

SHAWENIM ABINOOJII INC.



ANNUAL REPORT 2023 - 2024

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**Cover art created by Kaitlyn Dowse, Grade 10,
from Hollow Water First Nation.**

A MESSAGE FROM THE BOARD CHAIRPERSON

It is a pleasure to welcome our community members to read the presentation of the Annual Report for Shawenim Abinoojii Inc. 2023-2024. The Annual Report is prepared under the direction of the Board. The Annual Report presents all the relevant information for the period ending March 2024.

Shawenim Abinoojii Inc. Executive Director and all staff have continued providing homes so that our children can remain in their home communities. Our children who reside in the Shawenim homes in our communities are able to go to school, play with their cousins, and visit other family members. This reinforces one of the Strategic Priorities that were identified at a meeting held with the Board, Chief and Councils, Southeast Child & Family Services Board, Caregiver Advisory Circle, and Shawenim Abinoojii Inc. employees. These Strategic Priorities were identified over the period of two (2) days from input by all the stakeholders. These Strategic Priorities will be the guiding force behind the work that Shawenim Abinoojii Inc. does. Each priority has three (3) major goals, and these will be the basis of the work plans that will be developed. The 2025-2028 Strategic Priorities are as follows:

1. Family Reunification & First Nations Family Systems
2. Life Skills & Leadership
3. Knowing Who We Are and Where We Come From

Shawenim Abinoojii Inc. recently held an all staff meeting January 7th and 8th which was very successful in bringing the staff together to reorientate the staff as to the history of Shawenim Abinoojii Inc. as well as introducing the above Strategic Priorities. Each department was able to do presentations outlining their main role in the organization. These presentations were very informative for all staff and the Board Members who attended. Ovide Mercredi was the guest speaker on the first day. His presentation was very inspiring and thought provoking. Delaina Williams was the guest speaker on the second day bringing to light her struggles as a child in care. This presentation was also very heart wrenching. The all staff workshop was a success for all who participated.

Shawenim Abinoojii Inc. continues to work with the communities by holding community activities and workshops that bring families together in a positive way. Activities such as bingo (merchandise prizes), ice fishing derbies, sport nights bring families together but also gives the Shawenim Abinoojii Inc. staff the opportunity to interact with the community members.

The Youth Council-Bimibatoowag Wabishke Ma'iinganag-Running White Wolves provides the voice for our children. The Memengwaa Program at 126 Alfred is continuing to provide youth from our communities who are aging out of care the much needed safe and welcoming housing, as well as opportunities for employment and life skills supports.

Shawenim Abinoojii Inc. realizes that our communities are presently working to establish their own Family Laws. Shawenim Abinoojii Inc. will ensure that the partnership of providing cultural appropriate homes in the communities will continue. Thank you to the Executive Director and all the Shawenim Abinoojii Inc. staff for working so diligently with our children and communities.

Ellen C. Young-Bloodvein River First Councillor
Shawenim Abinoojii Inc. Board of Directors-Chairperson

A MESSAGE FROM THE EXECUTIVE DIRECTOR

It is an honour for Shawenim Abinoojii Inc. (SAI) to report back to our community on all the work done by the organization over the past year of transformation and development. Miigwetch to our First Nations leadership, Board of Directors, Bimimatoowag Wabishke Ma'iinganag Youth Council, our caregivers and our staff for their contributions and commitment to the vision and mission of the organization – to nurture the child.

SAI is a responsive and adaptive entity, born from our region and built for our people. As we support our children, young people and families, it is important the organization develop internal infrastructures that reflects our way of working and sustains effective operating practices that yield positive outcomes for our communities. This year, we have changed to strengthen our organization identity and practices:

Office Centralization: We amalgamated four (4) Winnipeg offices to one centralized location at 865 Main Street to bring together staff and work more effectively. SAI collaborated with our partner organization, Shawano Wapunong Investment Corp., to acquire and retrofit 865 Main Street. Under the direction of our leadership, our regional entities invested within our region. To build opportunities for our youth, we partnered with Bockstael Construction to create Wiichi-eyag Oshkidiziwad Waabung Supporting our Youth for Tomorrow to support careers in trades for our young people.

Governance and Charitable Status: The Chiefs of the Southeast First Nations became the Members of the organization. As a service organization for First Nations children and families, it is imperative we are governed by our people. SAI became a charitable organization. This change will facilitate opportunities to build partnerships with supporters who will lead the implementation of (re)conciliation in action.

Leadership Team: A strong leadership team will guide the organization to fulfil our vision. Over this reporting period, the SAI leadership team welcomed skilled and committed directors who are members of our Southeast First Nations communities. These developments reflect the type of workplace SAI works to sustain, one where our community members are leading the response to our children, youth and families.

SAI is a Southeast First Nations organization. The services, actions, opportunities, and success belong to our communities. Our nations have the knowledge, skill and understanding to support our children, young people and families. It is a privilege to serve alongside our people as we commit ourselves to nurturing our children.

Thank you for reading our annual report.

Miigwetch,

Victoria Fisher
Executive Director

SOUTHEAST FIRST NATIONS

Bloodvein First Nation

Bloodvein First Nation



Black River First Nation

BLACK RIVER FIRST NATION



Brokenhead Ojibway Nation



Little Grand Rapids First Nation

Little Grand Rapids First Nation



Hollow Water First Nation



Poplar River First Nation



Paungassi First Nation



Berens River First Nation



BOARD OF DIRECTORS

FIRST NATION	BOARD MEMBER
Bloodvein First Nation	Ellen Young (Chairperson)
Hollow Water First Nation	Furlon Barker (Vice-Chairperson)
Brokenhead Ojibway Nation	Christopher Kent
Berens River First Nation	Jackie Everett
Poplar River First Nation	Tanya Bittern
Little Grand Rapids First Nation	Wendy Leveque
Pauingassi First Nation	Tanis Owens
Black River First Nation	Richard Henderson

Overview

Shawenim Abinoojii Inc. (SAI) is led by a Board of Directors appointed by Band Council Resolution to represent their First Nation and provide governance and oversight according to the needs and experiences of our people.

The Board governs lawfully with an emphasis on cultural integrity, outward vision and commitment to obtaining community input, encouragement of diversity in viewpoints, strategic leadership, clear distinction of Board and staff roles, collective decisions, and a proactive focus on future growth.

The Board utilizes the experience, skill, and diverse viewpoints of its individual Directors to enhance the Board's values and governance practices. Each Director does their part by attending Board meetings, participating in the discussions, and providing guidance.

Commitment

The Board's role is to set policies that support the objectives of SAI to ensure the Executive Director and organization staff operate successfully. The Board has a responsibility to create and maintain a healthy relationship with the First Nations, the membership, and all stakeholders.

The SAI Board of Directors attend monthly meetings and provide continual direction and guidance to the organization. They coordinate and lead opportunities for purposeful discussions with our First Nations leaders and community members.

BIMIBATOOWAG WABISHKE MA'IINGANAG

Running White Wolves Youth Council

MEMBER	COMMUNITY
Lacy Bird	Black River First Nation
Jolena Johnston	Black River First Nation
Jordan Armstrong	Bloodvein First Nation
Angela Guiboche	Bloodvein First Nation
Jazmyn Desjarlais	Brokenhead Ojibway Nation
Shelby Eaglestick	Little Grand Rapids First Nation
Holly Letandre	Poplar River First Nation
Percy Bittern	Poplar River First Nation
Delaina Williams	Hollow Water First Nation
Dezarae Meade	Berens River First Nation
Natasha Owens	Pauingassi First Nation

Overview

The Running White Wolves (RWW) Youth Council is a motivated group of twelve First Nation youth from the Southeast First Nations communities. The RWW Youth Council ensures the voices of children and youth who access Shawenim Abinoojii Inc. and Southeast Child & Family Services (SECFS) programs and services are heard and are committed to creating positive changes for future younger generations.

Engaging our youth through participation in the RWW Youth Council respects the inherent value, perspective and experience. The Council creates pathways for young people to advocate on their own behalf, to guide the development and implementation of programs and services to be responsive to the needs of children and youth. Involving youth as leaders in service delivery is in line with SAI principles of teamwork, accountability, and prevention.

“Running White Wolves” translates in Anishinaabe to “Bimibatoowag Wabishke Ma’iinganag” was gifted to the Youth Council through Pipe Ceremony on December 12th, 2022, conducted by Knowledge Carrier Henry McKay, who is a member of Berens River First Nation. The RWW Youth Council was also gifted a medicine bundle from Shkabeh Wally Chartrand. Together, it is used to guide, protect and help our council. The sacred items include a wolf pelt, all four (4) medicines, a smudge bowl and an eagle fan.

Our Goals

RWW Youth Council members engage with one another to discuss and review various projects and initiatives operated within the organization. RWW Youth Council members also engage with organization leadership and program staff, as well as build positive and healthy relationships within their own community on behalf of the organization and external partners who work together to support the mission of SAI.



Commitment

The RWW Youth Council members commit to:

- Attend monthly meetings and quarterly gatherings.
- Attend project planning meetings and review and advise on new initiatives.
- Attend workshops, events, and/or youth conferences to represent the organizations.
- Bring youth challenges and successes to organization leadership.
- Build positive working relationships with community leadership and local resources.
- Participate in local community events and activities, as well as encouraging the participation of children and youth who are supported by SAI.
- Promote and recruit participants for SAI and SECFS activities, events, summer camps, and other initiatives.
- Develop and strengthen individual and collective leadership skills.

VISION & MISSION

Our Vision

Culturally healthy children, families, and communities.

Our Mission

Shawenim Abinoojii Inc. nurtures our children through culturally relevant programs and services supporting the need of the family.



STRATEGIC PRIORITIES

Shawenim Abinoojii Inc. 2021-2024 Strategic Plan

The organization's three-year strategic plan reached its third year during this reporting period. This plan reflected the priorities set out by our First Nations communities. The guidance provided ensured the actions carried out by the organization reflected the direction of the region.

1	ORGANIZATIONAL VITALITY
A	Strengthen the resources and training for our board and staff to enable systemic change while ensuring those doing and leading the work are reflective of our communities.
B	Improve policy, practices, and organizational capacity to instill the highest level of financial accountability and reporting at all levels of our agency.
C	Develop and maintain the highest standard of communication and communication strategies for greater accountability, awareness, and presence.
2	EQUITABLE COMMUNITY-DRIVEN PROGRAMS & SERVICES
A	Maintain and develop programs and services that guarantee we meet the needs of those we serve.
B	Strengthen and develop policies, procedures, and systems that make our programs and services easier to access and use.
C	Manage, align, and invest in assets to meet the needs of our children, families, and communities.
3	COLLABORATIVE DEVELOPMENT & PARTNERSHIPS
A	Establish and utilize the gifts of our communities and elders and enhance the work we do.
B	Strengthen our existing partnerships to align with our agreements and protocols and increase our internal and external supports.
C	Partner with community-based organizations or service providers that complement our agency and bridge the gaps of our programs and services.

