S M / A Annual Report 2020-2021

Kinosao Sipi Minisowin Agency



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Mandate

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

Mission

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

Norway House Cree Nation is to be a safe, nurturing and caring community where healthy and responsible families live.

Vision

- 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 (RSMA) 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 80 plus employees and has been providing on-going education and training opportunities for its service providers.

The Aboriginal Justice Inquiry – Child Welfare Initiative ereated 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.

Interim Executive Director Message



Tansi and welcome to another Annual Report, 2020 was a challenging year, and we hope you and your families are staying healthy and safe. The pandemic created many unforeseen challenges, but by using skills developed over years of managing emergency situations, our team was able to respond quickly. We implemented comprehensive safety protocols, preventive measures and transitioning dozens of employees to remote work overnight. Tough but necessary decisions were made to ensure the safety of our staff and community, including temporarily reducing our in-office numbers and suspending group programming. These measures allowed us to keep operating, to maintain jobs, and to continue providing essential child protection services. In keeping with our mission, we also mobilized to provide care packages for families and computers for children transitioning to on-line school. This year's annual report further highlights how we have worked together in developing resources for families, while also providing immediate relief to address current needs.

In 2020-21 we maintained our strong financial position, despite challenges in the wake of COVID-19. KSMA has obtained another clean audit and our cash flow is stable. We ended the year with a small surplus, and our balance sheet remains strong.

Throughout the year we continued to operate responsibly, providing essential services and strategically preparing for the future. We maintained our focus on prevention and early intervention and have begun the groundwork to prepare for the future implementation of *Norway House Cree Nation Family Law*. In working with community leaders and having the guidance and support of our elders, we are making significant strides in preparing for future development and implementation.

Community is at the heart of everything we do at KSMA. Though we do not know what the future holds, we are resolute in our mission to promote family unity and deliver culturally appropriate services. The pandemic has served to further highlight inequities in housing, education, health care, food security, criminal justice and child protection in Indigenous communities. Yet we remain rooted in our commitment to finding sustainable solutions that will benefit those we serve for years to come.

As this unprecedented year draws to a close, I want to take this opportunity to thank our staff, foster parents, service providers, community partners, and those we serve for allowing us the opportunity to apply our skills to keeping children safe.

Rhonda Apetagon Interim Executive Director



eetings



On behalf of Kinosao Sipi Minisowin Agency (KSMA) staff and affiliates, I welcome you to read through our Annual Report for 2020-2021 as its content illustrates the work that was done during this challenging fiscal year. The past year was met with uncertainty with the increasing and growing rate of Covid-19 cases, as an agency, ensuring the safety of our staff and collaterals was paramount. The staff practiced the fundamentals religiously by staying six feet apart, proper hand washing and sanitizing, and wearing PPE when visiting and checking on our clientele.

All directives set out by the Pandemic Advisory Team and the Province of Manitoba were followed that resulted in having to schedule staff in accordance to limiting contact with the public. Furthermore, infomercials were sent monthly to the local radio station as a public service announcement, so the community was informed of the safety precautions.

Despite the challenges faced by our agency and its staff, we were able to ensure the safety of those we serve, the staff provided what they could to keep our children and families actively involved. Activity packages were provided for all children in care and laptops were given to those that needed them for on-line learning.

In closing, take a few minutes to read our Annual Report at your leisure, happy reading.

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

Board Chairperson Message



Hello,

On behalf of the Kinosao Sipi Minisowin Agency Board of Directors, I would like to send our gratitude to the management team, and all staff in the different departments for delivering service programs in the community that reflects the tradition, culture and values of Norway House Cree Nation.

I would like to acknowledge all the foster parents, families and service providers for the love and support they have and continue to give the children in care.

With the guidance and knowledge of our elders, KSMA and Norway House Cree Nation have began the process of implementing Bill C-92 which allows us to develop our own laws when it comes to children in care.

In closing, with the Covid 19 pandemic putting a hold on a lot of things, I'm proud of how KSMA came together to adapt to the procedures and guidelines set by the province and the local pandemic team to ensure the safety and well being of the staff, service providers and the children.

Thank you and God Bless, Nathan Albert KSMA Board Chair

Council Portfolio Holder Message



Tansi,

but as This has been a very challenging year, а community we have shown remarkable strength under incredible stress, dealing with the urgency to meet basic needs, while also coping with the impact of the pandemic on children and families. Despite the challenges, we used this time as an opportunity for learning and we are taking what we've learned and using it to create adaptive, innovative services that will strengthen our families and community for years to come. Many of our clients shared their gratitude and appreciation for the strength and support our agency provided them during this difficult time.

In addition to providing essential services, KSMA has also commenced on strategically preparing for the future of children and families in our community. We have begun the groundwork to prepare for the future implementation of *Norway House Cree Nation Family Law*, which is the next step in the work undertaken by NHCN and KSMA to advance the rights of our children and families. With the guidance and support of our elders we have been documenting foundational principles, best practices and exploring specific areas of service delivery. We continue working to access the resources necessary to implement our own family law by planning for infrastructure, capacity building and identifying funding requirements.

On behalf of the leadership of Norway House Cree Nation, I would like to take this opportunity to express how appreciative we are for the team of staff members who consistently provide service, and who have demonstrated outstanding commitment, flexibility and perseverance during the pandemic. Thank you to the foster parents and service providers who have worked tirelessly to support and care for others, and to our Elders for their wisdom and guidance. Thank you to my fellow board members, your dedication and support is appreciated. Finally, many thanks to you, our friends, colleagues and stakeholders. We hope you and your loved ones are staying safe and well.

Ekosi, God Bless Deon Clarke KSMA Portfolio Holder

Board of Directors



Chair, Nathan Albert



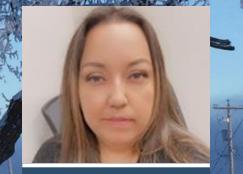
Vice Chair, Christina Mitchell



Member, Crystal Crate



Elder Advisor, Beatrice Queskekapow



Member, Rhiana Arthurson

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Portfolio Holder, Deon Clarke



Member, Clayton D'Aoust

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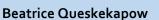
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Local Child Care Committee



Le al

Deborah Rowe





Every child has... ...the right to be respected ...the right to dream ...the right to be loved and Cared for ...gifts that should be recognized and Valued ...the right to achieve their God-Given potential ...the need for unconditional love



Robert Hart



Nelson Scribe Sr



Management Team



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Permanent Ward Team

Tanis, my name is Sandra Clarke, and I am the supervisor for the Permanent Ward team at Norway House Kinosao Sipi Minisowin Agency. The Permanent Ward team has been in existence and fully functioning since August 4, 2015. There have been significant changes to the structure along the way for example, the Adoption Worker position was phased out and all cases were distributed to the permanent ward workers. The Community Liaison Worker position was also moved to Winnipeg and permanent ward cases were transferred and case managed by Winnipeg KSMA Sub-Office.

The Permanent Ward team consists of one (1) Supervisor, one (1) Child in Care Counsellor and four (4) Child & Family Services Workers. The Permanent Ward Team comprises of:

Sandra Clarke, Unit Supervisor, BA, BSW, RSW Gwen Apetagon, Child in Care Counsellor, BSW Margaret Bradburn, Child & Family Services Worker, BSW, RSW

Lucy Apetagon, Child & Family Services Worker, Aboriginal & Northern Counselling Skills Certificate Kim Schellenberger, Child & Family Services Worker, BSW Ila Balfour, Child & Family Services Worker



Kim S, Sandra C, Gwen A, Margaret B, Ila B and Lucy A

Permanent Ward Workers attended Trainings (In Office/Virtual):

Course	Dates	Completed
NLP Masters Training	August 24-27,2020	1 Staff Completed
NLP Masters Training (Winnipeg)	December 6 & 12, 2020	1 Staff Completed
NLP Masters Module #3 (Virtual)	February6 & 27, 2021	1 Staff Completed
SSR Training	February 23, 2021	4 Staff Completed
The Wisdom of Trauma & Reclaiming Wholeness	March 4 – 7, 2021	1 Staff Completed
Tube Feeding from MATC (Virtual)	April 27, 2021	1 Staff Completed

The staff work hard to complete the trainings they have applied to so they can acquire the skills and knowledge to help their clientele and enhance case management outcomes.

Permanency Planning

The purpose of the Permanent Ward Unit is to develop and institute permanency planning for each child who becomes a permanent ward through the court system or under a voluntary Surrender of Guardianship. We have approximately 75 permanent wards assigned to the 4 Permanent Ward Workers. The children and youth who are in care under a permanent ward status only become permanent ward as a last option, i.e., a judge has determined that remaining in the care of the parent(s) is not in the child's best interest or the parent has made the difficult decision to legally sign their child over to the care of the agency. While the agency supports family unity whenever possible, there are pervasive child safety concerns or complex medical needs of the child or parent.

During the permanency planning process, it is critical for Permanent Ward Workers to work closely with the

permanent wards and their foster families. The Permanent Ward Workers are responsible for developing a comprehensive care plan for each of their wards these include coordinating family visits with biological families and possibly reunification planning with biological families/relations, updating case plans for shortand long-term goals, providing basic independent life skills, preparing for young adulthood. The Permanent Ward Workers also provide referrals for further assessment and transitional planning to access services in and outside of the community such as Disability Services (Jordan Principle) and Community Disability Services. The workers ensure face to face contacts/regular visits are conducted. The foster family's input can help guide workers toward the most beneficial plan for each child by ensuring they have a supportive network both during and after aging out of care.

The Permanent Ward Workers work diligently with the Child in Care Counsellor to address emotional, physical, mental, and spiritual wellbeing of all the children in permanent care. Many of the permanent wards have been exposed to alcohol/drug abuse and suffering the effects i.e., FASD, FAE, ADHD, ODD, Etc. A few have additional complex medical issues i.e., Epileptic Seizures, Autism, Autistic Tendencies, Generalized Neurodevelopment Delays, Bi-bolar, depression, suicidal ideations, etc. Some have been through multiple placements or AWOLS. The older youth display challenging behaviors and they become the most difficult to find placements for as they continuously break down placements. Most of the children in care struggle with attachment issues, have anxiety and/or have suffered trauma. These factors make them vulnerable for gang involvement or exploitation and can result in the child becoming involved in the criminal activities, self-harming behaviors or developing suicidal ideations.



KSMA staff preparing home activity packages for children in care who cannot attend school due to Covid 19.

