



Annual Report
2019~2020

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Shawenim Abinoojii Inc. shares the sacred duty to love, protect and nurture the children in its care by meeting the needs of First Nation children and their families.

Shawenim Abinoojii Inc. Overview

Shawenim Abinoojii Inc. (SAI) was established in 2005 to provide First Nations-led, culturally appropriate supports and services to eight (8) Southeast First Nations. SAI recognizes and respects the importance of fostering the unique cultural identities of children, families, and nations of the Southeast Tribal region. Through SAI, First Nations children and families have access to a variety of specialized programs that are designed to build strong culturally appropriate and respectful family and home-like environments for children who may not otherwise have access to such opportunities.

SAI offers exclusive specialized therapeutic home placement options both on-and off-reserve, and support worker services to Southeast Child and Family Services (SECFS). The development of community-based resources is made possible through a unique tripartite agreement between First Nations leadership, SECFS and SAI. The 2019 - 2020 Annual Report will provide an update on our growing and evolving program areas. The report will also provide an account of how we have adapted our programs and services to ensure the overall health and safety of staff and the First Nations we service amidst the Covid-19 pandemic.

Principles

SAI shares the sacred duty to love, protect and nurture the children in its care by meeting the needs of First Nations children and their families. This work is guided by six (6) fundamental principles.

Prevention – SAI will focus on reducing the risks to children and youth through the implementation of preventative supports for children, families, and their nations. The objective is to prevent an ongoing need for care, while providing transition and development supports that foster the kind of quality care that is necessary for the health and development of children. SAI also supports the social, economic and labour market participation of parents and First Nations citizens.

First Nations Approach – SAI focuses on providing culturally appropriate and culturally sensitive services to promote the pride in identity of the children, family, and First Nation.

Intervention and Support – SAI provides highly skilled staff to intervene in crisis situations and offer preventative services to families at risk to prevent children from entering care and, whenever possible, reducing the need for long-term and ongoing care.

Commitment – SAI will provide the highest quality of trained staff who are committed to enhancing the lives of children and youth.

Teamwork – SAI embraces a collaborative approach with children, family, First Nation, and agency to meet the goals of children, youth, and families.

Accountability – SAI is accountable and transparent in all aspects of its service delivery.

Message from Board Chairperson



Welcome. On behalf of the Board of Directors, it is an honour to present the 2019 - 2020 Annual Report for Shawenim Abinoojii Inc.

The Annual Report was prepared under the direction of the Board. All material including economic and fiscal implications known as of March 31, 2020 have been considered in preparing the Annual Report.

The Board acknowledges this has been a year of transition. This also has been a year where we've made considerable strides forward. Highlights include a focus on Board Governance and monitoring, program review and evaluation. We are beginning to see positive changes contributing to our mission of the sacred duty to love, protect and nurture the children in our care by meeting the needs of First Nations children and their families. To the staff and stakeholders please keep your hearts open to change.

The childcare system needs to adapt and grow and become better. You are the only ones that can make this happen. Find the positives and minimize the negatives. Remember our work is for those we serve.

For our members, the Shawenim Abinoojii Board is committed, involved, and informed.

Oral Johnston
Board Chair

2019 - 2020 Board of Directors	
Berens River First Nation	Chief Norman McKay
Black River First Nation	Councillor Oral Johnston
Bloodvein First Nation	Councillor Ellen Young
Brokenhead Ojibway Nation	Councillor Kevin Thomas
Hollow Water First Nation	Councillor Furlon Barker
Little Grand Rapids First Nation	Nelson Keeper
Pauingassi First Nation	Tanis Owens
Poplar River First Nation	Clifford Bruce

Message from Executive Director



Boozhoo, Aaniin! Shawenim Abinoojii Inc. means “to love and support the child.” At SAI we seek to honour and bring life to our company name. Each year, we accomplish this through finding new and innovative ways to nurture the healing, growth and development of the children, youth and families that we serve.

This year’s Annual Report will demonstrate for our readers and stakeholders, the steps that SAI has taken to improve the lives of First Nations children, youth and families by providing quality and effective support services.

The Annual Report will highlight the improvements made to our Human Resources Department, Recruitment and retention services, and the successes of our Community Specialized Homes, Therapeutic Foster Care Program, Support Worker Program, Memengoo Program, and the SAI School and Education Programs.

At SAI, we attribute the success of our organization to the collaborative action that is made possible through our unique partnership with the Southeast First Nations and Southeast Child and Family Services. This success, is also largely in part because of the supports and services available through the on-reserve Community Specialized Homes Program. By providing First Nations-led and culturally appropriate supports within the First Nation, SAI has successfully increased access to services to improve the likelihood of family reunification.

During the 2019 - 2020 fiscal year, SAI provided care to more than 200 children between the ages of 0-17. As the Executive Director of SAI, I am committed to ensuring the ongoing success of our programs and services, and the vital work that we do with various collaterals.

We also recognize that the SAI model is groundbreaking and can be utilized by other First Nations as a mechanism to bring resources back into the First Nation to support children and youth impacted by child welfare concerns to remain residents of their home nations.

I would like to especially thank our members, directors, leadership, staff and partners for the meaningful collaboration and efforts that support SAI in fulfilling our mandate.

