

**2021-2022**

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**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.

## **Vision**

- Norway House Cree Nation is to be a safe, nurturing and caring community where healthy and responsible families live.
- Children to be raised with honor, respect, love and guidance so as to acquire the skills to become good and productive citizens.
- Families to gain, promote, and preserve culturally appropriate values and beliefs.

## **Goals**

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



## Agency Profile

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

The primary vision for KSMA is to assist in the development and delivery of programs and services directed at promoting the best interest of Norway House Cree Nation members and preserving family unity. Once KSMA received its mandate, the agency, with support from the local leadership took a proactive approach and began developing new departments, projects, programs and services to reflect the tradition, culture, and values of Norway House Cree Nation. KSMA employs approximately 80 plus employees and has been providing on-going education and training opportunities for its service providers.

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

Approved July 26, 2022





## Executive Director Message



It is with gratitude and honour that I present this years Annual Report. It has been another challenging year for our community, and as the impact of Covid has eased, we are all reminded of how fragile and sacred life is. First and foremost, I would like to thank the people that make it possible for us to do this work – the frontline staff, resource and management teams, the foster parents and service providers, and the elders and board of directors who provide guidance and support. It is only through our combined effort that we can consistently offer quality services to our children and families.

Our Annual General Report provides an opportunity to share with you the hard work of our agency throughout this past year. We continued to provide services within both the community of Norway House and the Winnipeg suboffice throughout the pandemic, although opportunities for programming were once again limited. Our report will also highlight the many strategic initiatives of our leadership that promote the safety of children and the importance of family.

The work of the agency is challenging and sensitive; we help families to navigate some of the most difficult circumstances. The pandemic added to the complex nature of our work, prioritizing the safety of children while adhering to health protocols and restrictions. Travel constraints and new policies were introduced regularly throughout the year and our staff demonstrated their flexibility to adapt with grace and speed.

The field of child welfare has also continued to evolve, with changes occurring on federal, provincial and local levels. We have adapted to this evolution by updating our Information Technology, equipping our staff to work remotely and embracing a more flexible model for service delivery. The Canadian Human Rights Tribunal has also played a key role in shaping the future of family services across Canada, bringing recognition to First Nation practices and easing the financial challenges of a historically inequitable system.

Financially we continue to do well as an organization, demonstrating accountability and sound fiscal management at all levels. We obtained another clean audit for the 2021-2022 fiscal year and are looking forward to returning to a more regular budget and schedule of events in the future.

As we look ahead to the coming year, we are focused on supporting families to be able to care for their children, and for our young people to grow into healthy and productive adults. We will continue to work in partnership with resources and community leadership to support our shared vision for a safe and healthy community and to help build a promising future of all our children.

Please enjoy our report and have a safe year!

Ekosani,  
Rhonda Apetagon, BSW  
Executive Director





## Assistant Executive Director Message

Hello,

Welcome to our Kinosao Sipi Minisowin Agency (KSMA) Annual Report for the fiscal period 2021 -2022 as we navigated through yet another challenging year, keeping in mind the fundamentals we had to live with throughout the pandemic. I greet everyone that will read our Annual Report that highlights the events and functions our agency was able to have. I thank the staff, service providers, caregivers (foster parents), local child care committee and the management and Board of Directors for their continued support and the cooperation throughout this fiscal period.



As an agency, we did a relatively good job in maintaining contact with those we serve despite the restrictions that were in place. Working on our year plan strategically was paramount as we delve into reviewing the work that we needed to act on. KSMA activities such the Annual events; Bear Walk, graduations, summer camps and staff development at Molson Lake Lodge, Goose Dance, Pow-wow and the Sundance continued with precautions in place. The family conference and Sea Falls family camps brought together the youth and elders of the community sharing stories and reminiscing of the past. (Photos throughout this report)

KSMA held a ground-breaking ceremony on May 11, 2021 for our resource units that will serve as safe places for our children and youth to utilize. We look forward to the official opening of the receiving home and the 10-room transition unit that will be held in the fall of 2022.

Departments within our Organization noted below illustrates the average number of children and families served:

Family Enhancement Unit	Protection Unit	Permanent Ward Unit	Resource Unit (Foster Care)
111	195	108	120

### Special Support Request Approvals:

Special Rates Reviewed	2021-2022	2020-2021
Approved Rates	32	36

For this 2021-2022 fiscal period, there were thirty-two special rates reviewed and amended and approved for the head office, in the previous fiscal year 2020-2021, there was a total of thirty-six reviewed and approved. Due to the pandemic directives we had to limit staff in office so our Special Rates Committee was unable to meet in person. An alternative process used included reviewing by telephone with worker and supervisors.

KSMA has seen staff come and go to move on to other endeavors, they will be missed. But as we move forward into the new fiscal year and the new challenges, let us take time to reflect on the people that are no longer with us and especially to our staff that have left the organization. May we remember the fondest memories and the footprints that they left in our hearts.



## Assistant Executive Director Message

With this I leave you these words:

*Moments we remember forever are deserving to be recognized and applauded, despite expected obstacles. Perseverance, which motivates the challenging work and continuous effort are essential; and Excellence, which is the ultimate reward of achieving goals is what keeps our dreams alive.*

In closing, hope you enjoy reading our 2021-2022 Annual Report.

Best regards,  
Charlene J. Ducharme, BSW, MPA  
Assistant Executive Director



**A serene and beautiful evening at the Staff Professional Development camp!**

**The Assistant Executive Director showing one of her many talents at the Staff Professional Development camp!**





## **Board Chair & Board Portfolio Holder Message**

**Nathan Albert**  
**Chairperson**

**October 22, 2018—April 30, 2022**



A heartfelt thanks to former Board Member, Nathan Albert, for his service during the 2021-2022 year as Chairperson. His leadership was greatly appreciated, and the Kinosao Sipi Minisowin Agency benefited from his consistent attendance and skilled guidance. As a leader, Nathan demonstrated his commitment to keeping our community safe by advocating for services for families. His background in community justice was very helpful and he provided a valuable perspective on community issues. His practical approach helped to guide the board on many matters and the decisions made under his leadership will benefit the community for years to come. Thank you, Nathan, and we wish you all the best!

**Deon Clarke**

**Portfolio Holder**

**March 12, 2018—April 13, 2022**

2022 has brought many changes, including the re-election of former Portfolio Holder, Deon Clarke, however, with these changes came the transition of Councillor Clarke to a new portfolio. As a former employee of the agency and a long-time foster parent, Councillor Clarke brought a wealth of first-hand experience to his role as Portfolio Holder. He served as a link between the political arena and the agency, keeping the board informed and connected. Councillor Clarke was also a strong advocate on matters of child welfare, attending meetings regularly and keeping up to date on developments. He challenged the status quo and supported initiatives aimed at expanding the services available within the community. His understanding of policies and laws made him a valuable member of the Board, and his insight helped guide the agency in strategic planning. Thank you, Councillor Clarke, for your support, guidance and advocacy.





## Board of Directors



**Deon Clarke**  
Board Portfolio Holder  
March 12, 2018—April  
13, 2022



**Nathan Albert**  
Board Chair  
October 22, 2018—May  
3, 2022



**Beatrice Queskekapow**  
Board Elder Advisor  
July 4, 2018—Present



**Rhiana Arthurson**  
Board Member  
April 7, 2021—Present



**Christina Mitchell**  
Board Member  
July 4, 2018; reappointed  
July 4, 2021—Present



**Crystal Crate**  
Board Vice Chair  
July 1, 2020—Present



**Clayton D'Aoust**  
Board  
Member  
July 1, 2020—  
Present

**"Great things in  
organizations are never  
done by one person; they're  
done by a team of people."  
*Steve Jobs***

## Local Child Care Committee



Olive Budd



Deborah Rowe



Beatrice Queskepow



Robert Hart



Bella Saunders



Nelson Scribe Jr

**"Alone we can do so little;  
together we can do so much."**

***Helen Keller***



## Management Team



**Top L to R:** Rhonda Thomas, Grace Balfour, Michael Ly, Sherry Menow, Rosanna Hart, Deborah Anderson, Rosalie Throop, Rhonda Apetagon, Keith Olson, Tracy Thompson, Yulia Sonkin, Geoff Carriere, Kristen Ostrove and Myrna Gamblin

**Bottom L to R:** Sandra Clarke, Madeline Gamblin-Walker, Charlene Ducharme, Rose Apetagon and Sheila Thordarson

**Missing:** Freda Saunders, Emma McDonald

*Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.*





## Children Learn What They Live



If children live with **hostility**,  
they learn to fight.

If children live with **ridicule**,  
they learn to be shy.

If children live with **tolerance**,  
they learn to be patient.

If children live with **encouragement**,  
they learn confidence.

If children live with **praise**,  
they learn to appreciate.

If children live with **fairness**,  
they learn justice.

If children live with **security**,  
they learn faith.

If children live with **approval**,  
they learn to like themselves.

If children live with **acceptance**, and **friendship**,  
they learn to find love in the world.

by Dorothy Law Nolte



## **Programs and Services—Norway House**

### **Permanent Ward Unit**

The Permanent Ward Unit 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 Unit CFS Workers.

#### **The Permanent Ward Unit comprises of:**

Sandra Clarke, Unit Supervisor, BA, BSW, RSW

Gwen Apetagon, Child in Care Counsellor, BSW/BGS

Margaret Bradburn, Child & Family Services Worker, BSW, RSW

Lucy Apetagon, Child & Family Services Work, Aboriginal & Northern Counselling Skills Certificate

Kim Schellenberger, Child & Family Services Worker, BSW

Laurette McKay, Child & Family Services Worker (Began on November 2021)

Ila Balfour, Child & Family Services Worker (Went On Leave November 2021)

#### **Permanent Ward Worker(s) attended Trainings (In Office/Virtual)**

<b>Dates</b>	<b>Courses</b>	<b>Completed</b>
April 27, 2021	Tube Feeding with Dietitian (MATC)	1 Staff Completed
May 21, 2021	Child Sexual Exploitation Summit Via Virtual	1 Staff Completed
June 2021	Module 3: Trauma, Disconnection, Constriction	1 Staff Completed
July 6, 2021	Presentation on Fractures via Virtual	1 Staff Completed
July 27, 2021	Module 4: Attachment, Adaptation, Addiction	1 Staff Completed
Sept. 3, 10, 17, 24/21	Triad for Compassionate Inquiry	1 Staff Completed
Oct. 1-2/21	Brain Spotting Training Via Virtual	1 Staff Completed
Oct. 14/21	Systematic Racism & Reconciliation Via Virtual	1 Staff Completed
Oct. 1, 4, 8, 15, 29/21	Triad for Compassionate Inquiry	1 Staff Completed
Nov. 5, 12, 26/21	Triad for Compassionate Inquiry	1 Staff Completed
Jan. 14, 21, 28/22	Triad for Compassionate Inquiry	1 Staff Completed
Dec. 13, 20, 27/21	Triad for Compassionate Inquiry	1 Staff Completed
Feb. 4, 11, 18, 25/22	Triad for Compassionate Inquiry	1 Staff Completed
Feb. 2022	Life Skills Course Via Virtual	1 Staff Completed
Feb. 9/22	Opioid Agonist Therapy Session	1 Staff Completed
Feb. 17/22	Healing Trauma & Addiction Webinar	2 Staff Completed
March 4 & 18/22	Triad Compassionate Inquiry/Bi-weekly Sessions	1 Staff Completed
March 22/22	Traditional Family Parenting	1 Staff Completed
March 29-31/22	Mental Health Well-Being	2 Staff Completed

The Permanent Ward Unit has been consistently accessing virtual training during the Covid-19 Pandemic.

## Programs and Services—Norway House

The staff worked 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.

### Family Conference 2021

The Permanent Ward Unit did their presentation at KSMA Annual Family Conference in July 28-29/21.

### 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 short- and 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 at times and difficult to find placements for as they at times 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.

### 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. She also sits with the Protection Team upon request to advocate for the children.

The Child in Care Counsellor also does a lot of training and research in Trauma & Resiliency. She also wrote a





## Programs and Services—Norway House

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. The Counsellor has debriefing sessions with staff and provides professional development training to the staff when necessary. Due to Covid we are still 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 AYAs. 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 wards have the option to receive financial support until he/she turns 21 years of age under an AYA. The application of an AYA Special Support Request is sent to Northern Authority for approval. Some youth that reside in Norway House and/or out of Norway House 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 documents and 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.

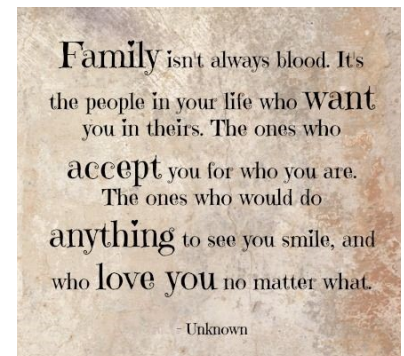
### Reunification

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.

We have had fourteen families applying for legal guardianship of their children that are in care and we are working hard with these families to ensure all children have permanent homes with their grandmothers, aunties, and relatives. We will continue to strive to connect these children with their families so they will have a sense of belonging within their family circle.

### Permanency Markers

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



## Programs and Services—Norway House

- ♦ The Permanent Ward Unit will continually provide the children with a sense of belonging, culture, and identity. It is important to our agency every child knows their 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 by delivering programs and organizing youth activities to promote connectivity and capacity building.
- ♦ 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.

### Activities

We plan to do more activities such as beading sessions, gardening, teachings from Elders from the community, etc. We have started these activities and will provide a report for the next year. We look forward to doing more activities with the children, AYA's, families and community.

We welcome anyone to meet with us at AGM if they have any questions they would like answered. Thank you for your time.