As the reporting period came to a close, the organization reflected on the successes and challenges experienced over the three-year period.

Strengths

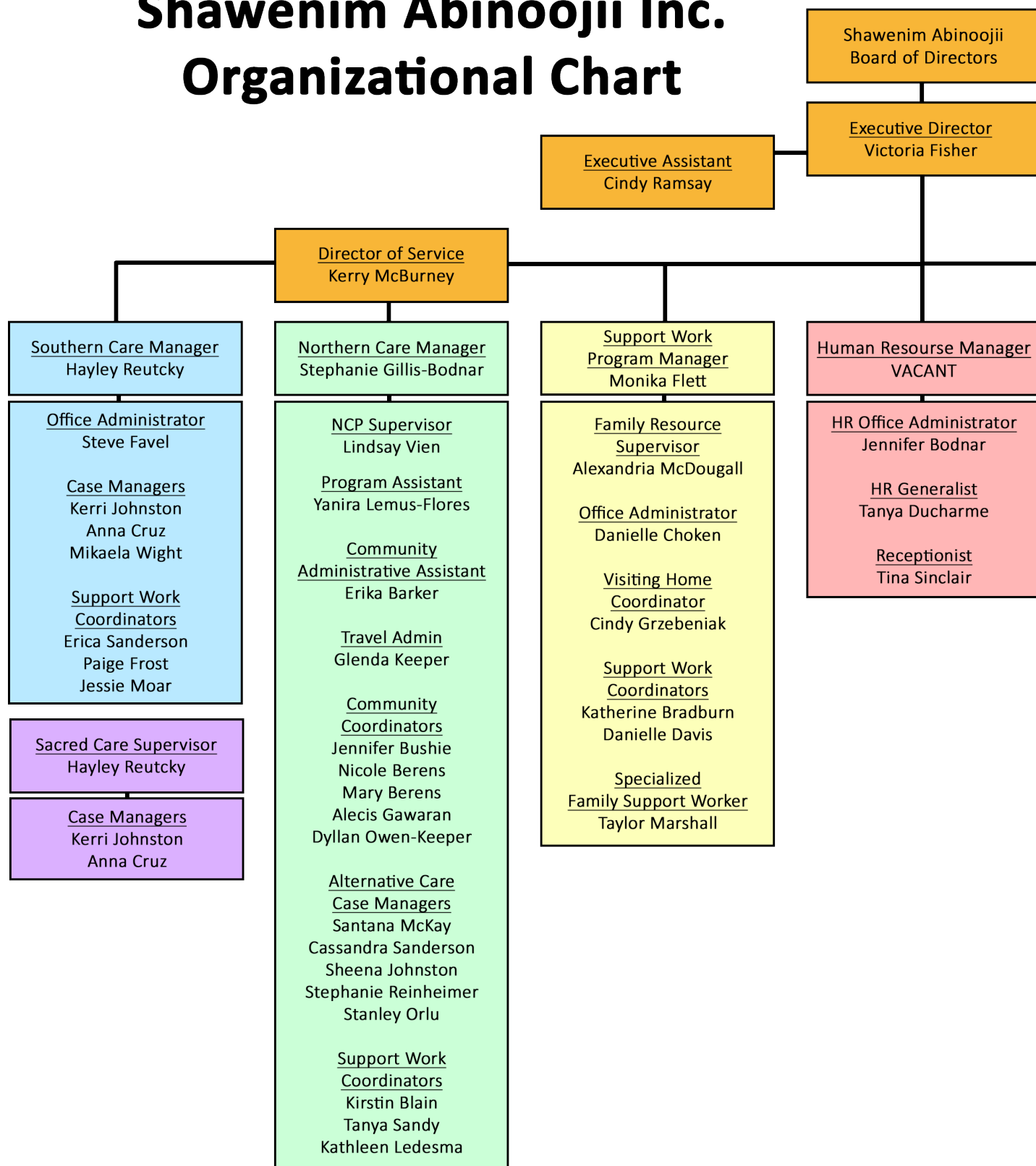
- **Shawenim Abinoojii Inc. is a Southeast Entity** – we have more Southeast First Nations community members working in the Leadership Team, we go to all First Nations to conduct information sessions annually, and our by-laws were amended to ensure our Chiefs hold their authority in our corporate structure.
- **Shawenim Abinoojii Inc. is positioned** to do more for our families and communities as a charitable non-profit entity. In 2024, SAI attained status as a charitable organization, broadening eligibility for funding and providing additional standards for the organization.
- **Shawenim Abinoojii Inc. is a dynamic and evolving entity** that strives to improve in all aspects – it implements change and does not accept the status quo when the status quo isn't good enough for our children and families.



Opportunities

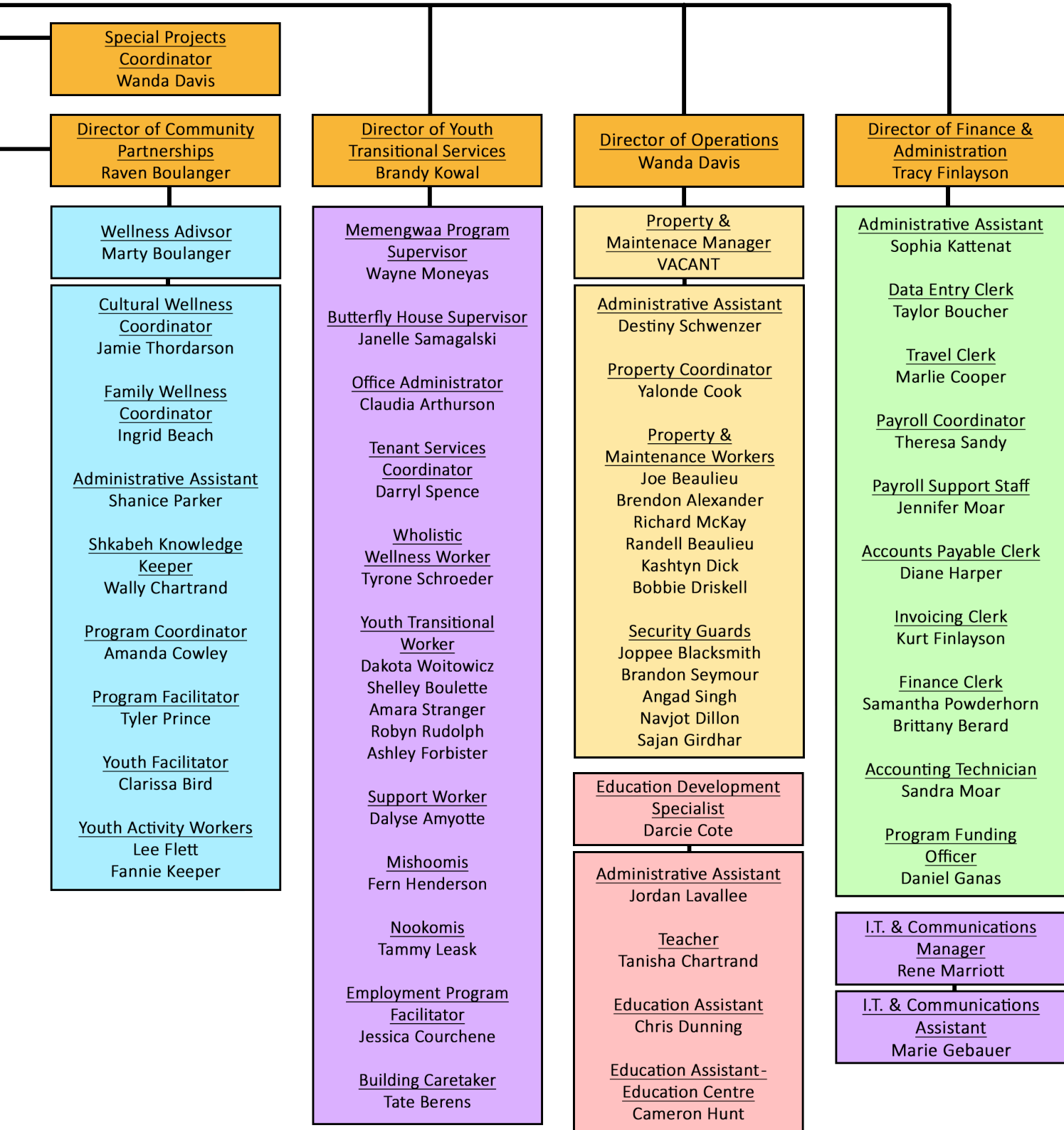
- **Training and Development** is lacking. We learn in a fast-paced environment and hold high expectations of staff. SAI is unfunded for training and development and has incorporated new approaches to ensure staff and caregivers receive the resources to support best practices.
- **Family-Centered Practice** is needed to be inclusive and respectful of the inherent rights our families have over their children. Processes and policy must include families to ensure the needs of those who we serve are incorporated into practice.
- **Operational Planning and Progress Reporting** to ensure we are creating impact and being accountable to our First Nations communities, families and children. The organization operations are logistically complex and responsive, and it's critical to reflect on experiences and incorporate development into planning.

Shawenim Abinoojii Inc. Organizational Chart



Shawenim Abinoojii Inc.

Organizational Chart



NORTHERN CARE AND SOUTHERN CARE PROGRAM

Overview

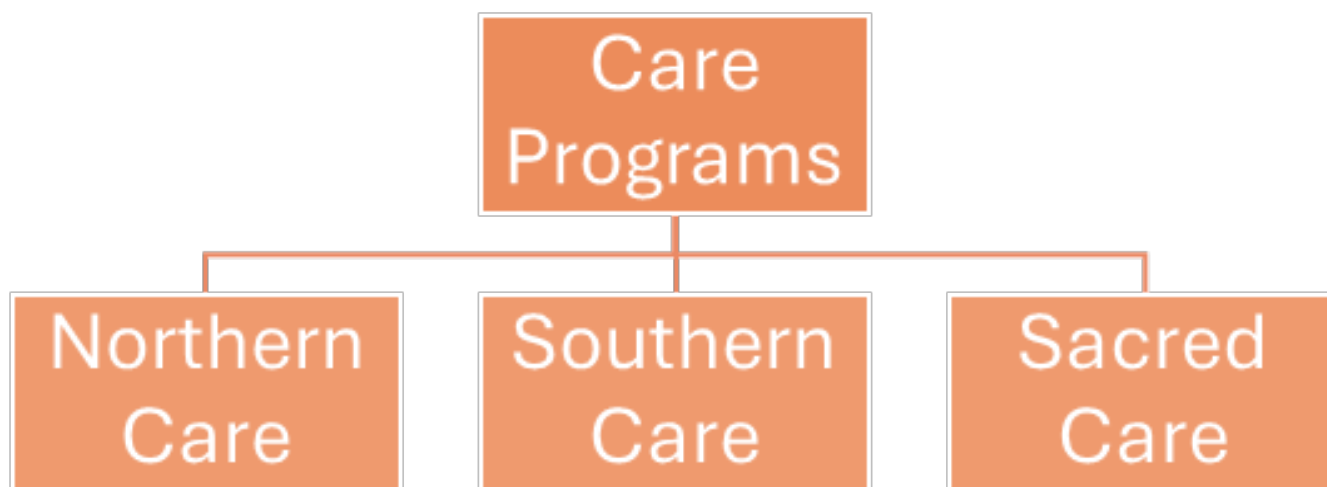
The Northern Care Program ensures children and families residing at our First Nations communities have access to resources that keep their children close to home. This is the primary service area of the organization, and the reason for the development of SAI. The purpose of the program is to provide community-based placement services for children and families that honours and preserves family relationships, cultural identity, linguistic heritage and connection to our traditional territory.

