



2016-2017 ANNUAL REPORT



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EXECUTIVE DIRECTOR MESSAGE



Tansi!

I am pleased to present the Kinosao Sipi Minisowin Agency's 2016-17 Annual Report. This reporting period has brought many challenges and successes. One of KSMA's greatest attributes is the strong Teamwork ethic that is evident throughout the organization. This is what has enabled us to recover from devastating events such as the fire of 2013 which destroyed our main office. It took a lot of effort from our front-line staff, management and Board of Directors to begin the process of essentially rebuilding our organization. Although we had been subjected to numerous reviews from 2014-2016, we were able to



continuously show progress as an agency and for this I owe much gratitude to the team that is in place. I must also acknowledge the support we have received from our funding partners: Indigenous and Northern Affairs Canada, The First Nations of Northern Manitoba Child and Family Services Authority and the Province.

Accountability and transparency is important in any organization and KSMA endeavours to uphold these two values. I have always stated that accountability exists at various levels within an organization and we strive to instill this within our staff so that they can show professionalism when working with children and families. I thank all the staff for their tremendous contributions towards making KSMA the effective organization it is.

In 2016 one of the challenges we experienced was the loss of Ms. Lore Mirwaldt as our Legal Counsel. She was appointed to the Court of Queen's Bench (Family Division). I had the privilege of attending Ms. Mirwaldt's Swearing-in Ceremony. We wish her success in her new role. In 2015 KSMA also lost Ms. Kaye Dunlop to the Court of Queen's Bench; she had been our Legal Counsel for many years. Both ladies have worked in the area of aboriginal child welfare and have extensive knowledge I know they will contribute significantly in their new roles.

KSMA has introduced different programs and services during this period and we have seen participation rates increase at both our office locations. As you peruse through our report you will be introduced to most if not all of our programming that has taken place here at KSMA.

Children are the world's most valuable resource and its best hope for the future....

John F. Kennedy

EXECUTIVE DIRECTOR MESSAGE



Events that continue on an annual basis of course are our Family Conference and Family Camp these two events see considerable involvement from community members. Another annual event that has many families attending is the Block Party. It was very encouraging to see everyone enjoying themselves at this event, much appreciation goes to staff for organizing such events. During this period, we also partnered with Molson Lake Lodge to take foster parents and children to experience the outdoors. I name just a few activities we engage the community in, it is our hope that engaging families in activities together will foster healthy families.

Finally, I would like to thank the families and community of Norway House Cree Nation. I am very grateful for Board of Directors who continue to guide our organization and provide the support required to make KSMA such a great organization. Please enjoy our annual report.



Ekosani, Clarence Paupanekis Executive Director



BOARD CHAIRPERSON MESSAGE



Hello!

I want to take this opportunity to thank all the team players that work with KSMA in providing the best possible services we can to the families and children of Norway House, Manitoba, Saskatchewan and Alberta. I am happy to say that KSMA has become one of the top agencies again. We have gone through some very difficult times and have endured.

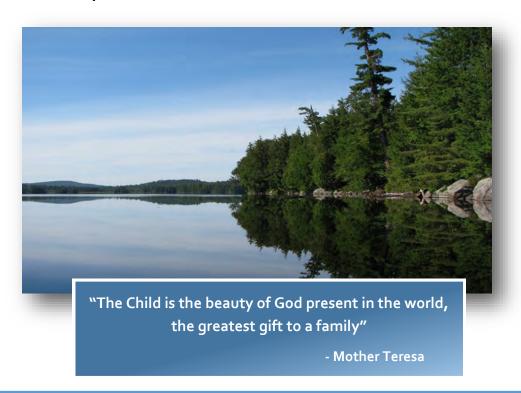
KSMA has a very strong team and will continue to grow stronger in the years to come. With that we will continue to improve the services that we provide to First Nation



families in need. Let us all remember why we do the work we do; let us remember that is for the kids and families that face the challenges in their lives.

Please remember to put your trust in the Creator to guide us and give us the skills to continue to help the families. God Bless you all.

Ekosani, Brian Cromarty Board Chairperson



COUNCIL PORTFOLIO HOLDER MESSAGE



Tansi Elders, parents, foster parents, and most of all our youth,

As Vice Chief and Councillor and as the Portfolio holder for KSMA, I would like to express how grateful I am for the opportunity to serve the families of Norway House Cree Nation. This organization plays a key role in strengthening the family bond which has been badly damaged by years of colonization and assimilation. I'll continue to advocate in our community and at the Provincial and Federal level, to ensure that our children and the families of Norway House Cree Nation get the best opportunities and receive much-needed funding for programs. I am committed to maintaining our family's Home Fire.

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. Alongside the staff, we must also acknowledge the dedication of the entire community of Norway House and the many divisions which continue to work together in helping our Cree Nation provide and care for the future growth of Norway House. 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. As a leader of the Norway House Cree Nation, I continue to be inspired by our late (Chief) Jean Folster, who's love and continuous dedication for our families, children, and community sets the true meaning of leadership, compassion, and most of all love for the people of Norway House.

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.



COUNCIL PORTFOLIO HOLDER MESSAGE



This past year has been a year of growth and challenges. 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. I've been working tirelessly in my role as Portfolio holder for KSMA within the past two years, I have had meetings with the Deputy Minister Diane Kelly, and the Bryan Hart, CFO of the Northern Authority. These meetings continue to build a strong bridge in our efforts to take ownership of the future of the families and children which we serve. Because what I keep saying is "Nobody knows our children better, and it's up to us to find the solutions for a better tomorrow today."

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. Now, I'd like to thank the council members for their ongoing support, it's through the vision and strong leadership of our Chief, Ron Evans, his dedication for all programs which fall under the umbrella of the Norway House Cree Nation has been a daunting task to say the least. He has set the bar high, and leads by example; his work must be acknowledged.

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. "We are looking forward to implementing new approaches so we all become part of the solution, to help families and

keep our Home Fires Burning brightly."

Ekosi, Gilbert Fredette Councillor & Deputy Chief KSMA Portfolio Holder



COUNCIL PORTFOLIO HOLDER MESSAGE

Statement Article from



Health

Santé

Joint Statement from the Minister of Health and the Minister of Indigenous and Northern Affairs on Responding to Jordan's Principle

July 5, 2016 - Ottawa, ON Health Canada / Indigenous and Northern Affairs Canada

OTTAWA – The Government of Canada has listened to the concerns raised by the Canadian Human Rights Tribunal and our First Nations partners regarding Jordan's Principle. There is no question – we believe children must receive the health care and social services they need, when they need them.



Today, we are responding to these concerns and announcing a new approach to implement Jordan's Principle. This approach will put the needs of children first and ensure that First Nations children living on-reserve receive the health and social services they need in a timely manner.

The Government of Canada has committed up to \$382 million in new funding to provide support to this new approach and broader definition of Jordan's Principle. This funding will be used to enhance service coordination and ensure service access resolution so that children's needs are assessed and responded to quickly.

Engagement is another important part of the new approach to Jordan's Principle. Both Health Canada and Indigenous and Northern Affairs Canada are actively engaging with First Nations, and jurisdictional partners to establish what supports are needed as well as to find ways to enhance service coordination and prevent delays in receiving health care and social services.

Together, we remain fully committed to meeting this vital goal of responding to the needs of First Nations children living on-reserve and honouring the true spirit of Jordan's Principle.



MISSION, VISION & GOALS

Mission

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
unity.



Vision

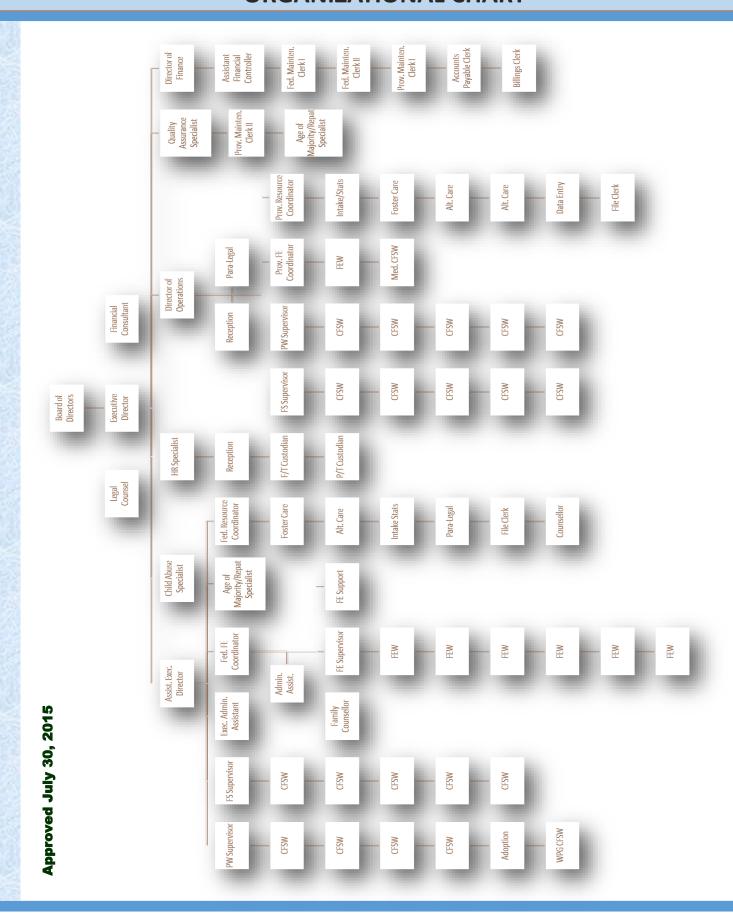
- Norway House Cree Nation is to be a safe, nurturing and caring community where healthy and responsible families live.
- Children will be raised with honour, respect, love and guidance so as to acquire the skills to become good and productive citizens.

Goals

- 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 utilize the assistance of elders and extended family for advice, guidance and direction in case planning and programming.
- ♦ To provide education opportunities for agency participation in planning, management and delivery of programs and services.



ORGANIZATIONAL CHART



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.

KSMA BOARD OF DIRECTORS



The KSMA Board has been very active with attending meetings and working with the government and legal services for the best interest of the Agency. For the fiscal year, the Board has attended the following working sessions, meetings and functions:

May 11, 2016 - Board Meeting

June 14-15, 2016 - Board Working Session: updating of the Personnel & Administration Policy and Procedures Manual and forms, By-Law, Service Provider Manual and the Local Child Care Committee Terms of Reference

June 16, 2016 - Board Meeting

August 11, 2016 - Board Meeting

August 29-September 1, 2016 - Board Working Session: finalizing the Personnel Policy & Procedures Manual

September 21, 2016 - Board Meeting

October 25, 2016 - Board Meeting (Special)

October 26, 2016 - Meeting with Legal Counsel (Lore Mirwaldt advised she was appointed as Judge)

Roy Folster, Board Member

November 3, 2016 - Board Meeting

November 29, 2016 - Board Meeting

January 17, 2017 - Swearing in Ceremony for Legal Counsel

January 26, 2017 - Board Meeting

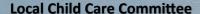
January 27, 2017 - Board was invited and attended a **Celebration Supper for Lore Mirwaldt**

March 8, 2017 - Board Meeting

LOCAL CHILD CARE COMMITTEE



Robert Hart, Member Beatrice Queskekapow, Member Frances Queskekapow, Elder Advisor Nelson Scribe Jr., Member



The Local Child Care Committee (LCCC) is resource that consists of four elders. They review cases with the workers and make recommendations to the on how best to work with families. The Committee also has the opportunity to speak with the parents about the issues that hinder their parenting capabilities and helps them to understanding the seriousness of child safety.

families will Most have opportunity to meet with the LCCC, however, each circumstance is different and this step may not occur when there is an on-going abuse investigation or if the child is found to be at very high risk in the home. Likewise, recommendations are subject to the standards of risk assessment. Our goal is to provide a culturally appropriate means of helping parents and caregivers to understand the critical role that they have in ensuring the safety and well-being of their children.