Ekosi

**Submitted by,  
Sandra Clarke  
Permanent Ward Supervisor**

**Some items made by staff  
acknowledging "Every  
Child Matters"**





## Programs and Services—Norway House

### Protection Team

Deborah Anderson, Unit Supervisor  
Noreen Duncan, Protection CFS Worker  
Diane Paynter, Protection CFS Worker (medical leave)  
Debra Albert, Protection CFS Worker  
April Ross, Protection CFS Worker  
Ila Balfour, Protection Family Service Worker



### Mission:

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

### Overview:

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

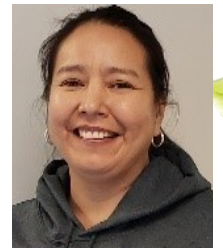
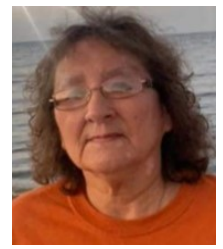
### Protection Services:

- \* 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  
Bella Saunders  
Olive Budd
- ◆ Cultural Activities Program (CAP)
- ◆ Family Mediation
- ◆ Referrals & Advocacy to Community Resources
- ◆ Reunification



### Services to Families:

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

## Programs and Services—Norway House

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 the Annual Family Conference as well as these other activities:

- Block Parties
- Christmas events for children/foster parents
- Family Fun Evenings
- Annual Camps for Children in Care
- Parenting sessions specifically for Protection Families

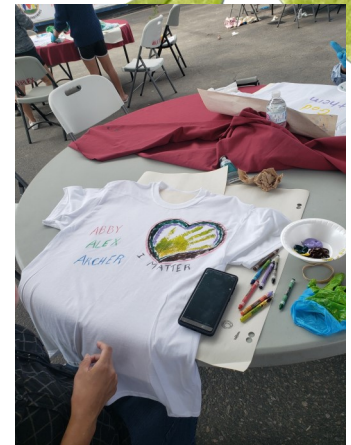
The Annual Family Conference theme — *This year the focus was a “I Matter”* This event was held at the Multiplex Arena as the Fisherman’s Co-op Stage was under construction. The planning committee followed all the fundamentals of the Covid guidelines to prevent the spread of the virus as it is quite apparent within the community still.

*“I Matter” focused on us as people within the community and we need to think of self-care. Having went through the Covid and restrictions all resources were asked to put an activity on with prizes.*

The Family Conference was scheduled for July 26 & 27, 2022.

***“It Takes a Whole Community to Raise a Child”***

Submitted by,  
Deborah Anderson, BSW  
Unit Supervisor Protection Unit





# Programs and Services—Norway House

## Resource Team

The Resource Team is comprised of the Federal Resource Coordinator, the Foster Care Worker, the Alternative Care Worker and the Legal Secretary.

### Federal Resource Coordinator

The 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. The Resource Coordinator supervises the Foster Care Department, Alternative Care Worker, and Legal Secretary making sure that effective and efficient service delivery is provided in accordance with the **Agency Policy, Standards and Procedures**. The Resource Coordinator conducts team evaluations and reports the effectiveness of service delivery and programs. She also maintains awareness and developments in First Nation Child Welfare accordingly, as well as facilitating ongoing developments and maintenance of services.

### Foster Care Worker

The Foster Care worker recruits, trains and supports foster families in the community. She also provides temporary and long-term placements for children in care as directed by **The Child and Family Services Act** and **Programs Standards Manual**. Duties of the Foster Care Worker include:

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



### Alternative Care Worker

The Alternative Care Worker does the following;

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

### Legal Secretary

Duties of the Legal Secretary includes:

- o Ensuring legal requirements of child and family/court related material is completed.
- o Being familiar with the CFS Act/Adoption Act and the Program Standards Manual.
- o Taking direction, instruction, support, and supervision from Supervisor.
- o Maintaining confidentiality in accordance with KSMA policy and procedures.



Our Resource Department 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.**

## Programs and Services—Norway House



Painting is one of the activities the kids did while at the annual Foster Care Camp. The kids are pretty talented!!

We welcome and 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 go through the foster care application process and must meet the requirements to foster. The team will be providing on going sessions/orientations regarding fostering, and the roles and responsibilities of the service providers.

**The following training was completed by the Resource Department staff:**

Training	Date	Staff
Compassion Fatigue ( <i>via zoom</i> )	November 1, 2021	Freda Saunders
Foster Home License/Renewal Process ( <i>training provided by Freda Saunders</i> )	February 13, 2022	Pamela Muminawatum-Independent Contractor
Creating and Maintain Files & Reception and Clerical	March 28-30,2022	Freda Saunders

### Projects & Initiatives/Activities and Events

Due to Covid restrictions, the Resource Department was not able to hold their annual Block Party for May, celebrate the Foster Parent Week for October, as well as the Foster Parent Christmas Dinner in December but the department provided food vouchers and chocolates to all active foster parents.

The Resource Department however was able to hold their annual Foster Care Molson Lake Camp on August 8 – 11, 2021. There were approximately 40 participants; this included 2 parents with their 6 foster children. The activities held were bingo nights, fishing, swimming, shooting pool, card games, campfires, boat riding, arts and craft and even held a scavenger hunt. There was even two birthday boys at the camp!

### Stats:

120 Foster Care Homes (average)  
60 Service Providers (average)

The Foster Care Worker went on leave on December 11, 2021 which doubled the Resource Coordinator duties but an Independent Contractor was hired to assist the Foster Care Department from February to May 2022 which alleviated much duties.



# KSMA welcomed two special visitors!



**Wab Kinew**

On August 6, 2021, Wab Kinew visited KSMA and the land based camp.

The pic shows Wab Kinew posing by Sea Falls near the Sundance site where workers were preparing for the Goose Dance.



**Nikki Ashton**

On August 27, 2021, Nikki Ashton visited the KSMA main office located in Norway House.

Here Nikki Ashton stands between the Executive Director and the Assistant Executive Director in front of Jordan River Anderson's picture.

## Programs and Services—Norway House

### Family Enhancement Program

#### The Family Enhancement Team

The collage features 12 team members with their photos and names/roles. Handwritten-style text labels categorize them by skills:

- Helping:** Myrna Gamblin (FE Coordinator), Rose Apetagon (FE Unit Supervisor), Madeline Gamblin (KP Supervisor).
- Learning:** Lorna R Muswagon (FE Supports Worker), Terry Dixon (Admin Assistant).
- Someone to listen:** Genevieve Dumas (KP Worker), Valerie Forbister (KP Worker).
- Caring:** Patricia McLeod (FE Worker), Madeleine Muskego (FE Worker).
- Parenting tips:** Yvonne Flett (Family Counsellor), Angel Balfour (FE Worker), Pearl Muswagon (FE Worker), Kristen McKay (FE Worker), Georgina Balfour (FE Worker).
- Child development:** (No specific names listed under this category).
- Coping skills:** (No specific names listed under this category).

Additional text boxes provide descriptions of roles:

- The Coordinator:** provides policy direction & support to Supervisors, Family Counsellor & Admin staff.
- Supervisors:** oversee the on-going development of their programs & the activities of their staff.
- Family Counsellor:** provides one-on-one & small group counselling, workshop supports, & more.

- ⇒ Family Enhancement (FE) workers provide families with a variety of direct supports such as family strengths & needs assessments, referrals for counselling, KP services & community resources, in-home supports such as parent aid services, homemakers, and other case management services.
- ⇒ Kawīcītonanow Pathways (KP) workers focus on developing and implementing other culturally appropriate prevention services that include land-based therapies, activities, and mediation services.
- ⇒ Counselling services are also in phases of on-going development and implementation. These services are made available in both Cree and English.
- ⇒ The Administrative staff continue to ensure that our office is kept organized and has been a key supportive component for families and co-workers during the on-going pandemic.



## Programs and Services—Norway House

### Activities and Achievements in 2021-2022

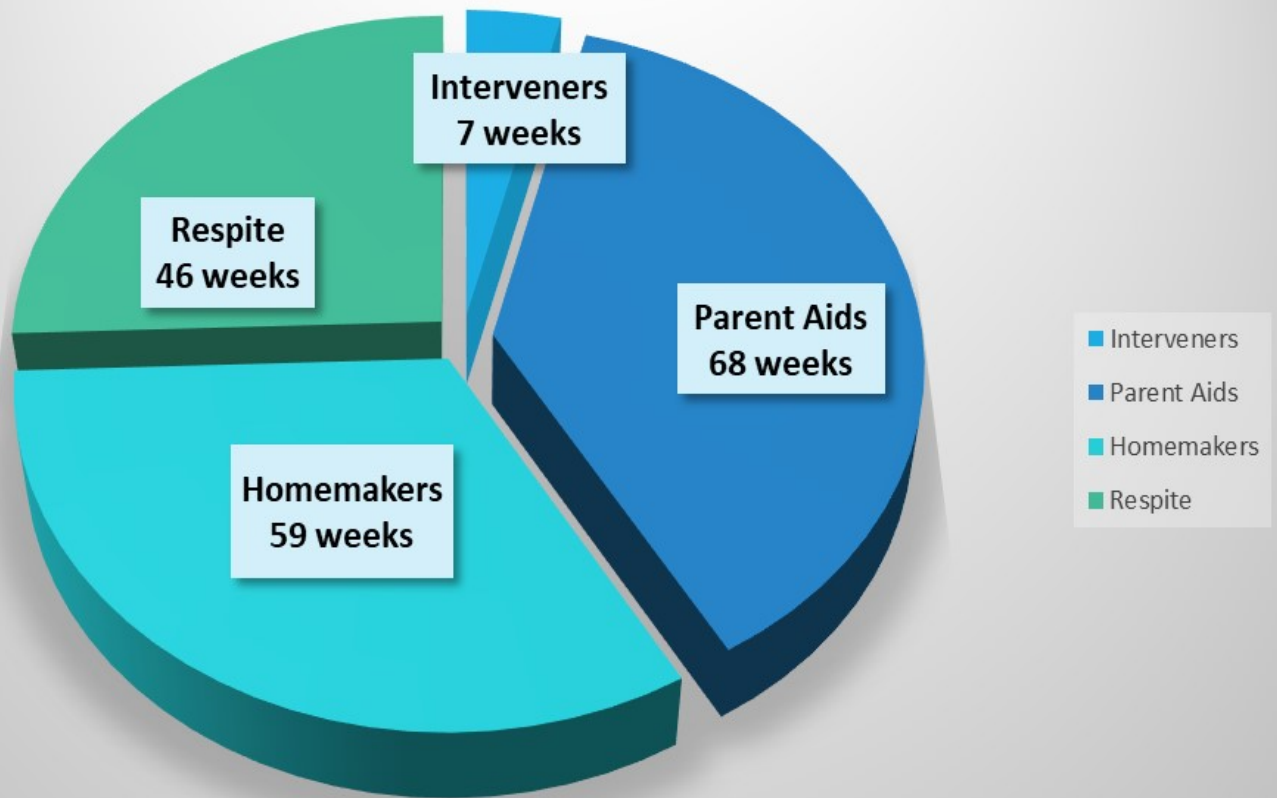
FE Workers do an array of case management duties such as:

- ▶ working with families on communication skills,
- ▶ identifying their family and individual strengths and weaknesses,
- ▶ helping families to build up learning skills of their children,
- ▶ assisting families to build up their budgeting skills, and
- ▶ assisting families to build up other problem-solving skills to help the family and their children become more empowered.

They also oversee the Service Providers for in-home supports.

### In-Home Supports

#### In-Home Supports April 2021 to March 2022



Family Enhancement provided the following weeks of services to families in-home in fiscal year 2021-2022:

- 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. **68** weeks of Parent Aide services were provided to families in 2021 (compared to 140 weeks last year).

## Programs and Services—Norway House

- 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 childcare when parents and caregivers are unable to provide the care. Homemaker 3 & 4: temporary childcare provided for specific daily hours depending on the need. **59** weeks of Homemaker services were provided to families (compared to **100** weeks last year).
- Interveners – Service providers who provide activity supports for verbal, school-age children. **7** weeks of Intervenor services were provided to families (compared to **16** weeks last year).
- Respite Workers: Provide child-minding supports for families on a regular schedule. **46** weeks of Respite services were provided to families (compared to **90** weeks last year).

The program provided a total of **180** weeks of in-home support services to families in 2021. Compared to **346** weeks of in-home supports provided in the previous year, this was **166** weeks less in 2021. Many families continued to postpone their services due to concerns of lockdowns and potential exposure to infection. Service providers were also less available due to pandemic effects.

There were more families being referred to protection services during 2020 and 2021 because of increased risks to child safety. Some of the increase in risks of child safety can be attributed to the stresses caused by isolation and lack of access to services and programs. Prior to the pandemic, the agency had been observing a trend of general decreases in family breakdown and child safety risks that resulted in children coming into agency care.

### Parenting Workshops

Parenting workshops are designed by Family Enhancement staff to help parents and caregivers in their recovery from harmful intergenerational effects of colonization and residential schools. Workshops are empowerment focused and strive to assist in building up parenting skills, family skills, problem-solving and other self-help approaches.

Some Parenting Workshop were held in 2021:

- April 8, 9, 15 & 16:  
5 participants each day
- May 20 & 21:  
8 participants each day (2 days cancelled due to lockdown)
- June 10, 11, 15 & 16:  
15 participants each day





## Programs and Services—Norway House

### Counselling Services

The Family Counsellor provides individual, couples, and small group counselling and also crisis counselling. Ininiimowin (Cree) and English languages are used in counselling sessions; depending on the client's preference.

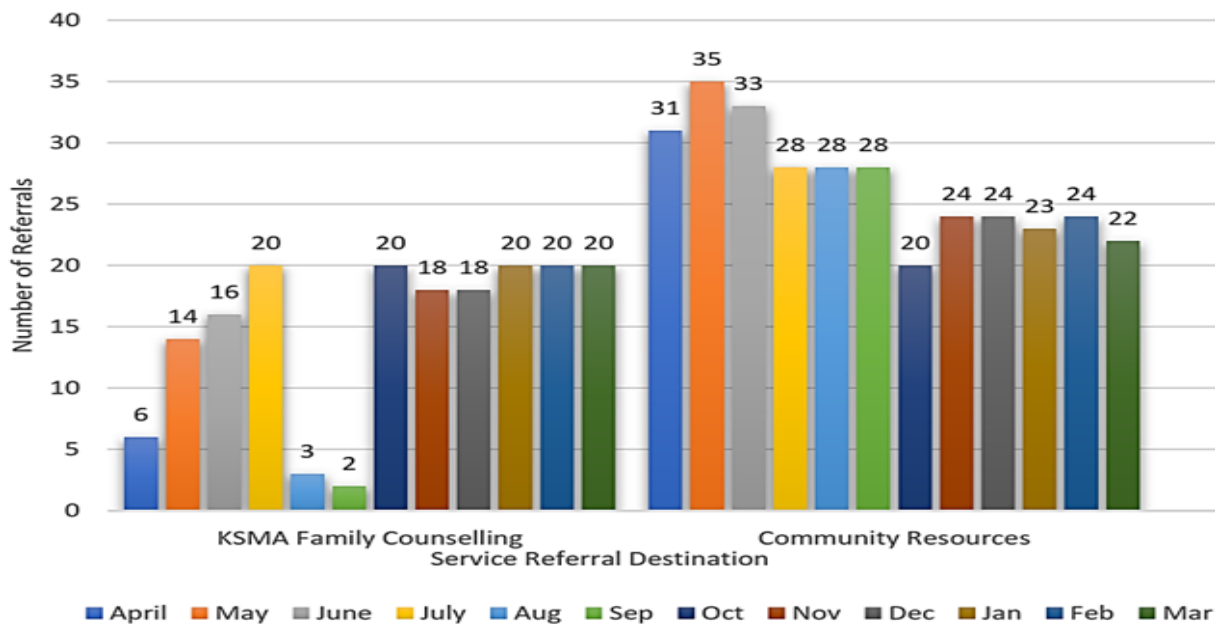
The pattern for referrals showed a large drop in referrals during July and August 2021 which may have been due to the lifting of pandemic restrictions during some of these weeks. Telephone consults continued to be the preferred means of responding to referrals as the pandemic continued for the second year.