Kitchi Miigwetch,

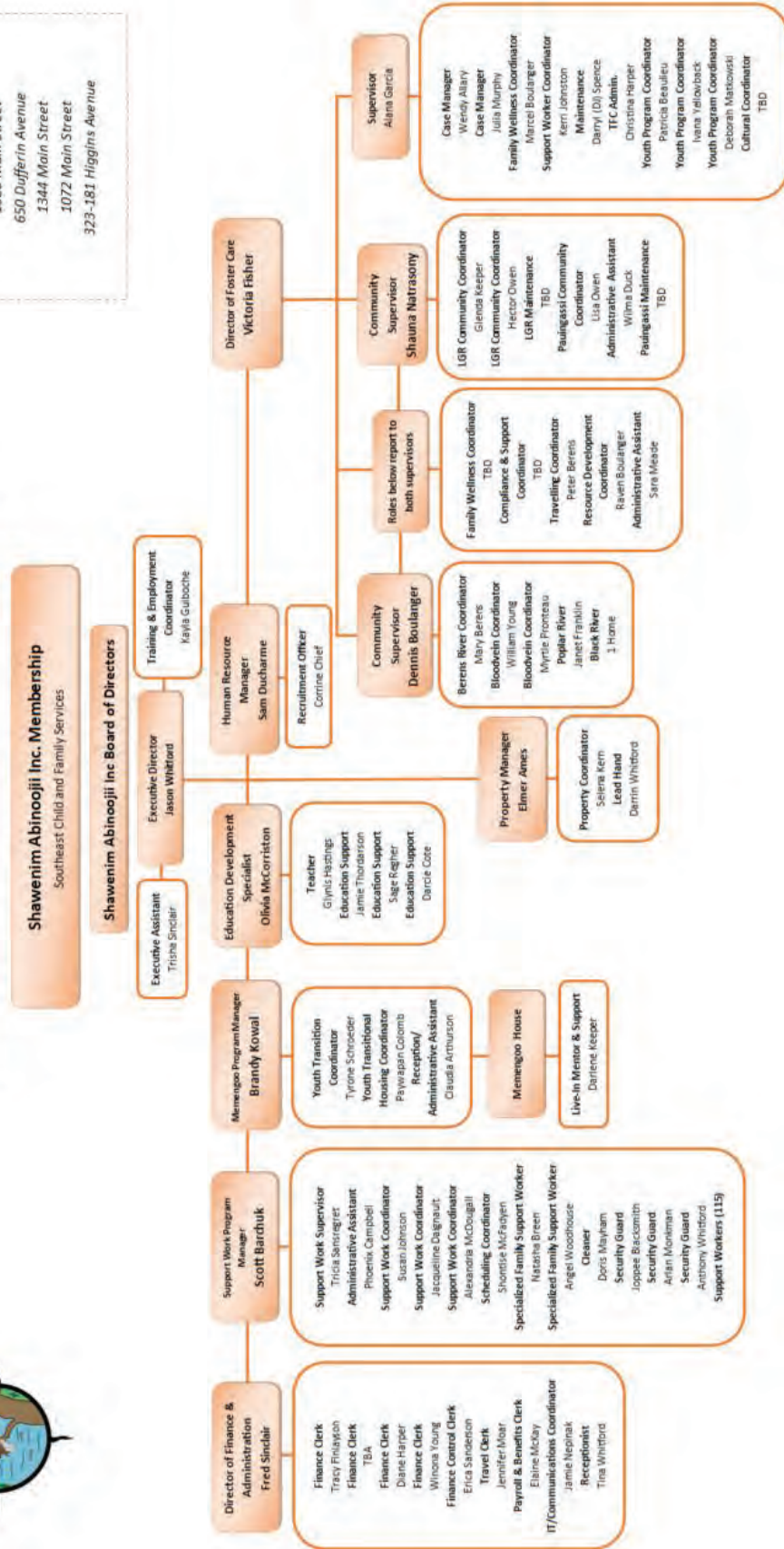
Jason Whitford
Executive Director

Organizational Chart



SHAWENIM ABINOOJII INC.

Shawenim Abinoojii Inc
1386 Main Street
650 Dufferin Avenue
1344 Main Street
1072 Main Street
323-181 Higgins Avenue



Human Resources

At SAI, the Human Resources Department (HRD) is responsible for a number of important functions including, but not limited to, recruitment, new employee onboarding and orientation, employee relations, interpreting policies and procedures and applicable legislation, and providing on-going guidance and support to management and all employees within the organization. The HRD is also responsible for ensuring that staff adhere to policies and procedures, while ensuring the organization is compliant with legislation. Other important areas that fall under the HRD are Workplace Safety and Health, and administration of Pension and Benefits and Workers Compensation Benefits.

The HRD has undergone changes throughout this fiscal year. In order to best support recent growth in the organization, a Human Resources Consultant was contracted in February 2019 to assist with recruitment, employee relations, guidance and support for management and employees, and in the delivery of Respectful Workplace training.

In October 2019, SAI recruited a permanent full-time Human Resources Manager to provide ongoing guidance and support to the Executive Director and Management; while the Human Resources Consultant continued to lead workplace investigations throughout this reporting period. Further, a Recruitment Officer was responsible for providing recruitment support for the Support Worker Program. This led to the Recruitment Officer providing organization wide supports to recruit support staff for the Therapeutic Foster Care Program and Community Specialized Homes Program as well.

In February 2020, the Human Resources Manager recognized a need for a Human Resources Assistant, and a term position was filled in March 2020.

Recruitment

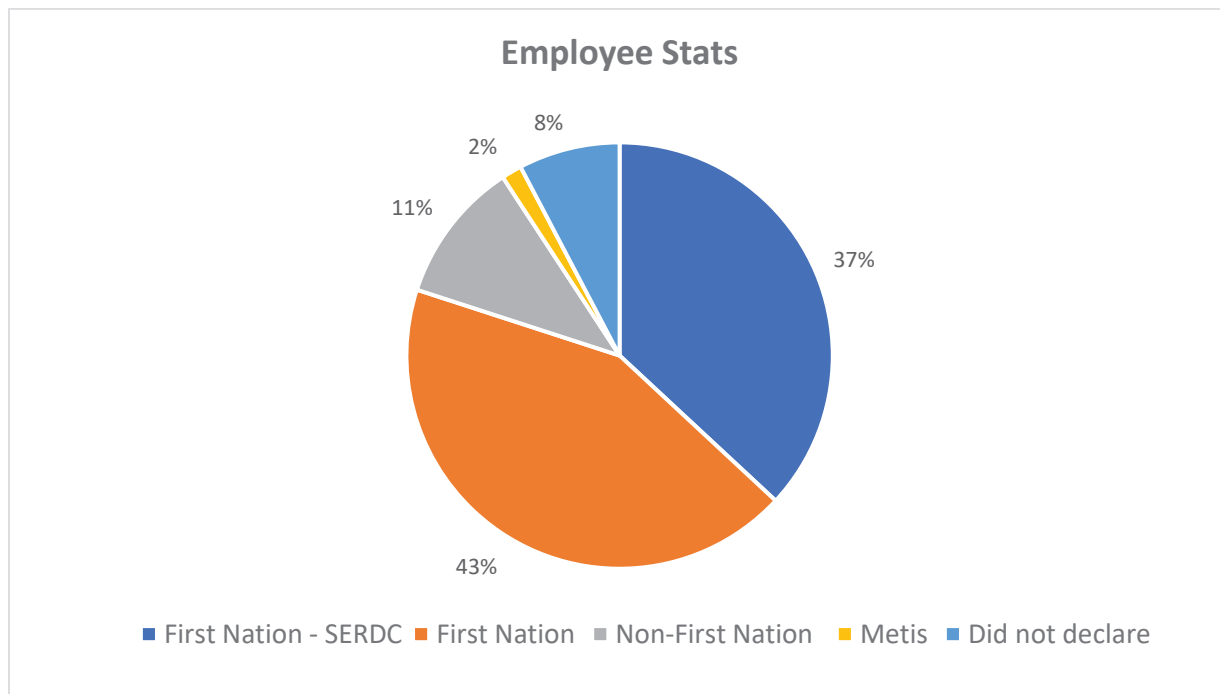
The goal of SAI is to recruit First Nations citizens within Winnipeg, rural areas and the Southeast First Nations that we provide services to. Within the SAI policy, it states that candidates from First Nations are priority in consideration for key roles such as Community Coordinators, Support Workers, House Parents, Foster Parents and Respite Workers. We do our best to ensure that First Nations citizens are fulfilling these roles by posting positions on Amik.ca and forwarding job postings to respective Chief and Councils and the Board of Directors.

COVID-19 & Pandemic Planning

Since the pandemic first made its presence in Manitoba, program service delivery and policies have been impacted. As recruitment was affected, SAI focused on establishing roles for core areas and recruitment for vacant roles such as House Parents and Support Workers needed throughout the organization.