MANAGEMENT TEAM



The KSMA Management Team comprised of Norway House and Winnipeg staff is charged with all the executive duties of the agency. The team has been very busy following up with and completing work from the recent reviews and have therefore decreased their meeting schedule to a quarterly basis.

Following are the quarterly meeting dates and the agenda items discussed:

April 26—27, 2016

- * Community Safety Plan
- * Annual General Meeting
- * Financial Update
- * BDO Financial Review
- * Program Updates
- * Video Conferencing
- * Policies and Procedures
- * Computers and Office
- * Staffing
- * Student Placement Training
- * CHRT
- * Strategic Service Plan

July 12—13, 2016

- * Personnel and Administration Policy and Procedures Manual
- * Workplace Health & Safety Committee
- * KSMA Complaint Procedure Flow Chart

November 28—29, 2016

- * Personnel and Administration Policy and Procedures Manual
- * MB Leveling Tool
 - a. MB Leveling Tool
 - b. MB Specific Interprovincial Field Guide

- c. Cultural Continuity Touchstones of Hope
- * FEP (Letter from NA, Response, Practice Model)
- * Forms
 - a. Critical Incident Report
 - b. Internal Agency Review Form-A March 2016
- * Hugh's Inquiry Recommendations
- * OCA Recommendation
- * Courtesy Services Protocol
- * Proposed Amendments to the CFS Regulation
- * Draft KSMA CIC Travel Policy
- * Fentanyl; Overdose Survival Guide
- * Policy
 - a. Intake
 - b. Case Management
 - c. ACM Form
- * Foster Care Training
- * Workplace Health & Safety Committee
- * Christmas Dinner, Gift Exchange, Last Day of Work & Maintenance
- * Financials September and October
- * Provincial Funding Letter
- * Process Improvement Funding Model

February 2017

The meeting was postponed until April 2017.



Federal Resource Team

The Resource Team includes the Federal Resource Coordinator, Foster Care Worker, Alternative Care Worker, Legal Secretary, Intake and Stats Worker, CIC Counsellor and the File Clerk.



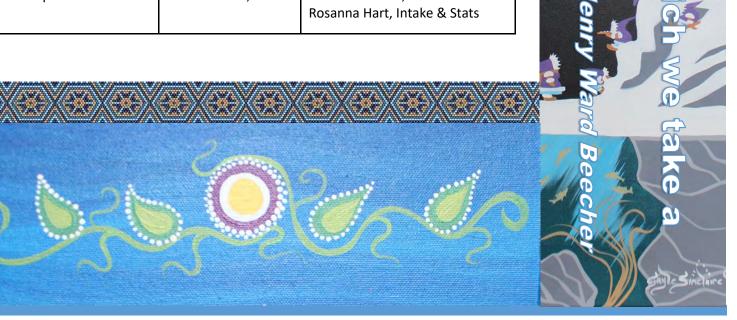
Duties:

- The Federal Resource Coordinator oversees the Resource Team and monitors and ensures the resource department provides supports, services and program that would benefit families and children in the community of Norway House Cree Nation.
- The Foster Care Worker recruits, trains and supports foster families in the community and provides temporary and long term placements for children in care as directed by The Child and Family Services Act and Program Standards Manual.
- The Alternative Care Worker assists the Foster Care Worker with duties and provides orientation to service providers ensuring they get certified to continue providing services to the agency.
- The Legal Secretary ensures legal requirements of child and family court related material is completed.
- The Intake/Stats Worker provides a means for the community to express its concern for children who may be in a questionable, substandard or dangerous situation at the hands of their caretakers. This position also tracks the number of CIC within the agency.
- The Children in Care Counsellor provides counselling services to the Children in Care and their families.
- The File Clerk ensures that all Children in Care file material is transferred to the appropriate files in a timely and efficient manner.

The resource program has an intake system and procedure that is followed. Once a referral is made, a response is provided within a 48 hour time frame to determine the kind of services needed for each case. All the necessary background checks are done for each foster parents and service provider. Extended family members are encouraged to come forward and take care of our Children in need of a placement, as we believe a family placement is the best kind of home a child can have. Keeping in mind, they need to go through the application process and must meet the requirements to foster. The Resource Team provides ongoing sessions/ orientations in regards to fostering, adoptions and service providers roles and responsibilities; this is ongoing and happens twice per month.

Below is the training the Resource Team and service providers received and completed:

Training	Dates	Who attended?
Service provider Orientation On-call Orientation	April 13, 2016 May 18, 2016 June 15, 2016 July 11,12, 15, 2016 Sept 28,2016	20 service providers
Foster Parent Group/ Orientation	May 3 & 15, 2016	2 foster parents 4 staff members
Supervisory Training	April-Sept, 2016	3 Senior Staff
Case Worker Core Training	April-Jan 2017	1 Staff
Foster Parent Sessions	June 14, 2016 June 16, 2017	25 foster parents 20 foster parents
Child Abuse Conference	June 7 & 8, 2016	Grace Balfour, Coordinator Freda Saunders, KSMA rep Violet Poker, Frontier School rep
Intake & Stats Training- provided by Rosanna Hart	July 28, 2016	April Hart
Crisis & Trauma Training	Beginning July to Sept 2017	Gwen Apetagon, CICC
CFSA Training	Oct 11-14, 2017	Edith Robertson
First Nation Community Diploma	December 2016	Freda Saunders
"Working with High Risk Youth" conference	Jan 30 & 31, 2017	4 foster parents 1 youth
Boot Camp	Feb 28-Mar 3, 2017	Pamela Menow, Foster Care Rosanna Hart, Intake & Stats





Permanent Ward Unit

Kinosao Sipi Minisowin Agency restructuring was approved by the KSMA Board of Directors at their duly convened meeting on July 30, 2015. Through the process of restructuring it was determined that a Permanent Ward Unit be implemented effective August 4, 2016. On August 4, 2016, the Permanent Ward Unit began working with the permanent wards of KSMA. The total of 109 Permanent Wards were assigned to the 6 Child & Family Service Workers.



The Permanent Ward Unit:

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





"The Permanent Ward Unit works towards comprehensive case planning to achieve the goal of stability for all permanent wards of KSMA. The principles of permanency planning reflect the values regarding the rights of children to grow and develop in a stable family environment."

Permanency Planning

The Permanent Ward Unit works to develop and institute comprehensive planning for each child who becomes a permanent ward of KSMA. These children become permanent wards for many reasons and there are many reasons why it is not always possible to reunify them with their biological families, from pervasive child safety concerns to complex medical needs of the child or parent.





During the permanency planning process, it is critical for the Child & Family Service Workers and Adoptions Worker to work closely with families. They must engage families in case planning, coordinate visits and ensure timely and quality case management. Family input can help guide workers toward the most beneficial permanency plan for each child and ensure that children have a support network both during and after they age out of care. They also engage with numerous resources depending on the circumstances and goals of the case.

The team works diligently to address the emotional, physical, mental and spiritual wellbeing of all the children. Many of these children have been exposed to alcohol (FASD, ADHD, ODD), drugs, multiple placements, criminal activities, self-harm, suicidal ideations, complex medical issues, separation and reunification anxiety, attachment issues, trauma from unhealthy family systems, and gang affiliated. These children high risk due to their vulnerability.

Extension of Care

Provision is made permanent wards that are aging out of care. The youth is given the option of remaining in care under an Extension until he/she turns 21 years of age. The Extension of Care application is forwarded to the Northern Authority for approval. Permanent wards residing in Winnipeg that meet the criteria can be transitioned out of care to Community Living Disability Services. We are advocating for Community Living Disability Services to be made available in our community of Norway House so that vulnerable youth are not forced to relocate or remain in the city to access service.

The Permanent Ward Unit ensures all children in care receive adequate care and supervision through permanency planning and adoptions. The Permanent Unit is also responsible for Joint Planning files and Repatriation Services.

Joint Planning files

When Norway House Band Members residing outside of the province of Manitoba have children that come into care, KSMA is notified of their apprehension. We are notified of the case plans and we have the opportunity to make recommendations. These files are known as joint planning files.

Repatriation

This service is available for lost relatives and adoptees searching for their biological families. The adoptee must register with Manitoba's Post-Adoption registry (the registry that serves all of the province's adoptees and birth relatives). Preparation of the adoptee or former foster child and their birth family is a key focus of the program's reunion efforts. The goal is to reunify adoptees and family members that are well prepared for the new relationship.

Adoption

Adoption is the process by which a child becomes a permanent part of a family. Children become eligible for adoption through child and family services either because their birth parents have consented to an adoption plan or because the court has determined that the parents are unable to care for the child.

There may be financial assistance available for families who adopt a permanent ward with special needs, or for families who are adopting more than one child from the same family. The adoption worker applies for a subsidy for the adoptive family; the amount is based on the applicant's income and family size.





The Permanent Ward Unit attended the following trainings 2016-17:

Date	Course	Completed
April 11-12, 2016	CC4: Engaging Families in Family Centred Child Welfare Services	1 staff completed
April 26, 2016	Family Systems Intervention Training Program	1 staff attended
May 9-11, 2016	CC5: Assessment in Family Centered Child Welfare Services	1 staff completed
May 12-15, 2016	Canadian Association of HIV Research 2016 Conference	1 staff attended
May 13 & 15, 2016	In House STM Training	2 staff completed
June 15, 2016	CC6: Case Planning & Family Centered Casework	2 staff completed
September 1, 2016	CC7: Separation, Placement & Reunification in Family Centered Child Welfare Services	1 staff completed
September 8 & 9, 2016	KESSA (Kenya Students Scholars Association) 9th Annual Conference in Altanta, Georgia	1 staff attended
October 4-6, 2016	Teen Touch Training in Thompson	2 staff completed
October 24-26, 2016	CC3: Legal Principles & Practices in Child Welfare Services	1 staff completed
October 27-28, 2016	CC8: Investigative Processes in Family Centered Child Welfare Services Training	2 staff completed
Nov 9-10, 2016	Wraparound Training	1 staff completed
Nov 15-17, 2016	2016 Northern Agency Gathering	1 staff attended
December 12, 2016	In House Staff Development @ Winnipeg Office RE: Missing & Murdered Women	1 staff attended
January 30-31, 2017	Working with High Risk Youth Training	2 staff completed
Feb 28-Mar 3, 2017	Family Find Boot Camp Training in OCN	1 staff attended

Reunification

Permanent Ward Team are working on reconnecting the permanent wards with their biological families as long as the families are working toward a positive lifestyle and ensuring the safety and best interest of their children. We recognize reunification as a significant event and ensure it is adequately supported for those children for whom it is the permanency goal. It is important that children know where they come from and where they are going in their lives and we will support them as much as we possibly can for the best possible outcomes.

Case Reviews

Permanent Ward Unit come together for quarterly case reviews. Case reviews are conducted to identify ways that the permanent ward team can improve the way they work together. The team ensures that permanent wards receive current information, guidance, support services, programming and recommendations..

Daily Debriefing with Staff

Members of the permanent ward team receive regular debriefing sessions with their immediate supervisor. The debriefing sessions are necessary for the workers as their jobs can become difficult at times and can be emotionally challenging. Understanding the importance of self-care is key to ensuring workers are ready for the challenges that arise.



UNITY (Understanding Needs in Today's Youth)

In early 2016, KSMA applied for funding for a program to assist our youth in developing the skills they will need as they enter adulthood. This funding was made available to all northern agencies through the Province of Manitoba. "Understanding Needs In Today's Youth" offers youth in care the opportunity to develop meaningful relationships with elders and mentors who can share their knowledge and skills. Through land-based teachings, mentorship and personal development, youth have the opportunity to learn about their culture and family history. In providing a structured activity-based program, we encourage our young people to engage in healthy practices and build positive relationships. The goal of the program is to help Permanent Wards expand their natural support networks as they prepare to transition out of care.

Welcoming Change

Since August 2016, the agency began the process of implementing Agency wide structural change. The structure change came with some challenges and numerous positive outcomes; with the hard work and dedication of staff and colleagues we were able to function admirably under a lot of pressure. During this period Agency reviews were also being conducted by the Province. The resilience of our staff allowed us to meet deadlines and ensure that expectations were met in an ever evolving child welfare system. During this difficult period of transition and adjustment we continued to prioritize the needs of children and their families to ensure the best possible outcomes.