An average of 15 counselling referrals per month were responded to in 2021-2022.

Let's Talk



**Referrals 2021-2022**



### Overall Direct Service Outcomes

Indicators	Number
<b>Children at Risk</b>	
1. Number of children at risk who received intervention support:	528
2. Number of children at risk who received intervention support for the first time:	117
3. Number of children at risk who received intervention support within 12 months of file closure:	48
<b>Prevention</b>	
4. Number of children who received prevention support service(s) in the home:	200
5. Number files closed where the child (children) was NOT removed from the home; after receiving prevention service(s):	48

**House**

who were provided with DIRECT  
included Strengths and Needs  
is affecting the safety of  
family breakdown; Referrals and  
resources such as Counselling, Land  
referrals to other resources.

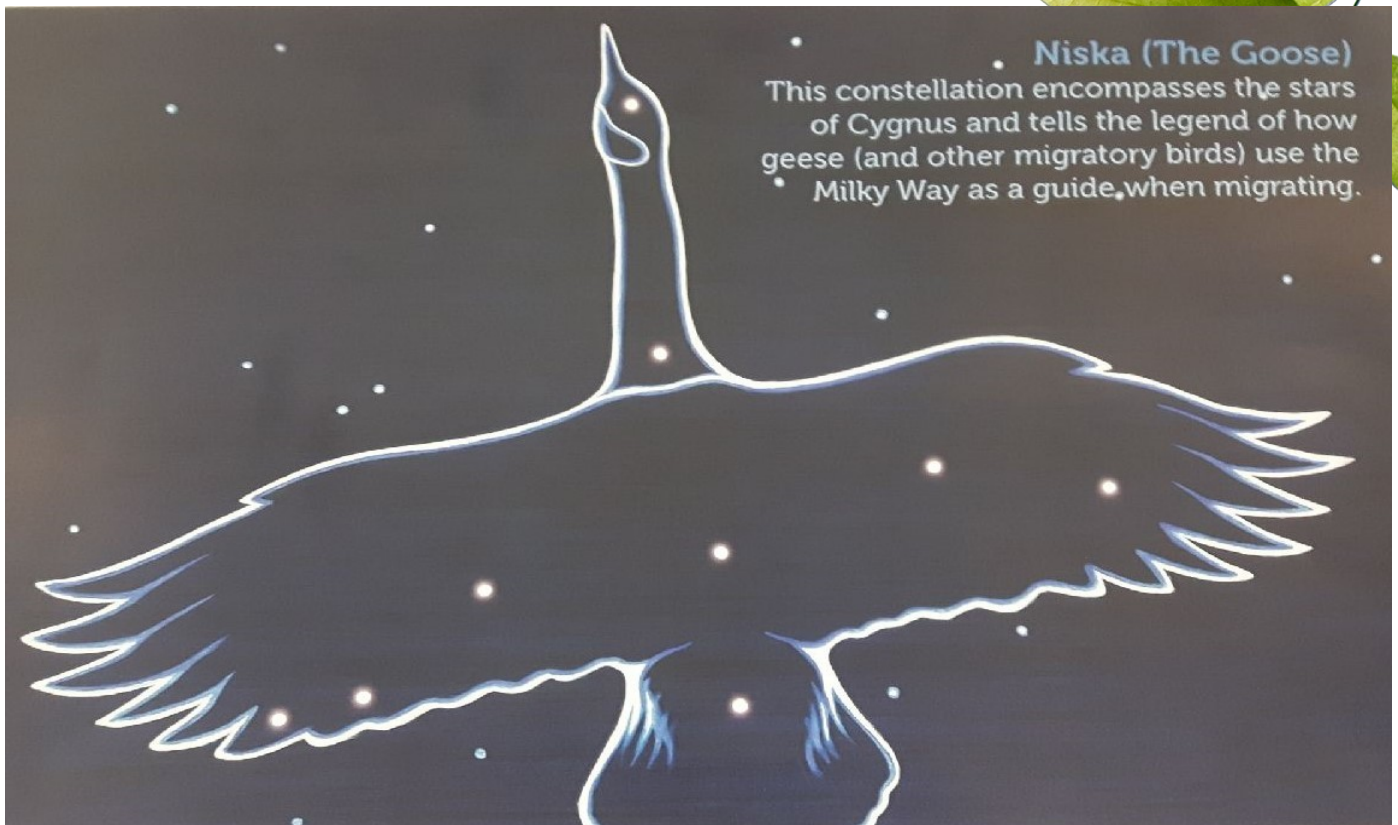
### Kawîcîtonanow Pathways (Land-based therapies and programs)

KP also provides educational and skills building services for individuals, families, & groups which includes mediation, family group conferencing and a variety of workshops. KP staff continue to ensure community pandemic guidelines are carefully followed.

Nikan Niska (pronounced neekan niska). Put the 2 words together, and it spells neekaniska, which means "To Lead". During flight the geese always have one goose who leads them and they take turns. Hence, symbolically teaching us that everyone has a leadership role to play in any group.



## Programs and Services—Norway House



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.

Because of Eurocentric influence, our people stopped practicing many traditional and culturally appropriate activities such as Niskisimowin. The last ceremony was held 100 years ago which encouraged volunteers and knowledge keepers to revive this important ceremony last year during 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 flies, there is always one leading the flock in a “V” formation. This leader is referred to as the “Kiseman (pronounced kisayman).

This leader, Kiseman, paves the way for the rest of the flock. As per 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

## Programs and Services—Norway House

5. To instill the values of self-sustenance
6. To build capacity
7. To gain connectedness, joy, and spiritual, physical, mental, and emotional healing

Traditionally, the spring feast incorporates duck and goose hunting; the summer feast incorporates hunting, fishing, and harvesting berries; the fall feast incorporates hunting of moose, trapping muskrat and beaver. Ancestors have taught us that all these flying beings and the four-legged animals contain all the nutrients and medicinal qualities we need for life sustenance.

Work began in the Spring 2021 through harvesting geese and ducks. Due to restrictions and lockdowns, we were unable to proceed with the goose dance on June 12, 2021, as scheduled. Therefore, geese and ducks had to be frozen until a couple days before the new date August 9, 2021 for the Goose Dance was selected. The Family Enhancement program, namely **Kawîcîtonanow Pathways**, began hauling equipment, supplies, food & refreshments to the Molson Lake Road KSMA/FE campsite on August 4th. Preparation of set-up continued until the start of the Goose Dance which was held all day on August 9, 2021.

Preparation for Niskisimowin (Goose dance) includes building of the lodge, replacing the 2020 posts that were used for the Sapotawan (Lodge used for teachings and other activities). Many volunteers contribute to this prep work. Participants for the Niskisimowin prepare their dancing regalia during this time as well. We set up tables inside my screen tent along with sewing machines to allow participants to make their regalia. We had an average of 30 daily participants during preparation with 116 on the day of Goose Dance. Local cooks were hired to prepare the feast food consisting of geese, ducks, and Bannock.

Ancestral knowledge teaches us to also acknowledge our loved ones who have gone to the spirit world by feasting. There were **4 feasts** held during the Niskisimowin on August 9. At the start of the ceremony, an Elder was asked for a special blessing and prayer of the food. Once the food is blessed a helper was then asked to take a sample portion of each prepared dish of food for offering (spirit dish), to our loved ones, then all the young men were asked to serve the Elders first.

Acknowledging personal loss and grief promotes empowerment for individuals, groups, families, and community. The acknowledgement instills self-acceptance and self-honor, as well as giving thanks. The essence of a feast is an expression of gratitude. Subsequently, the personal spiritual, mental, physical and emotional healing continues.





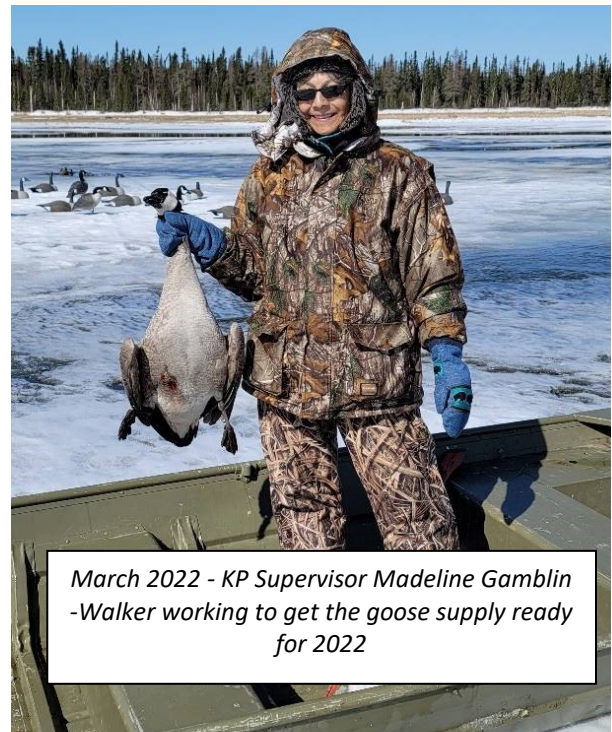
## Programs and Services—Norway House



*Goose dance teachings being shared inside the lodge during the ceremony*



*2021 Getting the Niskisimowin lodge ready*



*March 2022 - KP Supervisor Madeline Gamblin  
-Walker working to get the goose supply ready  
for 2022*



## Programs and Services—Norway House

### KP Report for the 6<sup>th</sup> Annual NHCN Sundance sponsored by KSMA Family Enhancement



**Sundance Logo:** The first picture is our original logo on a hoodie. 2<sup>nd</sup> picture is a beaded medallion of our Sundance logo. Will revert back to original with a better copy of the tree for next Sundance.

The circle represents our life cycle in various stages of growth and development. The sweetgrass braided in 3 strands represents our spirit, mind and body. In the center is the tree of life and the color yellow represents day and the royal blue represents night. Hence, symbolizing "forever and ever".

#### **August 11 – 15, 2021**

We had 3 Sundance meetings throughout the year leading up to the 4<sup>th</sup> and final meeting. Site Prep work began a month before with grocery and supply orders.

Food order completed and KP began setting up on August 6<sup>th</sup> at the Molson Lake FE campsite area for the 6<sup>th</sup> annual Nipahesimowin (Sundance).

August 11 – Camp Day – visitors, dancers, and helpers start arriving August 10<sup>th</sup> and begin to set up their camping spots and area.

August 12 – 4<sup>th</sup> Sundance meeting – Sacred fire is lit. Fire keepers tend to the fire to ensure it stays lit for the duration of the Sundance. Teepee is set-up (called smoking lodge), where the Sundance cloth (7 colors, 9 meters each) for the tree is placed and the Sundance pipes are set up. The pipe man begins vigilant work here and continues until Sunday August 15<sup>th</sup>. Dancers who want to pledge to dance happens here at this time. Dancers have to have their skirts (females), wraps (males), their whistles, and eagle fans if they choose to use them. Other choices include sage wrapped red cloth for their heads, ankles and wrists, and Sundance patch/medallion. **32 dancers pledged to dance.** This 4<sup>th</sup> meeting helps to determine what size the Sundance lodge will be.



## **Programs and Services—Norway House**

August 13 – Pipe & Nest ceremony at sunrise. Seven men who have lost a parent are selected to carry out the nest ceremony for the Sundance tree. These 7 men receive tobacco and a new blanket each and go into the bush to go and collect branches with leaves for the nest, they get wrapped in their blanket and branches are tied on their backs, then they proceed to come out of the bush. Original name for this ceremony is Wolf ceremony, where the men stop 4 times on their way and howl like wolves. This howling symbolizes an invite for our loved ones to come join us for the duration of the Sundance. Very intense and emotional ceremony. Saying goes, if you are not present, then your loved ones feel uninvited. A new tarp is laid out on the ground close to where the Sundance tree will be and when the 7 men arrive with their branches, they sit around the tarp with their blankets still covering them. Each one is then asked to share their story of their loved one, then Kleenex and bottled water is given to them. After the last one shares their story, everyone present goes around and acknowledges them by shaking their hand or giving them a hug. Each person takes a piece of the nest to keep until next year's Sundance. Following this ceremony, the dancers get willows for their cloth offerings.

Then the building of the Sundance lodge begins. Women dig out the hole where the preselected spot for the tree will be. Men go and get the Tree. Tree is positioned and the rest of the work begins. Truckloads of branches with leaves are gathered for the Lodge. Feast is prepared by the cooks during the building of the lodge as well as sweat lodge ceremonies for the dancers. Once the lodge is completed, the feast is held in honor of the dancers, our ancestors, the families, grandparents, all loved ones, and all our communities. This is the last meal and refreshment they will have until Sunday evening, August 15<sup>th</sup>. After the feast is finished, the dancers take their sleeping robes on the outside of the lodge, get prepared to enter once the signal is given. Once they enter the lodge, the drumming and singing begins and they dance until after midnight, then bed down until early morning.

**August 14:** Sunrise pipe ceremony followed by drumming and singing for the dancers to begin dancing for their purpose. Piercing and/or flesh offerings begin with the males, followed by females. The pipes are smoked at certain times throughout the day. Doctoring ceremony, naming ceremony, and cloth presentations take place beginning in the afternoon. Short breaks are given throughout the day. Dancers bedded down at 1:30 a.m.

- **Saturday afternoon, I asked a volunteer to take a count of how many people and campers we had at the site. Approximately 30 children, 300 adults, 13 RV's and 50 tents. More campers arrived late evening.**

**August 15:** Sunrise pipe ceremony. Piercing and/or flesh offerings begin with the males, followed by females. The pipes are smoked at certain times throughout the day. Doctoring ceremony, naming ceremony, and cloth presentations take place beginning in the afternoon. There was approximately **400+** people in and around the Sundance lodge. Approximately 3 p.m. the preparation began for the giveaway. All giveaway items were placed on a new tarp inside the lodge. Cooks prepared the feast throughout the day. As soon as the giveaway prep work was done at 5 p.m., the dancers were acknowledged. While acknowledgement happened, a group of volunteers

## Programs and Services—Norway House

set up the coolers outside the lodge entrance so each dancer would receive cooled water, Gatorade and fruit as they came out. At the same time, cooks set up the feast food. The dancers were fed first, followed by the helpers and then, everyone else. **We used 476 plates plus bowls and cups for this feast. One dancer did not finish, therefore, 31 completed their pledge for this year.**

Workers and some helpers stayed behind to help clean-up which took 3 days. On the 4<sup>th</sup> day, we had to go put away all the cloth offerings in the bush.