From the time that the Human Resources Manager stepped into their role, Workplace Safety and Health continued to be a top priority. The Human Resources Manager immediately began planning for the coordination of a Safety Committee. The SAI Safety Committee is comprised of three (3) managers and six (6) employees who represent each program area. Throughout the reporting period, the Safety Committee identified key priorities to accomplish including the development and implementation of fire evacuation plans, a Workplace Safety and Health Manual and Pandemic Planning Policy.

SAI takes the health and safety of all employees seriously. Management ensures that all staff are following proper guidelines and that all programs have access to Professional Protective Equipment (PPE) including face shields, disposable and reusable face masks, gloves, disinfectant and wipes, spray bottles, and gowns. SAI has also taken measures to reduce the spread of Covid-19 by implementing a staggered work schedule and installing plastic shields at reception areas and adding panels on workspace cubicles.



SAI Employee Stats	First Nation SERDC	First Nation	Non-First Nation	Metis	Did Not Declare
65 Total Staff	24	28	7	1	5
	37%	43%	11%	2%	8%

Human Resource Staff	
Human Resource Manager	Sam Ducharme
Recruitment Officer	Corrine Chief

Community Specialized Homes

The Community Specialized Homes (CSH) Program provides community-based placement services to support children-in-care in maintaining a connection to their First Nation. Program objectives include reducing the impact of apprehension, supporting healthy family relationships, promoting community engagement, and providing culturally relevant care including land connection, language retention and positive self-identity.

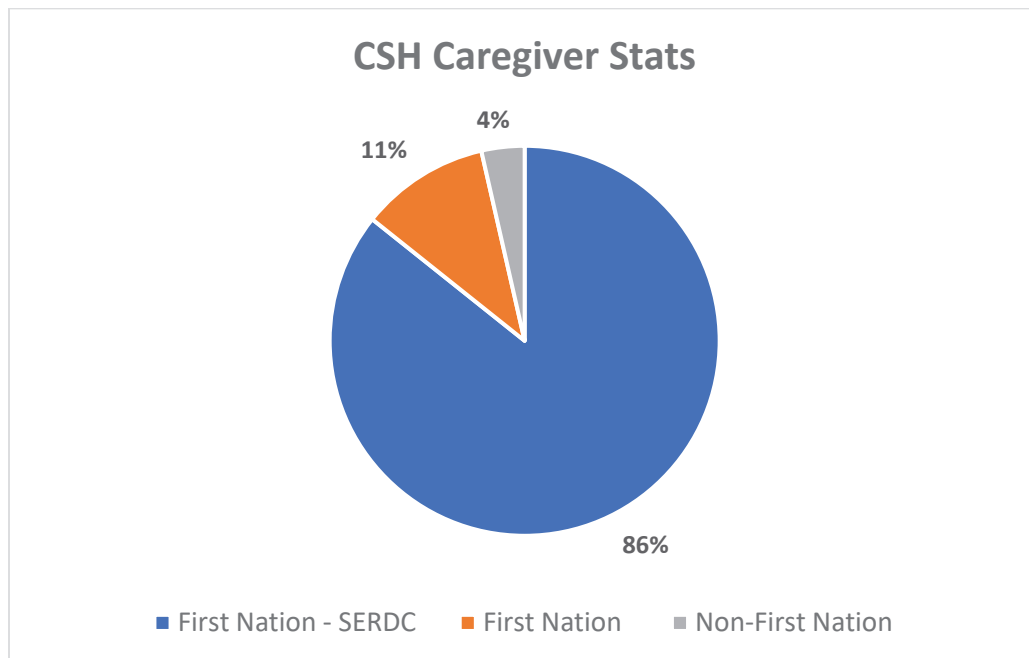
The key component and element of the CSH Program is the partnership between the First Nation, SECFS and SAI.

With a commitment to work collaboratively and respectfully together, these three parties identify the need and benefit of on-reserve homes for children-in-care. The overall objective of this partnership is to construct homes and provide resources that are customized to meet the needs of children and families.

Each CSH home is supported by a House Parent and Support Workers who are offered support and guidance through Program Staff. CSH homes are encouraged to participate in community events and initiatives to support community connectedness, healing and development, and build positive relationships with others.



To promote a connected and empathetic approach, the CSH Program seeks to recruit First Nations caregivers from the Southeast First Nations. This program provides opportunities for First Nations citizens to utilize and further develop their skills to provide quality care for children, youth and families. Through this work, we recognize the inherent connections between youth, their families and nations. SAI seeks to hire caregivers with shared history, identity and experiences as youth.



SH Caregiver Stats	Total House Parents	First Nation SERDC	First Nation	Non-First Nation	Metis
Pauingassi	5	5	-	-	-
Little Grand Rapids	10	9	1	-	-
Poplar River	3	3	-	-	-
Berens River	4	4	-	-	-
Bloodvein	5	2	2	1	-
Black River	1	1	-	-	-
Totals	28	24	3	1	-
		86%	11%	4%	

Placement Overview



30

Community Specialized Foster Homes



104

Children in Care

Federal 79 Provincial 27



50

Family Reunifications

SAI, SECFS and Southeast First Nations worked together to develop 5 new homes in 2 First Nations. These new homes will provide 16 new placements within Southeast First Nations. Specialized homes are developed in response to family needs with a focus on reducing the impact of apprehension and supporting family connection and reunification.



+4

Berens River First Nation

+1

Bloodvein First Nation

A mobile office-space was transported to Poplar River First Nation to provide a worksite for the Poplar River Community Coordinator. It will also serve as a meeting space and temporary accommodations for visiting staff.

The CSH Program maintains Family Visit Homes (FVH) in Bloodvein First Nation, Berens River First Nation and Pauingassi First Nation. The FVH provide community-based family visitation options for children and youth-in-care. This allows children and youth to maintain connections to their extended family and First Nation. The objective of this resource is to reduce barriers to maintaining family connections when children-in-care and families reside both on- and off-reserve.

Activities

The CSH Program staff partner with First Nations to organize and deliver activities for children and families within each First Nation.

The events completed during the 2019 - 2020 reporting period include:

Community	# of Activities/ Events
Berens River	8
Black River	0
Bloodvein	4
Brokenhead	0
Hollow Water	0
Little Grand Rapids	3
Pauingassi	3
Poplar River	2
Total	20



**Bloodvein First Nation Drug Awareness Walk
October 1, 2019**



Honoring our Indigenous Women Powwow - Little Grand Rapids First Nation – February 25, 2020



Training

In January 2020, SAI established a Training Coordinator position to develop and implement a training calendar that prioritized on-reserve training for First Nations citizens. The objective of this initiative was to reduce barriers and support skill development. A six-month training calendar was implemented, focusing on the training needs reported by First Nations citizens. Unfortunately, due to the Covid-19 pandemic, restrictions on group gatherings resulted in training opportunities being postponed.