We look forward to working with our youth in the next fiscal year 2017-18!





Family Services Unit

The Family Services Unit includes: Deborah Anderson, Unit Supervisor Noreen Duncan, CFS Worker Tracy Kirton-Muskego, CFS Worker April Ross, CFS Worker Diane Paynter, CFS Worker Kimberly Schellenberger, Interim CFS Debra Albert, CFS Worker (currently on maternity leave).



Overview:

The protection team deals directly with on-call crisis situations, apprehensions and ongoing work with families that are deemed high risk.

Protection Services:

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

Preservation Services:

- Family Service Agreements (support, childcare, respite, etc.)
- Psychological Assessments
- Family/Individual Counselling
- Parenting Program
- Voluntary Placement Agreement
- Local Child Care Committee;
- Cultural Activities Program (CAP)
- Family Mediation
- Referrals & Advocacy
- Reunification

Services to Families:

The protection team works with families that are deemed high risk but have no children in the care of the agency. Parents have access to services such as counselling, respite and support in order to prevent children from coming into the care of the agency.

The protection unit also works with other resources within the community and provides advocacy for the families.



The protection unit works as a team within the organization to coordinate:

- Annual Family Conference
- Block Parties
- Jordan Principle Parade
- Christmas Party for children/foster parents
- Family Fun Evenings
- "I Can Program"
- Annual Camps for Children in Care



Child Abuse Coordinator

Tansi, I am the Child Abuse Coordinator for Kinosao Sipi Minisowin Agency. I have been in this position for three years now. The Child Abuse Committee has been diligently involved with all abuse cases that are referred to the agency. I provide monthly reports to the Director and Board of KSMA. I work closely with RCMP and Probations within our jurisdiction. KSMA also has working relations with other agencies and police departments within Manitoba as well as the Child Protection Centre in Winnipeg. KSMA has registered five (5) names to the Child Abuse Registry in the past year.





KSMA Child Abuse Committee

The Child Abuse Committee consists of 8 members; 5 mandatory community members that include the Child Abuse Coordinator, RCMP, Medical Practitioner, School Division Representative and an Agency Staff Member; plus 3 additional members from other resources. The committee meets on a monthly basis.

The Committee's Role and Responsibility include;

- To review every case of suspected abuse
- To review all information from RCMP, Hospital, and all professionals involved in the investigation;
- Determine if an abuse has occurred
- Determine 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

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

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. Organizations should use child abuse registry checks plus self-disclosure and have professional conduct policies in place. They should also consider other screening methods such as police criminal record checks.

How do names become listed?

- 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.)
- 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.
- 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.

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
April 2016	3	2	1
May	3	2	1
June	5	2	3
July	2	2	0
August	4	4	0
September	0	0	0
October	4	3	1
November	4	4	0
December	3	2	1
January 2017	7	3	4
February	6	2	4
March	6	4	2





Family Enhancement Program

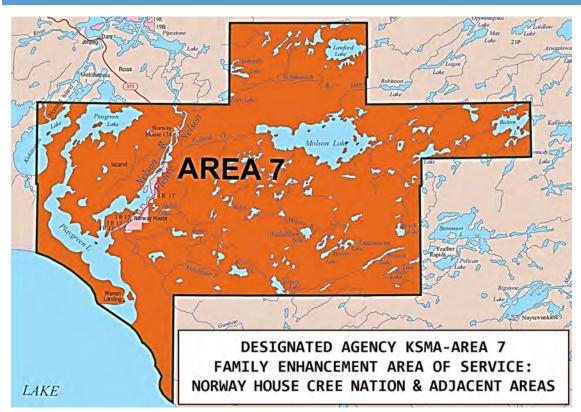
Services identified under the umbrella of Family Enhancement are prevention services which seek to educate and empower First Nations families and help prevent future Agency involvement. Our approach is holistic and grounded in our Norway House Cree Nation culture of shared Language, History, Traditions,

and Knowledge.

All of our Family Enhancement Staff are NHCN Band Members, raised in our traditional lands and territories, and are able to converse in our language. (kahkinow ininiimowak oki ota atoskenakanak).



The staff in our Family Enhancement Team bring a variety of skills, education, work experience and life experience to our program. Among the various skill sets and training, FE staff carry Degrees in Social Work, First Nations & Aboriginal Counselling, Masters in Project Management; Diplomas in Restorative Justice and Conflict Resolution, Early Childhood Education, Child and Youth Care; Certificates Management, Business Administration, Marketing, Addictions Counseling & Assessment, Emergency Medical Response, Workshop facilitating, Medicine Wheel facilitating, FASD Awareness & Treatment Planning, Working with Children and Youth with Special Needs, Applied Counselling skills (Journey Training), CFS Core Competencies training, Working with High Risk Children & their families, Crisis Emotional Response, Traditional Parenting(Seven Sacred Teachings, Fatherhood is Sacred, Healing Ourselves, Healing the Caregiver, Train the Trainer), Healthy Child Manitoba Wrap-Around Process, Delivery of therapeutic services to children with disabilities, Communications, Human Development & Behavior, FASD Awareness training, Structured Decision Making (SDM), Impact of Intimate violence on Children, Treating Complex Trauma, Child & Family Violence Prevention, American Sign Language, Social Services administration, Marine & Boat operations, First Responders training, Public Service Administration; and a wide variety of work experiences involving families and communities.



Community Profile and the Area We Serve on and Off Reserve

Norway House Cree Nation (NHCN) is one of the largest First Nations in Manitoba. NHCN population statistics of March 2017 indicate an on-reserve population of 6,161 and an off-reserve population of 1,878 for a total registered population of 8,039 Band Members; 158 of the off-reserve NHCN Band Members currently reside in the adjacent Northern Affairs community of Norway House.

The Work We Do

Our motto is "SOHASTATAN KASKIHEWISIWIN" which expresses an invitation to work together to strengthen our natural abilities. We believe in the natural skills & abilities of people. The four (4) main areas (mind, feeling, body, spirit) of human growth are explored with a view to empowering families to recognize and build upon their natural skills and abilities. In collaboration with FE workers, Parents and caregivers are provided with methods of assessing the mental, emotional, physical and spiritual needs of their families. Family health is explored from the family's perspective of life experiences and values and beliefs. Parents discuss and share their common experiences such as hopes, dreams, conflict, fear, grief & loss, joy & comfort; and their practical and spiritual approaches for coping with common life experiences.





Intergenerational Trauma

The main challenge for families continues to be our collective on-going recovery and healing from intergenerational effects of the Residential Schools and colonization. Family Enhancement continues to work at developing and implementing prevention services adapted from promising healing practices as described by the Aboriginal Healing Foundation's three pillars of healing: reclaiming history, cultural interventions and therapeutic healing.

Reclaiming History

FE staff continue to research our local history as told from the knowledge of our Elders and ancestors and sharing the information with parents who then teach their children. FE is also active with the Norway House Cree Nation Public Safety Committee where our tasks as Committee members include sharing Elder's teachings and other historical information. Our staff participated in sharing information with the community during the NHCN Programs and Services Symposium.

There is currently no funding for staffing positions and resources to focus on the immense task of reclaiming our history, and other concurrent similar kinds of developmental work which need attention. As a consequence, these components of the Family Enhancement program are more difficult and challenging to implement.

Therapeutic Healing

Therapeutic healing is part of the overall case management process within the Family Enhancement program. Family assessments provide families with ways of looking at the needs of their children and the resources they need to access to help strengthen their family and thereby reduce the risks of their children coming into agency care.

January 2016 Workshops included learning sessions with Manitoba Food Matters and Manitoba Agriculture on food preparation and food canning.



The services Family Enhancement workers provide include counselling services, referrals to other community resources, inhome support services, parenting & development, child problemsolving, resolving conflicts. reducing stresses and other day-today matters that involve family function. FE staff also design and deliver parenting workshops where parents learn together in group forums and open discussions.



Parenting Workshops

During the 3 month parenting sessions April to June 2016, Family Enhancement provided Certificates of Participation to 67 Parents; from September to November 2016, 51 certificates were given out; and from January to March 2017, 52 Parents received a Certificate of Attendance.

Cultural Interventions

Land-based healing is a major component of services to families. Sharing circles and workshops are held at our cultural camp. FE brings traditional teachings into the classroom setting as workshops and combines case management with land-based therapeutic activity. Family Enhancement staff facilitate and assist with several land-based activities and cultural interventions, such as the Annual Family Camp, Annual Canoe Voyage, and also participated in the NHCN Sundance and the NHCN Women's Wellness Gathering.



The Community Wellness/Norway House Cree Nation Sundance was held July 28 to 31, 2016. (Check out the Facebook page 'N.H. Sundance Group' for ongoing information.) The Sundance was held beside the Minisowin cabins. NHCN Councillors, community members and other participants stayed in the cabins.

Many other community members, visitors and volunteers also set up camps. The volunteers included NHCN youth and Elders, Community Wellness clients, Playgreen Development Corporation staff, WOP workers, KSMA clients & staff, and other community members. 31 dancers and approximately 200 community members attended the Sundance feast. FE provided supports for transportation and equipment to volunteers and some supplies for the Sunday feast.





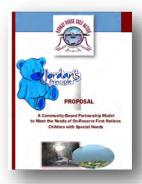


Community Wellness and NHCN also hosted the annual Women's Wellness Gathering August 26 to 30, 2016 at Sea Falls. FE staff attended and did presentations on Co-dependency and Recovery from Co-dependency. Family Enhancement provided other supports in the form of tents, tipis, other camp facilities and equipment for the Women's Wellness organizers

Family Enhancement sponsored the children's races during Treaty and York Boat Days and the Tiny Tots events at the NHCN Annual Pow Wow on August 9, 10, & 11.

Other Advocacy Work

In March 2016, KSMA participated in the First Nations Child and Family Services (FNCFS) regional engagement sessions hosted by the Assembly of Manitoba Chiefs (AMC) at the NHCN Multiplex. The regional engagement involves First Nations citizens and leadership, FNCFS Agencies and Authorities, and other key stakeholders.



As described by AMC, the FNCFS regional engagement is took place "...because of the January 26, 2016 Canadian Human Rights Tribunal (CHRT) decision of First Nations Child and Family Caring Society of Canada et al. v. Attorney General of Canada (for the Minister of Indian and Northern Affairs Canada). The CHRT Decision ordered Canada to, among other things: reform the FNCFS Program; and immediately implement the full meaning and scope of Jordan's Principle. Call to Action #3 of the Truth and Reconciliation Commission (TRC) Report also called for the full implementation of Jordan's Principle...Manitoba First Nations must be involved and lead reform of the FNCFS Program. This is a way to give meaningful effect to Canada's acceptance of the CHRT Decision and agreement to fully implement all 94 Calls to Action of the TRC. It also gives effect to Canada's call for a renewed, nation-to-nation relationship with Indigenous Peoples based on recognition, rights, respect, co-operation, and partnership...The AMC expects that Canada will use the regional engagement to develop a range of First Nation-led options that Canada can use to reform the FNCFS Program."

AMC also stated that the approach to the engagement sessions will be based on Reconciliation in Child Welfare: Touchstones of Hope for Indigenous Children, Youth and Families, an approach designed by the First Nations Caring Society, Cindy Blackstock and others. The guiding values of Touchstones of Hope are: Self-determination; Culture and Language; Holistic Approach; Structural Interventions; and Non Discrimination.







All the scary visitors to the haunted house at the Program Centre

KSMA's Executive Director Clarence Paupanekis, FE Coordinator Myrna Gamblin and FE Supervisor Madeline Gamblin-Walker attended the March 13, 2016 Norway House Cree Nation Resource collaboration team meeting to do a final review and update of the **NHCN Children with Special Needs proposal** for local services. The team consists of Chief & Council Office staff, NHCN Health Division staff, KSMA-FE staff, NHCN Social Service staff, Frontier School Division staff, Norway House Clinic staff, Home & Community Care & Policing services staff.



