

Kinosao Sipi Minisowin Agency

2019-2020 Annual Report



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Kinosao Sipi Minisowin Agency

Box 640

Norway House, Manitoba

R0B 1B0

receptionm@minisowin.org

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“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 to 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



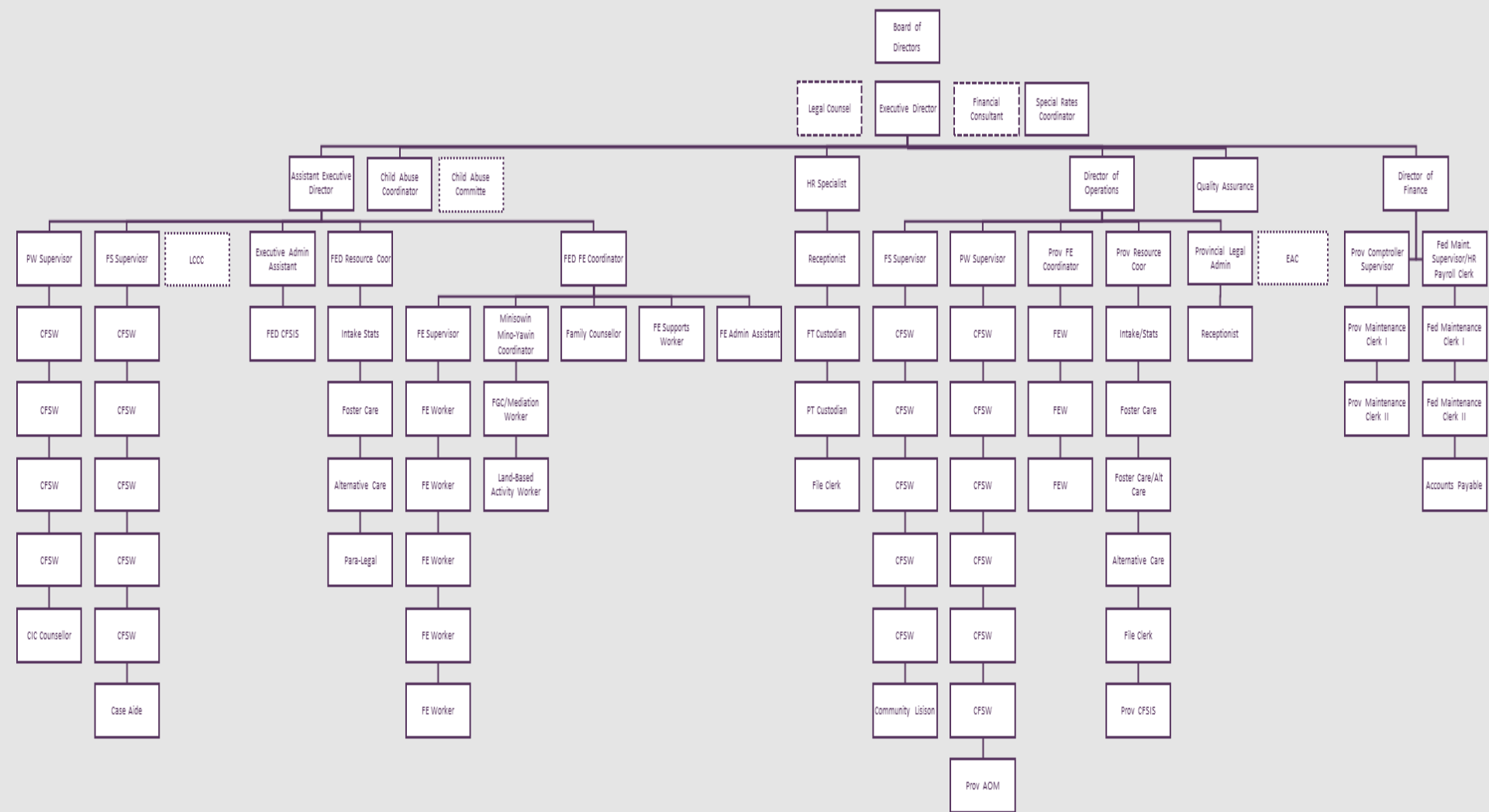
In late 1996, the Norway House Cree Nation Chief and Council decided to pursue a community-based Child and Family Service Agency by drafting a Band Council Resolution (BCR) to facilitate the decentralization of the Child and Family Services (CFS) Program from the Awasis Agency of Northern Manitoba (the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



Approved September 17, 2019

Interim Executive Director Message



Tansi,

It is my privilege and honour to present another Annual General Report for the Kinosao Sipi Minisowin Agency. This past year has been a rollercoaster of events and unforeseen circumstances and I would like to thank the staff for ensuring that

services to help families and protect children were maintained, particularly during the last few months. I would also like to thank our Board of Directors for their unwavering guidance and support; it is through your collective efforts that KSMA maintains consistent quality as an organization. Finally, I would like to acknowledge the hard work of our service providers, elders and volunteers. Many of the events and services that we are able to offer would not be possible without your continued support.

There have been several key events marking this year, which have had an impact on child welfare and on how we deliver services as an Indigenous CFS agency.

New Legislation

On January 1, 2020, the federal government passed a new legislation that recognizes and affirms the rights of Indigenous communities in the area of child welfare. There are still many questions about the process of having Indigenous Family Services legislated by First Nation communities, but as we move forwards it has become a highly anticipated opportunity for Norway House Cree Nation.

Public Awareness

Last fall KSMA initiate a series of public awareness radio ads on CJNC and NCI. Our ads focus on educating and empowering parents and caregivers on issues impacting children and youth.

We were also able to launch our website: www.minisowin.ca early this spring, which has information about our programs and services. Finally, we are continuing to work on the development of a more comprehensive afterhours service in the community which will be available in the coming year.

Uninterrupted Essential Services

Early this spring Covid-19 reached our province and initiated a chain of events that our agency had never-before experienced; our community closed their borders and our staff shifted into emergency mode. With the support of our Board and community leadership, we have remained operational and committed to providing essential services. As we move forward, KSMA will continue to monitor developments so that we can best support those we serve until this health crisis is over.

KSMA has maintained consistent service and sound fiscal management throughout the year, as reflected in this annual report. We welcome the opportunity to share with you the work we have done in each of our offices and departments, and we sincerely appreciate the time you have taken to read this report.

Rhonda Apetagon, BSW
Interim Executive Director

Assistant Executive Director Message

Greetings!

On behalf of Kinosao Sipi Minisowin Agency (KSMA) staff and service providers, I welcome you to read through our Annual Report for 2019-2020 as its content illustrates the work that was done during this fiscal year.

This fiscal period marks over 25 years in the field of Child Welfare with most of my tenure with KSMA. Throughout my years working with KSMA, I seen many aspects of the field evolve to what it is today. As I reflect on the past years, I am thankful that I worked with great staff and the many mentors that helped me grow immensely.

The past year we celebrated our 20th year as a mandated agency, having an open house during the day. The staff pulled together and had a barbeque and cake, a 20th Anniversary t-shirt was given out for all that came including some students from Jack River School.

The news of the Canadian Human Rights Tribunal ruling was well received and greatly appreciated by our agency as it would help offset costs associated with expenses not normally budgeted for. This will assist our agency in the development of much needed services and programming including an intake unit that will have additional staffing to respond to emergencies initiating first point of contact with families in crisis among other initiatives such as repatriation and reunification. Our agency has been involved in one or more repatriation/reunification of members affiliated with our community living within Manitoba and other provinces.

Bill C-92, An Act respecting First Nations, Inuit and Metis children, youth and families received Royal Assent on June 21, 2019 and came into force on January 1, 2020. This is a new federal law that affirms pre-existing rights of First Nations and the inherent right

of self-government, which includes jurisdiction in relation to child and family services. The new law sets applicable principles at a national level and procedures for First Nations to enact family law rather than continuing with Provincial child and family service laws. Bill C-92 has provision for our Norway House Cree Nation to state, in writing, our own family law respecting children and families.



In closing, these are just a few highlights that we as an agency have been actively involved in, so stay tuned and watch for information as it becomes available.

Respectfully,
Charlene J. Ducharme, BSW, MPA
Assistant Executive Director

Board Chairperson Message

Tansi Nitotemak,

On behalf of the Board of Directors of KSMA, I would like to send our gratitude to our frontline workers from all departments, foster parents and management team for an awesome job they continue to perform on a daily basis. Your work for the organization doesn't go unnoticed.

I like to acknowledge our partners within and out-of-the-community for their continued support and assistance in maintaining a strong organization that meet the needs of our families and community. I certainly hope the organization has given you a sense of pride and honour to work with our own NHCN children and aboriginal communities in Western Canada.

Continue to guide and direct our children, grandchildren and generations to come to love one another and set a positive and personal example such as our ancestors/grandparents has had prepared for each of us.

In closing, I am proud of everyone's accomplishments that have been achieved this year. I believe in teamwork and I know you can continue to build good relationships with a strong team such as KSMA.

Ekosani, continue to keep families together!

Edward Albert
KSMA Board Chairperson



*“In all that we do, we
must never forget that we
work for the Little Ones”.*

Elder Elmer Courchene

Board Council Portfolio Message

Greetings to the staff, parents, children, community members and new and returning Board members. I want to express my gratitude to our Board members who will be completing their term in July 2020; Edward Albert, Doreen Godwin and Hilda Albert. Over the last 3 years, your input and honest feedback helped to keep KSMA on top of the current issues and maintain the values of the people of Norway House Cree Nation. I thank you for your help and guidance.

This has been a very interesting year with the cancelations of many community events and changes in how services are delivered. One major change was the school year being interrupted with an early closure. Parents and foster parents had to become teachers overnight. Another change was the travel restrictions which impacted family visits and put some court proceedings on hold. The agency had to find alternative ways to maintain contact and continue to provide the essential work that needs to be done.

Before Covid 19 became part of our current lives, we were focused on the new Federal child welfare legislation (known as Bill C-92). Research and meetings with our elders continues to be critical in the development of our own family laws so that we are able to properly provide care and help for families. Currently KSMA delivers services in accordance with provincial laws but as NHCN develops its own laws we will be able to implement these laws with the acknowledgement of our rights and the support of the government of Canada, which is recognized in Bill C-92. This work is not easy and we must keep in mind that we provide services in multiple jurisdictions, including Winnipeg and Norway House. This

means that our work with the provincial government and MKO will continue because we have NHCN members scattered throughout the province and country and also because KSMA continues to provide services to families from other communities under our current mandate.

As Portfolio Holder, I have committed to continue the vision of our former elder advisor, Francis Queskekapow, which is to have control of our children back in our community and to continue providing the best care them.

This line work is not easy, so I commend the staff of KSMA for the hard work you have shown and the commitment you have for the community you serve. In this pandemic we continue to pray for the health and safety of our community.

Ekosi, God bless you
Deon Clarke
Council Portfolio Holder
Cell (204) 301-1626



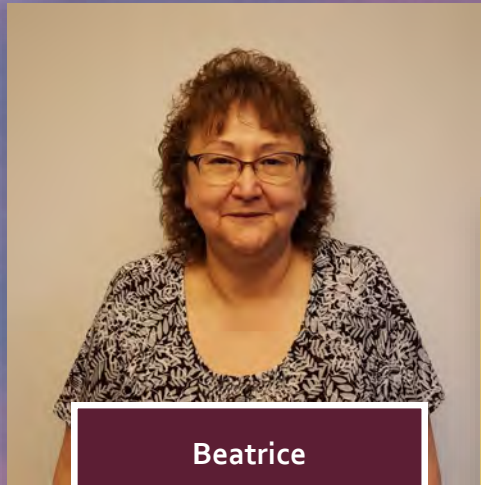
Board of Directors



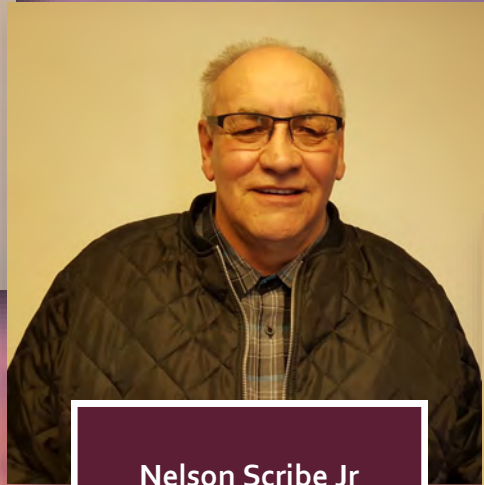
Left to Right:

Edward Albert (Board Chair), Christina Mitchell, Beatrice Queskekapow (Elder Advisor), Hilda Albert, Doreen Godwin (Vice Chair), Nathan Albert, Deon Clarke (Portfolio Holder)

Local Child Care Committee



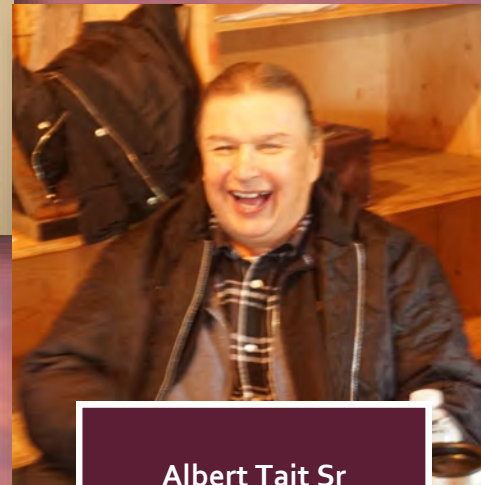
Beatrice
Queskekapow



Nelson Scribe Jr



Robert Hart



Albert Tait Sr

Management Team



Norway House

Charlene Ducharme
Myrna Gamblin
Madeline Gamblin-Walker
Rose M Apetagon
Freda Saunders
Sandra Keam
Deborah Anderson
Sherry Menow
Emma McDonald

Winnipeg

David Monias (*May 2019*)
Rhonda Thomas
Kristen Patkau
Sheila Thordarson (*Interim
PW Supervisor*)
Keith Olson
Jamie Evans
Geoff Carriere
Angela Saunders



Programs and Services

PERMANENT WARD

The permanent ward unit consists of 1 supervisor, 4 permanent ward workers, and 1 in house children in care counselor; they work with permanent wards and children under a surrender of guardianship, as well as, youth who are young adults under an extension of care. There are 222 children in care that are divided between 4 permanent ward workers.

