

KINOSAO SIPI MINISOWIN AGENCY

KSMA



2018 - 2019

Annual Report



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Kinosao Sipi Minisowin Agency

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We dedicate our report to our Late Elder Advisor... Frances Jane Katherine Queskekapow

March 4, 1937—February 15, 2019

Light a Candle

Light a candle,
see it glow,
watch it dance,
when you feel low.
Think of me,
think of light,
I'll always be here,
day or night.
A candle flickers,
out of sight,
but in your heart,
I still burn bright.
Think not of sadness,
that I'm not near,
think of gladness,
and joyous cheer.
I have not left,
I am not gone,
I'm here to stay
my little one.
So when you light a
candle
and you see it glow,
and you watch it dance,
in your heart you'll know
that I would never leave
you, even when you feel
so blue.
I'm sitting up here with
the Lord and now
watching over you.



The KSMA Board Elder Advisor, Frances Queskekapow, was with KSMA since its inception in 1985, back in the Awasis days.

Frances was an instrumental KSMA Board Elder Advisor providing historical information in relation to child welfare and family matters. She strongly believed in keeping families together and always advocated for children to remain in the family setting when placed in care. Frances was a firm believer in listening to the child as the child ultimately has a voice. She believed that communication is key with any and all children.

Rest In Paradise Frances. All the staff at KSMA will miss you. Thank you for your love and wisdom.

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Mandate, Vision, Mission, Goals

MANDATE

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

Vision

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.

Mission

- 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.**
- Families to gain, promote, and preserve culturally appropriate values and beliefs.**

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 work as an agency team and with community resources in order to strengthen the working relationships, programming and services.**
- 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.**

Agency Profile

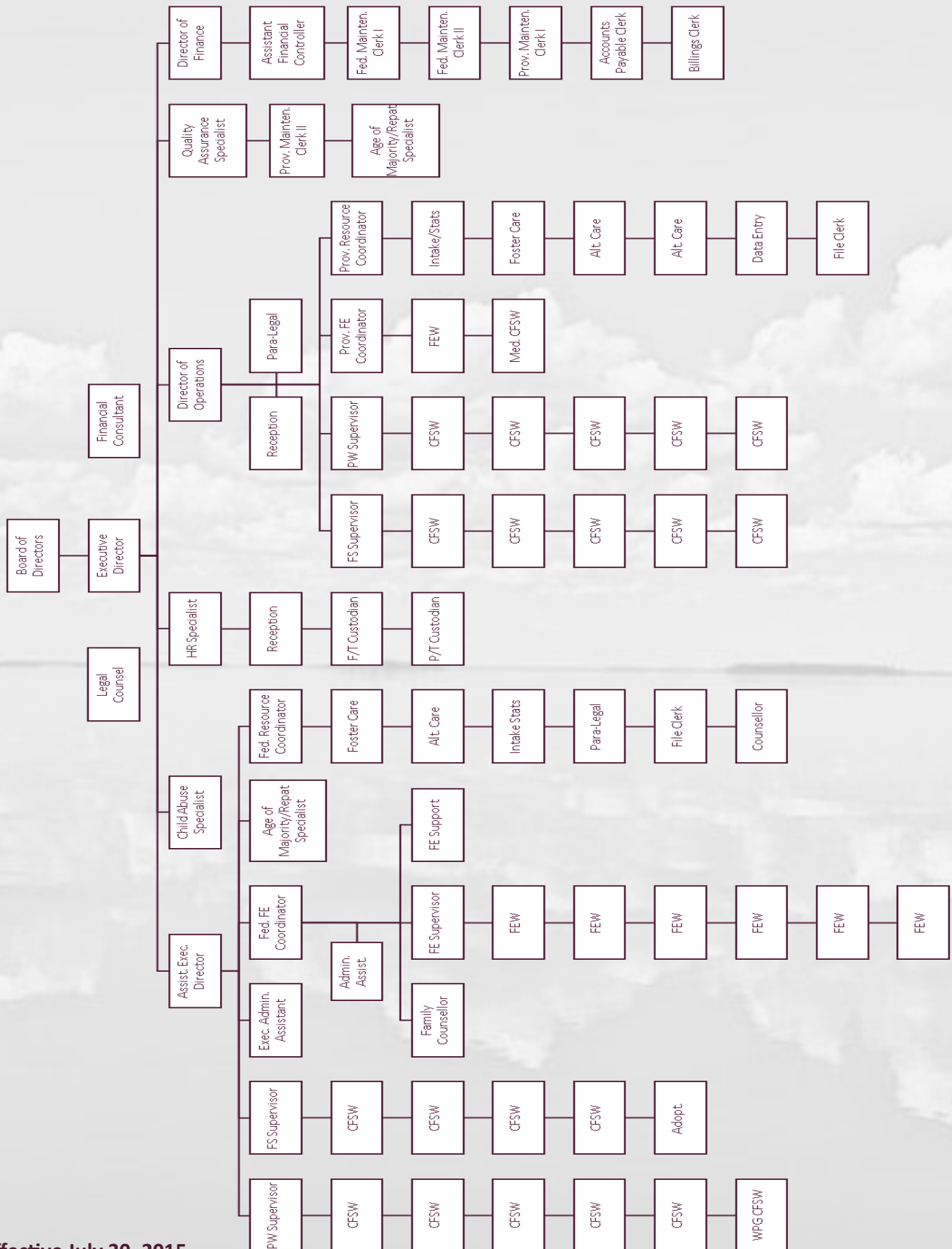
In late 1996, the Norway House Cree Nation Chief and Council decided to pursue a community-based Child and Family Service Agency by drafting a Band Council Resolution (BCR) to facilitate the decentralization of the Child and Family Services (CFS) Program from the Awasis Agency of Northern Manitoba (the 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.

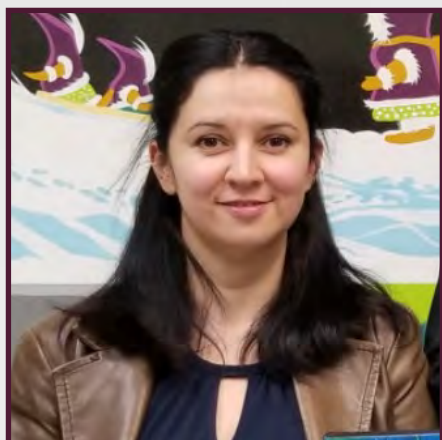
The Aboriginal Justice Inquiry – Child Welfare Initiative created change and the restructuring of the Child and Family Services systems within the Province of Manitoba. The intent of the initiatives was to make provision for aboriginal agencies to provide culturally appropriate services to its members 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.

Organizational Chart



Effective July 30, 2015

Interim Executive Director Message



Tansi,

On behalf of the staff of Kinosao Sipi Minisowin Agency, I am honored to present the 2018-19 Annual Report. The intent of this report is to provide useful information about the operations of our organization, as well as to highlight the work and accomplishments of the agency in the past year. Throughout this time our efforts have been driven by the children and families we serve with the goal of delivering quality services in the community and beyond.

It was an honor to have been asked to serve as Interim Executive Director in April 2018. I have the privilege of working with dedicated staff and a great management team and I am grateful for the support I have received from our Board of Directors and community leadership. I wish to extend a sincere thank you to all these individuals for their contributions as well as to our stakeholders and to the resources that work alongside us.

The past year has been one of change and adjustment; the reformation of the child welfare system has become a focus for both the federal and provincial governments and we are seeing the first steps in a system wide overhaul. Some key changes we have experienced this year include the block funding of provincial child maintenance and the implementation of orders made by the Canadian Human Rights Tribunal. We are anticipating further changes in both federal and provincial legislation that could further advance the recognition Indigenous rights and cultural family-practices, respectively.

Throughout this period of change, KSMA has sustained stable finances, as demonstrated in this report. We have obtained another clean audit and our efforts to improve efficiency and recover expenses from previous years has contributed to the financial security of the organization. Sound governance, good leadership and a qualified staff are key contributing factors in our success.

Our programs and service models continue to receive recognition throughout the province and our staff are regularly asked to present at regional and provincial gatherings. Implementation of customary practices, use of elders and land-based therapies, prioritizing extended family members as caregivers and having a culturally-based best practice model are some of the many ways that KSMA strives to provide quality services.

We are proud to continue serving our community, and we will continue to work to deliver equitable services to our children and families. Thank you and god bless.

Ekosi,

Rhonda Apetagon, BSW

KSMA Interim Executive Director

Assistant Executive Director Message



Tansi,

I bring greetings as the Assistant Executive Director for KSMA. I welcome you to read our Annual Report as it will highlight the many initiatives that were facilitated throughout the year.

I thank the Board of Directors for their tremendous support and the Management Team for their utmost dedication and the efforts they put forth in maintaining family unity.

2018 has proven to be challenging as it had our agency dealing with numerous ventures such as CFS Reform, Customary Care, and the Directives from the Provincial Government.

At the beginning of the year, our Executive Director, Clarence Paupanekis, left on a secondment to work with the Norway House Cree Nation. In his place, Rhonda Apetagon was selected to serve as the Executive Director on an Interim basis for the duration of the secondment. This arrangement went smoothly as expected.

KSMA continues to work with the community and its resources, and also made several connections with other agencies and entities in and out of the Province. Some of the initiatives will be highlighted in other areas in this report.

Thank you for taking the time to read this report. Till 2019, take care and God Bless!

Charlene J. Ducharme, BSW, MPA
Assistant Executive Director

Council Portfolio Message



Hello,

Greetings to the staff, foster parents, community members and the families of the children we serve. It has been another busy year with the agency and the opening of the newly renovated Winnipeg sub-office, opening of our own emergency home, new site for our KSMA cabins and the ongoing work that has to be done with the federal and provincial governments.

I am so grateful for all the people that continue to make KSMA a valuable resource in our community. Many lives have been changed by the hard work and care demonstrated by the staff, service providers and foster parents. They each play an important role in assisting others, especially our foster parents, because they care for the children on a daily basis.

We have great staff, good office space and room to conduct visits and perform other duties that help build successful relationships with families. There was a time when staff had to share work space and had no privacy to meet with parents. Having safe spaces for parents to meet with staff will give them the ability to openly talk about the tough issues and to develop the next steps together.

As the agency continues to grow in size, it has also grown in resources. We are constantly working to improve how we provide services to the community. Licensing more family homes, working with other resources and adapting to the present needs of the community continues to prove effective. We cannot stop moving forward on new initiatives and we must take advantage of opportunities as they become available, such as the development of our own laws.

Since becoming the Portfolio Holder of KSMA, it has been a very difficult job trying to address all the needs of our community. We rely on the support of all resources to work together. We know the job we have is not easy, but it is a job we are committed to. So with that, I look forward to the year ahead and the work we have in developing our own laws to protect our people.

Ekosi, God bless,

**Deon Clarke,
NHCN Councilor**

Board Chairperson Message



Hello,

On behalf of the Kinosao Sipi Minisowin Agency Board of Directors, I am grateful and honored to work with the hard working and committed management team and staff of KSMA. I always believe that maintaining a strong team is essential to a successful organization and KSMA has continued to show their strength in promoting and keeping families together and keeping them safe. We hope the organization has met the needs of families and the community.

I like to acknowledge all foster parents and families for their support and for the love they have shown to our children in care. We value your support, compassion and leadership in setting an example of connecting and maintaining our roots.

I know that Child and Family Services play a huge role to families across Turtle Island and KSMA has stepped up as one of the leaders supporting the well-being of children, families and communities.

Please take some time to review and understand how important a role they play in our community. Ekosi, may our Creator God continue to bless you and keep you safe.

Edward Albert
KSMA Board Chair

Board of Directors & Local Child Care Committee



KSMA Board of Directors



Missing: Albert Tait Sr.

KSMA Local Child Care Committee Members

Management Team

Norway House

Charlene Ducharme, Assistant ED
Rosalie Throop, HR Specialist
Sandra Clarke, PW Supervisor
Deborah Anderson, Family Service Supervisor
Freda Saunders, Resource Coordinator
Myrna Gamblin, FE Coordinator
Madeline Gamblin, FE Supervisor
Sherry Menow, Age of Majority
Grace Balfour, Child Abuse Coordinator

Winnipeg

Rhonda Apetagon, I/Executive Director
David Monas, Director of Operations
Kristen Ostrove, PW Supervisor
Rhonda Thomas, Family Service Supervisor
Keith Olson, Resource Coordinator
Jamie Evans, FE Coordinator
Jane Kamabu, Age of Majority



Norway House Programs and Services

Permanent Ward Unit

The Permanent Ward Unit has been fully functioning for the past 4 years now since restructuring occurred in August 2015. Our unit has four (4) Child and Family Services Workers and we work with 107 permanent wards in total.

The Permanent Ward Unit

Sandra Clarke, Unit Supervisor

Margaret Bradburn, CFS Worker

Kim Schellenberger, CFS Worker

Ila Balfour, CFS Worker

Lucy Apetagon, CFS Worker

Gwen Apetagon, In House CIC Counsellor



New Permanent Ward Team Member

On November 2018, Ila Balfour began her prior work as Child and Family Services Worker and eventually joined the Permanent Ward Unit.

Date	Course	Completed
September 2018 - October 2018	FOT Training	2 staff pending completion
March 14 & 15, 2019	Tracia's Trust Forum	1 staff completed



Mission:

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

Norway House Programs and Services

Family Services (Protection)

The Protection Team:

Deborah Anderson, Unit Supervisor
Noreen Duncan, Protection CFS Worker
Tracy Kirton-Muskego, Protection CFS Worker
April Ross, Protection CFS Worker
Diane Paynter, Protection CFS Worker
Debra Albert, Protection CFS Worker
Hillary Simpson, In-Term Case Aide



Overview:

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

Preservation Services:

- * Services to families (Support Worker, Childcare, Respite, Parent Aide, Escort, etc.)
- * Psychological Assessments
- * Family/Individual Counselling
- * Parenting Program
- * Voluntary Placement Agreement
- * Local Child Care Committee; (Beatrice Queskekapow, Robert Hart, Nelson Scribe, Albert Tait Sr)
- * Cultural Activities Program (CAP)
- * Family Mediation
- * Referrals & Advocacy to Community Resources
- * Reunification
- * Networking with RCMP on a monthly basis

Protection Services:

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



Services to Families:

The protection unit works with families that are deemed high risk but have no children in the care of the agency. Parents will have services provided to them with counselling, respite, support as to prevent children from coming into the care of the agency.