The Southern Care Program provides nurturing homes for young people and families. This resource was developed to respond to the needs of our relatives who reside in Winnipeg and surrounding areas. The purpose of this program is to honour the identities of our young people and families and support their healing and wellness goals.

The Northern and Southern Care Programs provide two (2) categories of homes:

1. **Child and Youth Homes:** These are services for children and youth for whom good homes are hard to find. The purpose and function of the home is based on the distinct experiences and goals of the children and young people. This may include building upon wholistic wellness and skills for transitions to independence.
2. **Reunification Homes:** These are services for families requesting specific support based on their family needs and goals. Parents and children are supported by a team of caregivers focused on supporting their well-being and personal goals. These homes may include sibling reunification homes and parent reunification homes.





Service Delivery Approach

Our team’s work is driven by a strong commitment to child-centered, culturally informed care. We operate with the belief that each child deserves a nurturing and stable environment that is responsive to their needs and experiences. The ideas guiding our work emphasize collaboration, nurturing care, and advocacy to ensure every child thrives.

Caregiver Advisory Circle

The Caregiver Advisory Circle was developed in 2022 to engage caregivers in advising on operational decisions. The purpose of the Circle is to operate on a framework of inclusivity and maintain a focus on the needs and experiences of children and youth.

The Caregiver Advisory Circle is a group of seven (7) caregivers – four (4) from our Northern Care Program and three (3) from our Southern Care Program – who meet on a quarterly basis to share experiences and provide input. This group develops the agenda for our quarterly All Caregivers Gatherings, where all SAI Caregivers receive the opportunity to gather in person or virtually to receive organizational updates, share experiences, and ask questions.



Statistics

April 1, 2023

Effective April 1, 2023	Homes	Children	Federal	Provincial
Northern Care	29	155	116	39
Southern Care	32	108	43	65
Total	61	263	159	104

March 31, 2024

Effective April 1, 2023	Homes	Children	Federal	Provincial
Northern Care	45	213	164	49
Southern Care	29	110	53	57
Total	74	323	217	106



Demographics

DEMOGRAPHICS - NORTHERN CARE PROGRAM			
Age Range	0- 20	Average Age	8
Ages 0-3		12	
Ages 3-12		111	
Ages 12-18		36	
Ages 18-25		0	
After Care Parents		2	

DEMOGRAPHICS - SOUTHERN CARE PROGRAM			
Age Range	0- 20	Average Age	15
Ages 0-3		0	
Ages 3-12		23	
Ages 12-18		42	
Ages 18-25		20	
After Care Parents		0	

Staffing

NORTHERN CARE PROGRAM	
Director - Kerry McBurney	
Manager	Stephanie Gillis-Bodnar
Supervisor	Lindsay Vien
Program Assistant	Yanira Lemus-Flores
Community Administrative Assistant	Erika Barker
Travel Admin	Glenda Keeper
Community Coordinators	Jennifer Bushie, Nicole Berens, Mary Berens, Alecis Gawaran, Dyllan Owen-Keeper
Alternative Care Case Managers	Santana McKay, Cassandra Sanderson, Sheena Johnston, Stephanie Reinheimer, Stanley Orlu
Support Work Coordinators	Kirstin Blain, Tanya Sandy, Kathleen Ledesma

SOUTHERN CARE PROGRAM	
Director - Kerry McBurney	
Supervisor	Hayley Reutcky
Case Managers	Kerri Johnston, Anna Cruz, Mikaela Wight
Support Work Coordinators	Erica Sanderson, Paige Frost, Jessie Moar
Office Administrator	Steve Favel

Activities

- The Care Programs hosted the 2nd Annual Caregivers Conference. This year's conference was hosted at 865 Main Street. The three-day session brought together Caregivers from all communities and provided opportunities for training and development, collaboration, and connection.
- The Care Programs hosted more activities for children and young people to get out and play. These activities were organized in our First Nations communities, Winnipeg and rural Manitoba.



Achievements

In 2023-24, SAI expanded on the training and support provided to our Caregivers by implementing the Foster Care College (FCC). This self-paced online platform offers research-based courses created by nationally recognized experts, including essential topics. The flexibility and accessibility of FCC have empowered caregivers and staff to build upon their skills and experience to implement best practices in our goal of nurturing the child and community. Courses are available to all SAI Caregivers, Support Workers and Staff.

Foster Care College 2023-2024 Reporting Year

Total Enrolled	323
Courses Started	302
Courses Completed	270
Completion Rate	89%
Total Certified Hours	740

To further expand our training reach, we hired a term training facilitator who has traveled to various communities, offering both remote and in-person courses. This initiative has allowed us to meet the unique needs of caregivers in different regions, ensuring that they receive the knowledge and tools necessary to provide the best care for children and youth.

Challenges

The Care Programs provided an ongoing response to the varying and complex service needs of children, youth and families served by SECFS. This included the development of new placement resources, including more homes for young people and families. These needs required us to work creatively to build resources as they emerged.

During this reporting period, SAI provided more emergency placement services utilizing existing personnel and Family Visit Homes to intervene and support our community members. Responding to the needs on short timelines required a responsive and adaptive team of caregivers, support workers and program staff.

This year, a strategic decision was made to centralize the Northern Care and Southern Care programs together under one program, responsible for serving the needs of our First Nations children, youth and families in the Northern and Southern regions. We initiated discussions of uniting all Support Work Coordinators into one centralized team focused on responding to the support needs of all children and youth who were supported by SAI homes. The purpose of these changes is to ensure equitable and effective service delivery, providing a framework that will engage staff in working together to collectively respond to the needs of our communities with shared understanding and purpose.



SACRED CARE PROGRAM

Overview

Sacred Care provides specialized placement options for young people from 12 to 21 years of age who are members of the Southeast First Nations, and for whom extra support and guidance to are provided to promote personal growth and life skill development. Sacred Care focuses on providing wrap-around support for the young people and caregivers in the program due to the complex needs of the homes.

Sacred Care was developed in March 2024 due to the placement needs for youth who experience complex needs including challenges with substance use and mental health. Each home has a primary caregiver and 24-hour support staff. During the intake process, the youth’s support circle meets to discuss goal planning to ensure wrap around services are in place. Once the goals are identified, each member will commit to completing their section. Quarterly meetings are then held to ensure that goals are reached or changed based on that youth’s needs.

Service Delivery Approach

Sacred Care works alongside collaterals to provide wrap-round services for the youth they serve, while focusing on their complex needs. Prior to a caregiver starting in a home, the Sacred Care team ensures that they understand the potential challenges and rewards of caring for youth with complex needs, so they are prepared to provide the support and guidance required in these nurturing homes. Sacred Care continues to meet with collaterals and create partnerships to allow opportunities for the youth to succeed.

Statistics

YOUTH	
Urban	7
Total Number	7

Community Members Served

NATION	PEOPLE SERVED
Brokenhead Ojibway Nation	0
Little Grand Rapids First Nation	0
Pauingassi First Nation	3
Black River First Nation	1
Berens River First Naton	0
Bloodvein First Nation	0
Hollow Water First Nation	3
Poplar River First Nation	0

DEMOGRAPHICS			
Age Range	12-21	Average Age	15.2
	Age 12-18		7
	Age 18-21		0

SACRED CARE HOMES	
Director - Kerry McBurney	
Supervisor	Hayley Reutcky
Case Manager	Anna Cruz & Kerri Johnston



Activities

The SAI Wellness Team provided mentorship and support to young people at the three locations to assist with the transition for both youth and caregivers.

Achievements

The homes were opened March 27, 2024, so from March 27 to March 31, 2024, the main activity was establishing and developing the homes to respond to the needs of our young people from the Southeast Region. This included identifying and acquiring suitable property, developing program processes and attaining staff with the skills and experience required to lead the ongoing development of this new resource. SAI is an adaptive and responsive entity and was able to successfully begin the development of this new resource.

The young people supported by Sacred Care receive culturally based care provided by First Nations staff who are engaged and committed to responding to the wholistic needs of each young person served by the program.

SAI built service relationships between the Sacred Care homes and Shawenim Abinoojii Inc. School to support educational transitions for children in response to their experiences and goals. This service supports students in maintaining educational engagement and identifying opportunities for reintegration into their catchment school.

Challenges & Strategies

SAI is unfunded for new program development and was required to borrow time and focus of SAI staff from various departments to build a new resource based on immediate need. During the initial development of the Sacred Care Program, three (3) SAI Family Visit Homes were utilized as interim emergency homes. The SAI Property & Maintenance Team prioritized the acquisition of suitable properties, while the Sacred Care Team worked to identify the best caregivers for our young people.