- During this Sundance, 2 Requests were made for a walking out ceremony. Gordie and Madeline did this the following weekend as it is a different ceremony for children.



*Some dancers and helpers at the Sundance finish*



## Programs and Services—Norway House

### Annual Family Camp

Annual Family Camp was again cancelled due to Covid-19. Some of our camp funds were used to make Christmas hampers for 115 families.



**We also had 244 parents and children join us for a 'pick up only' Pancake breakfast!**





# Programs and Services—Norway House

## Advocacy

Despite lockdowns, our Elders' Advisory group have continued working on the draft of a recommended Minisowin Law to be enacted under Bill C-92 or other means as decided by the NHCN people. The draft was provided to NHCN Chief & Council and to the KSMA Board and Management in August 2021 for their information. The Elders plan to continue working on completion of the draft as soon as possible.



The draft Minisowin Law gives a clear picture of the prevention and healing program needs of our First Nation. The excerpts of the Law shown here are part of a 17 page draft. The Elders intend to assist in the planned community discussions that will be facilitated by Norway House Cree Nation.



ᑭᑎᑎᑭᑦᑭ  
KINOSEW  
ᑭᑎᑎᑭᑦᑭ  
MINISOWIN  
ᑭᑎᑎᑭᑦᑭ  
SIIPII  
ᑭᑎᑎᑭᑦᑭ  
WANASIWEWIN

1.0

ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Ke isinihkatek oma wanasiwewin  
Title of this law

1.1

ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Kinosew Siipii Minisowin Wanasiwewin kita isinihkatek oma wanasiwewin

Kinosew Siipii Minisowin Wanasiwewin is the name of this law (short form 'Minisowin law')

2.0

ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Tansi ke itapacithtanowahk oma wanasiwewin  
Purpose of this law

2.1

ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Epasikonikatek minisowin niisohkamakewin ota osci wanasiwewinihk

This law mandates the child and family services of Norway House Cree Nation

Family supports to include recovery and healing from inter-generational effects of colonization and Indian Residential Schools

d) ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Kita ihttakohk kiitthtom mino ohpikihawasowin  
To restore healthy and balanced parenting.

e) ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Otayamiwiniwaw ininowak kiitthtom kita ayacik  
The language of the people to be restored.

f) ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Kita kanawenicikatek oma mekoc ka osci wiiciithcik awasisak  
To retain the current services that help children.

g) ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Kita niisohkamakoyisicik ininowak otohpikinawasowinwaw

To provide program supports for the people to raise their children.

h) ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ ᑭᑎᑎᑭᑦᑭ

Akwa kita kikasteki anih kotakiya kekona ita kita osci niisohkamascik onikiikomawak miina awasisak; kita nitayiwihkocik

kakii pewanitotathcik ininiwak  
In addition to existing services, to include other programs and services that will provide support for the recovery and healing of parents and children from intergenerational effects of residential school and colonization.

In addition to existing services, to include other programs and services that will provide support for the recovery and healing of parents and children from intergenerational effects of residential school and colonization.

Our Minisowin services will help to restore our way of living through development of healing centres and programs to assist in recovery from residential school effects and restore/strengthen family bonds



## Programs and Services—Norway House



*FE Staff creating a memorial banner for the 215 children who didn't make it home*



Along with Norway House Cree Nation leadership, KSMA continues to advocate for equitable prevention and service funds on-reserve. Canada has once again been ordered by the Canadian Human Rights Tribunal to arrive at an equitable funding formula for First Nation's Child and Family Services. Canada plans to start by providing an injection of funds by April 1<sup>st</sup>, 2022 for First Nation's to be able to use in creating prevention supports.

The list of prevention service needs highlighted in the draft Minisowin Law includes development of many prevention services that are not currently available in Norway House Cree Nation or anywhere else. This is because the path to recovery and thriving needs to ensure long-term solutions in the form of prevention

services and recovery support services as created First Nations' and Indigenous peoples.

Some clear examples are the needs for development of support services for grieving children, youth, and adults; grief generated by individual on-going losses due to health challenges and other socio-economic factors stemming from colonization. Collective grief, including the recent shock experienced by our youth and children on learning about the 215 unmarked graves of children at a former residential site, is another trauma issue needing to be addressed. These services will need development, on-going training, oversight, and implementation. This will require investments in time and financial resources.

Prior to the Canadian Human Rights Tribunal orders, Canada had not provided funding to develop adequate prevention services on-reserve and had not provided infrastructure dollars to house prevention programs and services. The current negotiations on an Agreement in Principle to develop an equitable and adequate funding formula includes these and other components as part of the on-going negotiations.

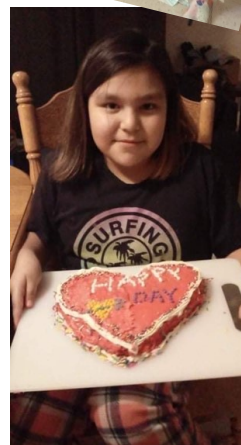
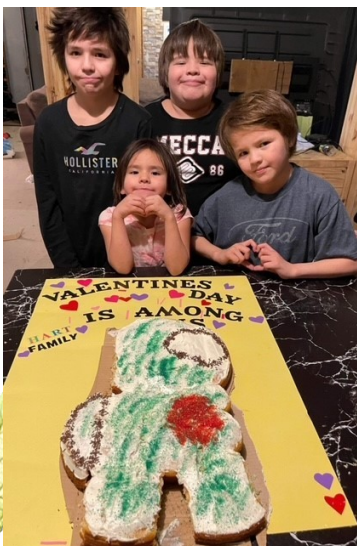
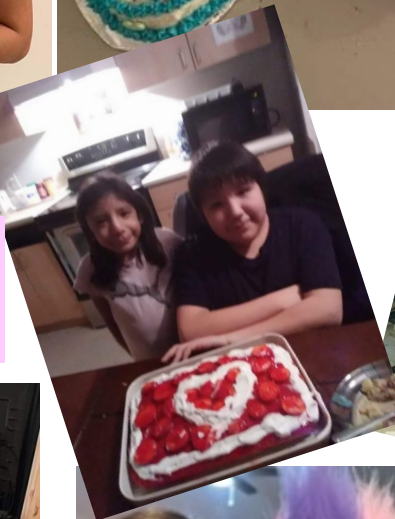


## Programs and Services—Norway House

### Family Enhancement's 2021 Valentines Day cake decorating contest



So many beautiful cakes!!





## Programs and Services—Norway House

### Jordan's Principle Parade—August 2021



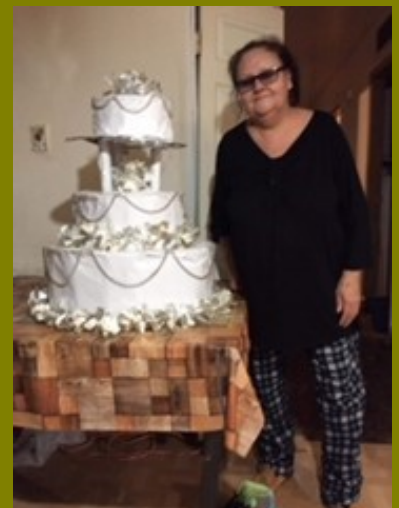
### Family Enhancement Greenhouse Harvest



### Family Enhancement Cardboard Box Creations Entries



There is actually a child inside the box;  
he turns into a transformer!!





## Programs and Services—Norway House

Sapotawan—August 2021



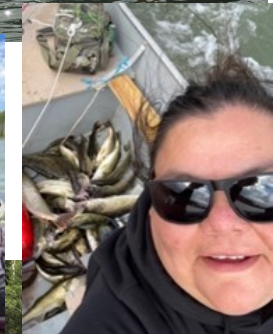
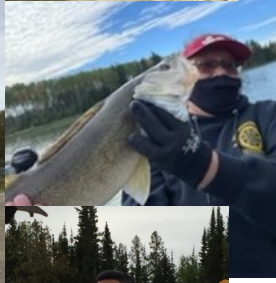
Lodge





## Programs and Services—Norway House

### Charlie Evans Memorial Fish Derby





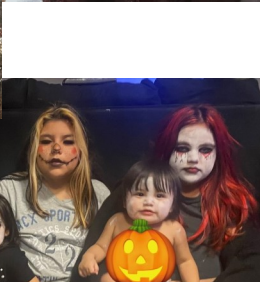
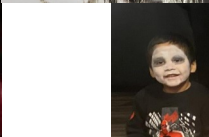
## Programs and Services—Norway House



### FAMILY ENHANCEMENT—HALLOWEEN DOOR DECORATING CONTEST!!



### Plus some of the creative costumes!!





## Programs and Services—Norway House

### Child Abuse Coordinator

Tansi, my name is Grace Balfour and I am the Child Abuse Coordinator for Kinosao Sipi Minisowin Agency. I have been in this position since 2015. I provide monthly reports to the Director and 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. The committee consists of individuals from RCMP, Healthy Living, Norway House Hospital, HBO School, KSMA and community members.

We work closely with the Child Protection Centre in Winnipeg, TOBA, Norway House RCMP Detachment and other local resources in the community of Norway House.



S T A T S	Month	Physical Abuse	Sexual Abuse	Other (Luring, Pornography, Uttering Threats, Sexual Coercion)
	April 2021	8	6	5
	May	8	2	0
	June	1	2	0
	July	6	6	0
	August	9	7	3
	September	2	2	0
	October	1	1	0
	November	1	2	1
	December	5	5	0
	January 2022	2	3	0
	February	1	3	0
	March	2	1	0



## Programs and Services—Norway House

### Staff Professional Development

September 7-9, 2021

Submitted by Grace Balfour

Kinosao Sipi Minisowin Agency Staff participated in a three-day Professional Development Session which took place at remote Molson Lake Lodge. Presenters included Albert Apetagon, Gayle Sinclair, Chance Paupanekis and Genevieve Dumas. Topics included Lateral Violence, Cultural Resurgence Within the CFS System, Team Building, Metawewin, Self-Care and Traditional Teachings. Staff enjoyed the teachings of the Bear and Strawberry from our local artist Gayle Sinclair and participated in the harvesting of traditional medicines. Staff were able to rejuvenate and refocus. Next year we are hoping to have sessions for a week.





## Programs and Services—Norway House

### CFSIS

What is CFSIS? – Child and Family Services Information System

CFSIS is a province wide data management system that supports case tracking and reporting of services provided to children and families as they pass through the Manitoba Child and Family Services (CFS) system. CFSIS includes information on children in care as well as information on families receiving protective services and support services such as:

Intakes, legal status, foster care placements, case plans and management, school and well being information and legal

The data base is a great tool for immediate response as intakes or incidents should arise, it helps give a history of clients and can help provide a more concise plan of action for them if need be. The data base also includes service providers who can be matched with CIC's to develop plans for outings and activities that are suited for all our clients.

CFSIS can be filtered in many ways on the excel programs such as by agency, by treaty status by a certain worker, number of CIC's in care, placements, protection cases and adoption cases that are in the system.

As the current data entry clerk for CFSIS, I encourage case workers to work directly within the system as this would help alleviate the workload that does get input by the data entry workers.



Pamela Menow  
CFSIS Clerk

## Programs and Services—Winnipeg

### Operations Manager

Despite dealing with the ongoing coronavirus the Kinosao Sipi Minisowin Agency Winnipeg Sub-Office remains vigilant and committed to the KSMA mandate, vision, mission, goal and objectives towards the development and delivery of programs and services for families & children.

The Protection unit as managed by supervisor Rhonda Thomas has 5 case managers that deal with protection matters. The workers are responsible for case planning with the assigned families, monitoring cases through home visits, provide the appropriate referrals, provide assessment and evaluation of each unique case. In essence the case managers offer assistance to children and families through basic counselling, advocacy and support as required. In addition, her staff have family court involvement specific to orders on apprehensions and the subsequent after effects (aftermath).

The Permanent Ward unit supervisor, Kristen Ostrove, was on a leave therefore Tracy Thompson became interim supervisor until Kristen's return. The PW workers deal with permanency planning for children & youth, that include the extension of care beyond age of majority. Workers do extensive case planning to ensure the client receives the stable & nurturing family within a community until independence is reached. Obtaining the right tools for their success during their time in care is crucial, obtaining culturally appropriate services for their development of identity. At times the PW workers attend court for reunification to families establishing the importance and recognition of efforts to keep our Indigenous families together.

Regarding family court, there are weekly Wednesday teleconference meetings with the Agency lawyers from Gray & Company in order to prepare for court which occurs every Friday. This is managed by KSMA legal administration worker, Madeline Anderson, who oversees all legal affairs for the case managers, preparing legal documents and adhering to the court docket. There are stringent timelines for orders in court proceedings therefore time management is crucial, and Madeline commits to this expectation.

The Family Enhancement unit had some changes throughout the year ranging from different management to different workers. The FE department is responsible for both FE & protection. Its main purpose is to assist families with preventative to remain as a family unit. Pre-covid the FE department held family fun days which will commence once it is feasible.

Although KSMA was working from home a portion of the 2021-2022 year, we managed to remain involved in training for staff consisting of the following for supervisors and staff;

- ◆ Personality Differences in the Workplace (Achieve Centre for Leadership)
- ◆ Supervisor training (in-house training Rhonda Apetagon modules 1 & 2)
- ◆ Employment Engagement How to Foster Motivation
- ◆ Opioid Agonist Therapy Training
- ◆ Hill Advisory Services-Harassment Investigations level 1
- ◆ SDM training through Northern Authority



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



## **Programs and Services—Winnipeg**

- ♦ On-going training for Bill C-92: An Act respecting First Nations, Inuit and Metis Children, Youth and Families

As an Agency, we also had celebrations for Halloween, Christmas and supported the Every Child Matters campaign.

In conclusion as an Agency, we managed to retain a full complement of staff regardless of the high unemployment and layoffs that other businesses and organizations faced which bodes well for KSMA and its management during the covid crisis.