Family Enhancement participated in KSMA's Management Team Meeting on December 15, 2016 meeting with the Federal, Provincial and Northern Authority visitors. The meeting was held in the cabins at the Cultural Camp on Molson Lake road which was a very positive meeting.

Classes on preserving veggies/berries















Presenting under the watchful eye of the ED and Co-workers





Others

The 1st Annual Conference of Family Enhancement workers in Northern Manitoba was hosted by Northern Authority for June 8 & 9, 2016 in Opaskwayak Cree Nation. KSMA management, Family Enhancement staff and Elder Lydia Osborne attended the conference along with staff and Elders from the six other northern Child and Family Services



agencies providing services within the MKO region. Family Enhancement workers helped to facilitate workshops sessions and obtained information and presentations from all participating agencies & keynote speakers to share and review. The theme of our conference was "Wichitotan- Let's Help Each Other".

ICAN Program

January 31—March 31, 2017

Kinosao Sipi Minisowin Agency was given an opportunity to propose a program that would enhance the working relationship with its community members. This pilot program was funded through First Nations Northern Authority and facilitated by a number of KSMA staff and other resource collaterals.



The Inter-Community Agency Networking (I-CAN) program was for parents to develop meaningful relationships with other parents, elders and mentors who can share their own experience(s), knowledge and skills. Through relationship building, mentorship and personal experience, parents will have the opportunity to learn and share amongst other parents, caregivers

about their own parental capacities and family dynamics. Some of the sessions that were introduced were; Bullying, Family Dynamics, Trauma Therapy, etc.

Participants were encouraged to attend 80% of the program so that they could be eligible for a final draw. Participants developed meaningful relationships with peers, mentors and elders within an atmosphere of acceptance and shared experience. Participants also learned about their history as First Nations people and developed a sense of identity and pride. Participants completed the program with a goal, whether it was educational or occupational, and a plan to attain that goal. Participants learned that there are resources within the community that are accessible to them if needed, they were also made more aware that a lot of the times they had the answers within themselves when resolving matters and overcoming obstacles.



All the participants received a certificate of completion and attended a graduation ceremony as an appreciation for sticking with the program. This was a wonderful experience for both the participant and workers to develop a meaningful relationship amongst one another without involving the logistics of KSMA in a relaxing environment away from the office. An evaluation was completed by each participant that allowed for comments and feedback. The majority of these comments involved future reference to seeing more programs as this one in the community.

UNITY Program

This pilot program was funded through First Nations Northern Authority and facilitated by the Permanency Planning staff and the Age of Majority Specialist. Kinosao Sipi Minisowin Agency was to deliver a program to youth in care that would give them an opportunity to develop meaningful relationships with elders and mentors. Thus, the goal was to expand their natural support systems as they prepare for the transition out of care.

The UNITY Committee consists of:

Sherry Menow, Age of Majority Specialist, Sandra Clarke, Unit Supervisor Gwen Apetagon, CIC Counsellor John Henry, CFS Worker Margaret Bradburn, CFS Worker

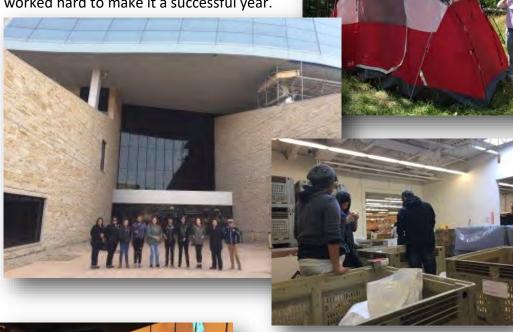


Lucy Apetagon, CFS Worker Emma McDonald, CFS Service Worker Olivia Osborne, Adoption Worker Jane Kamabu, Out of Community Rhonda Apetagon, QA Specialist Chance Paupanekis, Student





The UNITY Committee met regularly throughout the year to plan activities for the permanent wards. The hard-working committee were very committed and worked hard to make it a successful year.



The U.N.I.T.Y program was created for youth in care between the ages of 15-20. Through relationship building, mentorship and the sharing of personal experiences, youth had the opportunity to learn from one another and develop goals to work towards as they prepare for adulthood.

Some of the sessions included: budgeting, strengths development, relationship building, cooking and working on Lifebook activities. The youth also participated in life skills activities such as fishing, and preparing a cookout, and team building activity that involved setting up camp. Near the completion of this program the youth went on an educational excursion to Winnipeg and learned about the struggles of city life.

The youth developed meaningful relationships amongst their peers, mentors and elders within an atmosphere of acceptance and shared experience. The Youth also learned about their history and culture as First Nations people and developed a sense of identity and pride.

NORWAY HOUSE ACTIVITIES & INITIATIVES



Bear Witness Campaign May 10, 2016

May 10, 2016 marked the day for Cindy Blackstock's **Bear Witness Campaign** in Ottawa, Canada. Cindy put out a call for every community across Canada to participate in this campaign which would trigger a faster response following the Tribunal outcome. The tribunal was a result of Cindy having to take the government of Canada to court on the basis of "discrimination toward



aboriginal children" because children with disabilities do not receive equitable service delivery on-Reserve. Cindy won her case, therefore, began and promoted the **Bear Witness Campaign** to speed up the processes of implementing equitable service delivery for aboriginal children on-Reserve.



Kinosao Sipi Minisowin Agency immediately began networking with Chief & Council, Jack River School, HBOIERC, Home and Community Care, Community Wellness Program, Social Division, Hospital staff, UCN, local Day Care and many individuals within the Norway House Cree Nation. After acquiring confirmed attendees for the Bear Witness campaign, we scheduled the walk from the Multiplex and finished at the Co-op stage near the pavilion on May 10, 2016.

Speakers talked about the campaign and encouraged everyone to sign on to the Bear Witness Campaign on Cindy Blackstock's website *Child and Family Caring Society of Canada*. Everyone in attendance was thanked for their participation and they were provided a lunch with refreshments.





NORWAY HOUSE ACTIVITIES & INITIATIVES

Community Resource Symposium May 12, 2016



The NHCN hosted a Community Symposium with all community resources on Thursday, May 12, 2016. The symposium took place at the Multiplex Rink Area which started at 10 am to 4 pm. The agenda consisted of an opening prayer by Reverend Grant Queskekapow and opening remarks by Eileen Apetagon, Chair for Community Safety Initiative, Video remarks by Chief Ron and Councillor Bayer, Justice Portfolio Holder, Community Safety Initiative Overview done by Eileen Apetagon and Community Programs/Resources did 5 minute presentations on their respective program's mandate and services to the community. After the presentations were completed an introduction of Booths of Community Programs and Services were announced.

As part of our participation the staff of KSMA set up a booth with information pamphlets of services of each of their departments, pictures of staff and their job titles were on display, pens and souvenirs were given out and a photo shoot booth was also provided for anyone interested in getting their picture taken. KSMA Youth in Care was hired to help make a snack for the BBQ during lunch as part of our contribution to the feast.





After lunch a video called "Community Plan for Missing Children" was shown. There was a community network presentation: "Importance of Community Networking". The last video was called "Norway House Cree Nation Housing Issue".

Before the close of the day there was uplifting entertainment by the Roberta Ettawacappo Memorial Square Dancers. They did an awesome square dancing presentation. Thereafter, there was numerous draws of great prizes open to all in attendance. Last but not least closing remarks and closing prayer by Elder.

Foster Family Block Party June 26, 2016

KSMA held their first ever Foster Family Block Party to promote and strengthen unity and healthy families by bringing the community of Norway House together and having fun together. This event was very well attended; approximately 200 came, included parents, children, staff and community members.



The Master of Ceremonies for the event were Nathan Queskekapow (a former CIC) and Brentina Wilson (a current CIC) who both did an awesome job! There were many activity centres and competitions such as scavenger hunt, spelling bee and karaoke contest. KSMA was fortunate to have help from a visiting group of students from Toronto. See you all at the next Block Party!!





Family Conference July 27—28, 2016

KSMA hosted their 10th Annual KSMA Family Conference at the local Multiplex Arena. The topic of the conference was "Freedom to Change" taken from the book CHANGING FOR GOOD and the sub theme as always IT TAKES A WHOLE COMMUNITY TO RAISE A CHILD. The local and Winnipeg KSMA staff, Jean Folster Place, and S.T.A.R. program delivered presentations on the six stages of change: 1. Precontemplation, 2. Contemplation, 3. Preparation, 4. Action, 5. Maintenance and 6. Termination. The presentations were informative and relevant to the participants as the facilitators used personal stores or role plays to portray the different Stages of Change. The presentations were not only informative but entertaining as well as the participants were involved in activities to each presentation.

The total attendance for both days was 173 participants and that is not including the evening attendance. The attendance decreased this year because it coincided with Cross Lake's Indian Days festival plus two deaths in the community. The snacks, the suppers as well as the child care and transportation that were provided ere appreciated by all the participants. This is the second year child care has been provided as we noticed parents attending the conference with their children were unable to focus on the presentations. This was to help the parents be more focused in learning and participating in all the activities and energizers. Unfortunately local community members took advantage of this as a free babysitting service while they went to do other activities other than attending the conference. The UNITY youth also contributed to the overall success of the conference with their tireless assistance with the logistics and helping with the meals or lending a hand with the children. The three youth who stood out were Natannis Castel, Ariel Anderson and Brittany Cromarty who outdid themselves with their continual requests for things to do. Our Executive Director Assistant, Charlene Ducharme, has also been the Master of Ceremonies at our conferences for the past three consecutive years and has contributed to the conference overall success with her humorous and witty remarks and making the participants as well as the facilitators enjoy a fun event.

The evening entertainment for both nights was thoroughly enjoyed by all as they entered the Spelling Bees and the Karaoke contests. The categories were divided into 3 categories; 12 and under, 13-17 and 18 plus with cash prizes of \$150, \$100 and \$50 respectively for 1st, 2nd and 3rd. Unfortunately, most of the participants left after they ate supper so all those who remained were encouraged to enter contests, even staff. The Spelling Bee was a hit and participants really enjoyed the activity. It will most likely be an activity the Family Conference will keep as part of their evening entertainment as it also promotes the importance of reading and writing. The winners for the two nights were as follows:

Participants won a lot of prizes throughout the two days and the main prize was a 19" television with a DVD and an Ipod charger. It was good to recognize our faithful attenders Beverly Queskekapow and Martha Tait with gifts that they selected. KSMA has delivered this conference since 2007 and this year marked the 10th year, another successful milestone for Kinosao Sipi Minisowin Agency. Gwen Apetagon was acknowledged and presented a gift as appreciation for the 10 years she has organized the conference; thank you Gwen!

Jordan's Principle Parade August 1, 2016

Jordan's Principle Parade honors and remembers our children with special needs. The parade was held in the community on August 1, 2016 and participants walked from the NHCN Multiplex to the Fisherman's stage. The community was very fortunate to have in their presence Cindy Blackstock join the walk and attend the small memorial at the graveyard in Jordan's memory. The parade was very well attended that featured competitions in best decorated float, bike and wheelchairs. The Family Enhancement team did a fabulous job in preparing and ensuring that everything was ready. They presented prize money and certificates to all the participants that entered the competition.

Chief and Council were in attendance to present tokens of appreciation to Cindy Blackstock, Jon Gerrard, Trudy LaVallee, Mike Muswagon and other government representatives. The Anderson family were also presented with gifts as well as Ms. Blackstock. The National Film Board filmed the parade as part of a documentary that was to be released in Toronto in September 2016.

