

KSMA



**Kinosao Sipi Minisowin Agency
2022-2023 Annual Report**

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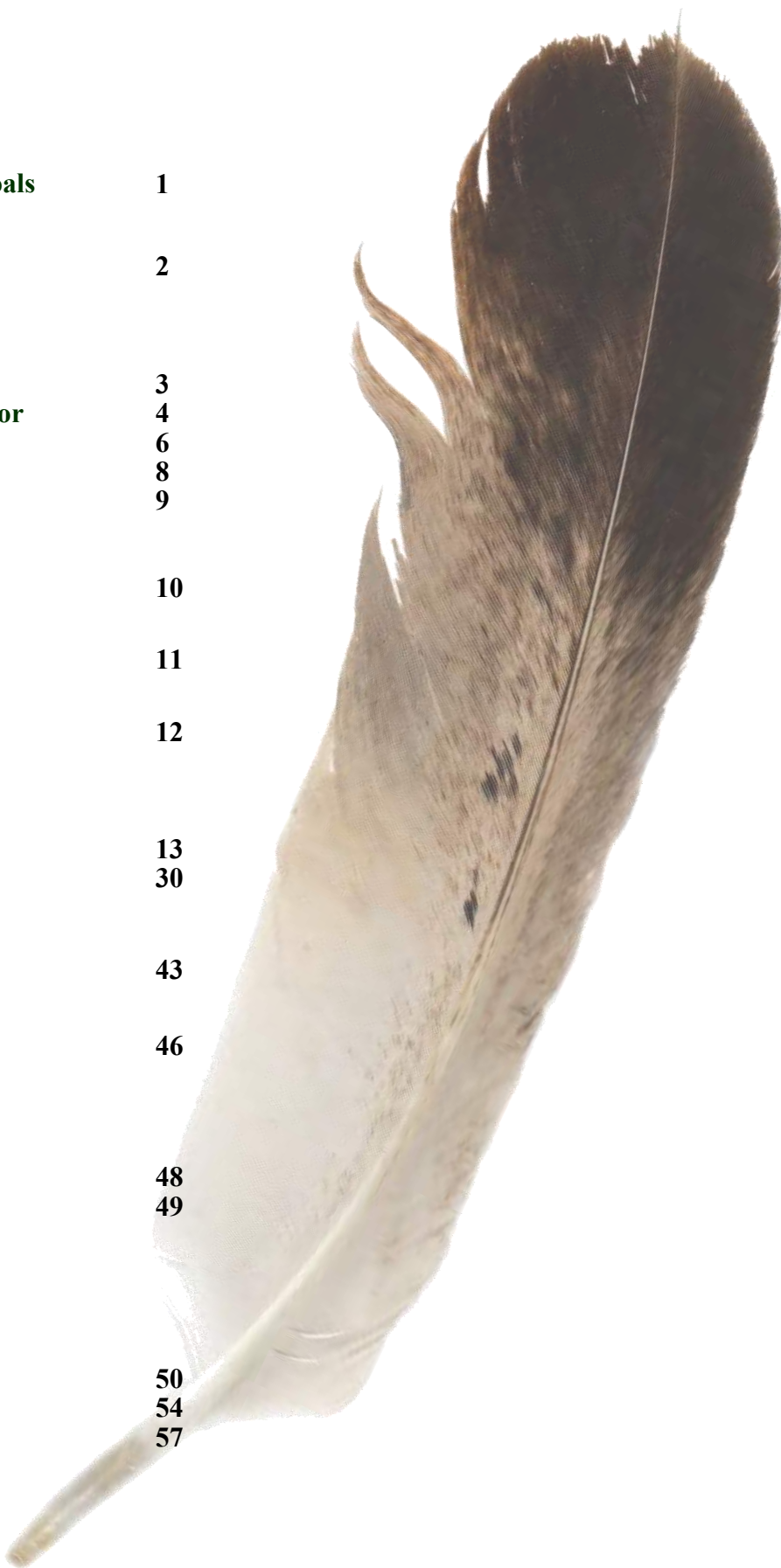
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Mandate

“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 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 traditions, culture, and values of Norway House Cree Nation. KSMA employs approximately 90 employees and has been providing on-going education and training opportunities for 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 initiative was to make provision for Aboriginal agencies to provide culturally appropriate services to members both on and off reserve within the Province of Manitoba. For KSMA, the agency transformed from a single-community CFS agency to a Province-wide CFS Agency. KSMA was also given the responsibility of serving Aboriginal children and families from out of province residing in Winnipeg. In order for KSMA to accommodate these changes, the Winnipeg suboffice was created.

KSMA continues to evolve and adapt to changes in legislation, standards and funding, with the consistent goal of offering quality services to children and families in need.

Executive Director Message



Message from the Executive Director

On behalf of the staff and management of the Kinosao Sipi Minisowin Agency, I am pleased to present our 23rd Annual Report. Thank you for taking the time to review this report which highlights our efforts to keep children safe by providing quality services that support healthy families and a strong community. We are thankful for the opportunity to serve our people and we remain committed to building capacity and improving outcomes for our children.

We recognize the importance of collaboration and community involvement now and in the future, as we work towards a comprehensive and sustainable service model based on our traditional practices. Development and implementation of a family law will mark the next milestone for our community.

I would like to take this opportunity to thank our foster parents for their tireless dedication, our staff for their hard work, our board for their guidance, and the leadership of Norway House Cree Nation for their continued support. It is only through the combined efforts of everyone working together that we keep moving forward. I am extremely grateful for the opportunity to lead such a competent and dedicated team, which is evident in the financial stability of the organization, the diversity of programs we have been able to offer and the number of families voluntarily accessing our services. These indicators of success and more are documented in our report, as well as photographs and summaries of the many events, activities, and community initiatives we have undertaken throughout the year.

In conclusion, this past year has brought us opportunities to develop and to engage in meaningful dialogue with our stakeholders, but there is still so much to do. We will continue to build relationships and develop our programs and services so that we can better serve families in need. We will also prepare for the changes ahead by participating in the planning process with an open heart and commitment to love and guide future generations.

**Respectfully,
Rhonda Apetagon**



Assistant Executive Director Message

Message from the Assistant Executive Director

Tansi:

I welcome everyone that will read our Annual Report that highlights the events and functions our agency was able to have during this time. I thank the staff, service providers, caregivers (foster parents), local childcare committee and the management and Board of Directors for their continued support and the cooperation throughout this fiscal period.



The Kinosao Sipi Minisowin Agency (KSMA) Annual Report for the fiscal period 2022 -2023 features events that seen some successes and sad farewells to some staff that worked for our organization. With the removal of the pandemic restrictions, our staff continued with their work with the least interruptive measures in mind. As an agency we strive to working with children and families in our community. Despite the challenges, safety is paramount, for this reason, ensuring services and supports are provided is the ultimate goal in maintaining family unity. Although there are times when things don't turn out as expected, we continue to do what is required in keeping children and families safe.

Our year plans are reviewed annually as we aim to cater to the children and families of our community. The 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 as scheduled throughout the summer months. Our agency continues to network with other resources in the community, the Language Camp held in the spring was a success and attended by many including our staff.

KSMA had a few setbacks with the resource units that were to be completed last fall, due to unforeseen circumstances they were not completed. We still look forward to the official opening of the receiving home and the 10-room transition unit.

As the Assistant Executive Director, I supervise the service departments along with the Executive Assistant within our organization. Noted below illustrates the **average** number of children and families served within this year:

Protection Unit	Permanent Ward Unit	Resource Unit (Foster Care)
71.3	68.7	140

One of my roles as Special Needs Coordinator, I review Special Support Requests and take them forward to the Special Rates Committee for final approval. Noted below are the

Assistant Executive Director Message

Special Rates Reviewed	2021-2022	2022-2023
Approved Rates	32	66

For this 2022-2023 fiscal period, there were sixty-six (66) special rates reviewed and amended and approved for the head office, in the previous fiscal year 2021-2022, there was a total of thirty-two (32) reviewed and approved.

In October 2022, Dakota Ojibway Child & Family Services handed over the torch to host the Child & Family Caring Society Gala that has been held over a decade now. We look forward to being the host agency of this much needed venture and expose some of our creative artists during the Gala. This fundraising function assists the First Nations Caring Society of Canada in their advocacy for first nations children across Canada and have been instrumental in achieving equality in funding for first nations children.

Further to the ventures, we are involved in the development of Norway House Cree Nation Family Law. The elders of the community have been involved in a process of what they would like to see in the way child welfare is delivered in our home community. As part of the C—24 (S.C.2019, c.24) Steering Committee, we continue to meet and review updates of the work that is being developed.

These are just a few things on the work in progress. In closing, I hope you enjoy reading our 2022-2023 Annual Report.

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



In every walk with nature, one receives far more than he seeks.

-John Muir-

Operations Manager Message



Hello, I am very pleased to have the opportunity to report on KSMA's Winnipeg Suboffice. The suboffice is responsible for the service delivery of child and family services to the members of the Norway House Cree Nation that reside within the city of Winnipeg. The suboffice also provides child and family services to families from other western First Nation communities (Saskatchewan, Alberta, and British Columbia) who live within the city limits. This keeps the Winnipeg suboffice very busy being the default agency for a huge demographic. Currently we have clients from Saskatchewan, Alberta, British Columbia, and the Northwest Territories, not to mention other Manitoba First Nations and Norway House Cree Nation community members.

The KSMA suboffice works closely with All Nations Coordinated Response (ANCR) receiving most of our intakes and cases from them. ANCR is the Designated Intake Agency for Winnipeg. This past year we have worked diligently to transfer children in care to their culturally appropriate authorities and we have received our own Norway House Cree Nation band members through this process. We are continually promoting kinship services and make every effort to place our clients with family as we recognize the importance of preserving and supporting the family. We also have our Emergency placement at Charlie's Safe Haven.

The KSMA suboffice has also been promoting and maintaining a positive community relationship by organizing Family Fun Days where children can spend time with their biological families. Family Fun Days encourage important connections and family bonds as well as an opportunity for partnerships between all involved: from the biological parents, foster parents, support workers, agency staff and community partners. The suboffice also continues to provide other opportunities and activities for our clients: paint nights, sage/medicine picking, rock painting and for the staff: sharing circles, ribbon skirt making and attending a sweat lodge, to name a few. The suboffice promotes staff development, training, and has regular meetings to encourage a positive team setting.

Service Delivery

The Family Enhancement team consists of the FE Coordinator Teresa Schramm and FE workers: Julia Purvis-Scaletta, Sara Mathwig, and Caroline Kyoon. Rounding out the team is Cultural Liaison worker Brandy Wesley. This department is designed for restorative and prevention services that support and assist families with accessing various programs, education/training opportunities, mentoring, respite, and advocacy, to name a few. Our goal is to keep the family unit together by providing support in different capacities.

The Protection team includes the Protection Supervisor, Rhonda Thomas and the PRT case workers: Shaun Harder, Lisa Rogers, Chelsea Watt, Carlisle Wright and Intake and Stats worker Corlette Clarke. This department provides case management and offers support services to children and parents where protection issues have been identified affecting children's safety and well-being. This team offers parents support with counselling, treatment, system meetings, and other programs. The intake/stats worker works closely with the Protection Supervisor when ANCR transfers are forwarded to the suboffice.

The Permanent Ward team is comprised of the Permanent Ward Supervisor Tracy Thompson and the PW case workers: Cynthia Apetagon, Mary Anne Cirio, Kindness Lebari, Patrick Mateo, Michelle Mowatt, and Federal Liaison worker, Lael Proppe. This department's focus is case management and on supporting each child through long term care, repatriation, guardianship, and working with youth that are aging out of care.

Operations Manager Message

The Provincial Resources team includes the Provincial Resource Coordinator, Marilyn Epp, and her team is comprised of the CFSIS Data Entry clerk Emily Uddoh, the Alternative Care workers Jon Clarke and Jolene Throop, File clerk Claire Bruyere, and the Foster Care worker, Charmaine Ducharme. The resource department works closely in conjunction with the frontline workers to support areas in data entry, providing support/service worker scheduling, respite, transport, filing, etc. Foster care is responsible for finding alternate placement homes, ensuring licensing standards are met, and recruiting new care providers. This department works to ensure best practices, standards, and legislation are adhered to.

As stated earlier, I am the Operations Manager and I oversee the suboffice supervisors: Teresa Schramm, Rhonda Thomas, Tracy Thompson, and Marilyn Epp. I also supervise Paralegal, Madeline Anderson, Age of Majority Specialist, Bob Delic, and the Receptionist, Mackenzie Kaufman. Our Paralegal works very closely with the frontline workers and is a liaison between the agency and our legal counsel, adhering to deadlines and court related proceedings. The Age of Majority Specialist helps young people prepare for a smooth transition out of agency care or to adult services, based on the circumstances. Quite often Bob is assisting with acquiring their personal identification, assistance in enrolling in school or attending systems meetings to youth to stay in school, find jobs, complete resumes, and engage in extracurricular activities, to name just a few. The receptionist Mackenzie does an amazing job with organization, communication between clients, collaterals, and staff, and ensuring that the office is running effectively and smoothly.

As you can see, the KSMA suboffice is very busy, and can be taxing at times. We experience common struggles and barriers that arise with being a CFS agency. Having said that, there is another side; a positive, optimistic side. I am proud of the suboffice team and their dedication, hard work, knowledge, and empathy with the goal of keeping the best interests of the children at heart. We will continue to establish and maintain meaningful connections with parents/families, foster parents, and agency collaterals. We have a great team here!

Sheila Thordarson
Operations Manager

Board Chairperson Message

I am pleased to provide some remarks for our Kinosao Sipi Annual Report. As recently appointed Board Chairperson, it is truly an honor to serve in this capacity. I worked for KSMA in the past as Executive Director for about 14 years and recently resigned, a tough decision but it was time to move on not knowing I would be reassigned to the role of chairperson.

I have always worked as a team player and our agency staff and governing board will continue to emphasize the teamwork ideals we have been known for. In the early 2000's we went through the Aboriginal Justice Inquiry – Child Welfare Initiative (AJI-CWI) which delegated authority. For a little over two decades, we operated under this system which ultimately was still provincially run through the four Authorities that were created. It is an exciting time as we begin the C-24 process, an initiative that will produce our own Child and Family Services Law. Full jurisdiction of child and family services has been something First Nations have wanted for a long time it is our opportunity to exercise our sovereignty in this area. CFS has not had a good history when you consider the residential school system and the 60's scoop era. As I write this, we have started the path to creating our Inninewi Wanasiweywin. I want to thank our staff, elders, committee for investing their time and knowledge in this process. I also thank the First Nations organizations that have shared their knowledge and experiences with us namely Peguis FN and Cowessess FN. I look forward to continuing down this very important process.