Thank you,  
**Sheila G. Thordarson**  
**Operations Manager**

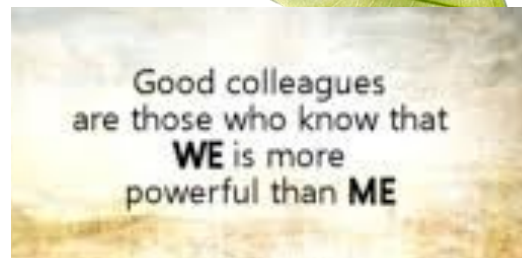


## Programs and Services—Winnipeg

### Permanent Ward

#### Permanent Full Time Staff:

Brendan Graham	Bryan Salangsang
Darlene Maika	Patrick Mateo
Lael Proppe	Sandi Graham
Samantha Marin	Mary-Anne Cirio



Staff continued to work in cohorts until September 2021. Throughout the year the timeframe in and out 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 staff were excited to be back in the office when September came. Staff were able to meet staff as some were hired during the lockdown. We stayed work in the office until January 4, 2022 then we again went into cohorts as covid number were high. Staff struggled to again leave the office. The permanent ward team meets weekly on Thursdays via teleconference to stay connected and relay important information.

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 2022. We have 25 Section 49's as a result there will be lower caseloads.

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 lessened for safety purposes.

The permanent ward department is working on many guardianship applications, this will equate to 33 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 1 guardianship application was granted with 2 CIC's leaving care. Sandi/Freda are also working on an adoption of 1 CIC. KSMA would benefit if we could provide a subsidy for kinship guardianships as many have stated they would love to but can not afford to.

As always, the permanent ward team works closely with families to reunify children wherever possible. Currently there are 5 CIC's families working towards reunification. When reunification occurs the permanent ward team has committed to refer 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.

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

Submitted by,  
Tracy Thompson  
Permanent Ward Supervisor



## Programs and Services—Winnipeg

### Protection Team

The Protection Team works with families that are at higher risk of requiring protective services. The team assists families with in-home support and with purchase orders when they are needed. The Protection team first focus is on supporting and stabilizing a family to prevent the children from coming into care. Since the Bill C-92 became a law, we look for family for children to take the children that we must apprehend or place with family as a private arrangement. The goal that the Protection team works towards is to prevent the children coming into care is to work with families with support, counselling, and food. The most important goal to keep the children home as this causes them great distress and confusion as to why they can stay with their parents when an apprehension is the last resort.

The Protection Team each have a caseload of family services files where we support and deal directly with any concerns that come up regarding the families we work with. The Protection Team works with families that do not have their children in care and are deemed high risk. Parents do have services provided to them such as counselling, respite, and support.

### Preservation Services consist of:

- ⇒ Services to Families Support Workers
- ⇒ Psychological Assessments Family/Individuals
- ⇒ Parenting/Domestic
- ⇒ Rein

### The workers on the Protection Team have done Training to better serve their clients:

Trauma-Informed Care  
Regulation Strategies for Children and Youth in Crisis  
Opioids Training  
Personality in the Workplace  
Sexual Exploitation for Youth  
Supervisors Training for Supervisors 4 sessions Rhonda Apetagon  
Legal Training



Lisa Rogers  
Lisa Rogers  
All Staff  
All staff  
Carlisle Wright/Chelsea Watt  
All supervisors  
All staff

The Protection Team is comprised of:

- ◆ **Lisa Rogers:** Lisa has been with the agency now for 12 years and is very dedicated to her job as a Child and Family Services Worker.
- ◆ **Shaun Harder:** Shaun has been with the Agency for 13 years and is a great asset and grateful for his vast experience to his role as a Child and Family Services Worker.
- ◆ **Carlisle Wright:** Carlisle has been now with the Agency 3 years and is a very qualified, experienced in his role as a Child and Family Services Worker
- ◆ **Chelsea Watt:** Chelsea has not been with the Agency for 2 years as a Child and Family Services Worker and is now pursuing her BSW with Inner City Campus part-time.
- ◆ **Marilyn Epp:** Marilyn has been with the Agency now for 15 years and is a hard, dependable worker with her B.S.W. and has been a Supervisor, Child and Family Services Worker and her vast experience has been so beneficial to the Agency.

Submitted by,  
Rhonda Thomas, Protection Team Supervisor

# Programs and Services—Winnipeg

## Provincial Resource Department

The Provincial Resource Department consists of:

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



For the fiscal year of 2021-2022, the Winnipeg Sub-Office Resource Team was led by Keith Olson, Resource Coordinator (11 years of service). 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 (Service Provider Program) and Mearle Chartrand—Data Entry Clerk.



The Resource Team worked 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.

Staff underwent some online training to refresh and increase their skills and continued to support the work of frontline case managers by ensuring access to culturally appropriate and supportive homes and caregivers despite the difficulties posed by the pandemic.

In March 2022, our statistics were as follows:

Facility Count	On Reserve	Off Reserve	Kinship homes	Culturally Appropriate
KSMA Licensed Foster Homes	1	72	16	35
Places of Safety	1	25	18	22
Borrowed Homes	8	30	9	10



*Parents are the ultimate role models for children. Every word, movement and action has an effect. No other person or outside force has a greater influence on a child than the parent.*

- Bob Keeshan





## Programs and Services—Winnipeg

### Family Enhancement

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

There are different types of supports that Family Enhancement offers:

- ◇ **Parents support education:** Involves working with parents individually in their home to enhance their parenting skills and abilities, and to build on their existing strengths.
- ◇ **Support family time:** Involves supporting parents who have children in care of the agency by engaging them in a gradual resumption of their role as the caregiver to their children to facilitate reunification. Individual support is provided to the family to work on the identified concerns and enhance the parents' competencies and strengths.
- ◇ **Emergency support:** In times of crisis the agency provides families with support in different capacities.

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

- ◆ Supports parents who are pursuing education (i.e.: grade twelve)
- ◆ Advocating for daycare services
- ◆ Respite
- ◆ Goal setting and wellness plans
- ◆ Connecting with community resources (i.e.: Jordan's Principle, treatment centers, foodbanks, therapy, disability services, etc.)
- ◆ Providing bus tickets or other transportation services
- ◆ Moral support
- ◆ Facilitating agency events (ie: KSMA Family Fun Days and other various cultural events)
- ◆ Adolescent support
- ◆ Individual and family counseling
- ◆ Life-skills training
- ◆ Family mediation
- ◆ Youth programming
- ◆ Healing and cultural teachings
- ◆ Elder services
- ◆ Family recreation
- ◆ Advocacy
- ◆ Family Support



The Family Enhancement Unit is made up of three members including a Family Enhancement Coordinator and three Family Enhancement Workers. Over the past year, the Family Enhancement team has undergone several staffing changes both at a supervisory level and a case management level. Jamie Evans and Teresa

## Programs and Services—Winnipeg

Schramm were the Family Enhancement Supervisors. Aiden Todd, Soraya Valencia, Brandy Wesley and Sara Mathwig, Julia Purvis Scaletta and Sherine Zielke all worked within a case management role throughout various points of the year.

Due to the COVID 19 Pandemic, the Family Enhancement Unit has been extremely limited in holding any cultural events and gatherings. We continued to support families by providing financial assistance where needed due to the increasing costs of basic necessities and continued to support our families by providing (where safe and within provincial guidelines) in home support and respite.

### 7 THINGS EVERY CHILD NEEDS TO HEAR

1. I love you.
2. I'm proud of you.
3. I'm sorry.
4. I forgive you.
5. I'm listening to you.
6. This is your responsibility.
7. You can do it.





## Financial Report

### Financials

For the period ending March 31, 2022, KSMA ended the year off with a healthy operating surplus of approximately \$1.49 million from operations. KSMA's balance sheet is healthy with a strong cash balance to ensure both long-term and short-term debt obligations are met. KSMA also received a clean audit opinion for the period ended March 31, 2022 and the Agency was able to complete their auditor on time and on budget. This is the 9<sup>th</sup> 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. As we see COVID-19 restrictions loosen, we expect child maintenance and administrative costs to rise; therefore, KSMA will face long term financial pressures if governments continue to reduce funding.

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

### COVID-19

During the year ending March 31, 2022, the Agency continued to experience operational some challenges due to COVID-19; however, Provincial health orders were starting to loosen towards the last quarter. 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).

Increase travel and administrative costs increase from the prior years as COVID-19 restrictions were lifted. KSMA is financial stable allowing the Agency to cash flow increase costs related. As restrictions are lifted, we expect transmissions rates of COVID-19 to increase which may have further impacts on our cash flow as costs to combat the spread of COVID-19 rise. Nonetheless, the Agency is financially healthy and adapt quickly to the changes in operations required by COVID-19.

### Single Envelope Funding

This is the third 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 third full year that KSMA can collect and retain Child Tax Benefit dollars related to provincial children in care. Historically, the Province forced Agencies to remit CSA monies back to the department through funding recoveries or voluntary submissions. These funds have assisted with providing additional resources 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.

The Agency will continue to monitor the legal dispute between the Province and Agencies relating to prior year claw back of CSA monies. While the outcome is favorable, it maybe years before the courts will have a resolution on this matter.

### System Conversion

KSMA has experience challenges with their system conversion due to a lack of qualified labour required to assist with the system conversion. The Agency has decided to work with a National company called Solutions Matrix on assisting the Agency with a migration over to a platform called Creatio. They project was previously delayed due to COVID-19 and we are back on track to completing the migration at the end of this fiscal year. The new software will be a power tool allowing the Agency to data mine and prepare meaningful reports for decision making.

Respectfully Submitted,  
Michael Ly  
Financial Consultant

**"Unity is strength...when  
there is teamwork and  
collaboration, wonderful  
things can be achieved."**

***Mattie Stepanek***







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### INDEPENDENT AUDITORS' REPORT

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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, 2022, 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, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### *Basis for Opinion*

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

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

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

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

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

(continues)

### Independent Auditors' Report to the Directors of 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  
July 26, 2022



## KINOSAO SIPI MINISOWIN AGENCY Statement of Operations Year Ended March 31, 2022

	Budget 2022 (Note 13)	2022	2021 (Restated)
<b>REVENUE</b>			
Indigenous and Northern Affairs Canada			
Core (Schedule 1), (Note 11)	\$ 850,841	\$ 752,725	\$ 1,986,547
Prevention (Schedule 2), (Note 11)	2,898,006	1,612,278	1,612,278
Protection (Schedule 3), (Note 11)	3,430,287	3,742,625	2,693,904
Maintenance (Schedule 4), (Note 11)	5,091,993	3,758,596	3,203,438
Provincial			
Core (Schedule 5)	656,731	798,518	656,426
Prevention (Schedule 6)	325,606	246,279	240,002
Protection (Schedule 7)	2,192,615	2,142,457	2,167,155
Maintenance (Schedule 8)	8,617,611	8,615,109	8,617,611
	24,063,690	21,668,587	21,177,361
<b>EXPENSES</b>			
Indigenous and Northern Affairs Canada			
Core (Schedule 1)	1,507,571	519,983	408,813
Prevention (Schedule 2)	2,898,006	2,683,391	2,367,642
Protection (Schedule 3)	3,430,288	3,224,621	2,857,801
Maintenance (Schedule 4)	5,091,993	3,872,008	3,307,757
Provincial			
Core (Schedule 5)	-	779,972	613,219
Prevention (Schedule 6)	325,606	206,056	265,690
Protection (Schedule 7)	2,192,615	2,569,454	2,429,657
Maintenance (Schedule 8)	8,617,611	8,033,780	7,525,232
Capital Assets (Schedule 10)	-	188,047	184,992
	24,063,690	22,077,312	19,960,803
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES BEFORE OTHER OPERATIONS</b>	-	(408,725)	1,216,558
<b>OTHER OPERATIONS</b>			
Children's Special Allowance revenue (Schedule 9)	-	2,287,735	2,044,837
Children's Special Allowance expense (Schedule 9)	-	(393,065)	(295,923)
	-	1,894,670	1,748,914
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	\$ -	\$ 1,485,945	\$ 2,965,472

See notes to financial statements

## Achievements/Successes

### After Hours Intake Investigation Unit

Tansi, Hello,

Things have been very slow since the beginning of the pilot project. Reason being, we only have 2 workers when the unit should have at least 4 workers to cover the 24-hour shifts.

At the beginning of the pilot project, we had four workers. Two of the workers left for other employment. Presently we employ Nancy Apetagon and Ed Sandberg who cover shifts from 4:30 pm to 8:30 a.m. Monday to Friday. On the weekends, we hire individuals to cover Friday at 4:30 p.m., Saturday, and Sunday up to Monday morning at 8:30 a.m. The unit also employs an Assistant Intake Worker, during regular hours from 8:30 a.m. to 4:30 p.m. Genevieve recently accepted the position as Assistant Intake Worker, as Jenny Budd has taken Educational Leave for one year.

The Pilot Project is a 2 year program to assist in attending calls of an urgent situation involving children and families after 4:30 p.m. or on weekends.

The workers also attend to new intakes received during regular working hours. The intakes are then streamed to ongoing services either to Protection Services or Prevention Services.

If you have any questions, please give me a call at 204-359-4551, extension 231.

**Rosanna Hart**  
**Supervisor**  
**After Hours Intake Investigation Unit**





## Achievements/Successes

### Annual General Meeting

KSMA held their Annual General Meeting on Thursday, September 16, 2021 at the NHCN Multiplex Veteran's Hall. Though Covid was present, the agency followed all guidelines and left attendance at the discretion of participants. There was no attendance from the funders nor from the other six Agency Directors, which was understandable. Majority of local KSMA staff attended, a few staff from the Sub Office, as well as the Elders Group who are working on the Family Law, and some community members. The Annual Report was reviewed and recited by the agency supervisors, the Financials were presented by the Financial Consultant with the Audit presented by the Auditor from The Exchange Group..

During this meeting, the agency was presented a gift from NHCN Healthy Living Division thanking KSMA for continuously supporting the Healthy Living Division with donations/sponsorships. The agency Director was very thankful for the recognition.





