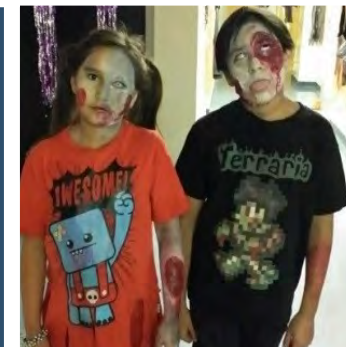


Kinosao Sipi Minisowin

2017-2018 Annual Report





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Kinosao Sipi Minisowin Agency
Box 640
Norway House, MB
R0B 1B0

We dedicate our report to our late co-worker and friend...

Charles Evans

**Charles Frederick
Evans**

**May 1, 1956
to
January 19, 2017**

**“WE THOUGHT OF YOU
TODAY”**

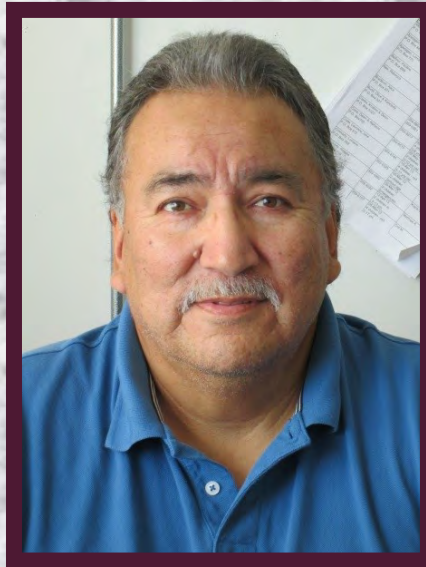
**We thought of you today, but
that is nothing new.**

**We thought of you yesterday,
and will tomorrow too.**

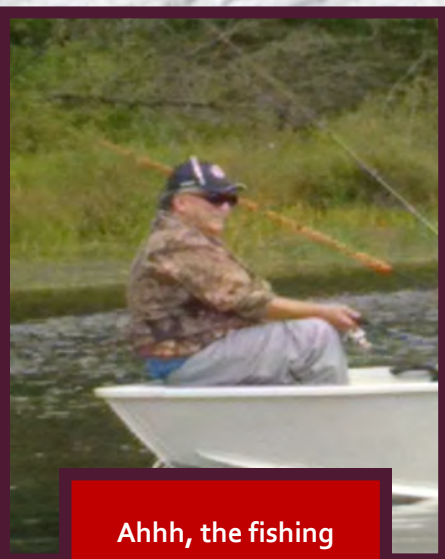
**We think of you in silence, and
make no outward show.**

**For what it meant to lose you,
only those who love you know.
Remembering you is easy, we do
it every day.**

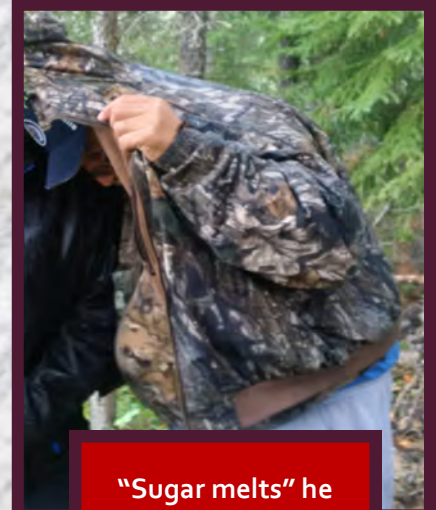
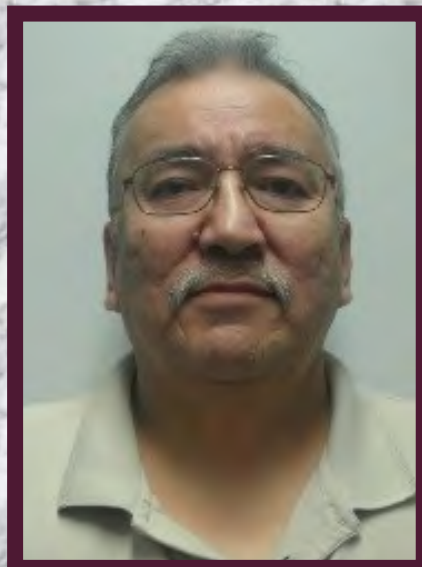
**It's the heartache of losing you
that will never go away.**



**Chilling, waiting for
the shore lunch.**



**Ahhh, the fishing
life...**



**“Sugar melts” he
says!**

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Executive Director Message



I am honoured to present to you Kinosao Sipi Minisowin Agency's 2017-2018 Annual Report. We dedicate this year's report to a former colleague who sadly passed away during this time, Charles Evans.

I want to thank our Board of Directors for their tremendous support during this reporting period. This past year has been a time of transition in many aspects. One of our key activities for this reporting period has been our negotiations regarding our move to a new block funding model. I have had the privilege of working with a strong management team who have contributed immensely during this time.

As the Executive Director of KSMA I am fortunate to have a team that strongly encourages teamwork. Our funding partners, Indigenous Services Canada and the Province of Manitoba have worked with us throughout the process of implementing this new model which allows some flexibility in terms being able to allocate resources where they are much needed. It also enables us to take a more preventative and supportive approach in the child welfare work that we do. KSMA is excited to embark on a new path, one that supports families, a cornerstone of the work we do.

KSMA continues to be governed and guided by a set of core values established by board members years ago. It is these principles that the agency strives to accomplish, and you will find these values in our report. As a Child and Family Services Agency our programs and services always reflect KSMA's vision and mission statements. Our staff initiate activities throughout the year to promote healthy families such as our Annual Family Conference which is always a great opportunity to offer educational activities while making it fun.

CFS reform was another key initiative that had agencies and authorities engaging in important activities from December 2017 to March 2018. KSMA worked intensively with the Northern Authority and other First Nations CFS agencies to offer input into this process.

We have our head office located in Norway House Cree Nation and our sub-office is located in the city of Winnipeg. Both our offices on-reserve and off-reserve offer many programs and services, as you go through our report you will see the many activities that have occurred. I highlight just a few initiatives KSMA has been involved in please review our report to gain more insight in the work that we do.

I want to thank all our staff for continuing to offer their time and commitment to the children and families we serve. I also want to acknowledge our foster parents for helping KSMA by opening their homes to our children.

I hope you enjoy our report!

Ekosani,
Clarence Paupanekis
Executive Director

Unity is strength. When
there is teamwork and
collaboration, wonderful
things can be achieved.
Mattie Stepanek

Welcome to another year and to our 2017-2018 Annual Report.

As the Assistant Executive Director of the Kinosao Sipi Minisowin Agency (KSMA), I am tasked with overseeing the different programs within our organization. I work closely with our Executive Director, Clarence Paupanekis, on a day to day basis and with the overall functions of the agency. Along with the Executive Management team, we aim to assist in the development and delivery of culturally appropriate programs and services that promote the best interest of all we serve. We truly believe that children need to be raised in a safe and secure environment with their family units. As stated in our Mission, Vision and Goals, KSMA thrives in following what has been directed to us by our Board of Directors.



I work closely with our Executive Assistant, Myra Muminawatum, who has done outstandingly well in her role. She assists in the scheduling of all our meetings with all collaterals and resources, our Management, Board of Directors, Indigenous Service Canada and the Provincial Government.

The past year has been met with upcoming changes and the announcement regarding Reform in Child Welfare in Manitoba. We continue to set goals and meet each challenge with a determination that has helped us overcome the many obstacles we have encountered. Without the dedication and strong teamwork of our management and staff we would not have attained the success we aimed for. I believe that success is not measured by how well you fill the expectations but by how honestly you live up to your own expectations. It has been very busy and I am happy to report that the agency is stable financially and services continue.

Once again, I commend the staff; administration, finance and frontline, for all their hard work and team effort as it could not have been done alone. Having said that, I hope you enjoy reading about what each department has contributed in our 2017-2018 Annual Report.

Respectfully
submitted by,

**Assistant Executive
Director,
Charlene J Ducharme
BSW, MPA**

At the end of the day, the most
overwhelming key to a child's
success is the positive involvement
of parents.

— Jane D. Hull —



Tansi, I greet you all in good spirits!

I want to take this opportunity to address the community, the Board, and the staff of the Kinosao Sipi Minisowin Agency. I want to thank everyone for the opportunity to work with the Minisowin Agency for the last five years. Working with the agency was a great learning experience and I am grateful.

The agency has come such a long way since we first started. It has become one of the top agencies in the province.

I wish the current Board much success in serving this community and agency going forward. I also want to thank the staff for working with us.

KSMA has a strong team going forward and I know they will do well.

Thank you,

Brian J Cromarty

Board Chair July 2013 to July 4, 2018

A graphic featuring a quote by Swami Sivananda. The background is a photograph of a snowy forest with evergreen trees. The text is white and centered. The quote reads: "Put your heart, mind, and soul into even your smallest acts. This is the secret of success." Below the quote, the name "Swami Sivananda" is written in a smaller font.

**Put your heart, mind, and soul
into even your smallest acts. This
is the secret of success.**

Swami Sivananda

Tansi

I would like to express how grateful I am for the opportunity to serve the families of Norway House Cree Nation. KSMA plays a key role in strengthening the family bond which has been badly damaged by years of colonization and assimilation. I would like to acknowledge the **staff of KSMA** both here in Norway House and in our Winnipeg office for their perseverance, hard work and dedication for the betterment of children everywhere. We have experienced several challenging years and have come out ahead due to the dedication of our staff and a focus on bettering the lives of Norway House children.



Our **foster parents** play a key role in KSMA and I must acknowledge the sacrifices they make, their time and energy also for opening their homes to welcome the children that need the help. Without your support and love for the children, KSMA would not be able to do the things needed to help these families and children. We must never under estimate the valuable services of foster parents in providing support to this community and its families.

The **KSMA Board** has also played an important role by remaining focussed on the goals of keeping our families together. Each one of our board members has a unique community perspective and compassion for the betterment of the agency. Our **Elders** who sit on our Board who keep us centered with their wisdom and guidance should never be overlooked, the Elders have a lifetime of knowledge which helps us understand the challenges of the past which in turn helps us prepare for the ongoing obstacles of tomorrow.

I am very proud of the work of the **Management Team**, their continuous efforts in working with myself and the board to address these challenges so we can remain on the path to strengthening the organization. Together we are moving forward to ensure our organization is sound, which in turn helps our programs and services remain sustainable. This upcoming year will also be full of challenges and it is essential that we remain focussed on supporting our families through effective programs and services. It takes a community to raise a child, and we must remain committed to building a community foundation that is supportive for future generations. KSMA will continue to keep families together so a lot of our energy will be put towards prevention and intervention.

Finally, I'd like to take this opportunity to write a few words about the **frontline workers**. These individuals must be applauded, they continuously work hard under pressure while keeping their professionalism in check. In my mind, they are the heart and soul of KSMA, they understand that their jobs are meaningful and play a huge role in the success of the agency, families, and most of all the children, with that I'd like to personally thank each and everyone of you.

Ekosi,
Gilbert Fredette
Councillor and Deputy Chief
KSMA Portfolio Holder Until March 12, 2018

***When you hand good
 people possibility,
 they do great things.***

Hello my name is Deon Clarke. I was recently elected in March of this year as Councillor for NHCN. It has been many years since I have worked with KSMA, but it is a great honor to be back in my new role as the portfolio holder. I look forward to working with the staff, management team and the community.

Within the first few months we had some changes with our board and welcomed familiar faces to the agency. The first was Rhonda Apetagon as our new Interim Executive Director and three new Board members; Beatrice Queskekapow, Christina Mitchell and John Henry Jr. They all come with a wealth of knowledge to compliment our other three board members Hilda Albert, Doreen Godwin and Eddie Albert. They will have a lot of work to do in this new role but I am very confident in all of them.

I want to say thank you to our former board members, Brian Cromarty and Alvin Ferland for the many years of service and the work they have contributed to the Agency. Also to our board Elder Advisor, Frances Queskekapow, who has been with child welfare since the 1980's and with KSMA since the very beginning. I thank Frances for all her wisdom and for the guidance that she gave to the agency and our community; I wish Frances all the best.

Lastly, I want to take the time to thank the people of Norway House Cree Nation for believing in my abilities to help lead our community for the next four years. We will continue to serve the families and the children of KSMA without forgetting the teachings of our elders and the direction they have lead us on, which is to help build stronger families.

Ekosi, God Bless you,
Councillor Deon Clarke
KSMA Council Portfolio Holder



TEAMWORK

is

- ♦ **the ability to work together toward a common vision**
- ♦ **the ability to direct individual accomplishments toward organizational objectives**
- ♦ **is the fuel that allows common people to attain uncommon results**

The Kinosao Sipi Minisowin Agency will assist in the development and delivery of programs and services directed to promoting the best interest of Norway House Cree Nation members and preserving family unit.

- ♦ ***Norway House Cree Nation is to be a safe, nurturing and caring community where healthy and responsible families live.***
- ♦ ***Children will be raised with honour, respect, love and guidance so as to become good and productive citizens.***

- ♦ ***To deliver child and family services programs in the community that reflects the tradition, culture, and values of Norway House Cree Nation.***
- ♦ ***To educate the community regarding the role and mandate of Minisowin as a child caring agency.***
- ♦ ***To promote family planning for child safety, parental skill development and to preserve family unity.***
- ♦ ***To work as an agency team and with community resources in order to strengthen the working relationship, programming and services.***
- ♦ ***To utilize the assistance of elders and extended family for advice, guidance and direction in case planning and programming.***

Agency Profile

In late 1996, the Norway House Cree Nation Chief and Council decided to pursue a community-based Child and Family Service Agency by drafting a Band Council Resolution (BCR) to facilitate the decentralization of the Child and Family Services (CFS) Program from the Awasis Agency of Northern Manitoba (the mother agency for CFS serving the Northern Region based out of Thompson, Manitoba). The two year process included community consultation, planning, research, proposal writing and government negotiations. On March 17, 1999, the Provincial Government ratified the Order-in-Council to officially incorporate Kinosao Sipi Minisowin Agency (KSMA) under the Manitoba Child and Family Service Act. KSMA was officially incorporated on April 1, 1999.

The primary vision for KSMA is to assist in the development and delivery of programs and services directed at promoting the best interest of Norway House Cree Nation members and preserving family unity. Once KSMA received its mandate, the agency, with support from the local leadership, took a proactive approach and began developing new departments, projects, programs and services to reflect the tradition, culture, and values of Norway House Cree Nation. KSMA employs approximately 75 employees and has been providing on-going education and training opportunities for its service providers.

The Aboriginal Justice Inquiry – Child Welfare Initiative created change and the restructuring of the Child and Family Services systems within the Province of Manitoba. The intent of the initiatives was to make provision for aboriginal agencies to provide culturally appropriate services to its members on and off reserve with the Province of Manitoba. For KSMA, the agency transformed from a single-community CFS agency on reserve to a Province-wide CFS Agency. KSMA was also given the responsibility of servicing aboriginal children and their families from out of province west. In order for KSMA to accommodate the Province-wide mandate, they developed new departments, projects, programs and services, and hired staff to provide support and to promote the best interest of the Norway House Cree Nation members and affiliates in preserving family unity.