Finally, thank you to our management and staff.

Ekosani!

Clarence Paupanekis
KSMA Board Chair



**When you hand
good people possibility,
they do great things.**

Biz Stone



Council Portfolio Holder Message



Tansi my name is John L Henry and I was elected as one of the Council members in the March 7, 2022 election. One of the Portfolios I was assigned, shortly after the election, is the KSMA Portfolio. As an employee of KSMA between 2012-2018 as a CFS and Permanent Ward worker, I am very happy to be part of a great team and look forward to working with the staff, Management Team and the KSMA Board of Directors.

I would like to thank Rhonda Apetagon for her work as the Executive Director for KSMA. Rhonda has many years experience working in the CFS field and I am certain she will continue to do very well in her position. I would like to say a big “thank you” to the managers, staff, support workers and all employees of KSMA. I encourage all staff to keep working to the best of their abilities for our families.

The KSMA Board of Directors meet once per month to have updates on policies and to have updates on financials, staffing and other matters related to our Agency. I look forward to working with the Staff, Management Team and our people. There are many exciting projects coming up in the next few months in the area of CFS and we have the staff to take on these major projects.

I would like to thank Councillor Deon Clarke for his guidance into the CFS Portfolio. I look forward to the remaining term to help serve the families and children of KSMA, with the assistance from staff, management and support workers.

Ekosi,

John L Henry
KSMA Portfolio Holder

A photograph of a piece of paper with handwritten text in black ink. The text reads: "All kids need is a little help, a little hope, and someone who believes in them." followed by "- Marge Johnson" on the right side.

All kids need is
a little help, a little hope, and
someone who believes in them.
- Marge Johnson

Board of Directors



Left to Right: Clayton D’Aoust, Rhiana Arthurson, Clarence Paupanekis (Board Chair), Christina Mitchell, Beatrice Qeskekapow (Board Elder Advisor), Crystal Crate (Board Vice Chair), John Henry Jr. (Council Portfolio Holder)

The KSMA Board had a busy 2022-2023 year with meetings almost monthly, trainings and attendance at conferences related to child care. The following Board meetings took place during the fiscal year:

- | | |
|--------------------|-------------------|
| June 23, 2022 | November 28, 2022 |
| July 26, 2022 | January 31, 2023 |
| August 23, 2022 | February 21, 2023 |
| September 20, 2022 | March 21, 2023 |
| October 19, 2022 | |

During their Board meetings, the Board is presented and tasked with the major decisions of the agency. Things such as financial matters pertaining to major sponsorships, purchases or renovations. The Board is also briefed on the agency’s events and any conflicts or concerns encountered; the Board however keeps arms length from any personnel matters and allows management to deal with such.

KSMA Board received a two day training on March 13 & 14, 2023 from Community Futures Leadership Institute in the following areas: Legal Responsibilities, Financial Management of Non Profit, Board Development & Performance, Board Leadership, Role of Planning and the Board Chair Role. The instructor traveled into Norway House to provide the training; the Board received certificates upon completion of training. The Board will continue to receive training as it becomes available to assist them in their role as the KSMA Board of Directors.

Management Team



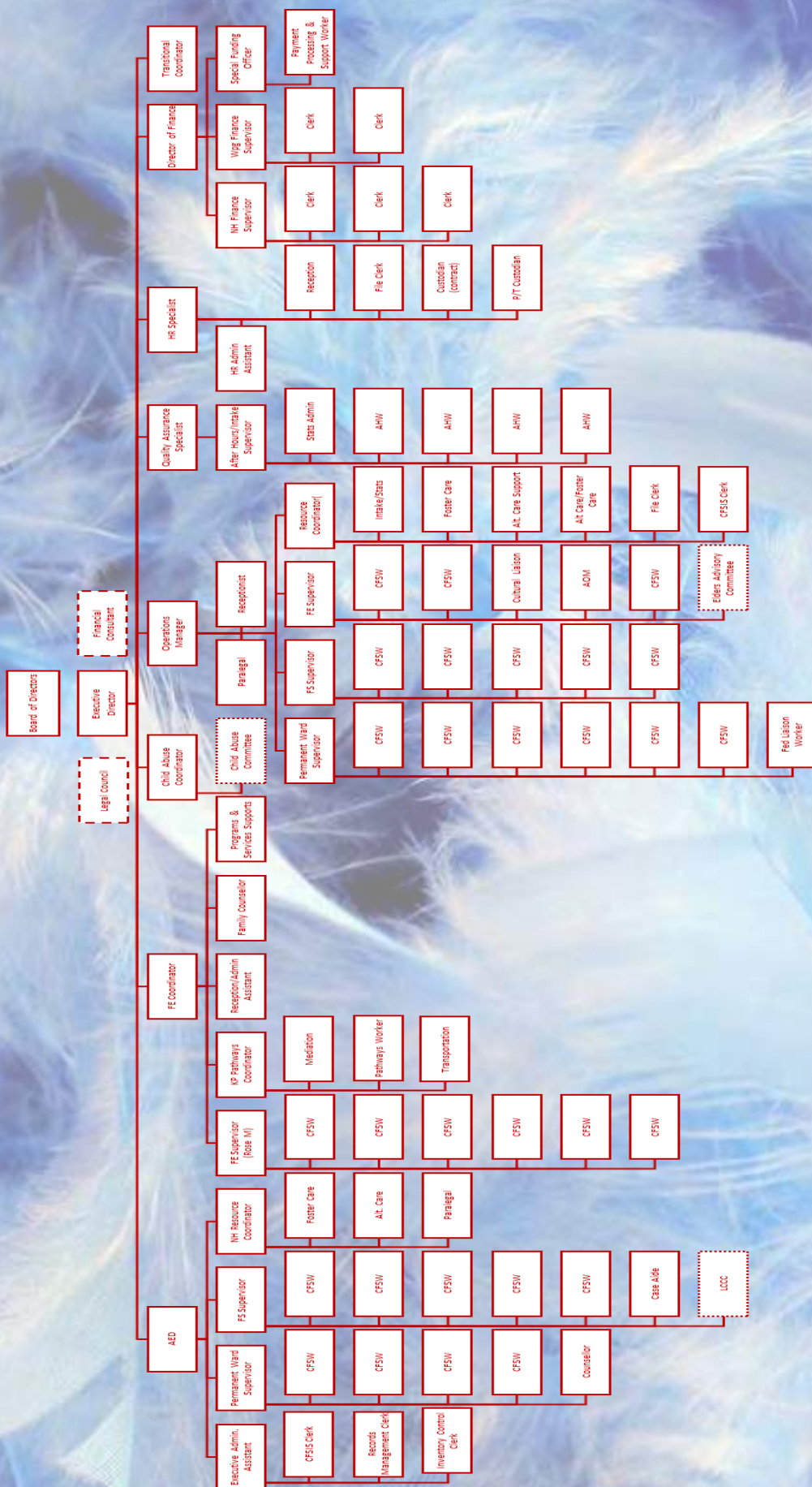
TOP LEFT TO RIGHT: Geoff Carriere, Sheila Thordarson, Rose M Apetagon, Grace Balfour, Tracy Thompson, Sherry Menow, Charlene Ducharme, Rhonda Thomas, Yulia Sonkin, Michael Ly, Deborah Anderson, Myra Muminawatum

MIDDLE LEFT TO RIGHT: Rosanna Hart, Emma McDonald, Sandra Clarke, Madeline Gamblin-Walker, Freda Saunders, Marilyn Epp

FRONT LEFT TO RIGHT: Rhonda Apetagon, Rosalie Throop

**SUCCESS IS ACHIEVED
AND MAINTAINED
BY THOSE WHO TRY
AND KEEP TRYING.**

Organizational Chart



Approved July 26, 2022

Programs & Services: Norway House Office

Human Resource

The Human Resource Department is responsible for recruitment and retention, onboarding new hires, payroll, administering compensation, analyzing performance, administering benefits packages, and maintaining employee records. We also provide support and direction when problems arise between employees and assist in the resolution process. Additionally, we coordinate training opportunities that support professional development plans and Agency strategic development plans.

The Human Resource Department is committed to ensuring that policies are followed, supporting employee development, continued equity among all staff members and fostering a safe work environment.

The HR Specialist and management team were busy throughout this fiscal year in collective bargaining negotiations for the unionized staff at our Winnipeg Sub-Office.

Rhonda Hart, HR Clerk, joined the HR Department in October of 2022, she provides much needed assistance to the HR Specialist.

In addition to a variety of other activities, KSMA held the 2nd Annual Staff Professional Development in August of 2022. During the two days, staff participated in mental health and wellness training sessions and educational seminars.

KSMA's 2nd Annual Staff Conference was held in November of 2022. During the two days, the Agency Board of Directors, Child Care Committee, management team and staff participated in insightful training and informational sessions. This was also a time for management to present staff with service appreciation awards and to have our staff Christmas dinner.

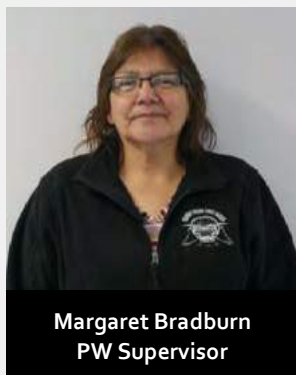
The HR Specialist, Rosalie Throop, provides supervision to a team of 4 staff:

- ◇ Rhonda Hart: HR Clerk
- ◇ Natalie Bittern: Receptionist
- ◇ Genevieve Robertson: File Clerk
- ◇ Brent Duncan: Custodian



Programs & Services: Norway House Office

Permanent Ward Unit



Margaret Bradburn
PW Supervisor

Tansi, the Permanent Ward Unit had changes in Supervision. Margaret Bradburn is the new Unit Supervisor effective December 5, 2022; she was originally a Permanent Ward worker. Sandra Clarke, former Supervisor, became the new FE Coordinator effective October 24, 2022. This report is amalgamated by both Margaret and Sandra.

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. Margaret Bradburn took over as the new Unit Supervisor overseeing the Permanent Ward Unit effective November 2022.

The Permanent Ward Unit comprises of:

- Margaret Bradburn, Unit Supervisor, BSW, RSW (*December 5, 2022 to present*)
- Sandra Clarke, Unit Supervisor, BA, BSW, RSW (*April 1, 2022-October 21, 2022*)
- Gwen Apetagon, Child in Care Counsellor, BSW
- Lucy Apetagon, Child & Family Services Work, Aboriginal & Northern Counselling Skills Certificate
- Kim Schellenberger, Child & Family Services Worker, BSW
- Laurette McKay, Child & Family Services Worker
- Melissa Menow, Child & Family Services Worker (*Hired January 5, 2023*)



Sandra Clarke
Previous PW Supervisor

The Permanent Ward worker(s) attended the following trainings (In Office/Virtual):

Dates:	Courses:	Completed:
April 1-3, 2022	Brain Spotting	1 Staff Completed
April 6, 2022	Structure Decision Making Training	2 Staff Completed
April 1, 15 & 29, 2022	Triad Compassionate Inquiry/Bi weekly Sessions	1 Staff Completed
April 8 & 22, 2022	Triad for Compassionate Inquiry	1 Staff Completed
April 19 & 21, 2022	Regalia Making w/FEP	1 Staff Completed
April 20, 2022	Child Abuse Investigation Training	1 Staff Completed
May 27, 2022	Triad Compassionate Inquiry/Bi weekly Sessions	1 Staff Completed
June 6, 2022	Sunlife Presentation in Office	2 Staff Completed
June 10, 2022	Mile 20 Camp-Professional Development	1 Staff Completed
June 13-17/22	Child abuse Investigation Training	1 Staff Completed
June 2022	Compassionate Inquiry Professional Training	1 Staff Completed
August 15, 2022	Ethics and Standards E-Learning Workshop	1 Staff Completed
September 5-9, 2022	Staff Development in Molson Lake	3 Staff Completed
Oct. 14 & Sept. 27, 2022	CPR & First Aid Training 2022	6 Staff Completed
November 3, 2022	Violence Threat Risk Assessment Training	2 staff completed
November 7-9, 2022	Investigative Interviewing – Module 4	1 staff completed
November 28 & 29, 2022	Staff Conference in Winnipeg	4 staff completed
January 9, 2023	Virtual training for Child Abuse Investigation	1 staff completed.
January 19-21, 2023	Focused Oriented Therapy Program	1 staff ongoing
February 1-3, 2023	Grief & Loss Workshop	3 staff completed
February 23, 2023	CSF Learning Course – Orientation to CFS App.	1 staff completed
February 23-25, 2023	Focused Oriented Therapy Program	1 staff ongoing
March 8-10, 2023	Women's Gathering Healing Workshop	3 staff completed
March 30-April 1, 2023	Focused Oriented Therapy Program	1 staff on-going

Programs & Services: Norway House Office

Permanent Ward Unit have been consistently accessing virtual training during the Covid-19 Pandemic. The staff worked hard to complete the trainings they have applied to so they can acquire the skills and knowledge to continue helping their clientele and enhancing case management outcomes.

Family Conference

The Permanent Ward Unit did their presentation at the KSMA Annual Family Conference in July 26-27, 2022. Staff attended the planning meetings and composed a presentation prior to the Family Conference.

Permanency Planning

The purpose of the Permanent Ward Unit is to develop long term care plans for each child who becomes a permanent ward through the court system or under a Voluntary Surrender of Guardianship. There is approximately 96 permanent wards assigned to the 4 Permanent Ward Workers. The children and youth who are in care only become permanent wards as a last option, i.e., a judge has determined that remaining in 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 that can prohibit reunification.

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 reassessing for possible reunification planning with biological families/relations, updating case plans with short and long term goals, providing basic independent life skills, and preparing youth for adulthood. The Permanent Ward Workers also provide referrals for further assessment and transitional planning to access services 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 their time in care and after.