Norway House Programs and Services

The protection unit works with other resources within the community and provides assessment, case management and advocacy services.

The protection unit also works within the organization to help coordinate and deliver agency events and activities, including:

- ♦ Annual Family Conference;
- ♦ Block Parties;
- ♦ Christmas Party for children/foster parents;
- ♦ Family Fun Evenings'
- ♦ Annual Camps for Children and families;



Annual Family Conference

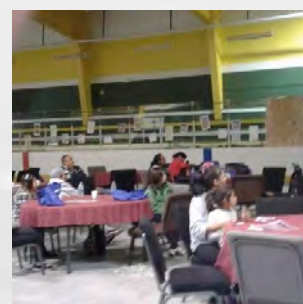
“Living In Two Worlds” Then & Now

The conference was scheduled for July 25 & 26, 2018 and the theme was presenting on how family structure and lifestyle has changed from then to now. The roles have changed in families and community and how we need to move forward in getting ourselves and our youth grounded once again. Resources were asked to partake in doing presentations:

This year's Keynote Speaker was Valerie Charlette. She works with families and youth and she did a presentation on the Tipi Teachings and activities on promoting balance and how to be grounded.

There were a number of presentations that were done by the resources from the community, including:

- * *“Communication” Jean Folster Place*
- * *“Roles and Responsibilities” KSMA Resource Team*
- * *“Family Structure” Family Enhancement Program*
- * *“Discipline vs Abuse” Permanent Ward Team KSMA*
- * *“Let's Move Forward” KSMA Winnipeg Office*
- * *Parks and Recreation were responsible for activities and games.*



Supper was provided every evening along with the “Spelling B” and a “Dance off” and Karaoke.

Thanks to everyone that helped to make the 2017-2018 KSMA Family Conference a success and for all the hard work from staff and helpers. A very special thank you to Roy Folster who was the master of ceremonies and to all the presenters who participated.



“It Takes a Whole Community to Raise a Child”

Norway House Programs and Services

Family Enhancement Program

The purpose of the Family Enhancement **(FE)** Program is to advance the Minisowin goals of helping Norway House Cree Nation families strengthen parenting and family skills that will keep their children from coming into agency care. Family Enhancement Team members work together to provide prevention supports and services to KSMA clients and Norway House Cree Nation (NHCN) members and residents.

FE Services include:

- One-on-one & in-home support services
- Land-based therapies that provide education and awareness of NHCN's culture of shared language, shared history, ancestral knowledge and traditional activities;
- Parenting programs to help families gain more awareness of healing and recovery from recent historical impacts, such as colonization and intergenerational effects;
- Advocacy services to advance the rights of First Nations children and families;
- Counselling services for parents, children, groups & individuals; and
- Community Resource networking.



FAMILY ENHANCEMENT STAFF

Back Row (l-r): Kristen McKay, Valerie Forbister, Terry Dixon, Yvonne Flett, Madeleine Muskego. *Front row:* Angel Balfour, Patricia McLeod, Myrna Gamblin, Rose Apetagon, Lorna Rose Muswagon, Madeline Gamblin-Walker.

Prevention Services

The chart below shows the total monthly numbers of families and children that were provided with services by FE Workers from April 1, 2018 to March 31, 2019. Services provided included individual family strengths/needs assessments, safety planning where domestic and/or community violence is affecting the family, helping families identify risks that may result in children coming into care, planning with families to help reduce identified risks, and making referrals to other KSMA resources such as counselling, land based and educational workshops, other resources and programs.

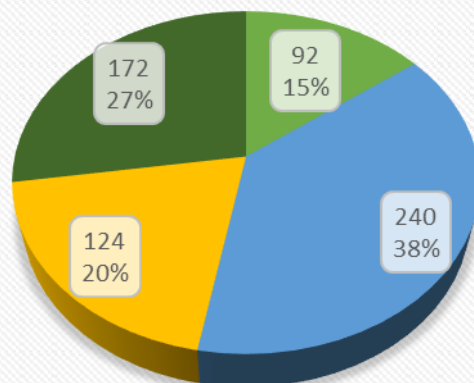
2018-2019 Children and Family Services Prevention Activities Report													
Agency Name:	Kinosao Sipi Minisowin Agency												
Children and Family Services Prevention Activities													
Individuals and Families	April	May	June	July	August	September	October	November	December	January	February	March	Total
Number of Childrens	308	301	289	299	315	310	322	241	240	235	245	254	3359
Number of Families	106	95	91	94	96	98	107	89	89	92	106	93	1156

In-Home Supports

Family Enhancement provided in-home support services to families throughout the 2018-2019 fiscal year. FE Workers work with families to complete a Family Assessment that helps to determine the type of support services that the family would most benefit from.

Norway House Programs and Services

FE Services to Families: Weeks of in-home Service 2018-19



Interveners: Provide activity supports for school-age children

Parent-Aides: Assist parents in helping their children to learn day-to-day skills

Homemakers: Provide childcare support and/or household supports

Respite Workers: Provide child-minding supports for families

■ Interveners ■ Homemakers ■ Respite ■ Parent Aides

Large and Small Group Activities

Family Enhancement workers provided several forums and facilitated Parenting Workshops, Land-Based sessions, After-hours activities, Family camps and other skills-building/ networking activities for parent, children and families. The overall number of sessions and the total number of participants are listed in the chart below.

2018-2019 Children and Family Services Prevention Activities Report													
Agency Name:	Kinosao Sipi Minisowin Agency												
Children and Family Services Prevention Activities													
Groups and Communities	April	May	June	July	August	September	October	November	December	January	February	March	Total
Number of Sessions	16	17	22	12	12	17	18	19	5	21	19	17	195
Number of Participants	88	120	180	3230	459	115	789	173	144	235	169	180	5882

Parenting Workshops

Parenting workshops are designed by Family Enhancement staff to help parents and caregivers begin a process of recovery from the harmful intergenerational effects of colonization and residential schools. These effects have resulted in ongoing harmful effects on our parenting, our family life and our community life. Parents are encouraged to attend sessions where support is available from workers and other parents going through the same experiences. The workshops are focused on building up parenting skills, family skills, and building up self-help approaches.

Norway House Programs and Services

Please call (204) 359-8083 for a schedule of upcoming workshops and sessions!

CERTIFICATE OF PARTICIPATION

KINOSAO SIPI MINISOWIN AGENCY

This is to Certify **PARENT NAME**



has successfully completed the following FAMILY ENHANCEMENT PROGRAM - SEPTEMBER 2018 to NOVEMBER 2018 PARENTING SESSIONS:

Session 1: Colonization/Residential School Impacts on Parenting

Session 2: Family Dynamics

Session 3: Effects/Affects of Alcohol & Drug Use

Session 4: Coping Skills

Session 5: Co-Dependency

Session 6: Grief, Loss & Separation

Session 7: Budgeting

Session 8: Stages of Child Development

Session 9: Self-Care

Session 10: Self-Esteem

Session 11: Family Violence

Session 12: 7 Teachings & Tipi Teachings

Session 13: Parenting Styles

Session 14: Pamihawasowin

Session 15: Video & Discussion (Bullying)

Session 16: Video a Discussion (Recovery)


FEP SUPERVISOR


FEP COORDINATOR

December 2018
DATE

53 Parents received Certificates of Attendance for attending one or more sessions of the workshops listed above

Our motto is “**SOHASTATAAN KASKIHEWESIWIN.**”

It means: an invitation “**TO STRENGTHEN OUR NATURAL ABILITIES**”.

We invite parents & caregivers to join us in exploring ways to help our families by building upon our natural skills & abilities.

Service Referrals

Family and Individual Counselling

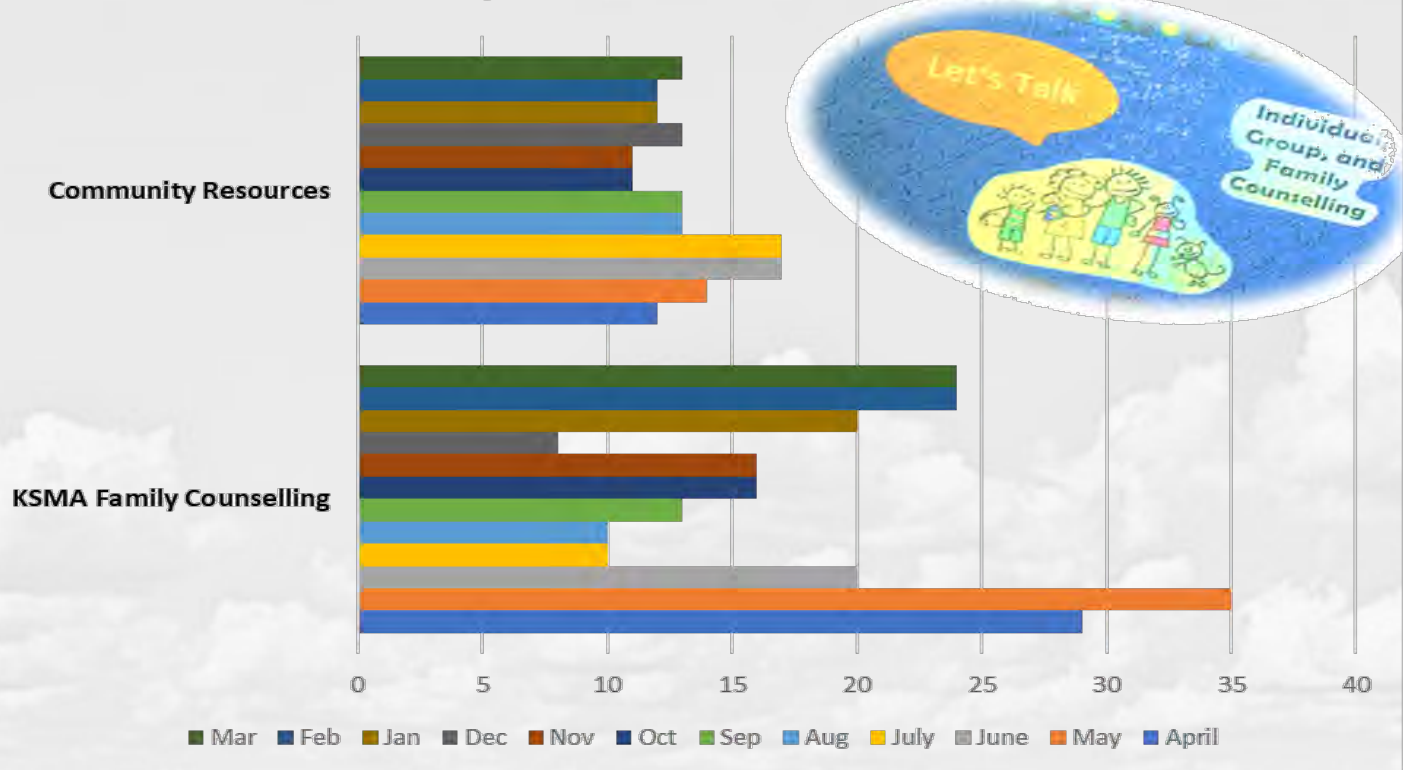
Referrals for counselling are provided by KSMA workers from Protection Units and Family Enhancement services. The majority of referrals to the Family Enhancement Counselling program are for individual counselling sessions. Family counselling, couples counselling, and group counselling sessions are also referred.

Community Resource Referrals

Referrals are made by FE workers, in collaboration with parents, to Community Resources such as Jordan's Principle, Community Wellness, Health Services, Education Services and others.

Norway House Programs and Services

Chart of Family Enhancement Referrals in 2018-2019



Other Activities



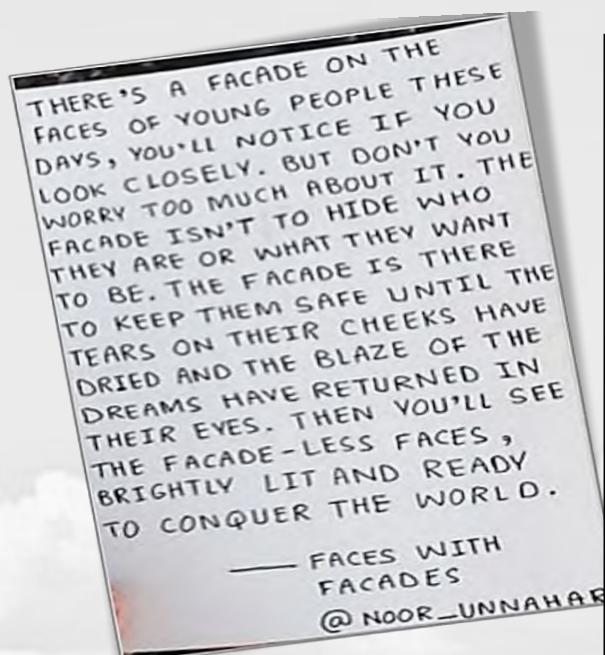
FE Conference

The Northern Authority and the FE Programs of the seven northern First Nation CFS Agencies, including KSMA, gathered together in Winnipeg, MB on July 16 & 17, 2018 to share ideas and information on how we can best help and empower our First Nation families as they raise up the next generation.