Board of Directors

April - June, 2017:

Brian Cromarty

Alvin Ferland

Gilbert Fredette

Winnifred Balfour

Aileen Apetagon

Roy Foster

Frances Queskekapow



Effective July 2017:

Brian Cromarty

Alvin Ferland

Gilbert Fredette

Edward Albert

Doreen Godwin

Hilda Albert

Frances Queskekapow

**On March 12, 2018, Gilbert Fredette was replaced by Deon Clarke as KSMA
Portfolio Holder**

*“Our lives begin to end the day we become
silent about things that matter.”*

Local Child Care Committee



LCCC Members:

Nelson Scribe Jr.

Beatrice Queskekapow

Robert Hart

Missing:

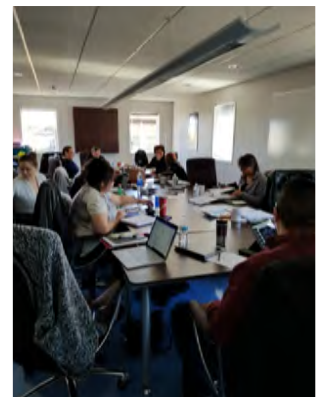
Albert Tait Sr

Management Team



Missing: Keith Olson—Provincial Resource Coordinator and Michael Ly--Financial Consultant

*We cannot accomplish all that we need to do
without working together.*



“First Nations Child and Family Services, under the auspice of Kinosao Sipi Minisowin Agency, is charged with the responsibility to provide mandated and non-mandated child and family services to the membership of the Norway House Cree Nation and other Aboriginal families from provinces west of Manitoba who are residing in Winnipeg”.

PERMANENT WARD UNIT

The Permanent Ward Unit has been fully functioning for the past 3 years now since restructuring occurred in August, 2015. Our Unit has six (6) Child & Family Service Workers and we work with 109 permanent wards in total.

The Permanent Ward Unit

Sandra Clarke, Unit Supervisor
Margaret Bradburn, CFS Worker
John Henry, CFS Worker
Emma McDonald, CFS Worker
Lucy Apetagon, CFS Worker
Olivia Osborne, Adoption Worker
Jane Kamabu, Community Liaison Worker



Change of Worker & Supervision

- ◆ On February 22, 2017, Emma McDonald began work again as Child & Family Service Worker and eventually joined the Permanent Ward Unit.
- ◆ On October 8, 2017, Jane Kamabu, Community Liaison Worker, transferred to the supervision of Rhonda Apetagon at the Winnipeg Sub office.
- ◆ On March 19, 2018, John Henry moved on to work for the NHCN Chief and Council. Kim Schellenberger was hired to take over his case load.

Training

Date	Course	Completed
May 5-7, 2017	Adoption Conference	1 Staff Completed
June 13, 2017	Food Handling Course	1 Staff Completed
July 2017	In House Training on Comprehensive Accountability Case	1 Staff Completed
September 7, 2017	Spirit of the Language: A Pathway to Healing Presenter—Jeff Wastesicott	2 Staff Completed
November 7, 2017	Indigenous Counselling Skills Program (2 Years)	1 Staff Enrolled

Norway House Programs/Services

UNITY (Understanding Needs in Today's Youth)

The UNITY program is an ongoing program that provides numerous activities for high risk children in care. The program assists our youth in developing the skills they will need as they near adulthood. This program works primarily with the permanent ward unit and the children in care.

The permanent ward unit experiences a rewarding sense of accomplishment engaging with children and youth. We work hard to maintain and provide a safety net for all our youth. We are on call 24/7 on-call for our youth if they require immediate assistance. We will continue to prioritize the needs of children, youth and their families to ensure the best possible outcomes.



**Photos: Foster Parent Activities with Children
in Care**



FAMILY SERVICES (PROTECTION) UNIT

The Family Services Unit is comprised of:
Deborah Anderson, Unit Supervisor
Noreen Duncan, Protection CFS Worker
Tracy Kirton-Muskego, Protection CFS Worker
April Ross, Protection CFS Worker
Diane Paynter, Protection CFS Worker
Debra Albert, Protection CFS Worker
Ila Balfour, Interim CFS Worker



Mission

"The primary vision for the Kinosao Sipi Minisowin Agency is to assist in the development and delivery of programs and services directed at promoting the best interest of Norway House Cree Nation members and preserving family unity".

Overview

The Protection Team deals directly with on-call crisis, apprehensions and working with families that are deemed high risk.

Preservation Services

- ◆ Family Support Service Agreements for services such as respite or childcare.
- ◆ Counselling
- ◆ Voluntary Placement Agreements
- ◆ Local Child Care Committee, family mediation
- ◆ Cultural Activities
- ◆ Referrals & Advocacy to Community Resources
- ◆ Reunification

Protection Services:

- ⇒ Intake & Investigation
- ⇒ 24 hour services (on-call)
- ⇒ Crisis Intervention
- ⇒ Apprehension
- ⇒ Order of Supervision
- ⇒ Order of Temporary Order of Supervision
- ⇒ Order of Permanent Guardianship

Services to Families

Our Unit works with families that are deemed high risk but have no children in the care of the agency. Parents can have services provided to them such as counselling, respite, support, etc. to prevent children from coming into the care of the agency.

The Protection Team works with other resources within the community and provides advocacy for our families. Our Unit also works with other KSMA programs and teams to help organization and deliver activities, such as:

- * Annual Family Conference
- * Family Fun Evenings
- * Camps for Children in Care
- * Block Parties
- * Annual Christmas Party
- * "ICAN Program"

Norway House Programs/Services

The Annual Family Conference theme was **“BACK TO OUR ROOTS” THE SEVEN TEACHINGS**. The conference was scheduled for July 13 & 14, 2017 and community resources were asked to help in doing the following presentations:

Teaching #	Presentation Topic	Presented by
1	Honesty	Community Wellness
2	Truth	Chief and Council
3	Courage	Parks & Recreation
4	Humility	KSMA Winnipeg Office
5	Respect	FE Program
6	Wisdom	Permanent Ward
7	Love	Jean Folster Place



*Photos from
the Family
Conference...*



The following Cultural presentations were done:

- ◇ “The Braid Teaching”, Justin York
- ◇ “Belly Button Teaching”, Madeline Gamblin-Walker
- ◇ “Ceremony Presentation”, William Osborne

Meals were provided every evening and a “Spelling Bee” was held on the second evening. Unfortunately our other evening entertainment had to be postponed due to bereavement in the community.

Thanks to all who made the 2017-2018 KSMA Family Conference a success and for all the hard work of our staff and helpers. A very special thank you to Gordon Walker, who was the master of ceremonies, and to his wife, Madeline Gamblin, for sharing their knowledge on the Seven Teachings.

“It Takes a Whole Community to Raise a Child”

FEDERAL RESOURCE TEAM

The Federal Resource Team consists of the Foster Care Worker, the Alternative Care Worker, the Legal Secretary, the Intake and Stats Worker, the CIC Counsellor and the File Clerk; the Team is supervised by the Federal Resource Coordinator.

Federal Resource Coordinator

Oversees, monitors and ensures the Federal Resource Team provides supports, services and programs that would benefit families and children of Norway House Cree Nation. Ensures that effective and efficient service delivery is provided in accordance with **Agency Policy, Standards** and **Procedures**. Conducts team evaluation and report delivery and programs' effectiveness. Maintains awareness and developments in First Nation Child Welfare accordingly. Facilitates ongoing developments and maintenance of services.



Foster Care Worker

Recruits, trains and supports foster families in the community; also arranges to provide temporary and long term placements for children in care as directed by **The Child and Family Services Act** and **Programs Standards Manual**. Duties include:

- Recruiting, training and supporting foster families, both in and out of the community
- Conducting home visits and home studies
- Ensuring all necessary forms are done, e.g. criminal and child abuse checks
- Identifying long and short term placements for children in care
- Ensuring that all files are up to date
- Providing monthly case list

Alternative Care Worker

Assists the Foster Care Worker with the daily duties. Duties include:

- Assisting in recruiting, training and supporting foster families in the community
- Assisting in seeking long and short term placements for children in care
- Assisting to recruit, train and support Services Providers
- Screening, selecting, contracting, monitoring Service Providers in the community
- Providing orientation to service providers, certifying them to providing services for the agency

Legal Secretary

Assists the agency by preparing all legal documentation for court. Duties include:

- Ensuring all legal requirements for court related materials are completed
- Knowledgeable about the CFS Act/Adoption Act and the Program Standards Manual
- Providing support and taking instruction from supervisory staff
- Maintaining confidentiality in accordance with KSMA policy and procedures

Intake Stats Worker

The first point of contact for the community, the Intake Stats Worker maintains records of agency services. Duties include:

- Providing intake services to community members concerned about children in potentially dangerous situations
- Explaining to the public the role of the agency as it pertains to Child and Family Services
- Providing data which helps the agency better organize its resources to address community needs
- Maintaining confidentiality in accordance with KSMA policy and procedures

The Intake/Stats Worker must maintain a comprehensive understanding of:

- Crisis Intervention
- Child Abuse
- Risk Intervention
- Interpersonal Communication
- Multi-disciplinary Team Work

Children in Care Counsellor

This position was created to help address the counseling needs of children-in-care and their families. Duties include:

- Preparing and implementing counselling agreements that address the needs of both clients and caseworkers
- Completing Initial Assessments
- Providing counselling services
- Facilitating debriefings
- Networking with resources

File Clerk

Is responsible for accurate filing and retention of documentation. Duties include:

- Ensuring that all file material is transferred to appropriate files in a timely and efficient manner
- Maintaining confidentiality in accordance with the KSMA Policy & Procedures Manual
- Inputting all required information on the Child and Family Services Information System (CFSIS)

The Resource Team follows the underlined ***Intake System and Procedure***;

- ⇒ Once a referral is made, we respond within a 48 hour timeframe to determine the kind of services needed for each case.
- ⇒ We ensure that all necessary checks are done for all foster parents and service providers.
- ⇒ **We encourage any extended family member to come forward to take care of a child;** a *Family Placement* is the best kind of home a child can have. Keep in mind, *Family Placements* must meet all foster care requirements.
- ⇒ Our team provides on-going sessions/orientations in regards to fostering, adoptions and service providers roles and responsibilities; these sessions are scheduled twice per month.

Activities/Initiatives of the Resource Department

Gym Nights

Tuesday and Saturday nights clients were invited to participate in indoor activities; unfortunately, the UCN Gym became unavailable due to repairs and attendance was very low.

Block Party

On June 30, 2017, the Resource Department hosted a Block Party at the KSMA building. This was another success with approximately 200 people participating. There were events and booth stations set up. A barbecue with refreshments/camp fire tea was provided along with door prizes.

Specialized Training

Training	Dates	Who attended?	Completed
Service Provider Orientation	July 11 , 2017 July 25, 2017	8 participants 2 participants	Yes
Legal Training	Jan 18, 2018	12 KSMA staff	Yes
Trauma Session	August 12 & 13, 2017	12 participants	Yes
Foster Care CFSIS Training	January 22-24	2 participants	Yes
CFSIS Training	Feb 26-28, 2018	1 participant	Yes

Informational Booth

August 1, 2017, during Treaty and York Boat Days, the Resource Team set up an informational booth to inform the community of the programs and services the agency provides. During this time the Resource Team also held a clothing drive; clothing was donated by community members to assist the agency in having an assortment of clothing for the children that come into care.

Foster Care Molson Lake Camp

On August 11-14, 2017, the Resource Team held their Annual Foster Care Molson Lake Camp. There were approximately 40 participants. Those that went participated in Trauma Session training.



They also participated in fishing, swimming, pool, card games, berry picking, scavenger hunt and sight seeing. In the evenings, they enjoyed story telling and talking around the camp fire and many witnessed meteorite showers. The participants enjoyed themselves!

National Foster Parent Week

The Resource Team celebrated National Foster Parent Week on October 15-20, 2017. There were a variety of events scheduled throughout the week, including evenings. Participation by the foster parents and community members is increasing annually. Door prizes were provided along with refreshments at all events.

Foster Parent Christmas Dinner

The Resource Team hosted the Foster Parent Christmas Dinner on December 7, 2017 at the United Church Hall. Participation in this event is increasing annually with approximately 250 people (Foster Parents, CICs and FP family) in attendance. The agency provided gifts to the Foster Parents while the Foster Parents provided the gifts for their children. Santa was also in attendance handing out goodies to all!

Additional Information

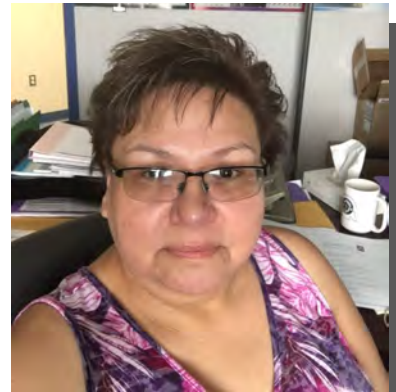
- * All updated case lists are in place with on-call schedule and EMERGENCY placements and EMERGENCY Service Providers are identified.
- * Foster Care Manuals are provided to all active foster parents along with copies of Orientation Packages.
- * Service Provider files are updated regularly.
- * Legal Team conducts mini sessions on topics identified by workers.
- * Legal team also ensures that all workers have access to the Manitoba Child and Family Services Act, Regulations and Standards.
- * Foster Care Worker and Alternative Care Worker conduct regular orientations.



*We must all work,
to make the world worthy of its children.*

CHILD ABUSE COORDINATOR

Tansi, my name is Grace Balfour and I am the Child Abuse Coordinator for the Kinosao Sipi Minisowin Agency. I have a case load of approximately 60 files and work closely with RCMP and Probations within our jurisdiction. I provide monthly reports to the Executive Director and to the Board of KSMA.



KSMA Child Abuse Committee

The KSMA Child Abuse Committee consists of seven (7) members: Child Abuse Coordinator, RCMP, Medical Practitioner, School Division Representative, Agency Staff Member as well as other professionals from our community. The Committee meets on a monthly basis.

The KSMA Child Abuse Committee has been diligently involved with all abuse cases that are referred to the agency. KSMA has good working relations with other agencies and police departments within Manitoba as well as the Child Protection Centre in Winnipeg. Since taking over this position in 2015, the KSMA Child Abuse Committee has overseen the registration of 17 names on the Child Abuse Registry.

The Committee's Roles and Responsibilities include;

- ◆ Reviewing every case of suspected abuse
- ◆ Reviewing information from RCMP, Hospital, and all professionals involved in an investigation
- ◆ Determining if an abuse has occurred
- ◆ Determining if the alleged offender will be served a Notice of Opportunity and a Notice of Intent to Register in the Provincial Child Abuse Registry.

The Provincial Child Abuse Registry

Organizations and employers may access the registry to help determine if a person who will provide care or have unsupervised access to children is known to have been involved in abusing a child.

The primary purpose of the Child Abuse Registry is to protect children

A person may be asked to complete a child abuse registry when applying for paid or volunteer work which involves access to children. The registry check might be requested at the hiring stage or after a person has begun working, depending on the organization's policy.

NOTE: People not listed on the Child Abuse Registry may still be a risk to children.

How do names become listed?

1. A person living in Manitoba is found guilty or pleads guilty to a criminal offence involving child abuse. (This includes persons moving to, or frequently visiting Manitoba.)
2. A Child and Family Services (CFS) Child Abuse Committee (CAC) concludes after reviewing a case that a person has abused a child and should be registered.
3. A family court finds that a person abused a child.