Community Specialized Homes Program Staff	
Director of Foster Care	Victoria Fisher
Supervisor	Shauna Natrasony
Supervisor	Dennis Boulanger
Administrative Assistant	Sara Meade
Resource Development Coordinator	Raven Boulanger
Berens River Community Coordinator	Mary Berens
Bloodvein Community Coordinator	Myrtle Pronteau
Bloodvein Community Coordinator	William Young
Little Grand Rapids Community Coordinator	Glenda Keeper
Little Grand Rapids Community Coordinator	Hector Owen
Little Grand Rapids Community Maintenance	Neil Sky
Paungassi Community Coordinator	Lisa Owen
Paungassi Administrative Assistant	Wilma Duck/Hillary Pascal
Poplar River Community Coordinator	Janet Franklin
Travelling Coordinator	Peter Berens

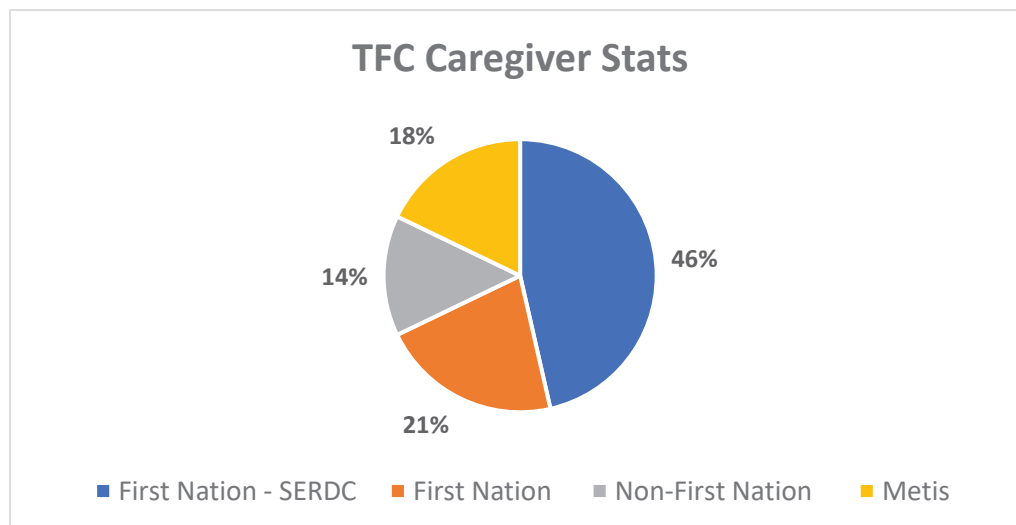
Staffing positions within the CSH Unit were restructured to respond to the needs of each Southeast First Nation, this included eliminating four Winnipeg-based positions.

Therapeutic Foster Care Program

The Therapeutic Foster Care (TFC) Program provides specialized placement services for children, youth, and families with unique needs and for whom good homes are hard to find. The TFC Program aims to be responsive to the varied strengths and challenges of each child and to provide each child with a nurturing, healing and structured environment that supports their wellness, life-skill development, and self-identity. The TFC team works to provide holistic support, mentorship and guidance to the foster parents, Support Workers and children and youth in TFC homes.

Program objectives include placement stabilization, supports that respond to need, supporting healthy family relationships, promoting community engagement, supporting culturally-relevant experiences and promoting positive self-identity. Each TFC home is supported by a Therapeutic Foster Parent and a team of Support Workers who are offered support and guidance through the Case Managers and Support Worker Coordinator. Youth and children in TFC homes are offered a variety of activities to support healing and life-skill development, build positive relationships, and deepen the knowledge of culture and traditional practices.

Additionally, Family Wellness and Therapeutic Support Practitioners work with youth in the program as well as biological families to support personal and interpersonal healing. The TFC team and TFC foster parents support biological families and communities through an inclusive approach guided by First Nations values and based on the best interest of the child. We recognize the inherent connections between youth, their families and First Nations. SAI seeks to hire caregivers with shared history, identity and experiences as the youth.



TFC Caregiver Stats	Total House Parents	First Nation SERDC	First Nation	Non- First Nation	Metis
Rural	9	6	-	1	2
Urban	19	7	6	3	3
Totals	28	13	6	4	5
		46%	21%	14%	18%

Placement Overview



26

Therapeutic Foster Homes

9 Rural – 17 Winnipeg



84

Children in Care

32 Rural – 52 Winnipeg

Federal 27 - Provincial 57



17

Family Reunifications

The TFC Program operates four types of foster homes:

- Male Youth: 11 – 17 years of age;
- Female Youth: 11 – 17 years of age;
- Sibling Reunification: Homes for large sibling groups to reside together to promote family unity and reunification; and
- Parent Reunification: Homes for parents to reside with their children in-care, alongside a House Parent and for the purpose of promoting family unity and reunification.

Home Type	Homes April 1, 2019	Homes March 31, 2020
Youth - Male	8	7
Youth - Female	10	9
Sibling Reunification	4	4
Parent Reunification	2	3
Child-Specific	0	3
Total	24	26

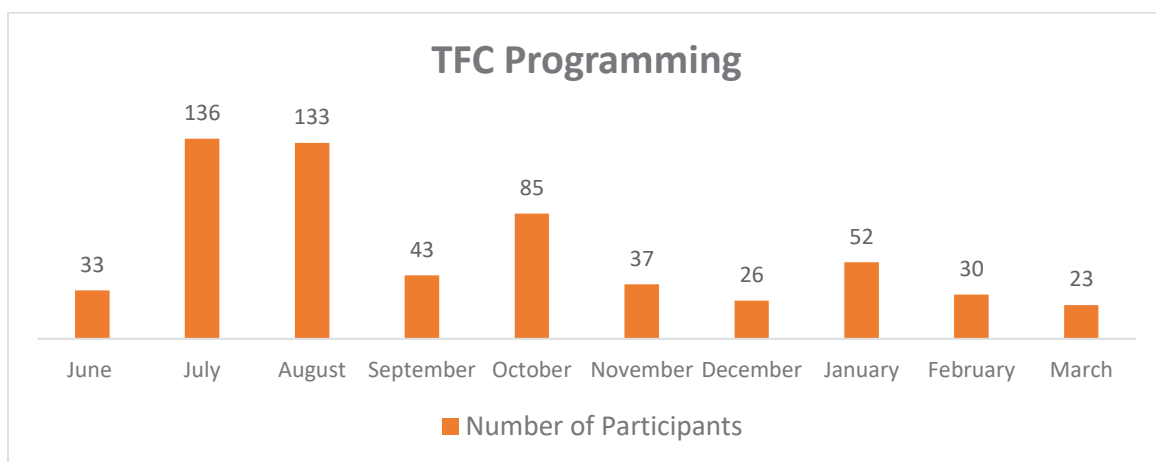
During this reporting period, the TFC Program adapted to include more parent reunification and child specific homes based on requests. Child-specific homes provide unique resources for children for whom good homes are hard to find.

Activities

The TFC Program provides opportunities to bring homes together to support a community-based environment. Program activities are offered evenings and weekends, and on school Inservice dates. Program activities include Ojibway language classes, medicine and berry picking, sweat lodge ceremonies, hiking, arts and crafts, Building Life Skills, Food Handlers, Applied Suicide Intervention Skills Training (ASIST), and Rent Smart Training.

Participation in SECFS programming is encouraged and promoted within Therapeutic Foster homes. SAI aims to work alongside SECFS in delivering programming to positively engage children, youth and families.

66 programming workshops were offered and a total of 598 participants attended during April 1, 2019 – March 31, 2020.