Advocacy

Family Enhancement staff engage with various in-community and out-of-community resource and services to advocate on behalf of children and families. Their work has helped to inform policy and bring light to the challenges facing many of our families in the community.

Norway House Programs and Services




Conferences & Meetings

2018 marked the 3rd annual Family Enhancement Conference, a regional event which provides an opportunity for Agencies to come together and share information on how they can collaborate with families, elders, resources and community leaders to better serve communities. The conference topics included ways to address the effects of colonization, holistic healing, empowering families and supporting our youth.

In July of 2018, KSMA Interim Executive Director Rhonda Apetagon, Assistant Executive Director Charlene Ducharme, and FE Coordinator Myrna Gamblin attended a meeting with representatives and auditors from the Office of the Auditor General of Canada to review KSMA's Prevention approaches. KSMA's experience with provincial and federal departments in the implementation of prevention programs and services was discussed.

Bill C-92: An Act respecting First Nations, Inuit and Métis children, youth and families

Bill C-92 is a new federal law. It is an Act respecting First Nations, Inuit and Métis children, youth and families. The new law “...affirms the rights and jurisdiction of Indigenous peoples in relation to child and family services and sets out principles applicable, on a national level, to the provision of child and family services in relation to Indigenous children, such as the best interests of the child, cultural continuity and substantive equality”. The purpose of this Act is to (a) affirm the rights and jurisdiction of Indigenous peoples in relation to child and family services; (b) set out principles applicable, on a national level, to the provision of child and family services in relation to Indigenous children; and (c) contribute to the implementation of the United Nations Declaration on the Rights of Indigenous Peoples. Bill C-92 was first read in the House of Commons on February 28, 2018.

	First Session, Forty-second Parliament, 64-65-66-67-68 Elizabeth II, 2015-2016-2017-2018-2019 HOUSE OF COMMONS OF CANADA
	BILL C-92
	Act respecting First Nations, Inuit and Métis children, youth and families
	AS PASSED
	BY THE HOUSE OF COMMONS JUNE 3, 2019

Norway House Programs and Services

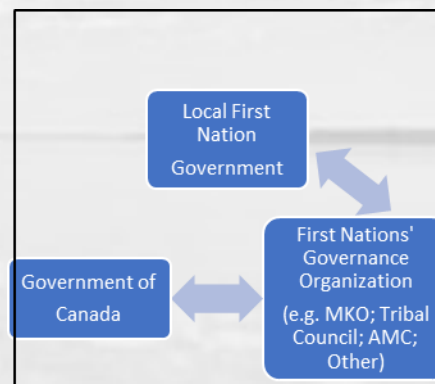
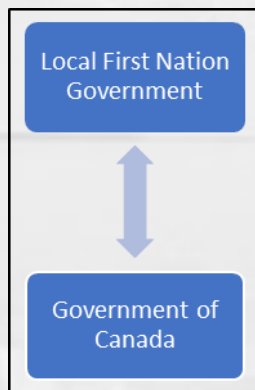
Elder's Advisory Group

An Elder's Advisory group has been meeting with KSMA and Family Enhancement to review the potential effects, both positive and negative, of the new law.

The meetings include reviews of documents concerning Bill C-92 that were prepared by the Assembly of First Nations, Manitoba Keewatinowi Okimakanak, Assembly of Manitoba Chiefs, and KSMA.



Under the new law, some First Nations may choose to enter into enabling legislation such as those arrangements illustrated in the following below diagrams:



Or they may choose to remain in a form of tripartite agreement with the federal and provincial governments. Whatever the choice, Bill C-92 purports to support each First Nations' system of preferred governance when overseeing child and family matters. In 2019, the Elders & KSMA will be preparing some recommendations for NHCN.

Elder's Advisory Group and FE Staff met with AMC Cree Law Coordinator, John Miswagon, and other AMC staff to talk about FN Family Laws and our traditional parenting practices.

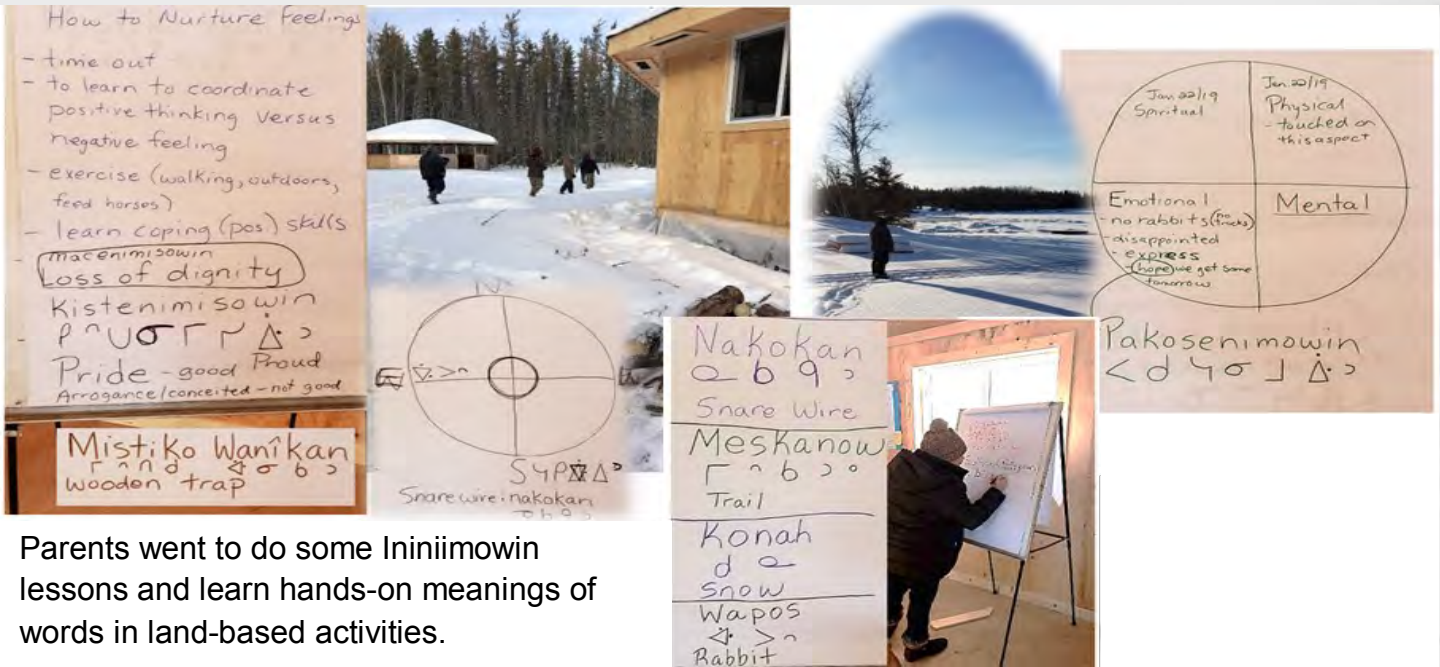


Norway House Programs and Services

Land Based Therapy

Land-based healing continues to be a large component of culturally appropriate services to families. Sharing circles and workshops are held at our cultural camps at Sea Falls, Molson Lake Road and Molson River.

In 2018, KSMA acquired approval for funding from the *Aboriginal Languages Initiative, Heritage Canada*. This funding was used to create a set of manuals and booklets which will be used to enhance land-based and Ininiimowin specific sessions that are facilitated by FE staff. FE parents and elders took part in activities as part of the development of the project:



Parents went to do some Ininiimowin lessons and learn hands-on meanings of words in land-based activities.

Annual Family Camp

On August 20th to 24th, 2018, we had another successful annual KSMA Family Camp at Sea Falls. 260 children and their families attended the fun and adventurous camp that is held in a traditional area of our NHCN ancestors. Here are some of our families doing what they do best - learning, doing and having fun with their families:



Norway House Programs and Services



More Annual Family Camp Pics



Norway House Programs and Services

More Land-Based Activities:

Parents learning to Ice Fish with FE staff at our Sea Falls Camp



Annual NHCN Sundance:

The NHCN Annual Sundance which was held July 12-16 at the Molson Road camp near Paimusk Creek. Family Enhancement helped organizers with the set up of the camp and supplies.



Cooks preparing the sun dancer's feast

Hungry and thirsty dancers



Norway House Programs and Services

Staff Training

Family Enhancement Staff completed trainings in 2018 to increase worker effectiveness in various social work service areas of the program.

Kapaapako Miikiwaap Lodge Training on Prevention of Child Exploitation, attended by Myrna Gamblin and Madeline Gamblin-Walker	Core Training - Child Development Implications for Family-Centered Services, attended by Angel Balfour
From Trust to Mistrust, Marymound Trainings, attended by Yvonne Flett	Core Training - Engaging Families in Family Centered Child Welfare Services, attended by Angel Balfour
Working with At-Risk Youth, attended by Kristen McKay and Angel Balfour	Core Training - Assessment in Family Centered Child Welfare Services, attended by Angel Balfour
Indigenous Tools for Healing: Focus Oriented Therapy, attended by Myrna Gamblin and Madeline Gamblin-Walker	Core Training - Separation, Placement and Reunification in Family Centered Child Welfare Services, attended by Angel Balfour
Circle of Security: Facilitators Training, attended by Valerie Forbister, Rose Apetagon and Madeline Gamblin-Walker	Core Training - Case Planning and Family Centered Case Work, attended by Angel Balfour and Kristen McKay
Child Abuse Investigations: Legal Training Seminar, attended by Valerie Forbister and Yvonne Flett	Core Training - Interviewing for Child Maltreatment in Family Centered Child Welfare Services, attended by Kristen McKay
Digital Storytelling: Community Works, attended by Lorna Rose Muswagon, Myrna Gamblin and Madeline Gamblin-Walker	Core Training - Legal Principles and Practices in Manitoba Child Welfare Services, attended by Angel Balfour



Norway House Programs and Services

Resource Team (Federal)

The Federal Resource Team is comprised of the following:

- ⇒ Resource Coordinator
- ⇒ Foster Care
- ⇒ Alternative Care Worker
- ⇒ Legal Secretary
- ⇒ Intake and Stats Worker
- ⇒ CIC Counsellor
- ⇒ File Clerk
- ⇒ Adoptions Worker



Federal Resource Coordinator

Oversee, monitor and ensure the resource department provides supports, services and programs that benefit the families and children of Norway House Cree nation. Duties involve supervising Foster Care Department, Alternative Care Worker, Legal Secretary, Intake and Stats worker, Children in Care Counsellor and File Clerk in ensuring that effective and efficient delivery service in accordance with Agency Policy, Standards and Procedures. Conduct team evaluation and report delivery and programs effectiveness. Maintain awareness and developments in First nation Child Welfare accordingly. Facilitate on going developments and maintenance of services.

Foster Care Worker

To recruit, train and support foster families in the community and to provide temporary and long term placements for children in care as directed by The Child and Family Services Act and Programs Standards Manual. Duties of the Foster care worker include

- ⇒ Recruiting, training and supporting foster families in and out of the community.
- ⇒ Conduct home visits and home studies.
- ⇒ Ensure all necessary forms are done, criminal and child abuse checks.
- ⇒ Provide long and short term placements for children in care.
- ⇒ Ensure that all files are updated.
- ⇒ Provide updated monthly case list

Alternative Care Worker

Duties of the Alternative Care Worker include:

- ⇒ Assist Foster care worker in recruiting, training and supporting foster families in the community.
- ⇒ Assist in seeking long- and short-term placements for children in care.
- ⇒ Assist to recruit, train and support services providers.
- ⇒ Responsible for screening, selection, contracting, monitoring service providers in the community.
- ⇒ Provide orientation to service providers and ensure they get certified to continue providing services to the agency.

Norway House Programs and Services

Legal Secretary

Duties of the Legal Secretary include:

- ⇒ To ensure Legal requirements of child and family/court related material is completed.
- ⇒ To be familiar with the CFS Act/Adoption Act and the Program Standards Manual.
- ⇒ Take direction, instruction, support and supervision from Supervisor.
- ⇒ To maintain confidentiality in accordance with KSMA policy and procedures.

Intake and Stats Worker

The Intake and Stats Worker provides a means of which the community can express its concern for children who may be in a questionable, substandard or dangerous situation at the hands of their caretakers. Other duties:

- ⇒ Intake provides an opportunity for the agency to explain its role regarding Child and Family Services to the community.
- ⇒ Intake provides a means by which the agency can organize its resources to better service families in need.
- ⇒ To maintain confidentiality in accordance with KSMA policy and procedures.

The Intake/Stats Worker must have knowledge of:

- Crisis Intervention
- Child Abuse
- Risk Intervention
- Interpersonal Communication
- Multi-disciplinary Teamwork

Children in Care Counsellor transferred to PW Unit May 14, 2018

Duties of the CIC Counsellor include:

- ⇒ To provide counselling services to children in care and their families
- ⇒ Initial Assessments
- ⇒ Counselling contacts to be discussed with clients and caseworkers
- ⇒ Facilitate in debriefings
- ⇒ Network with Resources

File Clerk

Duties include:

- ⇒ To ensure that all file material is transferred to appropriate files in a timely and efficient manner.
- ⇒ To maintain confidentiality in accordance with the KSMA Policy & Procedures Manual.
- ⇒ Is responsible to input all CFSIS entries.

Adoptions Worker- effective May 14, 2018

Duties include:

- ⇒ To carry out procedures related to adoptive placement of child
- ⇒ To follow legal/program requirements related to the adoption process in relation to the Program Standards and the Child and Family Services Act related to Adoptions and permanent Wards.

Norway House Programs and Services

Resource Program

The resource program has an intake system and procedure that we follow. Once a referral is made, we respond within a 48 hr timeframe to determine the kind of services we would need for each case.

We ensure that all necessary checks are done for all foster parents and service providers. These include a Criminal Name Check and Child Abuse Registry Check, which is renewed every year.

