENTRE (NWTC) – RESIGNATION OF BOARD MEMBERS AND COMPLAINTS ABOUT MANAGEMENT

ISSUE: The Child Protection Branch has received complaints about the current management of NWTC, and has confirmation that all the Board members have resigned except for one.

KEY MESSAGES / SPEAKING POINTS:

- The Child and Family Services Division (Division) will continue to work with community agencies, including Native Women's Transition Centre, to ensure that they are supported to provide safe and effective supports for vulnerable families.

BACKGROUND:

- [redacted]
- [redacted]
- [redacted]
- [redacted]

PAGE 2 – Board members recruited by Exec Dir has dual Conflict of Interest confirmed.

- In early 2015, the CFS Division became aware that the current Executive Director of NWTC was Ms. Katherine Morrisseau-Sinclair, a former member of the Board. The Department of Family Services was not formally notified of this hiring.

- In February 2015, the CFS Division in the Department was contacted by Community Lead Organizations United Together (CLOUT), who provided a number of written complaints from NWTC residents, employees and former Board members. The complaints were related to actions ascribed to Ms. Morrisseau-Sinclair, in the workplace, and were also provided to the (former) NWTC Board members.

- On April 23, 2015, the CFS Division was advised that almost all of the Board members of NWTC had resigned and that there was no functioning Board for the organization. After many attempts to contact Ms. Morrisseau-Sinclair, and other known former Board members, Division staff spoke with former Board members on April 28, 2015.

- The former Board members advised that six Board members have resigned in 2015, leaving the one Board member, Ms. Stephanie Scott, [redacted] 17(1)17(2)(e) [redacted] Other concerns reported by the former Board members included that Ms. Morrisseau-Sinclair stated [redacted] 17(1)17(e)(f)(h) [redacted] 17(1)17(e)(f)(h) [redacted] Ms. Morrisseau-Sinclair was reported to have told Board members on April 10, 2015 that she was short-staffed, and having to do the case management for the three residents of Eagle Women Lodge. She was reported to have advised that [redacted] 17(1)17(2)(a) [redacted] 17(1)17(2)(a) [redacted] and [redacted] 17(1)17(2)(e) [redacted]

18

- Former Board members reported the Clinical Team Lead position was posted at $60,000 salary. It is noted that the funding actually provided by Manitoba Family Services for that position is $92,000 per year. It was reported that the top candidate declined the position, and that Ms. Morrisseau-Sinclair would not agree to offer the position to the next highest qualified candidate.

- Former Board members advised they were informed by Ms. Morrisseau-Sinclair that she did not have a contract, and had been appointed by the previous Board, which had fully dissolved except one member (Ray Ulassy) in December 2014. Mr. Ulassy left the Board in late December 2014, [redacted] 17(1)17(3)(f)(i)

CURRENT STATUS:

- On April 27, 2015, [redacted] posted on his personal Facebook site a request for Board members for NWTC. The Facebook posting indicated that anyone interested should contact [redacted] through his Facebook and did not direct interested parties to a third party or to NWTC. 17(1)17(3)(i) 17(1)17(3)(i)

- [redacted] Not Responsive

- On May 1, 2015, Ms. Diane Kelly, A/ADM for the CFS Division, met with Ms. Katherine Morrisseau-Sinclair. Ms. Kelly advised Ms. Morrisseau-Sinclair of the Division's concerns regarding the lack of a Board [redacted] Not Responsive Ms. Kelly further stated that the Division is consulting with its legal advisors with regard to the placement of an Administrator to provide support to NWTC. Ms. Morrisseau-Sinclair replied that she would be consulting with a lawyer. Ms. Katherine Morrisseau-Sinclair indicated that she had 30 applicants to fill the board vacancies and that those positions would be filled immediately.

- [redacted] Not Responsive

- [redacted] Not Responsive

- [redacted] Not Responsive

- [redacted] Not Responsive

FINANCIAL IMPLICATIONS:

- NWTC has a Service Purchase Agreement with Manitoba Family Services which currently provides annual funding of $705,000.

OPTIONS / NEXT STEPS:

- The CFS Division is in consultation with Civil Legal Services to discuss whether the Department should appoint an Administrator for NWTC in light of the lack of a functioning Board, in combination with the reports of other concerns regarding day-to-day management. CLOUT members have indicated to the CFS Division that they are prepared to work with both NWTC and the Division towards resolution.

19

- The Minister of Family Services has approved moving forward with appointing a Provisional Administrator.

MEDIA INTEREST:

- There is no media interest at this time. However, as 17(1)17(3)(i) [redacted] and has already mentioned the need for Board members on his Facebook site, it is anticipated that media interest could become high in this matter.

RECOMMENDATION:

- The CFS Division is working with Civil Legal Services to place NWTC under Administration.

Branch:	Child Protection		
Contact(s):	Ben Van Haute, ADM	**Phone:**	945-3257
	Diane Kelly, Executive Director Tamsin Collings		945-4575

Posts



Murray Sinclair
Apr 27 at 7:50pm Edited

The Native Women's Transition Centre of Winnipeg needs Volunteer Board Members.

Anyone - Male or Female - with Board experience can send me a private message showing interest. With a budget of $1.5 million, the Centre is responsible for providing shelter and support services, including advocacy, to women and children in crisis especially those leaving violent relationships.

To those many of you who have asked "...what can I do to help the cause of Missing and Murdered Indigenous Women?", here's your chance to help these ladies and their children from becoming part of those tragic statistics. More details can be provided on request. Just send me a private message in my inbox with your contact info and someone will be in touch on behalf of NWTC.

- NWTC failed to notify the CFS Division that it ceased to have a functioning Board of Directors.