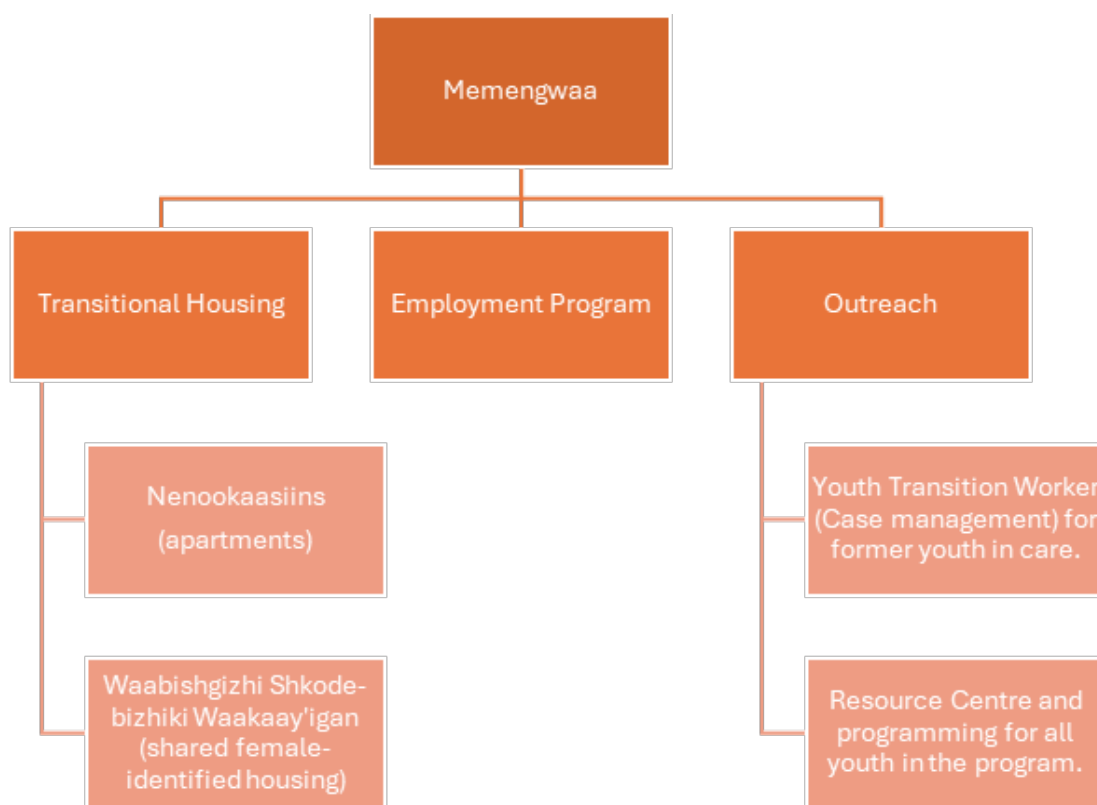
MEMENGWAA PROGRAM

Program Overview

Our vision, written in consultation with Memengwaa Team members and the RWW Youth Council, is that Indigenous youth exiting CFS care have confidence in themselves, knowing their identity as Indigenous people, and building the life skills, resources, friendships, and connections needed to support their happiness.

Our objectives are to provide Indigenous youth in and from the care of Child and Family Services with:

1. Culturally based, safe, welcoming housing.
2. One-on-one support services and resources which build identity, healing, life skills and independence.
3. Wholistic, cultural and land-based programming.
4. Opportunities to build peer connections, mentorship, and kinship connections.



Statistics

The Memengwaa Program supported 83 children, youth, and young adults in the 2023-2024 fiscal year. Of the twelve children supported in the program, all of them were under five (5) years of age living with their parent(s) in our housing. Youth and young adults ranged in age from 16-29 years. Memengwaa strives to support youth who have been impacted by CFS, regardless of their current status in the CFS system. Therefore, our youth and young adults have a range of funding and income situations.

AVERAGE AGE IN OUR HOUSING & OUTREACH STREAM	AVERAGE AGE IN OUR EMPLOYMENT PROGRAM
20.04 years	22.9 years

FUNDING SOURCE OF YOUTH IN HOUSING/OUTREACH STREAMS	
Funded Solely by CFS	34
Funded Solely by EIA	20
Funded by work or school	7
No Funding	2

Thanks to ongoing support from End Homelessness Winnipeg and the Reaching Home Funding Program, Memengwaa can meet the needs of a diverse range of youth through our housing and outreach streams, including youth who no longer have any support from the CFS system. Thanks to the grant from the Government of Manitoba Department of Families, our employment program served youth aged 17-29 on Employment and Income Assistance (EIA). Due to receiving these grants, the Memengwaa Program differs from Shawenim Abinoojii Inc. in that we prioritize but are not exclusive to the Southeast First Nation communities.

Many youth who are non-Indigenous or from other First Nations but are involved in our programs are either a friend or partner of a Southeast Region member, with the exception of the employment program. With our employment program, Jobs on Market was the primary referring source.

FIRST NATION STATUS	# YOUTH HOUSING & OUTREACH	# YOUTH EMPLOYMENT PROGRAM
Brokenhead	2	1
Little Black River	0	0
Pauingassi	2	1
Little Grand Rapids	9	2
Hollow Water	6	2
Poplar River	4	0
Berens River	5	1
Bloodvein	15	3
Other First Nation	4	12
Non-Indigenous	4	0
Total Youth	51	22

Activities

Waabishgizhi Shkode-bizhiki Waakaay'igan

In May 2023, the Memengwaa House received its name in ceremony with Shkabeh Wally Chartrand. Waabishgizhi Shkode-bizhiki Waakaay'igan, White Buffalo Lodge, carries the teachings of respect, ceremony, welcoming, safety, and healing/health. The name was meant to provide direction in the growth of the program. This home offers housing for six (6) female-identified youth, in and from care.



Nenookaasiins

Our Nenookaasiins (Little Hummingbird) apartments continue to operate at capacity with a waitlist. This year, the resource centre in the building received approval from the City of Winnipeg to be rezoned as a community hall, allowing the program to operate a community space open to all Memengwaa youth, as well as to other departments wanting to access the space for programming, meetings, etc. The resource centre provides computers, laundry, programming, basic needs resources and more to youth who do not live in our housing.



Staffing

MEMENGWAA PROGRAM	
Director of Youth Transitional Services	Brandy Kowal
Memengwaa Program Supervisor	Wayne Moneyas
Butterfly House Supervisor	Janelle Samagalski
Office Administrator	Claudia Arthurson
Tenant Services Coordinator	Darryl Spence
Wholistic Wellness Worker	Tyrone Schroeder
Youth Transitional Workers	Dakota Waitowicz, Shelley Boulette, Amara Stranger, Robyn Rudolph, Ashley Forbister
Support Worker	Dalyse Amyotte
Mishoomis	Fern Henderson
Nookomis	Tammy Leask
Employment Program Facilitator	Jessica Courchene
Building Caretaker	Tate Berens

Programming

Staff in the Memengwaa Program work together to provide a wide range of programming for youth in our housing and outreach streams. In the past fiscal year, we provided approximately 117 workshops, excluding the employment program. Approximately 46 unique youth, not including their children, attended programming. The “Workshops” table provides a sample of the programming and activities provided throughout the year.

WORKSHOPS	
Life Skills, including employment certificates	42
<ul style="list-style-type: none"> • Cooking Classes • Healthy Relationships Workshops • Mindfulness Groups • Tenant Committee • Grief and Loss 	
Cultural	54
<ul style="list-style-type: none"> • Pipe Ceremonies • Weekly Land-Based Outing (Tipi building, Grandfather collecting, etc.) • Mukluk making with Manitobah Mukluks • Drum Making & Drum Group 	
Social/Recreational	21
<ul style="list-style-type: none"> • Spirit Week • Manitoba Moose Games • Men's & Women's nights • And more. 	

Anookeen Oonchiie Kidayying (Working from the Heart) Employment Program

In May 2023, Memengwaa received funding from the Government of Manitoba Department of Families to run a pilot program for youth ages 18-29 on EIA. We completed three (3) rounds of the program this fiscal, and the final round will be completed in June 2024. The program offers five (5) weeks of in-class skill development, followed by a five-week work placement. Memengwaa team members helped name the program Anookeen Oonchiie Kidayying, which means working from the heart.

The program provides a mix of training, skill development, and cultural teachings. This included:

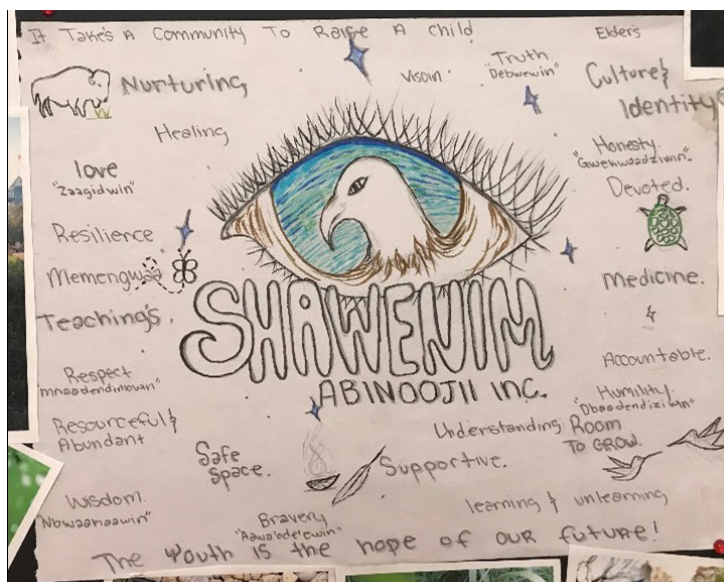
- Certificates such as Workplace Hazardous Materials Information System (WHMIS), First Aid & CPR, Food Handlers, Non-violent Crisis Intervention (NVC), Safe Serve.
- Land-based outings, Pipe Ceremony, Smudging.
- Community partnerships with SEED Money Stories, Centre for Aboriginal Human Resource Development Inc. (CAHRD) for resume development support, and volunteerism.
- Career Skills workshops, based on the Nine (9) Skills for Success.

The program will wrap up in June 2024, at which time final program statistics will be compiled.

Successes

Program Evaluation

In May/June 2023, the program conducted an evaluation in partnership with SAI Wellness department, with participation from seven (7) youth in the talking circle, four (4) youth in the photovoice, and 11 staff in the staff talking circle. Strengths of the program included the creation of supportive and positive relationships for youth, providing a foundation for cultural identity, and feedback from staff that the program provides a positive workspace. Recommendations included improving communication, streamlining move in and out processes to ensure youth have what they need at all stages of their transitions, and to offer more programming in the evenings.



General Achievements

- **32** pieces of ID obtained for/with youth.
- **16** youth and **5** babies moved into permanent housing.
- **126 sessions of goal setting and/or life skill assessments.**

Another achievement has been the employment opportunities provided to youth through the Nenookaasiins Resource Centre at 126 Alfred Avenue. The program employed youth in various positions including reception, building caretaker, tenant liaison, and office cleaner.

Challenges

There is a great need for no-barrier housing for youth who use substances and are not ready to quit. While the Memengwaa Program does not enforce a requirement for sobriety in our housing, substance misuse is the primary reason youth are asked to leave our program. This decision is based on safety concerns for other tenants (such as repeatedly bringing unsafe persons into the building), violence, severe apartment damages, and related issues. Youth who use substances would benefit from housing where staff have a higher level of training, greater security in the buildings, and more intensive and therapeutic support beyond the scope of our existing program.