Activity	Age	1st	2nd	3rd
	12 & Under	Abigail Ducharme	Brook Muskego	Jordan Apetagon
Spelling Bee	13-17 Years	Bridgette Ettawacappo	Brittany Cromarty	Crytal Budd
	18 Plus Years	Gwen Apetagon	Shirley Apetagon	Kristen McKay
	12 & Under	Jordan Apetagon	Hallie Hart	Kaydence Queskekapow
Karaoke	13-17 Years	Katie Robertson	Brittany Cromarty	Marcella Bruce
	18 Plus Years	Crystal Crate	Nicole Apetagon	Madlene Muskego

Honouring Ceremony for Dr. Cindy Blackstock August 1, 2016

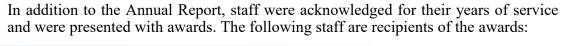
Right after the Jordan's Principle Parade on August 1, Norway House Cree Nation held a gift presentation and honouring ceremony to honour and acknowledge Dr. Cindy Blackstock for her continuing work of advocacy for First Nations children. A gift presentation and honouring ceremony was also provided to Ernest Anderson and his family by Chief Evans, Council Members, and Dr. Blackstock to thank them and to acknowledge their good work. There were also gift presentation s to many NHCN parents and families of children with special needs and also for Clarence Paupanekis and KSMA staff for their ongoing work.

Annual General Meeting August 11, 2016

The KSMA Annual General Meeting was held on August 11, 2016 at the Auditorium in the Multiplex. It was very well attended by the KSMA Board of Directors, community members 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 components.









10 Year Service Awards Sandra Clarke Gwen Apetagon Carolyn McKay



Molson Lake Camping Trip August 12-15, 2016

The Molson Lake Camping trip was introduced with one simple premise in mind – that every child, no matter their circumstances, could experience the transformation spirit and friendships that go hand-in-hand with camp. Through the three day residential summer camp sessions, the Camp sought to provide these experiences to children coping with trauma, separation and mental issues as well as their healthy siblings to begin a process of healing the child within and bring forth new healthy relationships. The camp included; 12 Children in care, 8 Foster Parents, 11 KSMA Staff.

The Molson Lake Camp experience helped the agency by operating a strong and consistent summer camp program for campers that supports the positive outcomes of appreciation, possibility and friendship skills. These outcomes come along with high levels of fun, meaning that the more fun kids have, the higher their outcomes. Parents/Foster Parents, caregivers and volunteers aligned with campers in their perceptions that Camp offers strong opportunities for campers to experience appreciation, possibility, friendship skills and program fun.

While there are a few minor areas to explore for further camp program improvement, overall the findings in this report are cause for celebration. Among the successes to celebrate is the fact that most campers experienced two of the camping experience core values: appreciation and possibility. And, nearly all campers stated that their friendship skills increased while at camp. Finally, campers enjoyed the programs at camp a great deal and are hoping to return this upcoming summer.











Family Summer Camp August 22—26, 2016

Family Enhancement staff facilitate an Annual Family Camp to promote healthy family relationships, cultural knowledge and traditions and to help families increase holistic health. About 400 parents, children and elders attend the family camp. During the week-long camp, staff and helpers provide on-going workshops to help preserve our language by carrying out nature hikes to name and gather plants, berries, and medicines. Scavenger hunts are also carried out; they require saying words in our language and listening to our elders share information. Traditional games, traditional pottery making, storytelling, group activities and crowd games add to the overall learning atmosphere. Boat excursions provide families with an opportunity to experience water travel as our ancestors did.

For many families, this is their first opportunity to be able to link the day-today activities of a modern traditional lifestyle to the lifestyle lived by our parents, grandparents, and other ancestral tribal members.

Annual Canoe Voyage August 2016

The Annual Canoe Voyage was originally developed in 2001 by Gordon Walker & Eric Ross of NHCN, in partnership with Peter Watt of God's Lake Narrows. It was sponsored by Community Wellness and Family Enhancement in 2016. Client families of both services participated in paddling the traditional trading and travel route of our ancestors; following waterways from Molson Lake to God's Lake Narrows and back to Norway House by way of Paimusk Creek. The 20 participants left on June 28th and returned July 2nd. They carried all their supplies and traversed the 13 portages that lay along their route.

National Foster Family Week October 16-22, 2016

Foster care is about families helping families and on behalf of KSMA foster care, I want to thank our Foster parents for their dedication and commitment to the children and youth that they are providing; this certainty of love while they are in these homes. It is because of foster families such as these that children and youth are able to have a safe, caring and nurturing home while they are not able to live with their families. It is during this week that we recognize the work that foster parents and their families do throughout the year.



Officially Foster Family Appreciation week was held on October 16—22, 2016 which is celebrated across Canada, however due to schedule conflicts KSMA foster care decided to host ours October 11—15, 2016. As part of the weeklong celebration we held family themed evening such as Scavenger hunts, Arts and Crafts night, Gym nights, Baking contest, cooking contests; we also had a wiener roast planned but the weather did not cooperate. On our final evening, we held a movie and pizza night in which the children, foster parents, staff and volunteers thoroughly enjoyed. Although we did not get too much involvement for the week, we were very glad and honored to be able to show our appreciation to our foster parents for caring and keeping our Children in Care safe. In total over the five evenings we had 10 foster parents, 12 children and 3 staff join our activities throughout the week.

To conclude we want to thank the agency management and board, community resources and our staff for their ongoing support of the foster care programs and anticipate another successful year.

Foster Family Christmas Dinner December 15, 2016

On December 15, 2016, KSMA Foster Care played host to another fun Christmas dinner. Everyone embraced the night of silver, red and reindeers - and the room was filled with a sense of celebration. Christmas is an opportune time to show our gratitude as it symbolizes the birth of a child, it sheds new light to up coming changes for the new year and changes for the betterment of our children in care.

In the spirit of giving, we had all foster parents purchase a gift for their children in care, wrap it and had Santa present them to all the children present at the dinner. We had a delicious traditional meal of turkey, ham and all the fixings and served it to the 250 guests who attended consisting of foster parents, their children in care, their own children, the staff and volunteers.

It was a very good turnout and I'm already looking forward to the next one!



The Kinosao Sipi Minisowin Agency (KSMA) Sub-office is composed of seven teams with 31 staff. The seven teams include: the Protection Team, the Permanent Ward Team, the Resource Team, the Admin Team, and 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 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 is the persons 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 45 different first nations communities from different provinces and territories, as listed below:

Bigstone Cree Nation, AB	The Blood Tribe—Kainai First Nation, AB	Driftpile First Nation, AB
Gitanmaax Band, BC	Old Massett Village Council, BC	Norway House Cree Nation, MB
Mathias Colomb First Nation, MB	Pinaymootang First Nation, MB	Sayisi Dene First Nation, MB
Poplar River First Nation, MB	Mosakahiken Cree Nation, MB	Brokenhead Ojibway Nation, MB
Lake St. Martin First Nation, MB	Black River First Nation, MB	Pequis First Nation, MB
Birdtail Sioux First Nation, MB	Dauphin River First Nation, MB	Skownan First Nation, MB
Long Plain First Nation, MB	Liidlii Kue First Nation, NWT	Oneida First Nation, ON
Kawacatoose First Nation, SK	Yellow Quill First Nation, SK	Ochapowace First Nation, SK
Cote First Nation, SK	Keeseekoose First Nation, SK	Key First Nation, SK
George Gordon First Nation, SK	Thunderchild First Nation, SK	Fishing Lake First Nation, SK
Montana First Nation, SK	White Bear First Nations, SK	Kahkewistahaw First Nations, SK
Peter Ballantyne Cree Nation, Sk	Onion Lake Cree Nation, Sk	Mistawasis First Nation, SK
Pasqua First Nation, SK	Ahtahkakoop First Nation, SK	Montreal Lake Cree Nation, SK
Sakimay First Nations, SK	Whitecap Dakota Nation, SK	Day Star First Nation, SK
Muskoday First Nation, SK	Star Blanket Cree Nation, SK	Big River First Nation, SK

Director of Operations

Tansi, kitatamiskatinawaw Kakinaw, I am pleased to report on KSMA Winnipeg suboffice operations and service delivery. As an outreach office of the Kinosao Sipi Minisowin Agency, we are responsible for delivery of child and family services to the Norway House Cree Nation members that live within the city of Winnipeg and outlying communities. We are also responsible for providing child and family services to other first nation children and families living within city of Winnipeg that are members of other first nations from the different provinces of Canada with the exception of Ontario.



Approximately 24% of our clients come from Norway House and the rest from other first nations communities. We have clients from Yukon, BC, Alberta, Saskatchewan, Manitoba and New Brunswick. We are currently working with clients from 47 first nations across Canada.

We currently have a staff complement of 31 that work out of the sub-office and consist of five program areas:

- Service delivery (Family enhancement Team, Protection Team, Permanent Ward Team & Age of Majority)
- Resource (Reception, Intake/Stats, Legal, Foster care, Alt care, CFSIS and Filing)
- Finance
- Quality Assurance & Special Rate Specialist
- Management

The Winnipeg sub-office mainly receives cases from the All Nations Coordinated Response (ANCR) Agency and provides child and family services. This means that the children are apprehended by a different agency and send over to our agency. The agency also received transfers from other authorities and agencies as we are identified as the default agency for most cases and thus are caseloads are increasing at a high level.

The Winnipeg sub-office staff has made efforts to make sure that we provide biculturally appropriate and promotes kinship services. The staff has developed and coordinated family fun days for children in care to visit their biological parents and included their foster families and support workers so that we can focus on relationship building and increase trust between the clients, parents, foster parents, support workers and agency workers. Other activities include: Craft nights every Tuesday, Grandmother Circles every Wednesday, Pow Wow club every Thursday and this includes movie nights, swimming, and other recreational activities.

The rest of the Winnipeg Sub-Office report reflects the different program and service descriptions and provides statistics. Thank you for your time and we hope to see you as a volunteer for one of our events. Please see our facebook page for your announcements and events.





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 inhome 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. The families that receive this service do so on a voluntary basis, and protection concerns have not been identified.

There are different types of support that are offered:

- 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.
- 1. 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 in order to work on the identified concerns and enhance the parent's competencies and strengths.
- 1. 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 and, some examples are:

- Supports parents who are pursuing education
- Parenting/Youth Programs
- In-home Support
- Adolescence Support
- Advocating for Day Care services
- Respite
- Individual and Family Counselling
- Life Skills Training
- Family Mediation/Recreation/Support
- Goal Setting and Wellness Plans
- Connecting with Community Resource (Treatment Centres, Foodbanks, Therapy, Disability Serivces, etc.)
- Healing and Cultural Teachings
- Elder Services
- Mentoring
- Advocacy
- Moral Support
- Facilitating agency events such as KSMA Cultural Days, Summer Fun Days

The Family Enhancement Team is made up of three members including a Family Enhancement Coordinator and two Family Enhancement Workers. This year the team welcomed a new interim temporary Family Enhancement Coordinator, Mrs. Jamie Evans. Over the course of the year the program had four Bachelor of Social Work students complete their practicum placement, working with the team on a daily basis. 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 making, and a men's group.

Over the course of the year the program had four Bachelor of Social Work students complete their practicum placement, working with the team on a daily basis. 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 making, and a men's group.

Protection Services/Family Support Services

Family Support Services are needed when a family will not voluntarily enter into a Family Enhancement Agreement, 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 to ensure their safety and well-being. In some cases, the child remains at home with their family while child and family services workers support the family to work on the issues that were affecting their children's safety and well-being. The court may require the parents to take part in counselling and addictions treatment or attend parenting classes, and a caseworker will meet regularly with the family to check on their progress.

When a family cannot make things better while the children are in the home, they may need to come into agency care and be placed in family-based care such as foster care or kinship care on temporary basis or permanently. 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. 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 with their natural homes.

Protection Services/Family Support Services is offered by the Protection Team, which includes five protection workers and one protection supervisor, who all have a Bachelor of Social Work, Bachelors of Arts, or Applied Counselling Diploma. The protection team offers services to families where protection issues have been identified, both for families whose children are in their care and in the agency's care. The team workers with families to address issues stemming from addictions, trauma, child maltreatment, child abuse, domestic violence, and all areas that put a child at risk.