The permanent ward worker is responsible for developing a comprehensive care plan for each of their wards these include; coordinating visits and possible reunification with biological family, updating case plans for short and long term goals, providing basic independent life skills, preparing for young adulthood. The permanent ward worker also provides referrals for further assessment and transitional planning to access services outside of the community such as Disability services, Community living disability services.

This year there was a handful of youth who graduated from high school and a number of staff that graduated from other programs. Staff also participated in this community event of accomplishments, one of our staff members completed the Aboriginal Counselling Skills Program, and two of our staff graduated from Focus Oriented Trauma training certificate Program.



Permanent ward staff were also involved in the following training programs; Making Sense of Trauma-Practical tools for responding to children and youth,

Compassionate Inquiry, Understanding and Working with Sexually Exploited Youth, Addictions and Youth Substances Technology, Out of the Shadows Conference, and Drug Awareness and Trafficking workshop with RCMP.

Staff also participated in the Grandmother’s Walk (raising awareness of violence against women and children in alliance with Missing and murdered) and also participated in the S.E.A.T. walk raising awareness on sexual exploitation awareness of our children/youth/



adult in the community. Staff also were involved in the planning and facilitating of the Annual Family Conference, Block Party, Foster parent Molson Lake Camping trip where they escorted and supervised the youth.



This past year the Agency also celebrated the 20th Anniversary of Kinosao Sipi Minisowin Agency and had an Open House for the community and a number of staff were involved in preparing for this event and were also involved in serving the community members that attended this event. The agency also celebrated a repatriation in April 2019, where a youth who had been under the care of BC Child and Family Services and attended with the foster father and biological Maternal Grandmother in the community and had the opportunity to meet and greet other extended family members.



Programs and Services

FAMILY SERVICES UNIT (Protection)

The Family Services Unit is comprised of the following staff:

Deborah Anderson, Unit Supervisor
Noreen Duncan, Protection CFS Worker
April Ross, Protection CFS Worker
Diane Paynter, Protection CFS Worker
Debra Albert, Protection CFS Worker
April Hart, Protection CFS Worker
Hillary Simpson, Case Aide

Mission:

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

Overview:

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

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:

- Services to families and agreements (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

Never say,
“I can’t”
Always say,
“I’ll try”

Services to Families:

The protection unit works with families that are at higher risk and need agency intervention and support. Parents will have services provided to them such as one-on-one counselling, the parenting program that the Family Enhancement Program facilitates and the Women’s Sharing Group. Other services include respite and supports so as to prevent children from coming into the care of the agency.

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

The protection unit works as a team player within the organization in helping coordinate:

- Annual Family Conference
- Block Parties

Programs and Services

- Jordan Principle Parade
- Christmas Party for children/foster parents
- Family Fun Evenings
- “I Can Program”
- Annual Camps for Children in Care
- Participate in ‘Addictions Week in November Annually”

Annual Family Conference theme **“Guiding Our Youth” 2019**

The conference was scheduled for July 10 & 11, 2019

Resources were asked to partake in doing presentations:

Promoting Mental Wellness: Community Wellness, **Sex Education:** Public Health, **Importance of Communication Between Parents and Youth:** KSMA FEP, **Cyber Bullying:** Parks & Recreation, **Sexual Exploitation:** SEAT, **Healthy Relationships:** Jean Folster Place, **Self-Esteem/Identity:** Resource Team KSMA and Youth Motivational & Keynote Speaker **“ Mitch Bourbonnierre”**.

Deborah Anderson, BSW
Unit Supervisor Protection Unit



“It Takes a Whole Community to Raise a Child”



Programs and Services

RESOURCE TEAM

The Resource Team consists of the:
Federal Resource Coordinator
Foster Care Worker
Alternative Care Worker
Legal Secretary
Intake and Stats Worker
Adoptions Worker
CFSIS Data Entry Clerk



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 the Foster Care Department, Alternative Care Worker, Legal Secretary, Intake and Stats worker, Adoptions Worker and CFSIS Data Entry Clerk and ensuring that effective and efficient delivery service in accordance with **Agency Policy, Standards and Procedures**.
- conduct team evaluation and report delivery and program effectiveness.
- maintain awareness and developments in First nation Child Welfare accordingly.
- facilitate on going developments and maintenance of services.

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 **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

Assists the Foster care worker in recruiting, training and supporting foster families in the community. Other duties:

- Assist in seeking long and short term placements for children in care.
- Assist in the recruitment, training and support of service providers.
- Responsible for screening, selection, contracting, monitoring service providers in the community.
- Provide orientation to service providers and ensure they get certified to provide services to the agency.

Legal Secretary

- 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

Programs and Services

Intake 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. Intake also provides:

- An opportunity for the agency to explain its role regarding Child and Family Services to the community.
- The means by which the agency can organize its resources to better service families in need.
- Confidentiality services in accordance with KSMA policy and procedures and legislation.

The Intake/Stats Worker must have knowledge of:

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



Adoptions Worker (May 14, 2018-August 20, 2019)

Duties include:

- Carry out procedures related to adoptive placement of child
- 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.
- Initial Assessments
- Network with Resources

On July 3, 2019, there was one Order of Adoption granted.
On December 19, 2019, there were three Orders of Adoption granted.

CFSIS Data Entry Clerk

Ensures that all file material is uploaded to appropriate files in a timely and efficient manner. The CFSIS Clerk also maintains confidentiality in accordance with the KSMA Policy & Procedures Manual. The CFSIS Clerk is also responsible to input all CFSIS entries.



The Resource Team has an intake system and procedure that is followed. The team ensures that all necessary checks are completed for all foster parents and service providers. Namely: the Criminal Name check and the Child Abuse Check which are renewed every year. The Resource Team encourages extended family member to come forward and take care of our children in care, after all that is the best kind of home a child can have. Keep in mind, extended family members still need to go through the process of completing a foster care application and meet the requirements to foster.

Resource Team Training

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

Training	Date	Attendees
SEY Training	May 29-31, 2019	Resource Coordinator Child Abuse Coordinator AOM Worker Perm Ward Worker FEP SEY Members FSD Counsellors
Alternative Care Committee Start Up—Northern Authority	October 18, 2019	Resource Coordinator Foster Care Committee

Programs and Services

Resource Team Activities

Block Party, June 25, 2019

373 Diamond 4-8 p.m.

The objective of the Block Party is to promote, establish and strengthen unity and healthy families for the community of Norway House by coming together and having fun with each other. Activities and Entertainment held at the Block Party:

- Karaoke, jigging (Adult and Children), Basketball 21
- Fun Centers:
 - * Face Painting Centre
 - * Fishpond Centre
 - * Duck Pond Centre
 - * Nail Painting Centre
 - * Arts and Crafts Centre



Foster Care Molson Lake Camp August 2-5, 2019, Molson Lake Lodge

This is another activity where the bonding of foster parents and children in care are encouraged. Some training takes place during the weekend as well; this time around Trauma Sessions were presented by Kim Schellenberger and Mitch Bourbonnierre.

There were approximately 34 participants transported by boat to the lodge. Breakdown of participants is as follows:

- ◇ 7 Staff
- ◇ 4 Service Providers
- ◇ 2 Students
- ◇ 21 CICs



Activities during this camp includes fishing, swimming, pool, card games, berry picking, scavenger hunt, campfire, boat riding and sight seeing. Everyone had fun!

National Foster Parent Week

October 15-18, 2019

During this time, events are held in honor of the foster parents. A variety of activities takes place during the day and evenings. The Cree Language was the theme for this week.



Participants were awarded with door prizes and refreshments were made available.

Foster Parent Christmas Dinner

December 3, 2019

This event seems to grow annually with a participation number of approximately 250; foster parents and their foster children as well as their own children attends.



During the dinner, the foster parents are acknowledged with gifts. If the foster parents would like their children to receive gifts, the foster parents bring the gifts and Santa gives them out.

Foster Care Stats:

PLACEMENT		Count	AR Count
FH	Foster Home	13	
	FH-Spec	80	93
RC	Residential Care	0	0
OPR	Place of Safety	42	
	Not Known	0	
	Out of Province	0	
	Ind Living	2	44
SAP	Select Ada Prob	0	0
ONP	Correction	0	
	Health/Mental	0	
	Own Home	12	12
TOTAL		149	149

Programs and Services

FAMILY ENHANCEMENT PROGRAM

Our motto is “SOHASTATAAN KASKIHEWESIWIN.”
It means: an invitation “TO STRENGTHEN OUR NATURAL ABILITIES”.

Family Enhancement Services include:

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

The Family Enhancement Program works to advance the Kinosao Sipi Minisowin goals of helping Norway House Cree Nation families strengthen their parenting and family skills and to provide prevention services that will help to keep families together and prevent children from coming into agency care. Family Enhancement Staff work together with other Minisowin programs and NHCN resources to provide prevention supports and services to Norway House Cee Nation members and residents.



One-on-One services

The chart following shows the total monthly numbers of families and their children who were provided with services by the FE Program from April 1, 2019 to March 31, 2020. Services provided include: Individual and family strengths and 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 agency care; Action planning with families to help reduce the identified risks of family breakdown; Referrals and collaboration with families to access other KSMA Family Enhancement resources such as counselling, Land based and educational workshops, Parenting programs, and NHCN resources and program supports.

Programs and Services

Indicators	Number
Children at Risk	
1. Number of children at risk who received intervention support:	372
2. Number of children at risk who received intervention support for the first time:	94
3. Number of children at risk who received intervention support within 12 months of file closure:	67
Prevention	
4. Number of children who received prevention support service(s) in the home:	157
5. Number files closed where the child (children) was NOT removed from the home; after receiving prevention service(s):	64

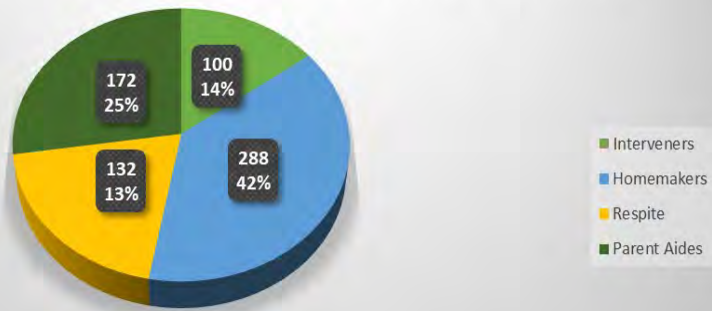
In-Home Supports

Family Enhancement provided services to families in-home and through other forums in fiscal year 2019-2020. FE Workers and NHCN families work together to complete a Family Assessment that helps to determine the type of support services that the family needs. If it is determined that the family can be strengthened with the help of in-home supports to prevent children from coming into agency care, FE Workers and the family work together to develop a plan of services. Services to Families In-home supports include but are not limited to:

- ◊ Parent-Aides – Service providers who assist parents in the home with the care and teaching of their children to help them learn age appropriate day-to-day skills. 172 weeks of Parent Aide services were provided to families in NHCN during fiscal year 2019-2020.
- ◊ Homemakers – Service providers of different categories such as Homemaker 1: assisting and mentoring families with cleaning and safety of the home for the children; Homemaker 2: Service providers who provide and/or reside temporarily in the home to help with child care when parents and caregivers are unable to provide the care. Homemaker 3 & 4: temporary childcare provided for specific daily hours depending on the need. 288 weeks of Homemaker services were provided to families in NHCN during fiscal year 2019-2020.

- ◊ Interveners – Service providers who provide activity supports for verbal, school-age children. 100 weeks of Intervenor services were provided to families in NHCN during fiscal year 2019-2020.
- ◊ Respite Workers: Provide child-minding supports for families on a regular schedule. 132 weeks of Respite services were provided to families in NHCN during fiscal year 2019-2020.

FE Services to Families: 692 Total Weeks of in-home Service were provided April 1, 2019-March 31, 2020



Please note: Family Enhancement service providers are required to provide a child abuse registry check (the forms are at our Program Center and main offices) and a police record check which can be obtained from the RCMP.

Approval of service providers is done by FE Workers in collaboration with the parents and/or homeowners
Please call (204) 359-8083 for more information.

Counselling Services

Referrals for counselling are provided by workers and some community referrals are made at the request of individuals who

Programs and Services

are more comfortable receiving a counselling service in our own Ininiimowin language. The majority of requests are for individual counselling. Family counselling, couples counselling, and group counselling services are also provided.



Parenting Workshops

Parenting workshops are designed by Family Enhancement staff to help parents and caregivers begin a process of recovery from the on-going intergenerational effects of colonization and residential schools. These harmful effects have impacted our parenting, our family life and our community life; leading to families breaking down and children being taken into agency care. Workshops are focused on building up parenting skills, family skills, and building up self-help approaches.

