

Sandra Stoker

Redacted



HIGHLIGHTS OF QUALIFICATIONS

- Bachelor of Arts in Honors Sociology and a Masters of Arts in Sociology
- Currently employed as the Executive Director of Child and Family All Nations Coordinated Response Network.
- Over four years of experience as a Program Manager for Child and Family All Nations Coordinated Response Network in the Crisis Response Unit, After Hours Unit, Intake Program and Abuse Program.
- Three years of experience as a Program Supervisor/Manager for Family Services and Housing, Northern Region including the program management responsibilities of Child and Family Services Intake (including abuse), Short and Long-term Child Protection, Family Preservation, Foster Care, Thompson Receiving Home, Community Development, Adoption, Expectant Parent, Services to Outlying Areas and Child Day Care.
- Employed for five years as a Social Worker for Family Services and Housing in the following positions: Generic Social Worker providing services in the areas of Intake, Child Protection, Abuse, Adoption and Expectant Parent, Intake Worker and Specialized Family Counselor.
- Possess an in-depth knowledge of the Child and Family Services Act, the Child and Family Services Authorities Act and all corresponding regulations, including the Child Abuse Regulation.
- Experience in cross-cultural service delivery as a front-line social worker, program manager and Executive Director of an All Nations CFS Agency.
- Over four years experience as the Child Abuse Committee Chair or Alternate Chair for the four Child Abuse Committees for Child and Family All Nations Coordinated Response Network.

WORK EXPERIENCE

2010-Present: ***Executive Director
Child and Family All Nations Coordinated Response Network
Winnipeg, Manitoba***

2009: ***Interim Executive Director
Child and Family All Nations Coordinated Response Network
Winnipeg, Manitoba***

Duties:

- Plan, direct, develop, and coordinate the programs and activities of the Agency for the accomplishment of the objectives and policies established by the Board of Directors
- Partner with the Board of Directors to fulfill its governance role
- Manage Organizational Development and Service Delivery
- Ensure the effective Management of Human Resources
- Ensure the Financial Management of the organization
- Promote and maintain positive Community Relations
- Manage the day to day Operations of the agency
- Recruitment, orientation, training, and direct supervision of the Executive Management Team

2005-2009: ***Program Manager, Crisis Response Unit, After Hours Unit,
Intake Program and Abuse Program
Child and Family All Nations Coordinated Response Network
Winnipeg, Manitoba***

Duties:

- Strengthen existing service delivery systems, identifying and recommending improvements to the program to meet changing mission parameters and requirements, and contributing to the strategic planning processes of ANCR
- Develop and maintain appropriate management/reporting systems, maintain records that provide for the proper evaluation, control and documentation of assigned activities
- Develop and implement a program based budget and accounts for variations in expenditures from the approved financial plan.
- Ensure full compliance with Case Management Standards, legislation, regulations and ANCR policies.
- Meet all agency administrative, service and personnel policy and procedural requirements within the program
- Take leadership in the development of an effective and dynamic program management team; Takes corrective action as necessary and where subordinates are present, relieve them of the most difficult, sensitive or controversial decisions within the program.
- Ensure that adequate and appropriate human resources are available, trained and supported to carry out the responsibilities of the program, making

recommendations on hiring, termination, promotion and discipline of staff as required.

- Work collaboratively with other community and related service organizations to achieve program goals and objectives.
- Confer with and represent the program and the department in meetings with other relevant organizations, departments and with a variety of public, business and community groups and organizations.
- Stay abreast of technological, legal and operational changes that affect the activities and work processes of the program.
- Responsible for the recruitment, orientation, training and direct supervision of all Program Supervisors.
- Child Abuse Committee Coordinator responsible for recruitment, orientation and training of Child Abuse Committee Members; chair all Child Abuse Committee Meetings, ensure that committee operations and decisions are made in compliance with the Child and Family Services Act and Child Abuse Regulations.

2004-2005: ***Program Specialist, Child Protection and Family Services
Child and Family Services General Authority
Winnipeg, Manitoba***

Duties:

- Provide support, guidance and consultation to agencies regarding service delivery, program requirements, and legislation and regulation interpretation.
- Follow up with agencies regarding any concerns/complaints related to service delivery.
- Compile annual statistics for the General Authority and the Child Protection Branch.
- Ensure agencies are complying with legislation, regulations and program standards.
- Approve Child Abuse Committee Membership lists for each mandated agency.
- Follow-up all Child Death Cases involving a General Authority Agency.
- Work collaboratively with agencies and other Authorities to ensure effective service delivery.

2001-2004: ***Program Manager, Family Services and Housing
Family Services and Housing, Northern Region, Thompson
Area***

Duties:

- Program Management of Child and Family Services Intake, Child Protection, Services to Families, Foster Care, Adoption, Expectant Parent, Child Day Care, Agency Licensed Receiving Home, Community Development and Protection, Family Preservation and Services to Outlying Communities.
- Responsible for the development and monitoring of program budgets, operations, ensuring program standards and policies are being followed.
- Ongoing program evaluations, reviews and program implementations.

- Staff management including direct supervision and support, conducting employee performance evaluations, monitoring job performance.
- Responsible for the recruitment, orientation and training of new staff.
- Function as part of a management team responsible for agency operations.
- Act as a liaison and work collaboratively with other community and related service agencies.

**2000-2001: *Supervisor for Family Services Emergency Duty Service
Family Services and Housing, Thompson Area***

Duties:

- Provide direction and supervision to on-call emergency duty worker regarding child protection services, mental health and home-care services.
- Assess risk in crisis situations and instruct emergency duty worker with follow-up needed.