The protection team always considers the best interest in the child and aims to keep families together when necessary. Some of the services provided to families are collaborating with treatment programs, assisting with housing applications, and putting in-home support into the homes, however in-home supports by Family Services Agreement are limited due to funding restrictions. The team also refers their clients to therapy programs such as Action Therapy (children only), treatment centers (parents and caregivers only), and external Elder Services (parents and families). Many community collateral resources are utilized on a daily basis including the Manitoba Court System, the adult Justice System, Victim Services, and Winnipeg Police.

Since the agency has been designated as the agency responsible for all First Nations people that relocate to Winnipeg, excluding those from the Province of Ontario, the protection team now works with clients who originate from all provinces west and also Northwest Territories and as far as New Brunswick.

When children are brought into the care of the agency on a short-term basis through court orders or voluntary placement agreement, the protection team works with the families in identifying a possible kinship placement and culturally appropriate placement. Furthermore, the protection team has been introduced to the new court system that was implemented in March 2017, this has brought a change to the length of time matters are heard in court, therefore protection workers are working diligently through a fast-paced system to meet all court required 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 have had one Alternative Placement Agreement (through section 38.1b of the Child and Family Services Act) during the fiscal year of 2016-2017. The goal of the protection team is to work closely with families through the protection issues in order to prevent children from coming into the care of the agency. Furthermore, they aim to help parents be aware of their cultural background and where they come from with hopes for a positive shift in their lives and their parenting for the betterment of the future generations of Indigenous children. Furthermore, the team continuously attends training such as the provincial Core Series Training.

Permanency Planning

Permanency Planning in child welfare can have different meanings depending on the child, family, and case circumstances. Child welfare professionals first focus on supporting and stabilizing a family to prevent an initial placement. Reunification with a family is the preferred outcome for children removed from their homes and placed in foster care.

When children must be removed from their families to ensure their safety, permanency planning efforts focus on returning them home as soon as possible or placing them with another legally permanent family. Other permanent families may include relatives, adoptive families who obtain legal custody, or 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.

The following are possible outcomes of Permanency Planning:

- Repatriation
- Long Term Foster Care
- Adoption and Guardianship
- Alternative Care
- Extension of Care
- Age of Majority Services

Permanency planning for children who are in Permanent Guardianship Orders is offered by the Permanent Ward Team which has six team members, five case managers and one supervisor, who all have a Bachelor of Social Work Degree and an equivalent undergraduate university degree, including two registered social workers. During the fiscal year of 2016-2017 the Permanent Ward Team welcomed a new supervisor, Ms. Kristen Patkau. The team continues to develop by attending training such as the recent Family Find training and 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 siblings, parents, and extended families when possible. The team works closely with community resources and agency collaterals such as foster families, therapists, schools, treatment centers, youth justice, law courts, ANCR, and many other community resources which also includes systems meetings. The team completes many referrals for areas in mental health and treatment for addictions, and have found that the most effective therapy 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 and Unity Group 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. In addition, the team has been exploring the utilization of Alternative Placement Orders found in section 38.1b of the Child and Family Services Act.

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.

Resource and Administration Program

The resource and administration 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
- Document 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. During 2016-2017 the resource team worked together to develop an Internal Resource Guide Proposal to assist social workers and agency staff with navigating between practices and legislation based on agency practices.

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 out 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.

NORWAY HOUSE PROGRAMS & SERVICES

The Foster Care program 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 department has 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 department 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 respite and support providers that work one on one with families and children. The agencies provide the opportunity for families and foster families to identify potential support workers, from their personal network, who have already development a trusting relationship with those they service. The agency also aims at recruiting 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
- Transport Services
- Respite
- One on One Mentor
- Parent Aid

Legal:

In early 2017 the Manitoba Law Courts introduced changes to the child protection court proceedings in order to expedite the court processes. The purpose of the change was to have families spending less time in the court process' and more time working on repatriation. The aim is to have court proceedings dealt with in 60 days or less and mediate issues without resorting to pre-trials and trials. The agency legal department is focused on meeting strict deadlines and assist with all agency child protection court proceedings.





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 and trains staff at both head-office and sub-office on a regular basis.

Out of Community Worker

July 31st 2017, marked my fifth year as KSMA's Out of Community Worker. In the course of the four years, I have worked with well over one hundred children between the ages of 0-21, under different legal status. Currently, my case load includes nineteen children and more than ten other cases for whom I do courtesy calls as requested. Most of the children leave the community for the City, due to medical needs. Three of the children in my case load



receive level 5 funding and the rest of the children require Special Support Rates to facilitate the care they need. My job with the children and their families has been challenging at times, but very rewarding indeed.

Through my supervisor's supportive guidance and relentless teamwork from colleagues in the Permanent Wards team, we have been able to extend care for most of the youth, so that they can continue attending school and gaining further preparation for independent living. Five of the youth received such extensions in the course of this year. Three of the youth have been determined eligible for Community Living Supports. Our experience with the vulnerable youth, however, has been that when they turn the age of majority, the desire to reunite with their natural families draws them back to the community before they can be transitioned to CLDS. We have therefore prepared an advocacy letter, urging the Federal Government to extend the same services that are available in the City, to the community, so that children do not have to leave their communities in order to receive services in the City.

Four youth in the Permanent Ward team have been able to graduate from high school in the last two years. Two of the graduated last year with their class of 2016. One of the students will be joining Red River College this Fall. She has already obtained Sponsorship Funds from the NH band and Council.

Besides attending school, the youth in the City are actively involved in extracurricular activities. Two of them have leadership positions with Army Cadets; one of them completed the Youth Career Week with Fire fighters recently and is looking forward to a career as a fire fighter as soon as he obtains his Grade 12 certificate. Four of the youth also obtained their drivers' licenses in the last two years. The youth have been actively involved in the Aboriginal Arts and Crafts weekly program with KSMA, Winnipeg office. Three of them received certificates of exceptional performance in the Arts and Crafts program.

Last year, in collaboration with the Children's Rehabilitation Foundation, we applied for a Freedom Concepts Bike for one of the Level 5 children. Our application has been funded by President's Choice Children's Charity. This equipment will go a long way in enhancing this child's quality of life. We have also requested and obtained assistive and communication devices like I pads, orthodontic work and other exceptional circumstances funds, to ensure that the children reach their fullest functional abilities.

Perhaps one of the most trying times we have experienced as a team was a Motor Vehicle Accident that involved one of the Level 5 children in my case load. He was hit by a car in October 19th, 2015 and had to be hospitalized from that date to January 28, 2016. The critical accident was a huge shock for his family and everyone in the Agency. Fortunately, the youth has pulled through. He is now ambulatory and well able to visit with family, both in the City and the community. The youth has also been successfully transitioned to the Community Living disAbility Services.

Overall, it has been our endeavor to ensure that children stay well-connected to their natural families in the community by planning visits and keeping the lines of communication with relatives open. Collaboration with collaterals; schools, medical practitioners, therapists and the Elders has been key in providing Wraparound care for the children and youth.

As the "Out of Community Worker," I am grateful for the opportunity to work with children and families that demonstrate incredible resilience in the face of what seems like unsurmountable challenges. I am also very thankful for all the warmth and resourcefulness that the management in Winnipeg and the Head Office has shown me as an employee.

Jane Kamabu: BSW, RSW.





Quality Assurance

The Quality Assurance Program ensures that children and families receive quality services that adhere to provincial legislation and regulations, and which meet or exceed provincial standards. The program monitors services through the development of service standards, conducting audits and formulating recommendations for continuous improvement, as well as by developing plans to meet key objectives.

The Quality Assurance Specialist is responsible for managing the Quality Assurance Program. As part of the senior management team, the QA Specialist has been directly involved in the following areas:

- Strategic planning and reporting, which involves updating the annual KSMA Strategic Service Plan, conducting statistical analysis and program evaluations, as well as formulating recommendations to address identified goals and objectives.
- The development and oversight of the sub-office Age of Majority Program, which is responsible for repatriation, adult and community services planning and the assisting with the application of extensions of care and funding.
- Conducting service evaluations and ensuring adherence to provincial standards through file
 audits and data analysis, both internally initiated and as part of the northern quality assurance
 inter-agency team (under the guidance and direction of the Northern Authority Quality
 Assurance department).
- As part of this inter-agency team, the QA Specialist has also had the opportunity to assist with
 external audits and reviews and to participate in the development of plans to improve the
 delivery of CFS among northern First Nation agencies.
- Working with the sub-office Special Rate Committee as the *Special Rate Coordinator* to screen and apply for special needs funding for children in care. This includes ensuring adherence to the Individual Rate Adjustment Protocol (IRAP), facilitating meetings and ensuring that the committee is functioning properly and at full capacity.
- Provision of training in essential service areas such as risk assessment, family assessments, child assessments, probability of future harm and customary care, as well as provision of inhouse training on financial processes for children in care.
- Development of program frameworks and funding applications to access external funding to supplement programing needs within the agency, as well as reporting on implementation and evaluation.
- The development of tools and procedures for documentation and process management, including statistics, service monitoring, trend analysis and projections. Ensuring a quality assurance mindset is reflected throughout KSMA by implementing quality control mechanisms.
- As part of the Winnipeg management team, developing agenda action items with various department teams and assisting in the planning, delivery and monitoring of action items.
- Assisting the Winnipeg management team in conducting annual and quarterly case reviews, including the Annual Director's Review.
- Assisting the Agency directors and management team by preparing reports and presenting on
 areas of challenge or growth during management and board meetings. This process includes the
 development of strategic outcome measurements designed to ensure a collaborative, consensus
 based approach in the delivery of child and family services to First Nation children, families
 and communities.

WINNIPEG ACTIVITIES & INITIATIVES

Family Fun Days and Cultural Days

Throughout the year KSMA hosts 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 with each other in a positive setting. The events take place in rented facilities and parks during Easter, summer holidays, Halloween, Christmas, etc. All the Sub-office staff contribute time to the event from cooking, face painting, picture taken, and planning. These events have contributed to the growth of a sense of community for all the clients who participate in the events.

During the fiscal year of 2016-2017 the following events were held for families:

- July 15, 2016: Family Fun Day at Bird's Hill Park
- September 1, 2016: Fun in the Park at Kildonan Park with 200 attendees
- October 26, 2016: Halloween Part at the Freighthouse with over 300 attendees
- December 17, 2016: Christmas Party at the Friendship Center with over 300 attendees
- March 29, 2017: Easter Spring Party at the Freighthouse with over 300 attendees

Staff Development

As a part of maintaining healthy relationship within the workplace the KSMA sub-office staff participate in an annual staff development event. This year the staff went into the community to do Random Acts of Kindness to the public. Staff went out into the community in small groups and had a suggested list of random acts of kindness, following this the staff met for lunch.

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 the opportunity to communicate issues and receive feedback. Reporting on each program including any concerns, successes, staffing issues, training needs, etc. are all discussed at the staff meeting. This is 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 it serves.

Training

Both social work supervisors and frontline workers continue with their supervisor's core training. As well in-house training is offered on a regular basis on understanding the variety of tools used by frontline workers on a daily basis, such as SDM training, ACM training, Family Assessment tool training, legal training, financial maintenance training, etc. With the new court system changes all staff received an additional training on what changes have occurred with child protection court proceedings. 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 from each department. In addition, during the weekly staff meetings that staff have participated in group research and presentation on the Seven Traditional Healing Ways, the Seven Sacred Teachings, and the Seven habits of Highly Effective People.



WINNIPEG ACTIVITIES & INITIATIVES

In October 2016, David Monias, Rhonda Apetagon, and Mary Anne Clarke attended the National Aboriginal Social Workers Conference and presented on the Best Practice Model.

Understanding Needs in Today's Youth (UNITY)

This is an evening group facilitated by Shayla Hourie, a young mother and student, and KSMA staff. It focuses on teaching traditional arts and crafts to youth and their caregivers who are in care. Since the group started in mid-2016 they have made moccasins, star blankets, dream catchers, medallions and keychains, and learned different beading techniques including loom beading.