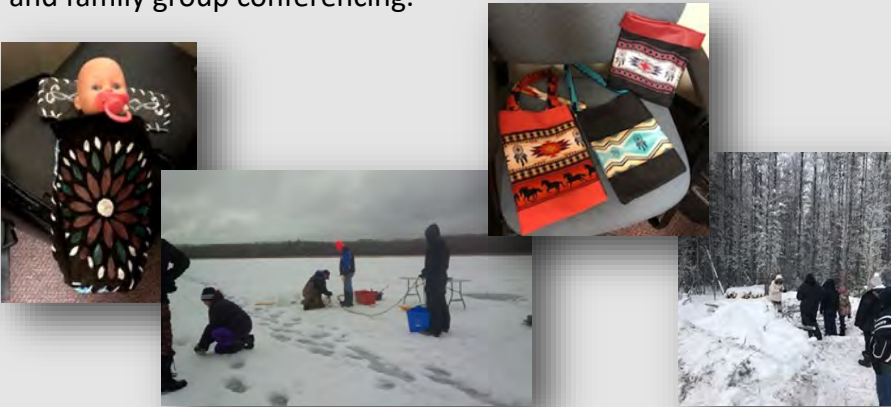


Family Enhancement Parenting Workshops: Part 1 of 3			
Group Rotation will be done to ensure each participant has a chance to attend all the sessions.			
Day 1	Day 2	Day 3	Day 4
9:30 a.m. – 12:00 noon	9:30 a.m. – 12:00 noon	9:30 a.m. – 12:00 noon	9:30 a.m. – 12:00 noon
Workshop 1: Colonization/Residential School effects on Parenting	Workshop 5: Co-dependency	Workshop 9: Self-Care	Workshop 13: Parenting Styles
Workshop 2: Family Dynamics	Workshop 6: Grief and Loss & Separation	Workshop 10: Self-Esteem	Workshop 14: Pamihawasowin
12:00 to 1:00 Lunch break	12:00 to 1:00 Lunch break	12:00 to 1:00 Lunch break	12:00 to 1:00 Lunch break
1:00 p.m. – 3:30 p.m.	1:00 p.m. – 3:30 p.m.	1:00 p.m. – 3:30 p.m.	1:00 p.m. – 3:30 p.m.
Workshop 3: Effects/Affects of Drug & Alcohol Use	Workshop 7: Budgeting	Workshop 11: Family Violence	Workshop 15: Video & Discussion Session
Workshop 4: Coping Skills	Workshop 8: Stages of Child Development	Workshop 12: 7 Teachings & Tipi Teachings	Workshop 16: Video & Discussion Session
3:30 – 4:00 Debriefing/Sharing	3:30 – 4:00 Debriefing/Sharing	3:30 – 4:00 Debriefing/Sharing	3:30 – 4:00 Debriefing/Sharing

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

Land-based Therapies


Land-based healing forms a large component of culturally appropriate services to families. Sharing circles and workshops continue to be held at our cultural camps at Sea Falls, Molson Lake Road and Molson River. The Family Enhancement land-based services are now compiled into one program called “Kawîcîtonow Pathways (KP).” KP provides educational and skills building services for individuals, families, & groups and includes mediation and family group conferencing.



Programs and Services

Kawicitonow Pathways

Kawicitonow Pathways is a component of the Kinosao Sipi Minisowin Agency Family Enhancement prevention program. It is a culturally appropriate approach to promote child, family and community well-being in the context of Kinosao Sipi's (Norway House Cree Nation) indigenous world views.



Kawicitonow Pathways is land-based. It utilizes local resources to meet objectives of providing services to help families prevent children from coming into agency care. It is also an additional resource for after-care of intergenerational impacts/effects of colonization. It is very important for our people to regain their language, traditional knowledge and practices.

"The Land as Healer"

Land as a healer:
The scope of creation includes living animals, trees, and water which are available and can be utilized for attaining and building a balanced life.


Social Inclusion:
Families and their ancestors have practiced the traditional way of life in our territory for generations. These traditions include trapping, fishing, hunting, and harvesting medicines. This was and is our way of maintaining holistic well-being. Therefore, land-based therapies incorporate these elements and reinforces our stewardship of our land and its resources.

For more information, please call KSMA Family Enhancement @359-8083

Madeline Gamblin, KP Supervisor ext. 2225
Valerie Forbister, KP Mediator ext. 2231
Genevieve Dumas, KP Worker ext. 2232

This is a pathway of Life— all life is connected to the water, land, air, fire, and animals
Everything and everyone with a spirit is interconnected
It is Natural Law which dictates the flow of seasons and which animals and plant life will provide sustenance to families.
Each season has a purpose:

- Spring— Sikwan, brings forth renewal (birth of animals) and awakening of dormant life (plants, trees, berries, medicines)
- Summer-Nipin, growth and development of newborn life, harvesting
- Fall-Takwakin, harvesting of life giving plants, trees, animals for winter survival
- Winter-Pipon, Mother Earth covers up in her blanket of snow. A time of rest, self introspection, and rejuvenation.





All FE staff work together to provide networking supports and outreach activities with other programs and services. The excerpt following is from the FE Annual Reports to our funders at Indigenous Services Canada:

Type of Activity	No. of Participants (Total numbers of Adults & Children over a 12 month period April 1, 2019 to March 31, 2020)	Comments
Family Camps	1,340	Annual KSMA family camp at Sea Falls (this camp was held July 15, 16, 17, 18 & 19, 2019 . The first annual FE Rice Gathering & Fall Hunting Camp was rescheduled to 2 days from the original 5 days (Sept. 18-22, 2019) that were planned due to unforeseen circumstances which meant children couldn't be excused from school at that time.
Kawicitonow Pathways (Land-based therapies): Parent support group activities, Cultural Camps at Molson Road, Hairy Lake, Sea Falls, Molson River, Sundance, Mediation, Family Group conferencing	740	Although Family Enhancement provided camps, presenters and supports in August 2019 for the Missing & Murdered Indigenous Women & Girls gathering and the annual Maggie Paul NHCN Wellness gathering, numbers of participants are not included here. Those numbers are with the NHCN programs that organized the events.
Outreach: Networking with other community resources	1,683	KSMA Annual Family Conference, Northern Authority-FE Annual Conference, Treaty & York Boat Days, Pipon Festival, Canoe voyages, , Powwow, Jordan's Principle Parade, Bear Witness Day, Walk against Violence, Kitiisiyawin Program, Halloween Haunted House, Christmas Breakfast, Family Recreational activities.

Annual Family Camp 2019

On July 15th to 19th, 2019, we had another successful annual KSMA Family Camp at Sea Falls. 355 participants attended one, or all, of the 5 days of fun and adventure in a traditional camping area of our NHCN ancestors. We had an average daily attendance of 265 children, parents, caregivers, and Elders. Here are some of our participants - learning, cooperating, helping, and building important skills while having fun with their families:



Programs and Services



Fishing Derby at Family Camp



Family Camp



Programs and Services

Annual NHCN Sundance

The NHCN annual Sundance was held July 25 to 28, 2019 at the Molson Road camp near Paimusk Creek. The site is next to the Family Enhancement camp and FE helped the Sundance organizers with the set-up of supplies, meals, cleaning and hosted campers and visitors in the cabins and on the grounds.



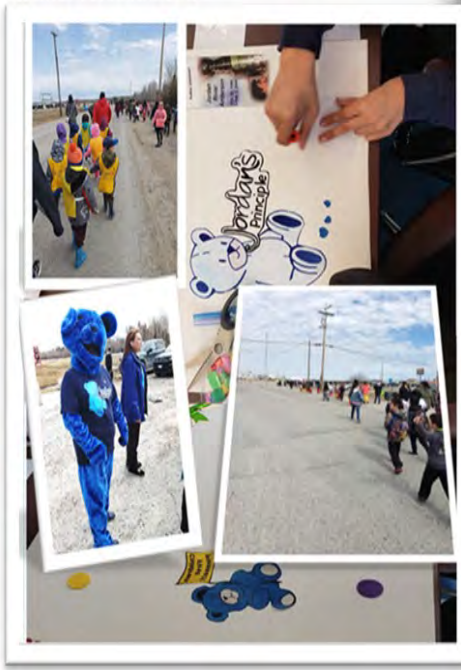
The staff at the NHCN Jordan’s Principle Program hosted the annual parade on August 5, 2019 to continue demonstrating support and advocating for First Nations’ children with special needs. FE staff joined the parade in support and contributed donations and a float.

2019 Annual Jordan’s Principal Parade



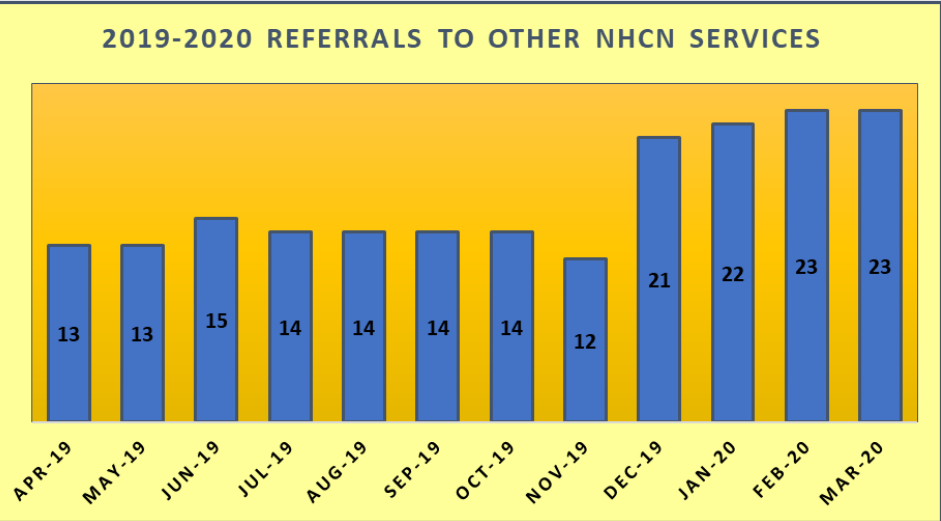
MARCH 10, 2019 Bear Witness Day

FE provided donations & participated in the event to raise awareness of the needs of First Nations children & to help stop discrimination against FNs children.



Programs and Services

FE Referrals to other Norway House Cree Nation Services
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.



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



Bill C-92, an Act respecting First Nations, Inuit and Métis children, youth and families, was passed into law by the House of Commons on June 3, 2019. Bill C-92 came into force on January 1, 2020 and is now the law governing any child and family services for indigenous children in Canada.

The Elder’s Advisory group continued its review of documents concerning Bill C-92 that were prepared by the Assembly of First Nations, Manitoba Keewatinowi Okimakanak, Assembly of Manitoba Chiefs, and KSMA and to review the potential effects, both positive and negative, of the new law. The Elder’s Advisory group are Dorothy Dixon, Margaret Balfour, Elisabeth Tait, Maggie Ettawacappo, Lydia Osborne, Lawrence Dixon, Jane Anderson, Alice Muskego, Albert Tait and Albert Ross. They are working to prepare recommendations on the application of Bill C-92 within Norway House Cree Nation.



Programs and Services

Madeline Gamblin, assisted with transcription into the Kinosao Sipi (Norway Hoe) Cree Nation dialect of the Spirit Bear book which emphasizes the importance of First Nations’ children. It is published by the First Nations Child Caring Society.
Contact information: <https://fncaringsociety.com>

Other Activities



KSMA’s 20th
Year Open
House saw 88
visitors to
Family
Enhancement
at the Program
Centre



NHCN Walk Against Violence



We had 262 children & family members join us for the annual Christmas Pancake Breakfast at the KSMA Program Centre



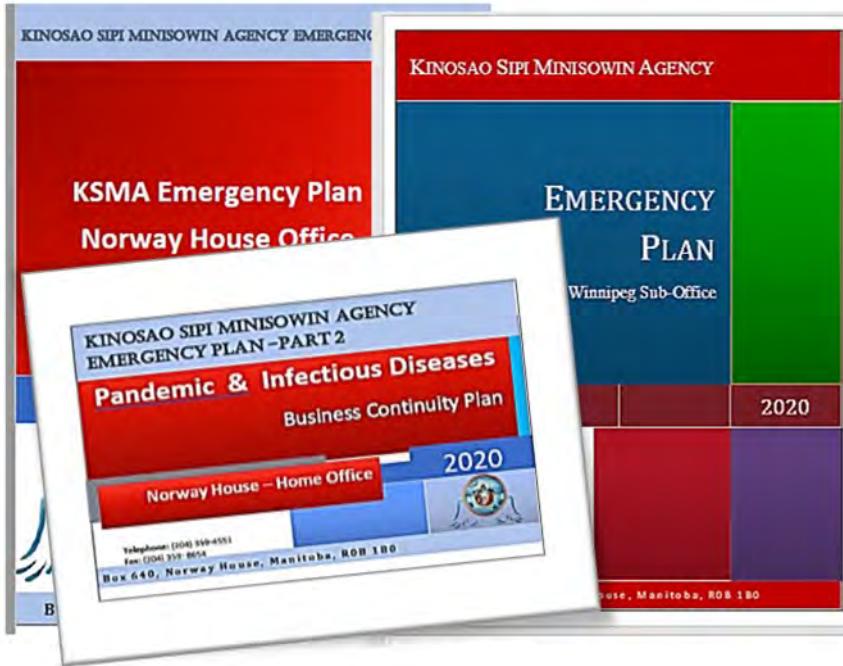
Programs and Services

Staff Training

Family Enhancement Staff completed trainings in 2019 to increase worker effectiveness in various social work service areas of the program.