We encourage any extended family member to come forward and take care of children in need of a placement, after all, that is the best kind of home. Keep in mind, family members still need to complete an application and meet the requirements to foster.

The Resource Team will be providing on going sessions/orientations regarding fostering, adoptions and service providers roles and responsibilities.

Projects, Initiatives, Activities & Events

Support Group

The Children in Care Counsellor began after care support group in April for women that completed Strength to Strength camp.

June 12, 2018 BLOCK PARTY 6 - 8pm 373 Diamond

Objective: To promote and establish and strengthen unity and healthy families for the community of Norway House by coming together and having fun with each other.

A Scavenger Hunt was held along with the following fun centers:

- Face Painting Centre
- Fish Pond Centre
- Duck pond Centre
- Nail Painting Centre
- Art and Crafts Centre

August 16-19, 2018 - Foster Care Molson Lake Camp

- Approximately 35 participants
- Trauma Sessions
- Activities: fishing, swimming, pool, card games, berry picking, scavenger hunt, campfire, boat riding and sight seeing

October 15-19, 2018 - National Foster Parent Week

- Every day and evenings variety of activities
- Door prizes
- Refreshments

December 5, 2018 - Foster Parent Christmas Dinner

- Approximately 250 attended
- Presents and refreshments served

Norway House Programs and Services

Additional Information

- Updated case lists are maintained along with an on-call schedule and emergency placement list and emergency services provider list.
- Foster Care Manuals are provided to all active foster parents, along with a copy of the KSMA Orientation Package.
- All Service Provider files are updated regularly.
 - The Legal Department conducts mini-sessions on topics identified by workers.
- All workers are provided with copies of the CFS act and other relevant booklets/guides.
- Foster Parent Orientations are provided by the Foster Care and Alternate Care Workers.
- Four (4) Selective Adoption Probationary cases are managed by the Resource department, and they are in the process of finalizing these adoptions.

Training	Dates	Attendees
Childhood Anger: Working Through Tantrums	April 7, 2018	7 Foster Parents
Adoption Procedures and Policies	May 12-31, 2018	Adoption Worker
Service Provider & Afterhours On-Call Orientation	July 10, 2018	5 Service Providers
CFSIS Training	August & Sept., 2018	Foster Care Worker, File Clerk
CPR and First Aide	October, 2018	48 staff, foster parents and service providers
Service Provider & Afterhours On-Call Orientation	November 5, 14, 16, 2019	5 Service Providers



Norway House Programs and Services

Child Abuse Coordinator

Tansi, I am the Child Abuse Coordinator for Kinosao Sipi Minisowin Agency. I provide monthly reports to the Director and Board of KSMA. I work closely with RCMP and Probations within our jurisdiction. KSMA has cultivated positive working relations with other agencies and police departments within Manitoba as well as the Child Protection Centre in Winnipeg.



The KSMA Child Abuse Committee has been diligently involved in reviewing all abuse cases that are referred to the agency. The Child Abuse Committee meets monthly as per mandate under Sect. 19 of the Child & Family Services Act

Child Abuse Committee activities for the 2018-19 fiscal year include:

May 2018

KSMA celebrated the opening of the Child Abuse Interview Room that enabled children to be interviewed in a child friendly environment.

June 2018

The Child Abuse Committee attended the 11th Annual Child Abuse Committee Coordinator Conference in Winnipeg. Presentations included speakers from the Child Abuse Registry, Family Law, Canadian Centre for Child Protection and RCMP. This was an opportunity for committee members to gain further knowledge and expertise in the area of child abuse.

March 2019

Members of the Child Abuse Committee and staff of KSMA attended the Awareness Forum on Sexual Exploitation in Manitoba in Thompson. From this forum the Sexual Awareness Team for Norway House was re-established. This team will provide awareness to the community.

The Canadian Criminal Code and Sexual Exploitation

Canada's Criminal Code summarized offences related to the sexual exploitation or trafficking of children for which a person can be criminally charged:

- ⇒ **Sexual Interference:** Touching a child under the age of 14 for a sexual purpose
- ⇒ **Invitation to Sexual Touching:** Inviting a child under 14 to engage in sexual touching
- ⇒ **Sexual Exploitation:** Offences include sexual interference and invitation to sexual touching
- ⇒ **Child Pornography:** A person who makes, prints, publishes or possesses child pornography for publication which include picture, films, visual presentation, audio recordings and written material

Norway House Programs and Services

Canada's Criminal Code, continued.

- ⇒ **Parent of Guardian Procuring Sexual Activity:** Any parent or guardian who procures a person under the age of 18 for prohibited sexual activity with another person
- ⇒ **Householder Permitting Sexual Activity:** A householder who knowingly permits his or her premises to be used by a minor for illegal sexual activities
- ⇒ **Corrupting Children:** A person who participates in adultery or sexual immorality or indulges in habitual drunkenness or any other form of vice and endangers the morals of a child or renders the home an unfit place for a child
- ⇒ **Luring a Child:** Using a computer to lure a child or a person he or she believes is a child for an unlawful sexual activity.
- ⇒ **Abduction of Person under Fourteen:** Abducting a child to prevent a parent or guardian to have possession of him or her.
- ⇒ **Procuring:** A person who lives wholly or in part on the avails of a prostitute under the age of 18. Any person who uses violence, intimidation, or coercion
- ⇒ **Trafficking:** Any person who recruits, transports, transfers, receives, holds, conceals, or harbors a person for the purpose of exploiting them or facilitating their exploitation

AGE OF CONSENT

On May 1, 2008, The Tackling Violent Crime Act raised the legal age of non-exploitive sexual consent in Canada from 14 to 16 years. This applies to all forms of sexual activity. This law is to help protect youth from sexual predators and to fight child sexual exploitation.

Sources:

Children's Rights: Canada/Law Library of Congress
<https://www.loc.gov/law/help/child-rights/canada.php>



Winnipeg Programs and Services

Permanency Planning

Permanency Planning in child welfare can have different meaning, depending on the child, family and case circumstances. Child welfare professionals first focus on supporting and stabilizing a family to prevent a child from coming into the care of the agency. Reunification with family is the preferred outcome for children who are 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 might include relatives, adoptive parents or legal guardians. Permanency planning also includes maintaining or establishing meaningful connections with other caring adults in the child's life (relational permanency) such as family, friends, and community.



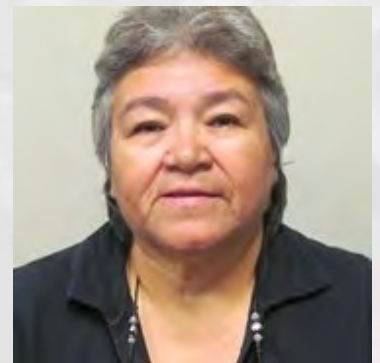
Planning for children who are in care under permanent guardianship orders is done by the Permanent Ward Team which has 8 members; 7 Case Managers and 1 Supervisor, who all have a BSW and/or an equivalent University degree, including 3 Registered Social Workers. During the 2018-19 fiscal year, the Permanent Ward Team welcomed an additional case manager (an increase from the previous year. This increase has allowed for a small case load decrease for the other workers.



The Permanent Ward Team also welcomed an Age of Majority Worker to assist in transitioning young adults out of care successfully, whether to Adult Services, independent living or to family. The Age of Majority Worker assists in connection young adults to various community resources that they can access after they leave care.

The team continues to develop by attending trainings and workshops both within the community and in-house. Additionally, most of the staff have completed or are completing Provincial Core Training.

The team is dedication to permanency planning based on the best interest of the children and their families engagement. This includes identifying obtainable goals and developing plans for children that allow them to maintain healthy, meaningful relationships with their siblings, parents, grandparents and other family members, when possible. The team works closely with community resources such as foster families, therapists, schools, treatment centers, justice workers, ANCR and many more. We facilitate systems meetings, complete referrals and help deliver events that support healthy family interaction. We have found that Action Therapy is very effective for young people that are in care. We attend all agency events, supports the parents and families in receiving Elder Services, and encourage youth to engage in the agency Pow Wow Club, Unity group, Drum Group, Craft Nights, attending Sundance, sweats, etc. in order to offer culturally focused options to our youth.

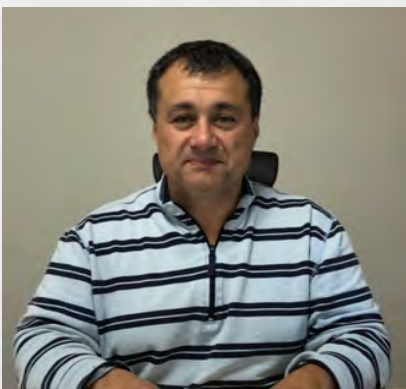


Winnipeg Programs and Services

The Permanent Ward Team is actively involved in ensuring that families receive services from their culturally appropriate agency and we work with other child welfare agencies on regular basis to ensure KSMA is receiving appropriate case transfers. The team also continues to explore and utilize Alternative Placement Orders, as found in Section 38.1 of the Child and Family Services Act. The Permanent Ward Team has also supported numerous guardianship applications and has worked with biological families in rescinding permanent orders so that they can be reunified with their children.



Going forward, it is the vision of the Permanent Ward Team that we see more children exit care through customary care practices and by using Alternate Placement Orders. We are also making every effort to ensure that every child is afforded the opportunity to have a kinship placement when possible with their family and extended family. The team works diligently with the Foster Care Department to ensure Standards are followed when possible caregivers are identified.



I am the current Age of Majority Worker at the KSMA Winnipeg sub-office. I have 13 years of social work experience. I have worked at three different settings so far; child welfare, non-profit disability services and the University of Manitoba. Eight of my work-years were spent in child welfare as a CFS Worker, Age of Majority Worker and as a CFS Unit Supervisor. Early on I developed an interest in working with youth and young adults that are transitioning out of care. I also worked for four years in two different non-profit agencies which looked after vulnerable adults funded by CLDS. I worked as a case manager with vulnerable adults as well as a program manager services adults

with FASD who did not qualify for funding by CLDS or any other government funder. At the University of Manitoba I taught Contemporary Social Policy as a seasonal instructor. At the University I also held a position which included case managing students at risk. In that Role I counseled undergraduate and graduate students and connected them to existing services on campus. I have a number of University degrees including a MSW and a BSW. I am also currently registered with the Manitoba College of Social Workers. My current learning interest is focused on 'Acceptance and Commitment Therapy', and evidence-based approach to living and counselling focused on acceptance of the present moment and on doing things that we value even in the face of difficulty, discomfort and personal resistance.

Bob Delic,
Age of Majority Worker

Winnipeg Programs and Services

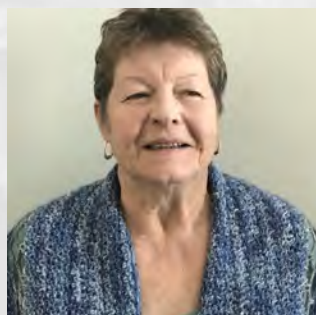
Family Services Team



Hi, my name is Carlisle Write, BSW, and I am a Child a Family Services Worker within the Family Service Unit. I have been with KSMA since October 2018. As a Protection worker I work with families involved with child and family services from two different objectives. The first objective is to provide INTERVENTION, in which I support individuals, children and families to best cope with the different struggles they are facing and help improve their situations. The second objective is PREVENTION, where I provide assistance and advocacy to help improve social and familial dynamics. When working with children and families I try to incorporate a

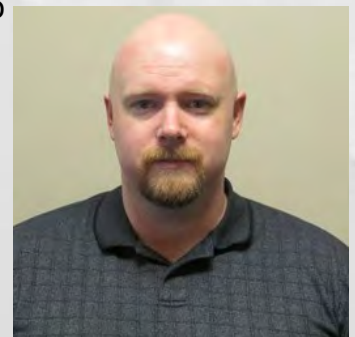
holistic approach referring to the Medicine Wheel teachings and working with individuals to heal their body, mind, spirit and emotions. I find my greatest success is identifying where individuals are at and using that as my starting point.

Hello, my name is Lisa Rogers. I have been with the Agency since May, 2010 as a frontline case manager. My current position is on the Family Service protection team where I have been for the past two years. My job details include the following: working with families in crisis, intervening when required by doing apprehensions, attending court, attending meetings and appointments, conducting assessments with children and families, and attending foster homes to check on the wellbeing of our children. A huge piece of my job is being a good listener, counselling and being a support to our children, parents and foster parents. This job also requires that I make major decisions about what is in the best interest of the child. Working on the Family Service Protection team also includes working on prevention and advocacy, working with parents and providing resources. The best part of my job is when I can reunify a child with his or her family or when I am able to prevent a child from coming into care or when I see parents taking back their lives and dealing with their addictions and past trauma so they can care for their children. I am always ready to help out my coworkers and I am willing and ready to further my education.



Hello. My name is Marilyn Epp. I began working with KSMA in April 2007 as a frontline worker. In August 2009 until July 2012 I was a supervisor. On November 2013 I returned to the Agency and worked as a frontline worker until I went on sick leave in October 2016. In January 2019 I returned to work on a part-time basis and working up to full time by March 2019. I enjoy the challenge of working in good spirit for our children and their families, with our staff and community. Thank you for the opportunity to grow together. Ekosi.

My name is Shaun Harder and I am a protection worker with KSMA. I have been working here since 2011 until now and before that I worked with KSMA from 2008 to 2009.



Winnipeg Programs and Services

Resource Team



Left: Keith Olson, Below (left to right): Jon Clarke, Delores Compton, Carol Muswagon, Mearle Chartrand, Charmaine Ducharme, Corlette Clarke.



