

A large, white, conical teepee stands in a wooded area. The teepee has a circular entrance at the bottom. The background is filled with tall, thin trees under a clear blue sky. A white RV is partially visible to the right of the teepee. The text 'Kinosao Sipi Minisowin Agency' is overlaid in yellow on the left side of the image.

# Kinosao Sipi Minisowin Agency

2023-2024  
Annual  
Report



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## 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.

## Board Chair Message



This year has been one of growth and change for Indigenous child welfare organizations. A government commitment to reforming policies and funding models (both federal and provincial) is currently underway, and the Kinosao Sipi Minisowin Agency is adapting well to this long-awaited shift. I am pleased to serve as board chair and happy to report another year of committed service and financial stability.

In addition to our regular responsibilities governing the agency, the board has also undertaken several key initiatives over the past year. Foremost among these initiatives is the ongoing collaborative work we are doing with Norway House Cree Nation on the development of a family law. This will mark a new stage in the evolution of child welfare services and will formally recognize our inherent rights as Indigenous people when it comes to protecting our children.

We have also continued to advocate for the rights of our children as it pertains to Children's Special Allowance (CSA). At the end of the 2023-24 fiscal year, the Manitoba government agreed in principle to pay \$530 million to children in care over the province's actions relating to CSA funds which were taken from CFS agencies, including K SMA, between 2005 and 2019. We look forward to the finalization of this order and more information on application processes over the coming year.

The Board also conducted strategic planning and the first full review of the K SMA policy and procedures since the pandemic. This gave us the opportunity to look at our policies and procedures in a new light, once which keeps emergency planning at the forefront and supports our staff to be able to continue operations in an ever-evolving environment.

Thank you to my colleagues on the board, the management team and the agency staff.

**Ekosi,  
Clarence Paupanekis  
K SMA Board Chair**

By working together, pooling our resources and building on our strengths, we can accomplish great things.

— Ronald Reagan —

## Portfolio Holder Message

Tansi my name is John L Henry, Councillor for the Norway House Cree Nation and Portfolio Holder for KSMA.

On behalf of Chief and Council, I would like to say a big thank you to the managers, staff, support workers and foster parents of KSMA. I would like to encourage all staff to keep working to the best of their abilities for our families, and for families to work together to keep their children safe.

The KSMA Board of Directors meet once per month to get updates on agency activities and to plan. We review the work of the various agency departments and make decisions on what is best for the organization and the community we serve. We take this responsibility seriously and do our best to help those in need.

I have been working as well on securing safe housing for families, both those involved with the agency as well as for other families in the community in my role as Housing Portfolio Holder. This is tough work because the need is so great, especially for our young people.

There are many exciting initiatives underway and I look forward to continuing to help serve the families and children of KSMA with the assistance from staff, management and support workers.

**Ekosi,  
Councillor John L Henry  
CFS KSMA Portfolio Holder**



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

-Helen Keller-



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## Executive Director Message



Tansi and welcome to this year's Annual Report. Thank you so much for taking the time to review our report and learn about the various activities and services that we have been providing over the past year.

The Kinosao Sipi Minisowin Agency (KSMA) commemorated 25 years of service this spring, which is a significant milestone for both our organization and our community. KSMA is honoured to provide services to families, and we strive to offer resources that support, educate and inspire families to move towards a path of healing and wellness. The challenges of parenting in today's

world are growing. Addictions, poverty and limited mental health resources are social issues that impact us all. This year's report highlights the work that is being done by KSMA to intervene and support those who are struggling.

KSMA is a place of growth and resilience as well as support. Our staff works to ensure that parents are provided with the resources and opportunities to make changes that are in the best interest of their children. The recent shift in the child welfare system, from a punitive approach to one that recognizes systemic discrimination and prioritizes family, is welcomed by our organization and the leadership in our community. We want to see our families succeed. We want our children to be raised with love and respect, by their own family. Our shared lived experience as Indigenous people is one of resilience and our role as an Indigenous organization is to continue to build the services that will strengthen our community now and for generations to come.

With this in mind, we have expanded our programs to include more outreach and community-based services, including land-based programs and various support groups for men, women and children. We also continue to offer case management services, counselling, and early intervention programs, such as education/awareness classes. We are also working to help youth who are unhoused in our community and supporting long-term foster families to be able to provide safe living environments for our children in care. Our vision is for KSMA to be a place where people can embark on journeys of healing, find stability and become the helpers of tomorrow.

Our work is the culmination of the efforts of many people, including our foster families, service providers, staff and management, elders and board members, as well various professional services such as our mental health team, legal advisors and financial consultant. Thank you for all your hard work and dedication. We would also like to thank the other resources that work alongside our team to help children and families, such as Jordan's Principle, health, education, justice and more. Lastly, I would like to acknowledge the support of our leaders, who share our vision of a healthy community and who have continued to advocate for the rights of our children and the future of our Nation.

**Respectfully,  
Rhonda Apetagon, BSW  
KSMA Executive Director**



## Assistant Executive Director Message

Tansi,

I am pleased to present our 2023-24 Annual Report as it illustrates the work that was done during this fiscal year, and I commend the staff for all their hard work. Having to work through covid and with limited staff, they need to be acknowledged as they had to forego the distance in keeping children and families safe and supplied with medications and other essentials.



Our agency has been busy working on different initiatives and projects throughout the year. The Resource Team has been steadily working towards the opening of the Emergency Receiving home. Supplies and household furniture and furnishings have been ordered.

The Permanent Ward Unit has seen several youth reach age of majority and transition into an Agreement with Young Adults (AYAs). These young adults are being taught basic life skills and some will transition into their own space once the units are completed. The 10 Unit will serve as a place of safety for those that go into the Independent Living Program and attain the skills, they need to make it on their own.

The Protection Unit have and will continue to service children and families with supports as needed. They continue to host and facilitate the Family Conference that has been successful once again this year. The Women's Group has been a success and getting a good review. Several women look forward to Thursday evenings as they get out and share their experiences.

The Family Enhancement Program are busy year-round organizing land-based activities and assist other programs from the community with events such as the Cree Language Camp, Women's Gathering, and the Sundance to name a few.

With that, I leave you to read about these initiatives in our report.

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

## Board of Directors



The KSMA Board welcomed their new member Gilbert Fredette on July 1, 2023; he replaced Clayton D'Aoust who completed his three year term.

The Board continued to hold their Board meetings, participated in training and also attend meetings and/or events related to childcare. The Board meetings were held on April 18, 2023, May 30, 2023, June 8, 2023, July 20, 2023, August 18, 2023, October 26, 2023, November 22, 2023, January 16, 2024 and February 20, 2024. During these meetings, the Board is kept abreast on the agency's events and any concerns encountered; as a governing body, the Board always keeps at arms length from any personnel matters. The Board is always welcome and encouraged to attend the agency events such as the Annual General Meeting, the Staff Conference, the Family Camps, etc. There is a wealth of information provided at each event, as well as building rapport and friendship.

The KSMA Board attended their annual training on August 16-18, 2023 in Winnipeg.

August 16, which focussed on their **Rights, Roles & Legal Responsibilities** which was provided by KSMA's Legal Counsel. August 17 the board focussed on the **Prevention Funds** which was presented by ISC. August 18 they focused on the **Collective Agreement** which was presented by the MGEU Legal rep and was attended by KSMA's Legal team.

The KSMA Board also participated in a two-day working session in Winnipeg on February 18 & 19, 2024; the February 18 working session focused on the **Strategic Service Plan (SSP)** which was presented by the Executive Director and the February 19 working session was on the **Personnel and Administration Policy and Procedures Manual** (has been long overdue) and was also presented by the Executive Director. Their next working session will hopefully be on the new Family Law that is being drafted.

## Management Team



**Standing (L to R):** Myra Muminawatum, Sheila Thordarson, Madeline Gamblin-Walker, Rose M Apetagon, Rosanna Hart, Grace Balfour, Freda Saunders, Sherry Menow, Yulia Sonkin, Geoff Carriere, Tracy Thompson, Alyssa Fremond, Marilyn Epp, Rosalie Throop, Rhonda Thomas

**Sitting (L to R):** Sandra Clarke, Margaret Bradburn, Charlene Ducharme, Deborah Anderson, Rhonda Apetagon

**Missing:** Emma McDonald

The Management Team hold their quarterly, Management Team Meetings in Norway House and in Winnipeg alternately. They meet on any agency business/concerns and directives or policy changes that come down from the Authority and ISC.

In the meeting, the team sets the dates for any agency event as well as creating the planning committees; it is a total management team effort to schedule and plan for events. One event the team is actively preparing for is the First Nation Caring Society Gala, which is a huge fundraising event held in Winnipeg to promote equality of First Nations children. KSMA co-hosted the event with DOCFS in 2022 and went solo in 2023. KSMA will pass on the torch to another agency to host this event in 2026.

Other events for discussion and decision are the agency camps, any workshops, any training, as well as discussing what is working for the agency or not working. In one of the quarterly meetings, the team is also presented for input of the Strategic Service Plan, the annual Budget and any changes to the policy.



## PERMANENT WARD UNIT

Tansi, the Permanent Ward (PW) 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 Adult Youth Agreement (AYA) was formalized in 2020, Post Majority Support Service (PMSS) was added in June, 2023 and the full time Adoption program was phased out and efforts put into supporting extended family members to obtain legal guardianship of children in their care, which has been a great way to support families.

### Training

The PW Unit attended the following trainings in the office/virtual/zoom or in-person:

### Permanent Ward Unit:

- Margaret Bradburn, Unit Supervisor, BSW, RSW
- Gwen Apetagon, Child in Care Counsellor, BSW
- Lucy Apetagon, CFS Worker, Aboriginal & Northern Counselling Skills Certificate, Focusing Oriented Therapy Therapist (FOT)
- Kim Schellenberger, CFS Worker, BSW, Focusing Oriented Therapy Therapist (FOT)
- Melissa Menow, CFS Worker, BA
- Susan Clarke, Age of Majority/Post-Majority Support Service Worker

Date	Course	Completed
April 3 & 4, 2023	What Lies Beneath Conference	3 Staff Completed
April 19-21, 2023	Sexual Exploitation Training	1 Staff Completed
May 3-5, 2023	Sexual Exploitation Summit 2023	2 Staff Completed
May 4-6, 2023	Focusing Oriented Therapy and Trauma: module 4	1 Staff Ongoing
May 16-18, 2023	Strengthening our Nation Indigenous Facilitator – Train the Trainer	1 Staff Completed
May 29-June 1, 2023	Understanding and Working with Children & Youth Who Have Been Sexually Exploited/Trafficked	2 Staff Completed
June 6, 2023	FASD Youth Justice Training	1 Staff Completed
June 15-17, 2023	Focusing Oriented Therapy and Trauma: Module 5	1 Staff Ongoing
July 13-15, 2023	Focusing Oriented Therapy and Trauma: Module 6	1 staff Ongoing
July 19, 2023	Documentation Training	5 staff Completed
July 25, 2023	Child Protection Communication – Canada/Manitoba Housing Benefit (CMHB)	2 staff Completed
August 21-24, 2023	Staff Professional Development	2 staff Completed
August 24 – 26, 2023	Focusing Oriented Therapy and Trauma: Module 7	1 staff Ongoing
August 29-31, 2023	National Centre Truth & Reconciliation: National Gathering for Survivors	2 staff completed
September 21-23, 2023	Focusing Oriented Therapy and Trauma: Module 8	1 staff Ongoing

October 5-6, 2023	Neurobiology of Training	2 staff completed
October 10 - 11, 2023	Violence Threat Risk Assessment at Multiplex	1 staff completed
October 26-27, 2023	Residential School Train the Trainer	1 staff completed
October 26-28, 2023	Focusing Oriented Therapy and Trauma: Module 9	1 staff Ongoing
November 6-9, 2023	Assessing Individual in Crisis & Group Crisis Intervention	1 staff completed
Nov 30-Dec 2, 2023	Focusing Oriented Therapy and Trauma: Module 10	1 staff completed
January 23-26, 2024	Mobile Crisis Training with MKO	1 staff completed
February 26-28, 2024	Lateral Kindness: Asset Mapping & Strategic Planning	2 staff completed
March 25-26, 2024	Motivation interviewing & Stages of Change Training	1 staff completed

The Permanent Ward Unit has been consistently accessing virtual and in-person training. The staff worked hard to complete the trainings so they can acquire the updated skills and knowledge to continue helping their clientele and improving case management outcomes.

### Family Conference

The Permanent Ward Unit did a presentation at the KSMA Annual Family Conference on July 27, 2023. Staff attended the planning meetings to help with the conference. The Permanent Ward staff composed a presentation prior to the Family Conference. The topic presented was on Medicine Wheel - Spiritual Aspect.

### Staff Conference

The Permanent Ward Unit attended the Staff Conference on November 20-21, 2023. On November 18, 2023, there was a Santa Clause Parade in Winnipeg and KSMA participated in the parade.

### Permanency Planning

The purpose of the Permanent Ward Unit is to develop and implement permanency planning for each child who becomes a permanent ward through the court system or under a voluntary Surrender of Guardianship.



During the permanency planning process, it is critical for case managers to work closely with the children/youth and their foster families. The case managers are responsible for developing a comprehensive care plan for each child/youth; this includes coordinating family visits with biological families reassessing for possible reunification planning, updating case plans for short and long term goals, providing basic life skills and preparing them for adulthood. The case managers also provide referrals for further assessment and transitional planning to access services in and outside of the community such as Disability Services (Jordan Principle) and Community Disability Services. The workers ensure regular visits are conducted. The foster family's input can help guide workers toward the most beneficial plan

for each child by ensuring they have a supportive network both during and after aging out of care.