  Section 4.03 of the SPA stipulates that the Service Provider agrees that during the term of the Agreement it will:

  (g) give Manitoba prompt written notice of the occurrence of any event which constitutes or may with the passage of time constitute a breach or default under this Agreement.

- The ED's solicitation of assistance from [redacted] in the recruitment of new NWTC Board members appears to constitute a conflict of interest as defined in Manitoba's Conflict of Interest Policy Guidelines. [redacted] personal involvement in matters pertaining to the operation of NWTC contributed to [redacted] By having [redacted] involved and/or exert influence in the recruitment and screening of potential Board Members (to whom she would be accountable as an employee), the ED may be in a position to benefit both personally and professionally.

  Section 20.01 of the SPA stipulated that:
  The Service Provider acknowledges that Manitoba requires the Service Provider to have a conflict of interest policy at all times while this Agreement is in effect, and that such policy must meet or exceed the Standards and requirements set out in Manitoba's Conflict of Interest Policy and Guidelines attached hereto as Appendix "3".

Appendix "3" of the SPA pertains to Board members and employees and states that:

III. DEFINITION

A "conflict of interest" is any situation in which a Board member or employee of an external Service Provider has an employment, business or personal interest which results or appears to result in:
(i) an improper material interest or an advantage by virtue of the person's position; or
(ii) an interference with the objective exercise of the person's duties.
A material interest includes any matter or situation where a Board member or employee has a direct or indirect financial or other interest beyond the interest of an ordinary citizen.

EXCELLENCE

10 page report
ll Operational
Issues at
NWTC - Evidence
+ Implications
Manitoba Dept Family Services

Some excel because they are destined to,
most excel because they are determined to

[redacted] Not Responsive

[redacted]

APPENDIX "3"
MANITOBA'S CONFLICT OF INTEREST POLICY AND GUIDELINES

EXCE
Appendix to SPA - Govt Required Board to vote on Conflict of
Some excel because
most excel because the issues

I. INTRODUCTION

The Province of Manitoba is charged with the responsibility of protecting the public interest, particularly in regards to accountability for the spending of tax dollars. External Service Providers are perceived by the public as extensions of government. As such, Boards of Directors and employees of external Service Providers delivering Services on behalf of government are accountable to the public and are particularly vulnerable to charges of conflict of interest. As a funder of many external Service Providers, the Province of Manitoba expects Service Providers to adopt the following conflict of interest policy and guidelines for their Boards of Directors and employees.

By stating clearly the standards of conduct expected of Board members and employees, the guidelines serve as a preventative measure so Board members and employees do not inadvertently place themselves in a position of perceived, potential or actual conflict of interest. Furthermore, the sections dealing with disclosure and appeals provide for avenues to clarify and resolve issues before they become a problem.

The aim of the conflict of interest guidelines is to strike a balance between legitimate protection of public interest and the protection of a Board member's and employee's personal and professional interests.

It is the responsibility of the Board of Directors to ensure that these guidelines are communicated to all Board members and employees of the individual external Service Providers and to establish procedures for ensuring compliance with the standards set out in the policy and guidelines.

POLICY STATEMENT

The Province of Manitoba expects Boards of Directors and employees of external Service Providers which it funds to maintain high standards of integrity, impartiality and ethical conduct. Board members and employees must be constantly aware of the need to avoid situations which might result either in actual, potential or perceived misconduct or conflicts of interest and to conduct themselves in a manner which commands the respect and confidence of their fellow citizens.

This policy, including disclosure requirements, applies to all members of the Boards of Directors and all employees of external Service Providers. The policy and guidelines contained herein should complement rather than replace the provisions of relevant legislation, or any other statute, collective agreement, rule or statement which applies to Boards of Directors or employees of external Service Providers, and in the event of a conflict, relevant legislation shall govern and supersede this policy.

III. DEFINITION

A "conflict of interest" is any situation in which a Board member or employee of an external Service Provider has an employment, business or personal interest which results or appears to result in:

(i) an improper material interest or an advantage by virtue of the person's position; or
(ii) an interference with the objective exercise of the person's duties.

A material interest includes any matter or situation where a Board member or employee has a direct or indirect financial or other interest beyond the interest of an ordinary citizen.

IV. REQUIREMENTS FOR DISCLOSURE

Members of the Boards of Directors and employees of external Service Providers are responsible for disclosure of any situation or matter where they have an actual or perceived conflict of interest or the potential for a conflict of interest.

Conflict of interest declarations should be filed annually at a minimum or updated immediately where:

(i) an actual, potential or perceived conflict situation arises where none existed previously; or

(ii) a change occurs which alters the nature or degree of the conflict, subsequent to a declaration being made.

Where a conflict of interest has been found to exist, the Board member or employee, if necessary, will be required to take steps to avoid the conflict of interest. As well, where a perceived or potential conflict situation may exist, the Board member or employee will be provided with advice on what steps need to be taken to remove the perception of or the potential for a conflict of interest.

1) Where a Board member is unsure whether any conflict of interest may exist, it is his/her responsibility to seek clarification from the Board of Directors.

   A Board member shall disclose in writing to the Board of Directors, or request to have entered in the minutes of meetings of the Board of Directors, the nature and extent of his/her interest.

   The Board of Directors shall decide by majority vote of other members at the meeting whether a perceived or actual conflict of interest exists in the case of a Board member.

   No Board member shall be present during any discussions of the Board or vote on any matter where it has been decided that a material interest exists. The minutes of the Board meeting shall in each case record the member's disclosure of interest and the fact he/she took no part in the discussion or decision. In addition, the Board member must refrain from attempting, directly or indirectly, to influence the decision of the Board.