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 suffer the effects i.e., FASD, FAE, ADHD, ODD, Etc. A few have additional complex medical and mental health issues i.e., epileptic seizures, Autism, Autistic Tendencies, Generalized Neurodevelopment Delays, Bi-bolar, depression, suicidal ideations, etc. Some have been through multiple placements. The older youth display challenging behaviors at times and it is difficult to find placements for them at times. Most of the children in care struggle with attachment issues, have anxiety and/or have suffered trauma. These factors make them vulnerable for gang recruitment 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

KSMA Children in Care who require counselling are referred to our in-house CIC Counsellor, Gwen Apetagon. The CIC Counsellor schedules appointments and arranges transportation for the children.

Programs & Services: Norway House Office

The CIC Counsellor also does a lot of training and research on trauma and resiliency and delivers presentations on social issues in our community. She also wrote a proposal for a Foster Care Group Home and recently submitted a proposal for a family reunification lodge to assist and support families in-house to become a healthy family unit.

The CIC Counsellor has debriefing sessions with staff and provides professional development training to the staff when necessary. Due to Covid the beginning of the year was very restricted. Some activities were put on hold until the Pandemic subsided and restrictions lifted.

The CIC Counsellor is involved in Networking Committee Meetings, in Family Conference planning and delivery, and participates in any tasks assigned by Management.



AYA (Agreements with Young Adults)

We work with approximately with 29 adults on extensions of care. There is provision for a permanent ward that is reaching the age of majority to continue to receive financial assistance from the agency. Federal permanent wards have the option to receive financial support until they turn 26 years of age . The application of a young adult to receive financial support is sent to Northern Authority for approval. Some youth may also meet the criteria to transitioned out of care and into the Community Living Disability Services as an adult.

Norway House needs our own Community Living Disability Services so that our vulnerable youth aging out can remain in our community and not be separated from their families. More work and advocacy is 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 also assist youth with resume writing, life skills, budgeting, SIN applications, bank card applications, job applications, preparation to obtain drivers license and advocate for local businesses to hire our youth. We encourage youth to come in and meet with us so we can help them 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 continues working on reconnecting children with their biological families/relations as long as the families are working towards a positive lifestyle and ensuring their safety. We recognize that reunification as a significant event and we do our best to ensure that families are adequately supported when children are returned. It is important that children/youth know where they came from and we will support them as best as we can.

"Family is not an important thing, it's everything."
- Michael J. Fox

Programs & Services: Norway House Office

We have had 14 families apply for legal guardianship of children that are in care and we are working hard with these families to ensure all children have permanent homes with their grandmother's, 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 Unit works with other resources to ensure that all children/youth in care receive adequate services through permanency planning, guardianship, rescinding of permanent orders (38-1 B, legal guardianship, or adoptions). The Permanent Ward Unit also strives to provide children with a sense of belonging, culture, and identity. It is important that each child knows their story and history. We will help children understand and reconcile past losses and assist them with the transition to long term care.

The Permanent Ward Unit will offer a safe, stable, reliable place for children to learn life skills and healthy coping mechanisms. 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 throughout childhood and into adulthood. We will continue to provide the security of an ongoing connection with supportive caregiver(s).

The Permanent Ward Unit will make every effort to maintain connections with the children/youth's natural network of support and extended family whenever possible. We will continue to support the safety and security required to foster resilience and ensure that children/youth have the connections and support to pursue education, employment, and any other aspirations.

The work on these permanency markers is 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. They are the most important part of a healthy and safe childhood and the key aspects of successful transition to adulthood.

We plan to do more activities such as beading sessions, art, gardening, teachings from Elders from the community, etc. We have started these activities and will provide a report for next year. We look forward to doing more activities with the children, young adults, families and community. We welcome anyone to meet with us at the Annual General Meeting if they have any questions. Thank you for your time.

Ekosani.

**Submitted by,
Margaret Bradburn & Sandra Clarke**



Programs & Services: Norway House Office

Protection Unit

Deborah Anderson, Unit Supervisor

Diane Paynter, Protection CFS Worker

April Ross, Protection CFS Worker

Kurt Queskekapow, Protection CFS Worker

Noreen Duncan, Protection CFS Worker

Debra Albert, Protection CFS Worker

Ila Balfour, Protection Family Service Worker

Andee Hart, Interim CFS Worker

Mission:

"The primary vision for the Kinosao Sipi Minisowin Agency is to 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."



Overview:

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

Protection Services:

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

Preservation Services:

- ◆ Family Service Agreements
- ◆ Psychological Assessments
- ◆ Family/Individual Counselling
- ◆ Voluntary Placement Agreements
- ◆ Family Mediation Referrals
- ◆ Local Child Care Committee; Beatrice Queskekapow, Deborah Rowe, Bella Saunders, Olive Budd
- ◆ Cultural Activities Program
- ◆ Referrals & Advocacy to Community Resources
- ◆ Reunification

*"We
all
have
a
story
to
tell"*

Programs & Services: Norway House Office

Services to Families:

The protection unit works with families that are deemed high risk. Parents are offered services such as counselling, respite, and support to help prevent children from coming into the care of the agency or to assist them in having their children returned. The team has been exploring so many options to try and prevent children from coming into the care of the agency. When a crisis occurs, family is always sought out so that children do not have to be placed under apprehension. Family members that come forward are provided with short term assistance to keep children until parents met with.



The protection unit works with other resources within the community and provides advocacy for the families that the team works with. Other resources include: Jordon's Principle, Health & Wellness, Social Division, Family Enhancement Program and the schools in community.



The protection unit works as a team player within the organization in helping coordinate other community events;

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

16th Annual Family Conference

This year's theme and focus was **"My Life...My Journey"** which focussed on the "8 Stages of Development".

This event this year was held at the Multiplex Arena as the Fisherman's Co-op Stage on July 26 & 27, 2022.



"My Life...My Journey"
Logo created by: **Trinity Queskepow**

Programs & Services: Norway House Office

The two-day Family Conference had resources from the community present on the 8 Stages of Development; Public Health, Health & Wellness, STAR Program, Jean Folster Place, KSMA Permanent Ward Unit, Family Enhancement Program, and the Wpg Suboffice team. All presentations were wonderfully presented and interactive. In the evenings there was entertainment for families which included a Skip-Bo Tournament, Spelling Bee, Lips Sync and Smash Brothers Tournament.



Skip Bo Tournament

The Conference has grown and the number of families who attended this year's event was calculated at just over 200 people. Everyone had fun during this event, and a lot of door prizes and draws were done throughout the two days of the conference. The information was valuable and the event was a success.

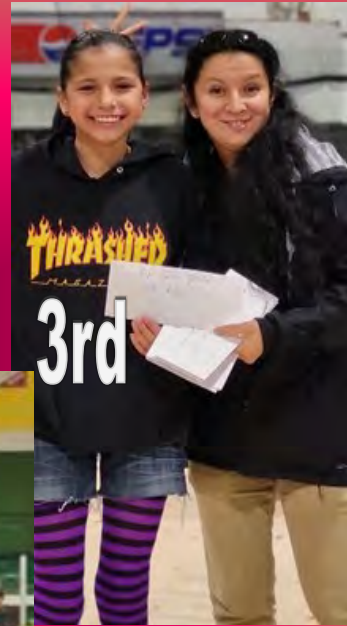


"It Takes a Whole Community to Raise a Child"



Programs & Services: Norway House Office

KARAOKE NIGHT



December 2022; Christmas Hampers were given to families with no children in care. The families were most grateful during the festive season.



Programs & Services: Norway House Office

Child Abuse Coordinator

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

The KSMA Child Abuse Committee continues to be involved with all abuse cases that are referred to the agency. The committee meets monthly as per mandate under Section 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. To date we have 11 committee members.

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

Members participated in the Child Abuse Committee Training which was held in June 2022 in Norway House. This training was with Amber Vialette, Provincial Training Coordinator with the Child and Family Services Branch.

Two of the Child Abuse Committee members also attended the Staff Conference which took place in Winnipeg at the end of November. They participated in sessions with the FASD Justice Program, Conflict Resolution, The Blanket Exercise and Interprovincial Training.



“A nation’s greatness is measured by how it treats its weakest members”.
–Mahatma Gandhi

Month	Child Abuse Cases				
	Physical	Sexual	Other*	Child Death	Total Abuse Cases
April 2022	2	2	0	0	4
May	6	1	1	0	8
June	3	7	0	0	10
July	2	3	0	1	6
August	4	4	1	0	9
September	1	0	2	0	3
October	1	1	1	0	3
November	2	7	0	0	9
December	4	6	1	0	11
January 2023	4	12	0	0	16
February	3	2	0	0	5
March	5	4	0	0	9

*Other includes Luring, Pornography, Uttering Threats, Sexual Coercion

Programs & Services: Norway House Office

Federal Resource Team

The team consists of the Federal Resource Coordinator/Foster Care/Alternative Care Worker/Legal Secretary.

Federal Resource Coordinator

The Resource Coordinator is responsible for ensuring the resource department provides supports, services and programs that benefit families and children of Norway House Cree Nation. Duties involve supervising the Foster Care Department, Alternative Care Worker, and Legal Secretary in ensuring that effective and efficient delivery service in accordance with **Agency Policy, Standards and Procedures**. She must also conduct team evaluations and report on delivery and program effectiveness. It is also important that she maintain awareness of developments in First Nation Child Welfare and facilitate the on-going development of services.

Foster Care Worker

Foster Care will recruit, train and support foster families in the community and to provide temporary and long-term placements for children in care as directed by **The Child and Family Services Act** and **Programs Standards Manual**. The Foster Care worker will:

- o Recruit, train, and support 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 Support 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

- o Assists the 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 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 provide services to the agency.

Legal Secretary

- Ensure legal requirements of child and family/court related material are completed.
- Be familiar with the CFS Act/Adoption Act and the program standards.
- Take direction, instruction and supervision from Supervisor.
- Maintain confidentiality in accordance legislation.
- Adhere to our intake system and follow procedures accordingly.

We ensure that all necessary checks are done for all foster parents and service providers, i.e. Criminal Name Check and Child Abuse Check are renewed annually. We encourage any extended family members to come forward and take care of children, after all that is the best kind of home a child can have. Keeping in mind, family members still need to go the process of completing a foster care application and meet the requirements to foster. Our team will be providing ongoing sessions/orientations regarding fostering, and service providers roles and responsibilities.

Programs & Services: Norway House Office

Training

The resource team attended the following training throughout the year:

Name	Dates	Who attended?	Completed
Foster Care Orientation	April 2022-March 2023	New applicants/POS/Reviews Foster Care staff	On going
Adoption Orientation	April 27 & 28, 2022	Applicants/Wpg sub-office-supervisor and case worker	On-going
Adoption Orientation stage 1 Stage 2	June 21, 2022 July 11, 2022	Potential Adoptive Parents	On-going
Service Provider Manual Orientation	April 2022-March 2023	ACW/Service Providers/ FRC	On-going
First Aide & CPR	Oct 1,2, 11, & 12, 2022	Service providers/Foster parents/Foster care staff	yes
Drug & Gang Training	Oct 11 & 13, 2022	ACW	yes
Life's Journey- Youth and Adult Conference	Nov 16 & 17, 2022	ACW	yes
Foster Care Duties	Feb 2023- March 2023	FRC/ Support Worker	On-going
Butterfly Lodge Training	March 28-31, 2023	FRC/ FCW	Yes

The resource team was able to hold the following initiatives for the year:

August 10-13, 2022 - Foster Care Molson Lake Camp

- Approximately 44 participants
- Activities: Bingo nights, fishing, swimming, pool, card games, scavenger hunt, campfire, boat riding.
- Arts and crafts.
- Moccasin making and art therapy.

October 18, 20,25, 27 & 28, 2022, 2022 - Foster Care Appreciation Week

- Approximately 4-5 families attended (30 ppl)
- Activities: Scavenger Hunt, Best Decorated Haunted House, Best and most Creative Costume, Best Decorated Cake/Muffins.
- Pizza Night
- Door prizes, draws for hair cuts from our local salon.

October 20, 2022 - attended Gala in Winnipeg.

December 12, 2022 - Foster Care Christmas Dinner

- 150 ppl in attendance
- Mr. and Mrs. Clause handed out gifts.
- Door prizes

January 17, 2023 - Christmas Dinner

Winnipeg FPs/SPs/FC staff to show our appreciation and to come together as we had lost two of our CICs.

Feb 17, 2023 - Christmas Dinner Thompson

FPs/SPs/ FC staff.

Stats:

Foster Care Stats Average Homes- 130
Service Providers Average- 66



Programs & Services: Norway House Office

Family Enhancement Program

Tansi, my name is Sandra Clarke, I started my position as Family Enhancement Coordinator on October 24, 2022. As part of the Family Enhancement team, I am responsible for supervising the delivery of the Family Enhancement Program. I oversee the development and implementation of a range of goal-oriented prevention initiatives for children and their families. The FE Program provides **prevention services** to enhance skills and **abilities of families** and to assist them in providing safe, stable, and nurturing environments for parenting their children. FE program also provides supports through education, counseling, and advocacy to preserve and strengthen families.

Family Enhancement Program

The purpose of the Family Enhancement Program is to advance the goals of assisting Norway House Cree Nation families strengthen their parenting and family skills and thus preventing children from coming into agency care.

The Family Enhancement Team is comprised of the following:

- * FE Coordinator, Sandra Clarke
- * FE Family Counsellor, Yvonne Flett
- * Administrative Assistant, Terry Lee Dixon
- * FE Unit Supervisor, Rose Mary Apetagon
- * FE Prevention Worker, Laurette McKay
- * FE Prevention Worker, Angel Balfour
- * FE Prevention Worker, Pearl Muswagon
- * FE Prevention Worker, Patricia McLeod
- * FE Prevention Worker, Vacant
- * FE Prevention Worker, Vacant
- * FE Kawicitonow Pathways Supervisor, Madeline Gamblin
- * FE KP Mediator, Valerie Forbister
- * FE KP Worker, Genevieve Dumas
- * FE KP Worker, Lorna Rose Muswagon



“SOHASTATAAN KASKIHEWESIWIN” means an invitation TO STRENGTHEN OUR NATURAL ABILITIES.