Therapeutic Foster Care Program Staff	
Director of Foster Care	Victoria Fisher
Supervisor	Alana Garcia
Case Manager	Wendy Allary
Case Manager	Julia Murphy
Support Work Coordinator	Kerri Johnston
TFC Admin	Christina Harper
Youth Program Coordinator	Ivana Yellowback
Youth Program Coordinator	Patricia Beaulieu
Family Wellness Coordinator	Marty Boulanger
Therapeutic Support	Deborah Matkowski
Cultural Coordinator	Kerry Norris Woods
Maintenance	Darryl (DJ) Spence

Support Worker Program

The Support Worker Program (SWP) provides several support services for children and families who reside on-and off-reserve. These support services are available one-time or on an on-going basis as required. While mentorship and family enhancement services are typically offered as an on-going service, supervision of family visits and transportation services are available on a one-time basis as well. To access these support services, SECFS must submit completed SWP forms to the Support Worker Coordinators. They can request one-to-one mentoring, family enhancement, supervision of family visits, and/or transportation of children.

Mentoring – Mentoring services provide a child or youth one-on-one time with a support worker. The support worker will engage children and youth in healthy recreation, help with the development of life skills, facilitate culturally appropriate activities, and assist in achieving set goals as needed.

20,252 Mentoring Support Hours from April 1, 2019 – March 31, 2020

On average 33 Children and Youth receiving services per month

Family Enhancement – This support service is designed to help prevent children from entering CFS care. The support worker will help the family to build and maintain a healthy home environment, develop healthy parenting skills, establish a budget that is designed as best as possible to meet their needs, and to access community resources as needed.

8,288 Family Enhancement Support Hours from April 1, 2019 – March 31, 2020

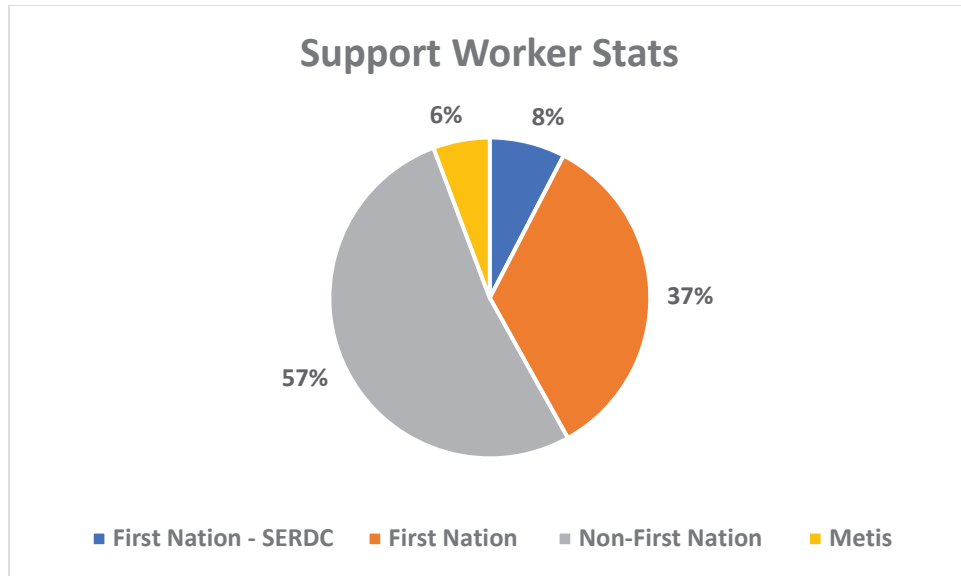
On average 49 Families receiving services per month

Family Visits – The services offered through the SWP can be accessed when supervision is required for visits between children, siblings, and parents. Family visits can take place in SAI visiting rooms, visiting homes, hotels, in parents' homes or within the child's First Nation. Support Workers are available to provide transportation for children and parents, and for periodic check-ins and supervision as needed.

3601 Active Visits

Emergency – Emergency support worker services are also available in the event that supervision supports are required for a brief hospital stay, family visit and/or transporting or escorting a child.

As of March 31st, 2020, the SWP had 97 active support workers. Support workers hold casual employment status, with some working close to 40 hours per week and others working only several hours per week.



Total Support Staff	First Nation - SERDC	First Nation	Non- First Nation	Metis
97	8	36	55	6
	8%	37%	57%	6%

Incident Reports from April 1, 2019 – March 31, 2020

Incident Type	Total
Assault*	7
Abuse Allegations	2
Medical	3
Self-Injury	1
Suicide	3
Sexual Exploitation	0
Facility Related	0
Police Involvement	1
Behavior Management	0
Other	12
Total	29

*Assault includes sexual and physical assault, either against CIC, perpetrated by CIC, or CIC to CIC

On-call System and Services

SAI has an on-call SWP system that is available to support workers, SECFS, and the Child and Family All Nations Coordinated Response Network (ANCR) between Friday at 4:30pm and Monday at 8:30am. There were several objectives in creating this system. The objectives are to provide weekend support and direction to the support workers, allowing them to ask questions or seek information; to try to minimize missed visits by having someone coordinate coverage for support workers who have either called in sick or failed to show up; provide a way for afterhours collaterals (SECFS, ANCR, etc.) to contact the SWP with concerns or to relay necessary information.

The table below reflects the volume of calls the on-call system received, whether the calls were regarding information giving or information seeking, and the number of times the on-call staff attended on-site.

On- Call Phone Call Tracking					
Call Reason	Info Seeking	Info Given	Coverage	Onsite Response	Other
Total	115	260	38	12	70

The table below reflects the results of random site checks that the SWP on-call staff performed, and whether there were issues found were related to the support worker (which could include not following directives of the support work requested) or the children or family (this could also include not following directives of case plan).

On-Call On-Site Checks				
Check Results	Concern related to Support Worker	Concern related to Family	No issue found	Total # of Checks
Total	21	19	116	156

Security Guards

The SWP is responsible for overseeing security services for the organization. SAI has two full-time security guards and one casual security guard. Security guards work 10 hour shifts from 7:00 pm – 5:00 am, rotating four days on, and four days off. The security guards provide mobile patrol and video surveillance of SAI offices, visiting homes, the Memengoo youth transitional home, and any empty foster home or property as required. All security guards hold security licenses, and SAI is licensed by Manitoba Justice to employ security guards. Support workers who are required to work after hours at SAI Visiting Homes have access to security guards if needed.

Security Incident Reports				
Unsecured Property	Suspicious/ Criminal Activity	Other	Staff Assistance Required	Total
11	3	3	1	18

Staff Scheduling

In the previous fiscal year, the SWP identified challenges with the process of assigning work and keeping the schedules of support workers, which may have contributed to support workers missing assignments. On October 29th, 2019, the SWP implemented the Snap Scheduling Program. Snap Scheduling is a web-based program that can hold many different views of schedules; for example, daily, weekly, or monthly schedule views, as well as filtered by type of support service assigned. Support workers can view their individual schedule by cellphone, tablet or laptop, allowing for updates of the assigned work to be seen in real time.

