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THOSE WHO LEAD
KANIKANICHIK INC.
11TH
ANNUAL
REPORT
2012/2013

WE ARE THE
LEADERS
THAT OUR
PEOPLE
HAVE BEEN WAITING FOR...

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11TH ANNUAL REPORT 2012/2013

WE ARE THE LEADERS THAT OUR PEOPLE HAVE BEEN WAITING FOR...

WWW.KANIKANICHK.CA • "THOSE WHO LEAD"
KANI KANICHK INC.

OUR VISION:

To honour the spirit of our ancestors and seek their wisdom to guide our peoples back to balance and wellness. Our people have come home. We are self-determining, healthy, happy and respected for our cultural and spiritual strengths and ways of being.

OUR MANDATE:

We provide Aboriginal identified programs and services that focus on wholeness and wellness and that build on the strengths and resilience of Aboriginal Peoples. We do this to help people to help themselves, to build healthy relationships and to create a sustainable future for our community.

OUR VALUES & BELIEFS:

At Ka Ni Kanichhk, we honour the laws of our Creator, the knowledge of our ancestors and our responsibility to the children: those that are here now, and those still waiting to come — Seven Generations from now...

AT KA NI KANICHK, WE:

- Walk our talk
- Share strength, health and wellness of Indigenous Peoples
- Provide welcoming and culturally safe spaces
- Walk in balance with strength, values and Indigenous Knowledge
- Value belonging, mastery and generosity
- Believe in independence and interdependence (with all our relations)
- Create relevant and culturally-informed programs in partnership with our community

DEVELOP RESILIENT & AUTHENTIC LEADERSHIP



IN MEMORY OF UNICE CROW

DECEMBER 5, 1993 - SEPTEMBER 4, 2013
 PHOTO CAPTION: Setting the Stage — Girl's Project Participant



ACKNOWLEDGEMENT

Ka Ni Kanichhk respectfully acknowledges the very talented artist, **GAYLE SINCLAIR**, for the image that we selected to illustrate our vision, mandate and the values that guide and informs our work/practice. This powerful image also best expresses Ka Ni Kanichhk's enduring commitment to engage cultural safety and reclamation as the foundation to building resilient and authentic leadership.

The painting portrays the intergenerational leadership of Indigenous women, our enduring spiritual connection to the natural world (our Grandmother Moon) and our unwavering belief that our future wellbeing and survival as individuals and Nations is inextricably and intimately connected to our Traditional Knowledge and Practices.

2012/13 REVENUE:

Federal	35%
Provincial	45%
Municipal	5%
Foundation	9%
Other	6%

2012/13 EXPENSES:

Personnel	69%
Program	20%
Operating	11%

MIIGWETCH/EKOSANI TO OUR FUNDERS:

GOVERNMENT OF CANADA

- Canadian Heritage
- Department of Justice Canada
- Public Health Agency of Canada
- Status of Women Canada
- Aboriginal Affairs and Northern Development Canada — Urban Aboriginal Strategy
- Centre for Aboriginal Human Resource Development (ASSETS)

PROVINCE OF MANITOBA

- Family Service and Labour
- Culture, Heritage and Tourism — Children and Youth Opportunities
- Lighthouses
- Neighbourhoods Alive!
- Crime Prevention Program
- Urban Green Team

Aboriginal and Northern Affairs

MUNICIPAL

The City of Winnipeg

FOUNDATIONS/OTHER

- The Winnipeg Foundation
- Canadian Women's Foundation
- Moving Forward Together



4. RESIDENTIAL AND TRANSITION SUPPORT

"Who am I?"



FROM THE COMMUNITY AND RESIDENTIAL SERVICES MANAGER

I have been working in the child welfare/youth care system for fourteen years in a number of capacities. I have worked as a case manager, program coordinator, program manager, and foster parent, just to name a few roles.