Family Service Team



Left to Right: Rhonda Thomas, Stephanie Prince, Shaun Harder, Lisa Rogers, Lorraine Henderson

Winnipeg Programs and Services

Provincial Resource Coordinator

I am Keith Olson, Provincial Resource Coordinator for the KSMA Winnipeg sub-office. I have been with KSMA since June 2010. I have worked in child welfare services for 30 years in various roles. I am proud and grateful to be working for my home community. I manage and work harmoniously with our resource team to provide support services to the Family Service, Family Enhancement and Permanent Ward Units. We work cooperatively with collateral agencies as well as the Northern Authority to keep apprised of changes in policy, procedures and updated information which affects our programs. Resource also communicated with the head office and we support one another and are always prepared to accommodate requests that come forward.

As Resource Coordinator I am involved with weekly supervisor meetings, agency management meetings, consulting with the province regarding Foster care matters and CFSIS program changes and training, as well as many daily tasks. I am proud of our team and how they conduct themselves professionally through the work load they carry on a daily basis. The resource staff are very skilled team.

CFSIS Data Entry Clerk

My name is Mearle Chartrand, I am the CFSIS Data Entry Clerk at the KSMA Winnipeg Sub-office. I work on CFSIS with combination with the workers, opening and closing the files. I make sure that information like Persons in Case, Legal Status, and Placement are current and updated. I also attach notes, recordings and photos to their online files.

Foster Care/Alternative Care

The Foster Care/Alternative Care worker's responsibilities consist of seeking short/long term placements for children and youth, ensuring the safety and quality of care that they provide meets the needs of our children, completion of standard requirements of foster homes and the review of files and all other correspondence provided on a daily basis. They also submit monthly/annual stats.

Service Provider Program

The Service Provider Program at the Winnipeg Sub Office has approximately 150 service providers. There were approximately 728 *Support Service Requests* from April 2018 to March 2019 from the staff at Winnipeg Sub-office. These service requests are managed by the Alt. Care Worker. Her duties include the coordination of service providers to provide support work, respite, family visits and transportation, review of service provider applications and ensuring all applications are complete. She also creates and maintains service providers files, and reviews/approve time sheets twice a month.

Intake/Stats

The Intake/Stats worker is responsible for all incoming intakes from the DIA which is the All Nations Coordinated Response Network (ANCR) and submitting to the appropriate supervisor for assignment. She is also responsible for processing and recording referrals for ant child in need of protection or for families in need of family services. She is very familiar with the Authority Determination Protocol (ADP). Further Duties include maintaining an efficient, accurate and effective intake/stats system. Reporting stats to the main office on a monthly basis and working closely with collaterals from Provincial Services, Manitoba Health, Canada Revenue Agency, ANCR, and the Northern Authority. She attends ANCR Advisory meetings on behalf of KSMA and provides coverage for Legal and Resource Coordinator, when required.

Winnipeg Programs and Services

Family Enhancement

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

There are different types of supports that Family Enhancement offers:

- 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.
- Supported Family Time, which involves supporting parents who have children in care of the agency by engaging them in a gradual resumption of their role as the caregiver to their children in order to facilitate reunification. Individual support is provided to the family to work on the identified concerns and enhance the parent's competencies and strengths.
- Emergency Support; in times of crisis the agency provides families with support in different capacities.

The FE team works with families that have a variety of issues including drug and alcohol abuse/addictions, domestic violence, housing issues, and those that require advocacy. Various services are offered to families based on their individual needs. Some examples include supporting parents who are pursuing their education (such as grade twelve), advocating for daycare services, providing respite and connecting families with community resources (Jordan's principle, treatment centers, foodbanks, therapy, disability services, etc.)

Workers are also there to be a moral support and to provide individual and family counselling. They provide support to adolescence, advocate for families and help them to develop goals and create wellness plans. Together they organize and help facilitate agency events such as KSMA Cultural Days, Summer Fun Days, Youth Programs and Life-skills training. The FE staff also assists families by providing bus tickets so that families can attend visits or appointments. They help families to access family mediation, healing and cultural teachings, Elder services, healthy recreational activities and family support services.

The Family Enhancement Team is made up of three members including a Family Enhancement Coordinator, Jamie Evans and three-Family Enhancement Workers-Aiden Todd, Beverly Wood and Adan Cook. Together, the Family Enhancement team will be the main point of intake for most families and will be involved in enhancing Customary Care within the agency.

Over the course of the year the program also had one student complete their practicum placement, working with the team on a daily basis over several months.

In the coming year the team envisions and will be implementing Medicine Picking (Sweet grass picking and cedar picking), traditional naming ceremony, regular sweats, offering an indigenous language workshop and sharing circles. The Winnipeg FE team would like to participating in the NH office Harvest Camp and Sundance Ceremony.



Winnipeg Programs and Services

Family Enhancement Winnipeg Office Activities:

- ⇒ April 25, 2018, FEP sponsored a sweat at David Blacksmith's Farm; children in care and families attended
- ⇒ May 7th, 2018, Sundance workshop with David & Sherly Blacksmith
- ⇒ June 7th-10th, 2018, FE supported children and families at attending Spruce Woods Sundance
- ⇒ July 12th-15th, 2018, FE supported children and families at attending the Norway House Sundance
- ⇒ July 24th, 2018, FE'S KSMA Family Fun day/Cultural Day
- ⇒ August 21st, 2018, FE initiated medicine picking at Birds Hill park (Sage Picking)
- ⇒ September 20th-23rd, 2018, FE supported children and families at attending the Fall gathering at David Blacksmith's farm. Activities included sweats, walking out ceremonies, men, women and children's teachings, etc.
- ⇒ October 19, 2018, FE had its KSMA Family fun day/Cultural Day
- ⇒ December 1st, 2018, Rattle Workshop with David Blacksmith
- ⇒ December 14, 2018, FE had its KSMA Family fun day/Cultural Day
- ⇒ February 2nd, 2019, FEP has started its craft days every second Saturday's from 12-3pm with Olive Monkman. She has been teaching the children basic bead work and moccasin making and will be starting skirt making.
- ⇒ March 29, 2019- FE had its KSMA Family fun day/Cultural Day



KSMA Financial Report

Financial Report

KSMA ended the year with a surplus of approximately \$1 million for the period ended March 31, 2019. A majority of the surplus is attributed to prior period recoveries of expenses related to the prevention program recovered during the year. As a result of these recoveries, KSMA's balance sheet is healthy with a strong cash balance to ensure both long and short term debt obligations are met.

KSMA also received a clean audit opinion for the period ended March 31, 2019. This is the 6th year in a row since the fire that occurred where KSMA is able to complete the audit early and filed on time before the filing deadline.

The future health of the KSMA's financial statement and operations depend on the funding levels from both Federal and Provincial governments. With rising child maintenance and administrative costs, KSMA will face long term financial pressures if governments continue to reduce funding.

KSMA has a strong Board, Executive Team and Management team to ensure operational risk are identified early and mitigated to an acceptable level to ensure operations are not disrupted. KSMA continues to strive for operational excellence through continuous improvement both from a financial perspective and operational perspective.

Canadian Human Rights Tribunal Ruling (CHRT)

The Canadian Human Rights Tribunal Ruling allowed CFS agencies including KSMA to get reimbursed for actual expenses incurred for prevention costs, intake and investigation costs, legal fees, building and repair costs, children service purchase amounts, and small agency costs.

The ruling allowed for agencies to get reimbursed for actual costs incurred during the period January 26, 2016 to March 31, 2018. In addition, agencies were allowed to submit for costs incurred under the current year for the period ended March 31, 2019.

As a result of the ruling, KSMA was able to take advantage of securing additional cash from ISC and improving KSMA overall financial stability. Over the past year, KSMA was able to collect over \$1 million in recoveries on prior period deficits.

The recoveries will ensure KSMA long term financial stability due to anticipated costs cutting measures from both Federal and Provincial funders. In addition, KSMA Board and Executive Team have identified expense to match the corresponding recoveries.

System Conversion

KSMA will work on converting their existing accounting system, FACTS 2000, to Sage 300 ERP. The work for this project will take place in the following fiscal year.

KSMA Financial Report

A new accounting program is required to ensure KSMA operating efficiently allowing the finance department to account for transactions more accurately as well as generate more relevant and detailed reports for the Board and Management team for decision making.

Block Funding

Commencing April 1, 2018, KSMA went under block funding for Provincial Maintenance costs. For the period ending March 31, 2019, KSMA ran close to an \$800K deficit due to actual maintenance costs exceeding funding levels.

The loss was anticipated because during the negotiation process, KSMA identified that the Provincial proposed funding levels were approximately \$40K a month less than actuals; however, KSMA was unable to successfully negotiate the difference. As a result, the maintenance loss puts significant pressure on KSMA ability to operate viably long term. Without a funding solution, Provincial maintenance costs will deplete all of KSMA cash on hand.

In the meantime, KSMA Executive team continues to relentlessly negotiate and pressure the Provincial government increase maintenance funding levels to actuals. In addition, KSMA Executive and Management team continue to find creative ways to be efficient operationally and reduce costs to ensure KSMA finances are well controlled and monitored.

Provincial Child Tax Benefit

During the year ended March 31, 2019, the Province announced that CFS Agencies will be able to retain the Child Tax Benefit monies (also known as Children Special Allowance (CSA)) that they receive from Canada Revenue Agency starting April 1, 2019.

Historically, the Province required Agencies to remit CSA monies back to the department through funding recoveries or voluntary submissions. Agencies have appealed to the Department for years arguing that these funds belong to the children in care. With anticipated funding level reductions, CSA dollars will provide Agencies an alternative tool to help assist children in care financially.

Michael Ly,
HLL Chartered Professional Accountants



Achievements and Successes

Annual General Meeting

KSMA once again successfully held their Annual General Meeting on September 19, 2018 at the Multiplex Auditorium. The Master of Ceremonies was our very own Assistant Executive Director who always keeps the crowd entertained and informed. KSMA's 2017-2018 Annual Report was presented by the Assistant Executive Director, the Director of Operations and the Financial Consultant.

The AGM was well attended by staff. The NHCN Council Portfolio Holder, the Board Vice Chair and Indigenous Services Canada FSO, Nikki Roy, and community members were also in attendance. Though invitations were sent, the representatives for the Province and the six Agency Directors were not in attendance. The Assistant Executive Director however made arrangements to deliver the 2017-18 Annual Reports to the Directors at the Agency Relations Meeting that following week.

Towards the end of the AGM, staff members were recognized for their years of service. There was a total of 13 staff who were recognized and awarded with a plaque each; six received 5 year service awards, four received 10-year service awards, one received a 15 year service award, one received a 20 year service award and one received a 25 year service award.

Promotional material was provided for the participants, as well as a copy of the 2017-2018 Annual Report and informational materials on the agency programs. Snacks and refreshments were also provided. Thank you to the out of town guests, Board members, staff and community members who attended!



Achievements/Successes

CHRT Conference

On December 12 & 13, 2018 KSMA hosted a staff conference on the Canadian Human Rights Tribunal (CHRT) ruling and our engagement in the implementation of the ruling. The conference was intended to engage the staff, management, governing board of directors and key stakeholders in meaningful discussion on how KSMA can more actively contribute to the reformation of the child welfare system at a local, provincial and federal level. This conference was made possible by accessing funds through Indigenous Services Canada.



The conference provided information and the opportunity for structured discussion on the importance of offering culturally appropriate services when working with indigenous children and families that have experienced historical trauma and discrimination. The objective was to increase engagement and understanding of current issues in child welfare from an Indigenous perspective and to ensure a consistent approach to the delivery of services across KSMA departments and offices.

The conference was attended by KSMA staff, management and board of directors, as well as members of the Local Childcare Committee, community Elders and representatives from the Northern Authority and Manitoba Keewatinowik Okimakanak (MKO). It highlighted key issues such as funding challenges, pending legislative changes, self-awareness and trauma, as well as the history of CFS in northern Manitoba.



A key recommendation from the conference was that KSMA continue to cultivate a better understanding of the needs which stem from historical disadvantage when developing and delivering culturally appropriate services. In an organization as large and diverse as KSMA, the development of a shared understanding regarding the importance of culture when addressing trauma is important. The feedback from this conference was incorporated into the *KSMA Strategic Service Plan* and as an activity of *Agency Community Engagement*.



Achievements/Successes

Welcome Home

On October 4, 2018, the Interim Executive Director and Assistant Executive Director, along with our Portfolio Councillor, supported the family as they patiently waited for the arrival of Lori Pingle and her daughter Sarah Bell at the Winnipeg airport.

Lori is one of the children that were taken during the Sixties Scoop. Her birth name was Nora Crane and was part of a large family from our community of Norway House. She had been in contact with her aunt and late uncle before his passing. She also was in contact with her siblings through social media until the agency finally was approached to assist in bringing her home.



There were many calls made back and forth after learning she was in Portland, Oregon. The Agency staff went to great strides to ensure that she received assistance to travel. Upon arrival in Winnipeg, Manitoba, Lori and her daughter were greeted by family members. It was a very emotional meeting filled with happy tears. A small luncheon was held at the KSMA boardroom in Winnipeg afterwards.



Lori and her daughter, Sarah, along with family members, travelled to Norway House by road. The agency staff facilitated a family meet and greet at the KSMA office where gifts were presented to Lori and Sarah.

On Thanksgiving Day at the Community feast, they were publicly introduced to the community and presented gifts from the leadership.

Lori and Sarah remained both in the community and Winnipeg for six weeks. Sadly, Lori missed her children that were in Portland and decided to return home. Lori did express how grateful she was and how well she was welcomed by family and the community. She said she wished to return with her children where she will tell her story of her experience of the Sixties Scoop.



Professional Services

Gray & Company, Legal Firm

The Kinosao Sipi Minisowin Agency receives legal services from Gray and Company, a legal firm based out of Winnipeg, MB. Senior counsel and managing partner at Gray and Co. is Scott Gray, LL.B. Mr. Gray graduated from Dalhousie University and has been a practicing lawyer since he was called to the bar in 1984. Mr. Gray assists KSMA with family court matters as well as governance and human resource.