Child In Care Counsellor

All KSMA Children in Care who require counselling are referred to our In-House Counsellor, Gwen Apetagon. The Child in Care Counsellor schedules appointments and arranges rides for the children.

The Child in Care Counsellor also does a lot of training and research in Trauma & Resiliency. She also wrote a proposal for a Receiving Home and is currently working on a proposal for a family healing lodge to help families heal

together and work on reunification.

Counsellor has debriefing sessions with staff and provides professional development training to the staff when necessary. Due to Covid we are very restricted in our activity planning. Some activities have been put on hold until the Pandemic has subsided.

AYA (Agreements with Young Adults)

We work with approximately 18 AYA's. There is provision for a permanent ward that is reaching the age of majority to remain under the financial care of the agency. The permanent ward has the option to receive financial support until he/she turns 21 years of age under an AYA. The application of an AYA is approved by the Northern Authority. Some youth that reside in Norway House and who meet the criteria can be transitioned out of care and into the Community Living Disability Services as an adult over 21 years of age.



We are in dire need for our own Community Living Disability Services so that our vulnerable youth aging out can remain in our own community and therefore not be separated from their families. More work and advocacy are needed in this area to keep our children/youth in our community. We hope someday in the future we have our own Community Living Disability Services.

The Permanent Ward Workers assist AYA's with resume writing, life skills, budgeting, SIN Applications, job applications, prep to obtain drivers license and speak to job sites to advocate to hire our youth. We encourage our youth to come in and meet with us and aspire to acquire these skills.

Joint Planning Files

We work with children with Norway House Treaty Status who have been apprehended in another province and who have been successfully repatriated to our community. The workers from another province contact our worker for joint planning meetings to ensure children/youth are doing well.

Reunification

The Permanent Ward Team continue working on reconnecting the permanent wards with their biological families/relations as long as the families are working towards a positive lifestyle and ensuring the safety and best interest of the children and youth. We recognize reunification as a significant event and ensure it is

adequately supported for those children for whom it is the permanency goal. It is important that children/youth know where they came from and where they are going in their lives and will support them as best as we possible can for the best possible outcomes.

Permanency Markers

The Permanent Ward Team work together with other resources to ensure that all children/youth in care receive adequate services through permanency planning, guardianship applications, rescinding of permanent orders, 38 1 B.

The Permanent Ward Unit will continue to provide the children with a sense of belonging, culture, and identity. It is important to us the child knows one's story and history. We will facilitate through helping the children understand and reconcile past losses and therefore assisting them with the transition to permanency.

The Permanent Ward Unit will create a safe, stable, reliable place for the children to learn life skills and healthy coping mechanisms. "Our task is to HELP children communicate with the WORLD using all their potential STRENGTHS and Canguages, and to overcome any OBSTACLE presented by our culture"

Joris Malaguzzi

The Permanent Ward Unit will work with trusted caregivers in the children and youth's lives who provide the supports and resources for the children/youth into and throughout childhood/adulthood. We will continue to provide the security of an ongoing connection with supportive caregiver(s).

The Permanent Ward Unit will focus on the importance of making every effort to maintain connections with the children/youth's natural network of support and extended family whenever possible. We will continue to create safety and security required to foster resilience and ensure the children/youth have the connections and supports in place to pursue education, employment, and any other aspirations towards and throughout adulthood.

The work on these permanency markers is also rooted in providing the opportunity for the children and youth to learn about the 7 sacred truths. Love, Respect, Courage, Honesty, Wisdom, Humility and Truth are the most important part of a healthy and safe childhood, and key aspect of a successful transition to adulthood.



Supervisors taking all necessary safety precautions during a meeting.

Protection Team

Deborah Anderson, Unit Supervisor Noreen Duncan, Protection CFS Worker April Hart, Protection CFS Worker Debra Albert, Protection CFS Worker Diane Paynter, Protection CFS Worker (medical leave)



Mission:

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

Overview:

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

Protection Services:

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





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
 - Nelson Scribe
 - Deborah Rowe (newly appointed)
 - * Bella Saunders (newly appointed)
 - * Olive Budd (newly appointed)
 - Cultural Activities Program (CAP)
- Family Mediation
- Referrals & Advocacy to Community Resources
- Reunification

Services to Families:

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















children from coming into the care of the agency.

The Protection Team works with other resources within the community and provides advocacy for the families that the team works with.

The Protection Team works as a team player within the organization in helping coordinate other team events;

- ⇒ Annual Family Conference
- ⇒ Block Parties
- \Rightarrow Jordan Principle Parade
- ⇒ Christmas events for children/foster parents
- ⇒ Family Fun Evenings
- \Rightarrow Annual Camps for Children in Care
- \Rightarrow Parenting sessions specifically for Protection Families

Annual Family Conference theme – This year the focus was a family gathering where all resources were invited to partake in sharing their information and resources with the community and it was a one day event. This event took place by the fisherman co-op stage and pavilion with afternoon stage events. The planning committee followed all the fundamentals.

The conference was scheduled for July 31, 2021

Federal Resource Team

Comprises of the Federal Resource Coordinator, Foster Care Worker, Alternative Care Worker, Legal Secretary, and Intake & Stats Worker.

Federal Resource Coordinator

Oversees, monitors and ensures the Resource department provides supports, services and programs that would benefit families and children of Norway House Cree Nation. Her duties include:

- Supervising Foster Care, Alternative Care, Legal Secretary, Intake and Stats in ensuring that effective and efficient delivery service are in accordance with the Agency Policy, Standards and Procedures.
- Conducts team evaluation and report delivery and programs effectiveness.
- Maintains awareness and developments in First Nation Child Welfare accordingly.
- * Facilitate ongoing developments and maintenance of services.

Foster Care Worker

Recruits, trains and supports foster families in the community and provide temporary and long term placements for children in care as directed by The Child and Family Services Act and Programs Standards Manual. Duties of the Foster Care Worker include:

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

Alternative Care Worker

Duties include:

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

Legal Secretary

Main duties are:

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

 Lto R Resource Coordinator, Alt Care Worker, Intake &

to R Resource Coordinator, Alt Care Worker, Intake & Stats Worker, Legal Secretary & Foster Care Worker

Intake and Stats Worker

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

The Intake/Stats Worker must have knowledge of:

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

Our Resource program has an intake system and procedure that we follow. We ensure that all necessary checks are done to all foster parents and service providers. Namely: Criminal Name check and Child Abuse Check and renewed every year.

We encourage any 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. Keeping in mind, they need to do the process of foster care application and meet the requirements to foster.

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

Training

Like all staff at KSMA, there is training constantly being provided to staff. The following Training was completed by the Resource team during the 2020-2021 fiscal year:

Training	Dates	Participants
Intake Module	Aug 18 & 19, 2020	Intake Stats
	1 Jan Dalland	Resource Coordinator
		Child Abuse Coordinator
a sy F		CFSIS Data Entry Clerk

Projects & Initiatives/Activities & Events

The following initiatives were completed:

- April 2020- Three Adoption Subsidies transferred to Permanent Ward Unit
- April 2020- One order of Guardianship pending
- April 2020- Independent Contractor was hired to assist in licensing Foster Homes/Place of Safety: 22 assigned
- June 2020- Direct Deposit was implemented for foster care maintenance.
- July 20, 2020- One order Alternative Order of Guardianship Granted to foster parent







- August 7-9, 2020 Foster Care Molson Lake Camp
 - * Approximately 30 participants
 - * Presentation and Group; Albert Apetagon
 - * Presentation; Carla Allen Dental hygiene
 - * Activities: Bingo nights, fishing, swimming, pool, card games, scavenger hunt, campfire, boat riding and sight seeing

Due to the Covid 19 restrictions, the Resource department was not able to hold the Block Party, Foster Parent Dinner or hold its Foster Parent Week. However, the department will certainly plan for the upcoming year.

Child Abuse Coordinator

Tansi, my name is Grace Balfour and I am the Child Abuse Coordinator for Kinosao Sipi Minisowin Agency. I provide monthly reports to the Director and to the Board of KSMA.

The KSMA Child Abuse Committee has been diligently involved with all abuse cases that are referred to the agency. The Committee meets monthly as per mandate under Sect. 19 of the Child & Family Services Act. We work closely with the Child Protection Centre in Winnipeg and other local resources in the community of Norway House.

The Protecting and Supporting Children (Information Sharing) Act (PCISA)

This Act (law) allows government departments, organizations and others who provide services to at-risk and vulnerable children to collect, use and share personal information, including personal health information, about <u>supported children</u> and their parents or <u>legal guardians</u>. Personal information can be shared without consent, only when it is in the best interests of a supported child. The Act also enable government to collect information for the purpose of conducting research, planning services and evaluating programs related to children and families.

The term "supported children" is defined under the legislation as children who are in the care of, or connected with:

- * Child & Family Services
- * Youth Justice
- * Mental Health & Addictions Services
- * Disability Services
- * Individual Education plans in the school system, and
- * Victim Support and Family Conciliation Services.

This allows other resources to collaborate and plan for the child's individual needs which can vary from treatment, substance abuse, protection from domestic violence or a targeted education plan while in foster care.

https://www.gov.mb.ca/fs/informationsharingact The Province of Manitoba.

https://www.pcmanitoba.com/province



SEAT Report

SEAT Initiatives for Norway House Cree Nation July 2020, SEAT Billboard Competition

There were numerous entries however, only two were completed. The winners were Tessa Balfour and Dennis Day. One billboard was placed in the community of Norway House.

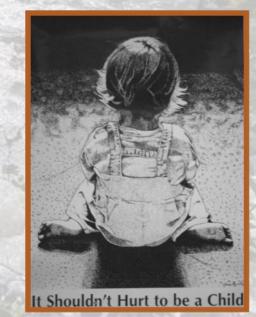
Due to the COVID restrictions from 2020-21, SEAT did not hold regularly monthly meetings during this time.

Information The Warning Signs of Grooming:

- ⇒ Targeting the victim: prey will look for children who are vulnerable and are easily accessible;
- ⇒ Gaining the victim's trust: gathering information on the child, getting to know the child, providing attention to the child;
- ⇒ Filling the Need: acting as a friend to the family, buying the child gifts/clothing, providing food, shelter and money, paying extra attention to the child;
- ⇒ Isolating the Child: to separate the child physically and emotionally from those protecting them;
- ⇒ Sexualizing the Relationship: abusers will often start to touch victims in ways that appear harmless, such as tickling, wrestling, hugging and will progress to more sexual contact. Abusers may introduce pornography to the child and discuss sexual topics to introduce the idea of sexual contact.
- Maintaining Control: abusers will maintain control which includes secrecy, influence and pushing personal boundaries.