How long will a name remain on the registry?

The CFS Act states a name will be kept on the Provincial Child Abuse Registry:

- ⇒ For 10 years after the last entry was made relating to that person, or
- ⇒ until the child who was abused turns 18 years old; whichever is later.

How are names reported to the registry?

- When a person living in Manitoba is found guilty or pleads guilty to child abuse; a CFS agency, peace officer or the court must report the person's name, circumstances of the abuse and any sentence imposed to the CFS Director for entry on the registry.
- When a family court finds a person has abused a child; the court, or a CFS agency provides the information to the Director for entry on the registry.
- When a CAC reviews a case and information from the alleged abuser, and concludes the person abused a child, the name should be entered on the registry. The CAC reports its conclusions to CFS. After a 60 day appeal period, the CFS Director enters that person's name in the registry.

Organizations that work with children should use child abuse registry checks plus self-disclosures and have professional conduct policies in place.

They should also consider other screening methods such as criminal record

References:

CFS—Child and Family Services, a branch with Manitoba Family Services

CAC—Child Abuse Committee

The Provincial Child Abuse Registry of Manitoba

Abuse Stats

Month	Total	Physical	Sexual	Death
April 2017	5	2	3	0
May	15	4	11	0
June	4	1	3	0
July	4	3	1	0
August	6	3	3	0
September	6	3	3	0
October	7	4	3	0
November	8	5	3	0
December	9	4	5	0
January 2018	6	3	3	0
February	1	0	1	0
March	9	6	2	1

FAMILY ENHANCEMENT PROGRAM

The purpose of the Family Enhancement Program is to advance the Minisowin goals of helping Norway House Cree Nation families strengthen their parenting and family skills and thus preventing children from coming into agency care.

The Family Enhancement (FE) Team is comprised of the:

- ◆ **FE Coordinator** who oversees the on-Reserve Prevention Program, coordinates program and service activities of the Team, and oversees budgets and other related management duties.
- ◆ **FE Unit Supervisor** who oversees the FE Prevention workers in the delivery of one-on-one family services to help empower families and their children in strengthening their problem-solving skills and other day-to-day living skills.
- ◆ **6 FE Prevention Workers** who work one-on-one with families in addressing problems to help them prevent their children from coming into agency care. Services include case management, family assessments, worker-client counselling, support services provided by our Service Providers such as respite, homemakers, parent aides, intervenors, and other types of family support service on a needs basis as determined by Prevention workers and their FE Supervisor.
- ◆ **Family Counsellor** who receives referrals from FE Prevention workers and other KSMA Social Workers to provide counselling services to families, parents, caregivers, and children that are not in care of the agency.
- ◆ **Administrative Assistant** who is responsible for maintaining office functions and communications such as reception, client and admin filing systems, equipment functions such as copiers, faxes, supplies and other workplace needs.
- ◆ **FE Program Supports Worker** who maintains equipment inventories and land-based activity supplies, ensures program vehicles and equipment maintenance, and provides assistance to Admin and other FE staff as needed.
- ◆ and several **Service Providers**.

All of the Family Enhancement Team work together to create, develop, and provide other services to KSMA clients and Norway House members such as Land-based therapies, Parenting programs, Advocacy services such as advancing the rights of First Nations children and families, Family Camps, and Community Resource networking and supports.



Norway House Programs/Services

TRAINING our Family Enhancement Staff completed in 2017:

Training	Staff
Focusing-Oriented Therapy and Complex Trauma	Yvonne Flett, Rose Apetagon
Building Core Therapist and Client Skills	Madeline Gamblin-Walker
Administrative Assistants Training	Terry Lee Folster, Angel Scribe, Rose Apetagon
CORE Training 4: Engaging Families in Family-Centered Child Welfare Services	Kristen McKay
Manitoba Child and Family Applications	Madeline Gamblin-Walker
Restoring Wholeness: Treatment of Trauma	Rose Apetagon, Valerie Forbister, Yvonne Flett
Suicide Intervention Skills Training	Kristen McKay, Yvonne Flett
KSMA Being a Helper Workshop	Angel Balfour, Madeleine Muskego, Kristen McKay

Family Enhancement Case Management and Groups Activity in 2017

The chart below is a summary of the total monthly numbers of families and their children who were provided with case management services in 2017 and the total monthly numbers of group sessions such as Parenting workshops, Land based therapies, and Community based activities along with the total numbers of participants.

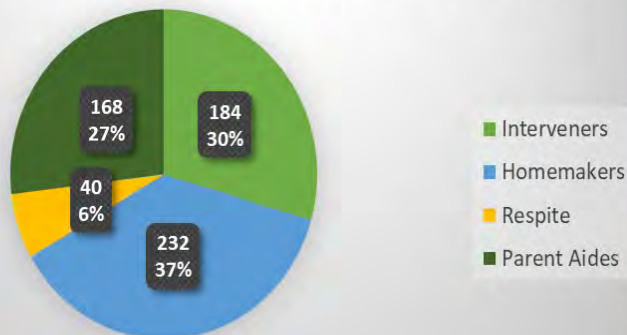
2017-2018 Children and Family Services Prevention Activities Report													
Agency Name:	Kinosao Sipi Minisowin Agency												
Children and Family Services Prevention Activities													
Individuals and Families													
	April	May	June	July	August	September	October	November	December	January	February	March	Total
Number of Childrens	308	301	289	299	315	310	322	241	240	235	245	254	3359
Number of Families	106	95	91	94	96	98	107	89	89	92	106	93	1156
Groups and Communities													
	April	May	June	July	August	September	October	November	December	January	February	March	Total
Number of Sessions	16	17	22	12	12	17	18	19	5	21	19	17	195
Number of Participants	88	120	180	3230	459	115	789	173	144	235	169	180	5882

Norway House Programs/Services

Services to Families

Family Enhancement provided services to families in need as determined by Family Assessments.

FE Services to Families: Weeks of Service 2017



Other Family Enhancement Program Services

Parenting Workshops

Parenting workshops are designed by Family Enhancement staff to help parents and caregivers begin a process of recovery from the harmful intergenerational effects of colonization and residential schools. These effects have negative impacts on our parenting and our family life.

Parenting Workshops are provided over a 3-month period and cover the topics listed below. Each topic is presented in three sections. The workshops are held 3 times a year from January to March; April to June; and September to November. In 2017, April - June: **67** parents received a certificate for attending some, or all, of the sessions; Sept.- Nov.: **46** parents received certificates; Jan.-March 2018: **63** parents received certificates.

Session 1: Colonization/Residential School Impacts on Parenting	Session 2: Family Dynamics
Session 3: Effects/Affects of Alcohol & Drug Use	Session 4: Coping Skills
Session 5: Co-Dependency	Session 6: Grief, Loss & Separation
Session 7: Budgeting	Session 8: Stages of Child development
Session 9: Self-Care	Session 10: Self-Esteem
Session 11: Family Violence	Session 12: 7 Teachings & Tipi Teachings
Session 13: Parenting Styles	Session 14: Pamihawasowin
Session 15: Video on Bullying; Group Discussion	Session 16: Video on Recovery from Bullying; Group Discussion

Norway House Programs/Services



WHAT IS COUNSELLING?

Counselling is the means by which one person helps another through purposeful conversation.

Counselling is a method of identifying practical solution to an identified problem.

Counselling deals with wellness and personal growth.

Family and Individual Counselling

Referrals for counselling are provided by KSMA workers in Family Service Unit and Family Enhancement. The majority of referrals to the Family Enhancement (FE) Counselling program are for individual counselling sessions. Family counselling, couples counselling, and group counselling sessions are also referred.

In 2017, the FE Counsellor received 220 referrals. The majority of referrals require a minimum of 3 counselling sessions. As a function of the Family Enhancement program structure to remove barriers experienced by families in acquiring services, we provide transportation and will assist with caregiving if necessary to help parents and caregivers access our services.

Land-based Therapies

Family Enhancement continues striving to provide culturally appropriate services but these services need to expand extensively in order to provide the level of services that are actually required. The levels of service needs are indicated by factors leading to increased stress on families and contributing to family breakdown where the risks of children coming into care become greater. Ongoing difficulties experienced by our youth and families such as escalating drug and alcohol addictions, violence and gang activity are among the factors contributing to family breakdown. Even a casual study of policing statistics for 2017 shows police responding to more than 900 calls where violence such as assault and threats of violence, were taking place within our NHCN and NH community.

Program delivery is severely impacted by increasing workloads and lack of funding for culturally appropriate services such as land based therapies. This is an on-going concern but despite these concerns, Family Enhancement has continued moving forward in continuing land-based activities and we were honored to provide some help and support to the following:

Advocacy



The sun setting behind the Sundance arbor



Some of the 2017 Sundancers

Norway House Programs/Services

Family Enhancement staff engages with various in-community and out-of-community resources and services to advocate on behalf of children and families.

Annual Jordan's Principle Parade

Family Enhancement staff coordinated the 2017 annual Jordan's Principle parade to continue advocating for Jordan's Principle and for services to be provided for First Nations children living on-Reserve. We had a great turnout and lots of help from other KSMA staff and the people of Norway House.

Our categories for the JP Parade included:

Floats, Best Dressed Bears, Wheelchairs & Bikes, Strollers, Wagons, and Banners that reflected the theme of supporting and encouraging the parents and families of the children who are living every day with special and medical needs.

We received 67 entries in total; and tons of support from all the People of Norway House Cree Nation and Norway House Community! Thank you!



Bear Witness Day

Family Enhancement Staff got our bears together on May 10th to create a post of support and advocacy for services to First Nations Children living with special needs. The May 10th event is called Bear Witness Day to advocate for Jordan's Principle and it is a national event sponsored by the First Nations Child and Family Caring Society. Jordan's Principle, which honors Jordan River Anderson of Norway House Cree Nation, is a principle that was unanimously passed in the House of Commons 10 years ago. Its purpose is to ensure that First Nations children will receive the same services as all other children in the Canada.

Society's website post in support of First Nations children living with special needs and Jordan's principle.



M&MIWG Inquiry

On November 7, 8 & 9, 2017, FE staff presented information to the Missing and Murdered Indigenous Women & Girls Statement Gathering at the NHCN Auditorium. The purpose of the presentation was to highlight some causes of vulnerability to violence in order to suggest areas of healing focus.

RESILIENCE

What does resilience mean? Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors. It means "bouncing back" from difficult experiences. (This definition is from Wikipedia).

Individual and Community resilience within First Nations was decimated in the residential schools and the effects have carried forward into the generations. Processes such as TRC are new and there are currently very few supports for helping First Nations individuals, families & communities to re-build our healthy resilience.

Below is an excerpt of the submission by KSMA's Family Enhancement Program to the National Murdered and Missing Indigenous Women Inquiry at the Norway House Cree Nation hearings on November 9, 2017. The diagram shows some of the modern symptoms of intergenerational loss of resilience that started within the residential school environment.

Communication

- *Children were prevented from speaking our language and were denied the chance of learning healthy family communication. Signs of on-going impacts include children entering school with limited verbal & social communication skills. High drop out rates from school is a result.
- *Parenting skills are primarily based on communication and continue to be negatively impacted; resulting in high numbers of family breakdown.

Self-esteem

- *Opportunities to develop healthy self-esteem were prevented within the residential school. Children were harmfully impacted by an on-going focus of day-to-day survival & dealing with on-going multiple traumas.
- *The impacts are continuing to be felt by today's families.

Social skills

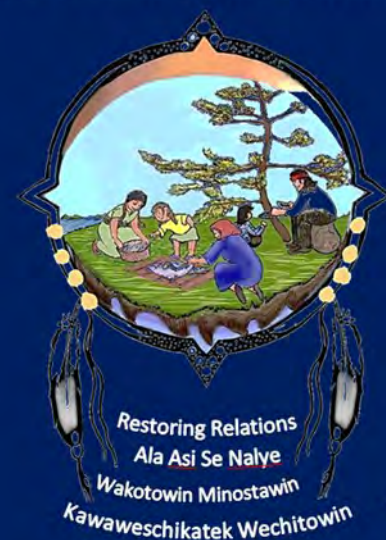
- *Development of healthy personal boundaries and concepts of positive self-care were negatively impacted in the residential schools. *Learned behaviours from residential schools manifest as 'risky' behaviours today. This includes misinterpretations of social cues.
- *The results are increased vulnerability.

Annual Family Enhancement Conference

The Northern Authority and the Family Enhancement Programs of the 7 Northern First Nation's Child and Family Services agencies, including our Kinosao Sipi Minisowin Agency, gathered together in Thompson, Manitoba on July 5 & 6, 2017 to share ideas and information on how we can best help and empower our First Nation families as they raise up our next generations.

Over 100 Family Enhancement workers, Directors, Supervisors and Elders from the MKO First Nations got together to talk about ways to restore our healthy family relations and strengthen them for our children, grandchildren and future generations.

Family Enhancement Conference 2017



Norway House Programs/Services

Annual Family Camp

On July 17-21, we had another successful and very fun annual KSMA Family Camp. Here are some of our families doing what campers do!!



Nope, it's not a mediation...they're play a game called "Pass the Potato"



On Your Marks! Get Ready, Get Set....



The results of our 2017 traditional pottery



This Pudding Race was FIERCE!!!



Some of the children who came to camp.

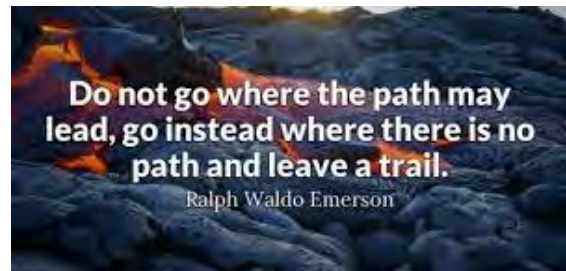
Norway House Programs/Services



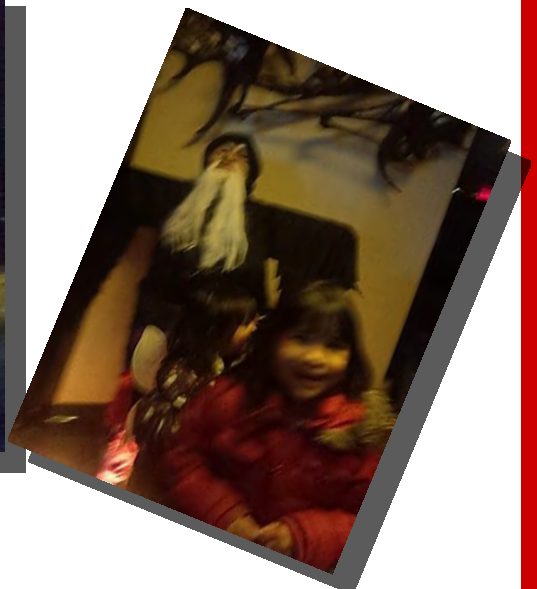
More pics...



Jeff Wastasicoot & KSMA staff talking about the importance of our own Language



Scary times in the KSMA Program Centre's Haunted House



KSMA SUB-OFFICE

The Kinosao Sipi Minisowin Agency (KSMA) Sub-office is composed of seven teams with 32 staff. The seven teams include: the Protection Team, the Permanent Ward Team, the Resource Team, the Admin Team, the Family Enhancement Team, Quality Assurance, Finance, and Management.