Assisting Mr. Gray in delivering legal services is Alex Gilroy, J.D. He joined Gray and Co. in 2015 and has been representing the agency in court both the community and in the city. He is actively involved in preparing the staff for court and in providing training.



Last year, Mr. Gray and Mr. Gilroy provided several trainings to the staff and management of KSMA. They conducted training on abuse investigation and how to prepare court particulars. They also provided legal orientation to members of the board of directors and executive staff. They help to ensure that KSMA staff and management stay informed of pending changes to the child

welfare system.

HLL Chartered Professional Accountants

HLL Consulting is a professional financial advisory firm that specializes in providing financial advisory services to the indigenous community across Canada. Their hands on approach and dedicated service is what separates them from competitors. They have a deep understanding of the customs and cultures of First Nations people which allow them to successfully work alongside the people to build capacity within their communities.

Michael Ly is a Chartered Professional Accountant that has worked in public practice, industry and in the public sector specifically with First Nations organizations. Michael started his career with an international accountant firm BDO Canada LLP where he worked on large public and private companies conducting and overseeing assurance engagements. After public practice, Michael went on to become senior internal auditor at StandardAero, a multi-billion dollar private aerospace company in Winnipeg, Manitoba. Michael was later recruited to be the controller of Southeast Child and Family Services (SECFS), the largest First Nations Child welfare organization in Manitoba.

In 2013, Michael and his family decided to relocate to Norway House, Manitoba. He began working with KSMA in 2013 where he has played an instrumental role as part of the Executive Team. He assisted in ensuring the stability of the organization and its continued success.

Michael has always had a passion and care for the indigenous community. He lived and worked alongside the people in Norway House, MB building long lasting friendships and gaining the trust and respect of the people. Michael is happily married and a proud father of two beautiful daughters.



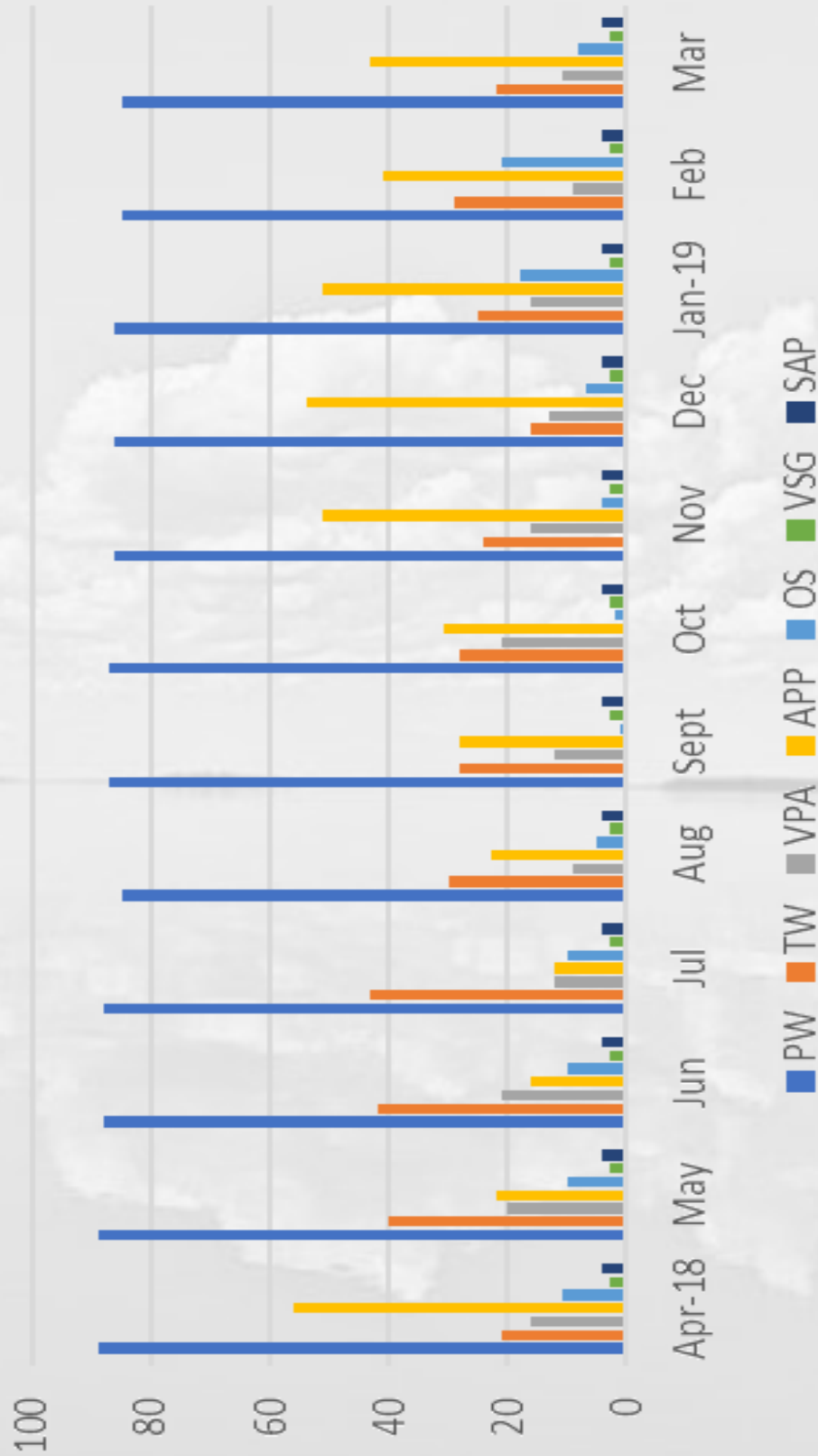
Statistics: Norway House

Month	Family Service Files					UM EPS	Total	Children in Care							CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Total	F	P	
Apr-18	74	10	0	121	16	9	230	89	21	16	56	11	3	4	189	369	50	419
May	74	10	0	132	16	9	241	89	40	20	22	10	3	4	178	369	50	419
June	70	10	0	133	17	7	237	88	42	21	16	10	3	4	174	362	49	411
July	69	10	0	134	15	7	235	88	43	12	12	10	3	4	162	344	53	397
Aug	59	8	0	132	18	7	224	85	30	9	23	5	3	4	154	328	50	378
Sept	62	7	0	139	17	7	232	87	28	12	28	1	3	4	162	341	53	394
Oct	62	9	0	140	18	6	235	87	28	21	31	2	3	4	174	351	58	409
Nov	59	9	0	141	18	7	234	86	24	16	51	4	3	4	184	359	59	418
Dec	60	10	0	140	17	7	234	86	16	13	54	7	3	4	176	351	59	410
Jan-19	63	10	0	141	16	7	237	86	25	16	51	18	3	4	185	359	63	422
Feb	63	11	0	141	17	9	241	85	29	9	41	21	3	4	171	352	60	412
Mar	59	10	0	140	17	9	235	85	22	11	43	8	3	4	168	350	53	403
Average	65	10	0	136	17	8	235	87	29	15	36	9	3	4	173	353	55	408

FE-V—Family Enhancement—Voluntary
 FE-P—Family Enhancement—Protection
 VFS—Voluntary Family Services
 PRT—Protection
 EXT—Extension of Care
 PW—Permanent Ward

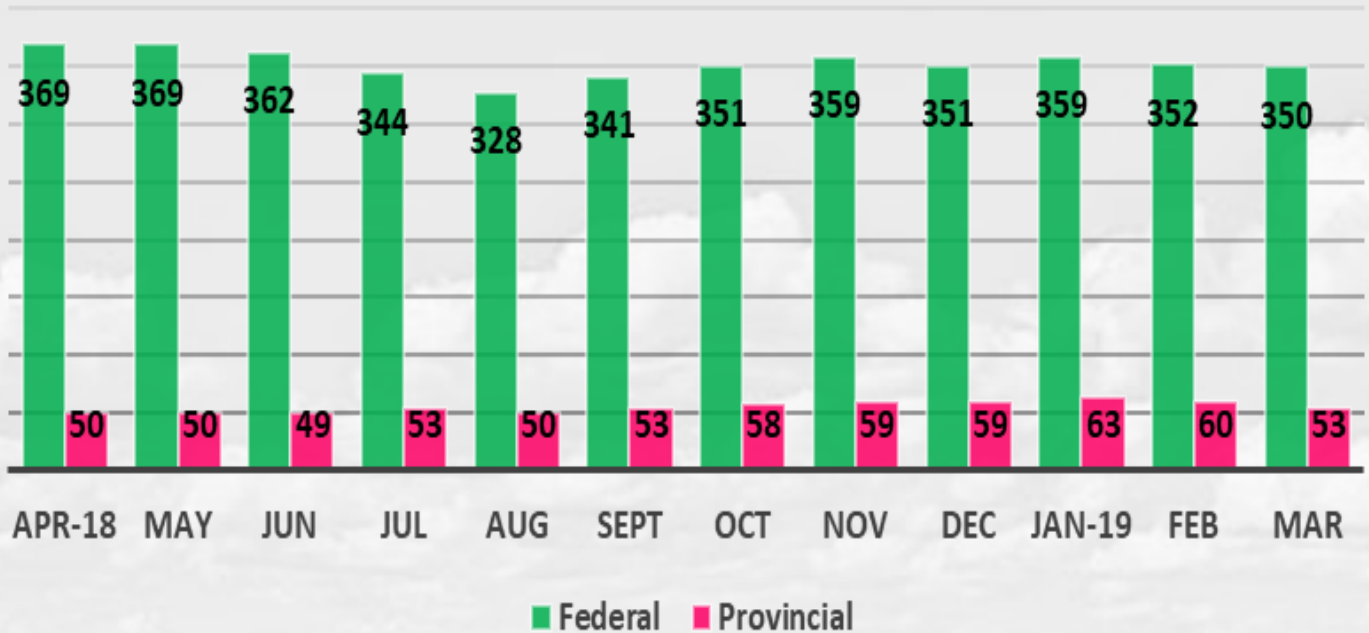
TW—Temporary Ward
 VPA—Voluntary Placement Agreement
 APP—Apprehension
 OS—Order of Supervision
 VSG—Voluntary Surrender of Guardianship
 SAP—Select Adoption Probate

Children in Care - Legal Status

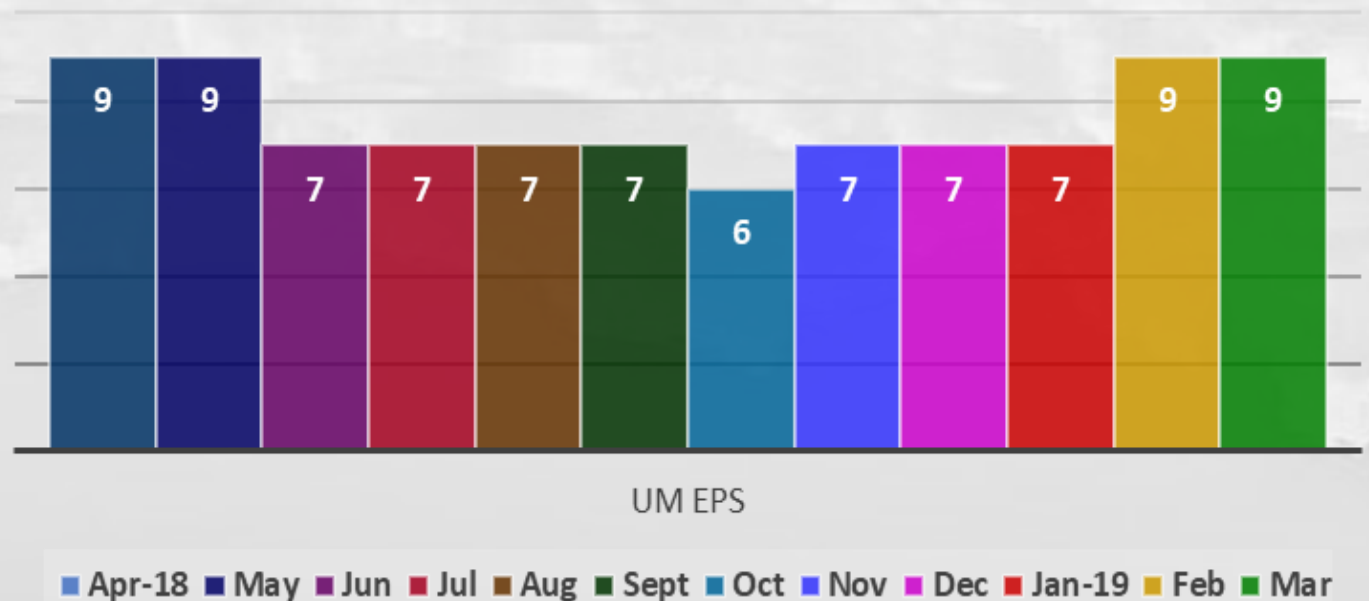


Statistics: Norway House

Case Loads



Expectant Parent



Statistics: Norway House

Intake Stats	Apr 2018	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan 2019	Feb	Mar
Domestic Violence	1	2	4	1	0	4	3	2	1	8	4	3
Conduct Parents (Alcohol)	2	6	3	7	3	5	4	4	3	2	6	4
Conduct Parents Alcohol/Drugs)	3	5	1	3	5	4	4	4	3	4	2	2
Child Neglect	4	4	2	3	5	4	7	5	4	7	2	4
Medical Neglect	0	0	0	0	0	0	0	0	0	3	1	0
Child Endangerment	0	3	0	2	1	2	4	1	0	0	0	0
Abandonment	0	0	0	0	0	0	0	0	0	0	0	0
Conditions Parents	1	0	0	0	0	0	0	0	0	0	0	0
Child Beyond Control	2	2	1	0	1	4	0	0	0	0	0	2
Conduct Child (Alcohol)	1	0	0	0	0	0	1	0	0	0	0	0
Conduct Child (Alcohol/Drugs)	1	0	0	1	1	0	1	0	0	0	0	0
Conduct Child	1	3	1	3	3	4	0	0	0	0	1	0
Conditions Child	0	2	0	0	0	0	0	0	0	1	0	0
Court Referral (Child)	0	1	0	0	0	0	0	0	0	1	0	0
Suicidal Ideations – Child	1	2	0	1	0	0	0	1	0	0	2	0
Allegations of Sexual Abuse	2	2	1	1	1	5	2	4	1	0	2	3
Allegations of Physical Abuse	3	6	0	1	3	5	0	8	2	3	4	2
Allegations of Emotional Abuse	0	1	1	0	0	0	0	2	0	0	0	0
VPA	1	0	0	0	0	1	2	0	0	1	0	0
Support Services	2	0	0	0	1	0	3	0	1	5	2	3
Homelessness	1	0	0	0	2	0	0	0	0	0	0	0
Home Assessment	3	6	9	9	4	10	9	5	12	14	10	8
Notice of Maternity	0	0	0	0	1	0	1	0	1	1	0	0
UM Referral	0	0	0	0	0	0	0	1	0	1	1	0
Adoption	0	0	0	0	0	0	0	0	0	0	0	0
Repatriation	0	0	0	0	1	0	0	0	0	0	0	0
Other Agency Report/Request	4	0	5	1	0	0	0	0	0	1	1	0
Petition and Notice of Hearing	0	0	0	0	1	0	0	0	0	0	0	2
Transfer-DIA CNCFS/NA	4	0	5	1	0	0	0	0	0	0	0	0
Total Monthly Intakes	23	25	21	18	22	30	22	25	20	31	24	26