Family Enhancement Services include:

- One on one & In-Home Supports for parents and families;
- Parenting & Education & Awareness Programs to help families gain more awareness of healing and recovery from historical impacts such as colonization and intergenerational effects of residential schools, sixties scoop;
- Land based therapies that provide education and awareness of NHCN’s culture of shared language, shared history, ancestral knowledge and traditional activities;
- Year-round land-based camps for all ages which includes ice fishing, rod and reel fishing, net fishing, goose camps, culture camps, Annual Family Camps, Annual Women’s Gathering, Fall camps, hunting camps, etc.;
- Mediation and Family Group Conferencing Services;
- Year-round planned activities for all age groups and families;
- Advocacy Services to advance the rights of First Nations children and families;

Programs & Services: Norway House Office

- Referrals for addictions and other health related services;
- In house pantry and supplies for babies and families in need
- Outreach program for families ;
- Counselling Services for parents, children, groups, and individuals; and
- Community Resource Networking.



One-on-One Support Services

The services provided include Individual and Family Strengths and Needs Assessments; safety planning; assisting families identifying risk to prevent children from coming into agency care; action planning with families to reduce the identified risks of family breakdown; referrals and collaboration with families to access other KSMA Family Enhancement resources such as Counselling, Land Based Therapies, Educational Workshops, Parenting Workshops, and NHCN resources and program supports.

In Home Supports

Family Enhancement Workers and NHCN families worked together to review and complete a Family Assessment to help determine the type of support services the family requires. If the Family Assessment determines the family needs help in strengthening and unifying their family unit with In-home supports as to prevent children from coming into agency care, we work together to develop a plan of services. "Services to Families in-home supports" include but are not limited to:

- Parent Aide-Service providers; assist parents in the home with the care and teaching of their children to help them learn age-appropriate day to day parenting skills;
- Homemakers; 1) Assisting and mentoring families with cleaning and safety of the home for the child(ren) if required; 2) Service providers who provide and/or reside temporarily in the home to help with childcare & household duties when parents and caregivers are unable to provide the care. 3) temporary childcare provided for specific daily hours depending on the need.
- Intervenors; provide support to children; provide role modelling, engage child(ren) in activities that encourage healthy social, physical, mental, emotional development.
- Respite Workers; step in when the primary caregiver needs to take a break. Caregiving is often emotionally and physically exhausting, leaving a person overwhelmed at times and in need of alone time and rest.

The FEP welcomes applications for parent aids, homemakers, respite workers and Intervenors. The Family Enhancement



Programs & Services: Norway House Office

Program offers parenting, educational & awareness sessions on numerous topics to help parents and caregivers continue a process of recovery from the on-going intergenerational effects of colonization and residential schools. These harmful effects have impacted our parenting, our family life and our community life, leading to family breaking down and children being taken into agency care.

The FEP group sessions focus on building self-esteem, self-awareness, parenting skills, communication skills, coping skills, and self-help approaches to healing. The other topics include family dynamics, effects of alcohol & drugs, co-dependency, grief, loss & separation, budgeting, stages of child development, self-care, family violence, 7 teachings & Teepee teachings, Parenting styles and Pamihawasowin. The presenters show video's as well, and they will have discussions. At the end of each day the group(s) have a debriefing session(s) and a sharing circle(s).

Food, refreshments, childcare and transportation are provided to the participants. The participants receive certificates after completing the sessions.



Programs & Services: Norway House Office

Trainings of FEP Staff October 22 - March 31, 2023, Fiscal Year:

Training Date	Name of Training	FEP Staff
October 2022	First Aid & CPR/AED Level C	All FEP Staff
November 9 & 10/22	Psychological First Aid	1
November 20-22/22	Healing Journey Conference	2
November 21-Dec. 2/22	First Nation Community Management Diploma Program	1
November 29-30/22	Staff Gathering	All FEP Staff
December 12-16/22	1 st Annual Conference Pusikowak Iskwewak: Women Rising	1
December 31/22	Little Turtle Memorial Roundance	1
January 16-20/23	1 st Nation Community Management Diploma Program	1
January-June 2023	Masters of NLP	1
January 18-19/23	In House Supervisory Training	3
January 30-February 3/23	Indigenous Suicide Prevention & Grief /Loss Workshops	All FEP Staff
February 13/23	St. John's Narcotics Workshop	1
March 8/23	Youth on the Land/Water Webinar	1
March 8-9/23	Part 2: of Women's Gathering	1
March 15-17/23	Lake Winnipeg Indigenous Gathering	1

Family Enhancement Land Based Programming is best known as Kawicitonow Pathways and Madeline Gamblin is the KP Supervisor. The KP staff are Valerie Forbister, KP mediator; Genevieve Dumas, KP Worker; and Lorna R. Muswagon, KP Worker.

The Kawicitonow Pathways is a component of the Kinosao Sipi Minisowin Agency Family Enhancement Prevention Program. It is a culturally appropriate approach to promote Child & Family and community well-being in the context of Kinosao Sipi's (Norway House Cree Nation) Indigenous world view.

Kawacitonow Pathways is land-based. The program utilizes local resources to meet objectives of providing services to help families prevent children from coming into agency care. The program is also an additional resource for aftercare of intergenerational impacts/effects of colonization. The program strongly supports and holds in high importance in revitalization of our Cree Language, Traditional Knowledge, and practices.

"The Land as Healer"

Land as Healer:

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



Programs & Services: Norway House Office

Social Inclusion:

Our families and our ancestors have practiced the traditional way of life in our territory for generations. These traditions include trapping, fishing, hunting, and harvesting medicines. This was and is still our way of maintaining holistic well-being. Therefore, land-based therapies incorporate these elements and reinforces our stewardship of our land and its resources. This is a pathway of Life: all life is connected to the water, land, fire, air, and animals. Everything and everyone with a spirit is interconnected. It is Natural Law which indicates the flow of seasons and which animals, and plant life will provide sustenance to families.

Each season has a purpose:

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

Year-round ceremonies – Sweat lodge Ceremonies, Nipahesimowin pledging's, Pipe Ceremonies, Sunrise Ceremonies, Star Blanket Ceremonies, Walking Out Ceremonies, Round Dances, etc.

Family Enhancement provides refreshments, workshops, and activities in several forums such as community conferences, school events, etc. For example, KP staff went into the schools to start Every Child Matters Pow Wow dancing. The school staff person will now take over this after school activity. KP Staff also went to teach students at Jack River School to make their own ribbons skirts and shirts to wear for their grade 8 graduation. The students worked hard on their projects.

In closing, it's been a great privilege in working with an excellent team of people who are making a positive impact in the lives of all Inniniwak of Norway House Cree Nation. We will continue to work with our families and continue supporting, living and sharing "Mino Pimatisewin". Ekosani! If you have any questions about our programs and services, please do not hesitate to call us at the Program Centre at 204-359-8083.

**Submitted by,
Sandra Clarke
FEP Coordinator**



Programs & Services: Winnipeg Office

Permanent Ward Team

The permanent ward has been actively working on building stronger relationship with the children/youth. The goal is to be more present in the lives of our high-risk youth. Many of these youth do not have healthy parents/caregivers to guide them in making healthy choices. The permanent ward team meets weekly on Thursdays 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. As a result of the completion of treaty number the team was able to transfer 24 CIC's to their designated CFS office. The team has 2 treaty number left to obtain.

The permanent ward department is working on many guardianship applications, this will equate to 39 CIC's leaving care. This is exciting for the team as many family members have been expressing interest in caring for children. This past year 2 guardianship applications were granted with 2 CIC's leaving care. Currently there are 6 guardianship applications underway that will see 11 CIC's leaving care. We are also working on an adoption of 1 CIC. KSMA continue to advocate for a subsidy for kinship guardianships as many have stated they would love to gain guardianship however they are not financially equipped to do so.

As always, the permanent ward team works closely with families to reunify children wherever possible. Currently there are 8 CIC's families working towards reunification. We rescind orders for 2 CIC's this past year. 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 having 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.

Long time employee Darlene Maika retired in May 2022. She was a valued member of KSMA. Darlene worked with many of her families for an extended time and provided guidance, assistance and support to the families, children and care providers. She will be missed by her KSMA family.

Patrick Mateo and Lael Propp were able to attend and present at the Family Conference in Norway House. They were tasked with providing a workshop on child development for the ages of 0-3.



Programs & Services: Winnipeg Office

Patrick supervised 1 student from the University of Manitoba at KSMA. She was able to shadow him and other staff to learn all aspects of child welfare. During her practicum a position opened, she applied and was the successful candidate. In future Patrick will be supervising more students.

Team development day was held June 24, 2022. The team had a fun and educational day on Friday. There was a ton of laughter and teamwork. We had a presentation on Inclusive Foster Care - How foster parents can support cultural and relational connections for Indigenous children. Great discussions occurred during the presentation.



Programs & Services: Winnipeg Office



The Permanent Ward Supervisor along with Cynthia attended Molson Lake at the beginning of September for the staff development week. This opportunity was greatly appreciated and very impactful. It was a time to get to know coworkers better and enhance skills in our daily jobs. Having a cultural plan for the CIC's would benefit them in understanding where they come from, along with visiting their home communities. Our children need a sense of identity.

Programs & Services: Winnipeg Office



The Permanent Ward Supervisor volunteered to assist in the planning of the 2-day staff development training on November 29 & 30, 2022 at the Viscount Gort.

Staff were able to experience different seminars during the 2 days. Conway Kootenay was the MC, he provided much needed laughter throughout the 2 days.

Staff from both offices were able to meet and work together during activities over the 2 days.



The Winnipeg Sub-Office Staff Christmas Party occurred on December 19, 2022. Games, lunch and gift exchange happened. Many laughs were had and the food was great.

The Permanent Ward Supervisor volunteered to oversee the logistics committee for 13th Annual Caring Society Gala in 2023. Date has been confirmed for October 25, 2023 at the Victoria Inn.

Programs & Services: Winnipeg Office

Permanent Full Time Staff:

Brendan Graham
Patrick Mateo
Lael Proppe
Samantha Marin – on leave
Mary-Anne Cirio
Cynthia Apetagon
Michelle Mowatt

Staff on Term Position

Kindness Lebari



Programs & Services: Winnipeg Office

Training

Legal Training	April 5, 2022	Darlene, Lael, Patrick, Sandi, Brendan, Samantha, Tracy
Legal Training	April 6, 2022	Lael, Patrick, Sandi, Brendan, Samantha
Wellness Strategies – Stress, Compassion Fatigue and Resilience	April 6, 2022	Darlene
Regulation Strategies for Children and Youth in Crisis	April 7, 2022	Lael
First Aid/CPR	April 29, 2022	Patrick
Supervisor Training Modules 1-4	May 9, 2022	Tracy
Critical Incident Group Debriefing	May 13, 2022	Patrick
Mental Health	June 8, 2022	Bryan, Mary-Anne, Lael, Patrick, Sandi, Brendan, Samantha, Tracy
First Aid/CPR	June 16, 2022	Mary-Anne, Lael, Sandi, Brendan, Samantha, Tracy
Inclusive Foster Care - How foster parents can support cultural and relational connections for Indigenous children	June 24, 2022	Bryan, Mary-Anne, Lael, Patrick, Sandi, Brendan, Samantha, Tracy
Amber Alerts & the CFS Sector	June 28, 2022	Lael, Samantha, Tracy
MSW	September 2022	Sandi
MSW	September 2022	Patrick
Rethinking child welfare services --trauma informed approaches	September 20, 2022	Lael
Teachings for the Act respecting First Nations, Inuit, and Metis child and families Bill C-92	September 20, 2022	Lael, Sandi, Brendan, Cynthia, Mary-Anne, Patrick
Started Death, Dying, and Bereavement class for MSW	September 2022	Sandi
Methodologies and Paradigms and Research class for MSW	September 2022	Patrick
WPS Drug & Gang Training	October 12, 2022	Mary-Anne, Lael, Patrick, Cynthia, Sandi, Brendan
WPS Child Abuse	October 17 -20, 2022	Mary-Anne, Lael, Patrick, Sandi
Beginner Cree Lesson	October 29, 2022	Patrick
MSW	December 2022 (Completed)	Sandi
Staff Conference	November 29 & 30, 2022	Cynthia, Mary-Anne, Lael, Patrick, Sandi, Tracy & Brendan
Gang and Gun Control Unit Presentation	January 23, 2023	Brendan, Lael, Patrick, Mary-Anne, Tracy
SSR Training	March 14, 2023	Cynthia, Patrick, Michelle
SSR Training	March 16, 2023	Mary-Anne, Brendan, Lael, Kindness, Tracy

Programs & Services: Winnipeg Office

Protection Team

MANDATE: First Nations Child and Family services, under the auspices of Kinosao Sipi Minisowin Agency, is charged with the responsibility to provide mandated child and family services to the membership of the Norway House Cree Nation and other First Nations from Provinces West of Manitoba, but WHO RESIDE IN WINNIPEG.

The Protection Team works with families that are at considerable risk of their children coming into care. The team assists families with in-home support such as Family Service Support Agreements which provides a support worker to the home. There are also times, with the inflated cost of food, that our clients need extra to feed their family, so we offer Emergency Purchase Orders.

Although there are times we need to apprehend, we follow the federal legislation and reach out and search for family as we have always done. We have been able to place children with family under a private arrangement but at times we also have the family foster their grandchildren, nieces, nephews and so on. Our utmost goal is to keep children at home with the support and resources. The most important thing we can do, if possible, is to keep kids at home with their parents. Parents have services provided to them such as counselling, respite, and support with the strength to keep their kids home and healthy.

Throughout the year the Protection team assisted Family Enhancement with the Family Fun Days such as the summer family fun day, Halloween and the Christmas Party for our foster families, parents who have children in care and our Protection families as they are all invited to participate.

Training

- * CPR Training
- * Child Abuse Training
- * FASD Youth in the Justice System
- * WPG Guns and Gangs
- * Sexual Exploitation for Youth
- * Legal Training
- * CFSA Training for all my staff

Preservation Services consist of:

- * Services to Families, Support workers, FSSA agreements.
- * Psychological Assessments for Families and Individuals
- * Parenting, Domestic Violence support.
- * Referrals to our outside supports for Counselling, Therapy
- * Court attendance



Lisa Rogers
CFS Worker

Lisa has been with KSMA (Kinosao Sipi Minisowin Agency) since October 13, 2010, and Lisa is a very experienced and dedicated team member who always advocates and does her best for her families. Lisa has in the past covered as Supervisor while I was away and had done this with compassion and respect for her team members. Lisa has dedicated her life to helping and doing whatever she can for her families. I have been very blessed to have such a caring, wonderful and excellent worker on my team.