KSMA Accountability Case Management & Structured Decision Making: Rose Apetagon, Angel Balfour, Georgina Balfour, Patricia McLeod, Madeliene Muskego, Pearl Muswagon, Kristen McKay, Valerie Forbister, Genevieve Dumas	CORE 833- Understanding & Working with Youth Who Have Been Sexually Exploited: Angel Balfour, Patricia McLeod, Valerie Forbister, Yvonne Flett, Madeliene Muskego, Genevieve Dumas, Pearl Muswagon, Kristen McKay, Terry Dixon, Lorna R. Muswagon
Beyond Trauma - Walking with Resiliency provided by AMC and the FN Family Advocate Office: Yvonne Flett	Community Works- Providing Support to Mothers in Addictions Recovery: Kristen McKay, Madeleine Muskego, Valerie Forbister, Yvonne Flett, Genevieve Dumas
Clerical & Reception: Maintaining Filing Systems: Terry Lee Dixon	Mental Health First Aid Course provided by the Mental Health Commission of Canada: Rose Apetagon, Madeleine Muskego
Butterfly Lodge/New Directions - Manitoba Prevention of Child Exploitation training: Rose Apetagon	Level 1- Threat Assessment Training: Terry Lee Dixon

At the close of our fiscal year in March 2020, KSMA and all other programs and services in Norway House Cree Nation received the information that a global pandemic had been declared by the World Health Organization. KSMA began preparing for ways to safely keep providing services and supports to the families we serve. It means new ways of connecting with families while maintaining prevention of the spread of the virus and maintaining infection controls within our work environments. For this purpose, all KSMA Emergency and Pandemic Plans are being updated on a regular basis.



Thank you,
M. Myrna Gamblin
FE Coordinator

Programs and Services

SEAT (Sexual Exploitation Awareness Team) Initiatives for the community of Norway House Cree Nation

April 2019

SEAT had the first meeting to re-establish the regional team within the community of Norway House. The Coordinator decided that it would be pertinent to have representation from the various community resources, including members from child welfare, health services, school representatives. There are monthly meetings held to plan activities and information sharing in the community.

May 2019

To begin the process of learning and establishing awareness within the team, various SEAT members attended the Understanding & Working with Children & Youth who have been Sexually Exploited Training on May 29-31, 2019 in Brandon, Manitoba.

July 2019

SEAT participated in a community presentation at the Kinosao Sipi Minisowin Agency Annual Family Conference on July 10-11, 2019. This presentation went very well and participants asked to see more information available in the community.

September 2019

To



continue our awareness initiative of Sexual Exploitation in Norway House, we had our first awareness walk in the central area of the community on September 21, 2019. We had safety officers escort the walkers with their banner. We ended the walk with a community feast.

October 2019

SEAT invited Bobbie Charles from TERF to present a three-day training session on Understanding & Working with Children & Youth who have been Sexually Exploited on October 23-25, 2019. Local community resources attended this training and are now members of the Sexual Exploitation Awareness Team.

February 2020

The SEAT members did an informational session on the local radio and tv station to create even greater awareness within our community. We also placed information posters on local business' bulletin boards, as well at local schools. Letters and information were sent to the parents for an upcoming presentation SEAT wanted to do at the HBO School for mid March.

Five SEAT members attended the Butterfly Lodge Training on February 25-28, 2020.

March 2020

During Sexual Exploitation Awareness Week, we had several team members partner up and present information booths with pamphlets/information at the local mall. SEAT organized with the school for Bobbi Charles to come and do a video presentation with the grade 11 and 12 students. Pamphlets and information were handed out to each participant.

SEAT also distributed pamphlets through the post office to community members.

Programs and Services

PERMANENT WARD

Permanency Planning in Child Welfare can have different meanings depending on the child, family and circumstances surrounding the case. 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 a family is always the main goal for children who are removed from their homes and placed in foster care.



PW Supervisor

When children must be removed from their families to ensure their safety and wellbeing, permanency planning efforts focus on returning them home as soon as possible or placing them with another caregiver in a legally permanent family. Other permanent families might include relatives, or caregivers who obtain legal custody, or guardianship. Permanency planning also includes maintaining or establishing meaningful connections with other caring adults in the child’s life (relational permanency) with family, friends, and community.

The following are possible outcomes of Permanency Planning:

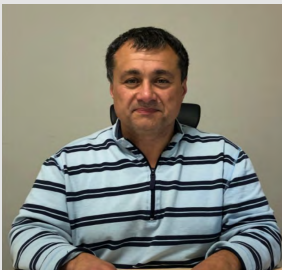
- ⇒ Repatriation
- ⇒ Permanent Order Rescission
- ⇒ Long Term Foster Care
- ⇒ Adoption and Legal Guardianship
- ⇒ Transfer of Guardianship via Section 38.1(b) of the CFS Act
- ⇒ Alternative Care
- ⇒ Extensions of Care
- ⇒ Age of Majority/Transitional Services



Darlene Maika, PW

Permanency planning for children is offered by the Permanent Ward Team which consists of eight team members, seven case managers and one supervisor. All workers have a Bachelor of Social Work Degree and/or an equivalent undergraduate university degree. Of the eight permanent ward workers, three are registered with the Manitoba College of Social Workers and one has a master’s degree in Social Work. Throughout the last year, KSMA has said goodbye to a few of its workers but quickly filled those vacant positions and welcomed new workers to the team. The Permanent Ward team has six workers who work closely with the permanent wards of various ages.

We have one Age of Majority Worker who works with children and young adults who are close to aging out of care. The Age of Majority worker ensures that the youth and young adults who are connected with KSMA have access to supports and resources at the age of 18 to 21, when KSMA is no longer in a position to keep their files open. This means connecting the youth or young adult to CLDS, Employment and Income Assistanes and/or other community supports and resources that can pick up where KSMA left off.



Bob Delic, AOM

The team is dedicated to permanency planning based on the best interest of the children and the family’s engagement. This includes developing obtainable goals and plans for children aging out of care, transitioning to independent living, and maintaining healthy, meaningful family relationships with their siblings, parents, and extended families when possible. The team continues to work closely with community resources and agency collaterals such as

Programs and Services

foster families, therapists, schools, treatment centers, youth justice, adult justice (where our Young Adults are on an Extension of care), law courts, ANCR, biological families and many other community resources.

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 continues to explore and utilize Alternative Placement Orders found in Section 38.1(b) of the Child and Family Services Act. The Permanent Ward team has also supported numerous private guardianship applications.

The Permanent ward team has also worked very closely with biological parents in successfully rescinding existing Permanent Orders and supporting the reunification of parents with their children.

let them be **LITTLE**
fill their hearts with
LAUGHTER
help them **GROW WINGS**
nurture their sense of
WONDER
inspire them to **BELIEVE**
LOVE them like there's
no tomorrow



Bryan Salangsang, PW



Mary Ann Cirio, PW



Corrine Bruce, PW



Programs

FAMILY SERVICES
(Protection)

The Protection team works with families who are at higher risk of requiring protective interventions.

The team assists families with in-home support and food vouchers when needed. The goal is to prevent children in the home from coming in to care, therefore prevention focused assistance is very important. The goal for families we work with is for them to become fully self-sufficient in effectively managing their parental responsibilities. This may mean participating in recommended programs on therapy.

When the Protection team must apprehend then we follow Bill C-92 which was implemented by Federal Government on January 1, 2020, for First Nations, Inuit and Metis children, youth, and families. This law requires the Agency to find family first for placement. This is a practice which we have been implementing for many years. We search for family who are willing and able to take in their relatives' children until parents can stabilize and deal with their issues.



Preservation Services consist of:

- ◊ Services to Families (Support workers)
- ◊ Psychological Assessments
- ◊ Family/Individual Counselling
- ◊ Parenting/Domestic Violence Programing
- ◊ Reunification
- ◊ AFM Assessments



Protection Services consist of:

- ◊ ANCR does our afterhours Intake and apprehension
- ◊ Our Agency during working hours have an on-call workers who take emergencies.
- ◊ Apprehension
- ◊ Court consist of Order of Supervisions, Temporary Orders
- ◊ Permanent Orders
- ◊ In the event our children become permanent the file is transferred to our Permanent Ward team for Permanency planning for the child.



Programs and Services

PROVINCIAL RESOURCE TEAM

During 2019-2020 our resource and administration team continues to provide support to the frontline teams working together in fulfilling the agency processing requirements:

- * Intake and stats
- * CFSIS – Child and Family Services Information System
- * Foster care Dept – 3 staff
- * Service Provider program
- * Filing System management

The resource team works harmoniously with the frontline teams on a daily basis to ensure processing within the agency is compliant with legislation and standards. Supporting the frontline teams in the areas of foster care, intake and stats, support worker services, records management and communications.

The resource team has taken an active role in ensuring the safety policies and procedures are followed through this era of the Covid-19. KSMA leadership responded quickly coordinating safety plans for our children, families and our staff at the start of this pandemic. Swiftly outlining and implementing safety precautions in the workplace and foster homes to minimize the spread of this virus. The resource team works from home when they are not scheduled to work on the monthly schedule drafted by KSMA management. The resource team members continue to produce the work requirements that keep the process moving forward despite the recent restrictions.

Foster care plays a key role in our whole CFS process. In this past year Bill-92 legislated the directive for foster care and frontline workers to begin contacting families of children who are in care. The objective is to seek placement with family members, extended family or home community within the child's family circle who would be willing to welcome them into their family unit rather than the child residing in a foster home. The success rate is slowly climbing thanks to the team work put forth from the teams involved.

This past year KSMA has purchased a house in Winnipeg used for short term emergency placements, primarily used for our Level 5 teens and sibling

groups. The Home is named Charlie's Safe Haven in honor of the late Charlie Evans who worked many years for KSMA and had a positive impact on many children, families, staff and community members.

The support worker program recruits a large number of support and respite workers who are assigned to meet the daily needs of the children based on the request from the case managers. Supervising visits, taking children to medical appointments, escorting and supporting children on family/home community visits, one on one mentoring are a few of the many tasks provided by the workers.

The Intake and stats worker compiles children in care lists for the workers and keeps the agency stats up to date. Tracking new admission, case transfers and other matters through the intake process helps KSMA continue to be organized in that regard. Also, they help to produce information as requested by management, the province or for year end stats reporting.

Our file clerk manages all information on the child's file categorizes according to standard filing requirements. Filing case notes, and ensures health cards, Phin numbers etc. are available in each child's file only few of the many duties the file clerk and other resource members conduct on a daily basis. They help support frontline processes with children and families and the agency greatly benefit from their excellent team work!

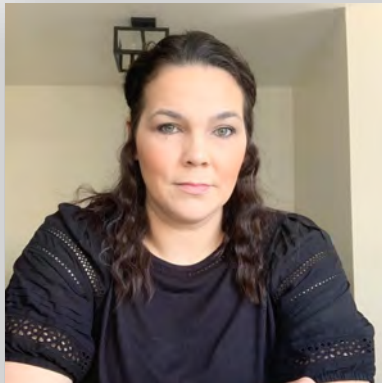
Keith Olson
Provincial Resource Coordinator



Provincial Resource Team

Programs and Services

DISPUTE RESOLUTION SERVICES



As part of KSMA’s commitment to offer services that are reflective of traditional and historical family strategies that focus on restoration, the agency invested in alternative programming in preparation for the new federal legislation (“An Act Respecting First Nation, Inuit and Metis Children, Youth and Families”) that took effect on January 1, 2020. The agency Board of Directors focused on restructuring different areas that would allow the agency to offer these services in-house on a regular basis. The previously known Legal Secretary position was restructured and is now known as the Dispute Resolution Services Coordinator (DRS Coordinator) position. The DRS Coordinator oversees four key areas: Legal Services, Mediation Services, Elder Services and First Nations Communications.

Traditional restorative family practices are familiar to KSMA, as KSMA has led the way in identifying unique ways to achieve this under the current provincial child welfare legislation. KSMA is committed to practices that support the family at any stage in their healing journey. KSMA was one of the first agency to start seeking Alternative Placement orders (section 38.1b of the Child and Family Services Act), in order to support a family’s ability to function during times of breakdown without ongoing agency involvement.

KSMA plans to incorporate additional programs and pilot projects that further support this type of approach. Below summarizes the

four key areas of Dispute Resolution Services:

Legal Services:

The agency continues to work closely with their long-term legal counsel Grey and Company. The agency continues to seek temporary orders, orders of supervision, permanent orders and voluntary placement agreements, for a variety of child protection situations. During the lifetime of these orders/agreements, the agency continues to work with the families in different capacities. In situations where reunification is not possible, the agency seeks to support the child(ren) in identifying alternative long-term care plans, these alternative plans include supporting placement with another parent or extended family, supporting legal guardianship to both biological and non-biological family connections, and most frequently, supporting alternative placement orders that eliminates the agency involvement in child protection situations where alternative care providers are able to provide that support. The agency also continues to aim for reunification post permanent order and has been able to successfully rescind several permanent orders and return children to their parents.

During the 2019-2020 fiscal year, seven children were discharged from agency care with guardianship transferred to an alternative caregiver through alternative placement orders and private guardianship orders. The agency also rescinded permanent orders for another seven children, who were returned home to their parents.

During the 2019-2020 fiscal year the agency was granted a total of 48 court orders, of these orders 10 were Permanent Orders. The agency aims to exhaust all temporary time in care that is outlined in the Child and Family Services Act, prior to seeking a permanent order. As well as offer families the opportunity to enter into voluntary placement agreements in order to continue to support

Programs and Services

the parents/caregivers needs for additional time to address their individual struggles. The agency has entered into voluntary placement agreements after temporary care time has been exhausted when a parent is actively engaging in reunification plans and requires an additional short-term amount of time to complete the necessary requirements.

Mediation Services:

In 2019 the agency invested in training the Dispute Resolutions Services Coordinator in the Mediation Skills Certificate Program offered through Mediation Services Winnipeg. In June 2019, the DRS Coordinator graduated from the Mediation Skill Certificate Program and began to develop the in-house mediation program. Mediation services offer mediation to families, children, foster families, etc., as a direct service to case managers.

Elder Services:

Over the recent years KSMA has offered Elder Services through external resources. In 2019 the agency aimed to develop their own Elder Advisory Committee (EAC) that would be offered as another direct service to case managers and families. With the approval from the Board of Directors, three Elders were appointed; Ms. Annie Lachose, Ms. Margaret Osborne and Mr. Ken Paupanekis. In January 2020 the EAC had their first meeting, and over the next few weeks the Elders continued to attend conferences and training to allow for them to better understand the child welfare system and the current changes. In mid-March 2020 the EAC was scheduled to have their first family specific intervention meeting to offer guidance and recommendations. Unfortunately, due to the COVID-19 state of emergency, the EAC were forced to postpone all their meetings.