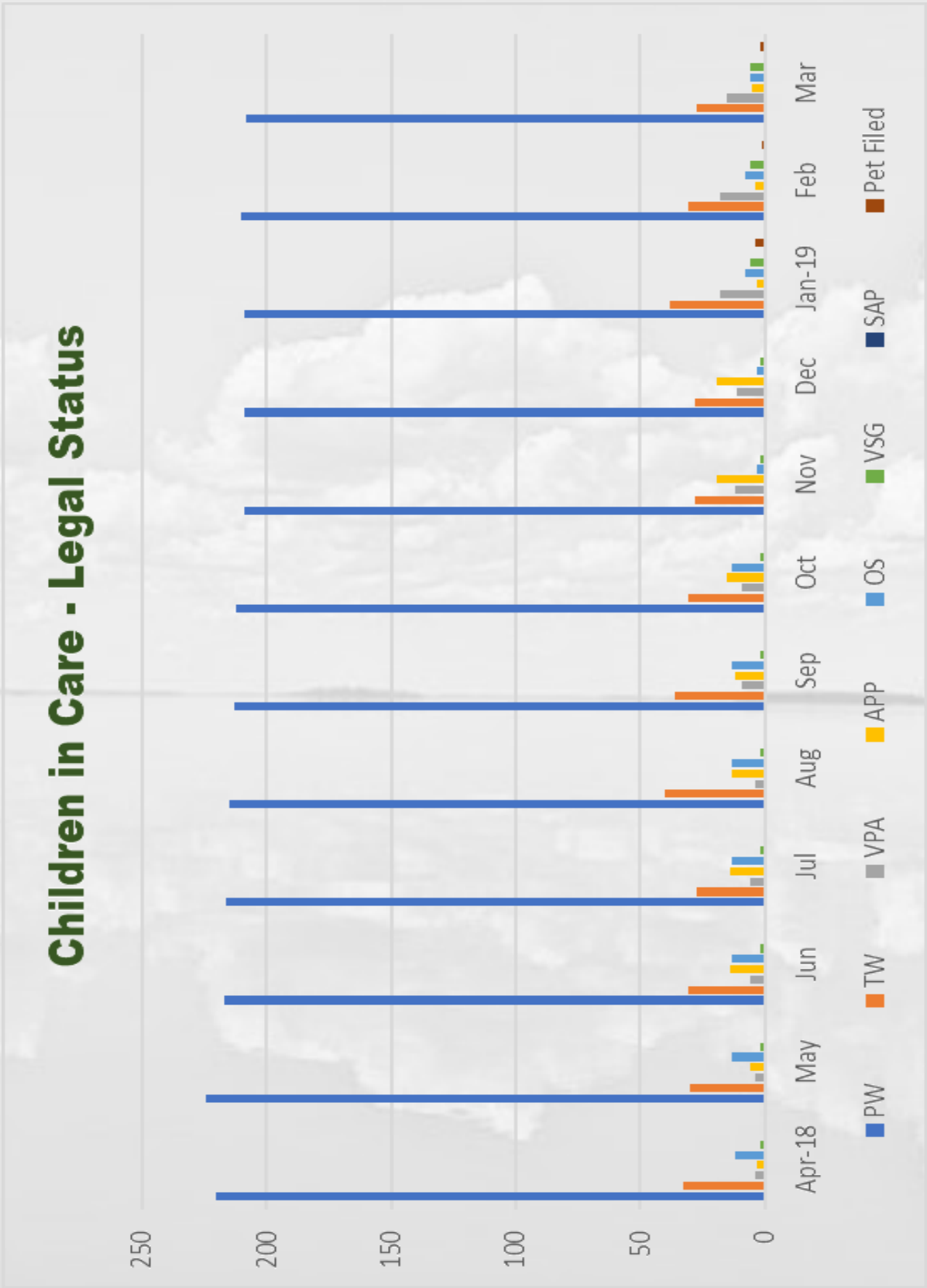
Statistics: Winnipeg

Month	Family Service Files					UM EPS	Total	Children in Care								CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Pet Filed	Total	Federal	Provin- cial	
Apr-18	29	0	1	157	15	2	204	220	33	4	3	12	2	0	0	262	2	464	466
May	29	0	1	159	14	3	206	224	30	4	6	13	2	0	0	266	2	470	472
Jun	29	0	1	161	15	3	209	217	31	6	14	13	2	0	0	270	2	477	479
Jul	28	0	1	161	15	3	208	216	27	6	14	13	2	0	0	265	2	471	473
Aug	26	0	1	164	16	4	211	215	40	4	13	13	2	0	0	274	2	483	485
Sept	26	0	1	165	18	5	215	213	36	9	12	13	2	0	0	272	2	485	487
Oct	17	0	1	162	18	5	203	212	31	9	15	13	2	0	0	269	1	471	472
Nov	15	0	1	160	18	5	199	209	28	12	19	3	2	0	0	270	1	468	469
Dec	14	0	1	161	19	5	200	209	28	11	19	3	2	0	0	269	1	468	469
Jan-19	14	0	1	161	19	4	199	209	38	18	3	8	6	0	4	278	1	476	477
Feb	30	0	1	146	19	4	200	210	31	18	4	8	6	0	1	270	1	469	470
Mar	37	0	1	114	18	4	174	208	27	15	5	6	6	0	2	263	1	436	437
Average	25	0	1	156	17	4	202	214	32	10	11	10	3	0	1	269	2	470	471

FE-V—Family Enhancement—Voluntary
 FE-P—Family Enhancement—Protection
 VFS—Voluntary Family Services
 PRT—Protection
 EXT—Extension of Care
 PW—Permanent Ward

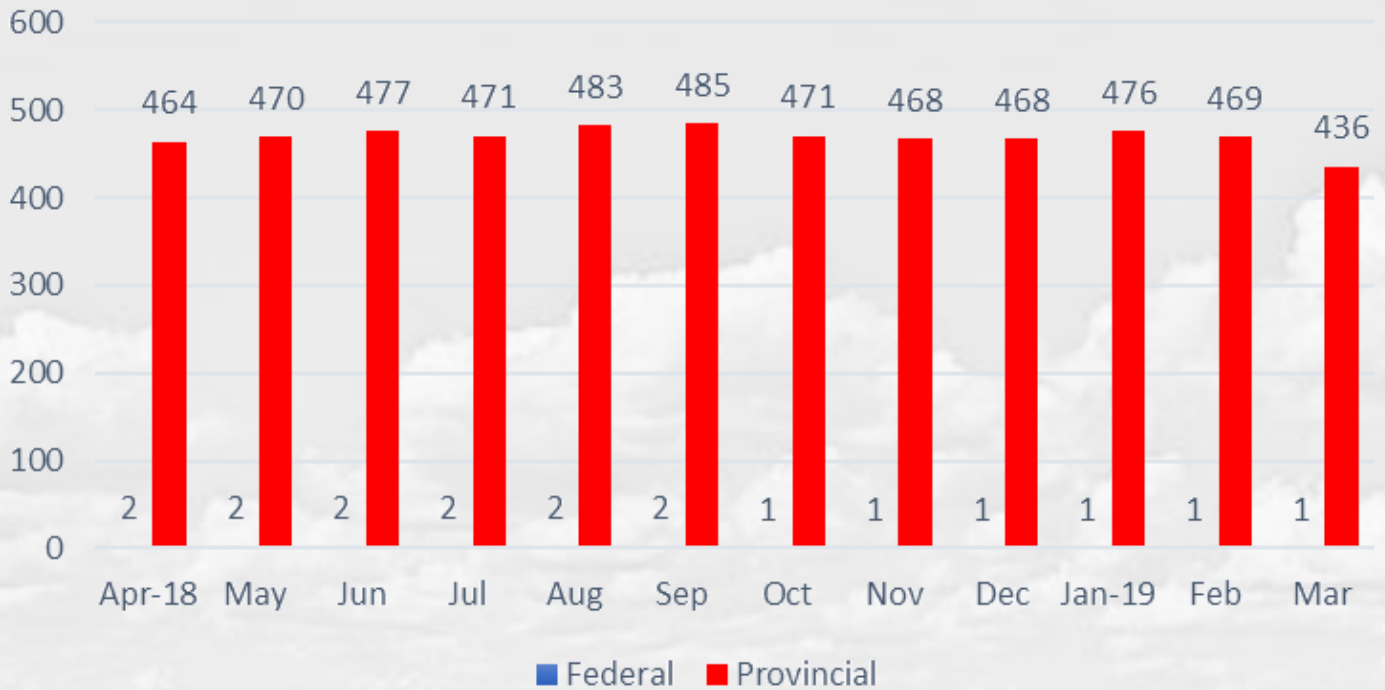
TW—Temporary Ward
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 VSG—Voluntary Surrender of Guardianship
 SAP—Select Adoption Probate