The initial mandate of Kinosao Sipi Minisowin Agency (KSMA) is to provide child and family services to member First Nation of Norway House Cree Nation within its territory. As part of the Aboriginal Justice Inquiry – Child Welfare Initiative, KSMA's mandate was amended and extended to include member First Nations residing off-reserve such as Winnipeg and Thompson.

As part of this process and more recently due to the Inter-Authority Permanent Ward Transfer Policy & Protocol (2017) and due to the choice of the client through the Authority of Determination protocol, KSMA Winnipeg Sub-office was deemed to be the default agency for out of Province First Nation persons who do not declare a Manitoba familial or community connection and who live inside the City of Winnipeg. The exception to this protocol are those who come from Ontario. As a result, KSMA provides services to clients originating from 14 Manitoba First Nations communities and 32 other Canadian First Nations communities, with a total of 46 different First Nations communities from different provinces and territories, as listed below:

The Kinosao Sipi Minisowin Agency Sub-Office services First Nations people from Norway Cree Nation as well as First Nations People of Canada who reside in Winnipeg that are originally from a First Nation community outside of MB (excluding Ontario).

ALBERTA

Bigstone Cree Nation
The Blood Tribe—Kainai First Nation
Driftpile First Nation

Birdtail Sioux First Nation
Dauphin River First Nation
Skownan First Nation
Long Plain First Nation

Montana First Nation
White Bear First Nation
Kahkewistahaw First Nation
Peter Ballantyne Cree Nation

BRITISH COLUMBIA

Gitanmaax Band
Old Massett Village Council

NORTHWEST TERRITORIES

Liidlii Kue First Nation

Onion Lake Cree Nation
Mistawasis First Nation

ONTARIO

Oneida First Nation

Pasqua First Nation
Ahtahkakoop First Nation

MANITOBA

Norway House Cree Nation
Mathias Colomb First Nation
Pinaymootang First Nation
Saysi Dene First Nation
Poplar River First Nation
Mosakahiken Cree Nation
Brokenhead Ojibway Nation
Lake St. Martin First Nation
Black River First Nation
Pequis First Nation

SASKATCHEWAN

Kawacatoose First Nation
Yellow Quill First Nation
Ochapowace First Nation
Cote First Nation
Keeseekoosue First Nation
Key First Nation
George Gordon First Nation
Thunderchild First Nation
Fishing Lake First Nation

Montreal Lake Cree Nation
Sakimay First Nation
Whitecap Dakota Nation
Peter Ballantyne Cree Nation
Muskoday First Nation
Star Blanket Cree Nation
Big River First Nation
Day Star First Nation

Director of Operations Message

Tansi, kitatamiskatinowaw (hello greetings to all)



It is my pleasure to bring to you the Winnipeg Sub-office report once again. The sub-office continues to operate from the same building in Winnipeg however, we have gone through renovations which were anticipated for a couple of years, so it is a welcome development. Some staff, in the latter part of the fiscal year, have been working out of their homes. There have been significant improvements to the building and staff are excited to get back to a routine and structured setting.

There are currently 32 staff at the Winnipeg Sub-office, however we continue to be understaffed and underfunded. The staff-case ratio remains an issue due to the lack of funding despite the fact that our agency faces a 7.9 % annual increase in cases coming in.

"KSMA believes that children are best cared by their own families and relatives. As a result, 75% of the children in our care have been returned home or are placed with their relatives."

Within the current funding formula, we should be funded at one worker for every 20 cases. At the end of the fiscal year, our staff were carrying more than twice their funded case loads, having an additional 30 cases each. Each worker is required at minimum to see their child once every 30 days and is expected to complete all administration duties required by the province. Thank you to the administrative team for providing administrative support services so that the social workers can spend more time working with children and families.

In addition to their regular caseload, the staff continue to participate in culturally appropriate and family related activities such as family fun days, craft nights, drum and rattle making, etc. These activities are designed to foster positive parent-child interactions, create a sense of identity and belonging and to create an atmosphere of good community relations!

The staff participated in staff meetings and meet with legal counsel each week to strategically plan and seek the appropriate legal court orders that will support children and families. The supervisors and coordinators also participate in regular case consults, supervision sessions, funding application review meetings and supervisor meetings to debrief and plan for the upcoming week.

Last but not least, I had been seconded to work with the First Nations of Northern Manitoba CFS Authority as the *Transformation Facilitator*. My role is basically to facilitate activities related to CFS reform and to assist the authority in working towards becoming the CFS secretariat for the north. To date, we have met with the federal and provincial governments, and advocated for change in legislation, standards and best practice. CFS reform is of great importance and KSMA is front and center in supporting this work. We have created presentations on best practice, legislative changes and standards development and presented to the governing and funding bodies so that our families are provided with adequate and culturally appropriate and community services with respect to child and family matters.

A special thank you to our interim Executive Director in assisting with creating the presentations and co-presenting with the Cabinet Ministers, Child and Family Reform Committee, MKO, AMC, the CFS authorities and CFS agencies.

Ekosani, kinanaskomitinawow,
David Monias
Director of Operations

FAMILY ENHANCEMENT

The Family Enhancement Program is designed to assist families in order to prevent undue stress that may lead to a family breakdown, with the ultimate goal of keeping the family together. The Family Enhancement Program is a voluntary front-line in-home support and community-based program. It is aimed at prevention by supporting families early, in their home and community to strengthen and improve their health and well-being.



There are different types of supports that Family Enhancement offers:

1. Parent Support Education, which involves working with parents individually in their home to enhance their parenting skills and abilities, and to build on their existing strengths.
2. Supported Family Time, which involves supporting parents who have children in care of the agency by engaging them in a gradual resumption of their role as the caregiver to their children in order to facilitate reunification. Individual support is provided to the family to work on the identified concerns and enhance the parent's competencies and strengths.
3. Emergency Support, which in times of crisis the agency provides families with support in different capacities.

The team works with a variety of issues including drug and alcohol abuse/addictions, domestic violence, housing issues, and advocacy. Various services are offered to families based on their individual needs. Some examples of FE services include:

◆ Supports to parents who are pursuing education	◆ Advocating for day care services
◆ Respite	◆ Goal setting and wellness splans
◆ Connecting with community resources (treatment centers, foodbanks, therapy, disability services, etc.)	◆ Facilitating agency events such as KSMA Cultural Days, Summer Fun Days
◆ Being a moral support	◆ Providing bus tickets
◆ Adolescent support	◆ Individual and family counselling
◆ Life-skills training	◆ Family mediation
◆ Youth programs	◆ Healing and cultural teachings
◆ Elder services	◆ Family recreation
◆ Advocacy	◆ Family support

The Family Enhancement Team is made up of three members including a Family Enhancement Coordinator, Ms. Jamie Evans and two-Family Enhancement Workers, Ms. June Aguilar and Ms. Aiden Todd, Aiden is new to the Family Enhancement Team this summer of 2018.

Winnipeg Programs/Services



The FE program also partners with various educational and training institutes. Over the course of the year the program had Bachelor of Social Work students complete their practicum placement, working with the team on a daily basis.

Future Initiatives

The team envisions and will be implementing a traditional parenting program, a domestic violence awareness program, an elder and youth conference, medicine picking, skirt making, tipi constructing, hand drum and rattle making, and a men's group.

Type of Service	Average case count from April 2017- March 2018	Case Count Range from April 2017- March 2018
Family Enhancement Agreements	25	21-27
Underage Mothers/Expectant Parent Files	1	0-1
Voluntary Family Service Files	1	0-1

Working hard for something we love is called passion...



PERMANENT WARD (PERMANENCY PLANNING) UNIT

Permanency Planning in child welfare can have different meanings depending on the child, their family and the circumstances of their case. Child welfare professionals first focus on supporting and stabilizing a family to prevent a child from coming into the care. Reunification with a family is the preferred outcome for children who are removed from their homes.



When children must be removed to ensure their safety, permanency planning efforts focus on returning them home as soon as possible or placing them with another permanent family. Other options might include relatives, adoptive families or legal guardians. Permanency planning also includes maintaining or establishing meaningful connections with other caring adults in the child's life (relational permanency) with family, friends, and connections to the community.

Permanency planning for permanent wards is provided by the Permanent Ward Team which has six case managers and one supervisor. All team members have a BSW and/or an equivalent university degree, including three Registered Social Workers. Near the end of the 2017-2018 fiscal year the Permanent Ward Team welcomed a *Relief Worker*. This short-term additional worker has allowed for a small decrease in case loads for the other workers. The team continues to develop by attending trainings and workshops both within the community and inhouse. Additionally, the majority of the staff have completed or are in the process of completing the Provincial Core Training series.

The team is dedicated to permanency planning based on the best interests of the children and family's engagement. This includes developing obtainable goals and plans for children aging out of care, transitioning to independent living, and maintaining meaningful family relationships with their biological families whenever possible. The team works closely with community resources and agency collaterals such as foster families, therapists, schools, treatment centers, youth justice, biological families and many other community resources.

Possible Outcomes of Permanency Planning:

- ⇒ Repatriation
- ⇒ Long Term Foster Care
- ⇒ Adoption and Guardianship
- ⇒ Alternative Care
- ⇒ Extensions of Care
- ⇒ Age of Majority/ Transitional Services

The team completes many referrals for areas in mental health and treatment for addictions, and have found that the most effective resource has been *Action Therapy*. The team attends all agency events, supports the families and parents in receiving agency Elder Services, and encourages their youth to engage in the agency Pow-Wow Club, Unity Group, Drum Group, Craft nights, Sundance, Sweats, etc. in order to offer cultural focused options to youth.

The team is actively involved in ensuring that families are receiving services from their culturally appropriate agency and works with other child welfare agencies on a regular basis to ensure KSMA is receiving appropriate case transfers.

Winnipeg Programs/Services

In addition, the team continues to explore and utilize Alternative Placement Orders found in Section 38.1b of the Child and Family Services Act. The Permanent Ward Team has also supported numerous guardianship applications. The Permanent Ward team has worked with biological parents in rescinding permanent orders and supporting the reunification of parents with their children.

Going forward, it is the vision of the Permanent Ward Team to see more children exiting care through customary care practices using Alternative Placement Orders. As well as making every effort to ensure that every child is awarded the opportunity to have kinship placements where possible with their families and extended families. The team works diligently with the agency Foster Care Department to ensure standards are followed when possible caregivers are identified.



Statistics – Case Count

Type of Service	Average case count from April 2017- March 2018	Case Count Range from April 2017- March 2018
Child in Care as a Permanent Ward (by child not by family)	196	173-216
Child in Care as a Permanent Ward under an Extension of Care (by child not by family)	17	15-19

The child is the beauty of God
present in the world, that greatest
gift to a family

— Mother Teresa —

FAMILY SERVICES (PROTECTION) UNIT

Family Support Services are needed when an increased level of supervision in the home is necessary to keep the children safe, or when a child or youth needs to be placed outside of the home for their protection. The Family Services Unit works with families that require support to safely care for their children.



In many cases, the children remain at home with their family and have the support of CFS workers. In other cases the court may require the parents to take part in counselling and/or addictions treatment or attend parenting classes. The worker will meet regularly with the family to check on their progress.

When parents cannot make things safe for the children in the home, the children may need to come into care on temporary or permanent basis. A child may also come into care if their parent is deceased and there is no one to care for them, or if the parents cannot be located. When this occurs the children are placed in a family home, e.g. foster care or with a relative.

Taking a child into care is always a last resort and must be supported by legislation. The goal of the Family Protection Services is to protect the children first and foremost and to work on repatriation of children back to their natural homes.

Family Support Services are provided by the Protection Team, which includes six CFS workers and one supervisor, having a BSW, Child and Family Services Worker Diploma, Bachelor of Arts, or Applied Counselling Diploma. This team offers services to families where protection issues have been identified. The team works with families to address issues stemming from the effects of the residential school system, addictions, trauma, child maltreatment, child abuse, domestic violence, and many other areas. The protection team always considers the best interest of the child and aims to keep families together whenever possible.

Some services provided to families include: collaboration with treatment programs, assisting with housing applications, and providing in-home support (however, in-home supports are limited due to funding restrictions). The team also refers clients to therapy programs, treatment centers and external Elder Services. Many community collateral resources are utilized on a daily basis including the MB Court System, the adult Justice System, Victim Services, and Winnipeg Police.

Since KSMA is responsible for many First Nations people that relocate to Winnipeg from across Canada, the protection team works with clients who originate from all provinces, excluding Ontario. When children are brought into the care of the agency on a short-term basis through court orders or voluntary placement agreements, the protection team works with the families in identifying a possible kinship placement and culturally appropriate placement, even outside of the province.

The protection team was introduced to changes to the provincial court system which were implemented in March 2017. These changes impacted the length of time that matters are heard in court. Protection workers are now working diligently through a fast-paced system in order to meet all court requirements while advocating and arranging for services for the children and families.

In addition, the protection team has successfully assisted and supported several private guardianship agreements and had one Alternative Placement Agreement (through section 38.1b of the Child and Family Services Act) during the fiscal year of 2017-2018.

Section 38 (1) B is a part of the CFS legislation which states “Upon the completion of a hearing under this Part, a judge who finds the a child is in need of protection shall order that the child be placed with such other person the judge considers best able to care for the child with or without transfer of guardianship and subject to the conditions and for the period the judge considers necessary.”

The goal of the protection team is to work closely with families to address protection issues and prevent children from coming into care. Furthermore, they aim to help parents become aware of their cultural background with hopes that they will experience a positive shift in their lives for the betterment of future generations of Indigenous children.

Statistics – Case Count

Type of Service	Average case count from April 2017- March 2018	Case Count Range from April 2017- March 2018
Protection File (by family group)	156	151-159
Child in Care as a Temporary Ward (by child not by family)	28	19-43
Child in Care, Under Apprehension (by child not by family)	18	13-36
Child in Care, Voluntary Placement Agreement (by child not by family)	4	1-7
Child not in care, Order of Supervision (by child not by family)	12	10-13

“Sunsets are proof that no
matter what happens, every
day can end beautifully.”
- Kristen Butler

AGE OF MAJORITY

Current statistics on the Age of Majority indicate that KSMA's Winnipeg office is caring for 33 Permanent Ward Youth between the ages of 15 to 20 years old; 11 of these youth are on Extension of Care. While it is the Agency's endeavor to prepare the youth so that they exit care at the Age of Majority, this is not always possible. Some of the reasons why youth remain in Care after the age of 18 include:

- **Education:** At the age of 18, most youth are in their last year of High School. The Agency is obligated to support the youth until they complete school. Those who may want to attend post-secondary institutions also require support with the application for admissions, tuition waiver and scholarship or bursary applications as well as help securing appropriate housing.
- **Independent Living Skills' development:** At the age of 18, most youth are ill-prepared for such activities as securing appropriate rental houses, building a resume, job-finding, budgeting, establishing emotional and social connections and keeping safe and healthy. The Agency therefore requests an Extension of Care so that these significant life skills may be developed.
- **Adult Services:** A significant number of Children in Care require Adult Services after reaching Age of Majority. Such services are provided through Community Living disAbility Services and Community Living Mental Health Programs. Referrals to these Adult Services should happen as soon as the youth turns 15. However, even when such referrals are made in a timely manner, the complex physical and psychological assessments required hamper the transitioning process. Accompanying the processes is the *Supports Intensity Scale Assessment* which further delays the referral. Rarely are agencies able to transition Children living with disabilities to the necessary adult services before they turn 21.