First Nations Communications:

In 2019 the agency committed to seeking support from First

Nations governments when the agency planned to support guardianship and alternative placement orders. The agency adopted the practice of sending written notification to the appropriate First Nations governments prior to entering court proceedings for such orders.

In January 2020, with the implementation of the new federal legislation, “An Act Respecting First Nation, Inuit and Metis Children, Youth and Families”, the agency committed to notifying First Nations governments of all apprehensions, court proceedings and voluntary agreements, as well as requesting assistance in identifying family connections. In February 2020, the agency welcomed, for the first time, a Band Councillor to attend a court proceeding as a support to the family. The Band Councillor was welcomed into the court room by all parties and the presiding Master, as well as personally invited back to the next court hearing.

Overall, the agency has received very few responses from First Nations governments but anticipate more involvement as the practice of the new legislation takes place across the country.

In the upcoming fiscal year, the agency is aiming to have additional resources available that will act as a direct connection between the agency and the First Nations communities across Canada who have members connected to KSMA. Communication between First Nations government and KSMA takes a lot of research, time, dedication and relationship building. In the near future, the agency hopes to have additional staffing resources that will help identify familial connections with families across Canada.

Angela Saunders
Dispute Resolution Services Coordinator

Programs and Services

Family Enhancement

The Winnipeg Family Enhancement team is made up of four staff, consisting of:

Jamie Evans, Family Enhancement Coordinator
Aiden Todd, Family Enhancement Worker
Soraya Valencia, Family Enhancement Worker
Danielle Duncan, Family Enhancement Worker

The Family Enhancement Program is designed to assist families 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 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.
- ♦ Support 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, 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:

- ♦ Support parents who are pursuing education (such as grade twelve)
- ♦ Advocating for daycare services
- ♦ Respite
- ♦ Goal setting and Wellness plans
- ♦ Connecting with community resources (Jordan's principle, treatment centers, foodbanks, therapy, disability services, etc.)
- ♦ Providing bus tickets
- ♦ Being a moral support
- ♦ Facilitating agency events such as KSMA Cultural Days, Craft days, medicine picking, Sweats, Summer Fun Days.
- ♦ Adolescent support
- ♦ Individual and family counselling
- ♦ Life-skills training
- ♦ Family mediation
- ♦ Youth programs
- ♦ Healing and cultural teachings
- ♦ Elder services
- ♦ Family recreation
- ♦ Advocacy
- ♦ Family support



The Family Enhancement Team was originally made up of three members but with the addition of a new worker, the Family Enhancement team will be the main point of contact and will work at enhancing cultural practices within the agency.

Over the course of the year the program had one university student complete their practicum placement, working with the team daily.

Programs and Services

Family Enhancement Winnipeg Office Activities

Craft days continued to take place with elder Olive Monkman; she taught the children basic bead work and moccasin making and traditional skirts.

Other activities include:

- ◆ April 26, 2019-Paint Night with Gail Sinclair for children and families.
- ◆ May 29, 2019-FEP coordinated a foster parent appreciation day. FE handed out information and had discussions with foster parents about the importance on incorporating cultural in children's lives.
- ◆ KSMA Family Fun Day/Cultural Day June 28, 2019
- ◆ July 24-28, 2019-Norway House Sundance. The agency supported children and families at attending the Sundance in Norway House
- ◆ October 18, 2019 The agency had its Family Fun Day/Cultural day
- ◆ September 20th-23rd, 2019-FE support children and families at attending the Fall gathering at David Blacksmith's farm-included sweats, walking out ceremonies, men, women and children's teachings, etc.
- ◆ December 13, 2019 The agency had its Family Fun Day/Cultural day
- ◆ March 2020-This year our Spring Family Fun day was cancelled due to the pandemic. The agency reallocated the funds to purchase educational/activity supplies for children and families.

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, when safe to do so.



Financial Report

KSMA – 2020 Financial Summary

For the period ending March 31, 2020, KSMA ended the year off strong with a healthy operating surplus of approximately \$1.2 million from normal operations. During the fiscal year, KSMA was also able to recover significant funds from prior period Provincial maintenance expense as well as ISC expense recoveries through the Canadian Human Rights Tribunal for a combined total of approximately \$2.9 million bringing to overall annual surplus to approximately \$4.1 million. 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, 2020. This is the 7th 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.

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 close to \$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.

Single Envelope Funding

During the fiscal year, KSMA also transition from block funding to single envelop funding for funding the Agency receives from the Province. From an operating perspective, the change is funding is immaterial as both types of funding are similar. The major difference is that single envelop funding includes operations funding into the overall envelop whereas under block funding, our funding for maintenance was fixed. Because KSMA’s operations funding has been consistent from year to year, the change in funding will have little impact to our overall operations. Nonetheless, it is imperative that KSMA continue to have strong fiscal management of their operating and maintenance budget to ensure the Agency can continue successfully in the short term and long term.

During the year, we also saw a shift in how the Agency was funded. Under single envelop funding, both maintenance and operations funding form



Financial Report

the Province has shifted to the Northern Authority to administer these funds.

We also saw a reducing in overall maintenance funding from approximately \$788K a year to \$718K a year if we keep operations funding static. The reduction in funding will challenge KSMA to ensure we continue to find synergies and efficiencies in maintenance costs while not compromising service delivery and children's needs. The Agency must continue to be fiscally prudent to ensure we have sufficient cash on hand to address short- and long-term operations including unexpected costs increases. KSMA Executive team continues to relentlessly negotiate and pressure the Provincial government increase maintenance funding levels to actuals.

Provincial Child Tax Benefit

During the year ended March 31, 2019, the Province announce that CFS Agencies will be able to retain their Child Tax Benefit monies (also known as Children Special Allowance (CSA)) received from Canada Revenue Agency starting April 1, 2019. This was the first full year KSMA was able to collect and recognize CSA dollars on our income statement as revenue.

Historically, the Province forced Agencies to remit CSA monies back to the department through funding recoveries or voluntary submissions. Agencies have argued with the Department for years arguing that these funds belong to the Agencies for children in care.

A change in policy will assist Agencies including KSMA financial stability. With anticipated funding level reductions, CSA dollars will



provide Agencies an alternative tool to help assist children in care financially.

COVID-19

The Agency suffered significant operational challenges with the emergency of COVID-19. The pandemic forced the Agency to work with a limited and rotating staff. Further, to avoid disruptions in our financial operations, KSMA migrated over to process a significant amount of our payments via Electronic Funds Transfer (EFT).

KSMA had sufficient cash on hand to absorb the increase costs related to COVID-19. We have commitment from ISC that these costs are reimbursable through the CHRT claim. While the Agency saw costs increase on our operations such as additional IT and protective gear costs, we also saw some savings on travel costs and maintenance costs.

The Agency continues to monitor the status of the pandemic and we have sufficient working capital to ensure we are prepared to any further costs spike related to the 2nd and 3rd wave of the pandemic.

System Conversion

KSMA started to work with the Answer Company to converting their existing accounting system, FACTS 2000, to Sage 300 ERP. Most of the design and development work took place in the last quarter of the fiscal year and we plan on finalizing it in the current year. Due to the impacts of COVID-19 our go live date got pushed back several months and we anticipate finalizing development in the fall and roll out the system for testing by October 2020. The new will allow KSMA to operate efficiently as well as provide more accurate reporting for the Board and Management team for decision making.



INDEPENDENT AUDITORS' REPORT

To the Directors of Kinosaosipiwini Agency

Opinion

We have audited the financial statements of Kinosaosipiwini Agency (the Agency), which comprise the statement of financial position as at March 31, 2020, and the statements of operations, net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Agency as at March 31, 2020, 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.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Agency in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the Agency's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Agency or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Agency's financial reporting process.

(continues)

Independent Auditors' Report to the Directors of Kinosaosipiwini Agency (continued)

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Agency's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Agency's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Agency to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
July 30, 2020

Financial

KINOSAO SIPI MINISOWIN AGENCY		
Statement of Financial Position		
March 31, 2020		
	2020	2019
ASSETS		
CURRENT		
Cash	\$ 8,757,174	\$ 4,341,519
Short term investments (Note 4)	12,412	12,210
Accounts receivable (Note 6)	1,409,996	1,417,239
Prepaid expenses	34,728	32,381
	10,214,310	5,803,349
CAPITAL ASSETS (Notes 2, 5)		
	784,605	895,040
	\$ 10,998,915	\$ 6,698,389
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 8)	\$ 3,052,774	\$ 3,399,491
Working capital advance (Note 9)	757,000	757,000
Deferred Revenue	483,182	-
	4,292,956	4,156,491
NET ASSETS		
Unrestricted pre April 1, 2012	3,151,700	3,151,700
Federal Core	-	-
Federal Prevention	413,211	420,194
Federal Protection	-	-
Federal Maintenance	(2,230,167)	(3,550,905)
Provincial Core	(910,329)	(954,931)
Provincial Prevention	(281,743)	(314,474)
Provincial Protection	205,319	601,892
Provincial Maintenance	(2,099,107)	(2,518,563)
Children's Special Allowance and Other	7,714,165	4,811,945
Capital Assets	742,910	895,040
	6,705,959	2,541,898
	\$ 10,998,915	\$ 6,698,389

ON BEHALF OF THE BOARD



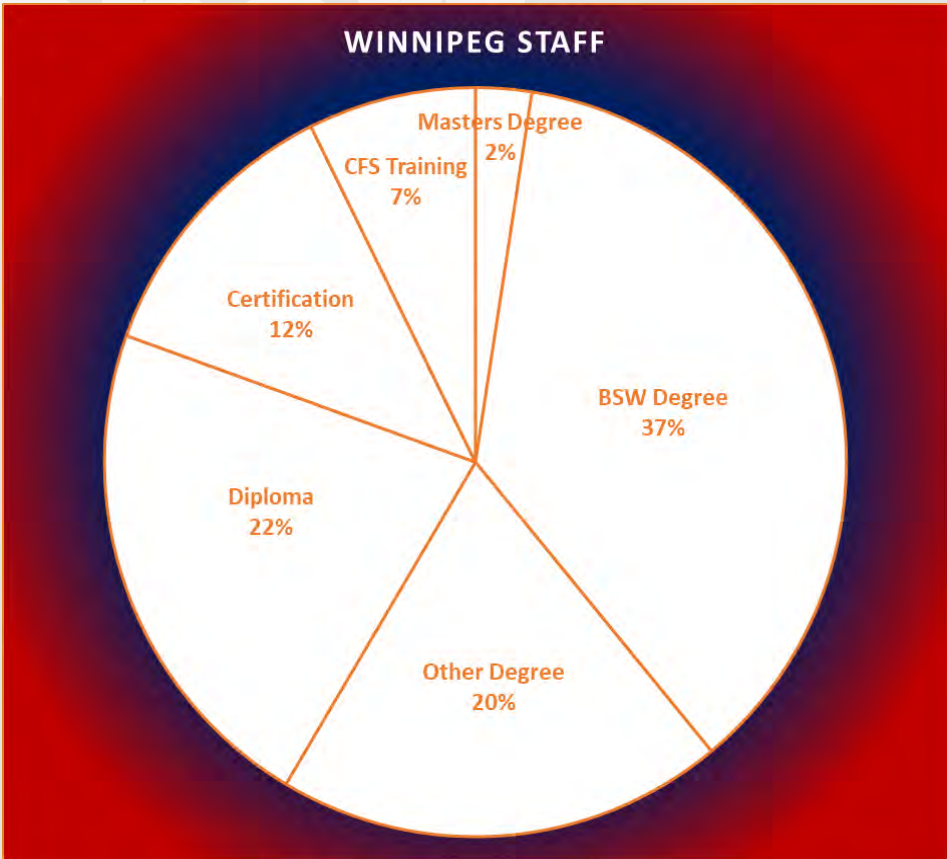
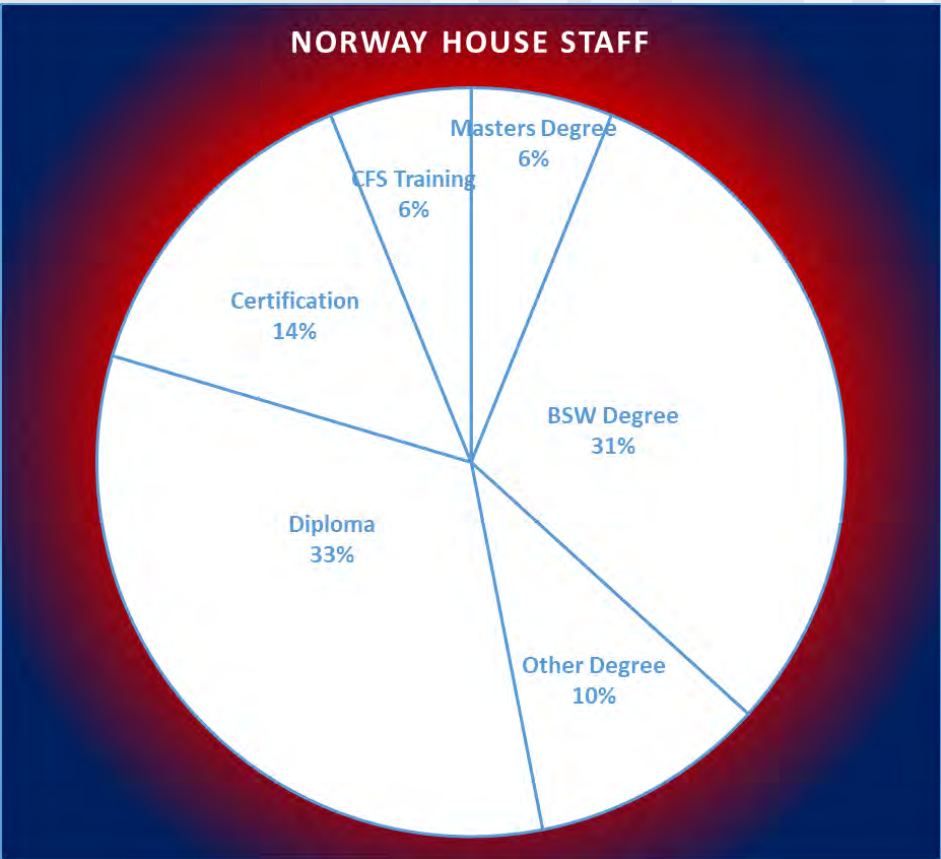