Originally from Natchez, Mississippi, I moved to Winnipeg in 1992 and almost immediately began to volunteer in community activities. Prior to coming to Ka Ni Kanichihk, I worked at B & L Resources for Children, Youth, and Families for ten years.

My purpose is to serve the women, youth, and children of our community. I carry-out my purpose by developing and monitoring prevention and intervention programs that nurture, protect, and enhance the lives of our families.

Ka Ni Kanichihk plays an instrumental role in the community by providing culturally appropriate programs and services that appeal to many families in the inner city. I am proud to be part of an organization with such strong values of serving the community. In the next ten years, I see Ka Ni Kanichihk continuing to be a community leader with bigger and better cutting edge programming.

PROGRAMS AND SERVICES:

AT OUR RELATIVES' PLACE

KI MA MINA

MANITOBA YOUTH TRANSITIONAL EMPLOYMENT ASSISTANCE AND MENTORSHIP (MYTEAM)

— MICHAEL RICHARDSON, COMMUNITY AND RESIDENTIAL SERVICES MANAGER

PROJECT FUNDING COMPLETIONS 2012 - 2013

CREE LANGUAGE NEST
INDIGENOUS WAYS OF BEING ON TURTLE ISLAND
CIRCLE OF COURAGE

2012/2013 COUNCIL

JESSIE HOWELL, ELDER

EXECUTIVE COUNCIL:

KIMBERLEY PUHACH, CO CHAIR

DAVID MILWARD, CO CHAIR

JENNIFER RATTRAY, TREASURER

AUDREY RICHARD, SECRETARY

BRIAN BOWMAN

GWEN COOK

BRIAN HENDERSON

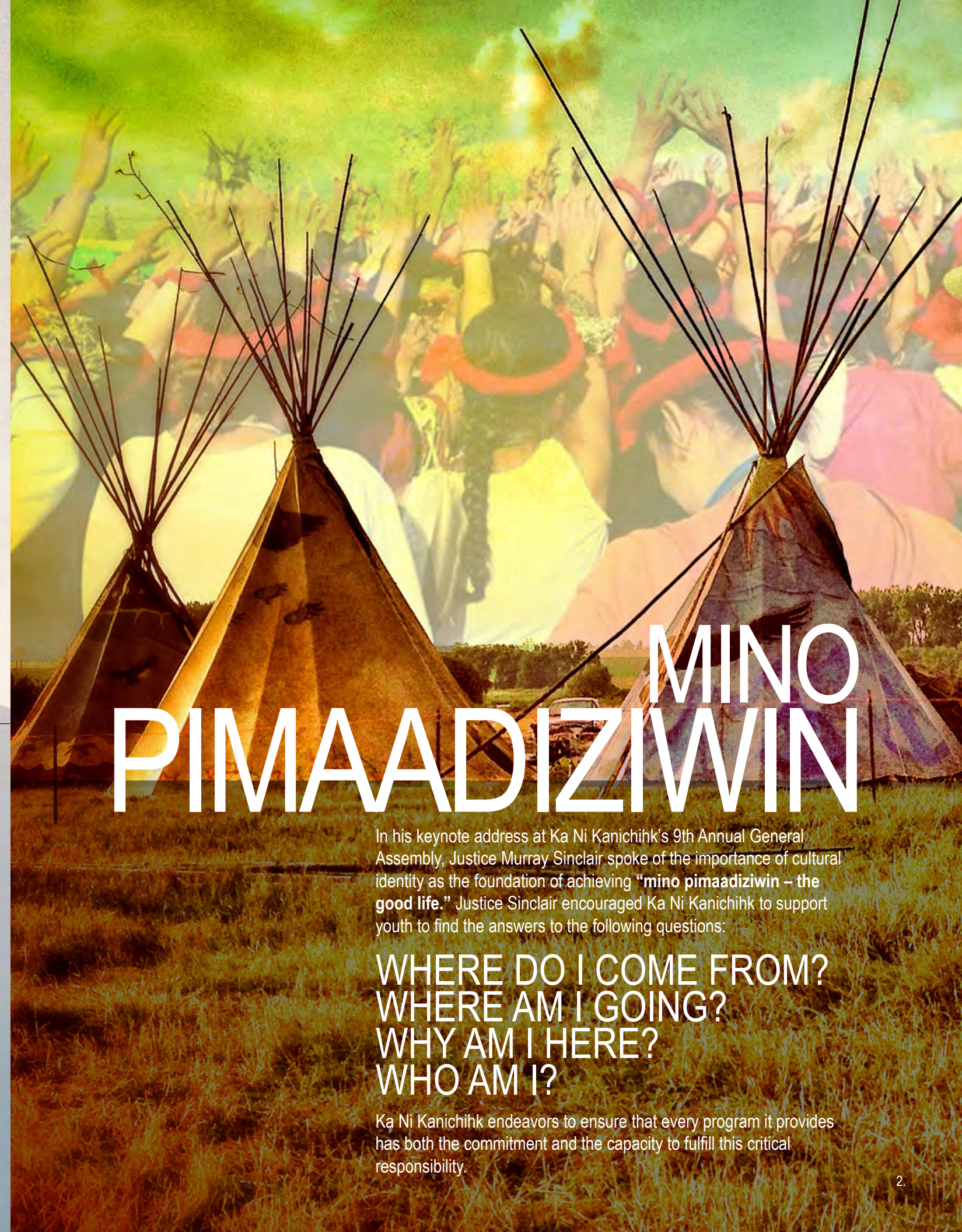
DAISEY MAY MURDOCK

COLEEN RAJOTTE

HELEN ROBINSON – SETTEE (LEAVE OF ABSENCE – OCT. 2013)

CECIL SVEINSON

LESLIE SPILLETT, EXECUTIVE DIRECTOR



MINO PIMAADIZIWIN

In his keynote address at Ka Ni Kanichihk's 9th Annual General Assembly, Justice Murray Sinclair spoke of the importance of cultural identity as the foundation of achieving "mino pimaadiziwin – the good life." Justice Sinclair encouraged Ka Ni Kanichihk to support youth to find the answers to the following questions:

WHERE DO I COME FROM?
WHERE AM I GOING?
WHY AM I HERE?
WHO AM I?

Ka Ni Kanichihk endeavors to ensure that every program it provides has both the commitment and the capacity to fulfill this critical responsibility.



Ka Ni Kanichihk Council Co-Chairs David Milward and Kimberley Puhach. 12th Annual Keeping the Fires Burning (June 20, 2013). Aaron Pierre, photographer.

CO-CHAIRS REPORT

"We know who we are and where we are going..."

There is such strength and resilience that comes from the word "lead." As a community of Indigenous leaders — of ourselves, our families, our community and our Nation — it is important that we know "who we are." Justice Murray Sinclair had a profound message to share, and that message was one that we, as an Organization, felt compelled to embed in how we move forward.

Identity is something that is at the heart and soul of Ka Kanichihk's vision, mission and values. Our organizational culture is our Indigenous culture. When you know who you are, your destiny becomes much clearer — even if the path is still difficult at times. The same holds true for Ka Ni Kanichihk and the work that we do.

Over the past year, we have continued to build and support the sense of identity and purpose in our organizational strategy. We could never do this important work alone — after all, leadership is never alone and relies upon many.

Ka Ni Kanichihk has had another year of hard work and great outcomes. We continue to grow and develop programs and services that are much needed. We have a very clear vision of "where we are going."

It's with that said that we wish to thank and honour all the leaders around us who guide, support and, in the case of our staff, do the work. You are truly "those who lead."

Miigwetch, Ekosani,

KIMBERLEY PUHACH, LONE THUNDERBIRD WOMAN, EAGLE CLAN
DAVID MILWARD

3. YOUTH LEADERSHIP & MENTORSHIP PROGRAMS

"Why am I here?"