### **Child In Care Counsellor**

KSMA children in care who could benefit from counselling are referred to our In-House Counsellor, Gwen Apetagon. She schedules appointments and arranges rides for the children. She also does a lot of training and research in Trauma & Resiliency and prepares presentations relevant to 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 Counsellor also has debriefing sessions with staff and provides professional development training to the staff when necessary. She is involved in Networking Committee Meetings, Women's Group, Family Conference planning and delivery, and participates in any tasks assigned by Management.

### **AYA/PMSS (Agreements with Young Adults & Post Maturity Support Services)**

We have approximately fifty-nine (59) permanent wards assigned to the three Permanent Ward Workers as of January 2024. We also have three (3) Inter-Provincial Placement Agreement (IPPA) for children who are residing with family members here in the community. We also work with approximately 35 young adults.



The AYA worker has 21 (twenty-one) files and the other three case managers have fifteen (15).

There is provision for a youth that is reaching the age of majority to remain under the financial care of

the agency. The youth can receive financial support until they reach the age of 26.

Some youth that reside in Norway House and/or out of Norway House who meet the criteria can be transitioned to Community Living Disability Services (CLDS) once they are adults, however this service is only available off reserve.



The AYA worker assist young adults with resume writing, life skills, budgeting, SIN Applications, opening bank accounts, job applications, prep to obtain drivers license and advocating for employment opportunities for our youth. We encourage our youth to come in and meet with us and to acquire these documents and skills.

### **Joint Planning Files**

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

### **Reunification**

The Permanent Ward Team continue working on reconnecting the children in long term care with their biological families/relatives. We do this work with the goal of supporting families who are working towards a





positive lifestyle and ensuring the safety and best interest of the children and youth.

We recognize reunification as a significant event and want to ensure that it is adequately supported for those children for

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

We have had families apply for legal guardianship of children that are in care and we are working hard with these families to ensure children have permanent homes with their grandmother's, aunts, and relatives. We will continue to strive to connect these children with their families so they will have a sense of belonging within their family circle.

### Permanency Markers

The Permanent Ward Team works together with other resources to ensure that all children/youth in care receive adequate services through permanency planning,



guardianship applications, rescinding of permanent orders, etc.

The PW Unit will continue to provide the children with a sense of belonging, culture, and identity. It is important that each

child knows their story and history. We help children/youth understand and reconcile past losses and assist them with the transition to adulthood.

The Permanent Ward Unit strives to create a safe, stable, reliable place for children/youth to learn life skills and healthy coping mechanisms.

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

### Activities

We plan to do more activities such as beading sessions, gardening, teachings from Elders from the community, medicine picking, etc., with the child in care, young adults, families and community.

On March 30, 2024 KSMA hosted an event to commemorate the 25<sup>th</sup> Anniversary as a CFS Agency and PW Team volunteered to assist in the preparation of food and helped with the children events that were being held in the community.

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

**Submitted by:**  
**Margaret Bradburn,**  
**Permanent Ward Supervisor**





## PROTECTION TEAM

Deborah Anderson, Unit Supervisor  
Noreen Duncan, Protection CFS Worker  
Debra Albert, Protection CFS Worker  
Diane Paynter, Protection CFS Worker  
April Ross, Protection CFS Worker  
Andee Hart- In-Terim CFS Worker  
Kurt Queskekapow- Protection CFS Worker  
Ila Balfour, Protection Family Service Worker



### Mission:

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

### Overview:

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

### Protection Services:

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

### Preservation Services:

- Services to families and agreements (Support Worker, Childcare, Respite, Parent Aide, Escort, etc.)
- Psychological Assessments
- Family/Individual Counselling
- Parenting Program
- Women’s Support Group
- Voluntary Placement Agreement
- Mediation Referrals
- Local Child Care Committee;
  - ◇ Beatrice Queskekapow
  - ◇ Deborah Rowe
  - ◇ Bella Saunders
  - ◇ Olive Budd
- Cultural Activities Program (CAP)
- Family Mediation
- Referrals & Advocacy to Community Resources
- Reunification

### Services to Families:

The protection unit works with families that are deemed high risk but have no children in the long-term care of the agency. Parents have services provided to them (counselling, respite, support) as to prevent children from coming into the care of the agency. The team has been exploring so many options to try and prevent children from coming into the care of the agency. When things occur, family is always sought out so that children are not placed under apprehended, including offering emergency respite.

The protection unit works with other resources within the community and provides advocacy for the families that the team works with such as; 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 team events such as:

- 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 the families we work directly with

17<sup>th</sup> Annual Family Conference theme - This year the focus was *"It is time to write A New Story"* which focussed how we as a people need to start doing our part to teach our children and grandchildren the values and teachings that have been passed down by our grandparents and our parents. Our children have that inherent right to have these teachings passed on to them to keep. The event this year was held at the Multiplex Arena on July 26 & 27, 2023. The two-day conference had a number of resources within the community doing presentations on their programs; Public Health, Health & Wellness, Jean Folster Place, Permanent Ward- KSMA, Family Enhancement Program, Wpg Sub-Office KSMA and Whiskey Treatment Centre all partook in the presentations and they were wonderfully presented. In the evenings there was entertainment for families; Skip-Bo Tournament, Spelling Bee, Lips Sync and Smash Brothers Tournament. The Conference has grown so much 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 many people took home prizes as a lot of door prizes and draws were done throughout the conference.

This annual event is getting bigger and more families are getting involved. We are happy to see families coming out to learn about the programs and services that are available and about topics that are important to them as parents. With the growing attendance, we look forward to planning next year's conference, which will be even more exciting.

Thank you to all the families that came out to make this event fun, for the staff who worked hard, and for the community partners who attended and presented.



## Women's Support Group:

The women's Support Group was developed to provide the women and young mothers a support group that would give them the opportunity to realize that they are not alone as mothers and women. It is a support group that meets every Thursday evening 7-9pm and the sessions we have include presentations from the different resources including Health & Wellness, Whiskeyjack, and other resources within the community. We provide rides, have a nice meal and engage the women in group sharing. We also do hands on activities such as Moccasin making, Art therapy and outdoor events. The women who have been attending this group have always expressed that this group is one of the biggest support they have, and this is key for the support group coordinators. It has been more than 1 year since the group was developed and the women are all excited for this group to continue.

**"WE ALL HAVE A STORY TO TELL"**

Submitted by,  
Deborah Anderson, BSW  
Unit Supervisor  
Protection Unit



# "It Takes a Whole Community to Raise a Child"

## 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 Sect. 19 of the Child & Family Services Act. The committee consists of individuals from RCMP, Norway House Hospital, HBO School, KSMA and community members. To date we have 9 committee members.

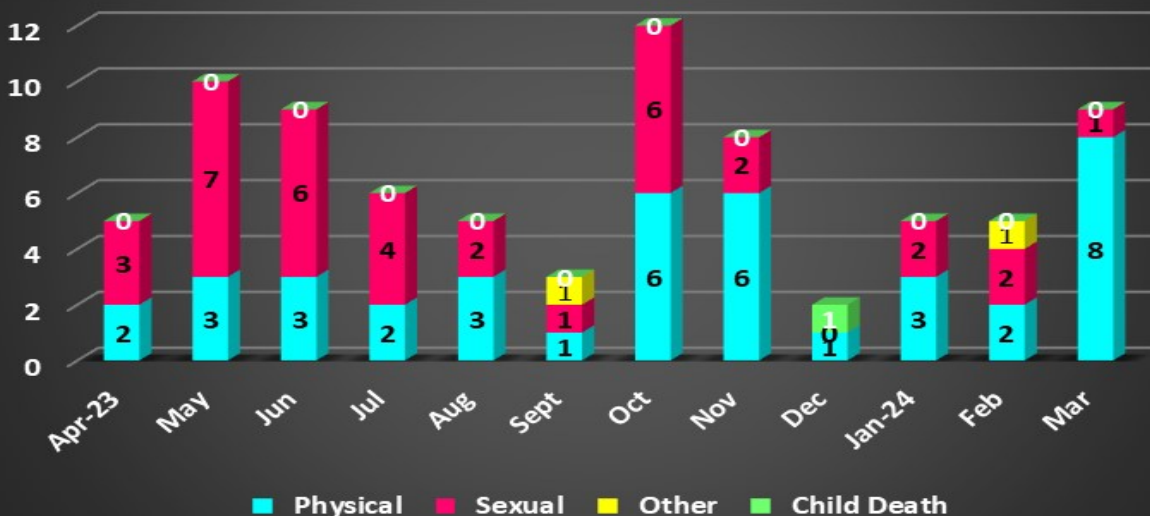
We continue to work with the Child Protection Centre in Winnipeg, TOBA Centre, Norway House RCMP Detachment and other local resources in the community of Norway House and surrounding communities.

Two of the Child Abuse Committee members also attended the Staff Conference which took place in Winnipeg November 2023. They participated in sessions with the KSMA staff.

### Sexual Exploitation Awareness Team (SEAT)

- ◇ **November 2023;** SEAT hosted an Awareness Forum for HBO grade 7-8 students on November 14, 2023. We had 115 students, teachers and educational assistants attend. Each participant received awareness packages.
- ◇ **January 2024;** There was a Planning meeting with members to complete a yearly fiscal plan, finalize the Terms of Reference and financial budget for 2024-25.
- ◇ **February 2024;** Public Service Announcements on the local radio.
- ◇ **March 2024;** SEAT hosted an Awareness Forum for HBO grades 9-10 on March 11, 2024. We had 123 students, teachers and educational assistants attend. Each participant received awareness packages. Sexual Exploitation Awareness Week is from March 11-15, 2024. Two SEAT members attended the Annual Sexual Exploitation Awareness Conference in Thompson, MB on March 13 & 14, 2024.

### Child Abuse Cases



**OTHER:**  
Luring,  
Pornography,  
Sexual  
Coercion,  
Uttering  
Threats

## FEDERAL RESOURCE DEPARTMENT

### Federal Resource Coordinator

Oversees, monitors, and ensures resource department provides supports, services and programs that would benefit the families and children of Norway House Cree Nation. Duties involve supervising 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*. Conduct team evaluation and report delivery and programs effectiveness, as well as maintain awareness of developments in Child Welfare.

### Foster Care Worker

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

- ◆ Duties of the Foster care worker include recruiting, training, and supporting foster families in and out of the community.
- ◆ Conduct home visits and home studies.
- ◆ Ensure all necessary forms are done, criminal and child abuse checks.
- ◆ Provide long and short-term placements for children in care.
- ◆ Ensure that all files are updated.
- ◆ Provide updated monthly case list.
- ◆ To maintain confidentiality in accordance with KSMA policy and procedures.

### Alternative Care Worker

- Assist Foster care worker in recruiting, training, and supporting foster families in the community.
- Assist in seeking long- and short-term placements for children in care.
- Assist to recruit, train, and support services providers.
- Responsible for screening, selection, contracting, monitoring service providers in the community.

- Provide orientation to service providers and ensure they get certified to continue providing services to the agency.
- To maintain confidentiality in accordance with KSMA policy and procedures.



### Legal Secretary

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

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

**We encourage any extended family members to come forward and take care of our children in care**, after all that is the best kind of home a child can have. Keeping in mind, they need to go through the process of foster care application and meet the requirements to foster.

Our team will be providing on going sessions/ orientations regarding fostering, and service providers roles and responsibilities. Our team also promotes family unity and have events for the community to come join.

Specialized Training/Workshops/Trainings			
Name	Dates	Who attended?	Completed
Foster Care Orientation	April 2023-March 2024	New applicants/POS/ Reviews Foster Care staff/FRC	On going
Service Provider Manual Orientation	April 2023-March 2024	ACW/ Service Providers/ FRC	On-going
Foster Care Duties	April 2023-Mar 31, 2024	Freda Saunders FRC (July 31/23) April Hart FCW (Feb 27/23) Lorna Muminewatum FC Support Worker	On-going
Child Abuse Conference	May 10 & 11, 2023	Coordinator 3 committee members	
First Aide & CPR	July 15 & 16, 2024	8 certified	yes
Recruitment Table	Treaty & York Boats Days	15 ppl approached table and inquired about Foster Care	

### Block Party, June 21, 2023

- \* Served BBQ food and beverages.
- \* Games-fishpond, bean bag toss, shoe scramble, hockey shots.
- \* Arts and craft.
- \* Door prizes-main door prize swimming pool donated by family foods.



### Foster Care Molson Lake Camp

Unfortunately, due to the inability to secure a place and shortage of staff, KSMA did not hold their FC Molson Lake Camp. The team however is scheduling the camp for August 2024 at the Sea Falls Camp.

### National Foster Care Week October 17-20, 2023

The team held their celebrations as follows:

- \* Oct 17, 2023-Clothing Drive
- \* Oct 18, 2023-Scavenger Hunt
- \* Oct 19, 2023-Craft Night, best and most creative costume
- \* Oct 20, 2023-Pizza and movie night, best decorated haunted house.
  - Refreshments were served
  - Door prizes were awarded
  - Cash prizes
  - Approximately 30 ppl that attended each night

### Foster Parent Appreciation Supper December 9, 2023, Mission Island Centre

- \* Approximately 60 ppl in attendance
- \* Live entertainment
- \* Door prizes/draws
- \* HBO catered
- \* The community Foster Care Unit also hosted the "Best Christmas Theme Door" at the KSMA office.