**1999-2001: *Generic Social Worker
Child and Family Services
Thompson, Manitoba***

Duties:

- Providing service delivery under the Child and Family Services Act in the areas of Child and Family Services Intake, Voluntary Support Services, Child Protection, Abuse, Adoption, Expectant Parent.
- Function as part of a child welfare team.
- Responsible for recording intake statistics.
- Responsible for case management including initial interviews and assessments, developing case plans, implementation of case plan and service delivery, evaluation of case plan.
- Coordination of services to families and work as a member of a multi-disciplinary team.
- Work cooperatively and in conjunction with Aboriginal Agencies.
- Follow proper legal procedures and prepare all court documentation for Child Protection Court.
- Responsible for financial management and planning on caseload.

**1997-1999: *Intake Worker
Child and Family Services
Thompson, Manitoba***

Duties:

- Respond to and provide service on all new intakes into the agency.
- Function as a member of a child welfare team.
- Responsible for case management including initial assessment, developing case plans, implementation of plans and services, conduct case evaluations.

- Coordination of services to families and work as a member of a multi-disciplinary team.
- Work cooperatively and in conjunction with Aboriginal Agencies.
- Follow proper legal procedures and prepare all court documentation for Child Protection Court.
- Responsible for financial management and planning on caseload.

**1996-1997: Specialized Family Counselor
Child and Family Services
Thompson, Manitoba**

Duties:

- Providing individual and family counselling to parents and teenagers in a family setting.
- Developing program mandate and services.
- Conducting initial assessments, completing social history and family assessments, preparation of case plans, case management, completing case reviews.
- Development and facilitation of parenting groups.
- Crisis intervention and family mediation.

EDUCATION

- 1993-1998:** Master of Arts (Sociology)
University of Manitoba
- 1989-1993:** Bachelor of Arts (Honors Sociology)
University of Western Ontario
- 1985-1989:** High School Diploma
RD Parker Collegiate

TRAINING

2011: Sharing Indigenous Ways of Helping and Healing Conference
Southern First Nations Network of Care
Winnipeg, Manitoba

Child and Family Services Board Leadership Workshop
Southern First Nations Network of Care
Winnipeg, Manitoba

9th Structured Decision Making Conference
Children's Research Center
Baton Rouge, Louisiana

- 2010: Transformational Leadership**
Organization and Staff Development
Winnipeg, Manitoba
- Communication Styles**
Organization and Staff Development
Winnipeg, Manitoba
- International Policy Governance Association, Unleash Your Board's Potential**
Las Vegas, Nevada
- Differential Response Overview and Structured Decision Making**
Southern First Nations Network of Care
Winnipeg, Manitoba
- 2009: 25th National Symposium on Child Abuse**
National Children's Advocacy Center
Huntsville, Alabama
- Multi-System Training: Response to High Risk Victims**
Manitoba Family Services and Housing
Winnipeg, Manitoba
- Manitoba Child and Family Services Provincial Standards Training**
Southern First Nations Network of Care
Winnipeg, Manitoba
- 2008: Annual Manitoba Child Abuse Coordinators Conference**
Child Protection Branch
Winnipeg, Manitoba
- 2008 Joining Together: Issues and Initiatives in Child Maltreatment**
Canadian Society for the Investigation of Child Abuse
Calgary, Alberta
- 2007: Annual Manitoba Child Abuse Coordinators Conference**
Child Protection Branch
Winnipeg, Manitoba
- Missing and Exploited Children Conference**
Canadian Center for Child Protection
Winnipeg, Manitoba
- American Humane Differential Response Conference**
American Humane Association
Long Beach, California

- 2006: Missing and Exploited Children Conference**
Canadian Center for Child Protection
Winnipeg, Manitoba
- 2005: Training of the Trainers, Intake Module**
Manitoba Family Services and Housing
Strategic Initiatives
Winnipeg, Manitoba
- 2004: Core 503: Transfer of Learning**
Child Protection Branch
Winnipeg, Manitoba
- 2003: Managing Projects for Results**
Organization and Staff Development
Winnipeg, Manitoba
- Core 504: Supervising and Managing Group Performance**
Child Welfare and Family Support Branch
Winnipeg, Manitoba
- Training of the Trainers**
Authority Determination Process
Child Welfare and Family Support Branch
Winnipeg, Manitoba
- 2002: Core 501: Managing within a Child and Family Serving System**
Core 502: Managing work through other people
Child Welfare and Family Support Branch
Winnipeg, Manitoba
- Cross Cultural Awareness Workshop**
Mystery Lake School Division
Thompson, Manitoba
- 2001: Managing Under the Collective Agreement**
Organization and Staff Development
Winnipeg, Manitoba
- 2000: Nonviolent Crisis Intervention Refresher**
Crisis Prevention Institute
Thompson, Manitoba
- 1998: Assessment and Treatment of Child Sexual Abuse**
HQS Consulting Services
Winnipeg, Manitoba
- Fetal Alcohol Syndrome Learning Workshop**
Manitoba Family Services and Housing
Thompson, Manitoba

1997: Core 101: Family Centered Child Protective Services
Core 102: Case Planning and Family Centered Casework
Core 103: The Effects of Abuse and Neglect on Child Development
Core 104: Separation, Placement and Reunification
Child Welfare and Family Support Branch
Winnipeg, Manitoba

Suicide Intervention Workshop
Living Works Education Inc.
Thompson, Manitoba

Nonviolent Crisis Intervention
Crisis Prevention Institute
Thompson, Manitoba

Family Preservation and Reunification in Manitoba
Office of Children's Advocate
Winnipeg, Manitoba