"Say something if you see something" "Stop Child Sexual Exploitation"



Quality Assurance

Tansi, my name is Sherry Menow, and I have worked with the agency for the past 18 years in different capacities and roles. I recently was given the opportunity to take on the role as Quality Assurance Specialist officially in April 2020.

The QA Specialist is responsible for managing the KSMA Quality Assurance Program. The QA Specialist works to ensure that the agency is working in compliance with CFS legislations, regulations, and standards, and that we are delivering culturally appropriate services. The QA Specialist is involved in the assessment and review of best practices within the agency. This is done by attending staff meetings, reviewing files, and offering support to frontline and administrative staff when problems arise between departments. The QA Specialist



attends meetings with the Northern Authority Quality Assurance team and helps in assessing the quality of services within each agency and community. The QA Specialist is also involved in monitoring, analyzing, and reporting problems as they arise and helping to identify strategies on how to address areas of concern.

let them be LITTLE fill their hearts with AUGHTER help them GROW WINGS nurture their sense of WONDER inspire them to BELIEVE OVE them like theres OVE them like theres Monthly reports are submitted to the Board of Directors of activities in the QA department. This past year's activities were very limited due to Covid and the decrease in physical presence of staff within the office, as required by provincial guidelines and restrictions. The QA Specialist is also involved in the preparation of the Annual Strategic Service Plan, in collaboration with the Executive Director, which in a key activity in the development and implementation of a goal-oriented approach.

This year has been quite stressful for many because of the Covid 19 restrictions, public interaction limitations and ensuring that public health guidelines were followed for everyone's safety. Although, we are not quite out of the woods yet, guidelines and restrictions will continue to be followed to ensure children, families, and staff safety.

Family Enhancement Program

The staff of the KSMA Family Enhancement program would like to express our respect and appreciation to the parents, grandparents, and other caregivers of children, for keeping your children and grandchildren well -cared for and safe during the on-going hardships of the Covid-19 pandemic.

As we go through 2021 and into 2022, there are still many uncertainties about the spread of the virus and its long term effects. Our staff are paying close attention to safety precautions and continue to look for ways to provide support to the families we serve.

Overview of the Family Enhancement (FE) Team and Services:

The FE team consists of 2 administrative support staff, 1 Family Counsellor, 2 Supervisors, 6 social work staff (FE Workers), and 2 <u>Kawîcîtonanow Pathways</u> (KP) Workers, and 1 Coordinator. The Family Enhancement workers provide services to prevent children from coming into agency care. Services in Family Enhancement include:

- One-on-one & in-home supports for parents and families;
- Family assessments, case planning, and referrals;
- * Parenting programs to help families gain more awareness of impacts on our parenting and society from intergenerational effects of colonization and 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.



Myrna Gamblin FE Coordinator

The Family Enhancement Coordinator is responsible for planning, development and implementation of prevention programs within the context of providing supportive services to help our NHCN families and their children and other resident families of our community. The FE Coordinator is also responsible for monitoring trends in prevention approaches by other agencies and organizations; keeping informed on social and community information such as the Truth and Reconciliation Commission reports, Canadian Human Rights Tribunal decisions and First Nations', Federal, Provincial, and legal decisions that impact indigenous child and family matters; assisting KSMA in implementation of relevant legislation such as Bill C-92; supervising staff and overseeing program budgets.

As mentioned in the 2016-17 KSMA annual report, the main challenge for families and children continues to be our collective need for recovery and healing programs to address the on-going intergenerational effects of Canada's colonization and assimilation efforts through Indian Act legislated Residential Schools. That report also mentioned that there was a lack of government funding for the development and delivery of prevention services for on-Reserve families and children. Since 2018, Canada has begun to re-imburse First Nations' child and family service agencies for funds used from other programs. For example, KSMA had used training, travel and other service funds to create the Parenting workshops, family counselling services and the beginnings of land-based therapies services; including the annual Family Camp at Sea Falls.

Until the end of 2019, other land-based programs had to be provided by volunteers and fund raising efforts, despite the CHRT orders for Canada to pay for development of these services. By the beginning of January

2020, when the federal Bill C-92 also came into effect, Canada had begun re-imbursing First Nations' agencies for funds used from other programs for prevention program development. The actual CHRT orders have yet to be fully implemented.

Activities and achievements in 2020-2021



The Administrative Assistant and Programs & Services Worker ensure that our office is kept organized. They perform reception duties and help to ensure printing/copying equipment & general office supplies are maintained. They do filing and assist to obtain and maintain computer supports, activity equipment for workshops, case management supports, and land based activity supports for KP Workers & FE Workers. All equipment and supplies is organized and inventoried by our very hardworking admin staff. In addition to these duties, they also provide support for statistical data collection of prevention activities and expenditures for



Programs & Services Worker

reporting procedures.



FE Unit Supervisor

The Family Enhancement Unit Supervisor is responsible for overseeing the FE Workers who work one-on-one with families and their children. The FE Workers do an array of case management functions such as working with families to help communicate with their teens and pre-teens, helping families to help their younger children with learning skills, assisting families to develop budgeting, self-care and many other skills. Prevention work means providing services to help the family become more empowered in applying their own solutions to achieve a healthy supportive environment for their children.



Madeleine Muskego FE Worker



Kristin McKa FE Worker



Georgina Balfour FE Worker





Angel Balfour FE Worker

FE Workers provided 346 Total Weeks of in-home Service to families from April 1, 2020-March 31, 2021

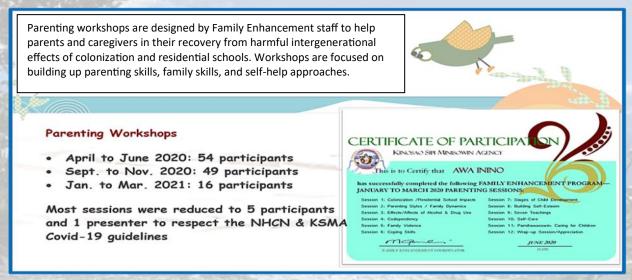


In-Home Supports

FE Workers and the family worked together to develop a plan of services where the family made the final decision based on their needs and comfort level of having a service provider enter their home during the pandemic. Many families decided to postpone their services due to concerns of lockdowns and potential exposure to infection. Family Enhancement provided the following weeks of services to families in-home in fiscal year 2020-2021:

- 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. **140** weeks of Parent Aide services were provided to families in NHCN.
- 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. 100 weeks of Homemaker services were provided to families in NHCN.
- Interveners Service providers who provide activity supports for verbal, school-age children. 16 weeks
 of Intervenor services were provided to families.
- Respite Workers: Provide child-minding supports for families on a regular schedule. 90 weeks of Respite services were provided to families in NHCN.

All FE staff work together to provide networking supports and outreach activities with other programs and services.



One-on-One services

The chart below shows the total number of families and their children who were provided with one-on-one, group, and in- home services by the FE Program from April 1, 2020 to March 31, 2021. Services provided include: Case planning, Counselling, Land based and Educational workshops, Mediation, Parenting programs, and Referrals to other NHCN resources.

FE One-on-One Prevention Services 2020-2021	
Number of children at risk who received intervention support:	408
Number of children at risk who received intervention support for the first time:	104
Number of children at risk who received intervcention support within 12 months of file closure:	72
Number of children who received prevention support service(s) in the home:	188
Number files closed where the child (children) was NOT removed from the home; after receiving prevention service(s):	50

Counselling Services



Yvonne Flett Family Counsello

The Family Counsellor provides services to families that receive supports from Family Enhancement and other KSMA programs. She provides individual and couples counselling and also crisis counselling. She is fluent in both Ininiimowin (Cree) and English languages and consistently provides services in both languages. The Family Counsellor provides

group counselling sessions when needed and provides supports during interventions where suicidal ideations are present. Referrals for counselling are provided by workers and some community referrals are made at the request of individuals who are more comfortable receiving a counselling service in our own Ininiimowin language. A majority of requests are for individual

Let's Talk

counselling. Family counselling, couples counselling, and group counselling services are also provided.



During the lockdowns and stay-at-home periods, telephone consults became the preferred means of responding to referrals for counselling and in some cases, crisis interventions.

67 referrals for counselling were responded to in 2020-2021.

Kawîcîtonanow Pathways (Land-based therapies and programs)



The Supervisor for <u>Kawîcîtonanow Pathways</u> program has the immense responsibility of meeting head-on the need for creating services that are land-based for the healing of families that are on the path of recovery from the intergenerational effects of colonization and Residential schools.

Land-based therapies provide education and awareness of NHCN's culture of shared language, shared history, ancestral knowledge and traditional activities. They work to restore traditional knowledge of family and community resilience by exploring ancestral ways of living. The day-to-day life skills embodied in the history of our ancestors provided

healthy ways of raising our families. These ancestral life skills show us empowered ways of grieving, celebrating, teaching, learning, and interacting with each other and other societies. The work is done with the assistance of 2 KP Workers.



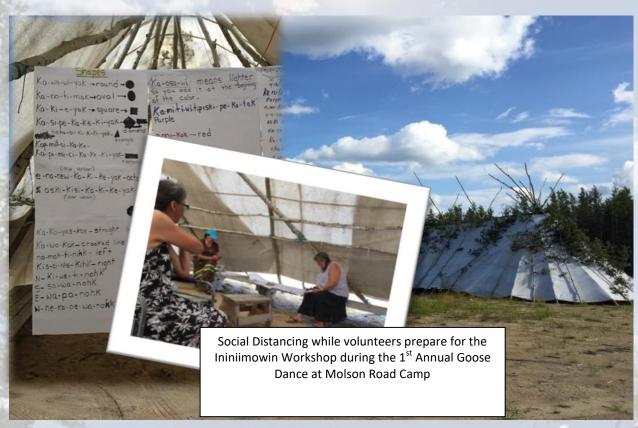
Valerie Forbiste KP Worker

Land-based healing forms the most crucial component of culturally appropriate services to families. Sharing circles and workshops continue to be held at our cultural camps at Sea Falls and Molson Lake Road. The Family Enhancement land-based services are now compiled into the Kawîcîtonow Pathways (KP) program. KP provides educational and skills building services for individuals, families, & groups and includes mediation and family group conferencing. The KP program began its implementation in 2020 just before the Covid-19 pandemic was declared. Groups and



Genevieve Dumas KP Worker

sessions had to be limited and are designed to ensure community pandemic guidelines will be carefully followed.