### Stats

Foster Care Stats Average Homes-150

Service Providers Average-100

### Additional Information

- ◇ Team discussed Orientation (open house) Sessions to be scheduled later in the year.
- ◇ This past year we had an increase in placements and service providers due to emergency care requirements and projects that have been going on with agency.
- ◇ Requested Interim Foster Care support as the work load is high and assistance is needed in managing cases.
- ◇ Alternative Care Worker will be assigned to oversee the function of Fran's Place.

Submitted by

Freda Saunders,

Federal Resource Coordinator



## Family Enhancement Program

Tansi, my name is Sandra Clarke, I'm the Family Enhancement Coordinator for the Family Enhancement Program effective October 24, 2022. As part of the Family Enhancement team, I am responsible for the supervision in the delivery of the Family Enhancement Program.



Development and implementation of a range of goal-oriented prevention initiatives for children and their families.

The FE Program provides prevention services to enhance the skills and abilities of families and to assist them in providing safe, stable, and nurturing environments for parenting their children. The FE program also provides supports through events, education & awareness, counseling, land-based activities, and advocacy to preserve and strengthen families.

## Family Enhancement Program

The purpose of the Family Enhancement Program is to advance the Kinosao Sipi Minisowin Agency's goals of assisting Norway House Cree Nation families strengthen their parenting and family skills and thus preventing children from coming into agency care. Family Enhancement Staff works together with other Minisowin programs and NHCN resources to provide prevention supports and services to Norway House Cree Nation members and residents.

### The Family Enhancement Team:

FE Coordinator, Sandra Clarke  
Administrative Assistant, Tracy Throop  
FE Family Counsellor, Yvonne Flett  
FE Family Counsellor, Donald Dixon  
FE Unit Supervisor, Rose M Apetagon  
FE Prevention Worker, Steven McKay  
FE Prevention Worker, Patricia McLeod  
FE Prevention Worker, Vacant  
FE Prevention Worker, Vacant  
FE Kawicitonow Pathways Supervisor, Madeline Gamblin  
FE Outreach Worker, Terry Lee Dixon  
FE KP Mediator, Valerie Forbister  
FE KP Worker, Genevieve Dumas  
FE KP Worker, Lorna Muswagan





## Staff Development & Training

Staff training and development programs help employees acquire new skills and knowledge relevant to their roles. Trainings improves staff performance when working with our families and children. We will continue to help our staff improve their personal growth and development to assist the families and children we work along side with care, understanding and compassion. We will strive to ensure no one is left behind and ensure everyone succeeds.

### FEP Staff Training for the April 1, 2023-March 31, 2024 Fiscal Year

Training Dates	Training	Staff
April 1, 2023	“What Lies Beneath”	2
April 14 & 15, 2023	Food Matters Camp	2
April 16, 2023	Firearms Certification Training	2
April 2023 -June 2024	First Nations Community Management Diploma	1
June 6, 2023	FASD Justice Program	1
June 19, 2023	Legal Training	2
July 21, 2023	Facilitator’s Training with Ian Ross	5
August 24, 2023	Train the Trainer	2
August 4-7, 2023	Fisher River Gathering	2
August 29-31, 2023	NCTR Gathering for Survivors: Breaking the Colonial Mindset	1
September 20-21, 2023	Train the Trainer	2
October 15-18, 2023	Our children, our way	2
October 26-27, 2023	Train the Trainer	2
October 29-31, 2023	Cedar Bath Training	1
November 6-9, 2023	Individual/Peer Group Crisis Intervention Workshop	3
November 21-23, 2023	Staff Conference	All
November 23-24, 2023	Residential Schools Facilitators: Train the Trainer	2
November 27-29, 2023	2 <sup>nd</sup> Annual Iskwewak Women Rising Conference	3
January 11-13, 2024	Neurobiology of Trauma	1
January 13, 2023	Integrated Energy Therapy (IET)	1
January 20-21, 2024	Integrated Energy Therapy Level 2 & 3	1
February 1, 2024	Nurturing Grief	1
February 26-28, 2024	Natamakewin: Lateral Kindness	3
February 6-March 1, 2024	Life Skills Training	1

The Family Enhancement Team is very compassionate, fair, and understanding to the needs of the families and children they encounter. We want to ensure their voices are heard and we will continue to strive to help in assisting families and children resolve their issues and dilemmas in a respectful manner.

The Family Enhancement Team will assist families in providing safe, stable, and nurturing environments for their children and thereby preserve family unity.

**Our motto is "SOHASTATAAN KASKIHEWESIWIN". It means an invitation to "STRENGTHEN OUR NATURAL ABILITIES."**

We believe all families and children have gifts, strengths, and unique abilities. We believe our families and children are resilient and can succeed in anything they set their minds to accomplish. Family Enhancement has programs to assist families and children to reach their full potential and assist in preserving and strengthening all our relations.

The four (4) main areas: mental, emotional, physical, and spiritual of human growth & development are explored with a view to empowering families to recognize and build upon their natural skills and abilities. The FE staff work collaboratively with parents and caregivers to assess mental, emotional, physical, and spiritual needs of their families. Family health is explored from the family's perspective



of life experiences, values, and beliefs. Parents/caregivers share their common experiences, hopes, dreams, conflicts, fears, anxieties, grief & loss, joy, comfort, and their practical spiritual approaches for coping with common life stress and experiences.

### **Intergenerational Trauma**

The main challenge for families continues to be our collective on-going recovery and healing from intergenerational effects of Residential Schools and colonization. Family Enhancement continues to work at developing and implementing prevention services for children, youth, parents, families, caregivers, and community. We will adapt healing practices in reclaiming our history, cultural interventions, and therapeutic healing approaches.

### **Reclaiming History**

There is a project that is still ongoing on "How to build a York Boat" and Ken McKay is working with KSMA on this project. He is still securing material for the project. The plan is to hire 5 youth to work and learn alongside Mr. McKay. This project will be videotaped and will be a valuable resource for youth who would like to learn about "How to build a York Boat" as a way of preserving our culture.

We plan to interview and videotape more knowledge holders so we can have their valuable stories, teachings, trainings, knowledge, and history recorded and kept for future generations to access.

There is currently no funding specifically for staffing positions and resources to focus on the immense task of reclaiming our history, and other concurrent similar kinds of developmental work which need attention. Consequently, these components of the Family Enhancement Program can be more difficult and challenging to implement in a timely manner.

### **Therapeutic Healing**

Therapeutic healing is an important part of the overall case management process within the Family Enhancement Program. Family Assessments provide families with ways of looking at the needs of their children and the resources they need to access to help strengthen their family and thereby reduce the risks of their children coming into agency care.

## Family Enhancement Networking Engagements/ Collaborations

- Networking meetings with all NHCN Staff
- NHCN Pow Wow Committee
- Round Dance in conjunction with NHCN Diabetes's Conference
- TRC Orange Shirt Day with FSD & NHCN
- In Collaboration with Hattie Monias & Cooking Crew
- Social Division
- Harm Reduction Coordinator
- Crisis Support
- James Queskekapow, NHCN
- Frontier School Division



## Family Enhancement Services include:

### One-on-one & In-Home Supports

Family Enhancement provided services to families in-home and through other forums in fiscal year 2023-24 for parents and families who require Respite, Intervenor, Parent aide, and Home-Maker services. Other services include:

- ♦ 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.
- ♦ Land based therapies & activities that provide education and awareness of NHCN's culture of shared language, shared history, ancestral knowledge, and traditional activities.
- ♦ Mediation and Family Group Conferencing Services.
- ♦ Advocacy Services to advance the rights of First Nations children and families.
- ♦ Counselling Services for parents, children, groups, and individuals.
- ♦ Community Resource Networking.
- ♦ Food sovereignty.
- ♦ Gatherings to strengthen the bond of families and children.

### Case Management Programming

The Prevention Supervisor is Rose Mary Apetagon, and she supervises Steven McKay and Patricia McLeod. The team works hard to ensure families have supports and continue to stay together as a family. The workers do home visits, make referrals, attend meetings, do case plans, face

to face contact with families, advocacy, and meet with other resources etc.

We have 2 vacant FE Worker positions currently. We are accepting applications.

If you are interested please submit applications to Rosalie Throop at Human Resources.



### Kawacitonow Pathways Programming

Family Enhancement Land Based Programming is best known as Kawacitonow Pathways and Madeline Gamblin is the KP Supervisor. The KP staff she supervises are Valerie Forbister, KP Mediator, Genevieve Dumas, KP Worker and Lorna R. Muswagon, KP Worker, and Outreach Worker, Terry Lee Dixon.

The Kawacitonow Pathways is a component of the KSMA Family Enhancement Prevention Program. It is a culturally appropriate approach to promote child, family and community well-being in the context of Norway House Cree Nation 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.



# 2023 Family Camp Pics



## Services Referrals :

### FE Family Counsellors

Family Enhancement Program has two in-house counsellors and they are Yvonne Flett and Donnie Dixon. Yvonne and Donnie accept referrals for counselling. We don't reject anyone that needs to talk to someone. We do outreach walk in/emergency counselling services if anyone requires our counselling services, and we will do our best to accommodate people who need counselling. We do have an open-door policy for walk-ins when the counsellor(s) are available.

FE Family Counsellors do presentations at the Education & Awareness Sessions scheduled every month. We accept Outreach walk-ins who want to attend our weeklong sessions.

FE Family Counsellor, Donnie Dixon has Men's Group Sessions every Wednesday's at 10 am or 6 pm in the FE Boardroom and one-on-one counselling sessions. Donnie works with individuals on the Al-Anon's 12 Steps & 12 Traditions. Donnie does self-care assessments with individuals. Donnie also does Cognitive and Dialectical Therapy.



### Community Resource Referrals

FE Workers made referrals, in collaboration with parents, to Community Resources such as Jordan Principle, Community Wellness, Health Services, Education Services, etc.

## Mediation Worker



Valerie Forbister is the FEP mediation worker, and she does emergency mediation and family mediation. Valerie works closely with FE Prevention Supervisor, Rose Mary Apetagon to ensure families and children are heard and treated in a fair manner in all aspects of their life. Mediation helps to prevent children from coming into care. The mediator accepts walk in referrals, outreach referrals and worker referrals.

### Education & Awareness Session dates for April 2023-March 2024 fiscal year:

- April 11-14, 2023, 4 days
- May 16-19, 2023, 4 days
- September 26-29, 2023, 4 days
- October 17-20, 2023, 4 days
- November 14-17, 2023, 4 days
- January 16-19, 2024, 4 days
- February 13-16, 2024, 4 days
- March 12-15, 2024, 4 days

Lunch, refreshments, transportation and childcare are provided to the participants attending the Education & Awareness Sessions and events. The Education & Awareness Sessions run all year round except for December, July, and August. December is a busy time of year and July and August are when staff schedule their vacation.

Education & Awareness Sessions are provided over a 3-month period and cover various topics as listed in box on following page. Each topic is presented in 3 sections. The workshops are held 3 times per year from January to March, April to June; and September to November. We invite/welcome special guests to do presentations i.e. Beatrice Queskekapow did "Then & Now" parenting styles and Gwen Apetagon did a presentation on her "Journey to Recovery."



## Education & Awareness Sessions Workshops by the FE Staff:

• Family Violence Prevention	• Co-dependency
• Communication	• Life Skills
• Family Tree & Kinship	• Self-esteem
• Self Care	• Budgeting & Meal Planning
• Cooking Sessions	• Grief & Loss
• After Care	• Debriefing & Sharing Circles
• Family Dynamics	• 7 Teachings & Tipi Teachings
• Effects on Chemical & Substance Use	• Parenting Styles
• Mental Health	• Pamihowaswin (Parenting)

### Highlights of the year:

#### April 2023

- Community Scavenger Hunt
- Hosted Elders Gathering at the Multiplex
- Community Sweat Lodge Ceremonies
- Beading Session
- Spring Goose Hunt
- Gardening prep
- Every Child Matters Pow Wow Event at the schools
- Education & Awareness Sessions

#### May 2023

- Mother's Day Scavenger Hunt
- Gardening Prep
- Gala Camp at Molson Lake Road Campsite
- 3<sup>rd</sup> Sundance Meeting
- Cree Language Camp
- Gardening
- Goose Dance
- C 24 Advisory Committee Meeting

– Community Weiner Roast at the Pavilion

– Education & Awareness Sessions

#### June 2023

- Education & Awareness Sessions
- Gardening
- Gala Group at Molson Lake Camp
- Ohpikinawasowin presentation to the Kitisiyawin Group

– Terry Dixon graduated from the FN Community Management Diploma

#### July 2023

- Women's Gathering
- Gardening
- Family Camp at Sea Falls
- Medicine Harvesting
- In collaboration with NHCN Pow Wow Committee

#### August 2023

- C 24 Steering Committee Meeting
- Back to School Supply Shopping
- Medicine Harvesting
- Garden Harvest
- Food Matters Camp at Molson Lake Campsite

– Annual Sundance

#### September 2023

- C 24 Meetings
- Distribution of School Supplies
- Hosted Orange Shirt Day in collaboration with NHCN & Frontier School Division
- FE Fishing Derby
- Education & Awareness Sessions

#### October 2023

- Hosted a Halloween Haunted House
- Fishing Trip to Black Water





- Fishing Trip to Sea Falls
- Fish Fry at FE Program Centre
- 9<sup>th</sup> Year – 1<sup>st</sup> Sundance Meeting
- Our Children, Our Way Presentation
- Cooking Session
- Gala Event-Staff participated
- Education & Awareness Sessions

- Family Evening Session
- Education & Awareness Sessions

### February 2024

- Family Evening Session
- Girls Group Session
- Outdoor Bannock & Tea Gathering
- Merchandise Bingo
- FE Fishing Derby
- Cedar Bath Therapy
- Boy's Group Session
- C 24 Steering Committee Meeting
- Education & Awareness Sessions

### March 2024

- C 24 Steering Committee Meeting
- Men's Fishing Derby
- International Women's Day Event
- Round Dance in conjunction with Diabetes Conference
- Family Fun Night "Easter Theme"
- Bouncy House & Spaghetti Meal at Multiplex
- Girls Group Session
- Education & Awareness Sessions

### November 2023

- Staff Conference 2023
- Christmas Parade
- Family Group Session
- Girls Group Session
- Education & Awareness Sessions

### December 2023

- C 24 Meeting
- Christmas Hampers distribution
- Hot Pancake Breakfast
- Merchandise Bingo

### January 2024

- C 24 Meeting
- Girls Group Session x 2

### Weekend Home/Well Being Check Program

A weekend on call worker is hired to visit homes every weekend to do well being checks and ensure children, youth and families are doing well. We find visiting the homes on weekends prevents children from coming into care.