Programs & Services: Winnipeg Office

Shaun Harder CFS Worker

Shaun has been with KSMA since October 27, 2011, and Shaun is a very experienced and dedicated team player. Shaun is deeply knowledgeable in Mental health regarding his clients as Shaun did take Sociology and is taking Psychology at the University of Winnipeg. With Shaun's background in Sociology and Psychology his team members often ask for his assistance on matters that involve clients that have mental health issues or concerns. Shaun is extremely helpful and caring in his approach, insight and listening to his clients when they do need support. I have been very blessed to have such an amazing worker on my team.



Carlisle Wright CFS Worker

Carlisle has been with the Agency since October 31, 2018, and his experience and dedication to his clients is the forefront to his ideals and how he approaches his clients. Carlisle is always willing to help his co-workers and offers to take children to Norway House, if needed. Carlisle is a great worker with many years of experience and does help his clients as much as he can and goes above and beyond. Carlisle has a heart of gold and I appreciate him so very much. He works hard to ensure that his families have what they need.

Marilyn Epp CFS Case Aide

Marilyn started off with KSMA being our case aide and worked diligently to produce the social histories for the staff. Marilyn loved to read so she was very busy with reading files and getting the work done. Marilyn is a very dedicated worker who has been with the Agency since July 14, 2014; with all her years of experience, she has moved on to the position of Provincial Resource Coordinator with the Agency as of October 17, 2022. Marilyn was greatly missed when she moved over to the Resource Coordinator, but we gave her our best wishes in her new endeavor.



Programs & Services: Winnipeg Office



Chelsea Watt
CFS Worker

Chelsea started with KSMA on October 13, 2020, and has been a great addition to our team. Chelsea is very knowledgeable and very dedicated to her families. Chelsea, right now, is doing the Part time Social Work Program with the Inner-City Campus. I wrote a support letter for her as I seen how hard she works and she would make an very important contribution as a Social Worker. Chelsea is caring, kind but can also be assertive when she needs to be with her families.



Corlette Clarke
Intake Stats Worker

Corlette has been with KSMA since February 19, 2008, Corlette is an amazing Intake Stats Clerk who does all stats and the case lists for our Permanent Ward Unit, Protection Unit, FE/Protection Unit and takes care of all the medical numbers, CRA for the CTB. Corlette does so much work she is constantly busy. Corlette joined my team and she and I work closely with Intakes from ANCR and the Interprovincial transfers we received. I really enjoy working with Corlette. She is a very humble, caring and respectful woman. She takes pride in her work that she produces and does it with great ease.



**This is how I feel about the great staff I work with daily.
And the respect, the caring, the dedication I feel from
each one of the staff.**

**THANK YOU FROM THE BOTTOM OF MY HEART
YOU MY TEAM ARE THE STRONGEST, MOST CARING
STAFF I HAVE EVER ENCOUNTERED.**

**Respectfully submitted by,
Rhonda Thomas
Protection Unit Supervisor**

Programs & Services: Winnipeg Office

Provincial Resource Department

The Provincial Resource Department consists of:

- ◇ Foster Care Worker
- ◇ Alternative Care Worker
- ◇ Service Provider Coordinator
- ◇ Filing Clerk
- ◇ CFSIS (Child & Family Services Information System)/Data Entry Clerk
- ◇ Resource Coordinator



For the fiscal year of 2022–2023, the Winnipeg Sub-Office Resource Team has had 3 coordinators; Keith Olson, Ada Uddoh, and Marilyn Epp, to oversee and work with this team. Marilyn first began working with KSMA-WPG in April of 2007. Her team consists of: Emily Uddoh – CFSIS Clerk; Claire Bruyere – File Clerk; Jolene Throop – Alternative Care Worker; Charmaine Ducharme – Foster Care Worker; and Jon Clarke – Service Provider Coordinator.

Despite the supervisor changes within the team, we continue to work with efficient communication, hardworking dedication, and perseverance to each of our positions. Jolene, Charmaine, and Jon have taken part in promoting the Agency’s Foster care and Service Provider openings. The coordinator has promoted the program through ads with other Agencies, Universities, Colleges, and local Social Enterprise Businesses. Both Emily and Claire are new to our team as of January 2023 and we welcome them to KSMA. The Resource Team works diligently to support all other departments within the Winnipeg office.

This is a great department of folks to work with. They have all shown great persistence in promoting the good work; Values, Mission, and Principles of Kinosa Sipi Minisowin Agency. The Resource team members have undergone necessary training, and there is more to come, to help improve their work efficiency.

Managing Charlie’s Safe Haven is a task itself. Renovations following basement flooding were completed to a bedroom in the basement in late Spring 2023. We want to recognize the Dufresne Group “Hope To Dream” Program. They have provided single beds and bed frames to KSMA for over a year now. They have most recently provided KSMA with a Living Room Furniture donation for Sharlie’s Safe Haven. We so appreciate their support. The bedrooms were also each provided with chests of drawers. The home is running well; however, improvements continue. In the next year we look forward to having a second house (managed by the Resource Coordinator) that will be used as an Independent Living home for 3-4 females. Charlie’s will remain our safe home – utilized as an Emergency Placement.



Programs & Services: Winnipeg Office

On March 2023, our statistics were as follows:

	On Reserve	Off Reserve	Kinship Homes	Culturally Appropriate
KSMA Licensed FH	1	69	20	31
Places of Safety	0	23	17	17
Borrowed Homees	3	32	7	11

- Service Providers 88 (many are home specific)
- Service Providers available for contract throughout month = 19
- Service requests = 51

Foster Care and Alt-Care continue to POS homes as necessary and to renew licenses as the due dates arise.

Service Provider Coordinator processes applications and background checks to hire appropriate Respite and Support workers for the Agency.

CFSIS/Data Entry Clerk – is busy daily with data entry and seeking information as requested. This position also assists the Foster Care and Service Provider departments to input information on license approval/expiries, and information on Service Providers.

Our File Clerk has taken on a position that will never be “caught up”. Filing is an on-going process and quite frankly, is a job that at this point may require 1.5 positions. We are working on assistance from our internal staff.

This is my team, and I couldn’t ask to work with better people.

**Respectfully submitted by,
Marilyn Epp, Provincial Resource Coordinator**



Programs & Services: Winnipeg Office

Family Enhancement Program

Year in Review

October 24, 2022, is when I joined KSMA and hired as Family Enhancement Coordinator for the Winnipeg Office. I was also asked to oversee the new cultural program which started up October 28, 2022. Brandy Wesley was hired as a Cultural Liaison worker.

FE Staff:

Julia Purvis-Scaletta—Family Enhancement worker August 16, 2021

Sara Mathwig—Protection/ Family Enhancement worker October 12, 2020

Caroline Kyoan—Family Enhancement worker March 20, 2023

Brandy Wesley—Family Enhancement worker October 13, 2020

John Miswagan—Cultural Liaison worker Oct 28, 2022- January 2023

Family Enhancement

Family Enhancement works from a strength-based perspective, helping parents and families look for solutions through various early interventions such as family planning, community support and services and emergency services.

Family enhancement workers continues to support families and children to ensure their needs are met and to prevent family breakdowns. Our staff have been working diligently at assessing family's needs to providing internal support and services and connecting families to community services.

Family supports involves supporting parents who have children in the care of the Agency engage in a gradual resumption of their role as the caregiver to their children in order to facilitate reunification. Individual support is provided to the family to resolve identified concerns and enhance the parent's competencies and strengths.

Community support focuses on networking for families, children, and youth, increasing awareness and building supportive links within the community. Workers assist families to connect with community resources such as, food banks, parenting programs, addiction services and programs, Jordan's Principle, Action therapy and family therapy services, children and youth community programs, cultural programs.



Programs & Services: Winnipeg Office

In times of crisis the agency provides families with emergency services such as transportation, food, milk and diapers, emergency respite and support services.

Activities:

December 15, 2022- KSMA Christmas Funday event.

Wpg office hosted an event at Sergeant Tommy Prince Place

- Food was catered by Chicken Delight; chicken meals and pizza were served.
- Kids activity tables were set up: cookie decorating, arts & crafts table and face painting table.
- Santa was present for kids and families to take photos.
- Snapfox photo booth provided themed Christmas photos.
- Two drum groups were invited to provide opening prayer and songs and closing song.
- Themed gift baskets were put together by each office unit: PRT, PW, Financial, Foster care, FE and Rhonda Apetagon. All were raffled including 20 gift cards and cookie decorating kits.
- There were 126 children, 46 foster parents and support workers, 32 bio-parents/extended family members, a total of 204 people attended. for a daytime event it was a good show. Moving forward, the goal will be to have agency events in the evening and/or weekends to accommodate more families.



Finance Report



INDEPENDENT AUDITORS' REPORT

To the Directors of Kinosao Sipi Minisowin Agency

Opinion

We have audited the financial statements of Kinosao Sipi Minisowin Agency (the Agency), which comprise the statement of financial position as at March 31, 2023, 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, 2023, 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)

Finance Report

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 28, 2023

Finance Report

KINOSAO SIPI MINISOWIN AGENCY Statement of Operations Year Ended March 31, 2023

	Budget 2023 <i>(Note 12)</i>	2023	2022 <i>(Restated)</i>
REVENUE			
Indigenous and Northern Affairs Canada			
Core <i>(Schedule 1), (Note 10)</i>	\$ 1,080,082	\$ 1,471,789	\$ 752,725
Prevention <i>(Schedule 2), (Note 10)</i>	3,308,673	1,612,278	1,612,278
Protection <i>(Schedule 3), (Note 10)</i>	4,210,656	3,528,390	3,742,625
Maintenance <i>(Schedule 4), (Note 10)</i>	3,491,993	3,491,993	3,758,596
Provincial			
Core <i>(Schedule 5)</i>	656,587	1,223,051	798,518
Prevention <i>(Schedule 6)</i>	328,665	246,279	246,279
Protection <i>(Schedule 7)</i>	2,525,067	2,142,457	2,142,457
Maintenance <i>(Schedule 8)</i>	8,617,611	8,739,455	8,615,109
	24,219,334	22,455,692	21,668,587
EXPENSES			
Indigenous and Northern Affairs Canada			
Core <i>(Schedule 1)</i>	1,736,662	1,362,972	522,264
Prevention <i>(Schedule 2)</i>	3,308,675	3,098,044	2,685,891
Protection <i>(Schedule 3)</i>	4,210,656	3,637,959	3,224,621
Maintenance <i>(Schedule 4)</i>	3,491,993	4,131,893	3,872,008
Provincial			
Core <i>(Schedule 5)</i>	-	1,110,604	783,394
Prevention <i>(Schedule 6)</i>	328,662	322,779	206,056
Protection <i>(Schedule 7)</i>	2,525,061	2,737,550	2,569,454
Maintenance <i>(Schedule 8)</i>	8,617,611	8,321,820	8,033,780
Capital Assets <i>(Schedule 10)</i>	-	191,101	188,047
	24,219,320	24,914,722	22,085,515
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES BEFORE OTHER OPERATIONS	14	(2,459,030)	(416,928)
OTHER OPERATIONS			
Children's Special Allowance revenue <i>(Schedule 9)</i>	-	2,249,302	2,287,735
Children's Special Allowance expense <i>(Schedule 9)</i>	-	(412,039)	(393,065)
	-	1,837,263	1,894,670
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 14	\$ (621,767)	\$ 1,477,742

See notes to financial statements

Achievements & Successes

Annual General Meeting

KSMA hosted their Annual General Meeting September 13, 2022 at the Multiplex Auditorium with former KSMA Executive Director and Board Member, Mike Muswagon, as the emcee. Federal and Provincial funders, northern Agency Directors and Norway House community members were invited. KSMA was very happy to see federal Financial Officer, Nicole Bedard, in attendance. Also in attendance was the previous Board Portfolio Holder, Councillor Deon Clarke, and the Board Chair, Clarence Paupanekis, who is also a former KSMA Executive Director. Both shared positive words and messages about the agency.

The 2021-22 Annual Report was presented; the Assistant Executive Director for the main office presented for the community section and the Operations Manager presented the Winnipeg section. The Finances and audit were presented by the Financial Consultant. Those in attendance were presented with a copy of the Annual Report as well as some agency swag.

During the AGM, KSMA staff were acknowledged for their years of service. The following staff were acknowledged:

5 years of service:

Emma McDonald
Angel Balfour

10 years of service:

Grace Balfour
Margaret Bradburn
Mary Anne Cirio
Terry-Lee Dixon
Noreen Duncan
Yvonne Flett
Valerie Forbister
Madeline Gamblin-Walker
Myrna Gamblin
Patricia McLeod
Myra Muminawatum



KSMA is very proud of the following youth who graduated in June 2022:

**Norway House
Grade 12 Graduates**

Angel Anderson

Jamie Anderson

Robin Harper-Hamilton

Amanda Hecks

Nikkita Mowatt

Tannis Prettie

Stewart Saunders Jr.

Latisha Simpson

Gordon Swanson Jr

Markus Forbister, Mature Student
Program @ UCN

**Winnipeg Grade 12
Graduates**

Chante Flett

Kayla Bodnarek

Zara Longe

Aimey Dillon

Jayden Smith

Unique Muswagon

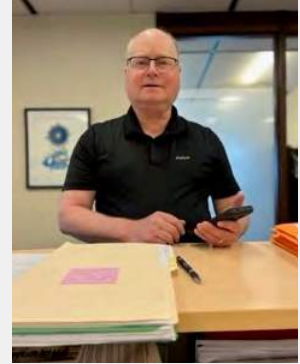
*A good education is a foundation
for a better future.*

Elizabeth Warren

Professional Services—Legal

GRAY & COMPANY Legal Service Providers

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



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



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

Sara Mirwaldt has been assisting Mr. Gray and Mr. Gilroy in delivering legal services to KSMA in Winnipeg and Norway house for the past 6 years. Ms. Mirwaldt works very closely with Mr. Gilroy in preparing documents for Court.