See notes to financial statements

Human Resource Report

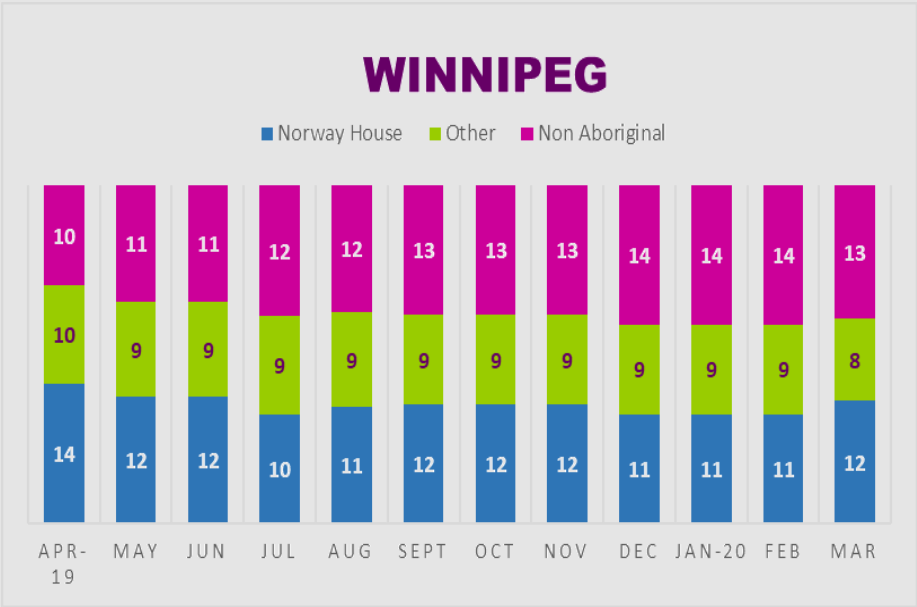
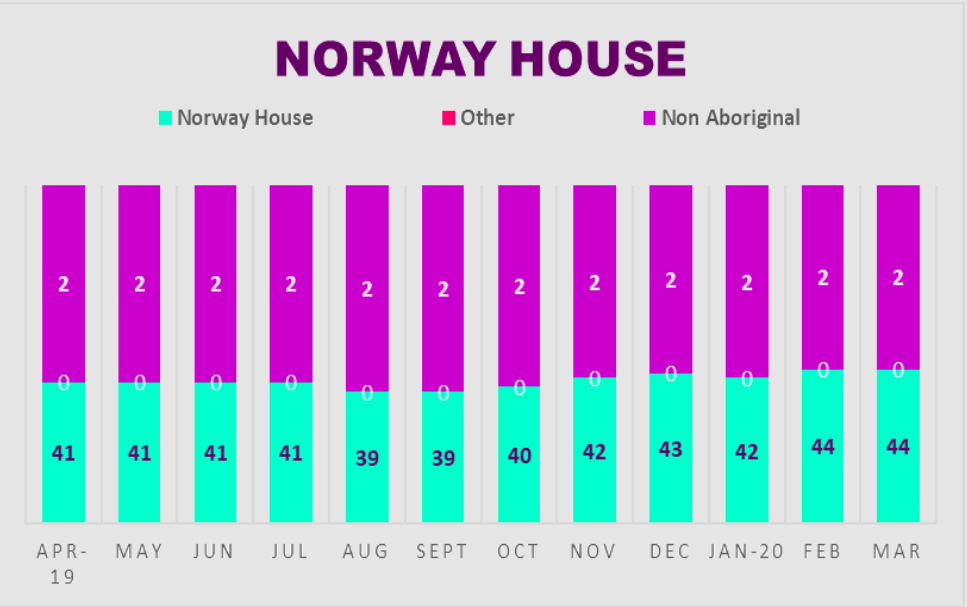
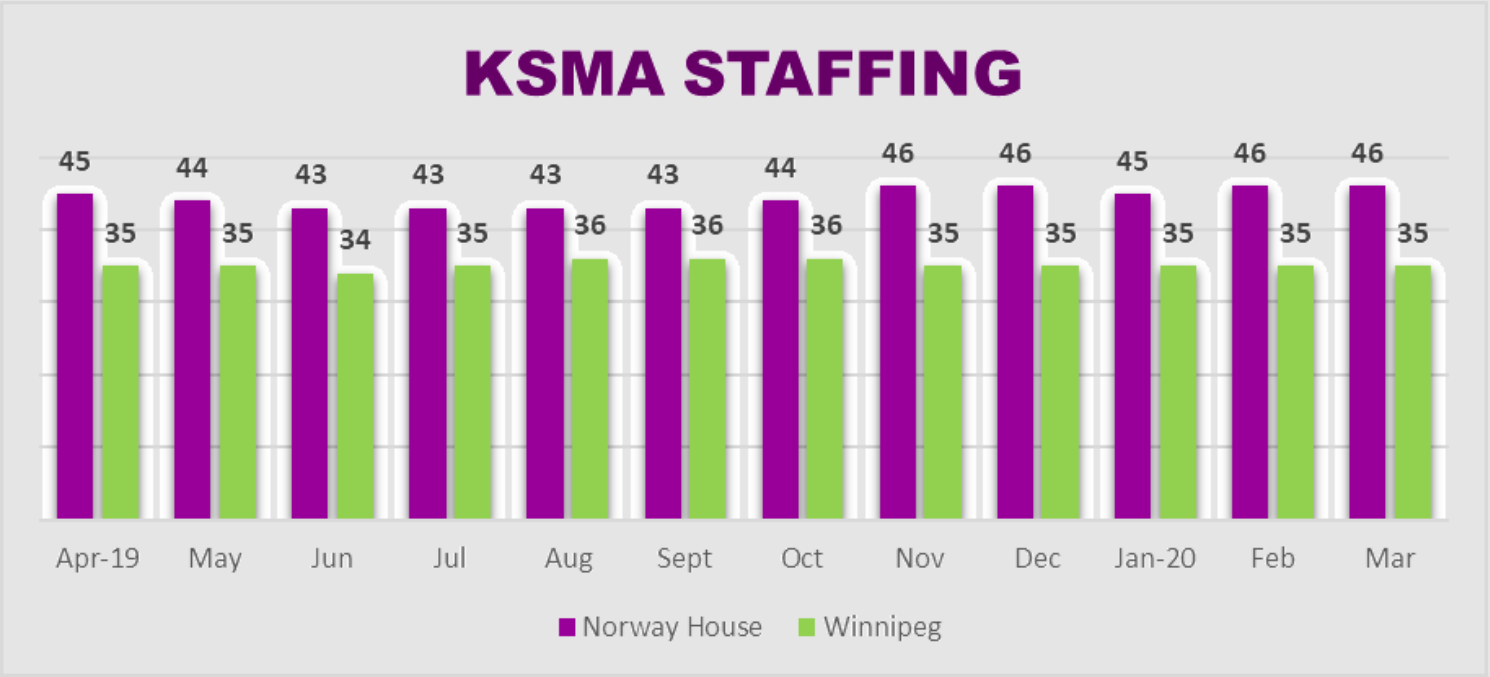
As Human Resources Specialist, I am responsible for recruiting, screening, interviewing and placement of staff. I also handle employee training and development, payroll and benefits, safety and health and employee and labor relations. In addition, I supervise a team of 4 staff members that consist of two custodians and two clerical staff.

I have worked for KSMA for 20 years. During my tenure and with the support of KSMA, I have attained my Human Resource Management Diploma.

Rosalie Throop
Human Resource Specialist



Human Resource Stats



Achievements/Successes

Summer Students

The Foster Care Department is a very busy area. We in the Department were excited to have two summer students who started in late May 2019 until August 23, 2019. These two ladies were Autumn Dixon and Michelle Menow; both are pursuing their Nursing degree.

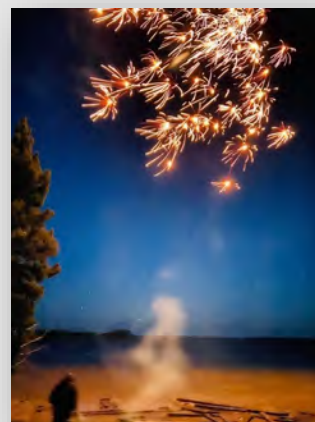
Autumn and Michelle came in every day with an enthusiastic and very eager attitude which made it very enjoyable. They worked to complete tasks such as filing, faxing, photo copying and even driving in support services.

Autumn and Michelle also attended the annual Foster Care Molson Lake Trip for the children in care and foster parents. The trip provides a chance to bond with the youth and learn new skills. This year, we invited motivational speaker Mitch Bourbonniere. Both Autumn and Michelle were very involved and became a part of the team during this event.

We were grateful for the assistance and the hard work the two young ladies put in. We look forward to having more students in the future.

Thank you again ladies!

Susan Clarke
Foster Care Worker



2019 Graduates

Bryanna Breed completed high school in June 2019 with honors. While attending high school, she simultaneously held a part-time job. In addition, she applied with the University of Manitoba in 2019, and she was accepted. Bryanna received an extension of CFS services when she turned 18 so that she could remain supported while she focused all her energies on studying at the university. Bryanna continue to hold down, as much as her studies allowed, her part-time job. Bryanna took various courses at the U of M and was adjusting to the world of academia. COVID-19 happened, and it affected the lives of all people, including university students. COVID-19 did not stop Bryanna. Bryanna's academic performance was very good, improving tremendously in the second semester despite COVID-19.

Bryanna is still a full-time student at the University of Manitoba, and she will continue her education in September 2020 onward. She has decided to explore various sciences related to the environment. Bryanna is thinking of choosing environmental sciences as her faculty. Bryanna returned to her part-time job after a COVID-19 lay-off. She will continue to receive CFS services for now. A new extension of CFS services and funding will be submitted to allow Bryanna to continue to focus her energies on obtaining her degree.

Congratulations Bryanna Breed!



Achievements/Successes

Celebrating 20 Years of Service

April 2019 marked the 20th Anniversary of the establishment and incorporation of the Kinosao Sipi Minisowin Agency. This milestone was celebrated by the Agency with a community barbeque and open house. Draws were made for door prizes and the afternoon ended with cake and ice cream. It was a day that highlighted just how far we have come as an organization.

In 1996 Norway House Cree Nation (NHCN) decided to pursue a community-based child and family service agency. A Band Council Resolution (BCR) was passed to facilitate the decentralization of the Kinosao Sipi Minisowin Agency (KSMA) from the Awasis Agency. The process included community consultation, planning, research and government negotiations. On March 17, 1999 the provincial government of Manitoba ratified the Order-in-Council to officially incorporate KSMA.

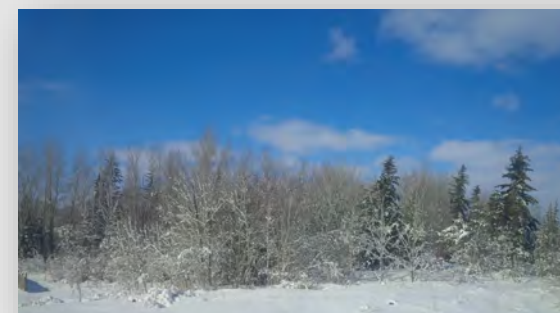
The primary vision for KSMA is to assist in the development and delivery of programs and services directed at promoting the best interest of the community and preserving family unity. Once KSMA received its mandate, the agency, with support from the local leadership took a proactive approach and began developing new departments, projects, programs and services to reflect the tradition, culture, and values of Norway House Cree Nation.

The Aboriginal Justice Inquiry – Child Welfare Initiative (AJI-CWI) lead to the restructuring of the child welfare system within Manitoba. The intent was to make provision for Aboriginal agencies to deliver culturally appropriate services to members living both on and off reserve. As a result, KSMA transformed from a single-community CFS agency to a province wide agency serving members of NHCN as well as first nation families from provinces



west (i.e. Saskatchewan, Alberta and British Columbia) residing in the Winnipeg region.

Today KSMA is a progressive organization that employs over 70 full time staff at three offices. Over the last 20 years, the agency has matured in terms of both physical growth and service development. Through partnerships and community capacity building, KSMA strives to offer quality programs that empower families and children. We offer a service model that incorporates the values and traditions of Norway House Cree Nation while also applying established social work practices in the areas of prevention, intervention and community awareness. KSMA is also recognized as a champion of children's rights for our role as a catalyst for *Jordan's Principle* and as a strong advocate for jurisdictional equality.



Achievements/Successes

Annual General Meeting

KSMA once again successfully held their Annual General Meeting on September 17, 2019 at the Multiplex Auditorium. Following opening remarks from the Interim ED, Board Chair and Portfolio Holder, KSMA’s 2018-2019 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; unfortunately representatives for the Province, Northern Authority and the other Agency Directors were not in attendance. The Assistant Executive Director however made arrangements to deliver the 2018-19 Annual Reports to the Directors at the Agency Relations Meeting that following week.