### Emergency Hamper, Milk Coupons and Baby Needs

We provide hampers, milk coupons, and baby needs to ensure families make it to the next Child Tax Benefit, Social Assistance Issuances, etc.



## OPERATIONS MANAGER WINNIPEG SUB OFFICE

Kinosao Sipi Minisowin Agency Winnipeg Sub-Office is the provincial office overseeing cases



from the Norway House Cree Nation and First Nation families from provinces of Saskatchewan, Alberta & British Columbia.

K SMA acknowledges the treaty land our office is located on. In

addition, K SMA recognizes the importance of building an exemplary service reflective of the community & clients we serve, where diverse abilities, backgrounds, cultures, identities, languages and perspectives drives a high standard of service and innovation. K SMA supports equitable employment practices and promotes representation of designated groups (women, persons with disabilities, visible minorities and most importantly Indigenous peoples).

There are several departments in our Sub-Office which consists of finance, resource, permanent ward, protection, paralegal, family enhancement-prevention services.

As the Operations Manager for the Sub-Office, I



oversee the supervisors of the two case management departments & administration team, whereas Geoff Carriere, the Director of Finance oversees the finance department. I directly report

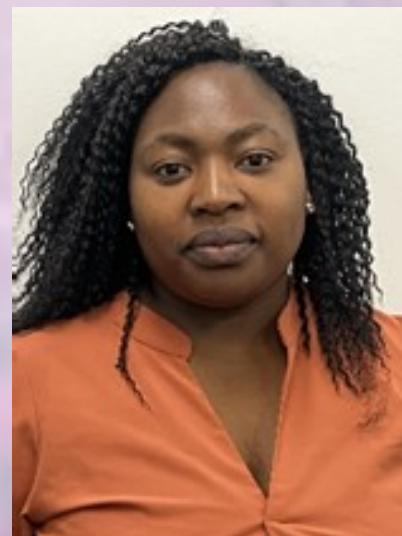
to Executive Director, Rhonda Apetagon, & provide monthly and yearly reports to her and the K SMA Board of Directors.



Also under my management is Bob Delic, Age of Majority Specialist along with the Age of Majority worker, Caroline Kyoon. This is a unique department & positions offering

supports to youth and adults extended in care. The position is quite demanding and with Bob's vast professional and educational background he is well-suited for the role, endeavouring to assist the clients on his case load. K SMA is very indebted to him for all his hard work and perseverance.

Caroline Kyoon is new to the position, and she brings forth her own tenacity and drive to help her clients succeed. She is a welcome addition to the team. Her start date to the position, October 31<sup>st</sup> of 2023 when she transitioned from the FE Department.



Rhonda Thomas Protection Unit Supervisor has been providing leadership, supervision and consultation to a team of protection workers since August 18, 2015, although she was with K SMA longer having been a former front-line worker. Her other duties as Protection Unit Supervisor include program and case



management oversight and planning, reporting monthly, yearly reports and working closely with the intake/stats & paralegal workers. Rhonda's team deal with court matters directly. Rhonda is a great team leader.

Marilyn Epp Provincial Resource Coordinator has overseen several staff since her start in the position as of December 19, 2022, although, having been with the KSMA for many years in different capacities. Marilyn brings a wealth of



knowledge and experience to the supervisory team as her duties consist of managing the Foster Care Department, Data Entry, File Clerk, and the Alternative Care Worker dealing in large part

with KSMA collaterals such as foster parents, support and service providers, and the KSMA homes. Provides great direction and support.

Tracy Thompson Permanent Ward Unit Supervisor has been in this role since September 3, 2021. She is the driving force behind agency events such as being the logistics coordinator for the 2023 Caring Society Gala which KSMA

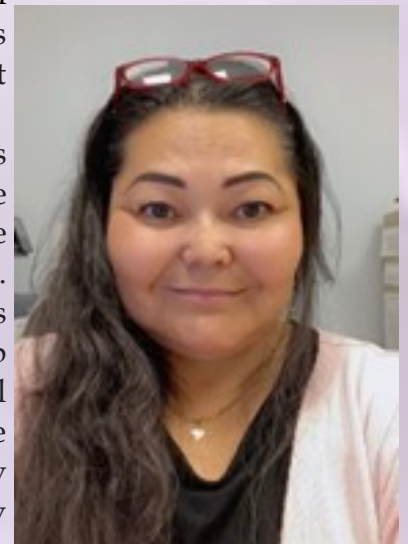


hosted last year. She is also involved in organizing many staff activities and provides the never-ending support and guidance to her staff and their workloads, including the Federal Liaison Worker. Tracy does a great job in the position.

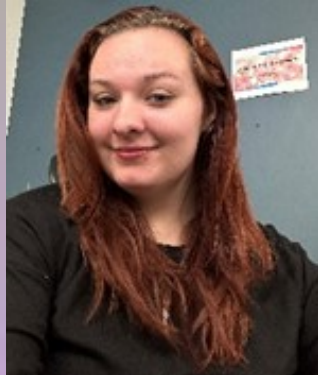
Alyssa Fremond Prevention Supervisor overseeing the Family Enhancement team. She began her position with the Winnipeg Sub-Office February 12, 2024. She has many years of experience in case management & supervisory positions in CFS and other social services. Along with her four staff, (one staff from the federal Cultural Liaison Program) the FE team offers intervention and risk reduction models, helping their clients develop tools to cope and manage challenges. They also oversee family fun days as part of their program development.



Madeline Anderson, Paralegal, oversees the communication, organization, coordination and administration of all the legal tasks. This includes filing court documentation, ensuring timelines are met and being the go between for the lawyers and workers. She facilitates important court prep meetings, inputs legal data and billings. She provides monthly reports in a timely manner. She is exceptional in her role since her start March 23 of 2021. Keep up the amazing work.



If for any reason you called or had to attend to the KSMA Sub-Office you may have met Mackenzie Kaufman, she is the face of the suboffice and the first point of contact. She is our receptionist who is tasked with the general duties of public and internal communications & services. She has been with KSMA since January 23, 2023 and has been a reliable resource to our Sub-Office. Great work Mackenzie.



**Submitted by,  
Shiela Thordarson  
Operations Manager**

## 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”.**



On Saturday, November 18, 2023 at 5 p.m., KSMA & NHCN participated in the 2023 Manitoba Hydro Santa Claus Parade! The parade started at Portage and Main and headed west down Portage Avenue ending at Memorial Boulevard.

The crowds were excited with bursting with holiday cheer, which meant it was time for Winnipeggers (most importantly the children) to celebrate a favourite festive tradition, the Manitoba Hydro Santa Claus Parade. Winnipeggers came out to watch the floats and celebrate the holiday season all the while anxiously awaiting Santa Claus' arrival and the kick off to Christmas.

The KSMA NHCN float handed out candy canes with Merry Christmas messages our contact information. It was a big success with a lot of social media comments such as "loved The Boat" "THE BOAT" and "loved the Grinch" a big thank you to our very own Assistant Executive Director, Charlene Ducharme, for dressing up as "The Grinch", as seen in the picture below. Crowds enjoyed taking photo opportunities with our float. Furthermore, a big thank you to the volunteers, the staff and their families, truck driver Andrew Packo, Mickenzie Paupanekis for wearing the teddy bear costume and our own ED, Rhonda Apetagon, for who made it all possible to promote that KSMA & NHCN are child & family focussed and caring.



The start to decorating the float. A big thank you to staff & volunteers. It was an eye catcher as vehicles slowed down to marvel at the spectacle. After all, the York Boat was absolutely beautiful.



The KSMA NHCN float was quite possibly the most popular float of all the parade based on the number of spectators stopping by and asking for photo opportunities with our world-famous York Boat. The York Boat is a proud symbol of NHCN's annual Treaty & York Boat Days festival held in our community.

This group of people (tourists to Canada) requested a photo, just one of many people to do so. (As you see one gentleman holding up our candy cane & message attached to it).

## PERMANENT WARD UNIT WINNIPEG SUB OFFICE

Permanent Full Time Staff:

Lael Proppe

Samantha Marin – on leave

Mary-Anne Cirio

Kindness Lebari

Ali Mohammed

Deanna Ducharme

The Permanent Ward team has been actively working on building stronger relationships with the children/youth. The goal is to be more present in the lives of our high-risk youth. Our moto is to *“show up and be present”*. Many of these youth do not have healthy parents/caregivers to guide them in making healthy choices. The permanent ward team meets weekly on Tuesdays to stay connected and relay important information.



The Permanent Ward Unit currently has two vacant positions. The team is very busy and their caseloads are high. One of our goals is to obtain treaty numbers for all our children and youth by the end of summer 2024.

The permanent ward team is working on many guardianship applications, which will help 29 children and youth to leave care of CFS. This is exciting for the team as many family members have expressed interest in caring for children on a permanent basis by obtaining legal guardianship. This past year 2 guardianship



applications were granted with 5 children left care. Currently there are 2 guardianships applications underway which will help 11 children leave CFS care. We are also working on 3 adoptions. Families would benefit if they could receive 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 4 families working towards reunification and the court rescinded permanent orders for 4 children this past year. When reunification occurs the permanent ward team refers families to the Family Enhancement department for further support of 6 months after the order is rescinded. We understand that caring for children again can cause anxiety and stress for the families. By 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.



Tracy Thompson and Rhonda Thomas were able to attend and present at the Family Conference in Norway House in June. They were tasked with providing a workshop on



children's safety. During this 3-day conference that we assisted with registration, set up and tear down along with assembling the goodie bags.

The permanent ward department supported 2 youth to transition to independent living in September 2023 by assisting them to obtain a rental unit and by providing support services based on their individual needs. The youth have the opportunity to buy groceries, do laundry, chores, cook and attend school or work. The hope is that they gain the necessary skills to move into a second stage independent living program or rent their own apartments in the near future.

One of our most experienced case managers, Mary-Anne Cirio, supervised a social work student from the University of Manitoba. She was able to shadow Mary-Anne and other staff to learn all aspects of child welfare.

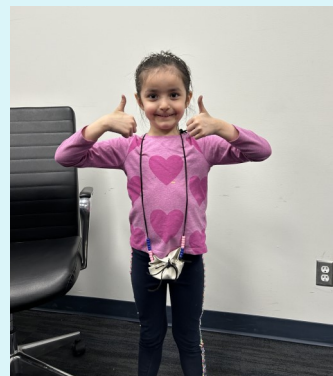
Mary-Anne was also asked to work on the **Belonging Pilot Project** this year. This goal of the Belonging Project is to connect children in long term care with their Indigenous nations in Saskatchewan. Mary-Anne had been diligently taking children and youth to their communities

in Saskatchewan over the past 2 years. She has built strong connections and relationships with many of the communities. Mary-Anne agreed to be a part of this project as she feels very strongly that children need a sense of identity and belonging regardless of their circumstance. Mary-Anne travels to Saskatchewan more than twice a month with care providers to help them through the process of building connections and meeting extended family members. The children, care givers and Mary-Anne have been able to participate in many community events. Mary-Anne has been mentoring other case managers in taking the children to their home communities as well.



### Activities

1. Section 49 Transfers
2. Guardianship Assessments
3. Treaty Numbers
4. Team Building Day
5. Case Conferences (Section 49 transfers)
6. ISC
7. SIN Number
8. Adoptions



Training	Date	Participant
What Lies Beneath	April 3 & 4, 2023	Patrick, Lael
Pinkie/Greenie Training	May 15, 2023	Michelle, Kindness, Patrick, Brendan, Mary-Anne and Tracy
Leadership & Supervision in Social Services Organizations	May 23-29, 2023	Patrick
Pinkie/Greenie Training	May 29, 2023	Cynthia
Staff Sweat	May 30, 2023	Cynthia, Mary-Anne, Lael, Patrick, Brendan and Kindness
Legal Training	June 13, 2023	Patrick, Cynthia, Mary-Anne, Brendan, Kindness, Michelle & Tracy
Drug Testing Training	June 15, 2023	Patrick, Cynthia, Brendan, Mary-Anne, Kindness, Michelle, Lael & Tracy
Spirit Horse Therapy	June 6, 2023	Patrick, Brendan, Cynthia, Michelle, Mary-Anne, Lael & Kindness
CFSIS	July 11-14, 2023	Michelle
CFSIS	Feb 6-8, 2024	Kindness



Tracy Thompson volunteered to assist in the planning of the **13<sup>th</sup> Annual Caring Society Gala** that was held on October 25, 2023 at the Victoria Inn. This event took months of planning and preparation. There were over 800 attendees. On the day of the event many staff assisted in setting up tables and organizing the art/fashion show. The evening was a huge success, many of the attendees stated it was the best one yet. K SMA takes pride in this accomplishment as it was the first year we organized the event on our own. Next year we plan to go even bigger and hopefully welcome more than 1000 attendees. Hope to see you there!