Overall, the Agency strives to make this critical stage of transitioning to adulthood as seamless as possible. Deliberate attempts are made to reconnect the youth with their natural families. In the course of the year, 3 youth were able to obtain Treaty Cards and to visit their home-communities in Saskatchewan. 2 youth applied for and obtained sponsorship from their bands, for post-secondary education.

“Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be.”

....Rita Pierson

One of the most significant challenges that transitioning youth are experiencing is housing. A few youth lose their long-term placements during the tumultuous adolescent period of identity formation. Securing regular foster homes for such youth becomes a challenge since most foster parents are unwilling to foster the erroneously labeled high risk youth. To curb the increased risk for homelessness for these youth, KSMA is working towards securing a home that will hopefully bridge the gap between teenage hood and adulthood. It is the hope that Bridge House independent resource will become a reality by the next fiscal year.



QUALITY ASSURANCE

The Quality Assurance program ensures that children and families are receiving quality services within provincial legislation, standards, and regulations. Development and implementation of best practice is also a key activity in the delivery of quality services.

Quality Assurance is directly involved in the following areas:

- ◇ Strategic Service Planning
- ◇ Quality Control and File Reviews
- ◇ Policy and Program Development
- ◇ Research and Training on Best Practice



The Quality Assurance Specialist is responsible for managing the KSMA Quality Assurance Program. The QA program includes the development of service standards and audits, continuous quality improvement strategies and organizational plans to meet agency objectives. The Quality Assurance Specialist participates in the overall development of the agency by providing regular reports and conducting program evaluations/reviews as well as conducting policy analysis. The Quality Assurance Specialist is part of a northern agency team that identifies issues and develops system designs to ensure compliance and best practice among all northern agencies.

The QA Specialist is also part of the senior management team and with the Winnipeg sub-office management team which oversees the development of the organization, its services and staff. The QA Specialist is proud to report that as a KSMA agency has continued to:

- ◇ Develop agency tools and procedures for document and process management which includes statistics and service monitoring, trend analysis and forecasting;
- ◇ Assist the Northern Authority QA Team with various external program audits and reviews. This allowed the KSMA QA Specialist to participate in the development of plans for improving the quality of CFS services by performing various internal audits and reviews of other agencies;
- ◇ Assist KSMA directors, managers and supervisors to prepare for internal and external audits;
- ◇ Conduct and prepare quantitative and qualitative outcomes-based reports to the KSMA Executive Director and Board of Directors;
- ◇ Develop strategic outcomes measurements designed to ensure that collaborative and consensus-based approaches are delivered to First Nation children, families and communities, whenever possible;
- ◇ Ensure a quality assurance mindset is reflected throughout KSMA through quality control mechanisms;
- ◇ Monitored, analyzed and reported problem areas and identifying strategies to address areas of concern.

In collaboration with the senior management team, QA conducts quality assurance testing of services to determine quality developing corrective action plans if services are not meeting expected outcomes. The QA Specialist also prepares an annual *Strategic Service Plan* for all CFS funding authorities on behalf of KSMA which outlines a goal oriented approach to the delivery of services and promotes continuous improvement.

Working with the Winnipeg management team, the Quality Assurance Specialist has been busy ensuring KSMA applies best practice functions and methodology. The QA Specialist works with the various departments to plan for, monitor and follow-up on reviews, analysis and recommendations.

The QA Specialist shares responsibility for the Winnipeg management team in staff development and office management, ensuring that all staff have the opportunity to fulfill their functions and responsibilities.

Quality Assurance is also responsible for ensuring implementation of the IRAP process established by the Province of Manitoba.

The QA Specialist participates and helps to facilitate meetings of the Special Rate Committee. She ensures that the Committee is functioning properly and at its full capacity to review and approve applications for submission to the Northern Authority and the Child Protection Branch for special rates of children in care.

If children live with criticism,
They learn to condemn.
If children live with hostility,
They learn to fight.
If children live with ridicule,
They learn to be shy.
If children live with shame,
They learn to feel guilty.
If children live with tolerance,
They learn to be patient.
If children live with encouragement,
They learn confidence.
If children live with praise,
They learn to appreciate.
If children live with fairness,
They learn justice.
If children live with security,
They learn to have faith.
If children live with approval,
They learn to like themselves.
If children live with acceptance and friendship,
They learn to find love in the world.



RESOURCE AND ADMINISTRATION PROGRAM

The resource and admin team are directly involved in all areas other than front-line and finance.

The following are the key resource areas:

- * Intake and Stats
- * Legal Administrative
- * Child & Family Services Information System
- * Foster Care
- * Alternate Care Homes
- * Alternate Care Service Providers
- * Filing Management System



The admin and resource team work closely on a daily basis with frontline workers in areas of foster care, support services, intake, records management, data entry, court preparation, and communications. The admin and resource team work with great effort to ensure that the agency is compliant with legislation and standards.

Foster Care

One of the most crucial areas of service is foster care. Our agency recruits a diverse group of foster families and we strive to train our families to be culturally sensitive and interactive. Our foster families engage with the agency not only on a daily basis but through a variety of events the agency hosts throughout the year that are geared toward building family relationship between the children, biological families and foster families.

The Foster Care Team works closely with the front-line workers to ensure that every child receives the equal opportunity to receive care based on their specific needs. The Foster Care Team successfully shifted and continues to shift the placements of children to be centered around kinship and customary placements, this includes communicating with potential caregivers to ensure they are able to fulfill the foster care licensing standards and developing resources specific to children's needs. The Foster Care Team aims to keep sibling's groups together. Furthermore, the Foster Care Team continues to develop agency emergency homes and has reduced and nearly eliminated the use of emergency placement shelters. Our vision is to develop specialized homes that teach young mothers how to parent their children, develop foster homes to be culturally aware and culturally sensitive, and have more specialized homes in dealing with at-risk and high-risk youth.

Alternative Care Support Services

The agency recruits a large number of service providers that work one on one with families and children. The agency provides the opportunity for families and foster families to identify potential support workers from their personal network who have already developed a trusting relationship with those they service. The agency also aims to recruit trained and skilled support workers who are able to connect well with parents and children.

Support services are used for a variety of purposes, such as:

- * Supervision of Family Visits
- * 1:1 Mentorship
- * Respite
- * Parent-Aides

Legal

Since the legislation changes to the Manitoba Law Courts was introduced in 2017, there has been a significant decrease in the time spent in the court process and more time working toward repatriation. The majority of matters are dealt with in the first 60 days. When matters are unable to be dealt with in the first 60 days they are typically sent to intake court and a resolution is usually agreed upon at the one appearance. The KSMA sub-office has not had any pre-trials or trials for child protections matters since the new court system was implemented.

The agency has seen a significant shift in the types of legal proceedings they are involved in. There has been a decrease in the number of child protection orders being sought (such as temporary or permanent orders) and an increase in children being returned home to the biological or extended family through the rescinding of permanent orders and applications for guardianship.

Record Management and Data Entry

The agency aims at ensuring all records are maintained and preserved. In addition, it is mandatory that the agency stays compliant with provincial database, Child and Family Services Information System (CFSIS), therefore the CFSIS Data Entry Clerk maintains all agency sub-office CFSIS records

Foster Home/Placement Statistics

Foster Home Statistics – Ending March 2018

Licensed Homes

Licensed	64
Kinship Homes	21
Emergency Homes	1
TOTAL	86

Place of Safeties

Agency POS	7
Kinship POS	12
TOTAL	19

Borrowed/Residential

Borrowed/Residential	46
Total	46

GRAND TOTAL

Cultural Homes: 59
 Other: 51
 *Based on agency homes NOT including borrowed
 Kinship are counted as cultural homes

PLEASE NOTE: Foster Care Home Stats are based on the count of homes, not the number of Children in Care.

Events and Reports

Family Fun Days and Cultural Days

Throughout the year KSMA hosted several family fun days for all our families, children, foster families, and support workers. The agency provides a meal, entertainment, and an opportunity to win prizes and interact in a positive setting. The events take place in rented facilities and parks. All the sub-office staff contribute time to the event: cooking, face painting, photographing, and planning. These events have contributed to the growth of a sense of community for all the clients who participate.



During the fiscal year of 2017-2018 the following events were held for families:

- * May 29, 2017: Jordan's Principe Day
- * June 30, 2017: Agency Rummage Sale
- * June 26, 2017: Staff Development Day
- * July 19, 2017: Cultural Day/Family Fun Day
- * Summer 2017: Various activities such as, Movie Night, Bowling, Youth Beach Day, Thunder Rapids
- * October 23, 2017: Halloween Party and Cultural Day activities, including a special honoring of Jordan Anderson
- * December 15, 2017: Christmas Party and Cultural Day
- * Feb. 19 & 20, 2018: Drum Making Workshop with David Blacksmith
- * March 27, 2018: Family Fun and Cultural Day



Staff Development Day

The agency continues to do an annual staff development event where all the staff get together outside of the office and enjoy time team building in the community. This years events included a self-care/stress management activity.

Regular Staff Meetings

Staff attend weekly staff meetings to keep informed of changes to practices and procedures. Staff meetings are often used as an opportunity for team building and education. Staff are also provided with the opportunity to communicate issues and receive feedback, and to report on each program including any concerns, successes, staffing issues, training needs, etc.



Staff meetings are also an opportunity to discuss cultural awareness and how the agency is working to deliver culturally sensitive and appropriate programming to the diverse Indigenous groups we serve. Some of our most effective initiatives have come from group discussions which occurred among our knowledgeable and experienced staff.

Winnipeg Programs/Services



Training

Social work supervisors and frontline workers continue with provincial Core Training. In-house training is also offered on a regular basis. Agency training is conducted on a variety of tools used by frontline workers on a daily basis, such as SDM, ACM training, Family Assessment tool training, legal training, financial maintenance, etc. Staff are also continuously being training in CFSIS as needed. Furthermore, the specialized resource areas, such as support services and foster care received one on one training in each department.

In addition, during the weekly staff meetings, our workers participate in group research and presentations. Last years topics included the Seven Traditional Healing Ways, the Seven Sacred Teachings, and the Seven habits of Highly Effective People.

Grandmothers Circle

The Grandmothers Circle occurs on a weekly basis. It is an opportunity for women who are grandmothers of some of the children in the agency's care, to get together and discuss any issues they are having and share ways of coping. The majority of the grandmothers who attend are providing care for their grandchildren. The Grandmothers Circle is facilitated by Ms. Mary-Anne Clarke.

Social Media and Connecting with the Community

The Family Enhancement Program maintains connection to agency clients through the Facebook page "*Family Empowerment: KSMA*". All agency events are posted on this page, including pictures of the events. In addition, the Family Enhancement Team also shares training opportunities and different events in that occur within the Winnipeg Aboriginal community. Since creating the Facebook page the agency has seen an increase in attendance to the events by our families.

Elder Advisor

Ms. Margaret Osborne from Norway House Cree Nation has devoted her time as an Elder Advisor to the KSMA sub-office. She works directly with clients, including parents and grandparents, she attends agency events, and staff meetings. Ms. Osborne is involved in the agency on a weekly and regular basis.



Pow-Wow Club

The Pow-Wow club is led by one of the agency's long-term foster parents, Mr. Henry Swampy. The group focuses on connecting youth with their roots in order to develop a sense of identity. The dances that were taught were the Grass Dance, the Fancy Shawl, and the Jingle Dress Dance. The group meets on a weekly basis in the community.

Canadian Human Rights Tribunal

First Nations Child and Family Service Agencies across Canada have made claims of discrimination due to Canada's failure to provide adequate funding and services to First Nations people. As a result, First Nations Child and Family Caring Society of Canada and the Assembly of First Nations filed a human rights complaint against the Government of Canada in 2007. Following nine years of fighting for the rights and entitlements of First Nations, the Canadian Human Rights Tribunal made the decision that the government of Canada was discriminating against First Nations and ordered Canada to provide adequate services and funding.

The tribunal made four further compliance orders against Canada to implement the ruling, provide the funding and services to First Nations and discontinue unlawful delays and discriminatory practices. Eventually Canada decided not to appeal the tribunal's ruling and promised to provide adequate funding over a 5 year period. The commitment of \$386 million over five years is welcome but is still not enough to address all areas identified by the initial order.

What does this mean?

The tribunal's decision is a legal order. The Government of Canada has been legally ordered to do more to make sure First Nations children get the services they need and have a fair chance to grow up safely at home with their families. They need to consult with First Nations to better understand the discrimination. They also need to learn more about helping children who live in small communities. The tribunal has been clear that the government is not to take money away from other programs that help families and children, such as education, housing or health programs, in order to address the numerous inadequacies that have been identified in the area of child welfare.

The Kinosao Sipi Minisowin Agency has begun to identify funding shortfalls and engage in discussions with indigenous leadership and government funders about the fiscal challenges that exist within the current model and policies. A claim will be prepared in the coming year and advocacy will continue as KSMA works towards equality for families and the community of Norway House.

For more information, go to www.fnwitness.ca.

Special thanks to the First Nations Child and Family Caring Society of Canada and the Assembly of First Nations for providing this information.

CFS Reform

First Nations CFS agencies such as the Kinosao Sipi Minisowin Agency are the products of tripartite agreements made between First Nations, Canada and Manitoba. Of the approximate 30,000 children in care in Canada, over a third come from Manitoba.

Dual *Child and Family Services Reform* initiatives were announced by Canada and Manitoba in December of 2017. The two levels of government, in partnership with the First Nations, want to change the way that child and family services are delivered and funded. Canada announced a plan to improve funding of CFS agencies and Manitoba introduced a plan to decrease the high number of

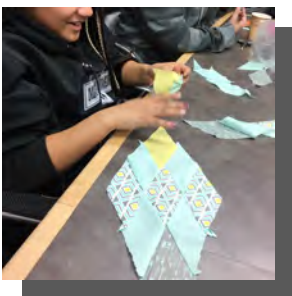
Winnipeg Programs/Services

children in care. Both CFS reform initiatives have committed to working with indigenous people to come up with culturally appropriate front-end prevention services that a) reduce the number of children in care and b) reduce the cost of keeping children in care. Both initiatives plan to look at governance, staffing, best practice, community involvement and development to come up with solutions which strengthen families.

KSMA entered into a contractual arrangement with the Northern Authority in early 2018 to second David Monias, Director of Operations, half time from KSMA to the Authority to help with this work. The goal was to begin work to facilitate the transformation of the Northern Authority into a secretariat and to work on the Child and Family Services reform. Some of Mr. Monias' duties included attending meetings with federal and provincial ministers, researching historical information on child and family services, drafting issue sheets, developing a critical path for CFS reform and delivering presentations to inform and educate key stakeholders. While still in the early stages of development, this work will evolve to allow first nations to have governance over their child and family services and will include a new funding formula that supports best practice. Together these changes will strengthen families and help protect children.