In Honour of Harriette Duck, Little Grand Rapids First Nation

On November 2nd, 2023, former program participant Harriette Maria Duck passed away at 23 years old. Harriette was a mother of two children. She was a kind young woman, known by many youth in the Memengwaa Program. Staff and youth grieved her passing and we remember her with her picture posted in our White Buffalo Lodge home.

In 2021, Harriette wrote a plan as she thought about her future. We share a part of her plan here, with permission from her father Clinton Keeper.

- I will pray everyday.

Dear Harriette.

We want you to know that we remember and honour you in our prayers every day.



SUPPORT WORK PROGRAM

Overview

The Support Work Program offers a range of services to honour and preserve healthy connections for children, youth and their families. As one of the foundation programs of SAI, the Support Work Program responds to the essential needs of children and families. The department's intent is to provide services that provide safe, positive and nurturing experiences for our Southeast First Nations families. These services are available at our First Nations communities, Winnipeg and Rural Manitoba:

- 1. Mentoring:** One-on-one guidance and support for youth with the focus on individualized assistance that fosters their growth and development. The Support Worker will engage the child or youth in healthy activities based on their goals and experiences, including healthy recreation, confidence building, life skill development and cultural exploration.
- 2. In-Home Family Support:** Prevention and intervention to support family preservation and family reunification. This includes building supportive relationships with parents, aiding in tasks that support family wholistic wellness, and supporting connections to resources that can build and sustain a network of support for each family.
- 3. Family Visits:** Transportation and/or supervision during family visits, ensuring a safe and welcoming environment for positive family interactions. These visits can happen at the SECFS Services office visiting rooms, SAI visiting homes, in parents' homes, at SAI care homes, or at the child's home community.
- 4. Emergency Requests:** Immediate assistance for urgent needs, including providing supervision and transportation, in Winnipeg, First Nations Communities or rural Manitoba. These requests are assigned as requested.

Service Delivery Approach

The Support Work Program works to understand the specific needs of children, young people and families to assign Support Workers with the skills and experience required to effectively engage with and support the experiences of our community members. The program utilizes a structured approach to receiving requests, providing services, and managing ongoing needs.

The Support Work Program conducts recruitment and selection, onboarding and orientation, ensures background checks are conducted as per policy and procedures, and provides supervision to the Support Workers. The department receives requests and assigns, with a focus on the best fit. The SAI Human Resources and Finance Departments provide additional functions to ensure effective delivery of services, including employee file management and payroll services.

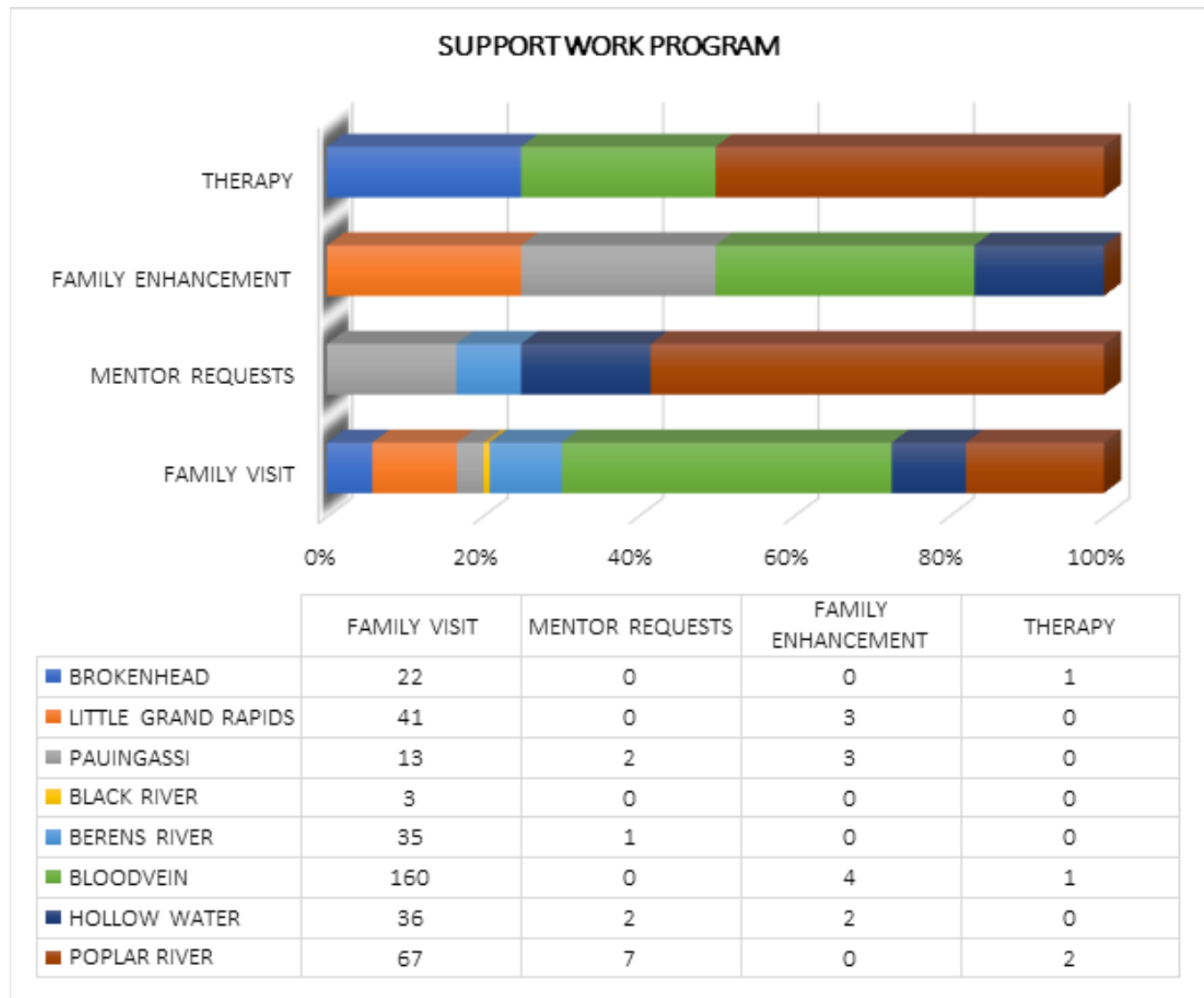
SAI Visiting Homes

The Support Work Program operates two duplexes, with a total of four (4) units, dedicated to hosting both day visits and overnight stays for children and families. These homes are maintained with the intent of providing a homelike atmosphere that is a welcoming and comfortable setting for children and families to participate in family visits. Each home provides kitchens with essential supplies, comfortably furnished rooms and outdoor play areas in the yards. SAI developed our first family visit homes in 2018 with a goal of providing visiting space that honour the experiences of our children and families and their sacred time together.

These homes have also been utilized to respond to emergency needs, including Places of Safety for children and youth who require immediate service. These resources are versatile and provide the resources needed to effectively respond to the needs of our communities.



Statistics & Demographics



Staffing

SUPPORT WORK PROGRAM	
Manager	Monika Flett
Family Resource Supervisor	Alexandria McDougall
Support Work Coordinators	Katherine Bradburn, Danielle Davis
Visiting Home Coordinator	Cindy Grzebeniak
Office Administrator	Danielle Choken
Specialized Family Support Worker	Taylor Marshall

Activities

During the reporting period, the Support Work Program initiated strategic planning for a significant program centralization to have all the Support Workers within SAI under the Support Work Program. This involved coordinating with multiple departments to streamline service delivery and improve resource management. The centralization aimed to create a more cohesive structure, enhancing the overall efficiency of the program.

Achievements

The Support Work Program worked collaboratively with SECFS Services to develop a comprehensive training module for new and existing support staff, focused on 'In-Home Services'. This training was designed to provide Support Workers with the tools and knowledge needed to ensure meaningful and equitable support is delivered to the children and families from the Southeast communities. The Support Work Program understood the importance of the training and its delivery was prioritized to ensure all staff were equipped to appropriately respond to the needs and experiences of the children and families we serve.



Challenges

Due to funding changes, Family Enhancement services were suspended or cancelled on April 1, 2023. Through collaboration with First Nations communities and SECFS, we developed agreements to continue providing support for specific families.

SAI experienced challenges in recruiting Support Workers in 2023 with more success in recruiting new Support Workers into 2024 following the implementation of a revised pay scale for Support Workers.

EDUCATION PROGRAM

Overview

This annual report is organized in accordance with Manitoba Education appropriation structure, as set out in the Estimates of the Province for the fiscal year ending March 2024. This report includes information about the Education Department at the main and sub-appropriation levels that relate to the departments objectives and actual results achieved for fiscal year 2023-2024.

Our holistic approach has evolved and developed to meet the needs of our students. Our school staff support each student's specific needs and meet them where they are at, using the circle of care model. Our holistic approach has our children and youth at the center of our planning.

Shawenim Abinoojii Inc. School: Funded Independent School

Shawenim Abinoojii Inc. School is a Grade 9 – 12 alternative education high school that employs certified teachers to teach the Manitoba curriculum. The Shawenim Abinoojii Inc. School aligns with the curriculum while weaving in our various Indigenous Cultural beliefs, values and teaching methods. The Manitoba Education department requires schools to comply with the requisite regulations and policies to maintain funding and adhere to school visits every two years with an Independent School Liaison. Our departments continue to get the support and encouragement to follow a holistic approach based on Indigenous methodologies for our teaching practices and pedagogy.

Education Resource Centre: Ste. Anne, MB

SAI also operates an education resource site located outside of Ste. Anne, MB in rural Municipality of Tache, that provides transitional education services for children and youth. This education resource center was created in September 2019, to address the educational gaps and lack of services for our children and families.

The schools continue to focus on weaving our various Indigenous cultures with the MB curriculum to instill identity and belonging. Along with our holistic approach, we find purpose in activating a connection to oneself and their culture. We continue to implement the following three (3) approach that meet the Vision and Mission of SAI.

1. Culturally based Education Pedagogy:

- a. This continues to be a key priority for our school sites to help develop identity and belonging in our school community, all students work on their Cultural Exploration Credit 41G, and/or if already attained we provide cross curriculum implementation with English Language Arts, Social Studies, Science, and Math. Staff and students reconnect with their culture and build knowledge of their identities through the following ways:
 - i. Fall & Spring trapping, setting nets, snaring, ice fishing, and fishing.
 - ii. Identification of traditional plants and medicines, and their uses.
 - iii. Harvesting wild game: fish, rabbit, moose, elk, geese, duck, and understanding decolonizing our diets with traditional foods.
 - iv. Preparing hide and furs.
 - v. Canoe training and basics.
 - vi. Berry and medicine picking.
 - vii. Preparing traditional foods on open fire when applicable.
 - viii. Tipi building & teachings.
 - ix. Various Ceremonies throughout the school year.
 - x. Traditional in class activities: beading, skirt making, shirt making, dream catchers, medicine bags, medicine preparation, etc.
 - xi. Ojibway language class.