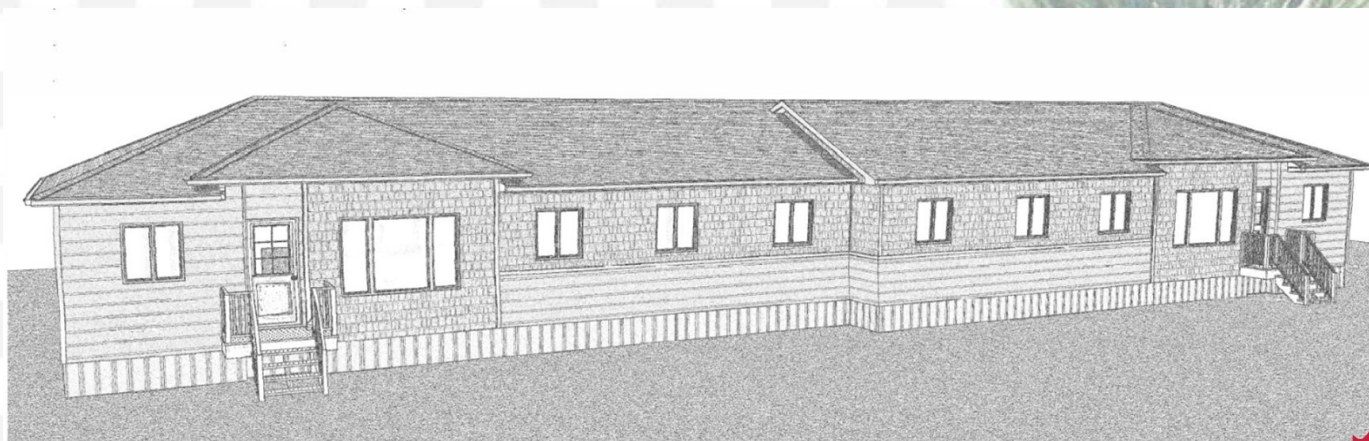
## Achievements/Successes



### **KSMA Receiving Home & Youth Transition Resource**

The Board of the Kinosao Sipi Minisowin Agency, with support from NHCN leadership, approved the purchase of two (2) residential houses to be used as an emergency receiving home and short-term placement resource for youth. The ground-breaking ceremony was held May 11, 2021 at the site with an anticipated completion date in the fall of 2021. The intent is to ensure that children and youth have adequate support within the community to prevent their unnecessary relocation. KSMA has been operating a similar emergency resource in the city of Winnipeg since 2019.

Anticipated to be opened, our vision is to provide safe, culturally appropriate services to help stabilize children and youth in emergency situations. By providing a safe environment and understanding the impacts of trauma KSMA strives to empower children, youth and their families to work towards Mino Pimatisiwin.





# **Congratulations Grads of 2021!!**



**Markus Forbister**  
Graduated from the Helen Betty  
Osborne Ininew Education  
Resource Centre (HBOIERC), June  
2021  
Received Diploma

**Way to go Markus!!**



**Natannis Castel**  
Graduated from the Mature  
Student Program at UCN, June 18,  
2021  
Received Diploma

Natannis plans to further her  
education in September 2021 at  
the UCN campus in The Pas,  
Manitoba to study Bachelor of  
Arts and eventually fulfil her  
dream of becoming a Nurse.

**Way to go Natannis!!**



**Evan Wilson**  
Graduated from the Helen Betty  
Osborne Ininew Education  
Resource Centre (HBOIERC), June  
2021  
Received Diploma

Evan plans to play it by ear and  
not make plans for the future. He  
plans to enjoy his freedom a bit.

**Way to go Evan!!**



# **Congratulations Grads of 2021!!**



**Danyka Cadotte**  
Graduated from the University of  
Winnipeg Collegiate, April 2021  
Received diploma  
Danyka is currently employed in  
construction and retail  
Her future goal is to apply for  
post secondary education to  
become a paramedic.

**Way to go Danyka!!**



**Thunder Delorme**  
Graduated from the Steinbach  
Regional Secondary High School,  
June 2021  
Received diploma  
Thunder gained full time  
employment in September 2021  
Thunder plans to work for a bit.

**Way to go Thunder!!**



**Joshua Thibert**  
Graduated from Shaftsbury High  
School, June 2021  
Received diploma  
Joshua obtained full time  
employment in September 2021  
Thunder plans to continue working  
and hopefully save enough to  
purchase a vehicle.

**Way to go Joshua!!**



**Aimey Dillon**  
Graduated from Warren College  
Institute, June 2021  
Received diploma  
Aimee was accepted into Red  
River College Health Care in  
September 2021  
Aimee is now employed as a  
Psychiatric Nurse Assistant.

**Way to go Aimey!!**



## Achievements/Successes



**Robin Muswagon**  
Graduated from Garden City  
Collegiate, June 2021  
Received diploma  
Robin is job placed through  
“Level Up” with a business that  
produces T-Shirts.  
He qualifies for “vocational”  
adult services EAPD.

**Way to go Robin!!**



**Zara Longe**  
Graduated from Selkirk High  
School, June 2021  
Received diploma  
Zara is registered for a full course  
load in September 2021 and  
works at Walmart.  
She hopes to expand her work  
hours during summer and attend  
University of Manitoba in the  
fall.

**Way to go Zara!!**

**Harmony Ponace**  
Graduated from , April 2021  
Received diploma

**Way to go Harmony!!**



**Kyle Redstar**  
Graduated from Job Works  
School, April 2021  
Received Mature Student  
diploma  
Kyle applied with the Canadian  
Armed Forces and currently does  
testing through recruitment  
process.  
Kyle is hoping to gain full time  
employment with the Canadian  
Armed Forces.

**Way to go Kyle!!**

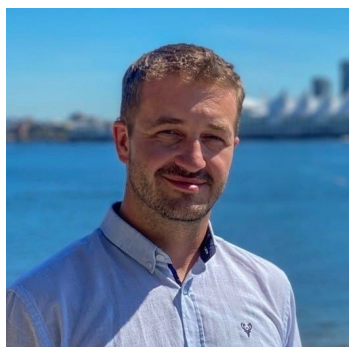
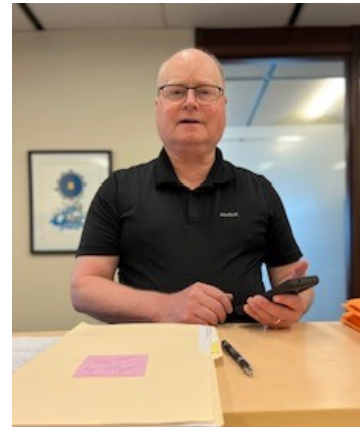
# Great Job!!



## Professional Services—Legal

### Gray & Company

Kinosao Sipi Minisowin Agency receives legal services from Gray & Company, a legal firm based out of Winnipeg, Manitoba. Senior counsel and managing partner at Gray & Company is Scott P. Gray, LL.B. Mr. Gray graduated from Dalhousie University and has been a practicing lawyer since he was called to the bar in 1983. Mr. Gray assists KSMA with family court matters as well as governance and human resources.



Assisting Mr. Gray in delivering legal services is Alexander M. B. Gilroy, J.D. Mr. Gilroy joined Gray & Company in 2015 as an articling student-at-law. Mr. Gilroy was called to the bar in 2016 and has been a practicing lawyer since his call. Mr. Gilroy has been representing the agency in court in Norway House and Winnipeg since his call. He is actively involved in helping the staff preparing their cases for Court and then appeared with the workers in Court.

Last year Mr. Gray and Mr. Gilroy provided several training sessions to the staff and management of KSMA. They also provided legal orientation to members of the Board of Directors and executive staff. They help to ensure that KSMA staff and management stay informed of pending changes to the child welfare system.



## **Professional Services—Finance**

### **HLL Consultants Corporation**



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

Michael Ly is a Chartered Professional Accountant that has worked in public practise, 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 practise, Michael went on to become senior internal auditor at StandardAero, a multi-billion-dollar private aerospace company in Winnipeg, Manitoba. Michael was later recruited to be the controller of Southeast Child and Family Services (SECFS), the largest First Nations child welfare organization in Manitoba.

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

In 2015, Michael incorporated HLL Consultants Corporation (formerly known as Hai Lung Ly Chartered Professional Accountants Corporation). Over the past 7 years, Michael has expanded his line of service to an array of indigenous and private enterprises in Manitoba. His firm has helped KSMA ensure finances are stable and that reporting requirements are up to date and available to the Board for decision making.

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

Statistics—Norway House

Month	Family Service Files					UM EPS	Total	Children in Care								CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Total	F	P		
Apr-21	89	8	3	125	21	12	258	74	5	11	35	1	2	0	127	356	29	385	
May	91	7	3	125	20	12	258	73	5	18	45	1	2	0	143	374	27	401	
June	89	7	3	134	19	12	264	73	7	22	47	1	2	0	151	386	29	415	
July	89	8	3	134	19	11	264	72	3	23	40	5	2	0	140	378	26	404	
Aug	92	9	3	135	19	12	270	72	8	32	27	5	2	0	141	385	26	411	
Sept	94	10	3	135	20	11	273	73	8	32	26	5	2	0	141	387	27	414	
Oct	95	10	3	134	21	11	274	73	7	29	40	5	2	0	151	396	29	425	
Nov	98	10	3	136	21	11	279	75	4	27	40	5	2	0	148	394	33	427	
Dec	100	10	3	136	21	11	281	75	3	27	33	0	2	0	140	387	34	421	
Jan-22	101	10	3	136	23	8	281	72	3	27	41	0	2	0	145	392	34	426	
Feb	100	10	3	137	25	7	282	73	3	25	42	0	1	0	144	392	34	426	
Mar	100	10	2	139	18	8	277	73	6	29	29	0	1	0	138	383	32	415	

TW—Temporary Ward

VPA—Voluntary Placement Agreement

APP—Apprehension

OS—Order of Supervision

VSG—Voluntary Surrender of Guardianship

SAP—Select Adoption Probate

FE-V—Family Enhancement—Voluntary

FE-P—Family Enhancement—Protection

UM EPS—Underage Mother Expectant Parent Services

VFS—Voluntary Family Services

PRT—Protection

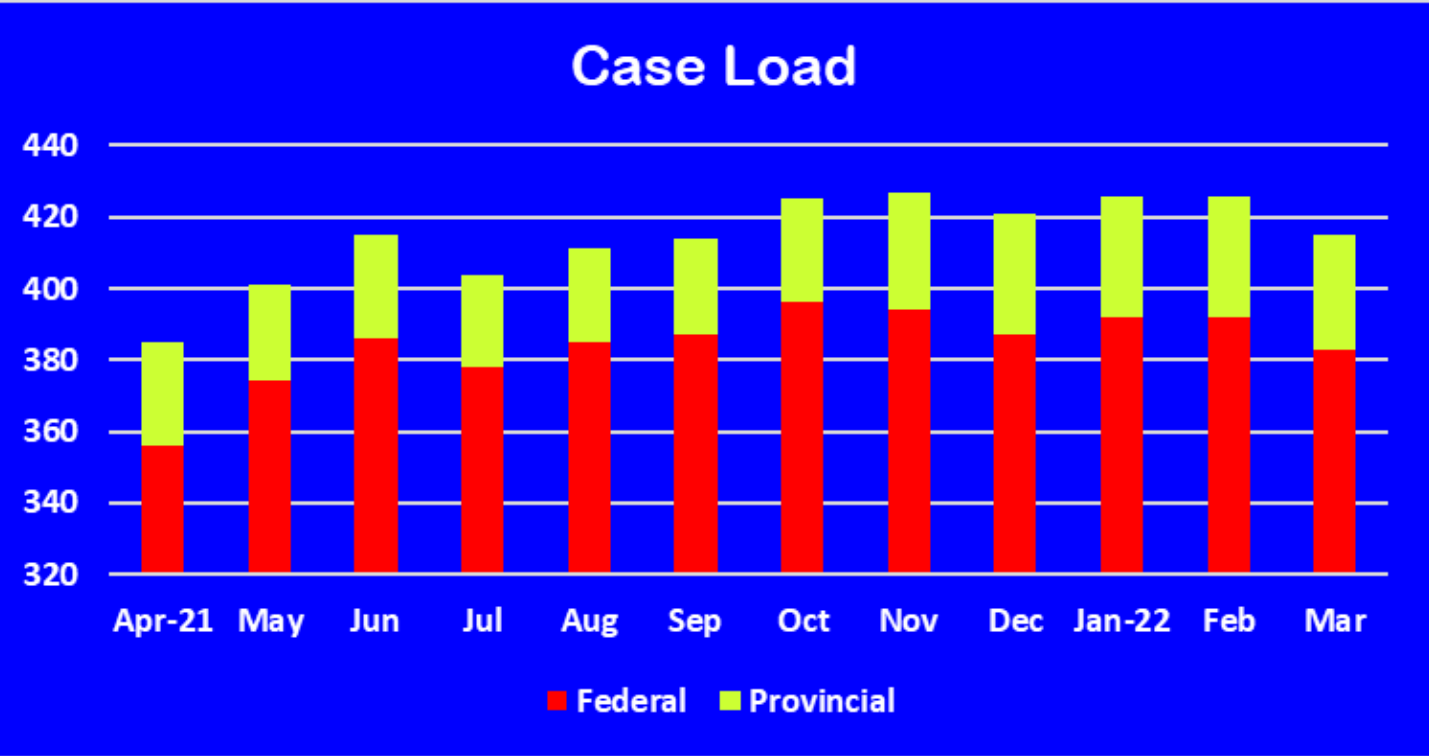
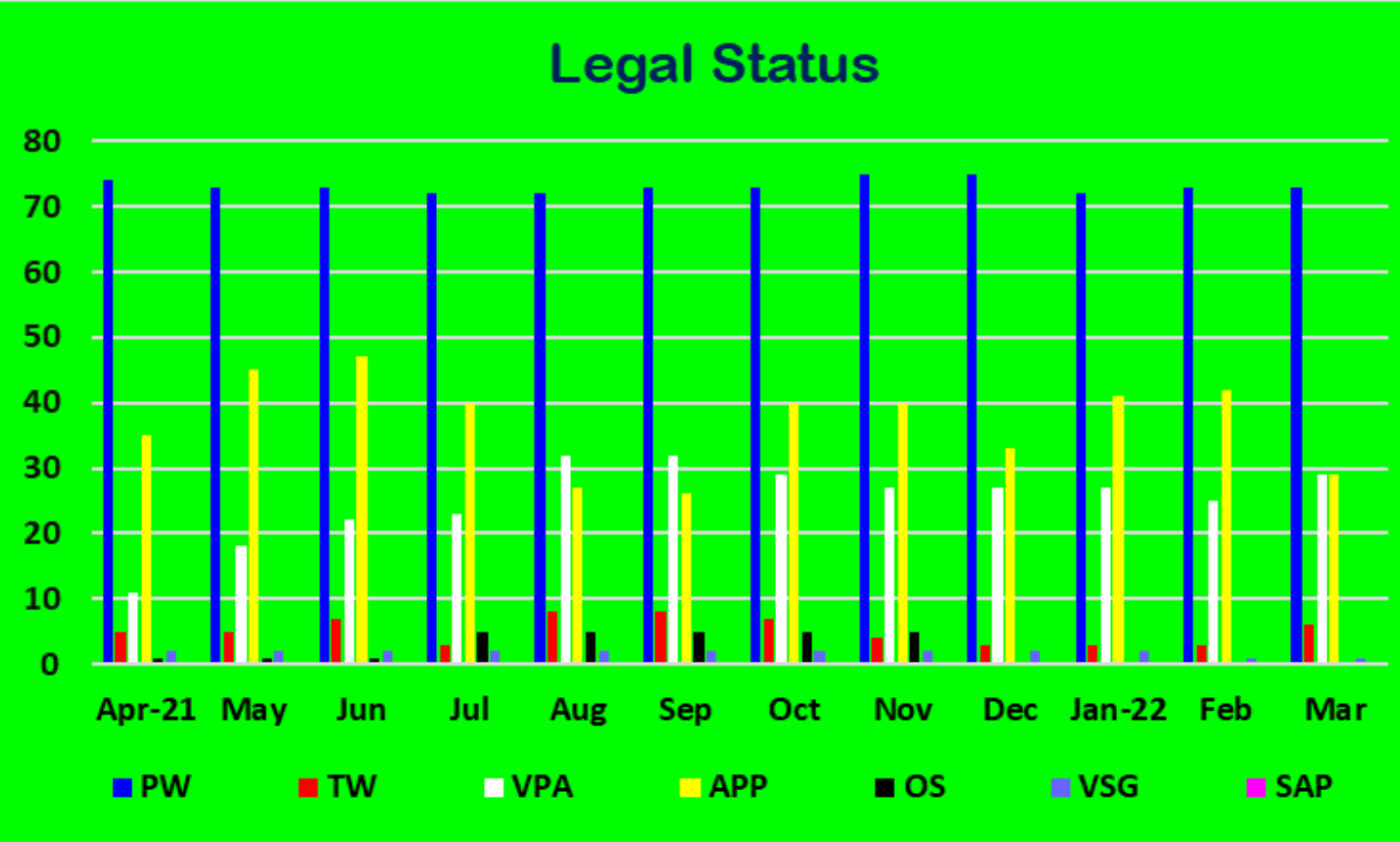
EXT—Extension of Care