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

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

Professional Services—Finance

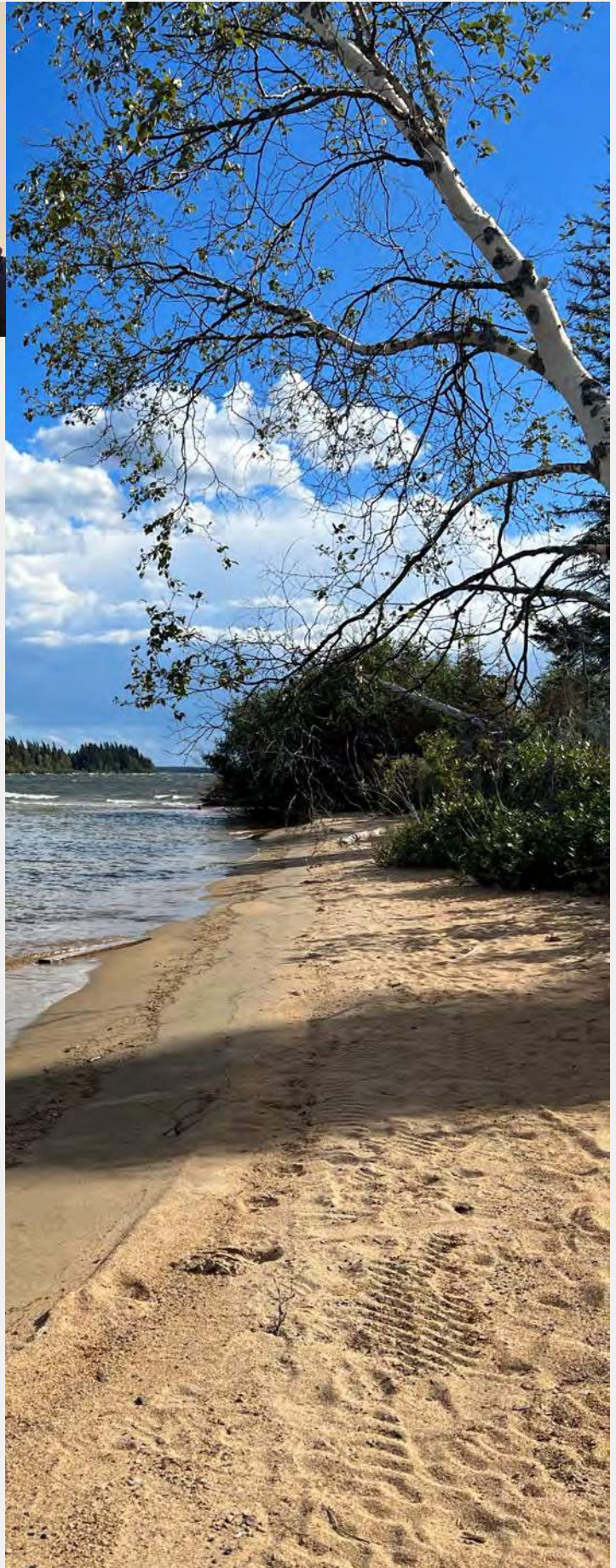
HLL Chartered Professional Accountants

HLL Consulting is a professional financial advisory firm that specializes in providing financial advisory services to the indigenous community across Canada. 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 Chid and Family Services (SECFS), the largest First Nations child welfare organization in Manitoba.

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

Michael has always had a passion and care for the indigenous community. He lived and worked alongside the people in Norway House, 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 Office

Month	Family Service Files					UMI EPS	Total	Children in Care							CIC Total Case Load			Grand Total
	FE-V	FE-P	VFS	PRT	EXT			PW	TW	VPA	APP	OS	VSG	Total	F	P		
Apr-22	103	10	2	138	18	9	280	75	3	25	39	0	1	143	391	32	423	
May	107	10	2	135	17	9	280	75	4	30	29	0	1	139	387	32	419	
June	109	10	2	136	19	9	285	71	10	25	22	0	1	129	384	30	414	
July	116	11	2	137	22	8	296	68	10	25	24	0	1	128	394	30	424	
Aug	111	10	2	142	26	8	299	65	10	25	34	0	1	135	404	30	434	
Sept	110	10	1	144	27	8	300	65	20	20	35	2	1	141	406	35	441	
Oct	109	10	2	146	27	8	302	65	23	16	35	1	1	140	406	36	442	
Nov	104	10	2	151	27	8	302	64	21	13	48	7	3	149	419	32	451	
Dec	104	10	1	153	27	8	303	62	17	17	48	7	3	147	419	31	450	
Jan-23	107	10	2	147	27	5	298	63	20	14	45	7	3	145	410	33	443	
Feb	106	10	2	140	27	5	290	67	11	36	26	5	3	143	402	31	433	
Mar	103	10	2	146	28	5	294	66	18	33	22	5	3	142	405	31	436	
Average	107	10	2	143	24	8	294	67	14	23	34	3	2	140	402	32	434	

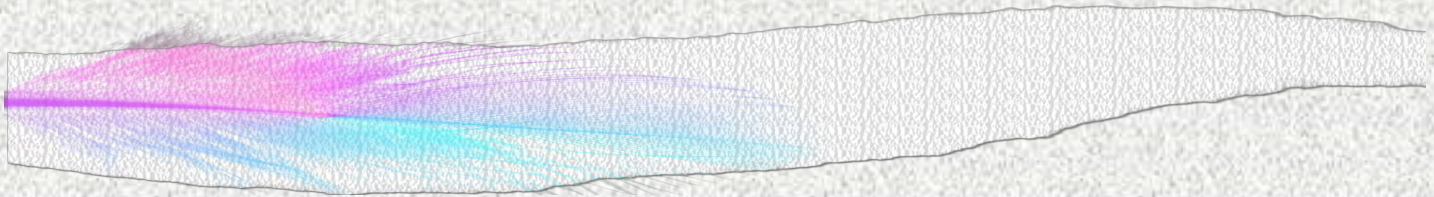
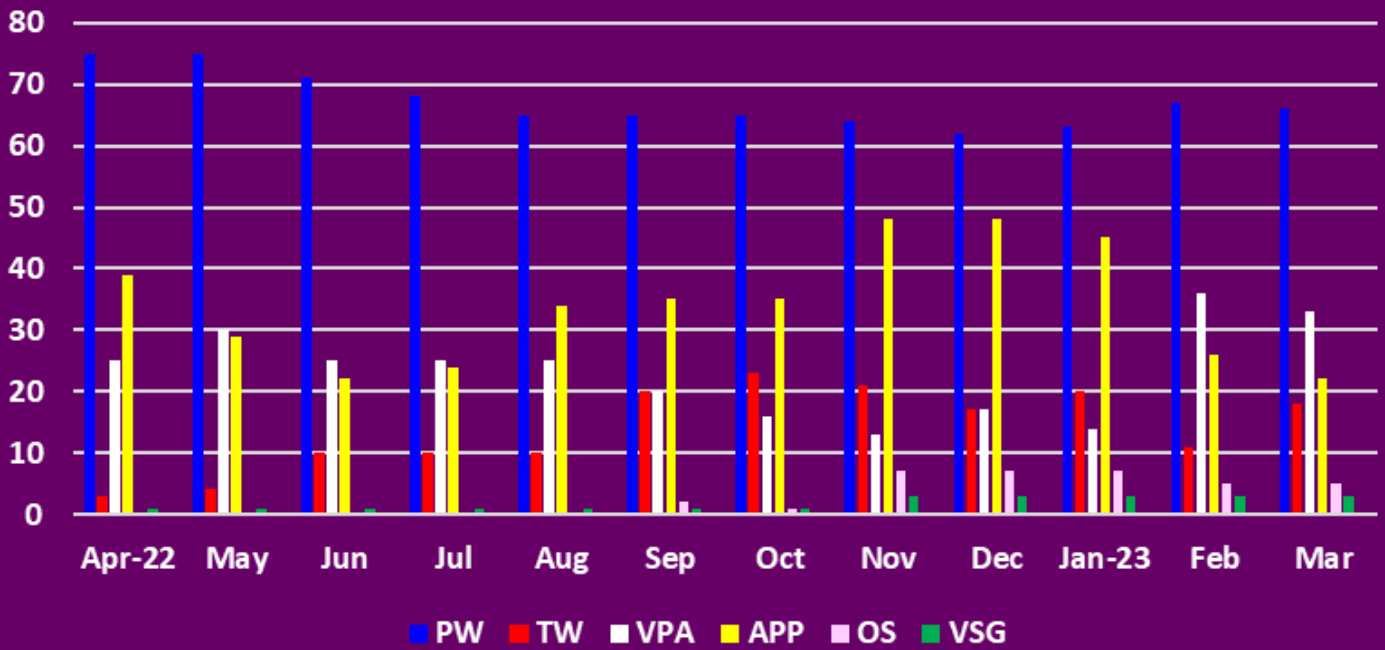
TW—Temporary Ward
 APP—Apprehension
 OS—Order of Supervision
 PW—Permanent Ward

VSG—Voluntary Surrender of Guardianship
 FE-V—Family Enhancement—Voluntary
 FE-P—Family Enhancement—Protection
 UM EPS—Underage Mother Expectant Parent Services
 VPA—Voluntary Placement Agreement

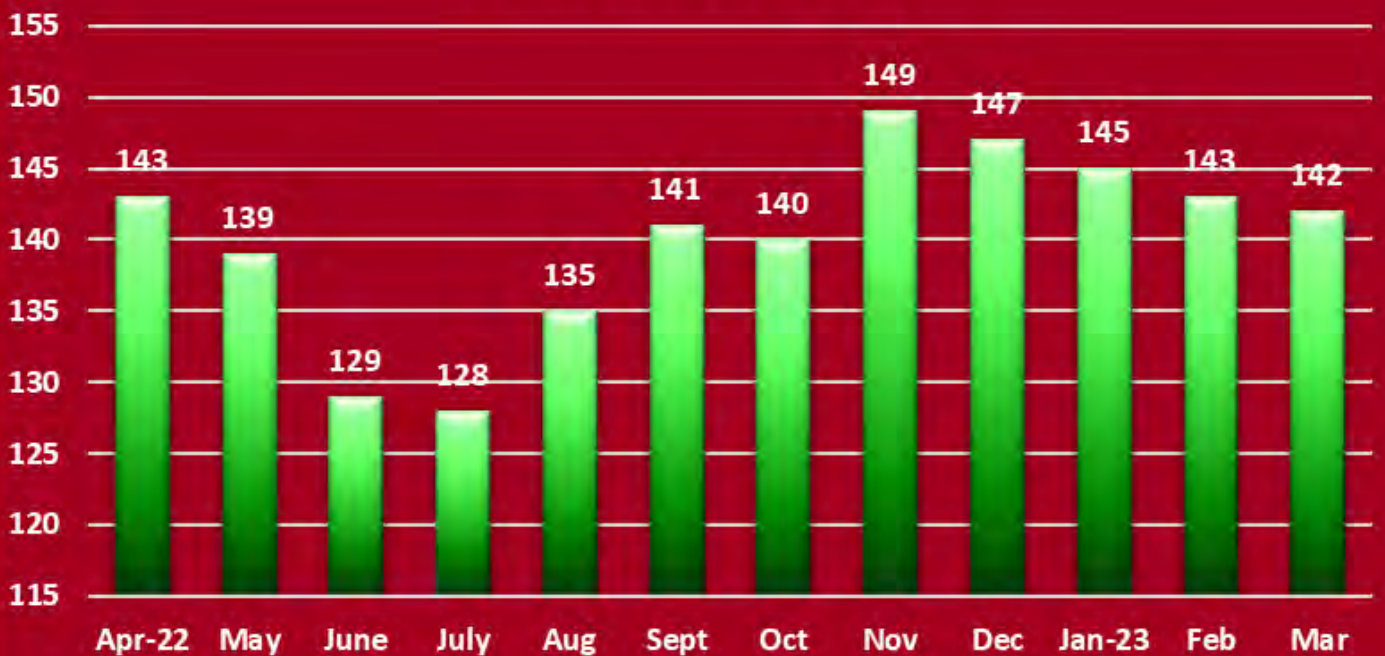
VFS—Voluntary Family Services
 PRT—Protection
 EXT—Extension of Care
 F (Federal)/P (Provincial)