2. Holistic and trauma informed school approach:

- a. All our education staff continue to attain training and knowledge to understand how trauma has impacted many of our students' lives. Every member of staff attains Trauma Informed Care Certification, Non-violence Crisis Intervention certificate, ASIST training, Mental Health Aid, and CPR Certification. These are updated every 2-3 years dependent on the certificate requirements. When our staff can understand students' specific experience and possible trauma, this helps our planning process. To approach each student where they are and how to plan adequately for that student's success, while identifying triggers to behaviors that may need intervention.
 - i. Holistic Education approach: While we understand we identify as a school; we also understand that our students need go beyond just academic. Our approach to learning focuses on all aspects of our students rather than just their intellectual and academic development.

3. Creating a healing and traditional approach that aligns with the circle of courage:

- a. Our school sites aim to create a healing and safe school setting for all students and staff. We have worked with many students who have experienced signs and symptoms of trauma such as emotional well being, concentration issues, hypervigilance, difficulty with trust and rapport building, and academic achievement due to irregular attendance. Staff have begun to implement the circle of courage ideology for our healing approach interventions:
 - i. The Spirit of Belonging
 - ii. The Spirit of Mastery
 - iii. The Spirit of Independence
 - iv. The Spirit of Generosity

Statistics

CHILDREN, YOUTH AND FAMILIES SERVED	
Urban	21
Rural	9
Reunification	2
Total Number of People Supported	30

Community Members Served

NATION	PEOPLE SERVED
Brokenhead Ojibway Nation	1
Little Grand Rapids First Nation	3
Pauingassi First Nation	3
Black River First Nation	3
Berens River First Naton	2
Bloodvein First Nation	6
Hollow Water First Nation	6
Poplar River First Nation	3

Demographics

DEMOGRAPHICS			
Age Range	7-22 years	Average Age	13 years
	Age 0-3		0
	Age 3-12		7
	Age 12-18		18
	Age 18-25		5
	Total		30

Staffing

EDUCATION DEPARTMENT	
Education Development Specialist	Darcie Cote
Teacher	Tanisha Chartrand
Administration Assistant	Jordan Lavallee
Education Assistant	Chris Dunning
Education Assistant – Education Centre	Cameron Hunt



Achievements

Shawenim Abinoojii Inc. Education Centre has served more than one hundred (100) students from the Southeast Region. Each student who has crossed our path is entrusted in Shawenim Abinoojii Inc. School to advocate and remove barriers they've encountered in the mainstream education systems. The education staff adapts our approach based on experience to continually evolve based on the needs of our students.

Challenges

The Shawenim Abinoojii Inc. School faces challenges with recruiting qualified and suitable staff who have the professional certification and personal perspective required to appropriately respond to the needs and experiences of our students. The Shawenim Abinoojii Inc. School is exploring alternative staffing positions based on our distinct identity as Anishinaabe people.

WELLNESS TEAM

Overview

The SAI Wellness Team offers wholistic, community-driven services that are rooted in our First Nations ways of knowing and being. The Wellness Team works alongside SAI Programs to enhance support and implement processes that preserve cultural identity and ways of being. The Wellness Team brings together diverse skills and experience to respond to the needs of our children, young people and families from an Anishinaabe perspective.

Service Delivery Approach

The Wellness Team responds to the physical, mental, emotional, and spiritual needs of First Nation children and families. Its goals and objectives center on supporting the overall health and well-being of children, youth, families, caregivers, and communities. The Wellness Team integrates traditional approaches to provide well-being support for SAI children, youth, families and staff.



Staffing

WELLNESS TEAM	
Wellness Advisor	Marty Boulanger
Family Wellness Coordinator	Ingrid Beach
Shkabeh Knowledge Keeper	Wally Chartrand
Program Facilitator	Tyler Prince
Program Coordinator	Amanda Cowley
Cultural Wellness Coordinator	Jamie Thordarson
Youth Activity Worker	Lee Flett, Fannie Keeper
Administrative Assistant	Shanice Parker
Youth Facilitator	Clarissa Bird

Activities

The Wellness Department Provided Opportunities for Ceremony and Cultural Connection

The Wellness Team provided opportunities for children, youth, caregivers and staff to engage in ceremony and culturally based activities intended to support cultural exploration.

- **Summer and Winter Solstice and Full Moon Ceremonies:** Organized and conducted ongoing ceremonies to promote cultural connection.
- **Sweat Ceremonies:** Conducted weekly Sweat Ceremonies at Painted Tipi, providing spiritual support and community connections.
- **Pipe Ceremonies:** Supported Pipe Ceremonies to honour traditional practices and community well-being.
- **Urban and Rural Wellness Programming:** Engaged care homes in opportunities to gather and participate in group activities.

We Partnered on First Nations Events

The team actively engages with First Nation community resources and partner organizations to identify and pursue collaborative opportunities through a culturally responsive approach. This includes:

1. **Building Relationships:** Established partnerships by maintaining open communication and learning about the unique traditions, values, and practices of each Southeast First Nation.
2. **Community-Led Initiatives:** Supported initiatives driven by the priorities and needs identified by First Nations and worked as a partner to provide support, as requested.
3. **Cultural Competence:** Incorporated Traditional Knowledge and practices into programs and services, worked alongside Elders, Knowledge Keepers, and community leaders to honor cultural traditions and wisdom.
4. **Community Engagement:** Attended community meetings, hosted workshops, and participated in cultural events to remain connected and responsive to evolving needs.



PROPERTY & MAINTENANCE

Overview

The Property & Maintenance Department is responsible for the acquisition and maintenance of properties required for the delivery of services for children, young people and families. This includes properties located across our First Nations communities, Winnipeg and Rural Manitoba. The Department works to partner with First Nations communities to coordinate preventative and responsive maintenance schedules to ensure SAI properties provide safe and suitable environments.

The Property & Maintenance Manager oversees the licensed Security Program that provides overnight security at the Memengwaa Youth Transition Program. This includes three (3) full-time employees.

Statistics

ALL SHAWENIM ABINOOJII INC. MANAGED PROPERTIES	
SAI Administration Offices	3
Community Homes- Leased from Nation	49
Winnipeg & Rural Homes	25
Transitional Housing Properties	2
TOTAL	79

Staffing

PROPERTY & MAINTENANCE	
Director of Operations	Wanda Davis
Property & Maintenance Manager	VACANT
Administrative Assistant	Destiny Schwenzer
Property Coordinators	Yolande Cook, Jodene Kowalchuk
Property & Maintenance Workers	Richard McKay, Brendan Alexander, Joe Beaulieu, Randell Beaulieu, Bobbie Driskell, Kashtyn Dick
Security Supervisor	Joppee Blacksmith
Security Guards	Brandon Seymour, Angad Singh, Sajan Girdhar, Navjot Dillon

Activities

- SAI began the development of a lease review and lease framework based on the location, square footage and house infrastructure.
- SAI engaged its legal counsel to develop a draft lease agreement that reflects the unique operational practices of SAI, where First Nations create homes for the purpose of ensuring their children stay close to home.

Challenges

- Transportation Costs – SAI is unfunded to transport Property & Maintenance Workers to community and must develop operational service partnerships with First Nations communities.
- Strategic and Preventative Maintenance – SAI must operate strategically to complete work orders to effectively manage resources and prevent household maintenance needs where possible.
- Information Management – SAI work order processes require an information management system to support efficient tracking and completion of necessary repairs and preventative maintenance.



HUMAN RESOURCES

Overview

Human Resources’ purpose is to develop tools, procedures and metrics for recruitment and training. We aim to provide guidance on workplace issues in accordance with the SAI Human Resources Policy & Procedures, Manitoba’s Employment Standards, and additional legislative and regulatory requirements.