Historically, our ancestors respected and honored all living things on Mother Earth which gave them water, food, medicines, and resources to assist them in their healthy survival. One of these honoring ceremonies included a feast and celebration referred to as the Goose Dance (Niskisimowin) which was held either in the spring or fall in our Kinosao Sipi territory.

The last Niskisimowin one was held openly 99 years ago which encouraged volunteers and knowledge keepers to revive this important ceremony August 18 – 22, 2020.

Our language teaches us that niskisimowin means sharing and relying on the goose for food sustenance, hence life and survival (e-aniske-miinikoyahk pimatisiwin). It also tells us about leadership. When looking at the formation in which the Niska (goose) flies, there is always one leading the flock in a "V" formation. This leader is referred to as the Kiseman (pronounced kisayman). This leader paves the way for the rest of the flock. Like our stories about the Niska, Wahohtowin (kinship) teaches us that healthy relationship within families and community is important. This kinship was almost destroyed within our families and support systems. One way to begin repairing this kinship is to promote Niskisimowin. Part of this beautiful ceremony also consists of reclaiming our traditional practices and culturally appropriate promotion of the following:

- 1. To show respect and honor
- 2. To participate
- 3. To gather our people together
- 4. To empower our people through traditional feasting
- 5. To instill the values of self-sustenance

- 6. To build capacity
- 7. To gain connectedness, joy, and spiritual, physical, mental, and emotional healing





Annual NHCN Sundance

The NHCN annual Sundance was held August, 2020 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.



Annual Family Camp

Annual Family Camp was cancelled due to Covid-19 so the staff got together and decided to use our camp funds to make Christmas hampers for families.



Advocacy

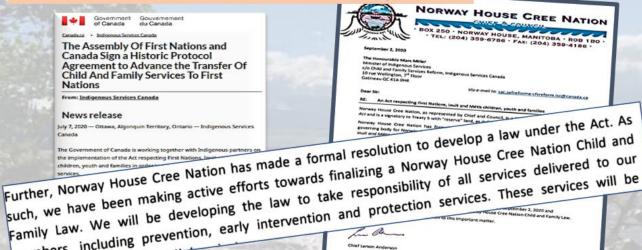
The Elder's Advisory group continued its review of documents concerning Bill C-92 and preparing recommendations for Norway House Cree Nation to consider. They were invited to attend the NHCN February 2020 General Band Meeting. Bill C-92, an Act respecting First Nations, Inuit and Métis children, youth and families, came into force on January 1, 2020 as a national law governing child and family services for indigenous children in Canada.

The Elder's Advisory group are Dorothy Dixon, Margaret Balfour, Elisabeth Tait, Maggie Ettawacappo, Lydia Osborne, Lawrence Dixon, Jane Anderson, Alice Muskego and Albert Ross. They are working to prepare recommendations on the application of Bill C-92 within Norway House Cree Nation.

Sadly, we lost one of our treasured Elders, Mr. Albert Tait, who gave so many insights into the way we must make our NHCN knowledge and experience a priority when it comes to writing down our traditional child care practices. He is very much missed.



Elders (left to right) Front Row: Dorothy Dixon, Maggie Ettawacappo, Alice Muskego, Jane Anderson, Lydia Osborne, Elisabeth Tait. Back Row: Lawrence Dixon, Albert Ross Sr., Albert Tait Sr., Insert: Margaret Balfour



members, including prevention, early intervention and protection services. These services will be

Other Activities



KSMA Emergency and Pandemic Plans continue to be updated on a regular basis. KSMA also appointed the Family Enhancement Coordinator in April 2020 to assist the Norway House Cree Nation Pandemic Advisory Team and the updating of the NHCN Emergency Plan.



The KSMA Life Book Project



The project was for the purpose of creating a Life story workbook for young adults and parents. It is a way of organizing and telling your personal story. Life story work can assist us to understand what is happening in our lives. It can help us to make difficult decisions, and express feelings.

Life Story work can help individuals organize past experiences and recognize patterns of behaviors. Recognizing patterns can help individuals and their families that are struggling to cope with harmful intergenerational effects.

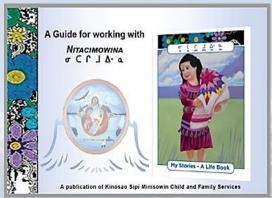
Why create a Life Book at this time?

As First Nations' people, we are all experiencing some very key transitions, from situations of experiencing intergenerational impacts of colonization and residential schools in Canada, to a state of identifying, mitigating and

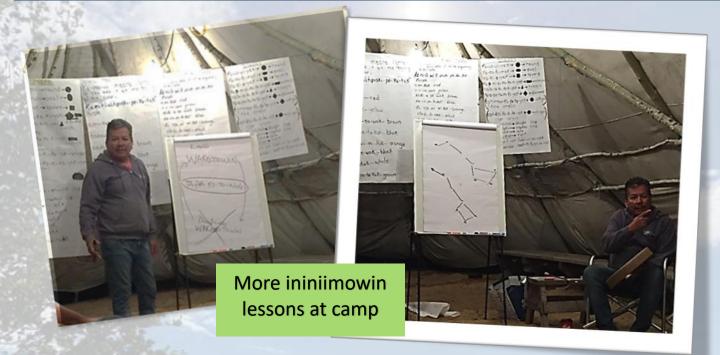
healing from those impacts. Life story work can help us to recognize the day-to-day ongoing

intergenerational impacts we are experiencing. It is a way of working which includes the gathering of information to produce an improved understanding of where we are in our healing journey.

Note: Financial support for the project was provided by KSMA and Heritage Canada's Aboriginal Languages Initiative.



Rhonda and Lorna showing off their hairy lake dumpling creation October 2020



More pics from 2020-2021



Pandemic Advisory Team meeting in the Chief and Council office



Elders at a Bill C-92 discussion meeting.



Emergency Team meeting in the Chief and Council office

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Programs and Services—Winnipeg

Operations Manager Sheila G. Thordarson

My name is Sheila G. Thordarson and I was hired on as the Operations Manager for Kinosao Sipi Minisowin Agency, Winnipeg Sub-Office, on March 1, 2021. I have been in child welfare for 20 years in various roles not only with Kinosao Sipi Minisowin Agency but that of another Northern sister Agency. I have much skills, experience, leadership & education within social work and I am pleased to work with my community and Kinosao Sipi Minisowin Agency.



The role of Operations Manager for Kinosao Sipi Minisowin Agency Winnipeg Sub-Office is multifaceted. Overseeing the day-to-day management of the Winnipeg Sub-Office includes financial accountability to the Agency, reporting findings of all matters to the Executive Director, coordination and implementation of programs and services to the K.S.M.A Sub-Office and to each individual department such as the Family Enhancement Program, Family Enhancement Coordinator Jamie Evans and her Family Enhancement Workers, Soraya Valencia, Aiden Todd & Sara Mathwig.

Our Family Enhancement Program is a unique voluntary service designed to be least disruptive and to increase services to our Indigenous children and families. Family Enhancement is to provide intensive family support services that promotes the health and well-being of individuals and the family unit encouraging and strengthen family ties and community connections. Prevention is key to enhancement of the individual mind, body and spirituality.

The Protection Unit consists of supervisor Rhonda Thomas and her Child & Family Services Workers, Marilyn Epp, Shaun Harder, Lisa Rogers, Chelsea Watt, Carlisle Wright & Federal Liaison Worker Samantha Marin. The Federal Liaison Worker provides the bridge between the federal transfers to the provincial Sub-Office and gives supports to the clients with various case management areas. It is an opportunity to develop supports and services for the clients coming from the Norway house community to Winnipeg and other areas.

The Protection Unit workers are mandated in accordance to policies, procedures and standards to work with families or children in need of protection with the utmost consideration and attempt to keep the family unit intact. Typically, this area of child welfare deal with assessment and case planning which often involves court matters. Working with mental health and addictions has proven challenging although referrals to external resources has been a great asset for parents. Ultimately the guiding principle is always to act in the best interests of the child. Our protection unit is committed to their work and whose efforts have made positive differences in the lives of many children and families.

The Permanent Ward unit consists of Interim supervisor Tracy Thompson providing coverage for Supervisor Kristen Ostrove and her Child & Family Services Workers, Darlene Maika, Mary-Anne Cirio (on leave), Bryan Salangsang, Patrick Mateo, Sandi Graham, Lael Proppe (term) & Brendan Graham (term). Within this unit Bob Delic, Age of Majority Specialist assists with transitional services to youth and young adults aging out of care, with the primary focus on the youth & young

Programs and Services—Winnipeg

adult's strengths and perseverance. This will encourage long-term success.

The Permanent Ward Unit deals with long term case planning for children when Kinosao Sipi Minisowin Agency received guardianship of the child. The worker implements a wide range of services along with internal financial management to meet the needs of the child and work collaboratively with other resources such as foster parents, educational supports and maintain connections with family of origin. Strength based approach is used to develop the child's skills required to further their personal goals while in care and as they age out of care.

The Winnipeg Sub-Office Resource Team is handled by Keith Olson, Resource Coordinator. His team consists of Corlette Clarke—Intake/stats worker, Carol Muswagon—File Clerk, Charmaine Ducharme—Foster Care worker, Jolene Throop—Alternative Care worker, Jon Clarke—Alternative Care worker, Dolores Compton— Alternative Care worker and Mearle Chartrand—Data Entry Clerk.

This team works diligently supporting the other departments with needs for foster placement and licensing foster homes, recruitment of foster parents/support workers, securing respite/ support workers to do services for children & families, transfer of files both internal and external, keeping stats on all families and children, CFSIS data entry, filing requirements just to name a few. Great department with dedicated staff.

Asides from the supervisors, I also oversee the receptionist, Corrine Waller, who is an asset to the Agency. She does a lot of the administrative duties for the office. Madeline Anderson is the legal clerk/administration who manages the legal department and all matters. She deals directly with the Agency legal team of Gray & Company.

If you have any questions or concerns, please email me.

Sheila G. Thordarson. BSW Operations Manager KSMA Winnipeg Sub Office

> All children are born to grow, to develop, to live, to love, and to articulate their needs and feelings for their self-protection.