## Staff Conference

Tracy Thompson volunteered to assist in planning the **KSMA Staff Conference**, held on November 20 & 21, 2023 at the Victoria Inn. Gilbert Fredette did a great job as MC and participants were treated to an amazing key note presentation by NCHN Author, David Robertson. Staff from both offices were able to meet and work together, attending different seminars throughout the conference.



The Winnipeg Sub-Office **Staff Christmas Party** occurred on December 19, 2023. Games, lunch and gift exchange happened. Many laughs were had and great food!



Tracy Thompson attended the **Emergency Response Conference** held in Ottawa March 4-7, 2024. This 2.5 day conference focused on emergency preparedness.

Submitted by  
**Tracy Thompson,**  
 Permanent Ward Supervisor

We are no longer planning for future events; we are living them!

June 30, 2021

Unprecedented but not unexpected

- Drought, extreme heat, wind and then a spark.
- followed by a November atmospheric river
- then a December cold and snow never experienced before.

Its no longer If, its when.

No one is immune.

Is your family and community ready?



Exclusive to Talking Stick

- Public Safety
- Missing Persons
- Natural Disasters

LEARN MORE

NOT NOW

## PROTECTION TEAM WINNIPEG SUB OFFICE

### 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, 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 supports such as Family Service Agreements which provide families with a support worker in 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 children, we follow the best practice of always reaching out and searching for family, as we have always done. We have been able to place children with family members under a private arrangement but there are times when we also support the family to foster their grandchildren, nieces, nephews and so on. But our utmost goal is to keep children at home with support and resources. Parents have services offered to them such as counselling, respite, and support

with the goal that they will find the strength to keep their kids at home with them, safe 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. All our foster families, parents who have children in care and those with children at home are invited to participate in these fun, family focused gatherings.

With the support of the NHCN Jordan's Principle office in Winnipeg many of our families are getting support such as furniture, clothing and most importantly therapy for the children and the parents who need it. Jordan's principle has also helped some of our families with hampers and are a key partner to the agency in providing services to our families.

The Protection Team has been receiving more intakes than usual and I believe this is due to the increasing drug use by parents. Addiction treatment is very important in our daily work with the families. The big issue we have is finding places to help our families with treatment as they are not very many options in Winnipeg and the waitlists are long for most treatment centers. This deters our clients from seeking help; they give up and start using again. This is a vicious cycle that we see daily. We often will give the parents the applications to apply for treatment centers and help with the Detox Centre, which is the first line to accessing the help they need. My staff also need support as the cases are increasing and the issues are more prevalent with the misuse of hard drugs becoming an epidemic.

The staff work very hard to keep the children at home with the parents but sometimes this plan doesn't work so we need to intervene and apprehend. Training through the Drugs and Gang unit will take place in the new year for staff and supervisors.

### 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

### Training

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

### Lisa Rogers

Lisa has been with KSMA (Kinosao Sipi Minisowin Agency) since October 13, 2010, and she 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 job with compassion and respect. Lisa has dedicated her life to helping

others 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. Over time Lisa has decided to attend school at some point to attain her Sociology or Psychology degree. She has dreamt of this for some time now and wants to make this a reality for herself and to become more diligent and knowledgeable for her clients.

### Shaun Harder

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 having completed a degree in Sociology and currently taking Psychology at the University of Manitoba. With Shaun's background, his team members often ask for assistance on matters that involve clients that have mental health issues or concerns. Shaun is extremely helpful and caring in his approach, offering insight and listening to his clients when they need support. I have been very blessed to have such an amazing worker on my team. Shaun is still in school at



the University of Manitoba and doing very well in his studies. He is very resourceful and helpful to his clients and goes above and beyond to assist them. He is supportive and helps others develop a greater understanding of what his clients are going through.



### **Carlisle Wright**

Carlisle has been with the Agency since October 31, 2018, and his experience and dedication to his clients is at the forefront of his work.



Carlisle is always willing to help his co-workers with difficult situations and can be called upon to help transport when needed. Carlisle is a great worker

with many years of experience and helps his clients as much as he can, often going 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. Carlisle continues to support his families with this continued commitment and determination.

### **Chelsea Watt**

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 know hard she works, and I believe that she will make an important contribution as a Social Worker. Chelsea is caring and kind but she can also be assertive when she needs to be.



Chelsea has grown into a very confident and respectful worker. I have no doubt that she will continue to excel and grow as a professional.

### **Corlette Clarke**

Corlette has been with KSMA since February 19, 2008. Corlette is an amazing Intake Stats Clerk who does all the statistics and updates the case lists for our Permanent Ward Unit, Protection Unit and the FE/Protection Unit. She also takes care of applying for all the medical numbers, and all other important documentation that our children need.

Corlette does so much work that she is constantly busy. Corlette and I work closely with Intakes from ANCR and we review requests for Interprovincial transfers. I really enjoy working



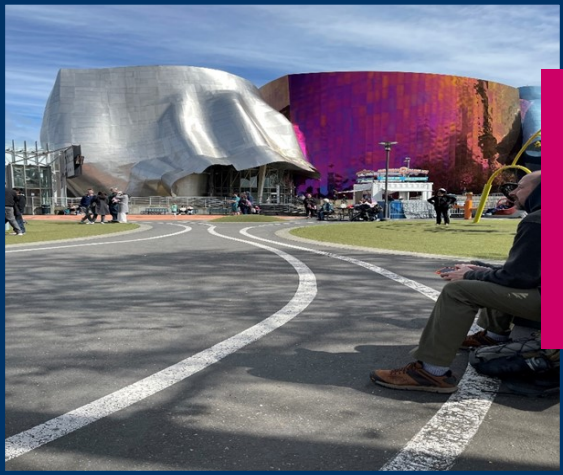
with Corlette she is a very humble, caring and respectful woman. She takes pride in her work and she can be counted on to produce requested information consistently and with ease. She is an important part of our team and a great asset to the agency.



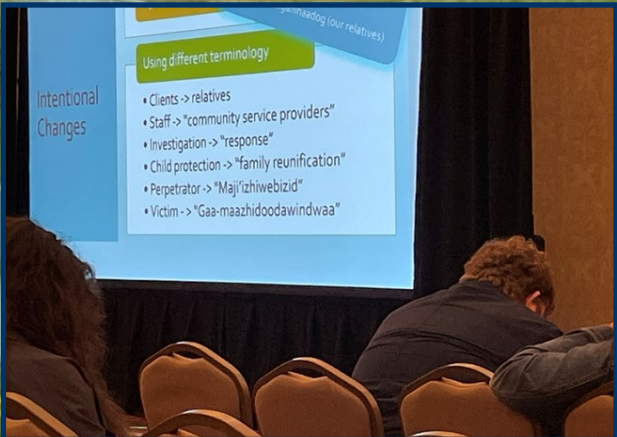


This is how I feel about the great staff I work with daily.  
 The respect, the caring, the dedication I feel from each one of the staff.  
**THANK YOU FROM THE BOTTOM OF MY HEART.**  
**YOU ARE THE STRONGEST, MOST CARING STAFF I HAVE EVER ENCOUNTERED.**

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



**VANCOUVER  
 AND SEATTLE  
 CONFERENCES**



**I'm  
 thankful  
 for ...**

*For the chance to go to such a wonderful NICWA Conference and for the opportunity to visit Seattle, Washington, USA.*

## PROVINCIAL RESOURCE DEPARTMENT

The Provincial Resource Department consists of:

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

For the fiscal year of 2023-2024, the Winnipeg Sub-Office Resource Team was led by Marilyn K. Epp; BSW, with 15 years' service to KSMA. The team has experienced some changes, particularly in the File Clerk Position. The team currently consists of: Charmaine Ducharme, Foster Care Worker; Jolene Throop, Alternative Care Worker; Joan Anderson, File Clerk; Emily Uddoh-Esslinger, CFSIS Data Entry; and Jon Clarke, Alt Care-Service Provider Program.

The Resource Team said good-bye to Claire Bruyere; File Clerk in October 2023. In December of 2023, the KSMA suboffice hired Joan Anderson as our new File Clerk. Our department is fully staffed and we are working well together. The team provides consistent services to all other teams of KSMA.



An on-going responsibility of the Resource Coordinator and resource team is the maintenance of Charlie's Safe Haven, our short-term emergency home. This is a challenge that regularly tests ones "problem solving" skills. In the past year, we have had some renovations done to ensure that the house is safe and comfortable for children and youth who need a safe place to stay for short periods of time.



In 2023, our Resource team, working in partnership with the Permanent Ward team, helped some of our youth this year to lease a shared apartment. These youth have experienced challenges that made it difficult for them to access regular independent living programs. We work with support workers to ensure that the youth are safe and that they have the opportunity to learn skills that will help them in transitioning out of care when the time comes.

The Resource staff have taken training that will add to their skills and confidence in their positions and will ensure that we are providing quality services in accordance with best practice for KSMA and the families we serve.

Foster Care and Alternative Care, continue to license and renew licensed foster homes. Places of Safety assessments are also conducted through our department. Charmaine Ducharme and Jolene Throop both work hard maintaining strong relationships with our foster parents by communicating with them, listening to their concerns, and advocating on their behalf. The days are busy for them, but they make the most of the time they have in each day to do their job.



In early 2024, Jolene, Charmaine and I updated agency presentations and shared them in a series of information sessions. These sessions took place during February and March (including a Saturday session), where Charmaine took the lead in facilitating. Jolene

cofacilitating and I was there to meet Foster Parents and answer any questions. These sessions went well and feedback was good. There will be upcoming Foster Parent Information Sessions for those who were unable to attend.



During 2023, both Charmaine and Jolene took numerous trainings through Mediation Services, working toward a certificate which will increase their skill at navigating difficult situations that occasional arise. Fostering is a tough job and both Charmaine and

Jolene to a great job in supporting our foster parents, many who have been fostering with KSMA for many, many years.

Jon Clarke is the Alternative Care Worker., who oversees the service provider program at KSMA. He is also the point person for our emergency home and makes himself available to help with whatever needs to be done. He is always ready to help by assisting Case Managers



when children move or finding great people to help fill service requests. He works diligently at scheduling service providers for each of our homes, processing applications, timesheets, payment requests, background checks, and filling requests for Service Providers from Case Managers in three departments.

We all need Sakitōwin  
(love)

We all need wakotōwin  
(unity)

We all need  
miyo-atisōwin (balance)

We all need  
miyo-pimatisōwin (a  
good life).



Emily Uddoh-Esslinger, our CFSIS Data Entry Clerk, has taken CFSIS training and works closely with Pam Menow, our federal CFSIS Clerk, to learn more and to ensure that we do well on our CFSIS compliance report from the Northern Authority. She will undergo more training this year to further her expertise in CFSIS.

The Resource Department staff also respond to After-Hours inquiries on a weekly rotating schedule. This ensures that if a Service Provider suddenly cannot attend to their scheduled location, an alternate service provider can be contacted to fill in.

Joan Anderson is our new File Clerk and she is a joy to work with. She brings with her a history of experience in filing experience. Together with a team of assistants (Jenny Boulette, Steve Boulette, Jonnie Desjarlais, and Meridith Boulette) she reorganized the suboffice filing system. She faced a mountain when she came and now has whittled it down to a hill. We enjoy having her with our team.

My team is committed to their positions, and they are the best to work with. We look forward to this next year of working together for our children, families, and community.

**Submitted by  
Marilyn K. Epp; BSW  
Provincial Resource Coordinator**

**KSMA is looking for  
foster parents. Please  
call (204) 784-8220 and  
ask for the Foster Care  
Department.**





## PREVENTION/FAMILY ENHANCEMENT PROGRAM – WINNIPEG SUB OFFICE



Tansi, Aniin, Boozhoo, my name is Alyssa Fremond, I began my role with the Kinosao Sipi Minisowin Agency on February 12, 2024, as the new Prevention/Family Enhancement Services Supervisor. I come with over 20 years

of Social Work experience in various areas such as Child Welfare (Frontline, Supervisory, Management, Foster Care and Quality Assurance), Education, Government, Health, and Jordan's Principle. I come with a Bachelor of Social Work degree. I am a registered Social Worker with the province and recently became certified in Focus Orientated Therapy.

I am pleased to become a part of the KSMA team to assist and bring my knowledge and experience to meet the needs of the families and children we are committed to working with short and long term in Winnipeg and in the community of Norway House. As the new Prevention Services Supervisor my goals for the program are:

- to create a strong team within our Winnipeg office to best assist families in prevention work
- to empower the families that they can create healthy family circles so that their children can thrive
- To offer a positive approach to prevention supports and services through KSMA's prevention program.

Our Prevention Program focuses on culturally appropriate holistic approaches and respects and values the authenticity of each family circle. We strive to ensure our families receive the best supports and services they require, which will improve outcomes. Positive results will highlight that prevention programs do benefit our families. The Winnipeg Prevention Program will work closely with the Norway House program, allowing our team to create more prevention programs through brainstorming, communication, and involvement at the community level. The federal Family Enhancement program offers a wide range of cultural, land based and prevention programs that I would like to see our team foster for our families in the Winnipeg office.

The Prevention/Family Enhancement team will continue to strive to offer the best prevention supports and services in the best interests of the children as they are the future. We will continue to build up the current program and ensure that we are always moving in a forward direction. I am grateful for this opportunity to become a part of Kinosao Sipi Minisowin Agency and I will continue to offer my experience where it is needed, not only for the team I am working with, but the families and children we serve, both in Winnipeg and the community of Norway House. Enjoy our report!