PW—Permanent Ward

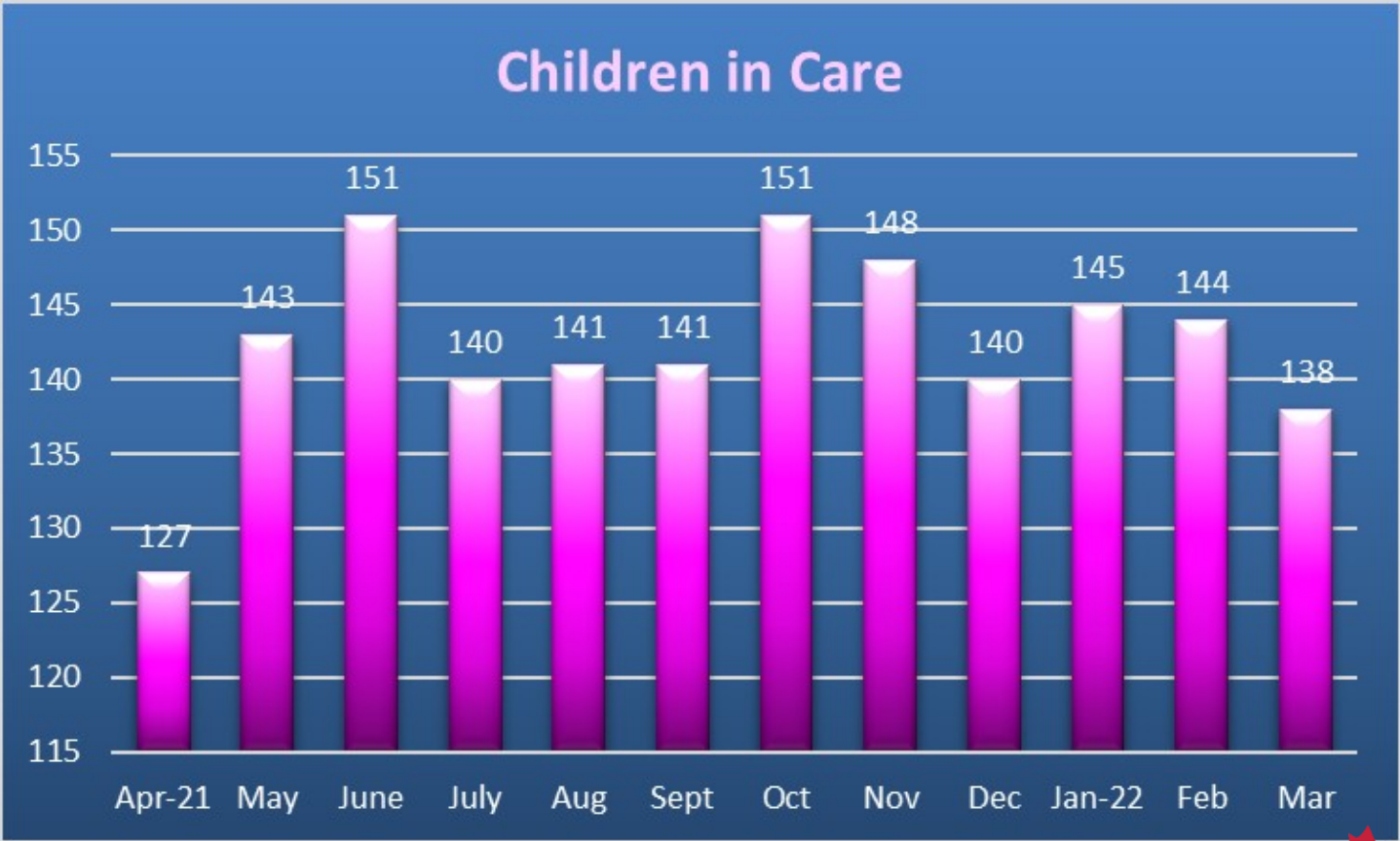
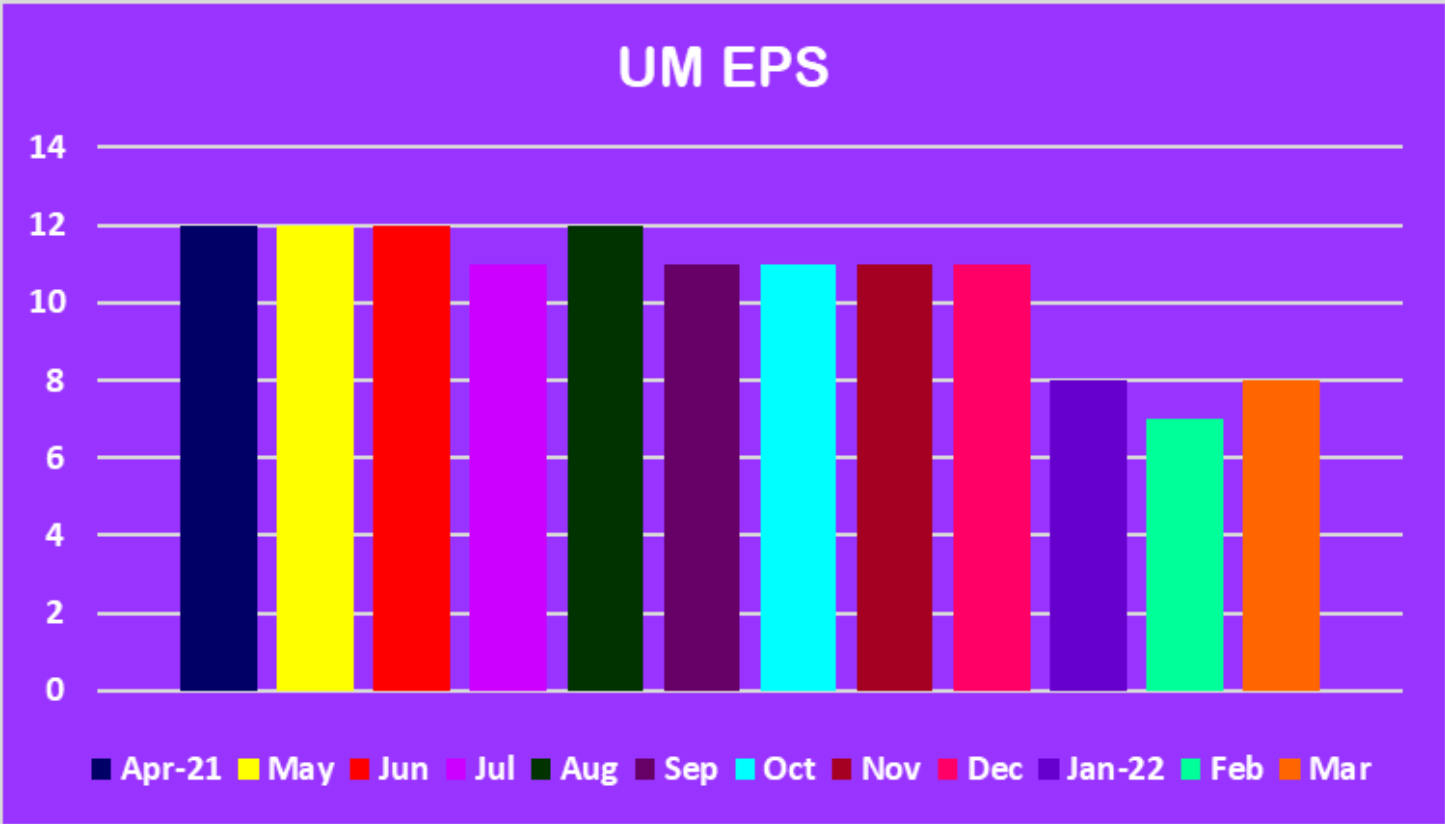
F (Federal)/P (Provincial)



Statistics—Norway House



Statistics—Norway House





# Statistics—Norway House

YEAR END STATS 2021-2022													Mar-22
	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22		
Domestic Violence	1	4	2	4	2		2		2	1	4	1	
Conduct Parents (Alcohol)	9	10	9	8	14	4	3	11	12	2	5	4	
Conduct Parents (Alcohol/Drugs)	1	4				5	4		2	3	3	2	
Conduct Parent	7	7	6	5	3	1		5	5	3	3	6	
Child Neglect				1									
Medical Neglect													
Child Endangerment					1								
Abandonment					1							2	
Conditions Parents													
Child Beyond Control					1								
Conduct Child (Alcohol)													
Conduct Child (Alcohol/Drugs)													
Conduct Child	1		1	1	1	3						1	
Conditions Child				1			1	1	2	1	1	3	
Court Referral Child								1					
Suicidal Ideations - Child									1		1		
Allegations of Sexual Abuse	6	2	7	2	8	1	5	1	3	4	1	2	
Allegations of Physical Abuse	11	4		3	12	2	2	8	2	1		4	
Allegations of Emotional Abuse		1						1	1				
VPA												1	
Support Services		1			2	1					1		
Homelessness								1					
Home Assessment			1	2	3	2	3				3		
Notice of Maternity	1						1	1					
UM Referral		1		1					2		2		
Adoption													
Repatriation													
Other Agency Report/Request	2		1	1					1	2			
Petition and Notice of Hearing					1				1				
Transfer - DIA NCNCFs/Northern Authority									2				
RCMP Referral - Conduct Parent /Other													
Child Exploitation/ Interference	1	1											
Other Age of Consent													
Child Death												1	
Mediation													
Custody							1						
TOTAL # of Intakes per Month	40	35	27	29	49	19	22	30	36	17	24	27	

# Statistics—Winnipeg

Month	Family Service Files					UM EPS	Total	Children in Care										CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	SAP	Pet Filed	Total	F	P			
Apr-21	43	0	4	69	24	0	140	217	11	1	11	0	5	0	20	265	16	389	405		
May	44	0	4	69	23	0	140	218	21	2	5	0	5	0	13	264	16	388	404		
June	41	0	5	71	27	0	144	213	31	2	5	0	5	0	4	260	19	385	404		
July	36	0	5	71	30	0	142	211	28	2	4	0	5	0	10	260	19	383	402		
Aug	29	0	5	70	31	0	135	209	29	2	4	0	5	0	10	259	19	375	394		
Sept	29	0	5	69	31	0	134	202	29	2	7	0	5	0	6	251	18	367	385		
Oct	30	0	5	70	32	0	137	199	26	5	10	0	5	0	6	251	18	370	388		
Nov	29	0	5	68	32	0	134	198	20	4	9	0	5	0	10	246	18	362	380		
Dec	27	0	5	68	33	0	133	202	15	4	15	0	5	0	9	250	18	365	383		
Jan-22	27	0	5	70	32	0	134	201	15	4	18	2	5	0	10	253	18	369	387		
Feb	26	0	5	69	33	0	133	209	10	4	11	2	5	0	8	247	16	364	380		
Mar	28	0	5	67	33	0	133	210	9	4	18	2	5	0	8	254	16	371	387		