> > Alice Miller

Provincial Resource Department

The Provincial Resource Department consists of:

- \Rightarrow Foster Care
- ⇒ Service Provider Program
- \Rightarrow Filing
- \Rightarrow Intake and Stats
- CFSIS (Child & Family Services Information System) Data Entry
- ⇒ Resource Coordinator

In the past year the Resource Department, along with other programs under the KSMA umbrella, have been faced with the challenge of conducting CFS operations under the Covid-19 pandemic. The management team has done a wonderful job in navigating through the challenges that were brought forward, primarily around safety of the children in care, foster parents, service providers and for the well being of KSMA staff and our families. We are grateful.

The Resource Department staff was provided with laptops, scanners/printers to work from their home stations throughout the pandemic. This preparation and planning had resulted in giving our staff the tools needed to respond and to fulfill all incoming requests in working remotely to perform our duties.

Our team messages supervisor each morning indicating they were ready for the workday and provide written updates daily showing their work. With the encouragement of our Operations Manager, Sheila Thordarson, we eventually evolved into a resource team teleconference for an hour every Monday. This allows a connection amongst our team where working from home can feel isolated. The teleconferencing keeps our team connected and everyone feeling supported.

The Resource Department staff have performed excellently and continue to do so in providing information for Family Enhancement, Protection, Permanent wards units as well as our finance department and Head Office on reserve.

Following on the next few pages are the names of the Resource staff and their program duties for your viewing.

Thank you, Keith Olson Provincial Resource Coordinator



Provincial Resource Coordinator

Programs and Services–Winnipeg

Foster Care

Charmaine Ducharme—Foster Care Worker Jolene Throop—Alt Care Worker Jon Clarke—Alt Care Worker

In the past year, the Foster Care department has continued to perform its regular duties in spite of the pandemic. The Foster Care staff have displayed great teamwork in problem solving the daily issues that surface, while we operate on staff rotation schedule.

To date Foster Care program manages 78 off reserve homes:

- One on reserve home includes 20 kinship homes and 41 culturally appropriate homes.
- Regarding places of safety, we have one on reserve 27 off reserve 20 of them are kinship homes and 22 culturally appropriate homes.
- Borrowed homes: We have 9 on reserve 38 off reserve, 13 kinship homes, 1 culturally appropriate home.
- Charlies Safe Haven is our emergency home with 4 beds available.

Foster Care is a large program with many duties involved ranging from:

- * Working with the Protection, Permanent Ward and Family enhancement units to Find appropriate placements for the children in care during their times of transition.
- Applying the Bill C 92 directive to follow the three steps when placing children with assistance from the worker of the child in care:
 - 1 family
 - 2 extended family
 - 3 community
- To ensure all the homes are licensed and meet the provincial standards.
- Relicensing the homes on a yearly basis forging a harmonious working relationship with her foster parents advocating for the Foster parents when needed.
- Providing accurate stats on a monthly basis.
- Providing support to foster parents and providing information when an allegation has been reported.
- The past year has been exceptionally difficult with the pandemic restrictions and safety measures we
 are required to follow. I commend the Foster Care team for carrying out their duties as best they can
 and managing the Foster Care program at an exceptional level to deliver the agency's policy and
 procedures.
- Background checks are also done to evaluate the quality and effectiveness per foster home, with the CIC's needs in mind.
- Apply performance measures to meet program and standards. This also falls into customary care, kinship...cultural piece (BILL C-92) Submit monthly foster care stats and relevant information pertaining to each foster home.

Service Provider Program

Dolores Compton-Service Provider Worker



Programs and Services—Winnipeg

The Service Provider program plays a vital role within our system and Dolores is another long serving staff member of KSMA. The following are a list of her duties:

- Carries has a list of service providers that have cleared all the required background checks.
- Coordinates the support service requests that are forwarded from the case managers then contacts service providers to carry out the assignments. The assignments range from transporting children in care to family visits, dental/health related appointments, therapy sessions are amongst the daily requests that are forwarded to her.
- Processes service providers timesheets according to the bi-weekly payment schedule when timesheets and service logs are submitted.

With such an active program Dolores is available evenings and weekends to provide direction as needed.

Filing

Carol Muswagon—File Clerk

There has been a lot of challenges this past year working under the pandemic.

Carol is responsible for filing all the children in care protection, permanent ward and family enhancement information according to her file key. She is very organized with her file room always quick to provide files to workers and management upon request. Her recall of child's information is swift and accurate. She processes the Greenies and Pinkies forms into the child's files that are submitted by the workers on a daily basis. It is necessary to keep up to date at all times. Carol must stay vigilant with organizational skills and attention to detail.

Carol is a long time staff member with KSMA and will always makes herself available to staff as much as possible as we are here to help each other and become a very strong team.



Top Left to Right: Jon Clarke, Carol Muswagon, Mearle Chartrand, Corlette Clarke Bottom Left to Right: Dolores Compton, Charmaine Ducharme

Programs and Services—Winnipeg

Intake and Stats

Corlette Clarke—Intake and Stats Clerk

All matters received by our office are given to Intake for processing and distributed to the proper program supervisor. The mandate of Intake and Stats clerk is to compile and maintain Winnipeg office stats on a monthly basis. Corlette has in depth knowledge and understanding of the ADP administering intakes received from All Nations Coordinated Network (ANCR). She utilizes the CFS Act in accordance with Section 42, 49 and interprovincial agreements pertaining to provincial courtesy requests.

CFSIS (Child & Family Services Information System) Data Entry

Mearle Chartrand—CFSIS Data Entry Clerk

- ⇒ Receives greenies and pinkies to open, closes and makes changes to client files on CFSIS. This past year Mearle has been receiving these inputs via email.
- ⇒ Look over the instructions and apply these changes to their files online with the effective dates given.
- \Rightarrow Receives transfers from agencies and transfer files to other agencies.
- ⇒ Enter changes for CICs in their legal statuses, placements and workers and attaches recordings, photos and face-to-faces to their files received from their workers.
- ⇒ Enters change of information, change of workers, family structures and addresses for PRT/FE files also attaching recordings that are given to PRT/FE files.
- Conduct Prior Contact Checks to see if people already have a profile and will create profiles, open files if they do not have one but need one.
- ⇒ Opens the file with the case reference, attach the primary worker, supervisor and anyone else attached to the file.
- ⇒ Collaborates with the Foster Care team, to do PCCs for potential foster parents. She also opens FCMs and manage their facilities.
- ⇒ Open a POS and apply/renew a licence for these homes. As well as reserve beds for other agencies with our foster homes when provided all the information needed (which foster home, CIC's name, the effective date, for which agency, work group and worker).

Programs and Services–Winnipeg

Permanent Ward

The Winnipeg PW staff consists of: Kristen Patkau, PW Supervisor Darlene Maika Bryan Salangsang Patrick Mateo Mary Anne Cirio Bob Delic



PW Supervisor

timeframe in and out

Staff continue to work in cohorts. Throughout the year the

of the office has altered due to public health orders. Currently staff are one week in the office and 2 weeks out. There are 3 different cohorts to accommodate all staff. Staff have struggled with the disconnect with other departments. The permanent ward team meets weekly on Thursdays via teleconference to stay connected and relay important information. These meetings have given the 3 new staff members an opportunity to get to know the other team members.

The permanent ward department is currently fully staffed. The team is very busy as their caseloads are high. One of our goals is to complete treaty numbers for all permanent CIC's by end of summer 2021. We may have Section 49's as a result which could potential lower some caseloads. Currently there are 5 CIC's that will be transferred to their community agency. One staff member Patrick has completed all his caseload and has been assisting other team member with the process.

Many of the staff have stated that COVID has been difficult building relationships with the children as access has been limited. Seeing children via facetime is not the same as in person. Many of the case managers have done in person visits through out COVID however the time spent was drastically lessoned for safety purposes.

The permanent ward department is working on many guardianship applications, this will equate to 8 CIC's leaving care. This is exciting for the team as many family members have been expressing interest in caring for children. This past year 2 guardianship applications were granted with 2 CIC's leaving care. Darlene is also working on an adoption of 1 CIC.

As always, the permanent ward team works closely with families to reunify children wherever possible.

Darlene Maika



Currently there are 9 CIC's families working towards reunification. When reunification occurs the permanent ward team has committed to refers families to the Family Enhancement department for further support of 6 months after the order is rescinded. We understand that caring for children again can cause anxiety and stress for the families. By have these additional supports we hope to help alleviate some of the uncertainty. This year we have rescinded 2 orders so far having 4 CIC's leave care.

These are exciting times for the staff when children are leaving care. It gives staff hope for others on their caseloads.

Programs and Services–Winnipeg

Decorating of the windows at the office were done to remember and honour the children that were found. Staff were very interested in helping and made different suggestions. Orange ribbons were ordered. The Sub -Office will be handing out orange ribbons to Foster Parents/Staff that have a charm that were purchased, attached along with a description of why orange is significant. The Winnipeg Sub-Office came together in supporting each other during this difficult time. Dell Ducharme was brought in again to assist staff with their feelings.

Thank you, Tracy Thompson, I/PW Supervisor



Mary Anne Cirio







Patrick Mateo

Bryan Salangsang







Financials

For the period ending March 31, 2021, KSMA ended the year off with a healthy operating surplus of approximately \$1.2 million from normal operations. In addition, KSMA generated an additional \$1.7 million dollar surplus from other operations for an overall surplus of approximately \$2.9 million. 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, 2021. This is the 8th year in a row since the fire that occurred where KSMA completed the audit in a timely manner.



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

Michael Ly Financial Consultant

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.

COVID-19

During the year ending March 31, 2021, the Agency continued to experience operational challenges due to 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 is financial stable allowing the Agency to absorb increase costs related to COVID-19 related to IT and protective supplies. On the contrary, the Agency saw savings in areas like travel which allowed management to redirect these funds to other areas of need.

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 3rd and 4th wave of the pandemic.

Single Envelope Funding

This is the second year that KSMA transitioned from block funding to single envelop funding for all funding received from the Province. From an operating perspective, the change in 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; in addition, under block funding maintenance funding is 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, KSMA was able to operate within their single envelop funding from the Province.

Provincial Child Tax Benefit

This is the second full year that KSMA can collect and retain Child Tax Benefit dollars related to provincial children care. Historically, the in Province forced Agencies to remit CSA monies back to the department through funding recoveries or voluntary submissions. These funds have assisted with providing resources additional to Provincial children in care. More importantly with anticipated funding level reductions, CSA dollars will provide Agencies an alternative tool to help assist children in care financially.