### Year in Review

The year for the Prevention/Family Enhancement Program has had its share of staff turnovers, however, great work has continued to be provided. KSMA has maintained a strong team of workers who

are committed to the prevention work being provided to the families that fall under the Prevention unit. Within the Prevention Program, many services are offered that help lower the risk levels for families. The Cultural Program is also combined which is a positive prevention area for families and children. The cultural program provides supports and activities for families, foster homes, children in care and staff within our office.

The Prevention Program has had its share of learning curves in developing supports, resources and programming that fit the needs of children and families we serve. Our long-term goal is ensuring all our families have developed healthy roles and life skills to provide the best care for their children without child welfare involvement and to keep their children out of the system. We also aim to empower our families to become knowledgeable and independent by offering prevention services and programs that benefit the families and support what is in the children's best interest.

### Prevention/Family Enhancement Staff

Our unit consists of the following staff who work full-time in the Winnipeg office and service KSMA families in the urban setting and



**Brandy Wesley**  
**Cultural Liaison Worker**

Brandy has been with KSMA since October 2020 and started out as a Prevention/Family Enhancement worker. She transitioned over as the Cultural Liaison Worker and has been doing great work with the cultural program. Brandy is very knowledgeable and experienced while supporting and sharing her talents and skills with our children, families, foster homes, and staff monthly in cultural teachings. Brandy is very supportive, humble, and respectful to everyone she interacts with within her program. She is a very committed and hard worker. Brandy is always wanting to teach and share her new ideas and will give her all in the work she provides to the office. It has been a pleasure having Brandy apart of our Prevention/Family Enhancement team.

surrounding areas of Winnipeg:

- Alyssa Fremond - Prevention/Family Enhancement Services Supervisor (February 2024)
- Brandy Wesley - Cultural Worker (October 2020)
- Judy Ducharme - Prevention/Family Enhancement Worker (February 2024)

### Prevention/Family Enhancement Program

The Prevention/Family Enhancement program within Child Welfare is an approach to child



**Judy Ducharme**  
**Prevention/Family Enhancement Worker**

Judy began her employment with KSMA on February 12, 2024, and is new to Child Welfare. She comes with a background in health which allows her to better assist the families who have children with high medical needs and make referrals to meet the needs of the families and children she is working with. Judy has been a great team member and is learning very quickly in the field working with her families on a one-to-one basis. Judy is very open to learning and building on her social work experience and enjoys working with the families she meets. She has been a great asset to the Prevention/Family Enhancement team since coming on board.

protection that has been recommended by numerous reviews of Child Welfare to revamp how agencies practice Child Welfare and how services are provided. The goal is to keep children at home with parents or work towards returning children home, while providing services to families that will allow parents to parent their children from a cultural and holistic approach that best fits the family's needs. Our program works from a holistic strengths-based approach, offering comprehensive supports to families seeking to re-unify and reintegrate their children back into

their family circle or working towards lowering the risk levels that could lead to children coming into care.

The Prevention/Family Enhancement program is developing strategies and healthy approaches to work with families through early intervention services that promotes healthy parenting and healthy lifestyles. The Winnipeg program will continue to work diligently with its programs in the community of Norway House and in Winnipeg to ensure that families are receiving the services they require to keep children at home by providing programs, resources, training, and workshops that are culturally appropriate.

The Prevention/Family Enhancement staff focus on providing supports and services to families while they complete assessments and make referrals on a case-by-case basis. Implementation of healthy case plans that are individualized for each family, as each family's needs are unique to their own, will improve outcomes. Our staff focus on the family strengths and provide ongoing services and supports both in and outside the home. The overall goal of our staff is to assist our families to create safe and nurturing home environments where children can thrive.

The Prevention/Family Enhancement program provides supports such as respite and support workers who help in the home. They ensure that parents are receiving the one-to-one support they require so they can provide the best care to their children at home when support/respite workers are not available.



Our support workers also assist in providing valuable feedback on the needs of the families, documenting goals achieved as well as areas where improvement is needed. They also communicate with the FE staff to ensure any additional supports that are required will be implemented in a timely manner. The FE team also works with external supports; we make family referrals to outside collaterals and community supports and services such as Jordan's Principle, children's disabilities, counselling and therapy services, housing services and other services such as food harvest that assist families and children on an emergency basis.

### Services offered include:

- ◆ Respite and support services
- ◆ Monthly Cultural programming, workshops, and events
- ◆ Jordan's Principle service referrals through the community
- ◆ Housing referrals
- ◆ Therapy and counseling services
- ◆ Family and holiday events for families and children
- ◆ Food and clothing services for children
- ◆ Referrals for addiction and treatment services
- ◆ Drug testing
- ◆ Outreach programs in the community
- ◆ Life Skills Development
- ◆ Mentoring & Coaching

### Monthly Cultural Events

The Prevention/Family Enhancement Cultural Program worker provides monthly events for staff, children in care, foster families, and parents. Each month new activities are prepared, and families, children and staff are invited to partake in the cultural activities. All supplies are provided by the Prevention/Family Enhancement program.

Monthly activities that the cultural program offered in the 2023-2024 fiscal year in office include:

- ◆ Paint night
- ◆ Medicine bag and necklace making
- ◆ Life books for children
- ◆ Self-care medicine item making (lotions, sprays, bath minerals)
- ◆ Holiday card making and events
- ◆ Vision boards
- ◆ T-shirt making for Every Child Matters
- ◆ Wildlife workshop
- ◆ Bead pin making for red dress day and orange shirt day
- ◆ Storytelling and pumpkin carving
- ◆ Family fun day

Submitted by,  
**Alyssa Fremond**  
Prevention/FEP  
Supervisor



## 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 staff grievances arise and assist in the resolution process. We coordinate training opportunities that support the professional development plans of staff, and we assist in Agency strategic development plans.

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

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

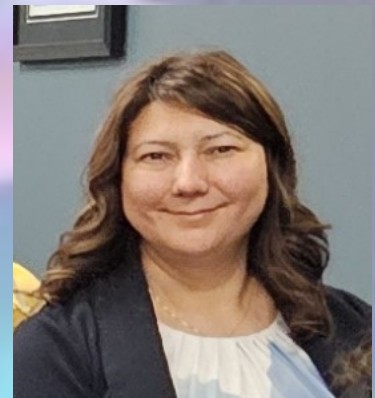
Rhonda Hart: HR Clerk

Natalie Bittern: Receptionist

Alicia Rowden: File Clerk

Brent Duncan: Custodian

**Submitted by,  
Rosalie Throop  
Human Resource Specialist**



"Train people well enough so they can leave. Treat them well enough so they don't want to."

—Sir Richard Branson



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**INDEPENDENT AUDITORS' REPORT**

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To the Directors of Kinosao Sipi Minisowin Agency

*Opinion*

We have audited the financial statements of Kinosao Sipi Minisowin Agency (the Agency), which comprise the statement of financial position as at March 31, 2024, 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, 2024, 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 30, 2024

# FINANCE REPORT

## KINOSAO SIPI MINISOWIN AGENCY

### Statement of Operations

Year Ended March 31, 2024

	Budget 2024 <i>(Note 12)</i>	2024	2023 <i>(Restated)</i>
<b>REVENUE</b>			
Indigenous and Northern Affairs Canada			
Core <i>(Schedule 1), (Note 10)</i>	\$ 938,685	\$ 1,515,026	\$ 1,471,789
Prevention <i>(Schedule 2), (Note 10)</i>	2,824,972	2,573,874	1,612,278
Protection <i>(Schedule 3), (Note 10)</i>	4,024,229	6,458,794	3,528,390
Maintenance <i>(Schedule 4), (Note 10)</i>	3,491,995	3,677,111	3,491,993
Provincial			
Core <i>(Schedule 5)</i>	658,784	677,349	1,223,051
Prevention <i>(Schedule 6)</i>	586,282	246,279	246,279
Protection <i>(Schedule 7)</i>	3,168,517	2,142,457	2,142,457
Maintenance <i>(Schedule 8)</i>	8,617,611	9,818,393	8,739,455
	24,311,075	27,109,283	22,455,692
<b>EXPENSES</b>			
Indigenous and Northern Affairs Canada			
Core <i>(Schedule 1)</i>	1,597,469	642,377	1,341,138
Prevention <i>(Schedule 2)</i>	2,824,969	4,431,372	3,012,261
Protection <i>(Schedule 3)</i>	4,024,232	4,414,301	3,513,192
Maintenance <i>(Schedule 4)</i>	3,491,995	2,874,443	3,691,558
Provincial			
Core <i>(Schedule 5)</i>	-	963,566	1,077,853
Prevention <i>(Schedule 6)</i>	586,284	268,795	311,082
Protection <i>(Schedule 7)</i>	3,168,514	2,872,962	2,624,480
Maintenance <i>(Schedule 8)</i>	8,617,611	8,559,599	8,141,964
Capital Assets <i>(Schedule 10)</i>	-	230,616	191,101
	24,311,074	25,258,031	23,904,629
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES BEFORE OTHER OPERATIONS</b>	1	1,851,252	(1,448,937)
<b>OTHER OPERATIONS</b>			
Children's Special Allowance and other revenue <i>(Schedule 9)</i>	2,160,000	2,752,069	2,249,302
Children's Special Allowance expense <i>(Schedule 9)</i>	(2,160,000)	(452,346)	(412,039)
	-	2,299,723	1,837,263
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	\$ 1	\$ 4,150,975	\$ 388,326

See notes to financial statements



## Annual General Meeting

KSMA hosted their Annual General Meeting on Thursday, September 14, 2023 at the Multiplex Auditorium. The federal and provincial funders, Northern Authority, Agency Directors, Chief and Council, KSMA Board and the community members were all invited. There were community announcements broadcasted a month prior to the event and a number of draws for door prizes, however, very few community members attended.

The 2022-23 Annual Report was presented; with opening remarks by the Executive Director and Board Chairperson. The Assistant Executive Director presented for the community section and the Operations Manager presented the Winnipeg section. The Finances and audit were presented by the Financial Consultant.

During this event, management acknowledged the winners for the Charlie Evans Memorial Fish Derby that was held a couple days prior and as usual, the winner was Lorna Muswagon. The staff service awards were postponed to the Staff Conference, held in November 2023.



# Congratulations Graduates of 2023!

The KSMA Board and Staff are so proud and honored to celebrate graduation day with you! Graduation is an achievement that signifies the beginning of your journey as an adult. The sky's the limit and we cannot wait to see what you will achieve next. Congratulations on your momentous accomplishment!



**Dacey Menow**

Graduating from Vincent Massy Collegiate, Dacey has navigated the challenges of his educational journey with determination and grace honoring his cultural heritage while excelling academically. Throughout his studies, Dacey demonstrated an unwavering commitment to his goals, contributing positively to his school environment and serving as a role model for his peers. As Dacey steps forward into the next chapter of his life, he carries with him the hopes and aspirations of his community. May this graduation be the beginning of many more successes and may Dacey's journey inspire others to pursue their dreams with passion and perseverance.

*Kameron Redstar*

*Harmony Ponace*

*Dacey Menow*

*Star Mann-Campeau*

*Ashten Morin*

*Sheltina Muminawatum*

*Jonah Swanson*  
*Kaylee Simpson*

*Congratulations,  
Graduates!*

## **Sheltina Muminawatum**

Sheltina is a beautiful, young, aboriginal lady who graduated Grade 12 at Helen Betty Osborne Ininev Education Resource Centre in Norway House. Sheltina loves to bead, sew and travel to different communities to participate in Pow Wows. Sheltina and her sibling attend together as it has been a family tradition that is passed down. Sheltina is smart, kind and has plans to attend University in Winnipeg. Great Job Sheltina!!



# You did it! Congratulations

## Ashten Morin

Ashten is a kind young man who is very gentle and has a positive attitude towards other people. He graduated in June 2023 at the Helen Betty Osborne Ininev Education Resource Centre (HBO). Ashten took a year off from furthering his education and he worked as a sub at HBO. He started working at York Boat Inn as a Front Desk agent.



## Kaylee Simpson-Apetagon

Kaylee is a smart young lady who is gentle and respectful to other people. She has lived in Norway House all her life. She graduated in June 2023 from Helen Betty Osborne Ininev Education Resource Centre in Norway House. She works full time at York Boat Inn as a Manager in training. She loves her job very much. Kaylee plans to stay on full time with York Boat Inn, she also plans to further her education to apply for Management Certificate program either at a College or University.



## Jonah Swanson

Jonah is a determined young man who has become independent and responsible. He graduated in June 2023 from Helen Betty Osborne Ininev Education Resource Centre in Norway House. He worked as a Carpentry helper and is a hard-working individual. Jonah will start with his new employment at 8-mile for the summer as a labourer. He is undecided if he wants to further his education at this moment.



## GRAY & COMPANY Legal Service Providers



**Scott P. Gray**  
Email: [scott@gray-company.com](mailto:scott@gray-company.com)



**Alexander M.B. Gilroy**  
Email: [alex@gray-company.com](mailto:alex@gray-company.com)

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

and agencies.

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

Our firm has recently hired Chian C.J. Jok who is an Articling Student-at-Law. Mr. Jok will be providing support in preparing documents and working closely with Mr. Gray and 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.

## 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 Child and Family Services (SECFS), the largest First Nations child welfare organization in Manitoba.