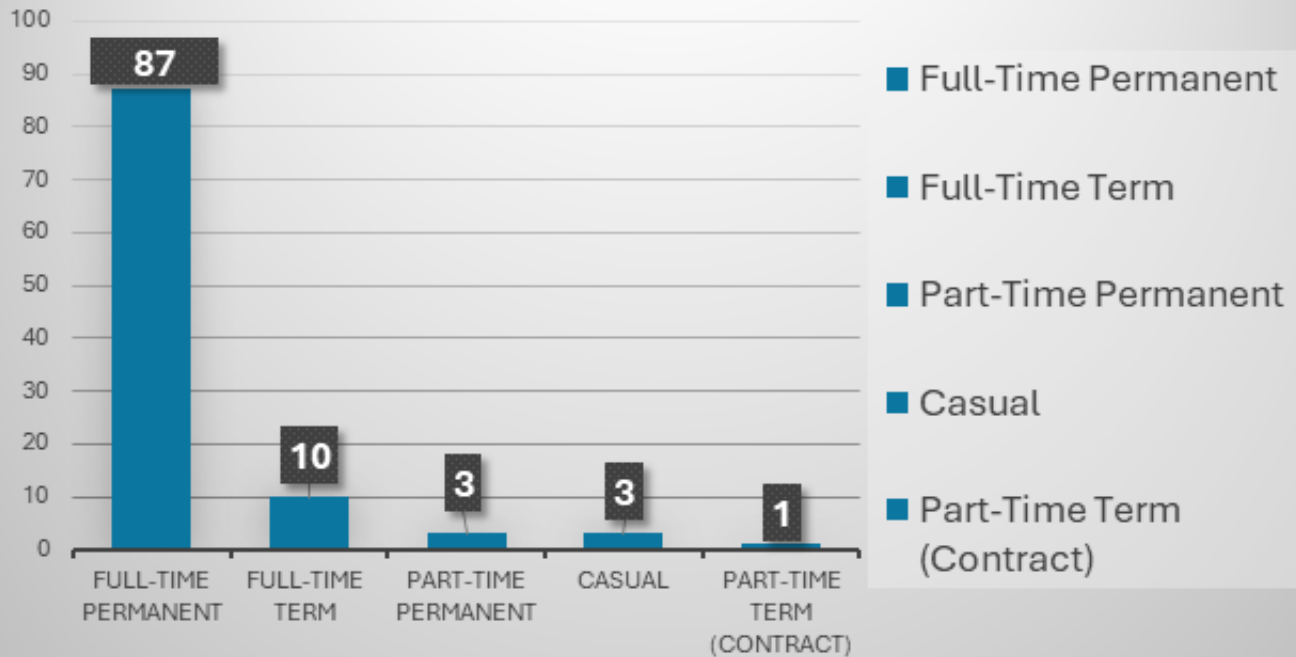


Staffing

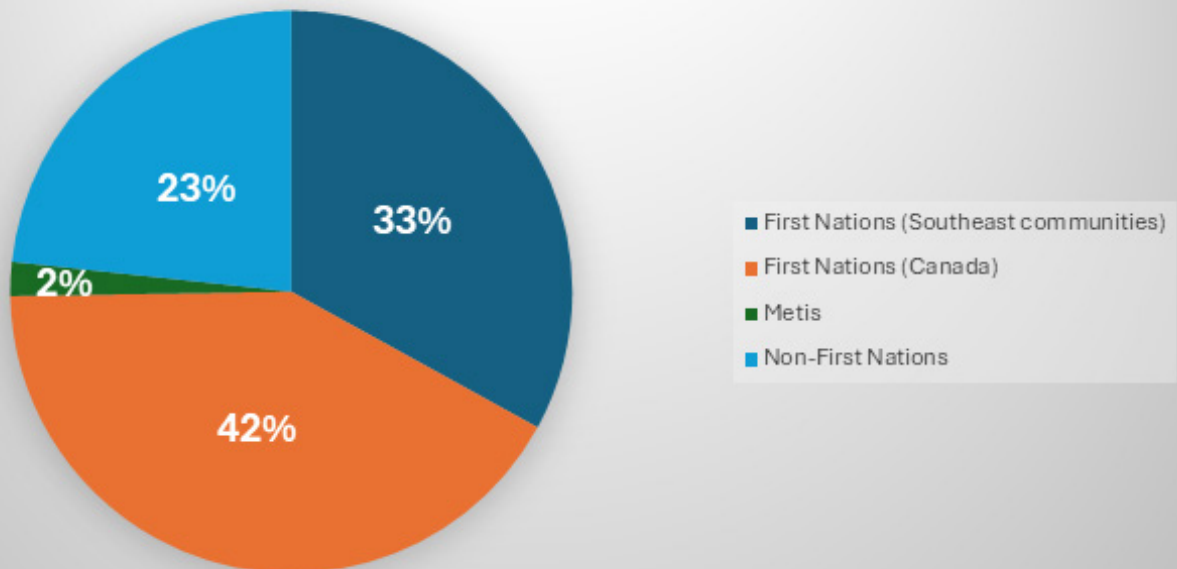
HUMAN RESOURCES	
Director of Human Resources	VACANT
Office Administrator	Jennifer Bodnar
Human Resource Generalist	Tanya Ducharme
Receptionist	Tina Sinclair

DEMOGRAPHICS April 1, 2023 to March 31, 2024			
Total No. of Employees		104	
Full-Time Permanent	87	Full-Time Term (Contract)	10
Part-Time Permanent	3	Part-Time Term (Contract)	1
Casual	3		
Southeast Community Members		21	
First Nations across Manitoba		86	
Metis		0	
Non-First Nation		24	

Status of Employees April 1, 2023 - March 31, 2024



SAI Employment Stats (April 1, 2023 - March 31, 2024)



INFORMATION TECHNOLOGY & COMMUNICATIONS

Overview

The objective of the Information Technology (I.T.) & Communications Department is to effectively manage and enhance the organization's technology and communication systems. This involves ensuring timely technical support, implementing robust cybersecurity measures, and maintaining effective communication platforms. The overarching goal is to optimize technological resources to facilitate secure and efficient workflows while aligning communication strategies with the organization's strategic objectives.



Service Approach

The I.T. & Communications Department plans to fortify and streamline technology and communication within the organization. Reporting directly to the Director of Finance & Administration, this program plays a role in:

- Managing technical support requests from staff members.
- Overseeing organizational communication strategies.
- Maintaining a secure and efficient I.T. environment.

The I.T. & Communications Manager serves as the primary point of contact for technical support, ensuring timely responses to incoming emails, texts, and calls, and delegating tasks as required. Additionally, the Manager oversees the organization's communications, ensuring regular updates to the website and public-facing documentation to reflect current and accurate information.

Staffing

INFORMATION TECHNOLOGY & COMMUNICATIONS	
I.T. & Communications Manager	Rene Marriott
I.T. & Communications Assistant	Marie Gebauer

Achievements

1. Office Amalgamation

- In September 2023, the organization consolidated its offices into the primary location at 865 Main Street. This initiative reduced the number of offices within Winnipeg from five (5) to three (3), streamlining operations and significantly enhancing I.T. & Communications' ability to support program areas.

2. Enhanced Technical Support

- The I.T. & Communications Team has established a responsive support system for addressing technical issues promptly, fostering a more efficient working environment for all staff.

3. Improved Organizational Communications

- Regular updates to the organization's website and public documentation have ensured accurate and timely dissemination of information, aligning with the strategic goals of the organization.



Challenges

In the upcoming year, the I.T. & Communications program plans to embark on extensive collaborative efforts across all program areas within SAI. This collaboration will involve:

- Gaining a deeper understanding of each program's responsibilities and daily operations.
- Identifying opportunities for inter-departmental collaboration to further the organization's mission.
- Developing technological solutions to support program-specific needs and enhance overall
- organizational efficiency.

FINANCE & ADMINISTRATION

Overview

The Finance & Administration Team is responsible for practicing the generally accepted accounting principles to guide the function and purpose of the department. This includes a range of responsibilities, including the co-development, implementation and monitoring of annual budgets, preparing financial statements, and the preparation and participation of annual audits. The purpose of the department is to practice financial management and implement financial controls necessary to responsibly support the resources for service delivery.

Activities

- Payment Processing - submission of invoices and payments to provide continued support to all aspects of the organization.
- Payroll Processing - Core Staff, Casual Staff.
- Foster Parent Payment Processing - House Parents.
- Travel - Core Staff, Casual Staff, House Parents.
- Financial Reporting - Monthly Reports to the Board of Directors.
- Budgeting and Budget Management - Co-develop and implementation of annual budgets.

Staffing

FINANCE & ADMINISTRATION	
Director of Finance and Administration	Tracy Finlayson
Administrative Assistant	Sophia Kattenat
Data Entry Clerk	Taylor Boucher
Travel Clerk	Marlie Cooper
Payroll Coordinator	Theresa Sandy
Payroll Support Staff	Jennifer Moar
Accounts Payable Clerk	Diane Harper
Invoicing Clerk	Kurt Finlayson
Finance Clerk	Samantha Powderhorn, Brittany Berard
Accounting Technician	Sandra Moar
Funding Program Officer	Daniel Ganas

Achievements

- The Finance & Administration Team took part in a 4-day, Sage300 module training to ensure all team members have an overall knowledge of each module used by the SAI Finance & Administration Department.
- SAI implemented Electronic Funds Transfer (EFT) and reached a 90% rate of funds being electronically distributed.

Challenges

- Implement simplified processes to ensure compliance with policy and easy to use systems for staff.
- Acquiring additional vendors to provide more opportunities for staff to utilize Purchase Order Systems.
- Identify and implement strategic operational practices to reduce operating costs of the organization (e.g., travel).



SHAWENIM ABINOOJII INC.
FINANCIAL STATEMENTS

MARCH 31, 2024

SHAWENIM ABINOOJII INC.

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MARCH 31, 2024

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SCHEDULE OF EXPENDITURES	
MEMENGWAA.....	SCHEDULE 1





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INDEPENDENT AUDITOR'S REPORT

To the Directors
Shawenim Abinoojii Inc.

Opinion

We have audited the accompanying financial statements of Shawenim Abinoojii Inc., which comprise the statement of financial position as at March 31, 2024, and the statement of revenue and expenditures, changes in 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 Shawenim Abinoojii Inc. as at March 31, 2024, and its financial performance 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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Shawenim Abinoojii Inc. 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 these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information: Annual Report

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

(continued.....)

AUDIT • TAX • ADVISORY

Baker Tilly HMA LLP is a member of Baker Tilly Canada Cooperative, which is a member of the global network of Baker Tilly International Limited. All members of Baker Tilly Canada Cooperative and Baker Tilly International Limited are separate and independent legal entities.

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 Shawenim Abinoojii Inc.'s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Shawenim Abinoojii Inc. or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Shawenim Abinoojii Inc.'s financial reporting process.

Auditor's Responsibility 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 auditor's 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 Shawenim Abinoojii Inc.'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 Shawenim Abinoojii Inc.'s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's 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 auditor's report. However, future events or conditions may cause Shawenim Abinoojii Inc. to cease to continue as a going concern.

(continued.....)



- 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.

Baker Tilly HMA LLP

Chartered Professional Accountants

Winnipeg, Manitoba
September 6, 2024



SHAWENIM ABINOOJII INC.

STATEMENT 1

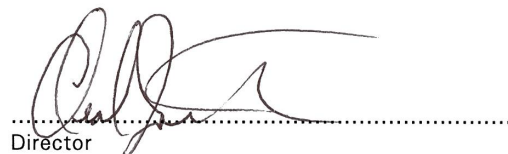
STATEMENT OF FINANCIAL POSITION

MARCH 31

	2 0 2 4	2 0 2 3
A S S E T S		
CURRENT		
Cash	\$ 1,855,330	\$ 2,802,215
Accounts receivable <i>(Note 3)</i>	581,058	535,843
Due from Southeast Child and Family Services <i>(Note 4)</i>	6,735,525	4,957,688
Prepaid expenses	<u>166,636</u>	<u>184,037</u>
	9,338,549	8,479,783
CAPITAL ASSETS <i>(Note 5)</i>	<u>13,131,393</u>	<u>12,236,109</u>
	<u>\$ 22,469,942</u>	<u>\$ 20,715,892</u>
L I A B I L I T I E S		
CURRENT		
Accounts payable and accrued liabilities <i>(Note 7)</i>	\$ 1,868,525	\$ 2,327,836
Current portion of deferred capital contributions <i>(Note 8)</i>	146,461	146,461
Current portion of long term debt <i>(Note 9)</i>	<u>441,714</u>	<u>-</u>
	2,456,700	2,474,297
DEFERRED CAPITAL CONTRIBUTIONS <i>(Note 8)</i>	5,243,518	5,389,979
LONG TERM DEBT <i>(Note 9)</i>	<u>2,059,840</u>	<u>-</u>
	<u>9,760,058</u>	<u>7,864,276</u>
COMMITMENTS <i>(Note 10)</i>		
N E T A S S E T S		
UNRESTRICTED	7,470,024	6,151,947
INVESTED IN CAPITAL ASSETS	<u>5,239,860</u>	<u>6,699,669</u>
	<u>12,709,884</u>	<u>12,851,616</u>
	<u>\$ 22,469,942</u>	<u>\$ 20,715,892</u>

Approved on behalf of the Board


 Director


 Director



SHAWENIM ABINOOJII INC.