System Conversion

KSMA continues to work with the Answer Company to converting their existing accounting system, FACTS 2000, to Sage 300 ERP. The design of the new system is in final its stages of programming. The project is delayed due to COVID 19 and we continue to experience labour shortages from our vendor in order to completing this project. We anticipate on completing the programing this fall and we will be able to test the new software in Q4 of fiscal year with this an anticipated live date of April 1, 2022. The new system will allow KSMA to operate efficiently as well as provide more accurate reporting for the Board and Management team for decision making.

CHARTERED PROFESSIONAL ACCOUNTANTS BUSINESS & TECHNOLOGY CONSULTANTS CONSULTANTS GROUP

INDEPENDENT AUDITORS' REPORT

To the Directors of Kinosao Sipi Minisowin Agency

Opinion

We have audited the financial statements of Kinosao Sipi Minisowin Agency (the Agency), which comprise the statement of financial position as at March 31, 2021, 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, 2021, 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)

-554 St. Mary's Road, Winnipeg, MB R2M 3L5 felephone. (204) 943:4584 Fax: (204) 957-5195 E-mail: info@exg.ca. Website: www.exe.ca.

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Independent Auditors' Report to the Directors of Kinosao Sipi Minisowin 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 August 9, 2021

KINOSAO SIPI MINISOWIN AGENCY Statement of Financial Position

March 31, 2021

		2021	4	2020 (Restated)
ASSETS				
CURRENT				
Cash	\$	14,445,143	\$	8,757,174
Short term investments (Note 4)		12,592		12,412
Accounts receivable (Note 6)		514,589		1,409,996
Prepaid expenses		36,717	_	34,728
		15,009,041		10,214,310
CAPITAL ASSETS (Notes 2, 5)		753,500		784,605
	<u>\$</u>	15,762,541	\$	10,998,915
LIABILITIES				
CURRENT				
Accounts payable and accrued liabilities (Note 8)	\$	6,073,923	S	4,275,769
Working capital advance (Note 9)	-	757,000		757,000
		6,830,923		5,032,769
NET ASSETS				
Unrestricted pre April 1, 2012		3,151,700		3,151,700
Federal Core		-		
Federal Prevention		993,451		396,533
Federal Protection		(2 557 401)		(3,453,162)
Federal Maintenance Provincial Core		(3,557,481) (984,471)		(935,346)
Provincial Core Provincial Prevention		(307,431)		(281,743)
Provincial Protection		(57,183)		205,319
Provincial Maintenance		(523,546)		(1,615,925)
Children's Special Allowance and Other		9,463,079		7,714,165
Capital Assets		753,500		784,605
		8,931,618		5,966,146
	\$	15,762,541	\$	10,998,915

ON BEHALF OF THE BOARD

1 Mitchell

See notes to financial statements

KINOSAO SIPI MINISOWIN AGENCY Statement of Operations

Year Ended March 31, 2021

		Budget 2021 (Note 13)		2021		2020 (Restated)
						11111
REVENUE						
Indigenous and Northern Affairs Canada						
Core (Schedule 1), (Note 11)	S	759,263	\$	1,986,547	\$	998.309
Prevention (Schedule 2), (Note 11)		2,787,350		1,612,278		1.815.337
Protection (Schedule 3), (Note 11)		3,120,923		2,693,904		3,189,269
Maintenance (Schedule 4), (Note 11)		5.091.993		3,203,438		4.321.991
Provincial				-,,		
Core (Schedule 5)		656,426		656,426		756,803
Prevention (Schedule 6)		240.002		240,002		246.386
Protection (Schedule 7)		2,167,155		2,167,155		2.143.385
Maintenance (Schedule 8)		8,617,611		8,617,611		9.863.705
realized (benetilite by		0,017,011		0,017,011		9,005,705
		23,440,723		21,177,361		23,335,185
EXPENSES						
Indigenous and Northern Affairs Canada						
Core (Schedule 1)		1,415,687		408,813		474,800
Prevention (Schedule 2)		2,787,350		2,367,642		2,393,880
Protection (Schedule 3)		3,120,928		2,857,801		3,141,218
Maintenance (Schedule 4)		5,091,993		3,307,757		4,224,248
Provincial						
Core (Schedule 5)				613,219		712,201
Prevention (Schedule 6)		240,010		265,690		213.655
Protection (Schedule 7)		2,167,156		2,429,657		2.539,958
Maintenance (Schedule 8)		8,617,611		7,525,232		8,961,067
Capital Assets (Schedule 10)		-		184,992	1.10	152,130
		23,440,735	81	19,960,803		22,813,157
EXCESS (DEFICIENCY) OF REVENUE OVER						
EXPENSES BEFORE OTHER OPERATIONS	_	(12)		1,216,558		522,028
OTHER OPERATIONS						
Children's Special Allowance revenue (Schedule 9)		2,160,000		2,044,837		2.266.001
Children's Special Allowance revenue (Schedule 9) Children's Special Allowance expense (Schedule 9)		(2,160,000)		(295,923)		2,266,801
CHRT recovery (Schedule 9)		(2,100,000)		(295,925)		(275,647) 911,066
	_					911,000
	1		-	1,748,914		2,902,220
EXCESS (DEFICIENCY) OF REVENUE OVER						
EXPENSES	5	(12)	\$	2,965,472	\$	3,424,248

See notes to financial statements

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Annual General Meeting

Despite the many restrictions of Covid 19, KSMA managed to hold their Annual General Meeting on August 27, 2020 at the NHCN Multiplex Auditorium. The MC for this event was Roy Folster, ex Board Member and FSD Counselor. KSMA's 2019-2020 Annual Report was presented by our Assistant Executive Director, and the Financials were presented by the Financial Consultant who attended by Skype.

The AGM was attended by KSMA staff, the NHCN Council Portfolio Holder, and two Board members however, due to travel restrictions, the funders and the Northern Agency Directors were unable to attend. The 2019-20 Annual Reports were mailed to the Northern Agency Directors and funders.

The KSMA staff members were also acknowledged and presented gifts for their years of service. The following were recognized for their years of service:

Employee	Hire Date	2020
Mina Hart	August 4, 2015	5
Sandra Clarke	January 5, 2000	20
Brent Duncan	August 18, 2015	5
April Hart	September 15, 2015	5
Kristen McKay	July 20, 2015	5
Pamela Menow	January 26, 2015	5
Tammy Muskego	September 29, 2015	5
April Ross	August 4, 2015	5
Darlene Maika	May 16, 2005	15
Rhonda Apetagon	June 1, 2005	15
Keith Olson	June 14, 2010	10
Lisa Rogers	May 25, 2010	10
Angela Saunders	October 5, 2015	5















An Act respecting First Nations, Inuit and Métis children, youth and families Kinosao Sipi Minisowin Agency

An Act respecting First Nations, Inuit and Métis children, youth and families, known as Bill C -92, came into force on January 1, 2020.

It is the new national law to guide child and family services affecting First Nations, Inuit and Métis children, youth and families in Canada. The Act affirms First Nations rights and jurisdiction over child and family services, including the authority of First Nations to establish laws grounded in our culture, beliefs and values, and sets out national standards and principles aimed to support First Nations child and family wellbeing.

The Kinosao Sipi Minisowin Agency has commenced on strategically preparing for the future of children and families in our community. We are committed to maintaining our focus on prevention and early intervention and have begun the groundwork, in partnership to prepare for the future implementation of *Norway House Cree Nation Family Law*, which



is the next step in the body of work undertaken by NHCN to advance the rights of our children and families.

In working with community leaders and having the guidance and support of our elders, we are making significant strides in preparing for future implementation. Over the last year we have been documenting foundational principles, best practices and exploring specific areas of service delivery. This process began by first listening to the families that have been personally impacted by the agency and

the child welfare system. Next, we begin working to access the resources necessary to implement our NHCN family law. This includes planning for infrastructure, capacity building and identifying essential baseline funding requirements.

Community is at the heart of everything we do at KSMA. Though we do not know what the future holds, we are resolute in our mission to promote family unity and deliver culturally appropriate services. The pandemic has served to further highlight inequities in housing, education, health care, food security, criminal justice and child protection in First Nation communities, but we remain rooted in our commitment to finding sustainable solutions that will benefit those we serve for years to come.

NOREEN DUNCAN JUNE 2020

KSMA promotes education for its employees and is in total support of professional development.

Focusing Oriented Therapy and Trauma Informed Practice Certificate Program

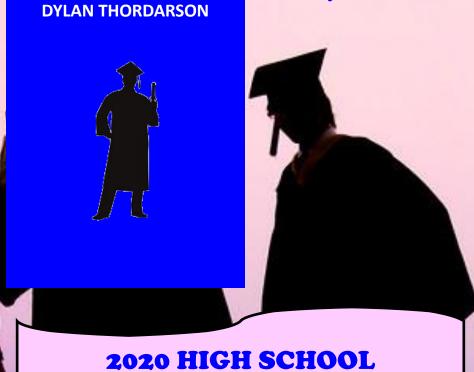
General Program Information

The Focusing-Oriented Therapy and Trauma-Informed Practice Certificate Program is offered by **CED**-Prairie Region Centre for Focusing (PRCF) in Winnipeg, Manitoba. It is an advanced 540program, consisting of classroom hour instruction with equal emphasis on knowledge and application, logged and supervised therapy sessions, debriefed observation of therapy practice, group projects, community development, and group facilitation of topics related to Focusing and other experiential therapies used in the treatment of complex trauma and Post-Traumatic Stress. The program is accredited by Manitoba Institute of Trades and Technology (MITT) and internationally accredited by the Focusing Institute in New York.

What is Focusing-Oriented Therapy?

Focusing-Oriented Therapy (F.O.T.) is an evidence-based treatment approach that allows individuals to safely manage the pace and the direction of their healing process. It is particularly helpful in the treatment of Post-Traumatic Stress resulting from a traumatic event(s). It is a holistic approach that integrates the mind, body, spirit, and emotions in a gentle implicit way that reflects Indigenous imperatives with emphasis on non-interference, respect and empowerment.

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



2020 HIGH SCHOOI GRADUATES

BRITTANY ANDERSON



Grade 12 Graduate June 2020, Helen Betty Osborne Ininew Education Resource Centre

Future Plans; Applied for Culinary Arts 2 Year Program at RRCC

Future Goal: Seek employment as culinary chef in either Norway House or Winnipeg.