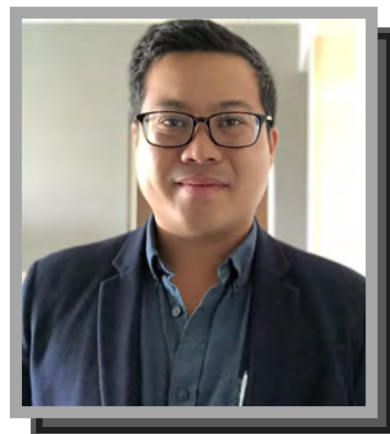
UNITY (Understanding Needs in Today's Youth)

The UNITY group at the Winnipeg sub-office has been a small but dedicated group of approximately 10 youth who engage on a weekly basis with their foster parents, support workers and volunteers to learn about First Nations cultural practices and traditional crafts. Activities this past year have included a trip to the Human Rights Museum and the Forks Market, as well as weekly meetings throughout the winter months to do arts and crafts. Projects completed include moccasins, star blankets, beaded medallions, lanyards and dreamcatchers. Some of the projects were donated to be used as prizes at our Family Fun Days. Discussions during weekly meetings include topics such as cultural identity, traditional legends and teachings, and issues of personal importance to the youth such as school and friends. The activity based approach to the meetings allows for a relaxed and fun atmosphere for all.



Hello all,

KSMA has come a long way financially and operationally from where the Agency was back in 2013. Over the past 5 years, the management team and Board have worked relentlessly to turn the agency around. Today KSMA is financial sound, fiscally responsible and operating within its funding envelop. More importantly, KSMA is now the hallmark Agency for others to follow. KSMA continues to innovate and develop policies that become the new standard for the Authority and other Agencies to adopt.



The Past Fiscal Year

During the past fiscal year, KSMA faced several operational and funding challenges. We approached each challenge as an opportunity for KSMA to improve operations as well as recommend to the Authority and funders how to best proceed.

Federal Maintenance

On the Federal side, KSMA underwent a new Federal Maintenance Funding Report which required maintenance costs for each child to be quantified on a consolidated basis per month per record. This was a challenge because expenses that pertain to an particular month can be processed in various months throughout the year.

The finance team was able to adapt to the new reporting requirement and successfully capture child maintenance expenses per child per line per month and report in this manner.

Provincial Maintenance – Block Funding

In the past fiscal year, the Province decided to change their policies on how long they would accept submissions for maintenance reimbursements. The policy changed from 12 rolling months to 60 days between the time an expense is initiated to the time backup is submitted for reimbursement. Under the new policy, KSMA and other Agencies would lose out on tens of thousands of dollars; this could eventually lead the Agency into financial difficulties and possibly bankruptcy.

To address this policy change, KSMA management took a proactive approach and entered negotiations with the Province on block funding. Under block funding, KSMA will receive a set amount of funds and would be required to operate within that envelop. The Province has allowed KSMA to keep all maintenance surplus and redirect the funds to prevention and/or operations.

As of April 1, 2018, KSMA will be under block funding and working with the Authority and Province to develop financial and maintenance policies to ensure we operate within our funding envelope. KSMA is working towards generating maintenance surpluses so that these funds can be redirected back to our prevention or core departments.

Audit

KSMA received another clean audit opinion for the year ended March 31, 2018. This means that the auditor has audited our records and found that our financial statement is presented fairly in all material respect in accordance with the *Canadian Accounting Standards for Not for Profit Organizations*.

Balance Sheet

The balance sheet presents the Agency's liquidity, i.e. the Agency's ability to meet its short term and long term debt obligations. As at March 31, 2018, the KSMA Balance Sheet is healthy. Cash balance is strong, debt is well controlled and the Agency has positive net assets.

Income Statement

For the year ended March 31, 2018, KSMA had total revenues of \$25,100,925 and total expenses totalled \$25,074,027. The Agency had a small surplus of about \$27,000 which is impressive because it is very difficult to run a balance budget of nil. An acceptable variance would be 3% to 5% of total funding, which would be approximately a deficit or surplus of \$750K to \$1.25M. KSMA is very well managed in this respect.

Summary

In summary, KSMA's financial position is healthy and the operations are within budget. As CFS policies continue to change, our management team will ensure our Agency is well positioned to adapt to these changes, ensuring that services to children and their families are not interrupted.

Ekosi,
Michael Ly
Financial Consultant



To the Directors of Kinosao Sipi Minisowin Agency

Management's Responsibility for the Financial Statements

Auditors' Responsibility

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Kinosao Sipi Minisowin Agency as at March 31, 2018 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
July 17, 2018

KINOSAO SIPI MINISOWIN AGENCY

Statement of Operations

Year Ended March 31, 2018

	Budget 2018 (Note 12)	2018	2017
REVENUE			
Indigenous and Northern Affairs Canada			
Core (Schedule 1), (Note 11)	\$ 574,398	\$ 783,468	\$ 621,460
Prevention (Schedule 2), (Note 11)	1,612,278	1,612,278	1,612,278
Protection (Schedule 3), (Note 11)	2,728,827	2,728,827	2,658,833
Maintenance (Schedule 4), (Note 11)	4,100,000	4,797,208	4,802,425
Distinct Needs (Schedule 5), (Note 11)	-	-	25,000
Consultation Funding (Schedule 6), (Note 11)	-	75,000	-
Provincial			
Core (Schedule 7)	835,122	835,122	825,387
Prevention (Schedule 8)	254,265	239,253	239,259
Protection (Schedule 9)	2,131,333	2,131,191	2,486,453
Maintenance (Schedule 10)	10,200,000	10,818,636	9,195,867
Children's Special Allowance and Other (Schedule 11)	720,000	1,079,942	781,031
	23,156,223	25,100,925	23,247,993
EXPENSES			
Indigenous and Northern Affairs Canada			
Core (Schedule 1)	574,398	534,126	542,914
Prevention (Schedule 2)	1,612,273	1,921,090	1,707,926
Protection (Schedule 3)	2,728,827	2,923,020	2,622,197
Maintenance (Schedule 4)	4,100,000	5,199,078	4,979,635
Distinct Needs (Schedule 5)	-	-	25,410
Consultation Funding (Schedule 6)	-	75,000	-
Provincial			
Core (Schedule 7)	835,122	801,185	814,371
Prevention (Schedule 8)	254,269	309,363	338,563
Protection (Schedule 9)	2,131,333	2,173,889	2,151,002
Maintenance (Schedule 10)	10,200,000	10,986,876	8,933,925
Children's Special Allowance and Other (Schedule 11)	720,000	150,400	127,070
	23,156,222	25,074,027	22,243,013
EXCESS OF REVENUE OVER EXPENSES	\$ 1	\$ 26,898	\$ 1,004,980

See notes to financial statements

2017 High School Grads



**Education is the best
gift we can bestow
upon our children.**

**Congratulations
Grads!!**

Achievements/Successes

Annual General Meeting

KSMA successfully held their Annual General Meeting on August 30, 2017 in the Multiplex Veteran's Hall. The AGM was well attended by the KSMA Board of Directors and staff from both offices.

Unfortunately, due to other commitments, the representatives from INAC, Northern Authority and the Province were not in attendance. The Annual Report was presented which entailed the Programs and Services, Stats and Financials as the major reports.



Strategic Service Plan Meeting

During a Management Team Meeting, KSMA was able to compile and complete the Strategic Service Plan for the fiscal year.

The meeting was held in Winnipeg on December 12-13, 2017 where the SSP working sessions involved all the Senior Managers along with help and input from the KSMA Board of Directors and KSMA Federal Funding Service Officer, Nikki Roy.



Happy Retirement Jenny!



*Remember the past with fondness; look to the future with eagerness;
And live each moment to the fullest!*

**You're starting a new journey and
another chapter of your life.
May your days be filled with joy!**

KSMA thanks you for your integrity and dedication.

Gray & Company



Scott Gray

Mr. Gray is a graduate of Weldon Hall Law School, Dalhousie University of Halifax, Nova Scotia. After graduating with an LL.B. in 1982, Mr. Gray articulated with the Department of Public Prosecutions of Manitoba in Winnipeg.

In 1986 Mr. Gray left the firm to co-found Mirwaldt & Gray with Lore Mirwaldt. As a founding partner, Mr. Gray acted as the managing partner of the firm and practiced criminal law, civil litigation, real estate, corporate law and began to practice labour law.

Mr. Gray is active in the community and has served on numerous community boards. He was the Chair of the Westminster (The Pas) United Church Council from 2006 to 2008. Mr. Gray was a Cub and Scout Leader and Big Brother. Active in sports, Mr. Gray has coached minor hockey and was a Level 3 official with Hockey Manitoba. Shortly before his retirement from refereeing hockey, he was recently awarded the Vic Lindquist Memorial Award as the Most Deserving Official in Northern Manitoba, earning the award for a second time in his career.

In 2010, Mr. Gray was also appointed as an Indian Residential School Adjudicator. Mr. Gray has worked with his wife, Lore Mirwaldt, on Agency matters since July 2015, helping KSMA with the legal aspects of management. Mr. Gray has provided both Corporate and Children in Care legal services to KSMA; he assists with various KSMA matters such as employment issues, bylaws, Policy and Procedure Manuals, legal training for social workers, and assists in new Board Member training and attending Board meetings.

Alexander Gilroy

Alexander Gilroy was born and raised in Brandon, Manitoba before moving to Winnipeg, Manitoba to attend law school at Robson Hall. He began his legal career under the guidance of Lore Mirwaldt, before she was appointed to the Court of Queen's Bench, and Scott Gray.

Currently, Alexander is an associate at Gray & Company. His main areas of practice are in Child Protection, Family Law, Civil Litigation, Employment Law and Wills and Estates. In his spare time, Alexander volunteers with several charitable and political groups, including sitting on several boards.

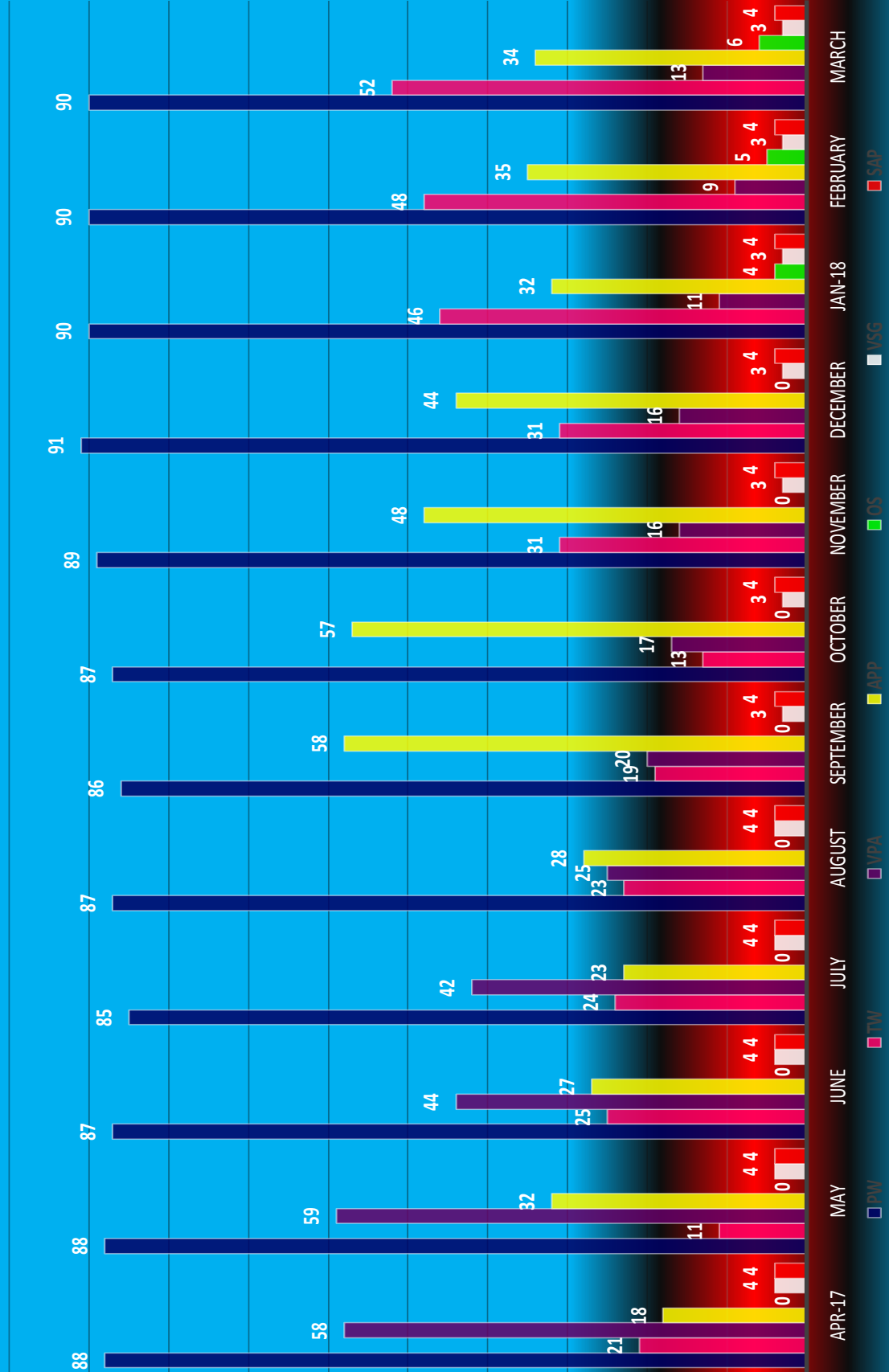


Norway House Stats

Month	Family Service Files					UM EPS	Total	Children in Care								CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Total	F	P		
Apr-17	67	10	0	108	12	10	207	88	21	58	18	0	4	4	193	351	49	400	
May	60	10	0	110	12	11	203	88	11	59	32	0	4	4	198	362	48	401	
June	64	10	0	112	14	11	211	87	25	44	27	0	4	4	191	354	48	402	
July	65	11	0	117	16	11	220	85	24	42	23	0	4	4	182	353	49	402	
August	69	10	0	119	16	12	226	87	23	25	28	0	4	4	171	351	46	397	
September	71	10	0	122	16	10	229	86	19	20	58	0	3	4	190	366	53	419	
October	67	9	0	127	16	9	228	87	13	17	57	0	3	4	181	359	50	409	
November	66	7	0	118	17	12	220	89	31	16	48	0	3	4	191	359	52	411	
December	72	7	0	123	18	11	231	91	31	16	44	0	3	4	189	368	52	420	
Jan-18	76	7	0	128	16	11	238	90	46	11	32	4	3	4	186	374	50	424	
February	76	9	0	125	16	11	237	90	48	9	35	5	3	4	189	377	49	426	
March	74	9	0	127	16	10	236	90	52	13	34	6	3	4	196	383	49	432	
Average	69	9	0	120	15	11	224	88	29	28	36	1	3	4	188	363	50	412	