Specialized Family Support Workers

The SWP hired two Specialized Family Support Workers on April 23rd, 2019. These experienced support workers were hired as full-time staff to focus on working with families to help prevent the children from coming into the care of SECFS. As a result, both support workers would be able to work with several different families throughout each week. A third Specialized Family Support Worker was hired at the beginning of August 2019, but this candidate did not work out. Efforts to find a third member of the Specialized Family Support Worker team is on-going.

Family Enhancement

Fulfilling Family Enhancement requests continues to be a challenge. When a suitable support worker is found to provide support services to a family in need, their available work hours are often entirely consumed by the one family they are assigned to. This is due to a combination of the support worker having limited hours due to working another job or having other personal life commitments, and many family enhancement assignments require 15 – 20 hours of work per week. Additionally, many support workers lack the experience or skills required to effectively work with families who have complex needs.

Recruitment and Staffing

To address challenges and barriers with finding appropriate support workers, SAI hired a Recruitment Officer. The primary function of the Recruitment Officer is to find suitable support workers for each program area. Another challenge and barrier is finding support workers who have the necessary background checks. SAI is often waiting months at a time for prior contact checks for potential new hires. This has at times led to missed opportunities to hire candidates.

Support Worker Training

In November 2019, a strategic planning meeting was held between SECFS and SAI. At that time, the SWP committed to implementing a training plan to have all support workers trained in ASIST. It was later determined that it was necessary to re-organize the training to comply with proper Covid-19 guidelines.

Support Work Program Staff	
Program Manager	Scott Barchuk

Support Work Supervisor	Tricia Sansregret
Support Work Coordinator	Susan Johnson
Support Work Coordinator	Jacqueline Daignault
Support Work Coordinator	Alexandria McDougall
Visiting Home Coordinator	Shontise McFadyen
Administrative Assistant	Phoenix Campbell
Specialized Family Support Worker	Angel Woodhouse
Specialized Family Support Worker	Natasha Breen
Visiting Homes Cleaner	Doris Mayhem
Security Guard	Arlan Monkman
Security Guard	Joppee Blacksmith
Security Guard	Anthony Whitford



Memengoo Program

The Memengoo Program (MP) provides transitional housing and intensive case management supports to First Nations youth aged 18-25 in and from care. This program has remained largely underfunded and required a great deal of investment from SAI to see the program succeed. While SAI received funding for staff from the federal Reaching Home initiative that works to end homelessness, SAI invested further into the program, acknowledging the need for and value of providing culturally appropriate support to youth aging out of care, beyond the age of 21.

The vision of the MP is that First Nations youth in and from care have access to culturally appropriate transition supports, empowering them to build their skill, knowledge, and resources to ensure a smooth transition to living as an independent adult in the community, while establishing a positive sense of identity.

The MP strives to achieve this vision through the following objectives:

- Providing culturally appropriate housing and homelessness prevention supports;
- Providing culturally appropriate intensive case management to prepare youth for the transition from care while building life skills and competencies;
- Providing holistic programming that supports skill development as well as building a sense of identity; and
- To support all youth in the MP to develop a sense of belonging, independence, mastery and generosity.

Youth referred to the program may be referred to the transitional housing or community stream of the program. Once a youth completes an intake, they are assigned a one-on-one Youth Transition Coordinator who provides case management services including goal setting, resource connecting and advocacy.

The Memengoo Transition Home

This home offers supportive housing for 6 youth in and from care in a shared accommodation setting. Each youth has a private furnished room with access to a shared kitchen, common areas and washrooms. Youth may live here for a flexible amount of time, depending on their needs, goals and participation in the program.



The Memengoo home before (right) and after (above) construction.

Memengoo Community Stream:

Youth in the community stream of the program are those living anywhere outside the Memengoo home. These youth are supported via ongoing case-management. Youth in the community stream have access to additional resources provided by the 1344 Main Street program office including showers, computers, free laundry, emergency storage, and basic needs such as food or hygiene supplies.

The MP provides life skills and culturally based workshops that are open to all program participants. Staff strive to offer a minimum of one group workshop per week, and youth are welcomed to bring a friend or family member when able and appropriate.

17 Life Skills Workshops

Cooking, budgeting, money management, mental health & wellness, addictions workshops and guest speakers, and group/community events that support belonging and identity.



13 Cultural Workshops

Crafting, beading, leatherwork, dreamcatchers, sharing circles, sweat lodge ceremonies, land based outings, medicine picking, preparing the grounds for sweat lodges and review of Indigenous movies/documentaries.

Activities

Memengoo continued to grow in the 2019 - 2020 fiscal year. The program had slight increases in the number of inquiries/referrals as well as improved outcomes.

Youth Served	
Inquiries & Referrals	74*
New Intakes Completed	18
Total Number of Youth Supported by the Program	46

*Of the total number of inquiries and referrals, 25 came from SECFS, 16 were self-referrals, and 3 were from the TFC program. The remaining referrals came from various organizations including, but not limited to, Doorways, EUTC, Ma Mawi, Mount Carmel Clinic, & the Salvation Army. These inquiries and referrals have taken place despite no promotion of the Memengoo Program during the 2019 - 2020 fiscal year.

Youth Demographics at Point of Intake 2019-2020	
Average Age	18.5 years
# of Youth in CFS Care	9
# of Youth Aged out of Care	9
Youth from the South East First Nations	14
Youth from other First Nation Communities	4**

**As the Memengoo Program receives funding from the federal Reaching Home initiative, the program prioritizes SECFS youth but is not exclusive to SECFS youth. Of the 4 youth not from the Southeast First Nations, 3 were directly connected to someone from SECFS.

Notably, the average age of youth at point of intake decreased from age 20 to age 18.5 years of age.

Despite lacking the external funding to do so, SAI has continued to invest in the MP in order to ensure the program offered a variety of workshops throughout the year. Seven workshops had to be cancelled toward the end of the fiscal year due to the Covid-19 pandemic, resulting in the program falling short of its target of holding 25 life skills workshops.

Each year, MP staff hold a gathering with youth to gain input on the types of workshops and activities they would like to see organized throughout the year. Moving into the 2020/21 fiscal year, the program hopes to receive ongoing input through surveys and evaluations completed by youth.

This year the MP continued to work with youth from the previous fiscal year, as well as youth who are new to the program. The ongoing connections built within the program are evident as youth who had previously exited the program reached out for support during difficult times, and youth who continue to struggle maintained contact with the program.

Outcome Activity	Number of Youth
Youth Services	46
Housed	20
Registered for School	13
Started Employment	11
Youth Hired within SAI	2



The Memengoo Program moved into 1344 Main Street this year. This location offers youth access to critical resources including laundry, showers, emergency storage, computers, and a kitchen. Staff have also started gathering and offering youth experiencing homelessness or newly housed youth personal and household donations.

In November 2019, Memengoo staff Tyrone and Brandy, along with Memengoo participant Hasey Owen attended the Canadian Alliance to End Homelessness Conference in Edmonton. The team presented on the Memengoo Program and the need for culturally appropriate resources for First Nations youth leaving care as a key strategy to end First Nations youth aging out of care into homelessness.