FROM THE YOUTH LEADERSHIP & MENTORSHIP PROGRAMS MANAGER

As member of Opaskwayak Cree Nation, I have always worked for Aboriginal Organizations and for our People. I have come full circle back to working for the Youth.

Some of my past positions have included Youth Centre Coordinator for The Pas Indian/Métis Friendship Centre; promotion planner for the Otineka Mall; Special Project Coordinator for Swampy Cree Tribal Council/AHF; Executive Assistant for the OCN Educational Authority; and, most recently, I worked with the Truth and Reconciliation Commission of Canada on the National Events Team and the Statement Gathering Department.

I am honoured to be part of an Organization that is working toward a vision that I support. My passion has always been working for our people! I am a grassroots person and believe in community. I welcome the opportunity to support building strong and resilient leadership through Ka Ni Kanichihk's youth leadership and mentorship programs. My hope and dream is that we continue to engage our Youth and community to strive for a better future for all. We will work together for equality and opportunity for our people!

PROGRAMS AND SERVICES:

- RESTORING THE SACRED
- KISTESIMAW – OUR ELDEST BROTHER
- OSHKABAYWIS – MY HELPER
- THE BUTTERFLY CLUB
- SETTING THE STAGE – GIRL'S PROJECT
- INSPIRING MORE – ABORIGINAL YOUTH CIRCLE

— TRINA MCKELLEP, YOUTH LEADERSHIP AND MENTORSHIP PROGRAMS MANAGER



Restoring the Sacred Team (2012-2013).

2. EDUCATION & TRAINING PROGRAMS

"Where am I going?"



FROM THE DIRECTOR OF WORKPLACE ESSENTIAL SKILLS PROGRAMS AND SERVICES

Not only do I bring experience in community development and support to Ka Ni Kanichihk, but my heart and dedication, too. As an Aboriginal, Métis, First Nation and Scottish/Irish woman, I can reflect and utilize my cultural background to learn from and grow with all who walk through the doors at Ka Ni Kanichihk.

I am originally from The Pas, and consider myself a "Northern" woman. My two boys and husband moved to Winnipeg three years ago for employment opportunities. Throughout the years, I have worked as an Adult Literacy Instructor, Employment and Education Officer, and Program Manager. As the Executive Director at The Pas Community Renewal Corporation, I learned the true meaning of community engagement and empowerment.

I came to Ka Ni Kanichihk because I was drawn to its vision and mandate. I was also excited by the prospect of working in a new position with all its many challenges — including Essential Skills enhancement, to the Honouring Gifts program, and how it will fit with the Information and Office Administrative Assistant program. Ka Ni Kanichihk has a reputation that "says what it does and does what it says."

I believe that Ka Ni Kanichihk's vision will continue to guide and inform our work. With Ka Ni Kanichihk's leadership, I see strong Aboriginal identified programs and services with positive outcomes for healthy and happy families:

PROGRAMS AND SERVICES:

INFORMATION AND OFFICE ADMINISTRATIVE ASSISTANT
HONOURING GIFTS
MEDICINE BEAR CHILDREN'S LODGE (CHILD CARE CENTRE)
ABORIGINAL WOMEN RESPONDING TO THE AIDS CRISIS
MEDICINE BEAR COUNSELLING, SUPPORT AND ELDER SERVICES
KOOKUM'S PROJECT

— DODIE JORDAN, DIRECTOR OF WORKPLACE ESSENTIAL SKILLS PROGRAMS AND SERVICES

EXECUTIVE DIRECTOR'S REPORT

"We know where we come from and why we are here..."



There are those watershed moments in an organization's development that demand introspection. After ten years of organizational development and rapid growth (2002-2012), Ka Ni Kanichihk's leadership team launched three initiatives aimed at strengthening the organization's core operations with the goal of enhancing its overall service excellence. These special projects were supported by the United Way of Winnipeg's Organizational Development Fund and include:

DATA BASE DEVELOPMENT AND TRAINING

This project resulted in the development of a comprehensive and functional data base, which aligned Ka Ni Kanichihk's reporting requirements. It also provided staff training and support.