Statistics—Norway House Office

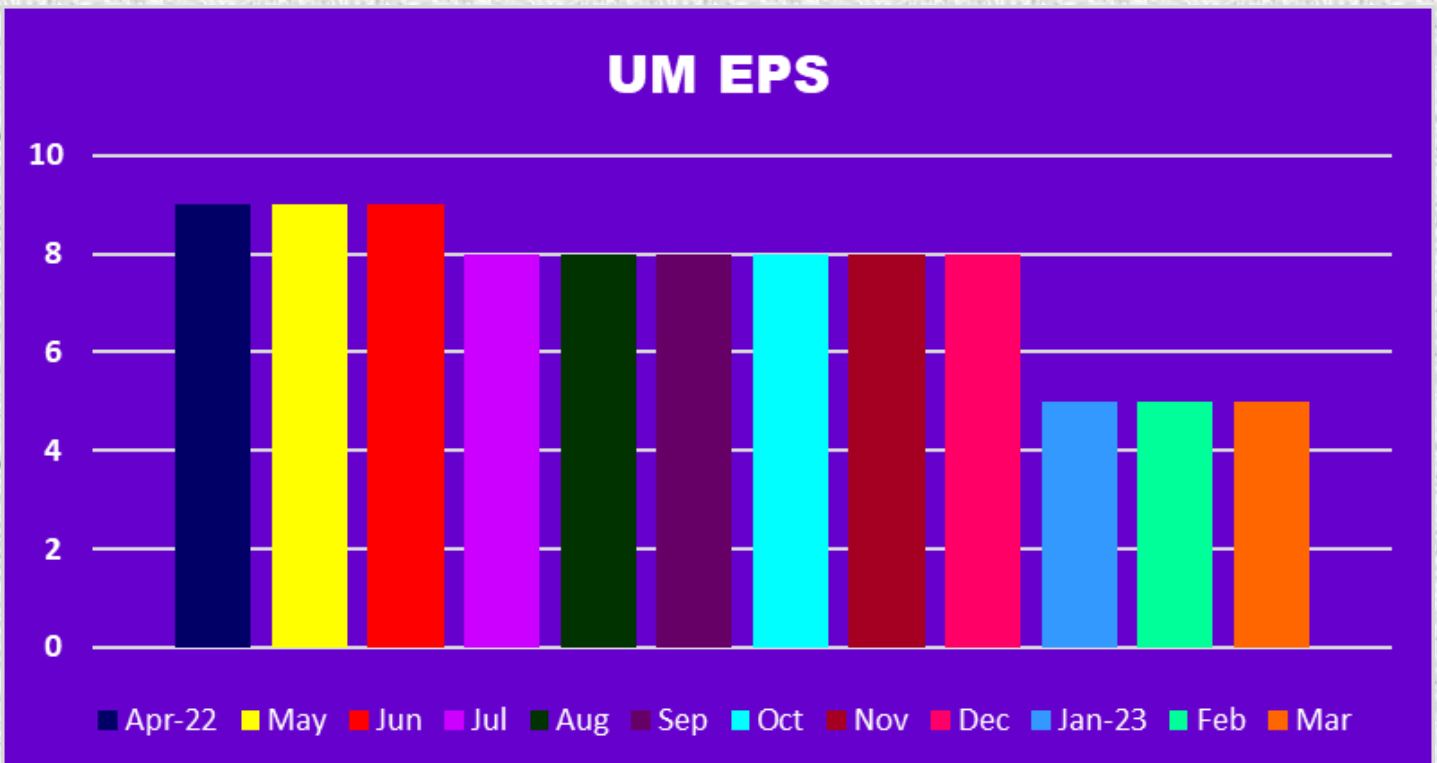
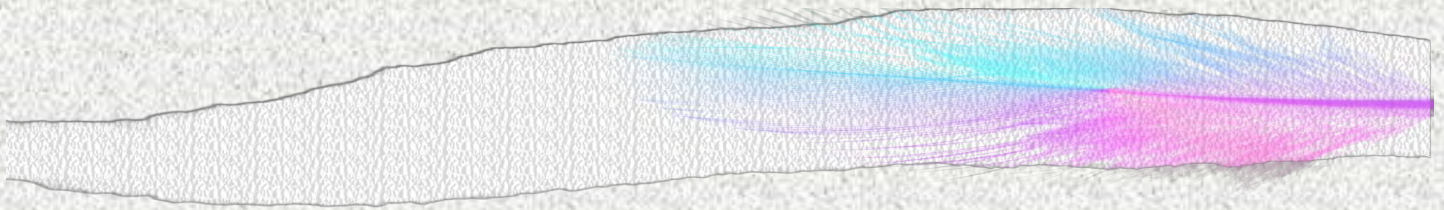
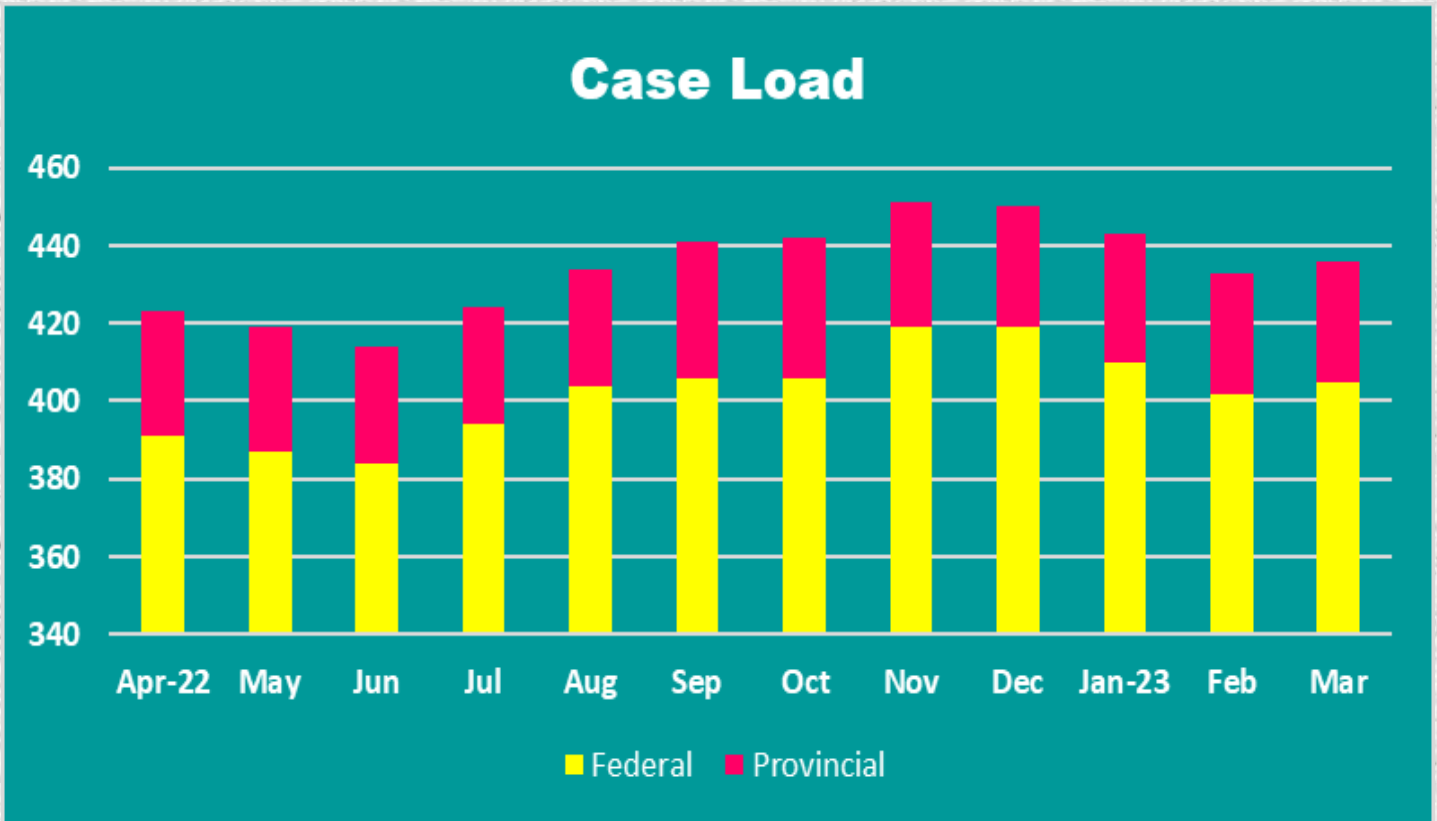
Legal Status



Children in Care



Statistics—Norway House Office



Statistics—Norway House Office

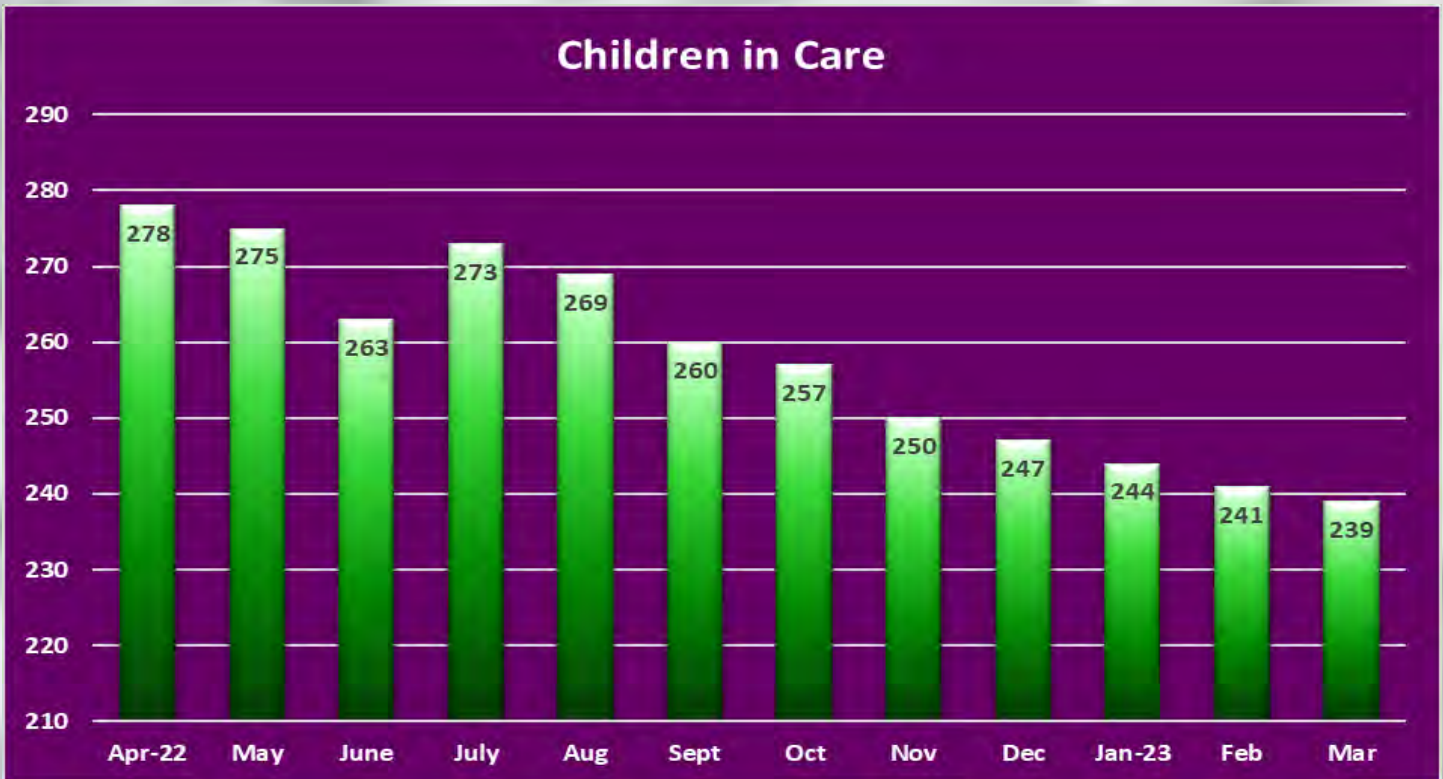
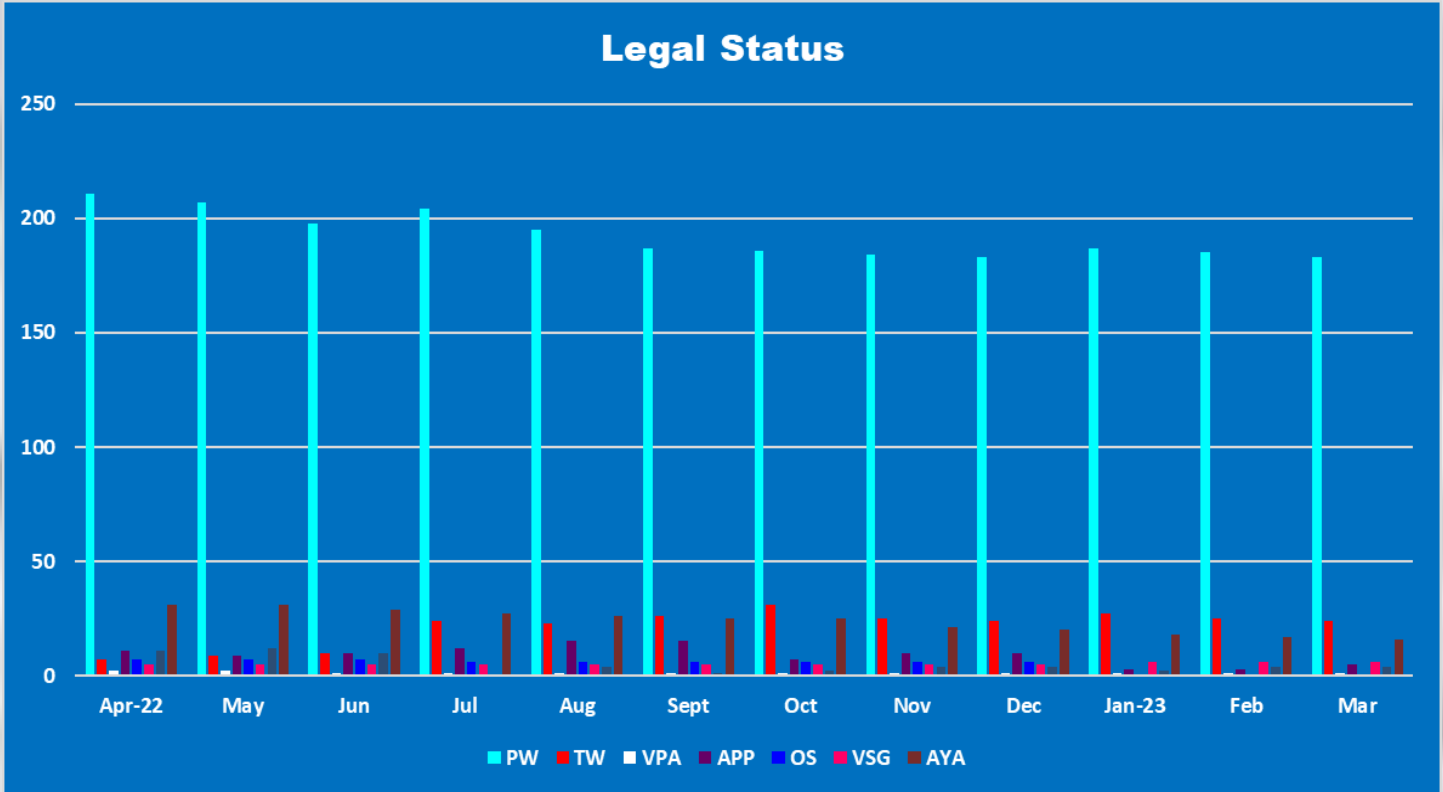
2022-2023	22- Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan- 23	Feb	Mar
Domestic Violence	6	3	2		5	2		4		2	2	2
Conduct Parents (Alcohol)	17	8	19	35	24	10	11	13	9	10	4	10
Conduct Parents (Alcohol/ Drugs)												
Child Neglect				1	6	1	1	5	2	2	3	1
Medical Neglect					1							
Child Endangerment					1		1	2		3	1	
Abandonment	1					1						
Conditions Parent	1	1			1					1		1
Child Beyond Control		1					2					
Conduct Child (Alcohol)								1				
Conduct Child (Alcohol/Drugs)												
Conduct Child	2	7	6	9	2		1		1	1		1
Conditions Child		1			1	2		6	2	6	4	7
Suicidal Ideations Child				1			1	1		1	1	3
Allegations of Sexual Abuse	3	4	7	4	4	1	1	7	7	7	3	4
Allegations of Physical Abuse	1	5		10	5	1	4	3	4	3	5	2
Allegations of Emotional Abuse	1											
Support Services	2	2	1	4		1	2	1	1	3	2	1
Homelessness												
Home Assessment		1			4	7	3	2	1	10	6	3
Notice of Paternity												
UM Referral								1	1		1	1
Adoption												
Repatriation												
Other Agency Report/Request												
Petition and Notice of Hearing							1					
Transfer										1		
Conduct (Other)	1		1	8				4	3			
Apprehension	1											
Child Death		1	1									
Well Being Check				1	1		1	3			2	
Follow Up								2				
Safety Assessment										1		
# of Intakes for the month	36	34	37	73	55	26	29	55	31	51	34	36