Seeking Support for the Program

SAI has been seeking financial support for the MP since 2017. While the program received a short term per-diem approval for 3 youth in care to live at the Memengoo House, the majority of the program remained unfunded. SAI appreciates the ongoing partnership with the federal Reaching Home initiative, which supports the MP to prevent and address First Nations youth from care experiencing homelessness; however, additional resources are needed to ensure the sustainability of the program while meeting the high demand and needs of First Nations youth from care.

Trauma & Youth Coping

Throughout the growth of the MP, it has become increasingly evident that many of our young people struggle with the impacts of trauma and disconnection. The MP has worked diligently to support youth struggling with substance use, mental illnesses, suicide ideation, homelessness, and uncertainty around identity. It is the hope that future support for the program will ensure that the program continues to provide quality supports to youth on their healing journeys.

Housing Availability

The biggest challenge reported by staff on an ongoing basis has been the lack of accessible housing. Youth leaving care often have a range of barriers to housing including no tenancy history, low income, and no one available to when a guarantor/co-signer is necessary. The housing market is increasingly competitive and unaffordable. There must be a broader strategy and resources to address housing for youth, particularly as they leave the care of CFS.

Memengoo Program Staff	
Memengoo Manager	Brandy Kowal
Reception/Admin	Claudia Arthurson
Youth Transition Coordinator	Tyrone Schroeder
Youth Transitional Housing Coordinator	Paywapan Colomb
Live-In Mentor & Support	Darlene Keeper

By June 2019, the Memengoo staffing team had grown from 2 staff to 4 and at present the team operates with 5 core staff and 2-4 casual residential support workers at any given time.

Shawenim Abinoojii Inc. School and Education Programs

The overall objective of the SAI education programs is to create pathways for children and youth to return to school, progress in their academic level, and to honour their gifts within our principles of learning; while focusing on literacy and numeracy, in order to prepare them for successful futures.

Education activities are guided by the understanding that school programs must balance the intellectual, physical, cultural, and social development of children and youth, where young people can learn to appreciate themselves, their circle of care, and First Nations. Core courses with small group sizes and class lessons are provided in Winnipeg. This includes cultural programming once every 2 weeks and cultural experiences on the land and in the classroom. Physical activities include skating, fishing, playing basketball, and working out at the gym.

Within the Southeast First Nations, SAI provides literacy and numeracy support in partnership with homes and schools. Literacy and numeracy kits were developed and designed to include activities that are implemented with children in small and larger groups to nurture a love of learning and to build skills in reading and mathematics to prepare children for future academic success.

In Ste. Anne, SAI has an Education Resource Centre that needs to be formally be identified as a school. This would require the Ste. Anne municipality (Tache) to allow the use of the building as a school. There are many roadblocks as this is agricultural land. We will be presenting to the municipality in Fall. Once the centre is identified as a school, it will become a “site” of the school in Winnipeg with the same funding formula that the school in Winnipeg accesses.

Ste. Anne Area:

- There is a teacher available at the Education Resource Centre in Ste. Anne to work with First Nations children in that geographic area, to help address the educational barriers faced by children in this municipality.

First Nations:

- A literacy and numeracy facilitator is available to work alongside the First Nations Schools to support children in SAI homes in receiving additional supports in this important learning area.

Winnipeg:

- A teacher is staffed at the alternative high school in Winnipeg to work with 21 children and youth. The majority of youth are not in school either because they have been suspended, expelled, or refused enrolment. They may not be able to succeed in school because of academic levels or they may have current or past struggles.
- An Educational Assistant provides additional in-class guidance and support to the students at our Winnipeg school, as well as assisting other areas of need with the Educational Resource Center.
- An Education Development Specialist leads program development, advocates for the educational rights of students, asks important questions and finds ways of best supporting the diverse strengths and needs of children and youth.

Wellbeing

Children and youth are experiencing a very difficult time catching up academically. Those who feel safe and are well on the healing process are doing better than those who are struggling with complex issues. Our greatest challenge is motivating youth who see themselves as not capable of academic success, identified as three to five academic years behind their age group, and who see school as irrelevant as a way to cope with not being included. Through relationship building, activities and cultural exploration, many youths are showing signs of growth. This is costly as land trips, cultural activities and materials, and other such events are viewed as “extra- curricular” within the system.

Accessibility

Many First Nations children are not able to access school. An important component of our programming is to attend schools and school board or administrative meetings to advocate for First Nations children to be included in school. Some of our children and youth have been excluded from school for months and not able to attend full-time for over a year. This is an issue that impacts too many First Nations children in-care with complex needs.

Funding

The SAI School is a provincially recognized but that does not come with provincial financial support for three years. There are two more years of seeking alternative funding. There are some options, but each option has been negated by funders because we don't fit their framework. The students include children and youth who are federal responsibility existing in areas that are provincially funded. Jordan's Principle will only support assistance within a school and not a school program.

Accessing Special Education Supports:

Many of the youth and children within the SAI Education Programs are behind academically by three to five years. There are examples where students are in their later teens and struggle with reading at a literacy level of Grade 5. The SAI School needs access to special education and resource teachers to assist in creating education plans for children and youth that respect dignity and support success.

Education Program Staff	
Education Development Specialist	Olivia McCorriston
Teacher	Glynis Hastings
Education Support	Darcie Cote
Education Support	Jamie Thordarson
Education Support	Sage Regher

Finance & Administration

As of October 28, 2019, Fred Sinclair was hired as the Director of Finance who reports to the Executive Director and provides financial supports to the management team. SAI Board of Directors are provided with monthly financial updates.

The Finance and Administration unit is responsible for all financial processing for SAI staff, Foster Parents, Support Staff and is completed on a bi-weekly basis.

Accounts payable pays our vendors on a weekly and monthly basis, and invoicing is done monthly to SECFS.

Budgeting and audit requirements are completed annually with audited statements presented to the communities in this report. During this reporting period we have worked on developing and finalizing financial statements for presentation and assisted in personnel and financial policies for the organization.

With the development of these policies, we implemented procedures and controls to guard against possible fraud. We are currently in process of changing our Payroll provider from Ceridian to Sage and moving the organization to a cheque-less workplace by having all payments for payroll, and vendors be completed through EFT (electronic file transfer) which will save time and resources by not having to mail anything out.

Finance & Administration Program Staff	
Director of Finance and Administration	Fred Sinclair
Finance Clerk	Diane Harper
Finance Clerk	Tracy Finlayson
Finance Clerk	Winona Young
Finance Control Clerk	Erica Sanderson
Travel Clerk	Jennifer Moar
Payroll & Benefits Clerk	Elaine McKay
IT/Communications Coordinator	Jamie Nepinak
Receptionist	Tina Whitford

2019 - 2020 Audited Financial Statements



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INDEPENDENT AUDITORS' 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, 2020, 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, 2020, 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 Matter: Comparative Figures

We draw attention to Note 14 to the financial statements, which explains that comparative figures for the year ended March 31, 2019 were audited by another auditor who expressed a qualified opinion on those financial statements on October 15, 2019. Our opinion is not modified in respect of this matter.

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.

(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.

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.

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.

Auditors' 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.

(continued.....)



- Page 3 -

- 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.
- 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.

Winnipeg, Manitoba
October 21, 2020

Baker Tilly HMA LLP
Chartered Professional Accountants



SHAWENIM ABINOOJII INC.