The KSMA staff members were also recognized for their years of service near the end of the AGM. The following were recognized for their years of service:

Employee	Hire Date	Years
Albert, Debra	May 20, 2014	5
Apetagon, Rose	May 21, 2014	5
Ducharme, Charlene	1994	25
Epp, Marilyn	July 14, 2014	5
Hart, Rosanna	1994	25
Muskego, Madeleine	April 6, 2009	10
Sonkin, Yulia	May 20, 2014	5
Thomas, Rhonda	March 17, 2014	5
Throop, Jolene	May 5, 2014	5
Throop, Rosalie	March 29, 1999	20



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 provide legal orientation to members of the board of directors and 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 Indigenous communities across Canada. Their hands on approach and dedicated service is what separates them from competitors. They have a supportive 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

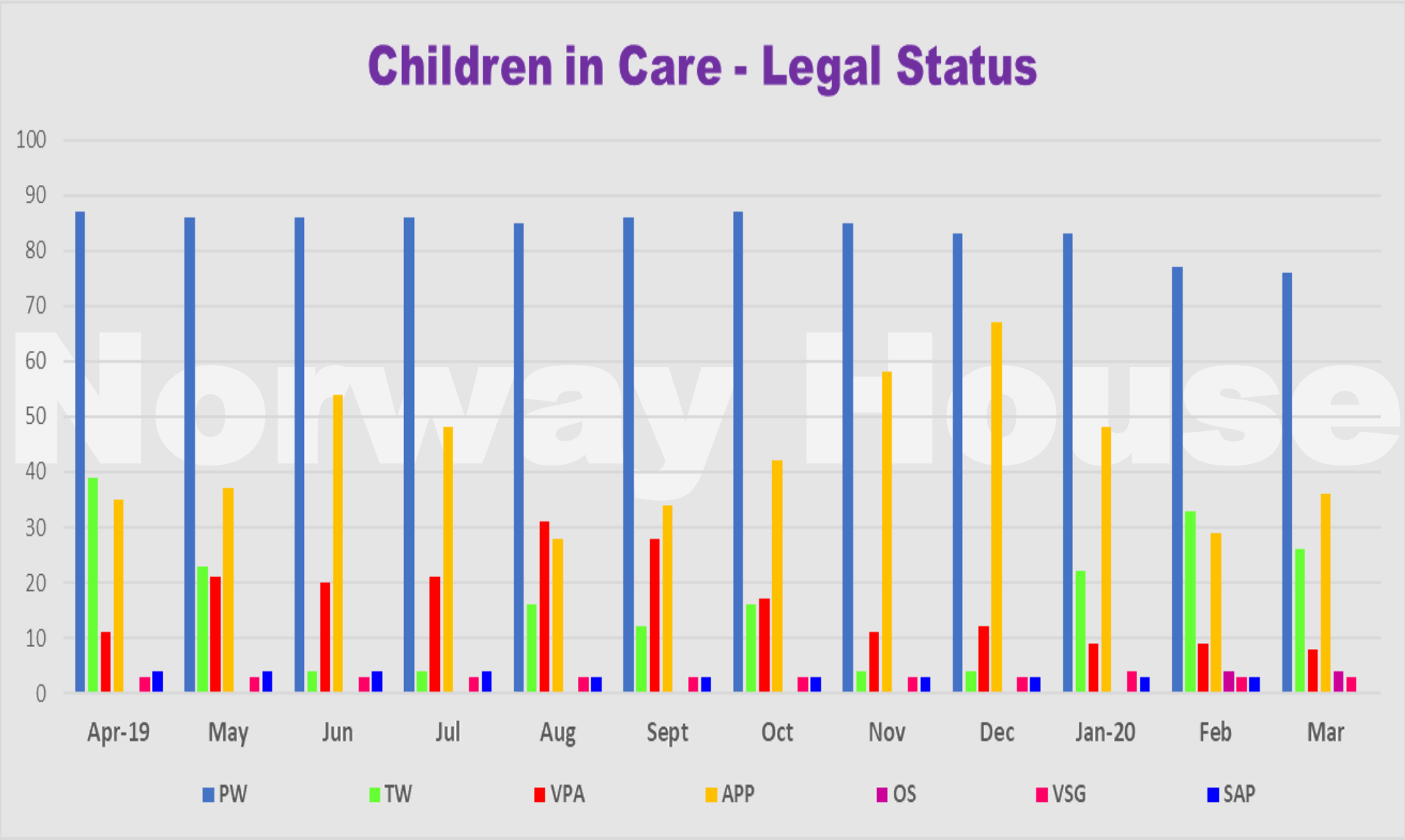
Month	Family Service Files					UM EPS	Total	Children in Care							CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Total	Fed	Prov	
Apr-19	67	10	0	138	17	6	238	87	39	11	35	0	3	4	179	359	58	417
May	66	10	0	138	16	6	236	86	23	21	37	0	3	4	174	355	55	410
June	67	8	0	132	15	6	228	86	4	20	54	0	3	4	171	347	52	399
July	67	8	0	135	14	6	230	86	4	21	48	0	3	4	166	348	48	396
August	62	6	0	136	14	6	224	85	16	31	28	0	3	3	166	342	48	390
September	60	6	0	138	13	6	223	86	12	28	34	0	3	3	166	336	53	389
October	59	5	0	141	13	7	225	87	16	17	42	0	3	3	168	338	55	393
November	57	4	0	141	13	8	223	85	4	11	58	0	3	3	164	328	59	387
December	55	4	0	143	14	8	224	83	4	12	67	0	3	3	172	338	58	396
Jan-20	61	4	0	143	15	8	231	83	22	9	48	0	4	3	169	341	59	400
February	67	5	0	134	12	9	227	77	33	9	29	4	3	3	154	324	57	381
March	69	5	0	127	13	11	225	76	26	8	36	4	3	0	149	316	58	374
Average	63	6	0	137	14	7	228	84	17	17	43	1	3	3	167	339	55	394

TW—Temporary Ward
VPA—Voluntary Placement Agreement
APP—Apprehension
OS—Order of Supervision

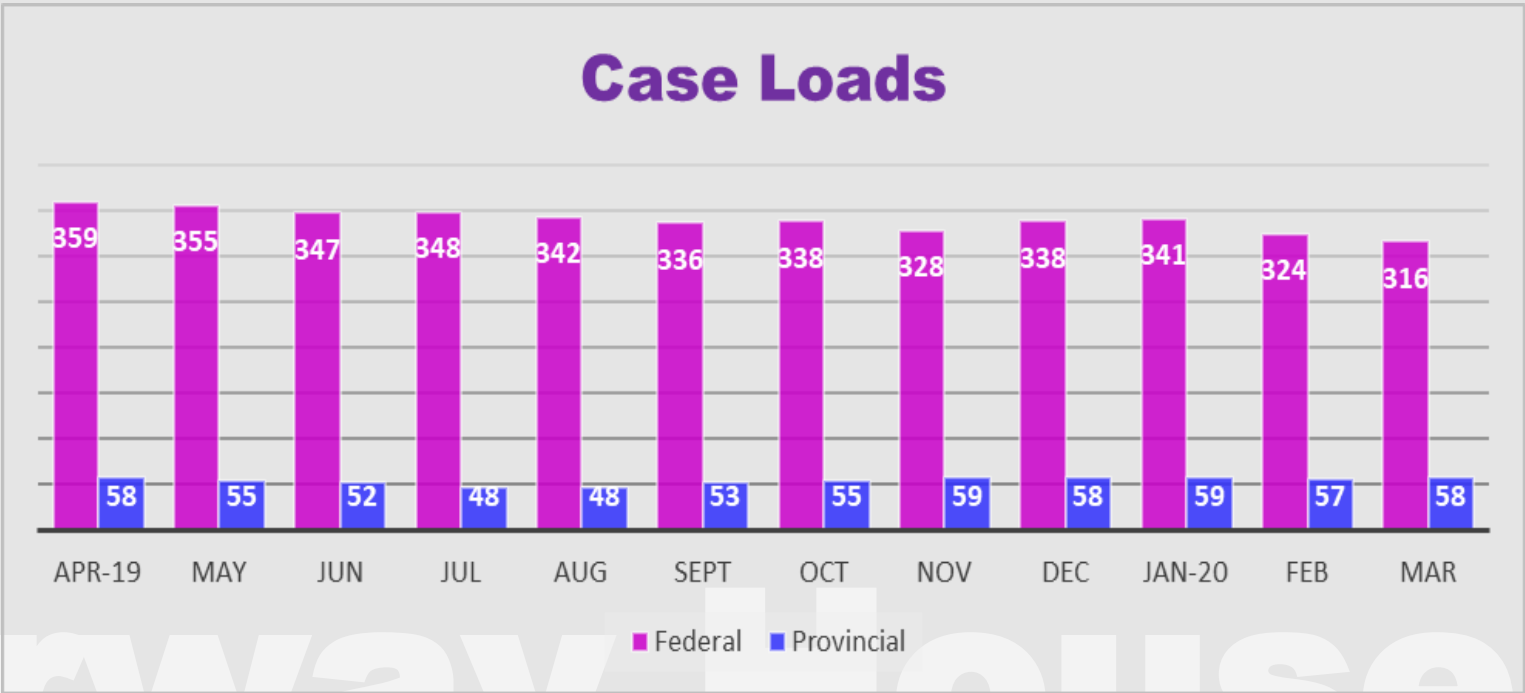
VSG—Voluntary Surrender of Guardianship
SAP—Select Adoption Probate
FE-V—Family Enhancement—Voluntary
FE-P—Family Enhancement—Protection

VFS—Voluntary Family Services
PRT—Protection
EXT—Extension of Care
PW—Permanent Ward

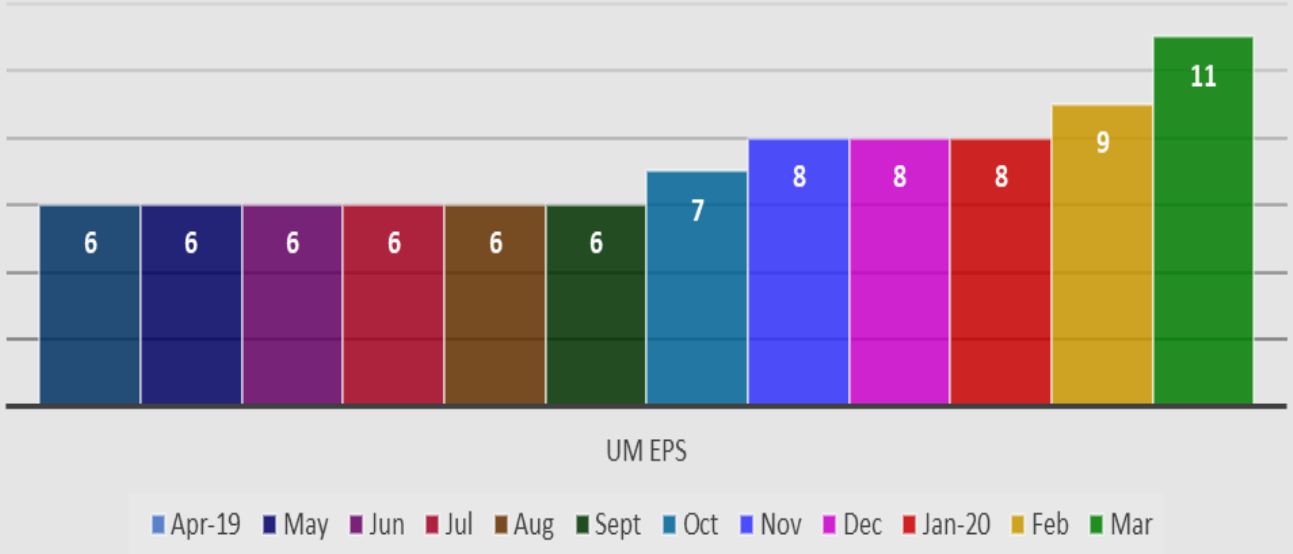
Statistics



Statistics



Expectant Parent



Statistics

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	Fed	Prov	
Apr-19	37	0	1	86	19	5	148	207	26	10	7	7	7	0	2	259	1	406	407
May	37	0	1	85	18	6	147	207	24	6	2	2	7	0	15	261	1	407	408
June	37	0	1	83	18	6	145	205	25	10	6	2	7	0	13	266	1	410	411
July	37	0	1	82	16	6	142	207	30	5	18	1	8	0	7	275	1	416	417
August	36	0	1	76	15	6	134	206	32	5	16	1	8	0	7	274	1	407	408
September	40	0	1	73	12	6	132	206	36	4	16	1	7	0	4	273	1	404	405
October	40	0	1	70	12	6	129	202	34	3	15	8	7	0	9	270	1	398	399
November	40	0	1	69	14	6	130	206	34	3	10	8	7	0	8	268	1	397	398
December	39	0	1	72	15	6	133	205	42	0	18	7	7	0	2	274	1	406	407
Jan-20	37	0	1	74	16	6	134	199	36	3	12	7	7	0	14	271	4	401	405
February	38	0	1	70	20	6	135	209	36	3	4	10	8	0	12	272	12	395	407
March	37	0	1	70	22	6	136	210	32	3	15	10	8	0	13	281	11	406	417
Average	38	0	1	76	16	6	137	206	32	5	12	5	7	0	9	270	3	404	407