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

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



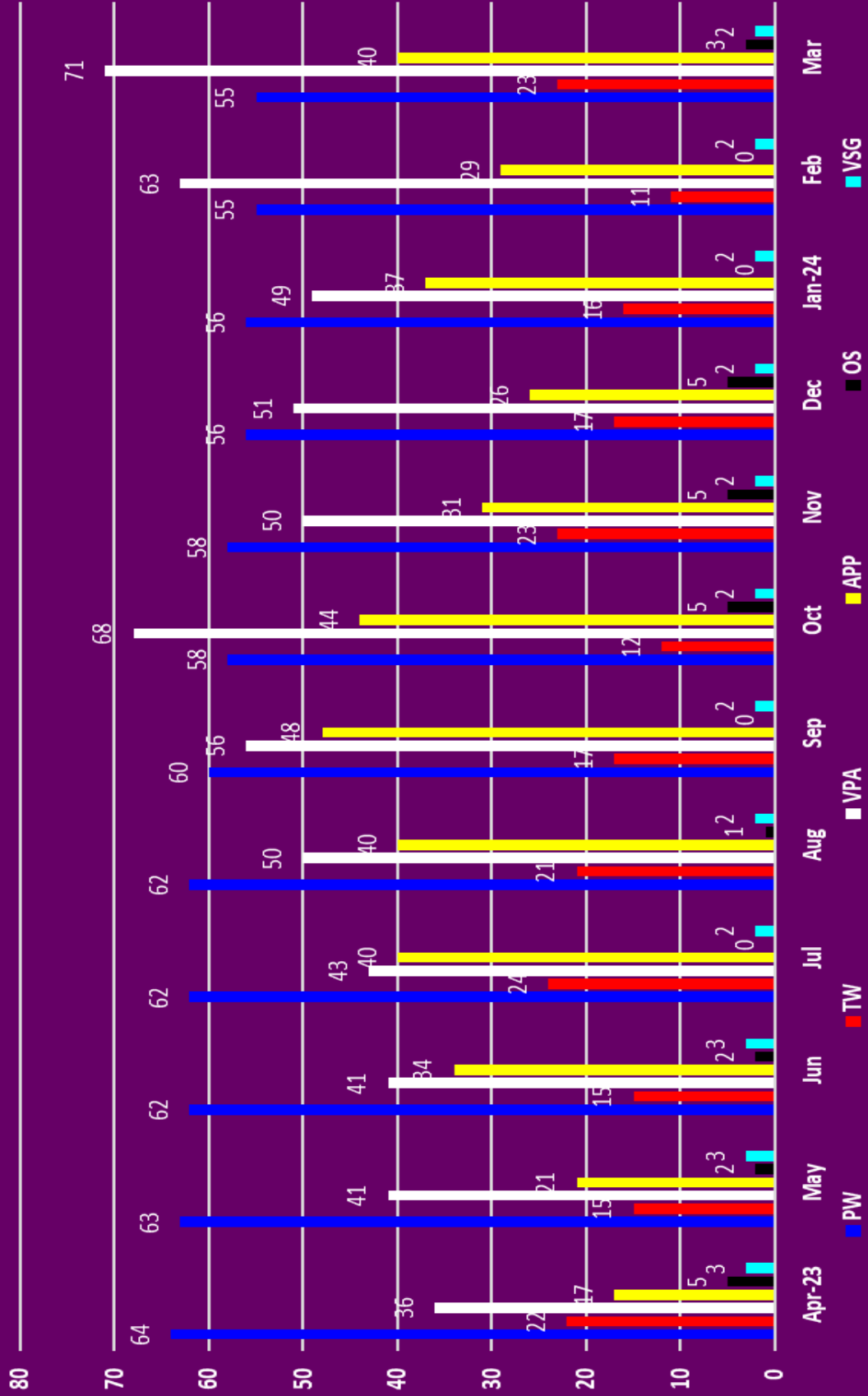
Norway House	Family Service Files				UM EPS	Total	Children in Care						CIC Total Case Load			Grand Total	
	FE-V	FE-P	VFS	PRT			AYA	PW	TW	VPA	APP	OS	VSG	Total	F		P
Apr-23	103	10	2	152	29	7	303	64	22	36	17	5	3	142	408	37	445
May	101	10	2	157	29	8	307	63	15	41	21	2	3	143	412	38	450
June	96	8	2	161	30	10	307	62	15	41	34	2	3	155	425	37	462
July	95	7	2	164	30	8	306	62	24	43	40	0	2	171	432	45	477
Aug	95	7	2	169	30	8	311	62	21	50	40	1	2	175	441	45	486
Sept	86	5	2	173	32	6	304	60	17	56	48	0	2	183	441	46	487
Oct	80	4	2	178	34	6	304	58	12	68	44	5	2	184	447	41	488
Nov	79	4	2	180	34	6	305	58	23	50	31	5	2	164	427	42	469
Dec	72	3	2	183	36	6	302	56	17	51	26	5	2	152	416	38	454
Jan-24	72	3	2	182	36	6	301	56	16	49	37	0	2	160	424	37	461
Feb	71	3	2	184	37	4	301	55	11	63	29	0	2	160	424	37	461
Mar	62	3	2	184	37	4	292	55	23	71	40	3	2	191	443	40	483
Average	84	6	2	172	33	7	304	59	18	52	34	2	2	165	428	40	469

TW – Temporary Ward  
APP – Apprehension  
OS – Order of Supervision  
VPA – Voluntary Placement Agreement  
PW – Permanent Ward

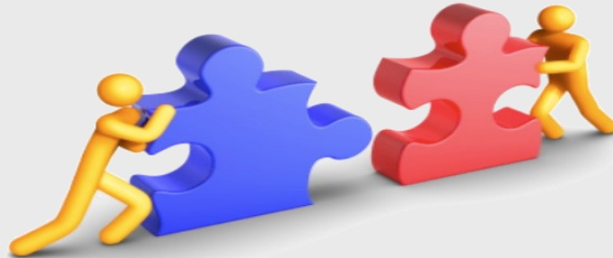
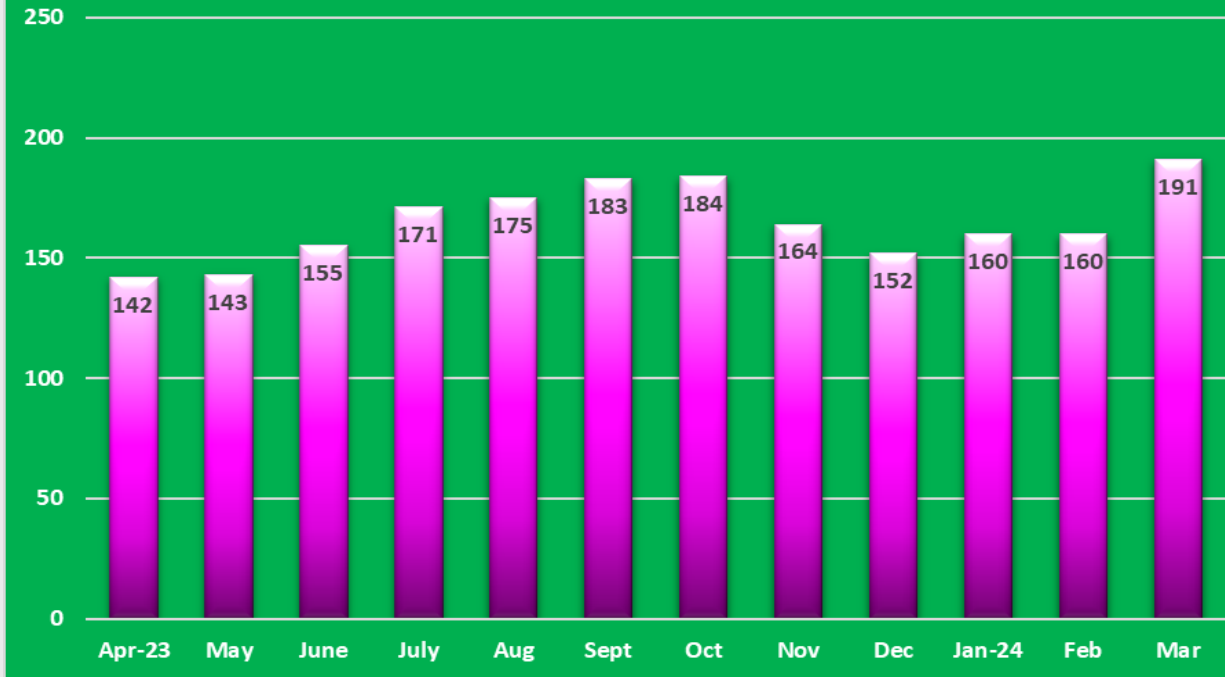
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EXT – Extension of Care  
F (Federal)/P (Provincial)  
AYA – Agreements with Young Adults

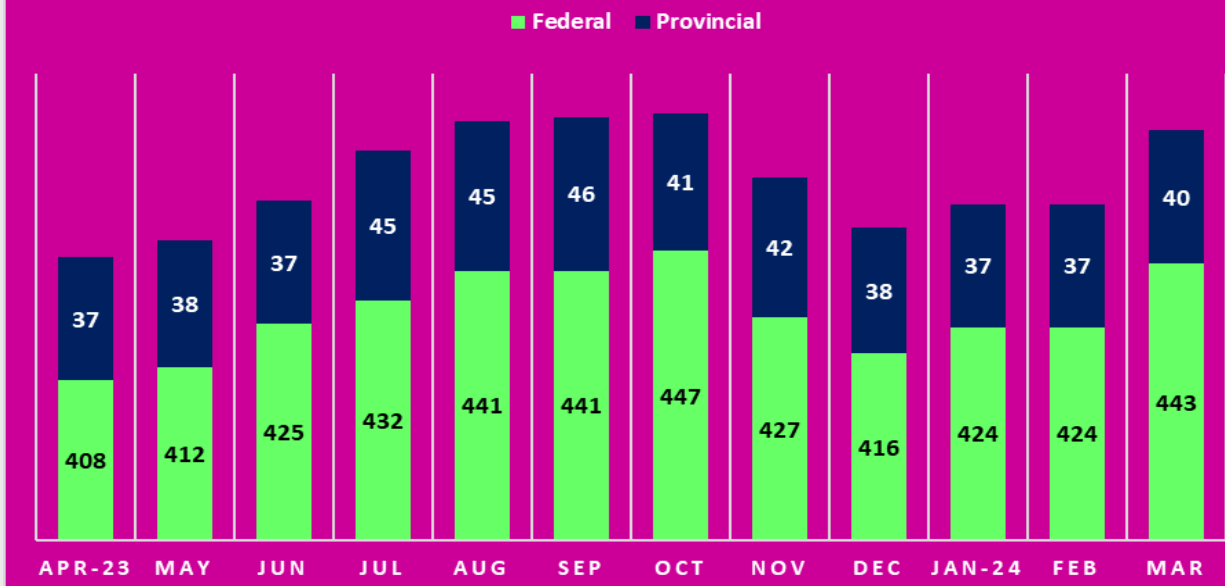
# Norway House - Legal Status



## Norway House - Children in Care



## NORWAY HOUSE - CASE LOAD





<b>Reasons for Referral 2023-2024</b>	<b>Apr- 23</b>	<b>May- 23</b>	<b>Jun- 23</b>	<b>Jul- 23</b>	<b>Aug- 23</b>	<b>Sep- 23</b>	<b>Oct- 23</b>	<b>Nov- 23</b>	<b>Dec- 23</b>	<b>Jan- 24</b>	<b>Feb- 24</b>	<b>Mar- 24</b>
Alcohol abuse by parent (s) while children are in the home	2	10	2	5	0	3	2	2	1	1	3	5
Alcohol abuse by parent (s)	3	2	3	6	16	17	2	5	4	7	1	2
Crack/cocaine use by parent(s)	0	1	2	1	5	15	6	5	3	5	2	5
Parent taking child around drinking parties	0	0	1	1	0	2	0	0	0	0	0	0
Drug dealing/activity in the home	0	0	0	0	0	4	0	0	0	1	2	2
Home assessment	2	2	1	0	0	6	0	0	1	1	4	1
Parent not providing for child (ren)	1	2	4	1	0	9	3	0	0	5	1	1
Well-being check on children	5	2	1	3	0	0	3	0	0	0	5	2
Child neglect	1	4	2	3	1	12	0	4	0	5	7	3
Child refusing to return/go home due to parents drug/ alcohol abuse	0	0	1	1	0	4	0	0	0	0	0	0
Alcohol/drug use by mother while pregnant	0	0	0	1	0	3	0	0	0	0	1	0
Suicidal ideations (child)	3	0	0	0	0	2	0	0	0	2	0	0
Child beyond control	0	0	0	0	0	2	0	0	0	0	0	0
Surrender of guardianship/ responsibility	0	0	0	0	0	1	0	0	0	0	0	0
Request for emergency services - purchase order	0	1	1	0	0	2	0	0	0	0	0	1
Alcohol abuse by child	0	0	0	0	0	2	0	0	0	0	0	0
Request for support and services	2	3	0	2	1	5	0	2	0	1	1	0
Conduct child - displaying violent behaviours/bullying	0	0	1	0	2	0	0	2	1	0	4	0
Child displaying inappropriate sexual behaviours	1	1	0	0	0	1	0	0	0	0	0	0
Allegations of sexual abuse	3	14	3	4	2	2	5	1	1	9	5	3
Allegations of physical abuse	2	2	3	2	4	5	2	7	0	5	3	3
Domestic violence	5	1	2	5	3	3	4	7	1	4	2	4
Child endangerment	0	0	0	0	0	0	0	0	0	0	1	0
Conditions child	2	1	0	2	2	0	1	2	0	2	0	0
Transfer	1	0	0	0	0	0	0	0	0	0	0	1
UM referral	1	0	1	0	0	0	0	0	1	0	3	1
Conditions parent	0	3	4	1	1	0	1	1	0	2	3	0
Investigation	0	0	0	0	0	0	0	0	3	0	0	0
Courtesy request	0	0	0	0	0	0	0	0	0	1	0	0
Homelessness	0	0	0	0	0	0	0	0	0	1	0	0
Other	1	0	1	0	1	0	0	0	0	0	0	1
<b>Total intakes for the month</b>	<b>35</b>	<b>49</b>	<b>33</b>	<b>38</b>	<b>38</b>	<b>100</b>	<b>29</b>	<b>38</b>	<b>16</b>	<b>52</b>	<b>48</b>	<b>35</b>