Grandmother's Circle

The Grandmothers Circle occurs on a weekly basis, this is an opportunity for the KSMA grandmother, who are grandmothers of some of the children in the agency's care, get together and discuss any issues they are having and share ways in dealing with them. The majority of the grandmothers who attend are currently providing care for their grandchildren. The Grandmothers Circle is facilitated by Ms. Mary-Anne Clarke, the Family Enhancement Coordinator, although Mary-Anne is on a brief leave from the agency, she continues to meet

with the Grandmothers every week.



Social Media and Connecting with the Community

The Family Enhancement Program maintains connection to the 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 with the Winnipeg Aboriginal community. Since creating the Facebook page the agency has seen an increase in attendance to the events by our families.

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.



WINNIPEG ACTIVITIES & INITIATIVES



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.



ACHIEVEMENTS & SUCCESSES

Education is the best inheritance that KSMA can bequeath her children. That is why KSMA is very proud of the following youth:



Julie Richards

Julie Richards graduated Grade 12 from River East Collegiate on June 2016. She took a one year study break, waiting to join the Early Childhood Program at Red River Community College in the fall of 2017. Meanwhile, Julie is doing volunteer work at the Health Science Hospital and Ma Mawi Wi Itch Tata Center.

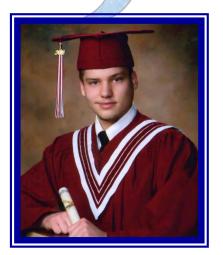
Wind Dancer Desjarlais

The everlasting love
The endless support
The never ending compassion
It's so warming
It fills me with so much joy
It overwhelms me with happiness

"Thank you for helping me through the hard times and learning curves that I didn't have to go through alone. I have your everlasting love and endless support and the greatest family that anyone could wish for. Thank you, Merci, Miigwech."

Wind Dancer Desjarlais





Dylan Burke

Dylan Burke graduated Grade 12 from Westwood Collegiate with his class of 2015-2016 in June 2016. He is currently learning the art of plumbing and construction work under his uncle's mentorship. Dylan is registered in the Carpentry Program at Red River Community College in the fall 2017.

ACHIEVEMENTS & SUCCESSES

KSMA promotes education for its employees and is in total support of professional development. KSMA is proud of the following employees for their success in accomplishing their goals as this not only benefits the employee but the Agency as a whole.



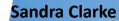
Rosanna Hart

Rosanna Hart completed her First Nation Community Wellness Diploma program; she attended her graduation on May 7, 2016 at the University Of Manitoba Pow Wow Grad.



Freda Saunders

Freda Saunders completed Supervisory her Competency Training in May 2016. As the Federal Resource Coordinator, she oversees the Foster Care, Alt Care, , Intake/Stats, Paralegal and File Clerk workers.



Sandra Clarke completed her Supervisory Core Competency Training in May 2016. As the Permanent Ward Supervisor, Sandra oversees all Permanent Ward frontline workers as well as the Adoption worker.





Deborah Anderson

Deborah Anderson completed her Supervisory Core Competency Training in May 2016. As the Family Services Supervisor, oversees Deborah Family Services frontline workers.

NORWAY HOUSE PROGRAMS & SERVICES



Mary Anne Clarke Family Enhancement Coordinator

On January 6, 2017, Mary Anne Clarke, Provincial FE Coordinator, left KSMA to start her 8 month education leave to focus on her PHD Candidacy Exam. Mary Anne will continue with the Grandmother's Circles on Wednesdays, and also help in planning the Family Fun Days; however, she will not be in the office doing case management or supervision. While Mary Anne is receiving her education, Jamie Evans (Monkman) will be covering if there are any case matters to deal with. KSMA wishes Mary Anne all the best!





Gwen Apetagon, CIC Counsellor

KSMA is proud to recognize a long time staff who has been overseeing the Annual Family Conference for the past 10 years, Gwen Apetagon. Gwen has been very instrumental in the preparations and following through of the Conference, always ensuring that staff are available and everything runs smoothly.



The Family Conference provides an opportunity for families to come out and learn about services, teachings and opportunities that are provided by the Agency as other community resources. It has been very well attended the past few years and KSMA hopes that the interest continues to grow. KSMA encourages anyone in the community to attend and looks forward to another exciting conference in 2017. Gwen was recognized and presented with a gift at the 2016 Family Conference.

PROFESSIONAL SERVICES - LEGAL

Farewell

The Honourable Justice



Lore Mirwaldt

In the latter part of 2016, we were informed that KSMA's lawyer was being appointed Judge to the Court of Queen's Bench – Family Division. Although we were sad to see her leave us, we were well aware this was a great opportunity for her to move aboriginal child welfare issues in a more positive direction. Having worked in the area of aboriginal child welfare for most of her professional career, Lore has assisted the agency on numerous issues and has provided solid legal representation. It was an honour to receive an invitation to attend the Swearing – in Ceremony of: The Honourable Justice Lore Mirwaldt on January 27, 2017.

This was the second loss KSMA experienced in a short timeframe. In 2015 KSMA's long time lawyer, Kaye Dunlop was also appointed Judge to the Court of Queen's Bench – Family Division. I have had the privilege of working with both of these outstanding people who posses a wealth of knowledge and experience. I have stated the fact that both women have been appointed as Judges speaks to the high caliber lawyers the agency has had. We at KSMA wish them both success in their new roles.

Clarence Paupanekis KSMA Executive Director



Best Wishes!

From the KSMA
Staff, Management
and Board

PROFESSIONAL SERVICES - LEGAL



KSMA Legal Counsel Scott Gray

Mr. Gray was appointed as new legal counsel for KSMA effective October 25, 2016. He is a graduate of Weldon Hall Law School, Dalhousie University of Halifax, Nova Scotia. After graduating with an LL.B. in 1982, Mr. Gray articled with the Department of Public Prosecutions of Manitoba in Winnipeg. He was called to the Bar of the Province of Manitoba in 1983 and joined



the firm of Perlov, Stewart. In 1984 he moved north to join the firm of Premachuk, Knight & Associates where he practiced criminal, real estate and corporate law. 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.

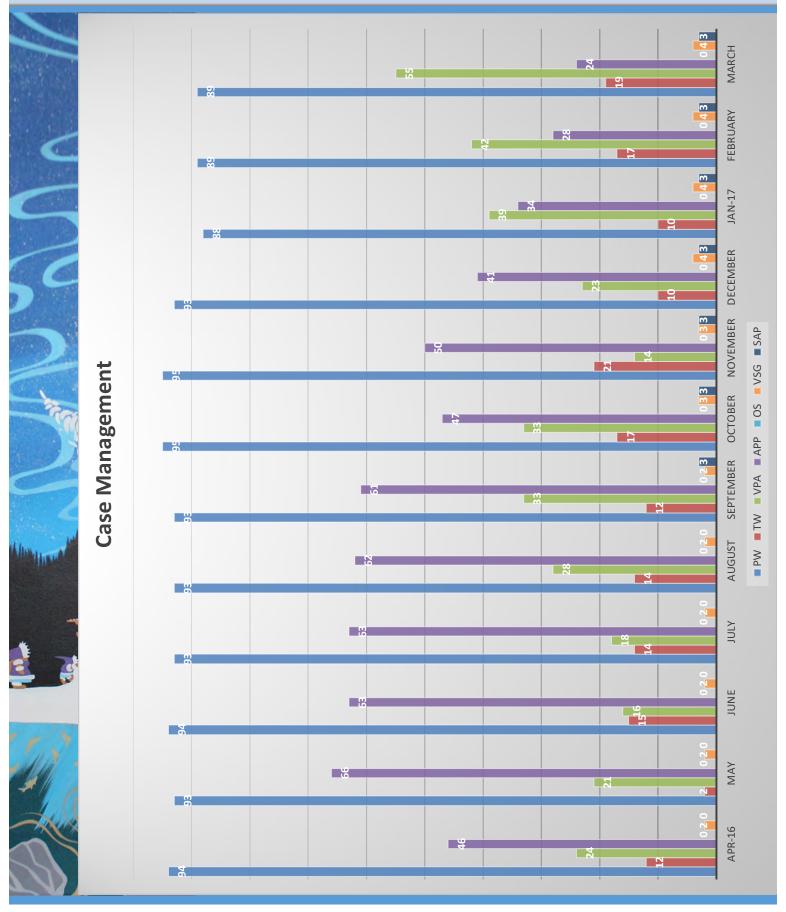
Mr. Gray possesses a Diploma from the Arbitration and Mediation Institute of Manitoba and for many years he was a provincial labour arbitrator. Previously, Mr. Gray acted as a federal labour adjudicator and arbitrator hearing cases throughout the Province. Mr. Gray is active in the community and has 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.

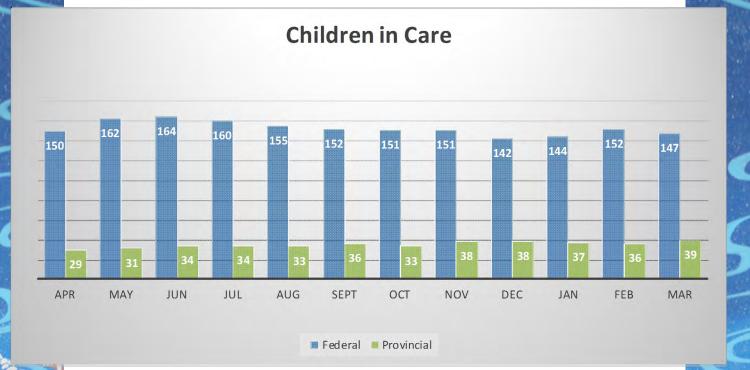
In 2010, Mr. Gray was also appointed as an Indian Residential School Adjudicator.

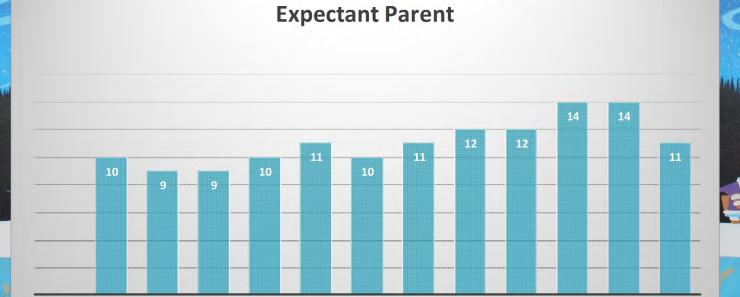
Scott has worked with his wife Lore on Agency matters since July 2015 helping KSMA with the legal aspects of KSMA management. Scott has provided both Corporate and Children in Care legal services to KSMA. Scott assists with various KSMA matters such as employment issues, bylaws, Policy and Procedure Manuals, legal training for social workers, and assists in new Board Member training and attending Board meetings. Some people say he is a beneficial asset to the KSMA Agency. Others are better informed.