STATEMENT 2

STATEMENT OF REVENUE AND EXPENDITURES

YEAR ENDED MARCH 31

	2024	2023
REVENUE		
Southeast Child and Family Services	\$ 34,039,096	\$ 29,728,573
End Homelessness Winnipeg - Reaching Home	318,291	192,309
Province of Manitoba	136,097	157,938
Canadian Heritage		159,385
Amortization of deferred capital contributions	146,461	146,464
Indigenous Services Canada		84,843
Interest income	109,683	130,549
Other	408,867	252,546
	<u>35,158,495</u>	<u>30,852,607</u>
EXPENDITURES		
Administration	180,802	207,970
Amortization of capital assets	802,805	546,147
Bad debts	187,657	128,411
Bank, interest and services charges	137,105	56,098
Community donations	23,850	6,166
Community equipment	150,115	282,312
Community programs	688,013	829,362
Insurance	215,133	189,384
Meetings, travel and freight	660,201	724,772
Memengwaa (Schedule 1)	1,201,032	1,000,548
Professional development	84,635	81,782
Professional fees	222,807	146,271
Property taxes	60,918	66,100
Rent	2,248,121	1,744,444
Repairs and maintenance	445,010	721,961
Respite and foster care	13,203,257	11,212,472
Staff programming	10,504	21,594
Supplies	139,007	195,947
Support services	5,271,225	4,481,887
Utilities	226,335	277,719
Wages and benefits	9,141,695	10,707,760
	<u>35,300,227</u>	<u>33,629,107</u>
EXCESS OF EXPENDITURES OVER REVENUE	<u>\$ (141,732)</u>	<u>\$ (2,776,500)</u>



SHAWENIM ABINOOJII INC.

STATEMENT 3

STATEMENT OF CHANGES IN NET ASSETS

	YEAR ENDED MARCH 31			
	Unrestricted	Invested in capital assets	2 0 2 4	2 0 2 3
BALANCE, <i>beginning of year</i>	6,151,947	6,699,669	\$ 12,851,616	\$ 15,628,116
Excess of expenditures over revenue (<i>Statement 2</i>)	(141,732)		(141,732)	(2,776,500)
Amortization of capital assets	802,805	(802,805)		
Amortization of deferred contributions	(146,461)	146,461		
Purchase of capital assets	(1,698,089)	1,698,089		
Proceeds from long term debt	<u>2,501,554</u>	<u>(2,501,554)</u>	<u>-</u>	<u>-</u>
BALANCE, <i>end of year</i>	\$ <u>7,470,024</u>	\$ <u>5,239,860</u>	\$ <u>12,709,884</u>	\$ <u>12,851,616</u>



SHAWENIM ABINOOJII INC.

STATEMENT 4

STATEMENT OF CASH FLOWS

YEAR ENDED MARCH 31

	2024	2023
CASH FLOW FROM		
<i>OPERATING ACTIVITIES</i>		
Excess of revenue over expenditures (expenditures over revenue)	\$(141,732)	\$(2,776,500)
Amortization of capital assets	802,805	546,147
Amortization of deferred capital contributions	(146,461)	(146,464)
Accounts receivable	(45,215)	480,327
Due from Southeast Child and Family Services	(1,777,837)	2,219,810
Prepaid expenses	17,401	20,135
Accounts payable and accrued liabilities	(459,311)	(419,029)
Deferred revenue	-	(84,824)
	<u>(1,750,350)</u>	<u>(160,398)</u>
<i>INVESTING ACTIVITY</i>		
Purchases of capital assets	<u>(1,698,089)</u>	<u>(1,094,082)</u>
<i>FINANCING ACTIVITY</i>		
Proceeds from long term debt	<u>2,501,554</u>	<u>-</u>
NET DECREASE IN CASH DURING YEAR	(946,885)	(1,254,480)
CASH, <i>beginning of year</i>	<u>2,802,215</u>	<u>4,056,695</u>
CASH, <i>end of year</i>	<u>\$ 1,855,330</u>	<u>\$ 2,802,215</u>



SHAWENIM ABINOOJII INC.

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2024

1. ORGANIZATION

Shawenim Abinoojii Inc. (the "Organization") was incorporated without share capital on January 7, 2005 as a non-profit organization. It is exempt from corporate income taxes under section 149.1 of the Income Tax Act. The organization provides foster care for aboriginal children within Southeast Child and Family Services.

The organization is under the control of Southeast Child and Family Services. The Board of Directors of Southeast Child and Family Services comprise the voting membership of the Organization, and thereby elect the Board of Directors of the Organization.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for non-profit organizations and include the following significant accounting policies.

CASH

Cash includes balances with banks. Cash subject to restrictions that prevent its use for current purposes is included in the restricted cash.

CAPITAL ASSETS

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined. Assets under construction are not amortized until the asset is available to be put into service.

Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

Automotive	5 years
Buildings and housing	40 years
Computer equipment	5 years
Furniture and fixtures	5 years
Leasehold improvements	10 years

LONG LIVED ASSETS

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

When the Organization determines that a long-lived asset no longer has any long-term service potential to the Organization, the excess of its net carrying amount over any residual value is recognized as an expense in the statement of operation. Write-downs are not reversed.

REVENUE RECOGNITION

The Organization follows the deferral method of accounting for contributions. Restricted contribution are recognized as a revenue with the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.



NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2024

2. SIGNIFICANT ACCOUNTING POLICIES *(continued)**USE OF ESTIMATES*

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

GST receivable, accounts receivable and due from Southeast Child and Family Services are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization of capital assets and of deferred contributions for capital assets is based in the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in the operations in the periods in which they become known.

FINANCIAL INSTRUMENTS

The financial instruments of the Organization consist of cash, accounts receivable, due from Southeast Child and Family Services, accounts payable, and accrued liabilities. Unless otherwise noted, it is management's opinion that the program is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values.

The Organization initially measures its financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost. The financial assets subsequently measured at amortized cost include cash, accounts receivable and due from Southeast Child and Family Services. The financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

3. ACCOUNTS RECEIVABLE

	2 0 2 4	2 0 2 3
Goods and services tax	\$ 756,265	\$ 594,807
Trade and other	<u>41,872</u>	<u>84,283</u>
	798,137	679,090
Less: Allowance for doubtful accounts	<u>(217,079)</u>	<u>(143,247)</u>
	\$ 581,058	\$ 535,843

4. DUE FROM SOUTHEAST CHILD AND FAMILY SERVICES

The amounts due from Southeast Child and Family Services are unsecured, non-interest bearing, and are payable to the Organization in accordance with terms attributable to trade accounts receivable.

SHAWENIM ABINOOJII INC.

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NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2024

5. CAPITAL ASSETS

	Cost	Accumulated amortization	Net book value 2 0 2 4	2 0 2 3
Automotive	\$ 963,415	\$ 848,497	\$ 114,918	\$ 233,429
Building - 126 Alfred	5,439,554	373,699	5,065,855	5,186,454
Computer equipment	255,139	201,924	53,215	94,006
Furniture and equipment	570,063	563,323	6,740	96,617
Houses	5,457,120	862,148	4,594,972	4,731,400
Land	854,078		854,078	854,078
Leasehold improvements	<u>2,805,972</u>	<u>364,357</u>	<u>2,441,615</u>	<u>1,040,125</u>
	<u>\$ 16,345,341</u>	<u>\$ 3,213,948</u>	<u>\$ 13,131,393</u>	<u>\$ 12,236,109</u>

6. BANK INDEBTEDNESS

As of March 31, 2024, the Organization had a line of credit totaling \$50,000 with interest at prime plus 1%, none of which was drawn. The Organization has provided a general security agreement as security

7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2 0 2 4	2 0 2 3
Accrued liabilities	\$ 349,639	\$ 139,435
Accrued wages	364,609	470,120
Payroll remittances payable	31,303	157,848
Trade payables	<u>1,122,974</u>	<u>1,560,433</u>
	<u>\$ 1,868,525</u>	<u>\$ 2,327,836</u>

8. DEFERRED CAPITAL CONTRIBUTIONS

The Organization received funding contributions from the City of Winnipeg and End Homelessness Winnipeg, as financial assistance to cover the acquisition and construction cost related to capital assets. These funding contributions are deferred and amortized over the estimated life of the related capital asset. The outstanding deferred capital contribution balances are as follows:

	2 0 2 4	2 0 2 3
Total funding contributions received	\$ 5,858,467	\$ 5,858,467
Earned funding contributions	<u>(468,488)</u>	<u>(322,027)</u>
	<u>5,389,979</u>	<u>5,536,440</u>
Less: current portion	<u>(146,461)</u>	<u>(146,461)</u>
	<u>\$ 5,243,518</u>	<u>\$ 5,389,979</u>



NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2024

9. LONG TERM DEBT

	2024	2023
CIBC loan payable, interest at 5.95%, repayable in monthly installments of \$48,220 (P & I), due March 2029. Secured by a first charge over certain assets, assignment of fire insurance, and general assignment of rents and leases.	\$ 2,501,554	\$ -
Less: current portion	(441,714)	-
	<u>\$ 2,059,840</u>	<u>\$ -</u>

The estimated annual principal payments required in each of the next five years to meet retirement provisions are estimated to be as follows:

March 31, 2025	\$ 441,714
2026	468,725
2027	497,388
2028	527,803
2029	565,924

10. COMMITMENTS

The Organization has entered into various lease agreements with estimated minimum annual payments as follows:

2025	\$ 1,587,308
2026	1,568,410
2027	1,547,512
2028	1,547,512
2029	1,547,512

11. RELATED PARTY TRANSACTIONS

Included in revenue for the current year is \$34,039,096 (2023 - \$29,728,573) received from Southeast Child and Family Services, a related party as disclosed in Note 1. The revenue was recorded at the exchange amount, which is the amount agreed upon the related parties.

12. FINANCIAL INSTRUMENTS

The Organization, as part of its operations, carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

13. ECONOMIC DEPENDENCE

The Organization receives the majority of its revenue from Southeast Child and Family Services. Should revenue from Southeast Child and Family Services be halted, continued operations would no longer be viable without obtaining another source of funding.



SHAWENIM ABINOOJII INC.

SCHEDULE 1

SCHEDULE OF EXPENDITURES

YEAR ENDED MARCH 31

MEMENGWAA

2 0 2 4

2 0 2 3

EXPENDITURES

Administration	\$		\$	1,808
Community equipment		2,012		1,416
Community programs		58,906		42,822
Meetings, travel and freight		5,662		8,336
Professional development				300
Professional fees		4,000		2,200
Property taxes		14,451		12,753
Rent				17,200
Repairs and maintenance		119,316		33,712
Respite and foster care		16,464		10,337
Staff programming				1,703
Supplies		27,361		32,890
Support services		11,587		21,091
Utilities		48,900		51,807
Wages and benefits		892,373		762,173
	\$	<u>1,201,032</u>	\$	<u>1,000,548</u>