Pet Filed—Petition Filed

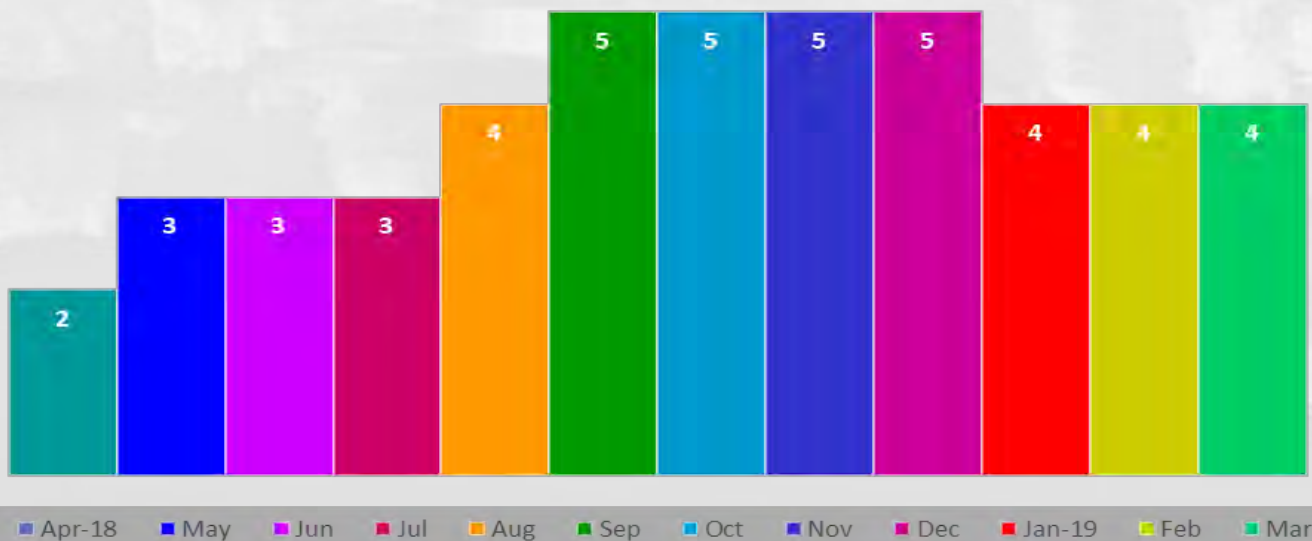


Statistics: Winnipeg

Case Loads



Expectant Parent



Statistics: Winnipeg

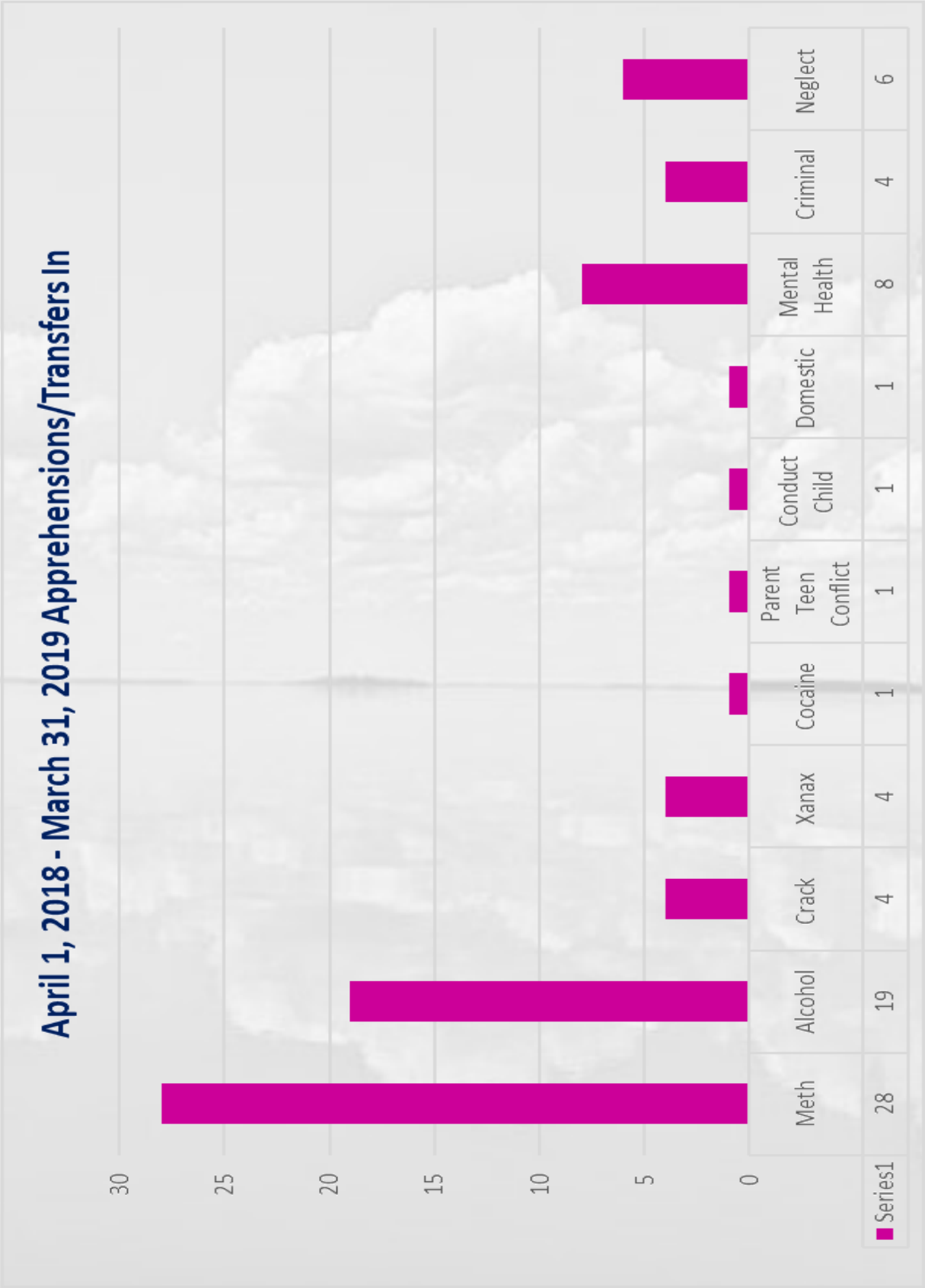
	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan 2019	Feb	Mar	Total
Crack	4	0	0	0	0	0	0	0	0	0	0	0	4
Meth	1	4	9	0	6	1	3	1	0	0	2	1	28
Alcohol	0	4	0	0	5	0	4	2	1	3	0	0	19
Neglect	0	2	2	0	0	0	0	1	0	1	0	0	6
Conduct Child	0	0	0	1	0	0	0	0	0	0	0	0	1
Domestic	0	0	0	0	1	0	0	0	0	0	0	0	1
Mental Health	0	0	0	0	1	1	0	1	0	4	1	0	8
Xanax	0	0	0	0	0	0	0	0	0	4	0	0	4
Parent Teen Conflict	0	0	0	0	0	0	0	0	0	1	0	0	1
Cocaine	0	0	0	0	0	0	0	0	0	1	0	0	1
Criminal	0	0	0	0	0	0	0	0	0	4	0	0	4
Total	5	10	11	1	13	2	7	5	1	18	3	1	77

Intakes 2018-2019

Intake Issues	April	May	June	July	August	September	October	November	December	January	February	March
Section 28	0	0	0	1	0	0	0	4	2	0	4	3
Section 17	5	6	6	10	1	11	2	2	2	0	9	0
Section 42	0	0	0	0	1	1	0	0	1	0	0	0
Section 49	0	1	0	0	0	0	0	0	1	0	4	0
Total	5	7	7	11	2	12	2	6	6	0	17	3

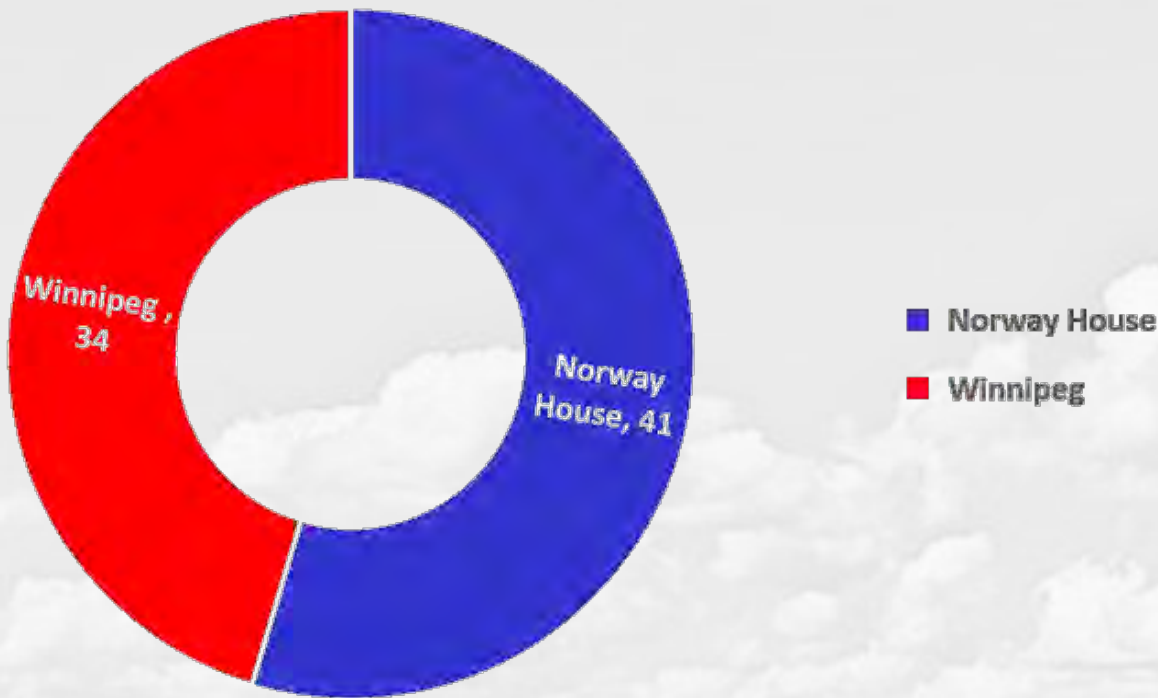
Discharges 2018-2019

Dis-charge	April	May	June	July	August	September	October	November	December	January	February	March
Returned to parents/caregivers	0	0	0	0	2	0	0	0	2	1	8	12
Aged out of care	1	2	2	2	0	0	0	0	0	0	0	1
Transfer to another agency	0	1	0	0	0	0	0	0	0	0	0	0
Transferred to main office	0	0	0	0	3	0	2	4	0	0	4	0
PO Rescinded	0	0	0	4	0	2	0	0	3	0	0	0
Declined Section 42	0	0	0	0	0	0	0	0	1	0	0	0
Guardianship/38 (1)b	0	1	0	0	2	0	0	0	0	1	0	0
Total	1	4	4	6	7	2	2	4	6	2	12	13

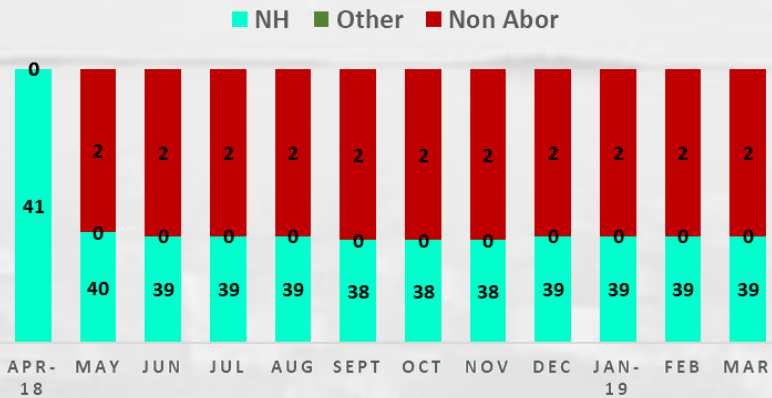


Statistics: Human Resource

KSMA Staffing



NORWAY HOUSE STAFFING

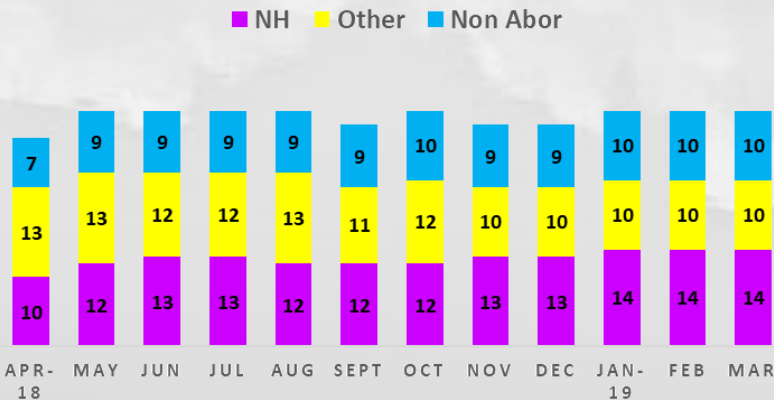


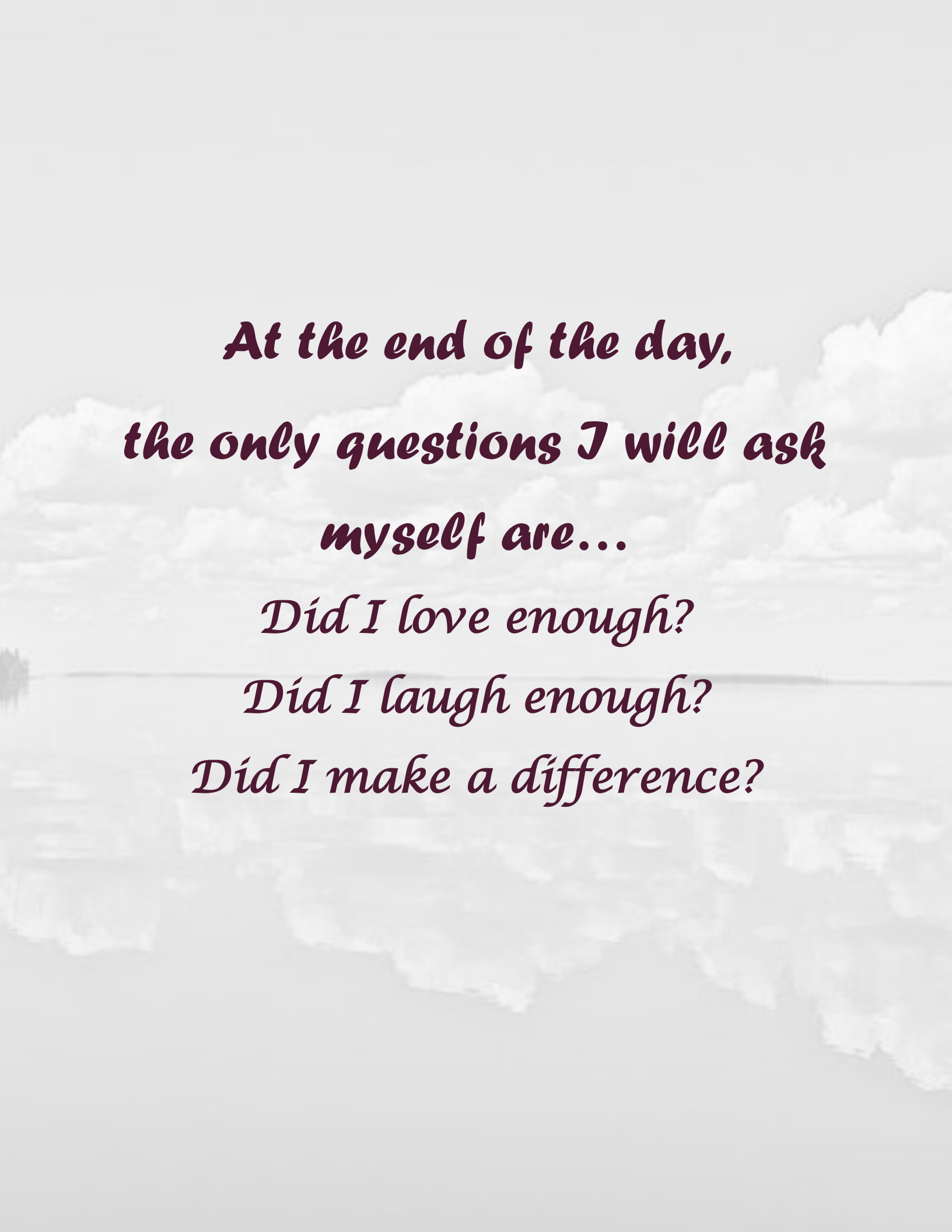
NH—Norway House Cree Nation
Band members

Other—Aboriginal from other
First Nations

Non Abor—Staff who are not
aboriginal

WINNIPEG STAFFING





*At the end of the day,
the only questions I will ask
myself are...*

Did I love enough?

Did I laugh enough?

Did I make a difference?

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