COMMUNICATION STRATEGY

Entitled "Time to Fly," the project evaluated the strengths and challenges of Ka Ni Kanichihk's communications systems and provided concrete recommendations to improve and strengthen this important organizational practice.

IT OPTIMIZATION

Currently in progress, this project involves a comprehensive systems analysis on Ka Ni Kanichihk's current business processes and existing informational technology systems to determine the opportunities to optimize existing technologies and/or to recommend technology solutions.

Ka Ni Kanichihk's Council and Management Team has also focused its strategic planning processes to develop new operating structures designed to support organizational stability and sustainability. Its revised Organizational Structure realigns Ka Ni Kanichihk resources to its commitment to deliver high quality and efficient programs and services to community members.

I am always grateful for, and indebted to, the talented, committed and passionate people that have contributed to the many achievements of the past year. Miigwetch/Ekosani to our community, program/project participants, volunteers, funders, partners/stakeholders, Elder Jessie Howell, Council members, staff team, consultants and contractors.

While we are strengthening our organizational foundations, we remain steadfast in our Vision to draw on our Traditional Knowledge and Practices to ground our relationships and our practice.

Ka Ni Kanichihk is building the leaders that we have been waiting.

Ekosani,

LESLIE SPILLET, PAINTED SKY WOMAN, BEAR CLAN
EXECUTIVE DIRECTOR



Information and Office
Administrative Assistant program
graduates (May 4, 2013). Aaron
Pierre, photographer.

“THOSE WHO LEAD”
**KANI
KANICHIHK**

SENIOR LEADERSHIP TEAM AND ITS PROGRAMS AND SERVICES

1. OPERATIONS AND EVENTS

“Where do I come from?”

Embedded in Ka Ni Kanichihk’s practice is the knowledge that we (as Aboriginal people) are descendants of powerful cultural groups. We continually remind our participants that we are still here (collectively) because of the strength and resilience of our ancestors — that who we are represents “the best of the best of our people.”



KEEPING THE FIRES BURNING: HONOURING OUR TRADITIONAL KNOWLEDGE

At Ka Ni Kanichihk, we affirm and celebrate our Indigenous cultures in our work. This is most evident in Ka Ni Kanichihk’s Keeping the Fires Burning — an annual event acknowledging our First Nations, Métis and Inuit grandmother’s and grandfather’s for their lifetime work to preserve, protect and transmit Traditional Knowledge.



FROM THE FINANCE/OPERATIONS MANAGER

I am the Manager of Finance/Operations at Ka Ni Kanichihk I have been with Ka Ni Kanichihk since it began in 2002. I have over 20 years experience in Accounting and Finance, and am also currently enrolled in the Applied Counselling program with Red River College. I plan on graduating this school year.

I am originally from Winnipeg, but spent part of my childhood in Nova Scotia. My greatest pleasure and priority in life is my role as a mother and grandmother. Working at Ka Ni Kanichihk has given me the opportunity to learn and reconnect with many of the traditions and cultural ways of being: it has helped me come “home” within myself.

I truly believe in Ka Ni Kanichihk’s programming and vision, and want to support this work in whatever way I can. Working with numbers and building partnerships with key stakeholders and funders is something that I am passionate about and how I am best able to support and contribute to the overall operations and mandate of the organization.

Over the last ten years, Ka Ni Kanichihk has been growing as an organization, while building a strong foundation and excellent reputation with partners, key stakeholders and funders. More importantly, by providing culturally safe programs, Ka Ni Kanichihk has built trusting and deep-rooted relationships with the community. Over the next 10 years, I can see Ka Ni Kanichihk continuing to grow, but in a more strategic way — one, based on the lessons learned in our first 10 years and the current social reality.

— KAREN STUART, FINANCE/OPERATIONS MANAGER