Statistics: Winnipeg Office

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	Pet Filed	AYA	Total	Fed- eral		Provin- cial
Apr-22	29	0	5	65	31	0	130	211	7	2	11	7	5	11	31	278	17	360	377
May	29	0	5	67	31	0	132	207	9	2	9	7	5	12	31	275	18	358	376
June	32	0	5	65	29	0	131	198	10	1	10	7	5	10	29	263	18	347	365
July	30	0	5	66	27	0	128	204	24	1	12	6	5	0	27	273	17	357	374
Aug	31	0	5	65	26	0	127	195	23	1	15	6	5	4	26	269	17	353	370
Sept	32	0	5	67	25	0	129	187	26	1	15	6	5	1	25	260	16	348	364
Oct	28	0	5	68	25	0	126	186	31	1	7	6	5	2	25	257	16	342	358
Nov	29	0	5	70	21	0	125	184	25	1	10	6	5	4	21	250	18	336	354
Dec	31	0	5	70	20	0	126	183	24	1	10	6	5	4	20	247	18	335	353
Jan-23	28	0	5	68	18	0	119	187	27	1	3	0	6	2	18	244	20	325	345
Feb	26	0	5	71	17	0	119	185	25	1	3	0	6	4	17	241	18	325	343
Mar	26	0	5	71	16	0	118	183	24	1	5	0	6	4	16	239	20	321	341
Average	29	0	5	68	24	0	126	193	21	1	9	5	5	5	5	234	18	342	360

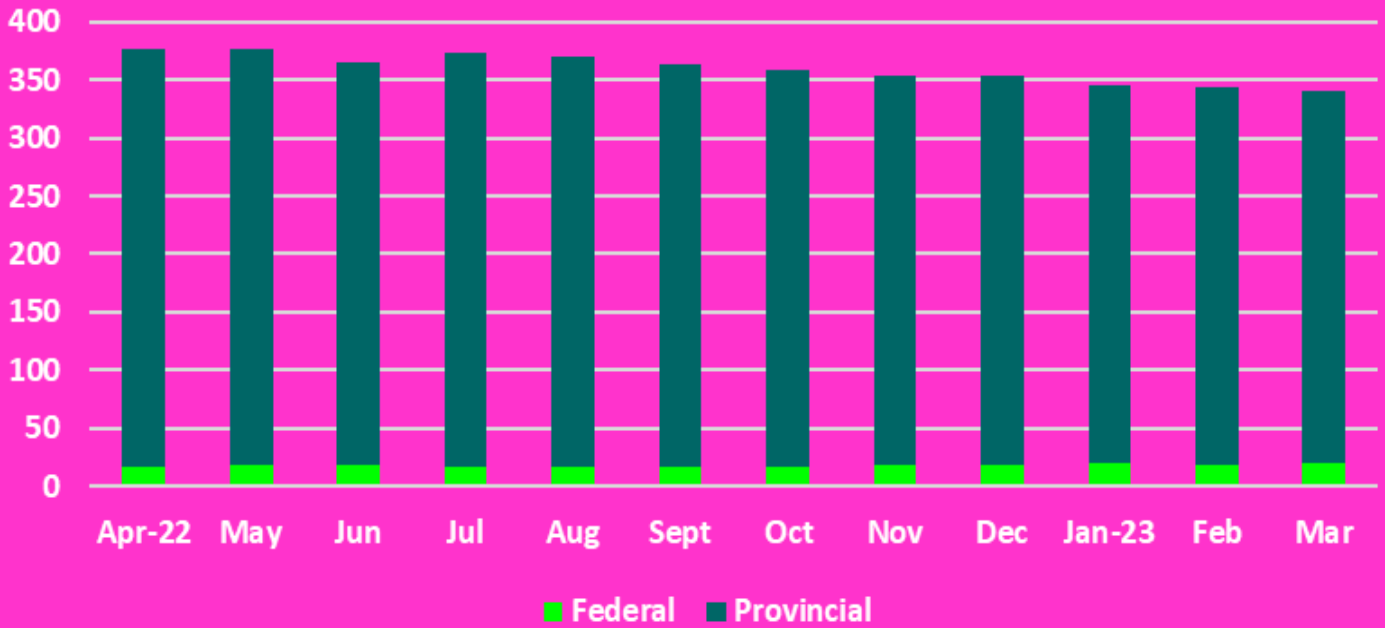
TW—Temporary Ward
VPA—Voluntary Placement Agreement
APP—Apprehension
OS—Order of Supervision
Pet Filed—Petition Filed
VSG—Voluntary Surrender of Guardianship
SAP—Select Adoption Probate
FE-V—Family Enhancement—Voluntary
FE-P—Family Enhancement—Protection
UM EPS—Underage Mother Expectant Parent Services
VFS—Voluntary Family Services
PRT—Protection
EXT—Extension of Care
PW—Permanent Ward
F (federal) / **P** (Provincial)

Statistics: Winnipeg Office

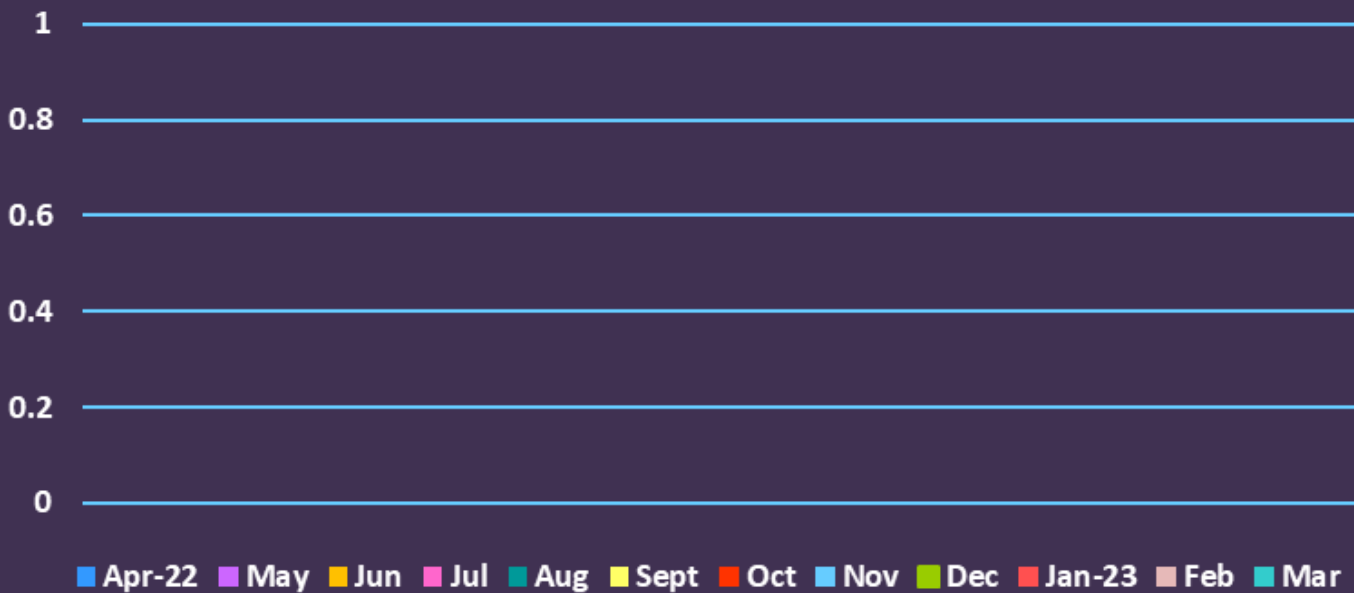


Statistics: Winnipeg Office

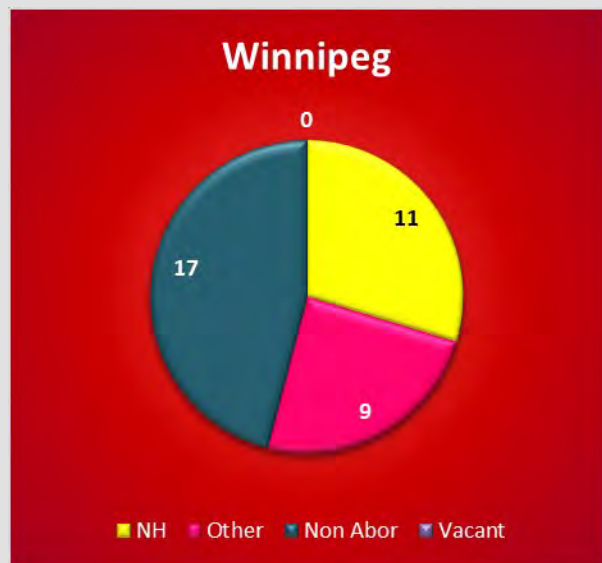
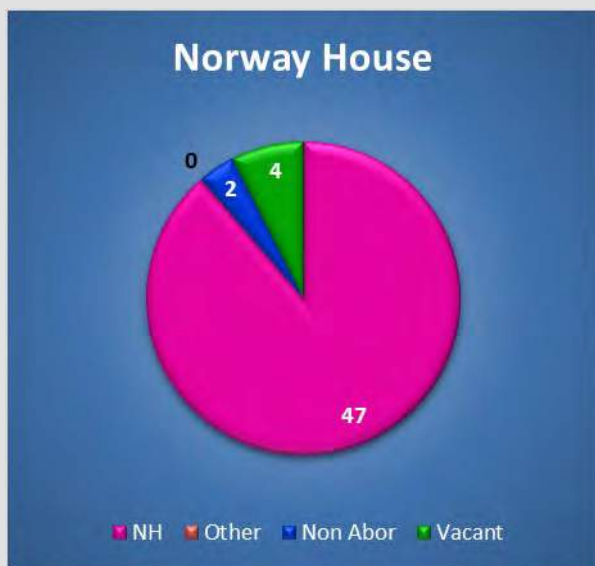
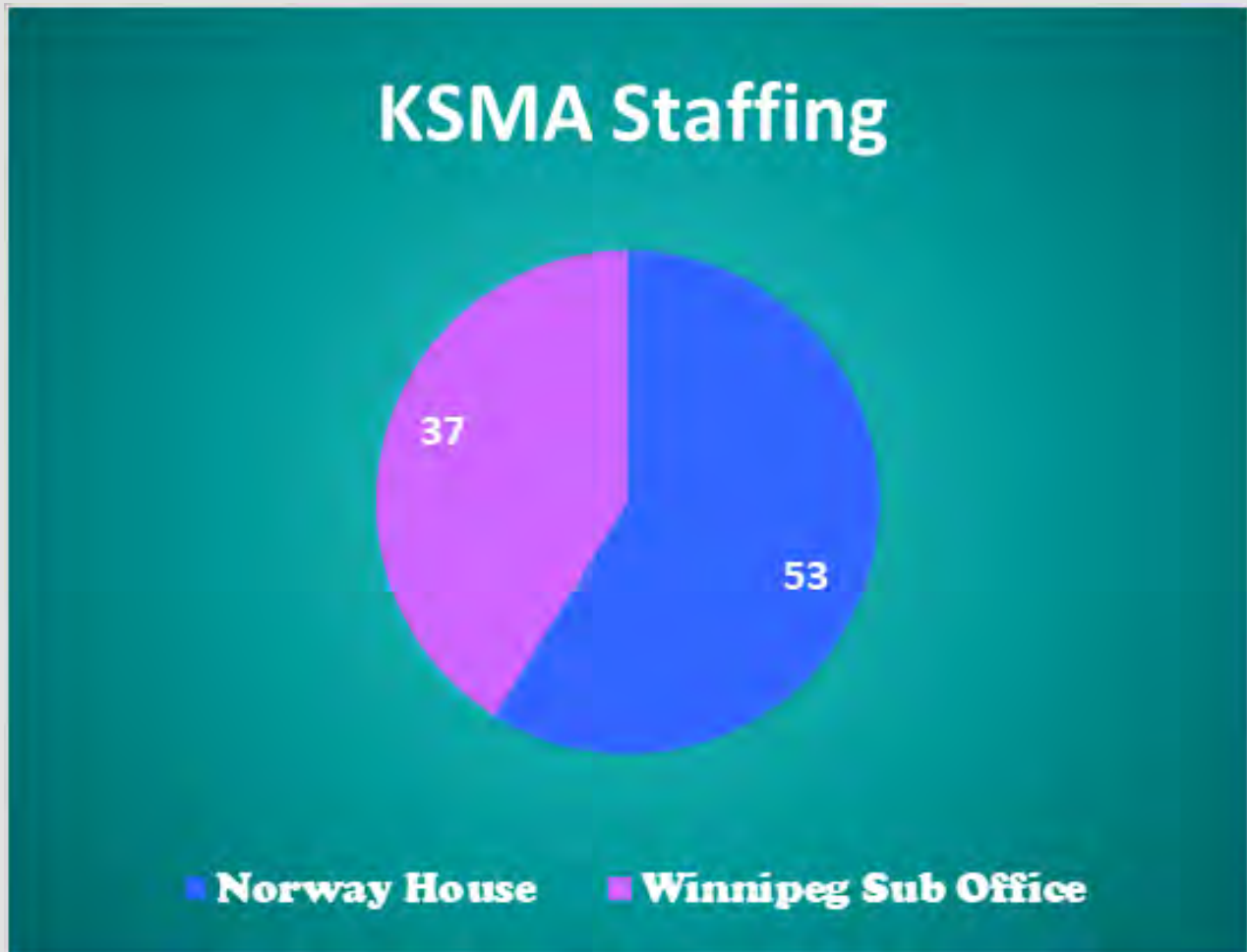
Case Load



UM EPS



Statistics—Human Resource



NH—Staff from Norway House
Other—Staff from other First Nations
Non Abor—Staff who are not aboriginal
Vacant--Vacant positions

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