AMANDA YORK



Grade 12 Graduate June 2020, Helen Betty Osborne Ininew Education Resource Center.

Awards: Citizenship Award, Leadership Award, and the Leslie and Stanley Arthurson Memorial Award. GPA of 90% (3rd highest) and graduated with honors.

Future Plans: Enrolled into classes at the Canadian Mennonite University and will be taking social sciences courses, biblical theology courses, science courses, writing courses, and psychology courses. She will be majoring in a science degree with a minor in psychology.

Future Goals: Occupational Therapist



Grade 12 Graduate June 20. 2020 Stonewall Collegiate Institute

Merit Awards: Award (Striving for Excellence with an average of 84.6%) and the Stonewall United Church Effort Award.

Future Plans: Culinary Skills Indigenous Course at the Red River College Fall 2020, Aboriginal Language course at RRCC September 2021, Pastry Program at RRCC September 2022.

Future Goal: Pastry Chef. Thinking of landing a job in the food industry setting and eventually hopes to manage her own restaurant.

FRANSISCO RAMIREZ



Grade 12 June 2020



ECKO MUSWAGON

Grade 12 Graduate June 2020, Garden City Collegiate

Future Goal: Nursing

MIKAYLA BENSON



Mature Student Diploma June 2020, RB Russell

Future Goal: Seek employment

ARIANNA DESJARLAIS



Grade 12 June 2020

FAMIRA SEVERIGHT



2020 HIGH SCHOOL GRADUATES

AARON DELARONDE



Grade 12 Graduate June 2020, Shaftsburry High School

Future Plan: Secure Employment

JAMES BITTERN

Grade 12 Graduate June 2020, Children of the Earth High School



Future Plans: Enrolled into Culinary Arts Program at RRCC for 2020-21

Future Goals: Secure employment as Chef



Professional Services—Legal

Gray & Company, Legal Service Providers

Gray and Company (and its predecessor Mirwaldt & Gray) is honored to be providing legal services to Kinosao Sipi Minisowin Agency since 2005. The firm, originally based in The Pas, opened its Winnipeg location in 2005 but continues to provide legal services to Northern people, communities, businesses and agencies.

Mr. Scott P. Gray, LL.B. is Senior Counsel and managing partner at Gray and Company. Mr. Gray graduated from Weldon Law School at Dalhousie University in 1983 and was called to the Manitoba Bar in 1984. Mr. Gray established the firm in 1986 in The Pas in partnership with his wife, Lore Mirwaldt, Q.C. (now Madam Justice Mirwaldt). Mr. Gray's practice areas include labour and employment law, corporate and commercial law, governance and human resources, civil litigation, criminal law, child welfare and administrative law. Mr. Gray was appointed an Adjudicator under the Indian Residential Schools Settlement Agreement from 2009 to 2018. In his current role as counsel to KSMA, Mr. Gray provides advice and assistance to management, workers and staff. He personally attends court to represent KSMA in presenting cases and providing advocacy for children and families. Mr. Gray assists the Board and management with matters of governance,



Scott P Gray Senior Counsel

inter-governmental relations, human resources, and general liability. Additionally Mr. Gray provides training to the Board, management and staff as requested.



Alexander Gilroy, J.D.

Assisting Mr. Gray in delivering legal services is Alexander M. Gilroy, J.D. Mr. Gilroy grew up in Brandon and graduated from law school at the University of Manitoba. He articled with Gray and Company in 2015 and was called to the Manitoba Bar in 2016. Mr. Gilroy has been representing KSMA in court in both Norway House and Winnipeg. In addition to appearing in court Mr. Gilroy is responsible for meeting with workers and supervisors to prepare their cases for court. Training of the Board, management, and workers on various legal issues and processes is an integral part of the legal services provided by Mr. Gilroy.

New to the firm as of 2020 is Ms. Kate Wagar, J.D. who graduated law school in 2020 and articled with us and was

called to the Manitoba Bar in June 2021. Mr. Wagar provides assistance to both Mr. Gray and Mr. Gilroy in preparing KSMA cases for court and production of training material.

Gray & Company provides legal orientation to member of the Board of Directors and executive staff. They also ensure that KSMA management and staff stay informed of bending changes to law and legal processes in the child welfare system, labour and mployment law and general liability.

In the last two years, the courts have changed dramatically the manner in which child welfare cases proceed. Each time they have made a change, they have issued new directives to counsel in regard to those processes. We have prided ourselves on adapting affectively to each and every one of those changes and to keeping KSMA apprised of those procedures. Here's hoping that the next year will see us return to some measure of normalcy.



Professional Services—Financial

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 to become senior internal auditor at StandardAero, a multi-billion dollar private company aerospace Winnipeg, Manitoba. Michael was later recruited to be the controller of Southeast Child and Family Services (SECFS), the largest First Nations Child welfare organization in Manitoba.

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

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







Statistics—Norway House

e Load Grand	P Total	57 362	52 359	51 365	51 366	34 366	30 380	31 395	31 389	27 380	22 373	26 382	27 388	VFS—Voluntary Family Services
CIC Total Case Load	ш. 	305	307	3 314	315	332	350	364	358	353	351	356	361	oluntary F
CC	Total	139	135	138	130	126	127	135	132	127	123	128	128	/FSV
	SAP	0	0	0	0	0	0	0	0	0	0	0	0	
	NSG	ε	З	ю	3	з	2	2	2	2	2	2	2	
Care	S	∞	0	0	4	4	4	4	4	4	ъ	ъ	2	ġ
Children in Care	APP	37	47	49	36	35	25	29	24	23	28	33	33	ardiansh
Chil	VPA	11	6	10	12	8	8	12	15	15	14	15	15	VSG—Voluntary Surrender of Guardianship
	ΤW	13	2	2	2	2	18	18	18	14	8	∞	8	Surrend
	Md	75	74	74	77	78	74	74	73	73	71	70	70	oluntary
	Total	223	224	227	236	240	253	260	257	253	250	254	260	VSG—V
MU	EPS	б	∞	6	6	11	10	6	6	11	10	11	12	
2	ЕХТ	14	15	15	15	16	15	17	17	18	18	19	20	
Files	PRT	124	121	120	124	125	129	129	127	126	123	125	125	
Family Service Files	VFS	0	0	0	0	0	0	m	З	m	ß	m	3	ard
Famil	FE-P	7	∞	∞	∞	6	6	6	6	6	6	∞	8	TW—Temporary Ward
	FE-V	69	72	75	80	79	06	93	56	86	87	88	92	V—Temp
	Month	Apr-20	Мау	Jun	lul	Aug	Sep	Oct	Nov	Dec	Jan-21	Feb	Mar	N.

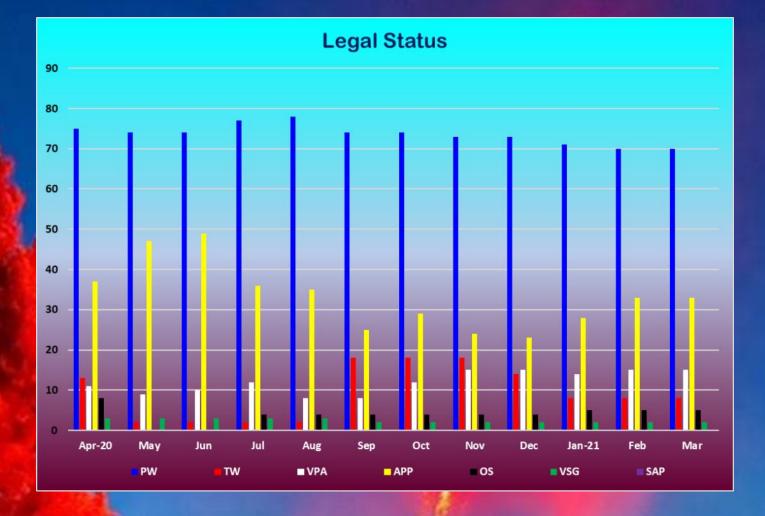
PW—Permanent Ward

FE-P—Family Enhancement—Protection

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OS—Order of Supervision

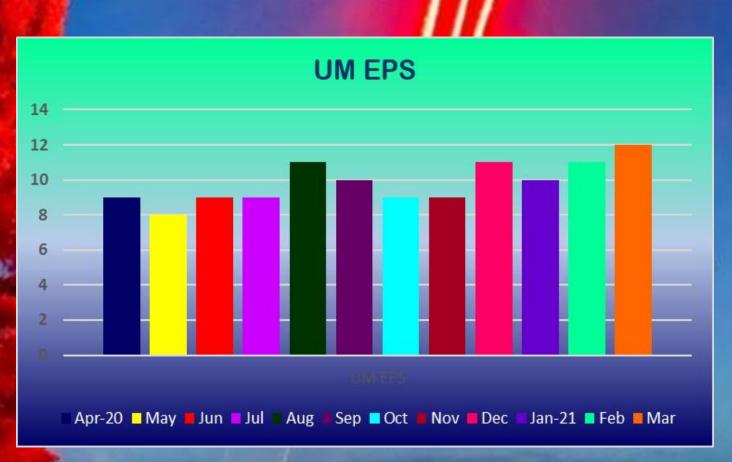
Statistics—Norway House



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

Statistics–Norway House





Statistics—Norway House

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
YEAR END STATS 2021	2020	2020	2020	2020	2020	2020	2020	2020	2020	2021	2021	2021
Domestic Violence	1	5	6	2	1	1	1	4	2	6	6	4
Conduct Parents (Alcohol)		1	10	10	9	10	3		1	2	1	3
Conduct Parents (Alcohol/Drugs)	4	8	5	2	1	5	5		5	2	4	4
Conduct Parent									4	1		1
Child Neglect	1	3	10	10	8	7	6	1	3	4	3	4
Medical Neglect										1		1
Child Endangerment					1	4						1
Abandonment		1										
Conditions Parents					1					1		2
Child Beyond Control		1		1		2				1		
Conduct Child (Alcohol)												
Conduct Child (Alcohol/Drugs)		1		2		2						
Conduct Child												1
Conditions Child				1								2
Court Referral Child					1	1	1					
Suicidal Ideations - Child		1	1	4	1	1	3		2			1
Allegations of Sexual Abuse	2	3	3	1	7	3	3	3	2	7		6
Allegations of Physical Abuse	2	3	4	3	1	3	8	5	2	4	1	3
Allegations of Emotional Abuse							2					
VPA												
Support Services	1	2	1	3	2	3	3	2		1	2	2
Homelessness		1							1		1	
Home Assessment	1	8	13	6	8	14	11	2	5	11	3	8
Notice of Maternity									1			
UM Referral			1	1		1		1	1	1		1
Adoption												
Repatriation												
Other Agency Report/Request			1		1							1
Petition and Notice of Hearing									1			
Transfer - DIA NCNCFS/ Northern Authority						1						
RCMP Referral - Conduct Parent /Other	2		3					1				
Child Exploitation/ Interference	2								1	1	1	3
Other Age of Consent								1				
Child Death		1						1				
Mediation		1						1				
Custody			1							1		
# of Intakes per month	16	40	59	46	42	58	46	22	31	44	22	48