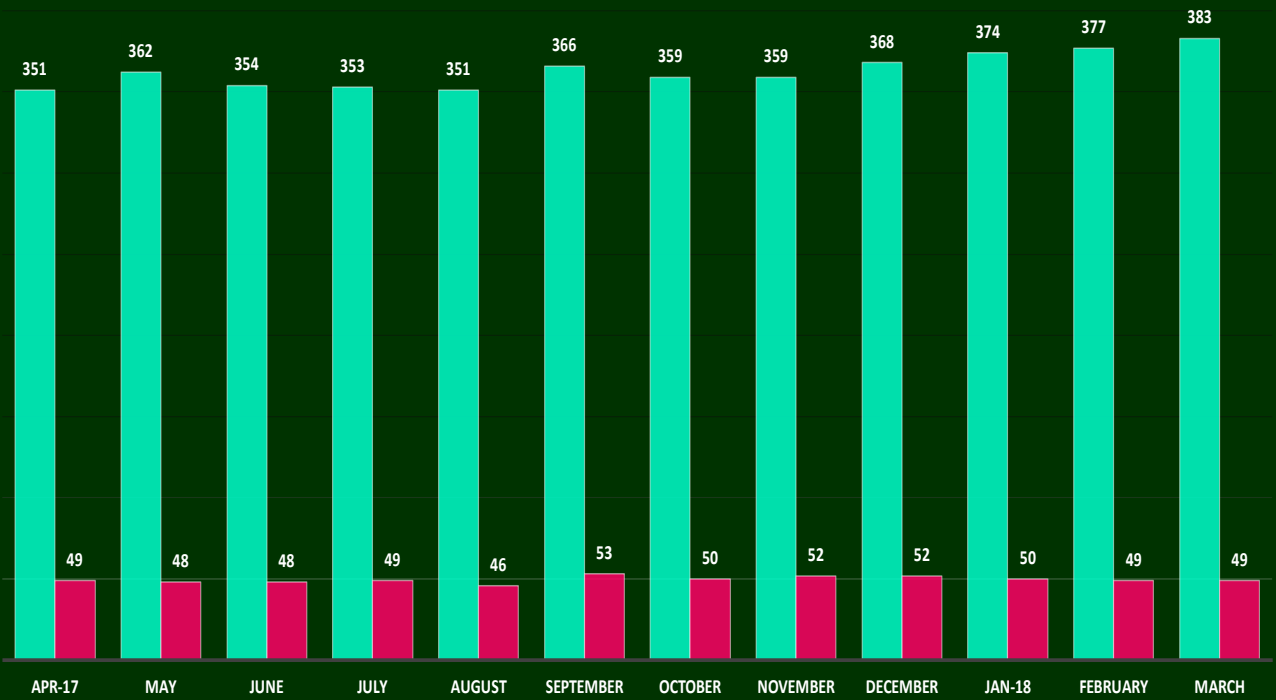
PW—Permanent Ward; **TW**—Temporary Ward; **VPA**—Voluntary Placement Agreement; **APP**—Apprehension; **OS**—Order of Supervision;
VSG—Voluntary Surrender of Guardianship; **SAP**—Select Adoption Probate

CIC - Legal Status

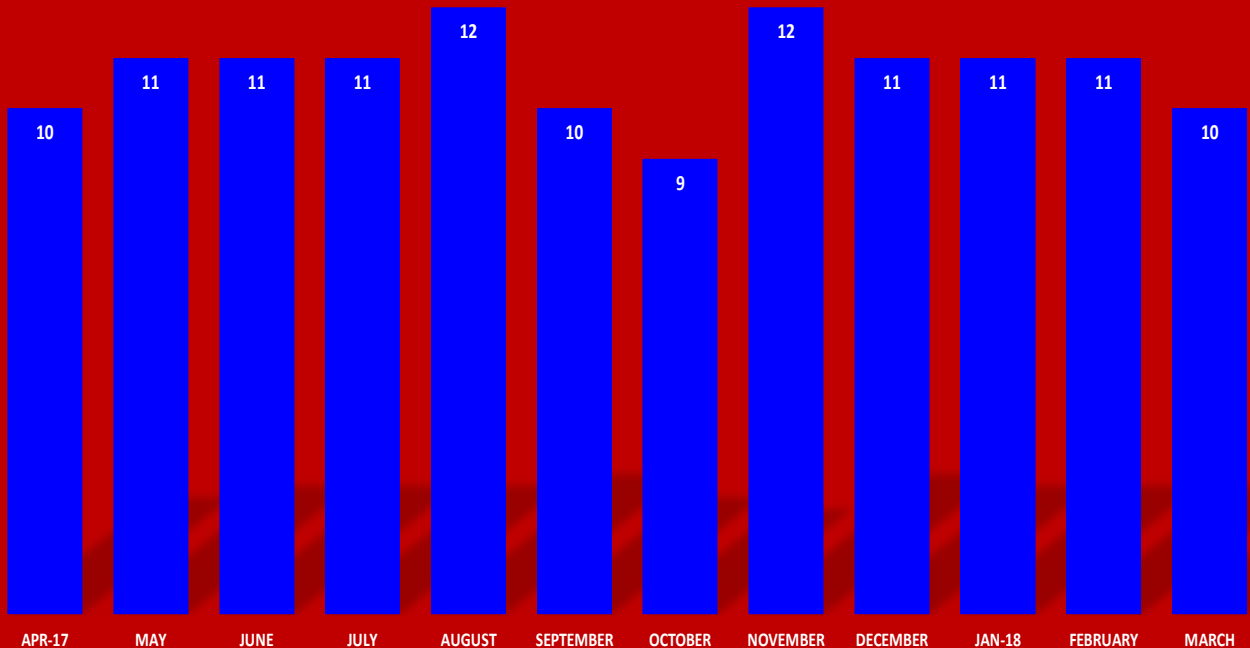


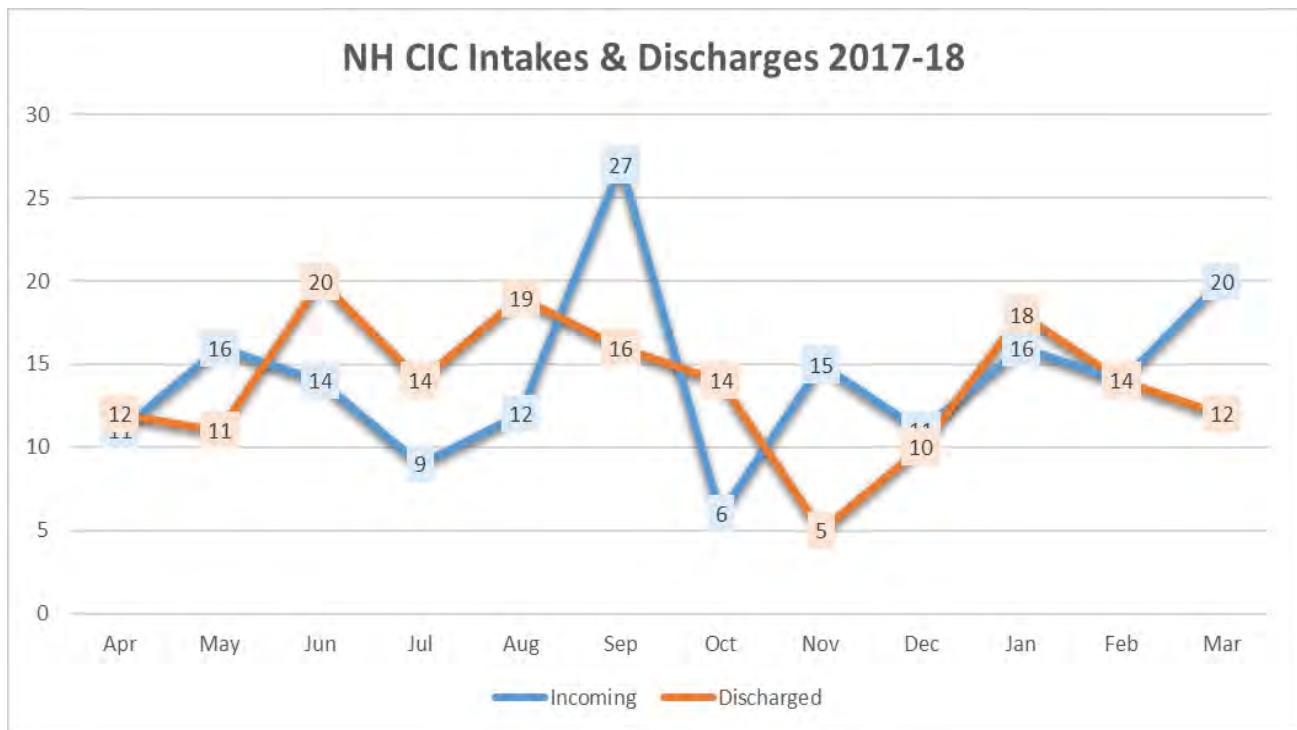
Children in Care

■ Federal ■ Provincial

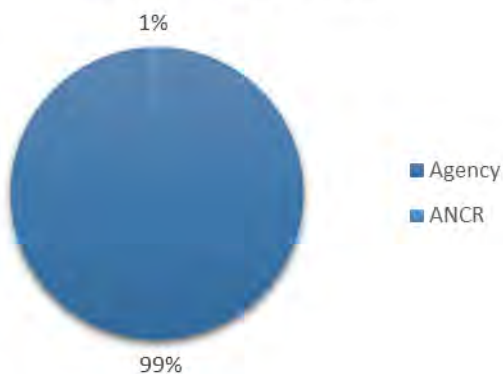


Expectant Parent





Incoming CIC files



Note: There were no 42 or 49 transfers

Note: There were no CIC transfers or child deaths

Discharged CIC Files



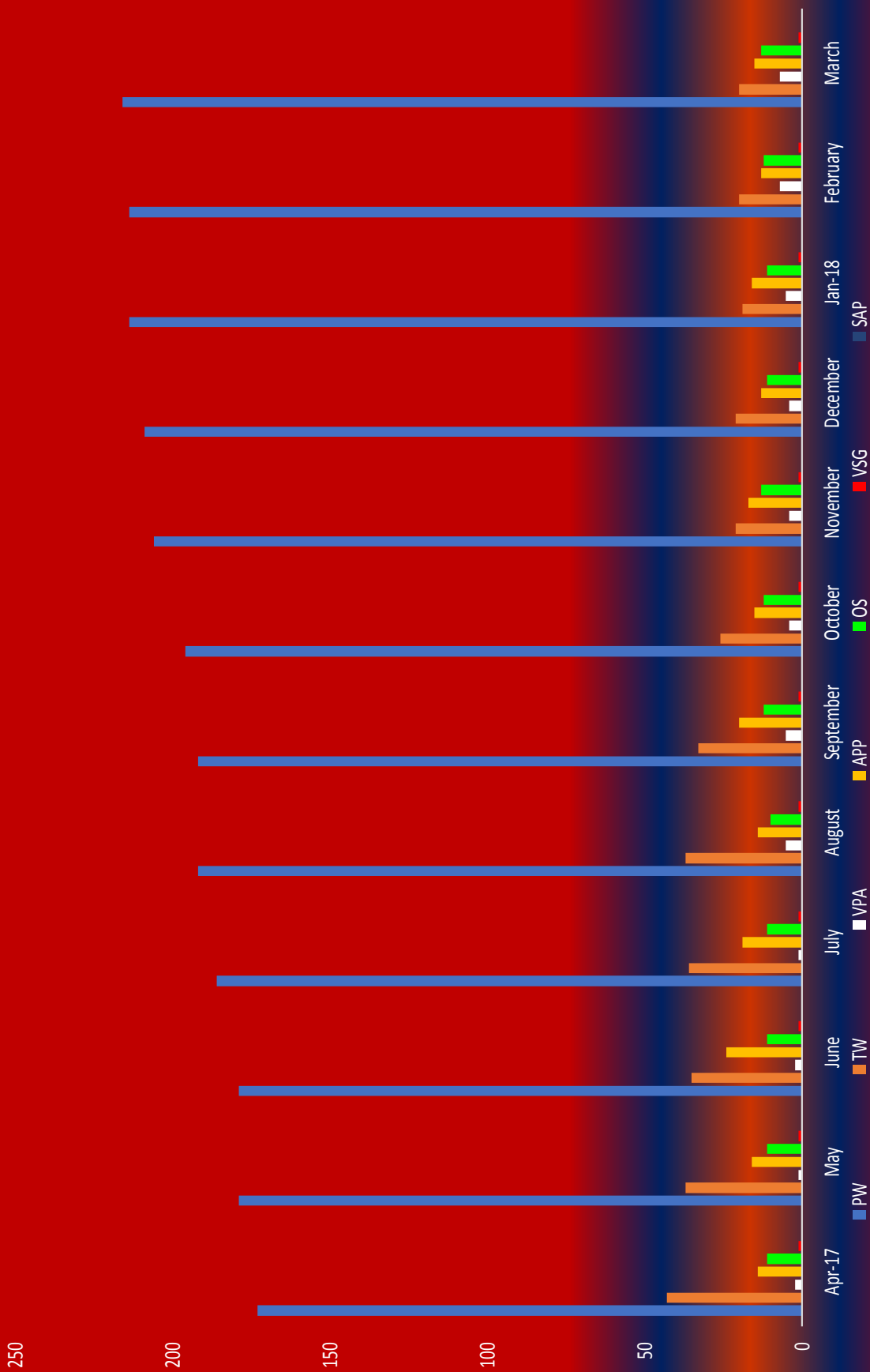
Intake Stats 2017-2018

Reason for Referrals 2017-2018	Apr 17	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan 18	Feb	Mar
Domestic Violence	2			1	1			4		2	3	
Conduct Parent (Alcohol)	5	5		4	5	7	5	3	6	5	4	5
Conduct Parent (Alcohol/Drugs)	2	1	2	4	5	5				3	3	1
Child Neglect	3	3	3	4	3	7	3	3	3	6	4	4
Medical Neglect						1				1		
Abandonment			1							2		
Conditions Parent	1		2									
Child Beyond Control	1		1	1								
Conduct Child (Alcohol/Drugs)	1		1	1								
Conduct Child	2						1	3				
Conditions Child		2				1	1	2			1	
Suicidal Ideations (Child)		1				1		3	1		1	
Allegations of Sexual Abuse	3	9	1	1	3	5	2	2	6	5	7	1
Allegations of Physical Abuse		4	2	5	4	2	4	9	2	5	5	5
Allegations of Emotional Abuse			1	2	1			1				
Support Services	1	6	2	3	2	3	3	4	1	3	4	1
Homelessness				4								
Home Assessment					5	9	10	7	5	4	9	6
Notice of Maternity									2			
UM Referral	1	1		1		1		3	1			
Adoption							1					
Repatriation												
Other Agency Report/Request					1		1	1	1		1	
Transfer					1			1	1			
Child Death												1
Total Intakes for month	19	28	15	25	22	27	24	33	20	26	26	18