TW—Temporary Ward

VPA—Voluntary Placement Agreement

APP—Apprehension

OS—Order of Supervision

Pet Filed—Petition Filed

VSG—Voluntary Surrender of Guardianship

SAP—Select Adoption Probate

FE-V—Family Enhancement—Voluntary

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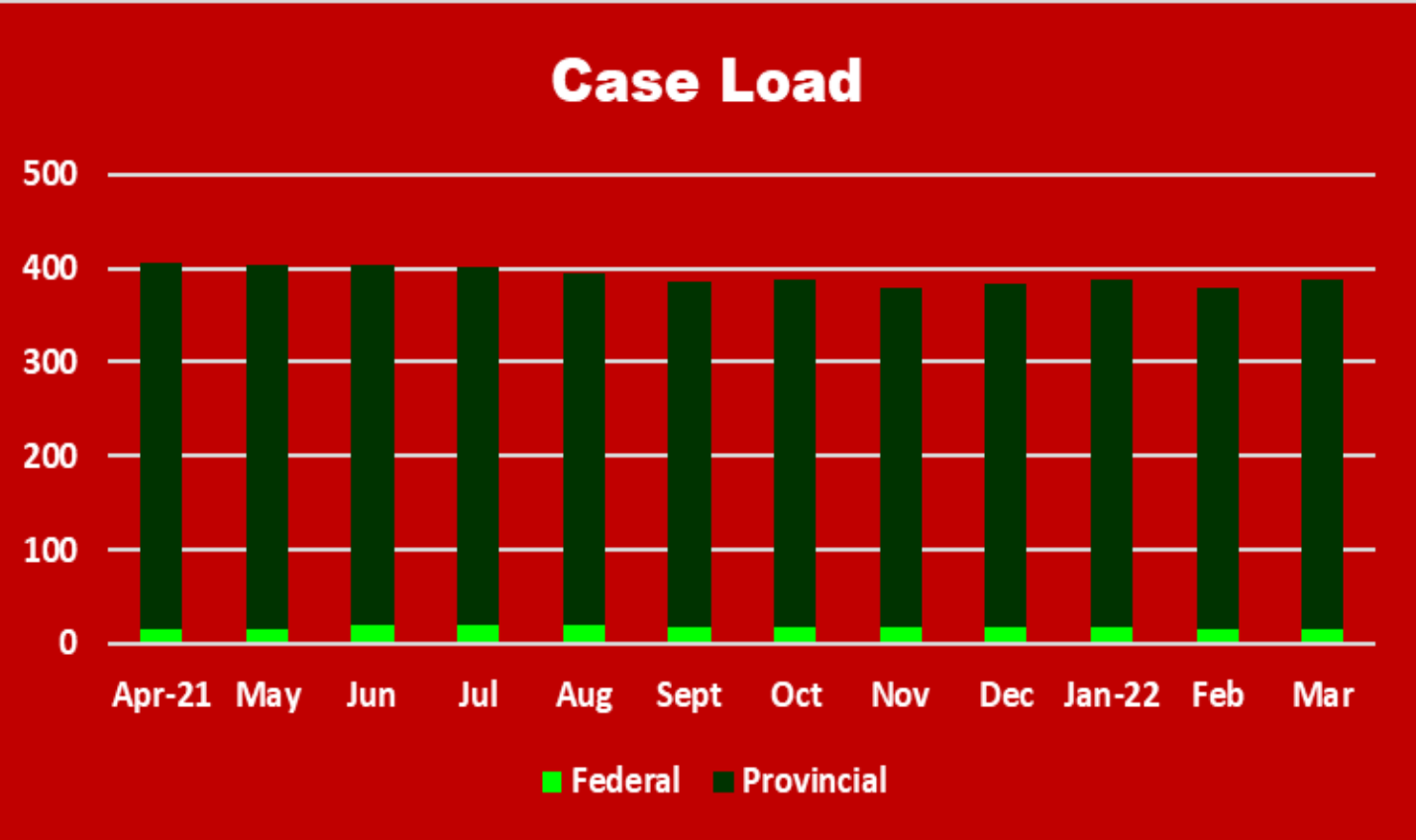
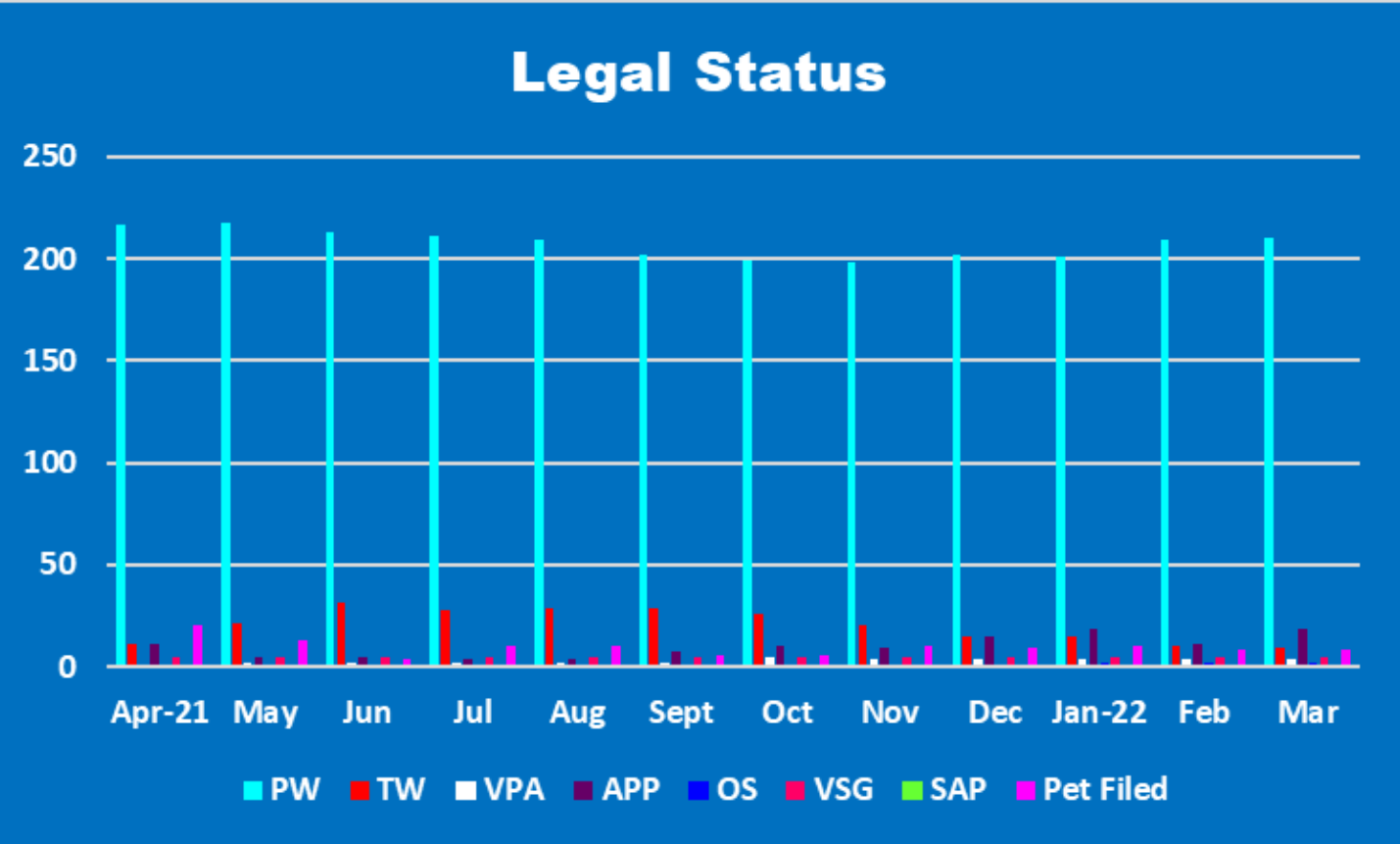
PRT—Protection

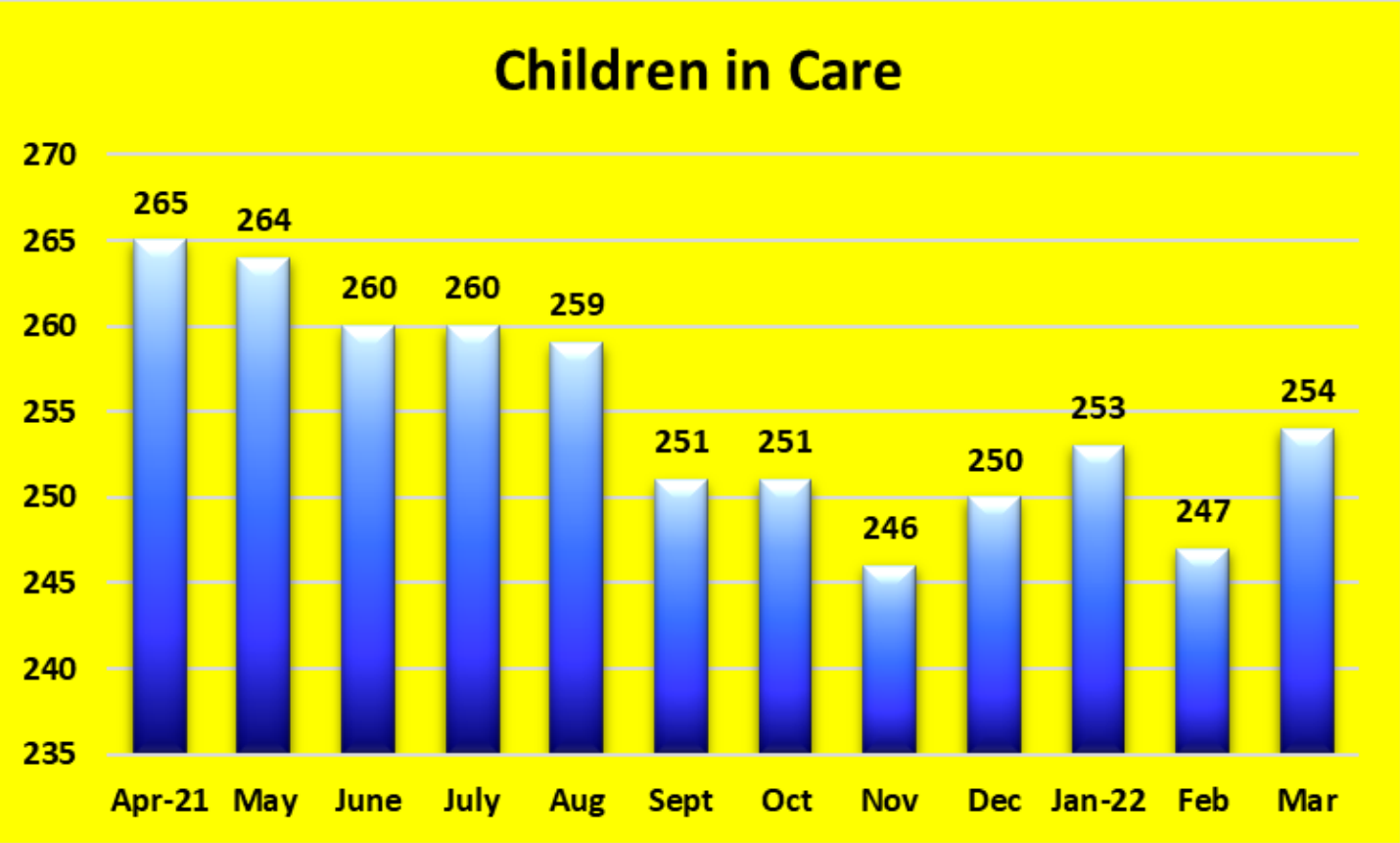
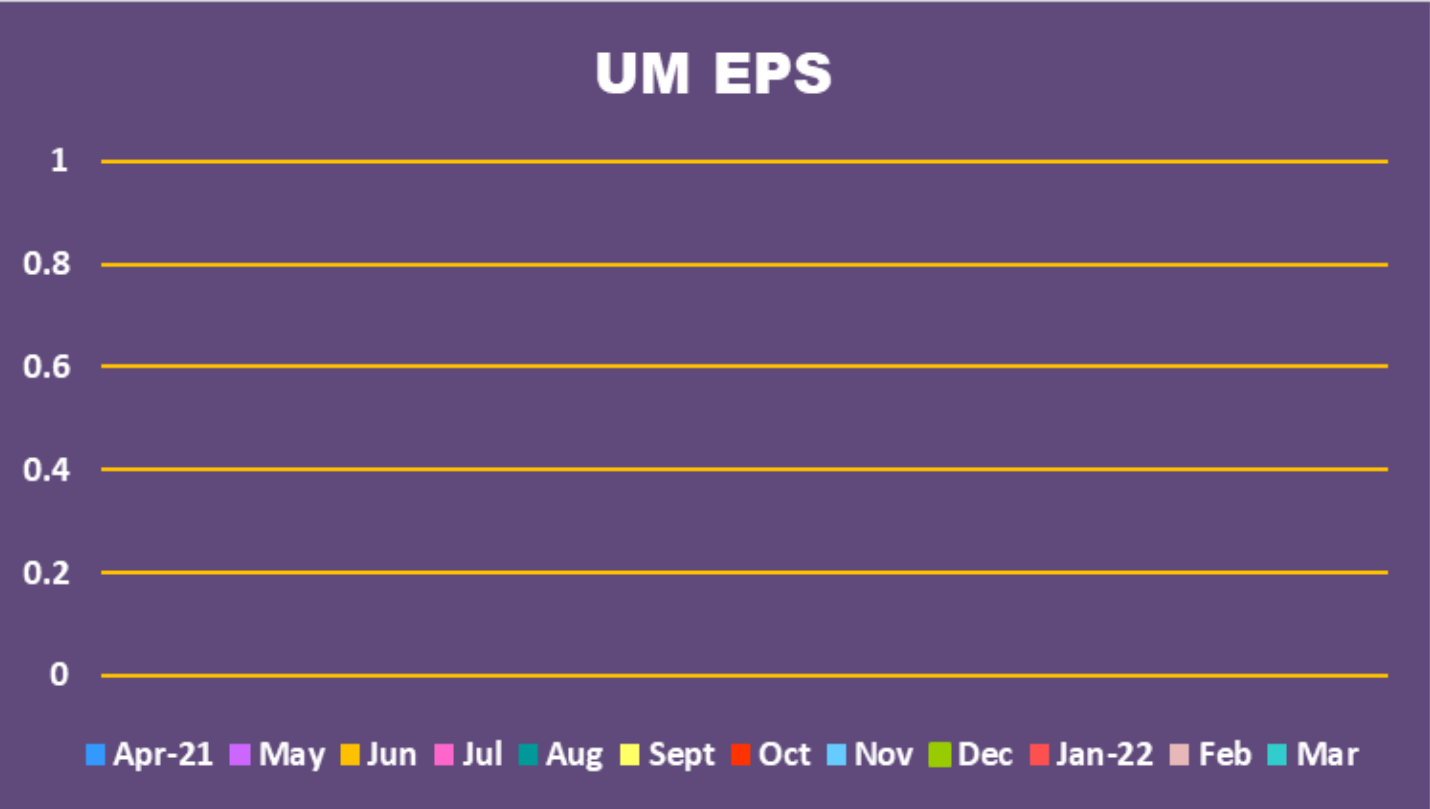
EXT—Extension of Care

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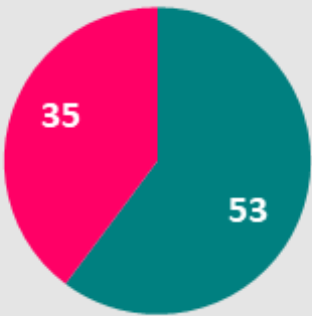






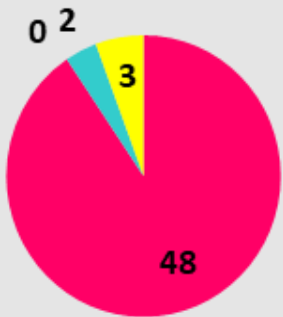
**Human  
Resource  
Stats**

**KSMA Staffing**



■ Norway House    ■ Winnipeg Sub Office

**Norway House**



■ NH    ■ Other    ■ Non Abor    ■ Vacant

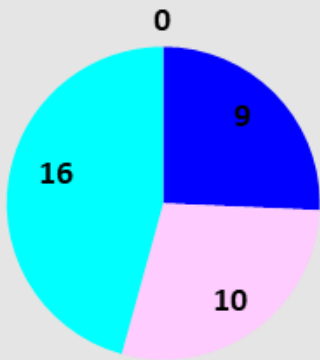
**NH—Staff who are NH  
Treaty Status**

**Other—Staff who are  
treaty from other bands**

**Non-Abor—Non  
aboriginal staff**

**Vacant—Positions not  
filled**

**Winnipeg**



■ NH    ■ Other    ■ Non Abor    ■ Vacant



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