Month	Fami	Family Service Files	vice F	iles		S	Total	Chilc	dren i	Children in Care	٥				CIC Total Case Load	otal	75	Grand
	FE-V	FE-P	VFS	PRT	ЕХТ	EPS		PW	WT	VPA	АРР	SO	VSG	SAP	Total	ш	Д	Total
Apr-16	53	2	0	17	œ	7	185	94	12	24	46	0	2	0	178	309	54	363
Мау	21	~	0	117	6	13	191	93	8	21	99	0	2	0	184	325	20	375
June	28	က	0	117	6	10	197	94	15	16	63	0	2	0	190	337	20	387
July	53	က	0	122	10		199	93	4	8	63	0	8	0	190	340	49	389
August	21	က	0	125	6	12	200	93	4	28	62	0	2	0	199	348	51	399
September	22	9	0	130	6	12	214	93	12	33	61	0	2	က	201	306	109	415
October	81	∞	0	06	6	12	200	92	17	33	47	0	က	က	195	340	22	395
November	83		0	87	10	10	201	92	21	4	20	0	က	က	183	323	61	384
December	87	13	0	85	12	6	206	93	10	23	41	0	4	က	171	326	51	377
Jan-17	81	13	0	91	4	6	208	88	10	39	34	0	4	က	178	335	51	386
February	83	4	0	06	13	œ	208	68	17	42	28	0	4	က	183	342	49	391
March	22	12	0	103	12	6	213	89	19	55	24	0	4	က	194	358	49	407
Average	89	2	0	106	10	7	202	92	4	29	49	0	က	2	187	332	22	389

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







DEC

NOV

JAN

FEB

MAR

SEPT

OCT

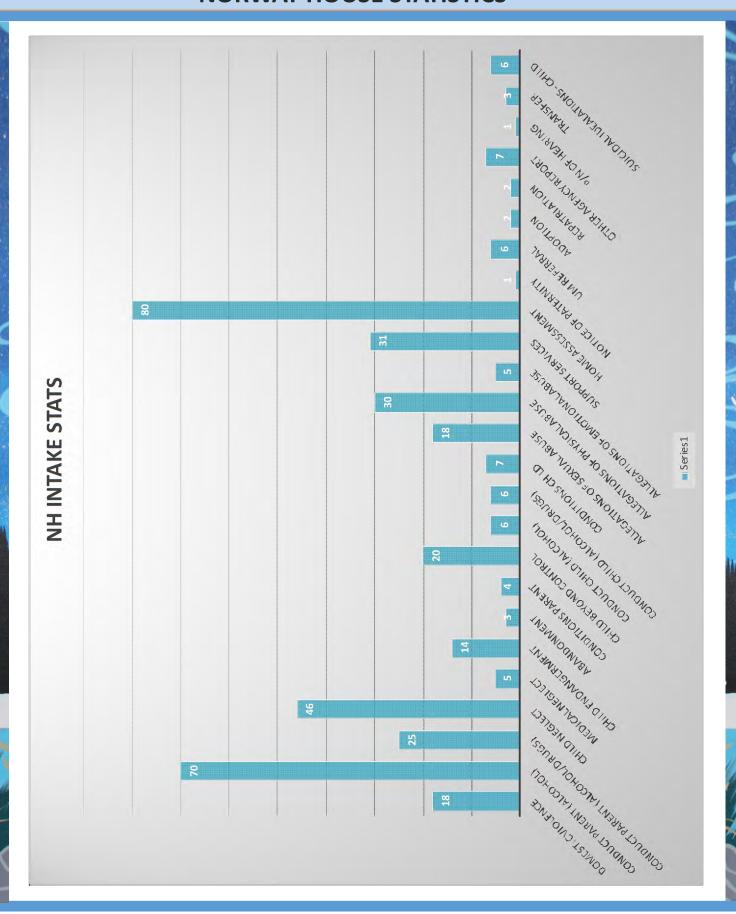
APR

MAY

JUN

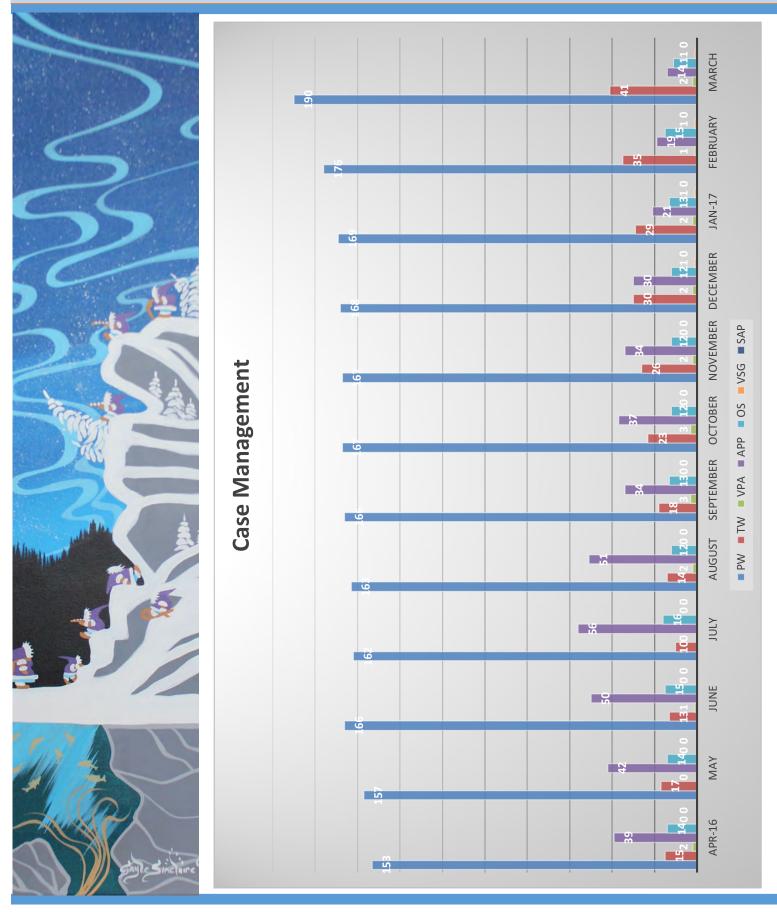
JUL

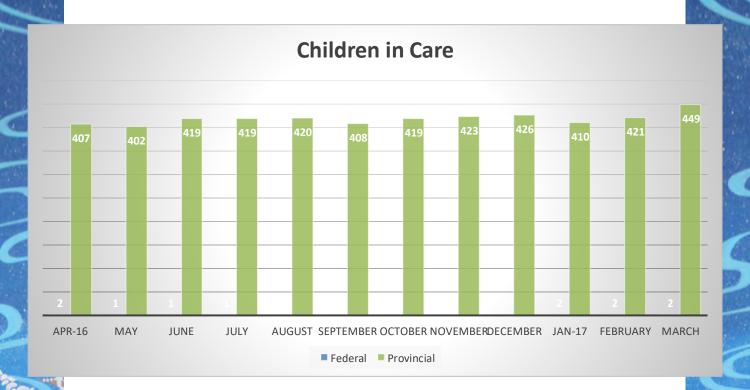
AUG

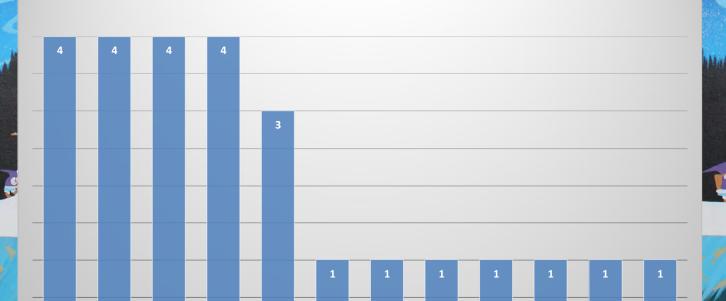


	Famil	y Serv	Family Service Files	S	Z O		Childr	Children in Care	Care					CIC To Load	CIC Total Case Load		Grand
Month	FE	VFS	PRT	EXT	EPS	otal	PW	WL	VPA	АРР	SO	VSG	SAP	Total	L	<u> </u>	Total
Apr-16	28	0	150	18	4	200	153	15	8	39	14	0	0	209	2	407	409
Мау	26	0	142	15	4	187	157	17	0	42	14	0	0	216	_	402	403
June	25	0	148	13	4	190	166	13	_	20	15	0	0	230	_	419	420
July	25	0	148	15	4	192	162	10	0	26	16	0	0	228	_	419	420
August	27	0	147	15	ო	192	163	4	8	51	12	0	0	230	8	420	422
Septem- ber	30	0	143	15	-	189	166	18	ო	34	13	0	0	221	8	408	410
October	27	0	147	16	-	191	167	23	က	37	12	0	0	230	8	419	421
Novem- ber	27	0	150	18	-	196	167	26	8	34	12	0	0	229	2	423	425
Decem- ber	27	0	150	19	_	197	168	30	2	30	12	_	0	231	7	426	428
Jan-17	21	0	149	19	_	190	169	29	2	21	13	_	0	222	2	410	412
February	25	0	147	18	-	191	176	35	_	19	15	_	0	232	8	421	423
March	27	_	154	20	-	203	190	41	2	14	11	_	0	248	7	449	451
Average	26	0	148	17	2	193	167	23	2	36	13	0	0	227	2	419	420

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







Expectant Parent

AUGUST SEPTEMBER OCTOBER NOVEMBERDECEMBER JAN-17 FEBRUARY MARCH

APR-16

MAY

JUNE

JULY



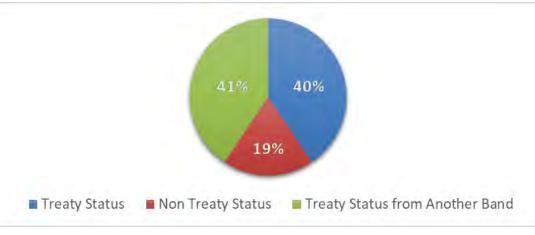
Number of Employees



Norway House



Winnipeg



FINANCIALS



INDEPENDENT AUDITORS' REPORT

To the Directors of Kinosao Sipi Minisowin Agency

We have audited the accompanying financial statements of Kinosao Sipi Minisowin Agency, which comprise the statement of financial position as at March 31, 2017 and the statements of operations, net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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, 2017 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 20, 2017

> (25-8) Xlay - Read Winning, MH R2M 515 (alephone (204))45-4884 for (204)055-5108 (Lond) Informacy - Website www.cegum

BOARD CHAIRPERSON MESSAGE

KINOSAO SIPI MINISOWIN AGENCY

Statement of Operations Year Ended March 31, 2017

		Budget 2017 (Note 12)		2017		2016
REVENUE						
Indigenous and Northern Affairs Canada			-	(21.100		
Core (Schedule 1), (Note 10)	S	481,248	S	621,460	S	595,338
Prevention (Schedule 2), (Note 10)		1,612,278		1,612,278		1,612,278
Protection (Schedule 3), (Note 10)		2,339,719		2,658,833		2,339,719
Maintenance (Schedule 4), (Note 10)		4,900,000		4,802,425		4,339,155
Distinct Needs (Schedule 5), (Note 10)		-		25,000		-
Northern Authority						
Provincial		24.00.00		*****		V XX
Core (Schedule 6)		647,914		825,387		851,097
Prevention (Schedule 7)		211,328		239,259		224,494
Protection (Schedule 8)		2,550,907		2,486,453		2,513,518
Maintenance (Schedule 9)		7,200,000		9,195,867		8,697,808
Child Tax Benefit (Schedule 10)		720,000		781,031	_	761,244
		20,663,394		23,247,993		21,934,651
EXPENSES						
Federal Core (Schedule 1)		481,248		542,914		508,907
Federal Family Enhancement (Prevention) (Schedule 2)		1,612,278		1,707,926		1,696,749
Federal Protection (Schedule 3)		2,339,719		2,622,197		2,421,474
Federal Maintenance (Schedule 4)		4,900,000		4,979,635		4,216,125
Federal Distinct Needs (Schedule 5)				25,410		4
Provincial Core (Schedule 6)		647,914		814,371		763,361
Provincial Family Enhancement (Prevention) (Schedule 7)		211,328		338,563		246,775
Provincial Protection (Schedule 8)		2,550,907		2,151,002		2,102,295
Provincial Maintenance (Schedule 9)		7,200,000		8,933,925		8,858,131
Children's Special Allowance and Other (Schedule 10)		720,000		127,070		662,031
		20,663,394		22,243,013		21,475,848
EXCESS OF REVENUE OVER EXPENSES	s		S	1,004,980	\$	458,803

See notes to financial statements

KSMA ANNUAL REPORT ARTIST

Gayle Sinclair

From the Kinosao Sipi First Nation, Gayle was raised in Norway House in Northern Manitoba and currently lives and paints in Winnipeg, Manitoba.

Gayle Sinclair captures the feminine side of Aboriginal culture, continuing the tradition of Canadian Native women and the Woodland style of Daphine Odjig and Maxine Noel. As a most compelling artist, her soul-filled efforts have been exhibited widely in both solo and group shows throughout Canada, the United States and Europe.



Thank you to Ms. Sinclair for allowing us the use of her art work throughout this publication!

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Norway House, Manitoba

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(204) 359-8617

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Always end the day with a positive thought, no matter how hard things were.
Tomorrow's a fresh opportunity to make it better...