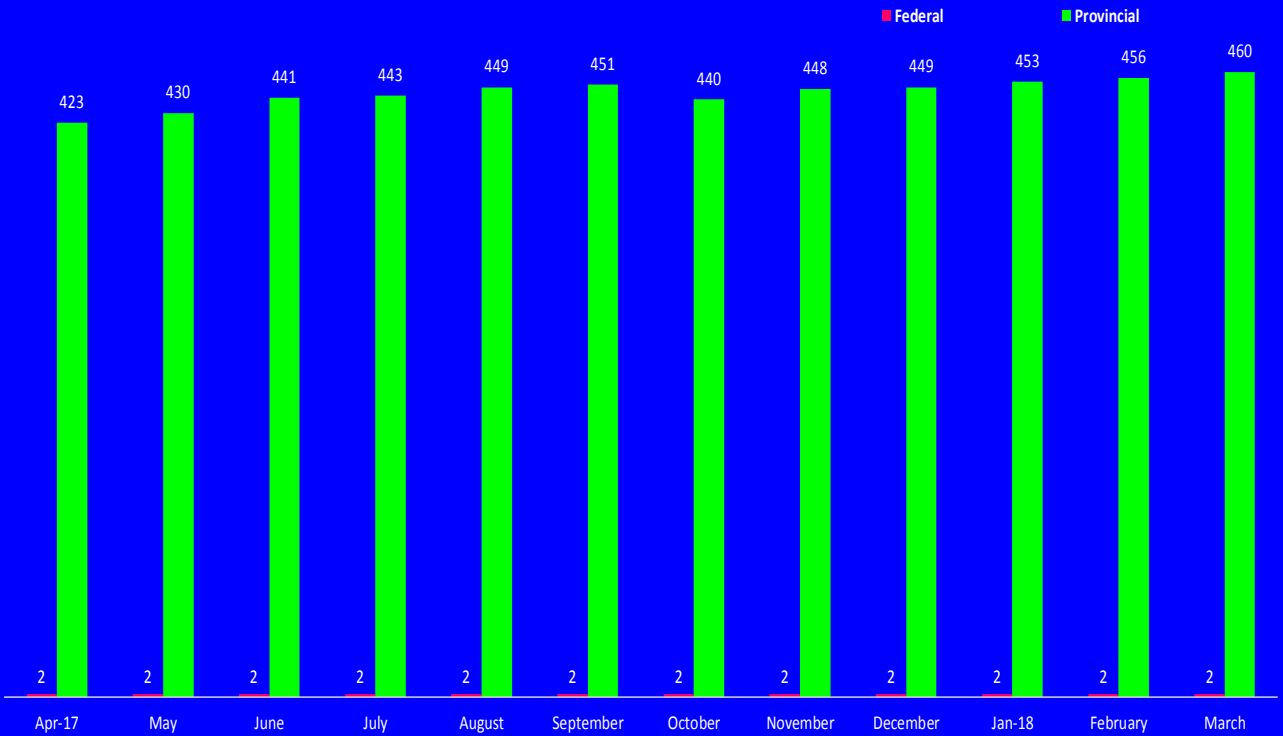
Month	Family Service Files					UM EPS	Total	Children in Care								CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Total	F	P		
Apr-17	23	0	0	151	18	0	192	173	43	2	14	11	1	0	233	2	423	425	
May	26	0	0	155	17	0	198	179	37	1	16	11	1	0	234	2	430	432	
June	25	0	1	157	19	0	202	179	35	2	24	11	1	0	241	2	441	443	
July	25	0	1	157	19	0	202	186	36	1	19	11	1	0	243	2	443	445	
August	25	0	1	157	19	0	202	192	37	5	14	10	1	0	249	2	449	451	
September	26	0	1	159	16	0	202	192	33	5	20	12	1	0	251	2	451	453	
October	28	0	1	156	15	0	200	196	26	4	15	12	1	0	242	2	440	442	
November	29	0	1	156	15	0	201	206	21	4	17	13	1	0	249	2	448	450	
December	29	0	1	158	15	0	203	209	21	4	13	11	1	0	248	2	449	451	
Jan-18	30	0	1	154	15	0	200	214	19	5	16	11	1	0	255	2	453	455	
February	29	0	1	156	16	1	203	214	20	7	13	12	1	0	255	2	456	458	
March	28	0	1	157	16	1	203	216	20	7	15	13	1	0	259	2	460	462	
Average	27	0	1	156	17	0	201	196	29	4	16	12	1	0	247	2	445	447	

PW—Permanent Ward; **TW**—Temporary Ward; **VPA**—Voluntary Placement Agreement; **APP**—Apprehension; **OS**—Order of Supervision; **VSG**—Voluntary Surrender of Guardianship; **SAP**—Select Adoption Probate

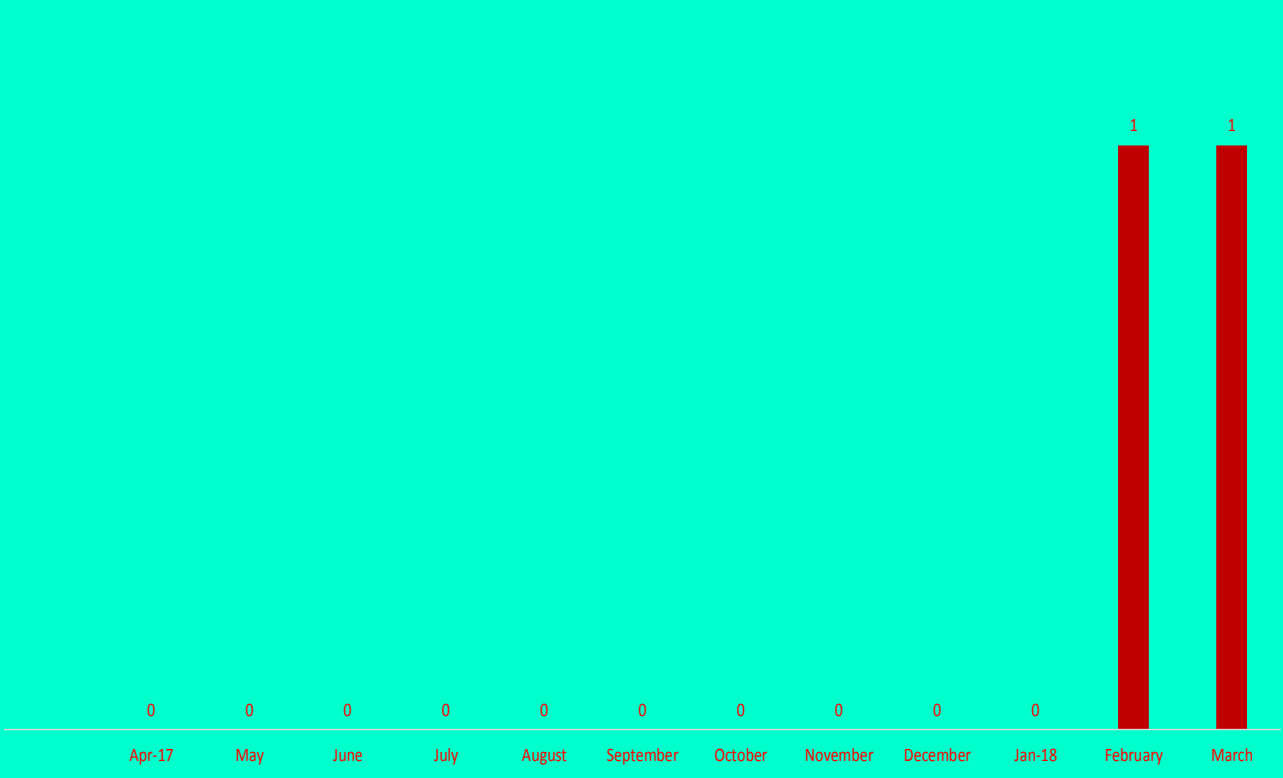
CIC - Legal Status



Children in Care

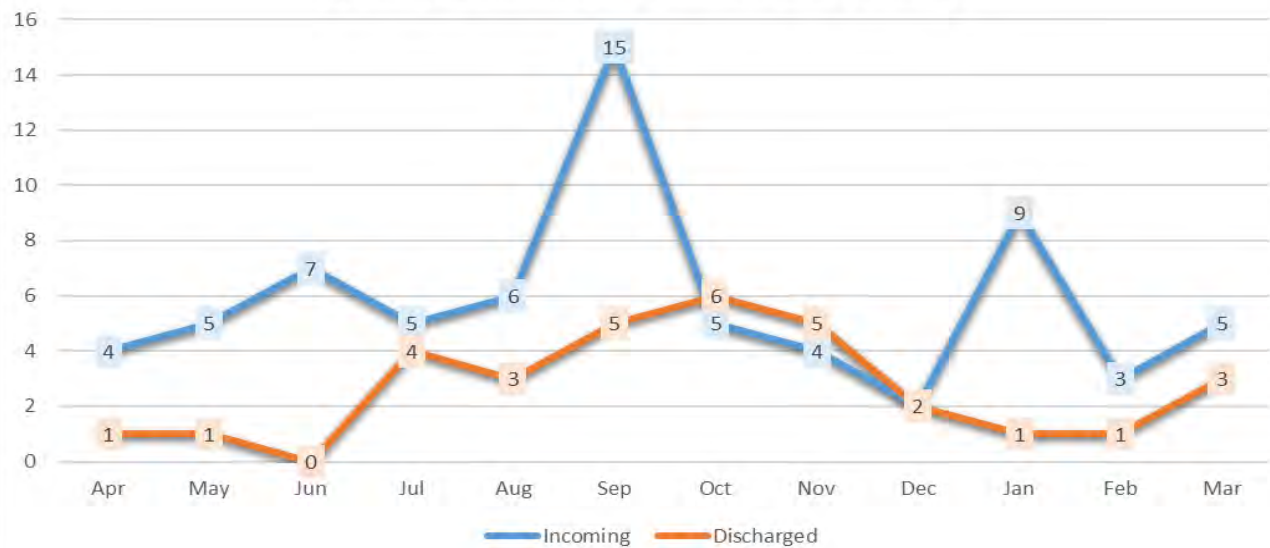


Expectant Parent

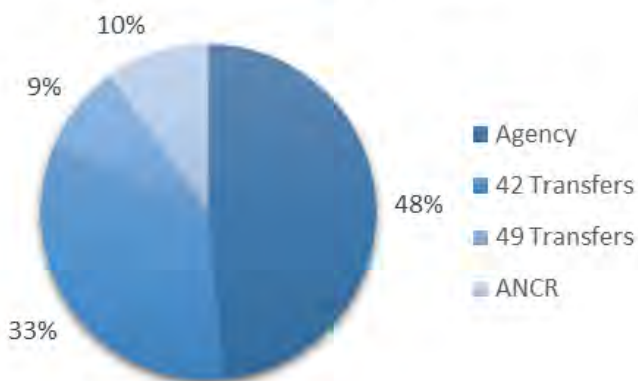


Treaty Status By Provinces	Total CIC	Percent of Total CIC	Total Transitional
Manitoba	87	33.59%	4
Saskatchewan	131	50.58%	11
Alberta	9	3.47%	0
British Columbia	4	1.54%	0
Ontario	0	0.00%	0
Northwest Territories	1	0.39%	0
Pending	20	7.72%	0
Non Treaty	7	2.70%	1
Total CIC	259	100.00%	16
Miscellaneous	Total CIC	Percent of Total CIC	Total Transitional
Norway House	59	22.78%	4
Other FN	193	74.52%	11
Non Treaty	7	2.70%	1
Total	259	100.00%	16
Status	Total Status	Percent of Total CIC	Total Transitional
Total Status MB	252	97.30%	15
Non Treaty MB	7	2.70%	1
Total	259	100.00%	16

WPG CIC Intakes & Discharges 2017-18



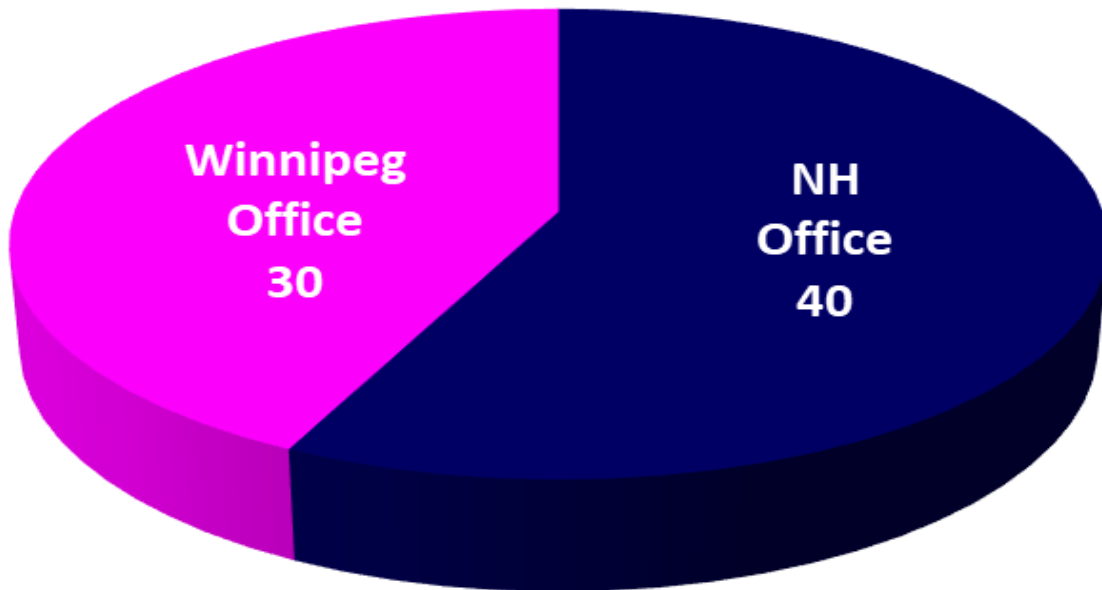
Incoming CIC files



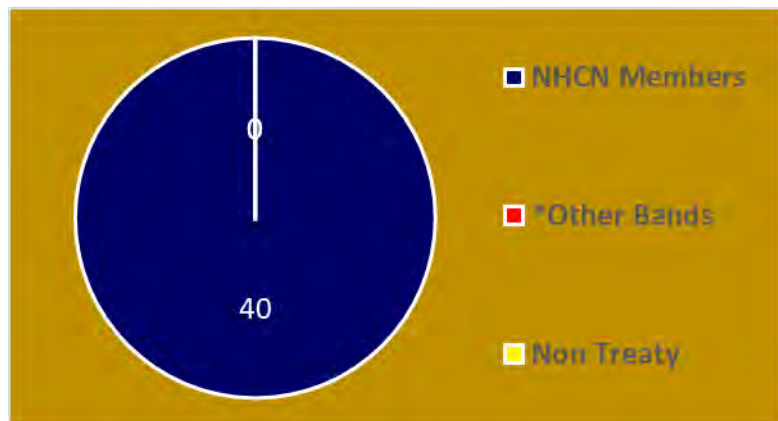
Discharged CIC Files



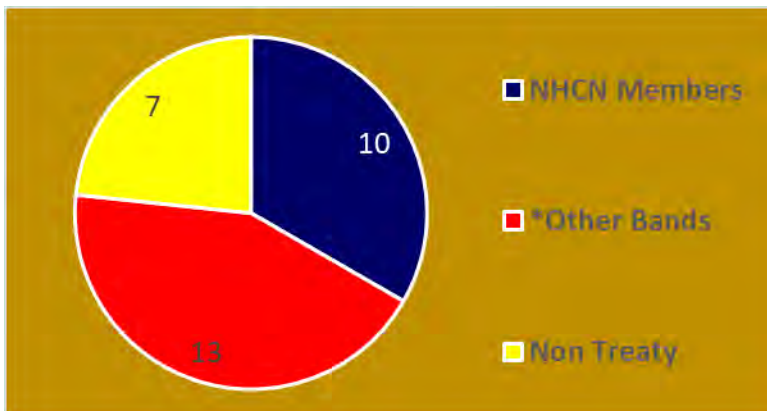
KSMA Staffing




**Norway
House**



*Other Bands: Staff who are treaty from other bands.



**Winnipeg
Employees**



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