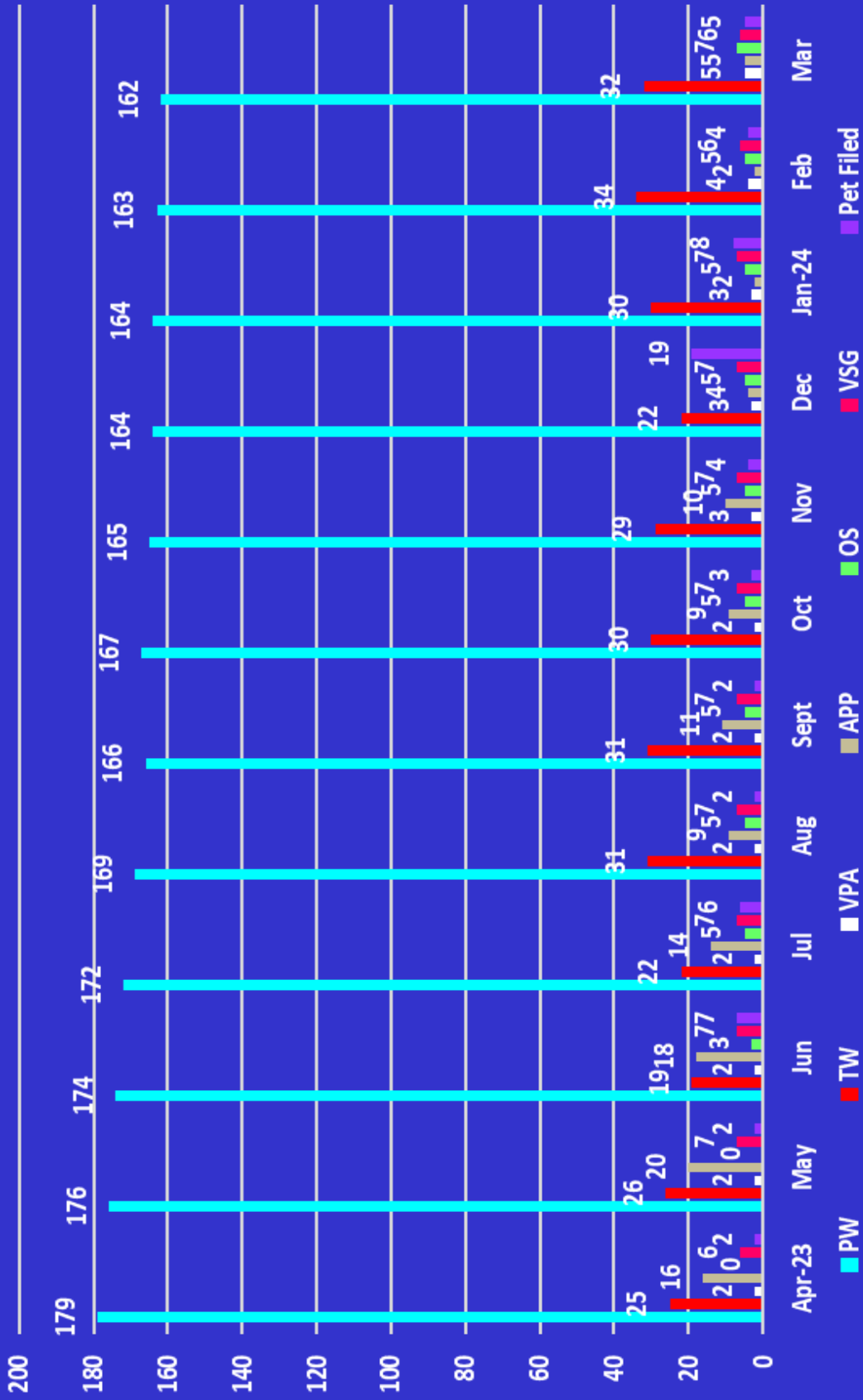
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	FE-V	FE-P	VFS	PRT	AYA			PW	TW	VPA	APP	OS	VSG	Pet Filed	Total	F	P	
Apr-23	25	0	5	71	19	0	120	179	25	2	16	0	6	2	230	21	329	350
May	23	0	5	73	22	0	123	176	26	2	20	0	7	2	233	20	336	356
June	23	0	4	73	20	1	121	174	19	2	18	3	7	7	227	19	329	348
July	26	0	4	70	18	1	119	172	22	2	14	5	7	6	223	19	323	342
Aug	24	0	3	67	19	1	114	169	31	2	9	5	7	2	220	16	318	334
Sept	20	0	2	68	21	1	112	166	31	2	11	5	7	2	219	16	315	331
Oct	14	0	2	67	21	1	105	167	30	2	9	5	7	3	218	16	307	323
Nov	14	0	2	70	21	1	108	165	29	3	10	5	7	4	218	16	310	326
Dec	14	0	2	72	19	2	109	164	22	3	4	5	7	19	219	15	313	328
Jan-24	16	0	2	73	19	2	112	164	30	3	2	5	7	8	214	15	311	326
Feb	16	0	2	71	19	2	110	163	34	4	2	5	6	4	213	14	309	323
Mar	21	0	2	69	20	2	114	162	32	5	5	7	6	5	215	14	315	329
Average	20	0	3	70	20	1	114	168	28	3	10	4	7	5	221	17	318	335

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PW – Permanent Ward

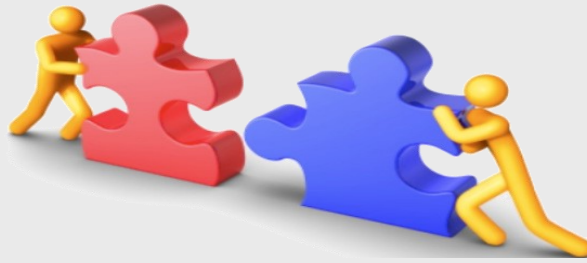
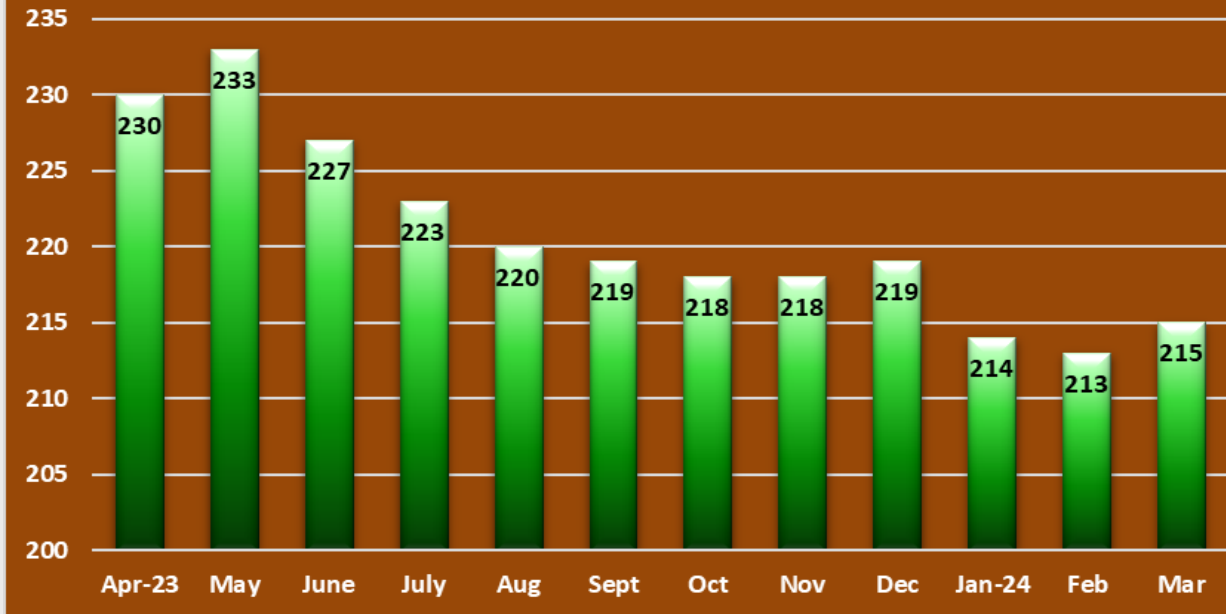
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Pet Filed – Petition Filed

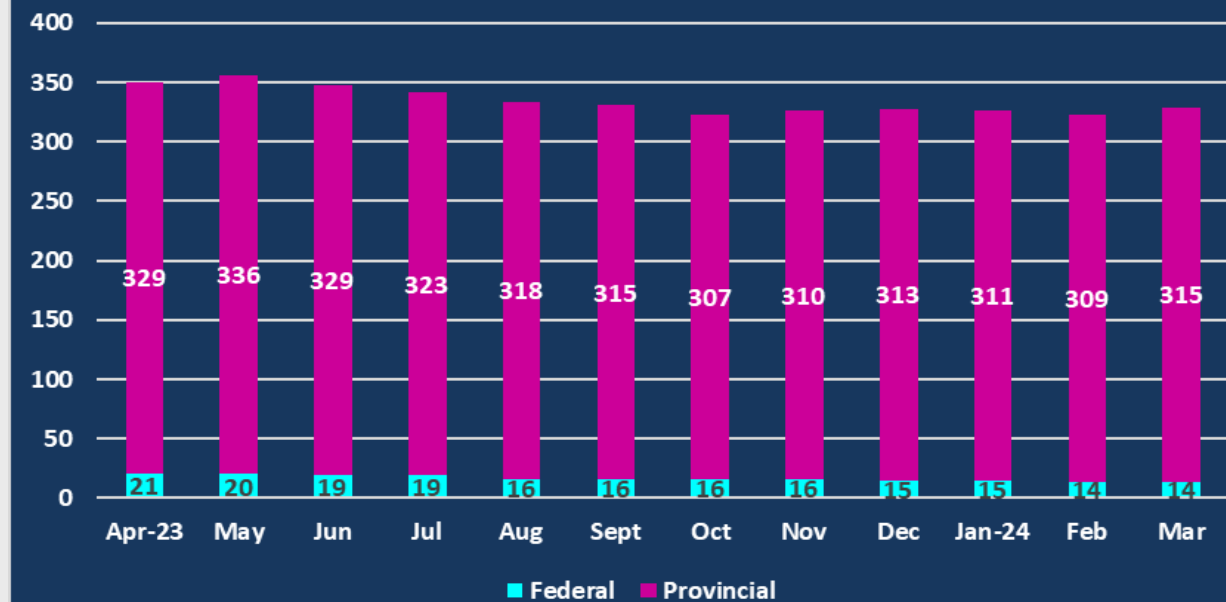
# Winnipeg - Legal Status



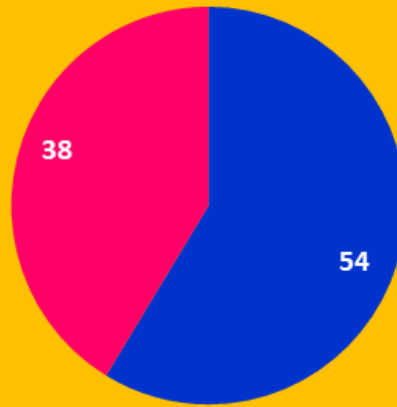
## Winnipeg - Children in Care



## Winnipeg - Case Load



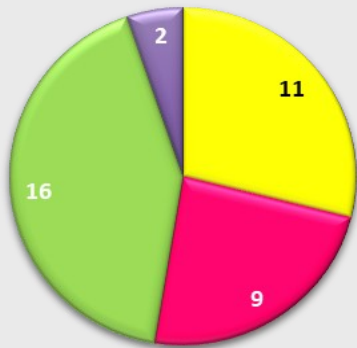
# KSMA Staffing



■ Norway House   ■ Winnipeg Sub Office

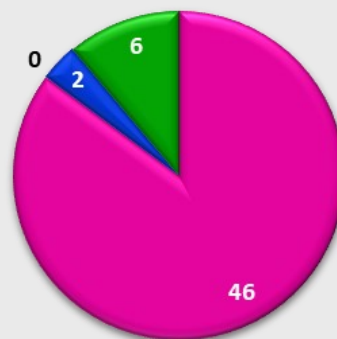
*Stats as of March 31, 2024*

## Winnipeg




■ NH   ■ Other   ■ Non Abor   ■ Vacant

## Norway House



■ NH   ■ Other   ■ Non Abor   ■ Vacant

NH – Staff from Norway House  
 Other – Staff from other First Nations  
 Non Abor – Staff who are not aboriginal  
 Vacant – Positions that are vacant



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R0B 1B0  
(204) 359 -4551  
(204) 359-8654**

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

**Kinosao Sipi Minisowin Agency  
Program Centre  
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Norway House, Manitoba  
R0B 1B0  
(204) 359-8083  
(204) 359-8617**