STATEMENT 1

STATEMENT OF FINANCIAL POSITION

MARCH 31

	2020	2019
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ASSETS**CURRENT**

Cash	\$ 2,041,495	\$ 2,127,884
Accounts receivable (Note 3)	373,868	387,677
Due from Southeast Child and Family Services (Note 4)	<u>5,127,790</u>	<u>4,635,281</u>
	7,543,153	7,150,842

CAPITAL ASSETS (Note 5)

	<u>5,482,337</u>	<u>4,819,518</u>
--	------------------	------------------

	<u>\$ 13,025,490</u>	<u>\$ 11,970,360</u>
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LIABILITIES**CURRENT**

Accounts payable and accrued liabilities (Note 7)	\$ 1,108,542	\$ 814,488
DEFERRED CAPITAL CONTRIBUTIONS (Note 8)	<u>667,666</u>	<u>685,366</u>

	<u>1,776,208</u>	<u>1,499,854</u>
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COMMITMENTS (Note 9)**NET ASSETS**

UNRESTRICTED	6,434,611	6,336,354
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INVESTED IN CAPITAL ASSETS	<u>4,814,671</u>	<u>4,134,152</u>
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	<u>11,249,282</u>	<u>10,470,506</u>
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	<u>\$ 13,025,490</u>	<u>\$ 11,970,360</u>
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Approved on behalf of the Board

Director

Director



SHAWENIM ABINOOJII INC.

STATEMENT 3

STATEMENT OF CHANGES IN NET ASSETS

	YEAR ENDED MARCH 31			
	Unrestricted	Invested in capital assets	2 0 2 0	2 0 1 9
BALANCE, <i>beginning of year</i>	6,336,354	4,134,152	\$ 10,470,506	\$ 5,684,401
Excess of revenue over expenses (<i>Statement 2</i>)	778,776		778,776	4,786,105
Amortization of capital assets	305,137	(305,137)		
Amortization of deferred contributions	(17,700)	17,700		
Purchase of capital assets	(967,956)	967,956	-	-
BALANCE, <i>end of year</i>	\$ 6,434,611	\$ 4,814,671	\$ 11,249,282	\$ 10,470,506

SHAWENIM ABINOOJII INC.

STATEMENT 4

STATEMENT OF CASH FLOWS

YEAR ENDED MARCH 31

2020 2019**CASH FLOWS FROM:****OPERATING ACTIVITIES**

Excess of revenue over expenses	\$ 778,776	\$ 4,786,105
Amortization of capital assets	305,137	236,141
Amortization of deferred capital contributions	(17,700)	(15,725)
Accounts receivable	13,809	58,678
Due from Southeast Child and Family Services	(492,509)	(2,484,241)
Prepaid expense		26,253
Accounts payable and accrued liabilities	<u>294,054</u>	<u>214,697</u>
	<u>881,567</u>	<u>2,821,908</u>

INVESTING ACTIVITY

Purchases of capital assets	(967,956)	(2,215,710)
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FINANCING ACTIVITIES

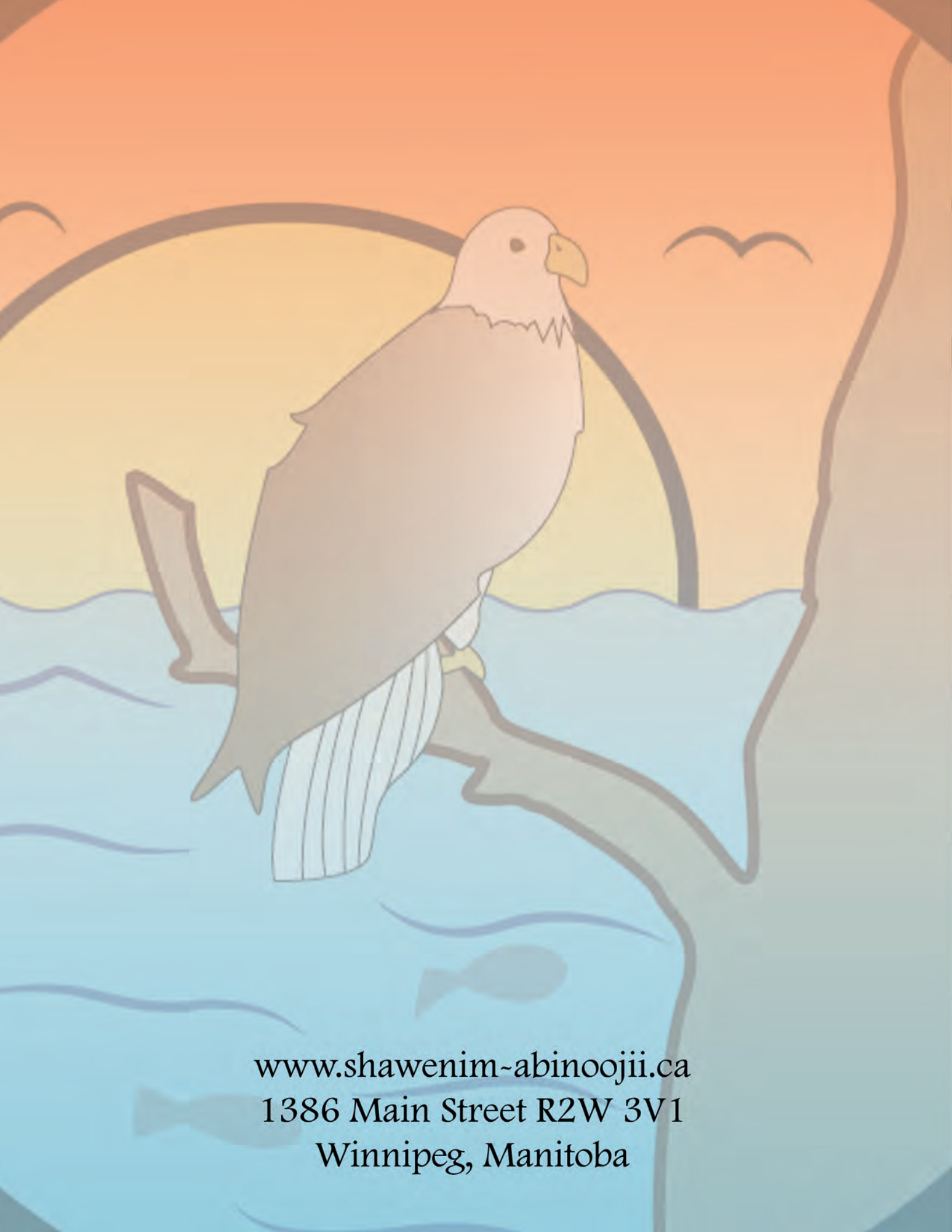
Advances of term loan due on demand		157,966
Contributions related to capital assets	-	(176,726)
	-	(18,760)

NET INCREASE (DECREASE) IN CASH DURING YEAR	(86,389)	587,438
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CASH, <i>beginning of year</i>	<u>2,127,884</u>	<u>1,540,446</u>
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CASH, <i>end of year</i>	<u>\$ 2,041,495</u>	<u>\$ 2,127,884</u>
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www.shawenim-abinoojii.ca
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