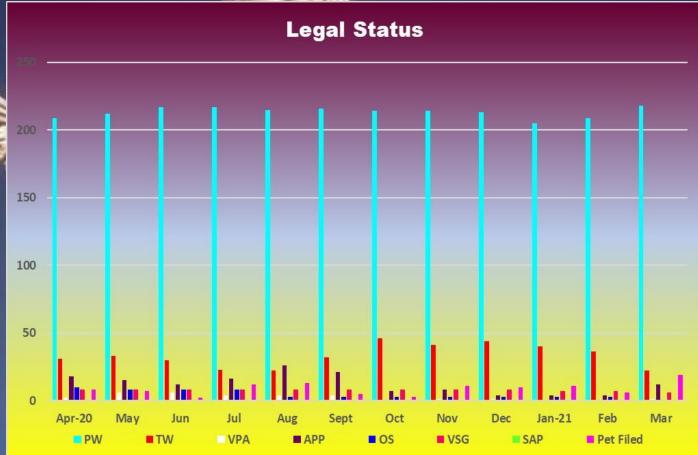
Statistics—Winnipeg

	Grand	Total	413	422	419	425	430	429	422	424	423	411	407	419	PRT—Protection EXT—Extension of Care PW—Permanent Ward
	e Load	Ч	381	409	406	411	416	413	404	409	408	405	401	403	PRT—I Extensi
	CIC Total Case Load	F	10	13	13	14	14	16	16	15	15	16	16	16	EXT PW
1	CIC To	Total	276	281	275	280	288	286	278	283	280	267	292	278	
111		Pet Filed	8	٢	2	12	13	£	£	11	10	11	9	19	
		SAP	0	0	0	0	0	0	0	0	0	0	0	0	
	re	NSG	∞	8	∞	8	8	∞	∞	8	8	٢	٢	9	
	Children in Care	SO	10	8	8	8	£	£	£	3	ε	£	£	0	a ntary sction ss
	Childre	APP	18	15	12	16	26	21	7	8	4	4	4	12	robate Probate t—Volu t—Prote Filed Service
		VPA	2	9	9	4	4	4	0	1	1	0	0	1	SAP – Select Adoption Mobate SAP – Select Adoption Mobate FE-V – Family Enhancement – Voluntary FE-P – Family Enhancement – Protection Pet Filed – Petition Filed VFS – Voluntary Family Services
		TW	31	33	30	23	22	32	46	41	44	40	36	22	select A ly Enhai Filed — I oluntar
		ΡW	209	212	217	217	215	216	214	214	213	205	209	218	SAP—SAP—SAP—SAP—SAP—SAP—SAP—SAP—SAP—SAP—
		I OTAI	137	141	144	145	142	143	144	141	143	144	145	141	EF F
	MU	EPS	ъ	ß	4	4	æ	2	9	2	2	1	0	0	1
		ЕХТ	22	22	24	25	25	24	21	21	22	22	24	24	
	e Files	PRT	71	73	74	71	71	74	72	72	72	74	76	72	ment
	Family Service Files	VFS	1	1	1	1	1	1	1	1	1	1	4	4	nt Agree
	Family	FE-P	0	0	0	0	0	0	0	0	0	0	0	0	Vard lacemei on ervision iurrend
		FE-V	38	40	41	44	42	42	44	45	46	46	41	41	porary V untary P rehensia of Supe untary S
	-	ΙΝΙΟΝΤΠ	Apr-20	Мау	nnl	InL	Bug	Sept	Oct	Nov	Dec	Jan-21	Feb	Mar	TW—Temporary Ward VPA—Voluntary Placement Agreement APP—Apprehension OS—Order of Supervision VSG—Voluntary Surrender of Guardianship

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Statistics—Winnipeg



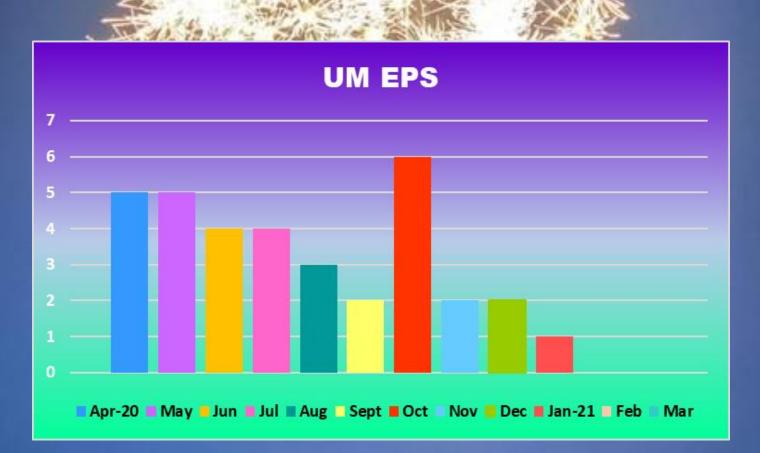


PW—Permanent Ward TW—Temporary Ward VPA—Voluntary Placement Agreement APP—Apprehension OS—Order of Supervision VSG—Voluntary Surrender of Guardianship SAP—Select Adoption Probate Pet Filed—Petition Filed

Statistics-Winnipeg

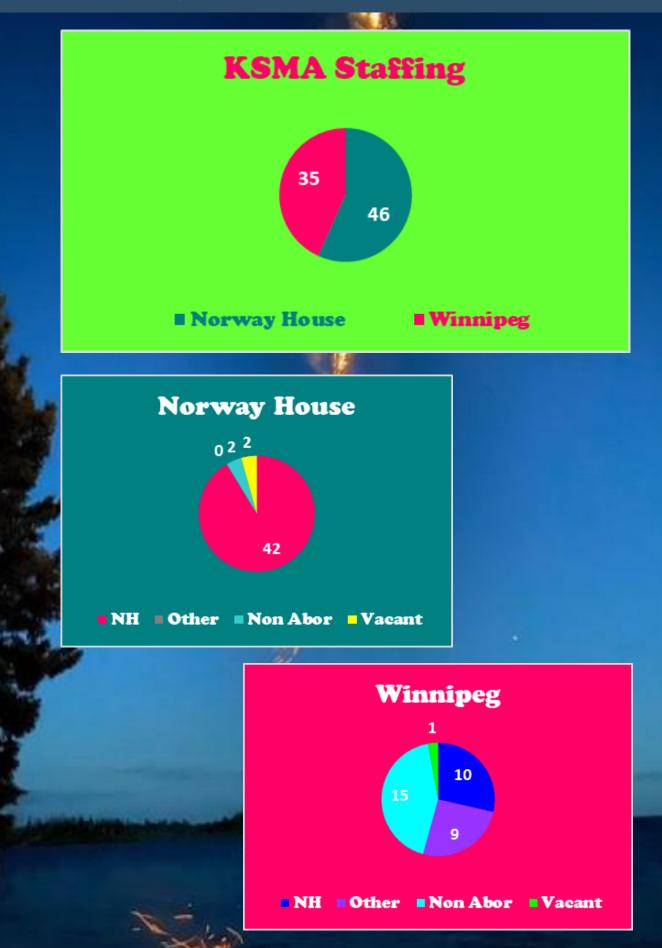






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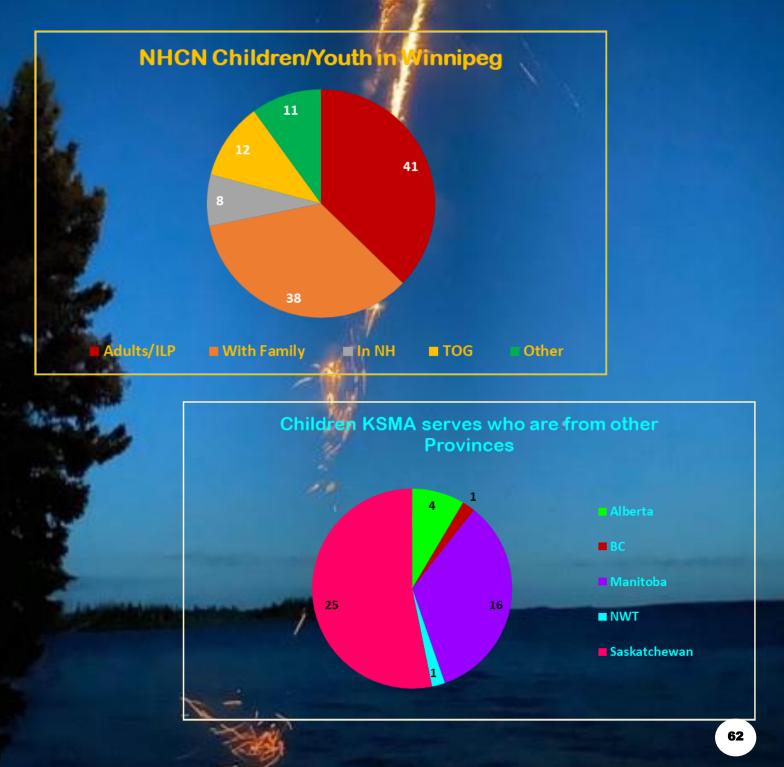
Statistics–Human Resource



Statistics—Other Stats

Norway House Cree Nation Children/Youth in Winnipeg

The total number of children-in-care that are NHCN band members is 110. These children are often transferred to KSMA from other agencies. The majority are adults or youth (age 16+) in Independent Living Programs (ILPs). Whenever possible KSMA supports family as caregivers, which is the second largest group. Most of the family members caring for children are grandparents. KSMA also looks for family in NH to care for children. A small number we in temporary care (under short term orders) and remain in the city to be close to their parents and have regular family visits. The remaining 11 NHCN children are in specialized programs (e.g., medical foster homes), long-term or transitional placements.



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