TW—Temporary Ward

VPA—Voluntary Placement Agreement

APP—Apprehension

OS—Order of Supervision

VSG—Voluntary Surrender of Guardianship

SAP—Select Adoption Probate

FE-V—Family Enhancement—Voluntary

FE-P—Family Enhancement—Protection

Pet Filed—Petition Filed

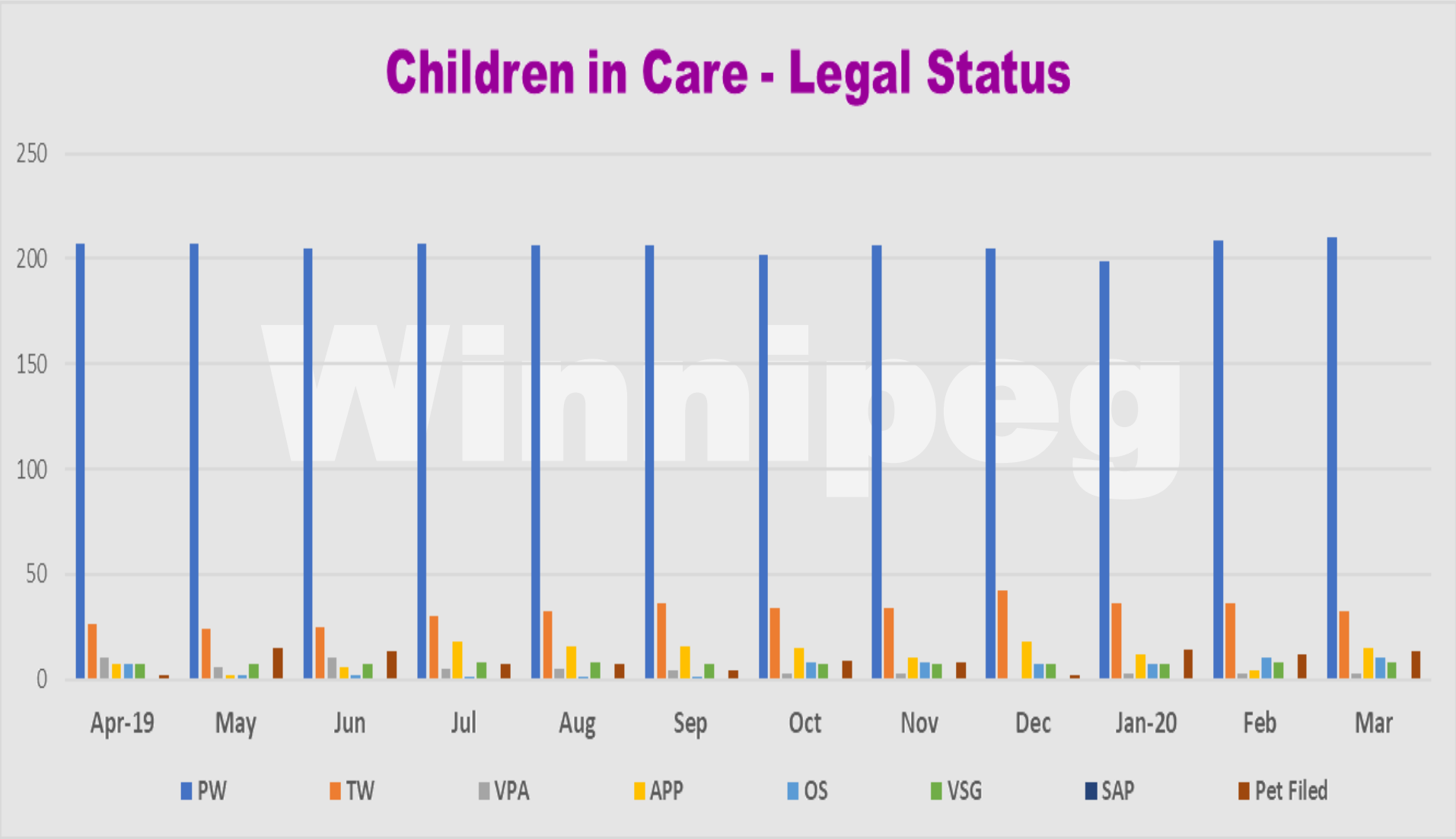
VFS—Voluntary Family Services

PRT—Protection

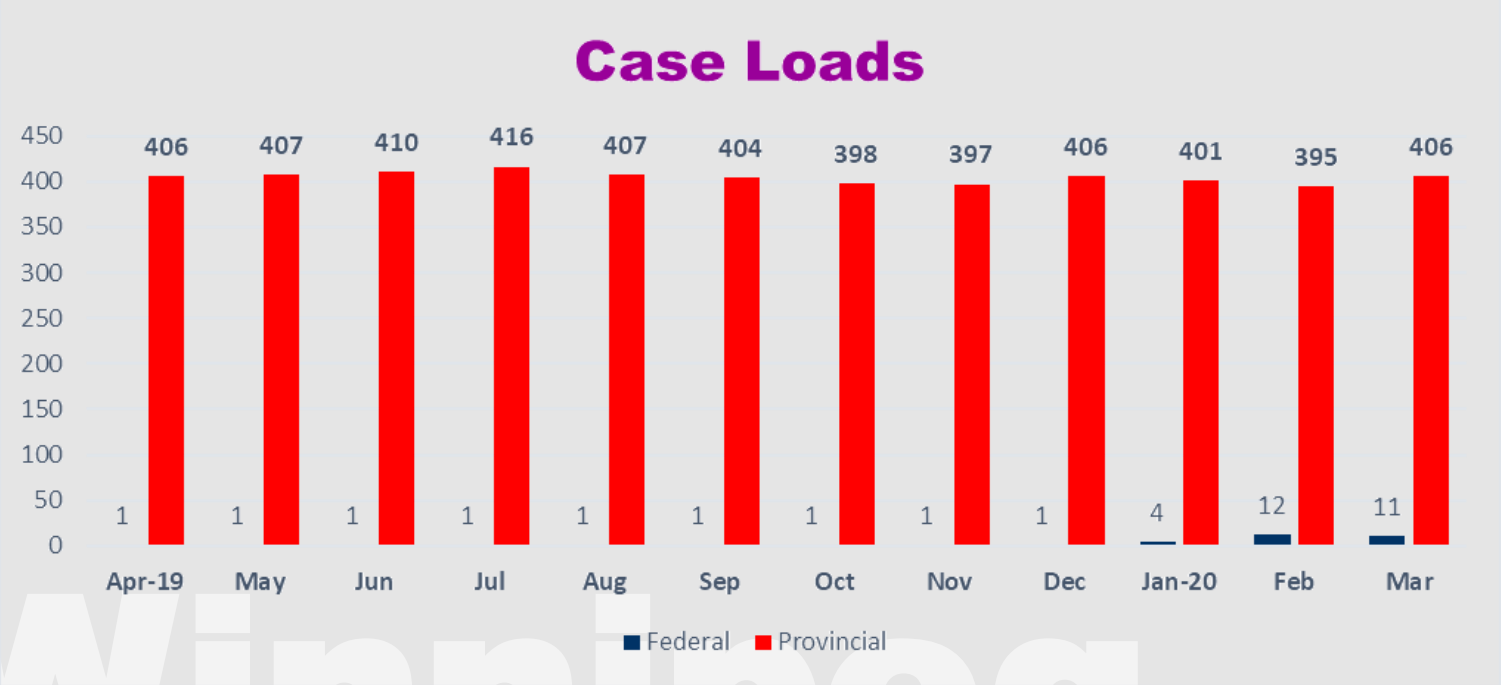
EXT—Extension of Care

PW—Permanent Ward

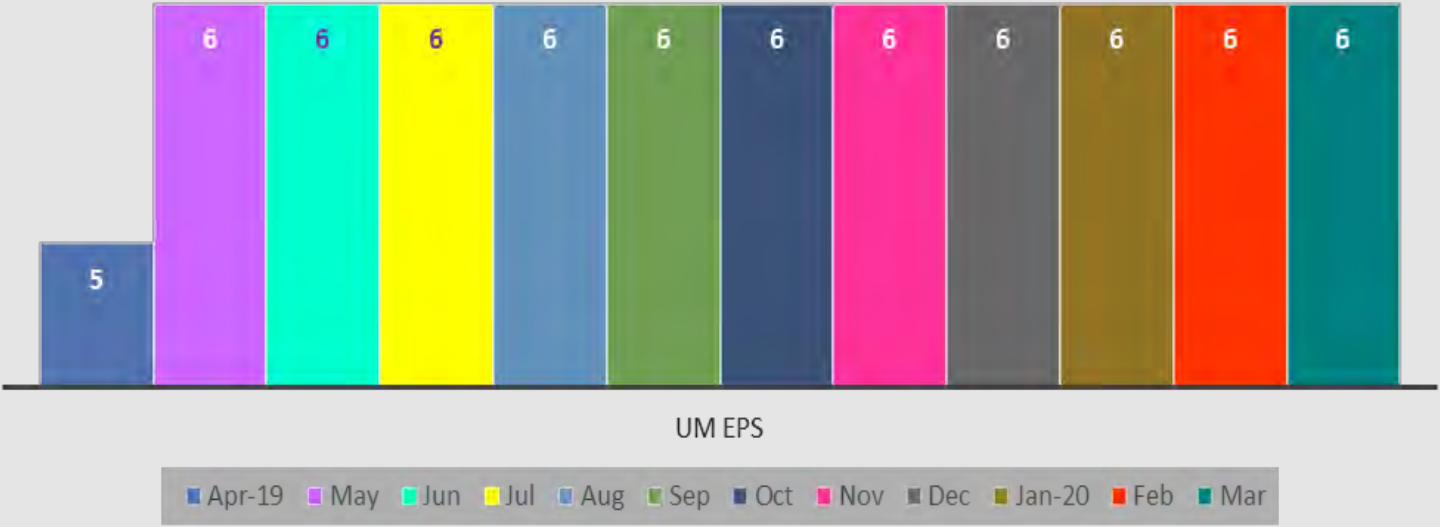
Statistics



Statistics

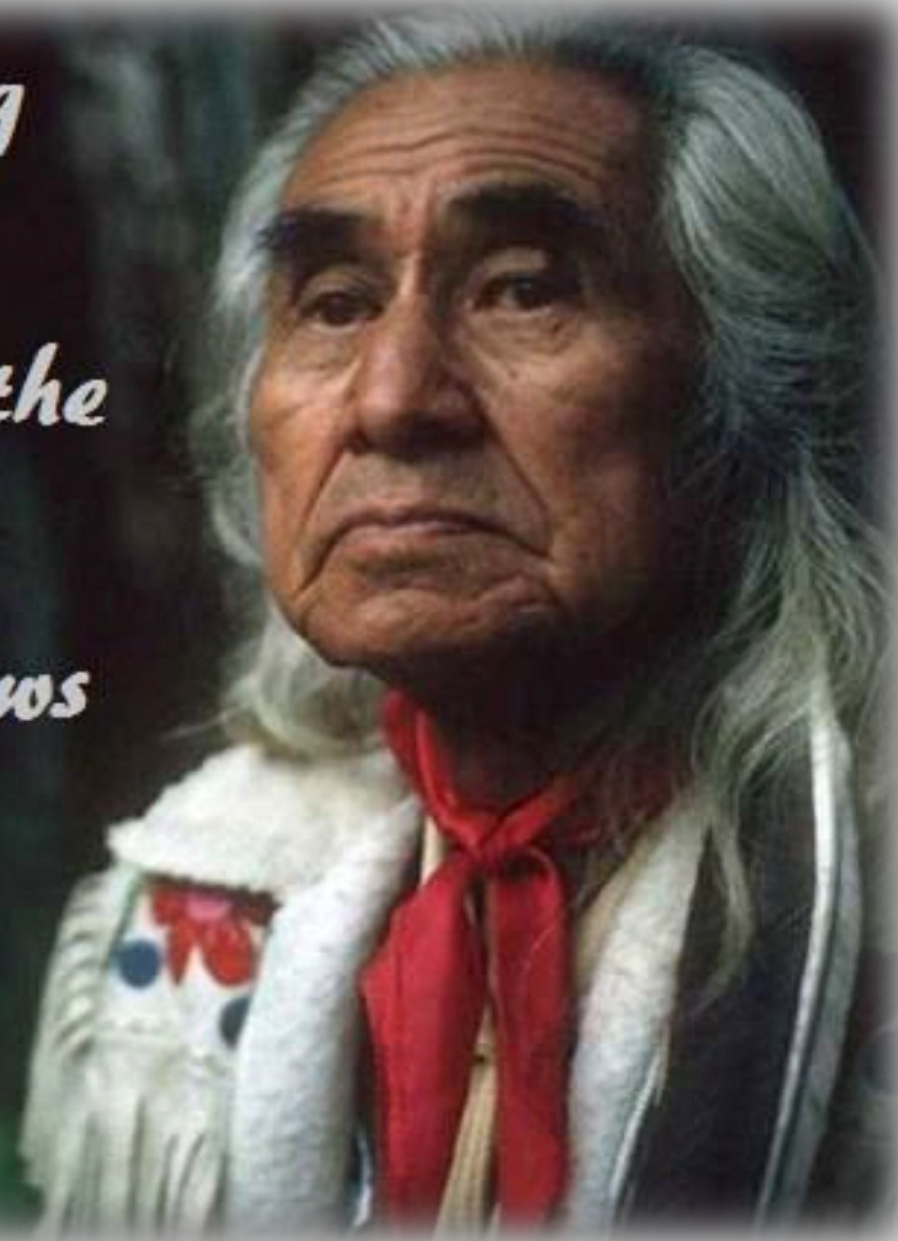


Expectant Parent



*The only thing
necessary for
tranquility in the
world is that
every child grows
up happy.*

Chief Dan George



Kinosao Sipi Minisowin Agency
Head Office
Box 640
Norway House, Manitoba
R0B 1B0
Ph: (204) 359-4551
Fax: (204) 359-8654

Kinosao Sipi Minisowin Agency
Program Centre
Box 640
Norway House, Manitoba
R0B 1B0
Ph: (204) 359-8083
Fax: (204) 359-8617

Kinosao Sipi Minisowin Agency
Sub Office
585 Century Street
Winnipeg, Manitoba
R3H 0W1
Ph: (204) 784-8220
Fax: (204) 784-8241
Toll Free: 1-866-449-0181