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THOSE WHO LEAD
KANI
KANICHIIHK INC. 12TH
ANNUAL
REPORT
2013/2014 ALL
HANDS
ON DECK



12TH ANNUAL REPORT 2013/2014

WWW.KANIKANICHIHK.CA • "THOSE WHO LEAD"
KANI KANICHIHK 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 Kanichihk, 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 KANICHIHK, 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 and authentic leadership

2013/2014 COUNCIL

JESSIE HOWELL, ELDER

EXECUTIVE COUNCIL:

DAVID MILWARD, CO-CHAIR
KIMBERLEY PUHACH, CO-CHAIR
JESSIE HOWELL, TREASURER
AUDREY RICHARD, SECRETARY

BRIAN BOWMAN (RESIGNED, JUNE 2014)
GWEN COOK
BARTLEY HARRIS
SHARON PARENTEAU
COLEEN RAJOTTE
JENNIFER RATTRAY (RESIGNED, SEPTEMBER 2014)
HELEN ROBINSON-SETTEE

LESLIE SPILLETT, EXECUTIVE DIRECTOR

2013/14 REVENUE:

Federal	30%
Provincial	45%
Municipal	10%
Foundation	7%
Other	8%

2013/14 EXPENSES:

Personnel	56%
Program	26%
Operating	18%

MIIGWETCH/EKOSANI TO OUR FUNDERS:

GOVERNMENT OF CANADA

- Canadian Heritage
- Status of Women
- Justice Canada — Youth Justice and Strategic Initiatives
- Justice Canada — Policy Centre for Victim Issues
- Health Canada — Public Health Agency
- Aboriginal Affairs and Northern Development Canada

PROVINCE OF MANITOBA

- Family Services — Strategic Initiatives & Program Support
- Manitoba Jobs & the Economy, Training & Employment Services
- Children and Youth Opportunities — Neighbourhoods Alive!, Crime Prevention Branch
- Aboriginal and Northern Affairs
- Manitoba Early Learning and Child Care

Canada-Manitoba Infrastructure Secretariat

CITY OF WINNIPEG

- Aboriginal Youth Strategy — Oshki Annishinabe Nigaaniwak

FOUNDATIONS/OTHER

- Centre for Aboriginal Human Resource Development
- Canadian Women's Foundation
- The Winnipeg Foundation
- Inspirit



YOUTH LEADERSHIP & MENTORSHIP DEVELOPMENT

RESTORING THE SACRED:

A culturally-based afterschool, peer mentorship program that provides transition supports to Aboriginal youth, 14–21, who have relocated to Winnipeg to attend high school.

KISTESIMAW (THE ELDEST BROTHER):

A mentorship program that provides positive alternatives and supports to male youth (12 and under) who are in contact with law enforcement and their families.

OSHKABAYWIS (MY HELPER):

A partnership with Manitoba Probation Services to provide community based and wraparound mentorship and support to female youth, ages 12–20, who are in conflict with the criminal justice system.

THE BUTTERFLY CLUB:

An afterschool program for Aboriginal girls, 9–13 that focuses on empowerment and leadership through activities that build cultural identity, confidence and self esteem.

SETTING THE STAGE – GIRL'S PROJECT:

An afterschool program designed to develop leadership and resilience in Aboriginal women, 15-21 through mentorship, skill building, goal setting and cultural and community connections.

MYTEAM (PILOT PROJECT):

Manitoba Youth Transitional Employment Assistance Mentorship (MYTEAM) provides a range of individualized mentorship supports and services focused on improving education, employment, and housing outcomes for “youth in care” to successfully transition to independence.

TRANSITION & RESIDENTIAL SERVICES

AT OUR RELATIVES' PLACE:

A specialized and culturally based foster care placement program for children and youth who are sexually exploited or who are at risk of being sexually exploited.

KI MA MINA:

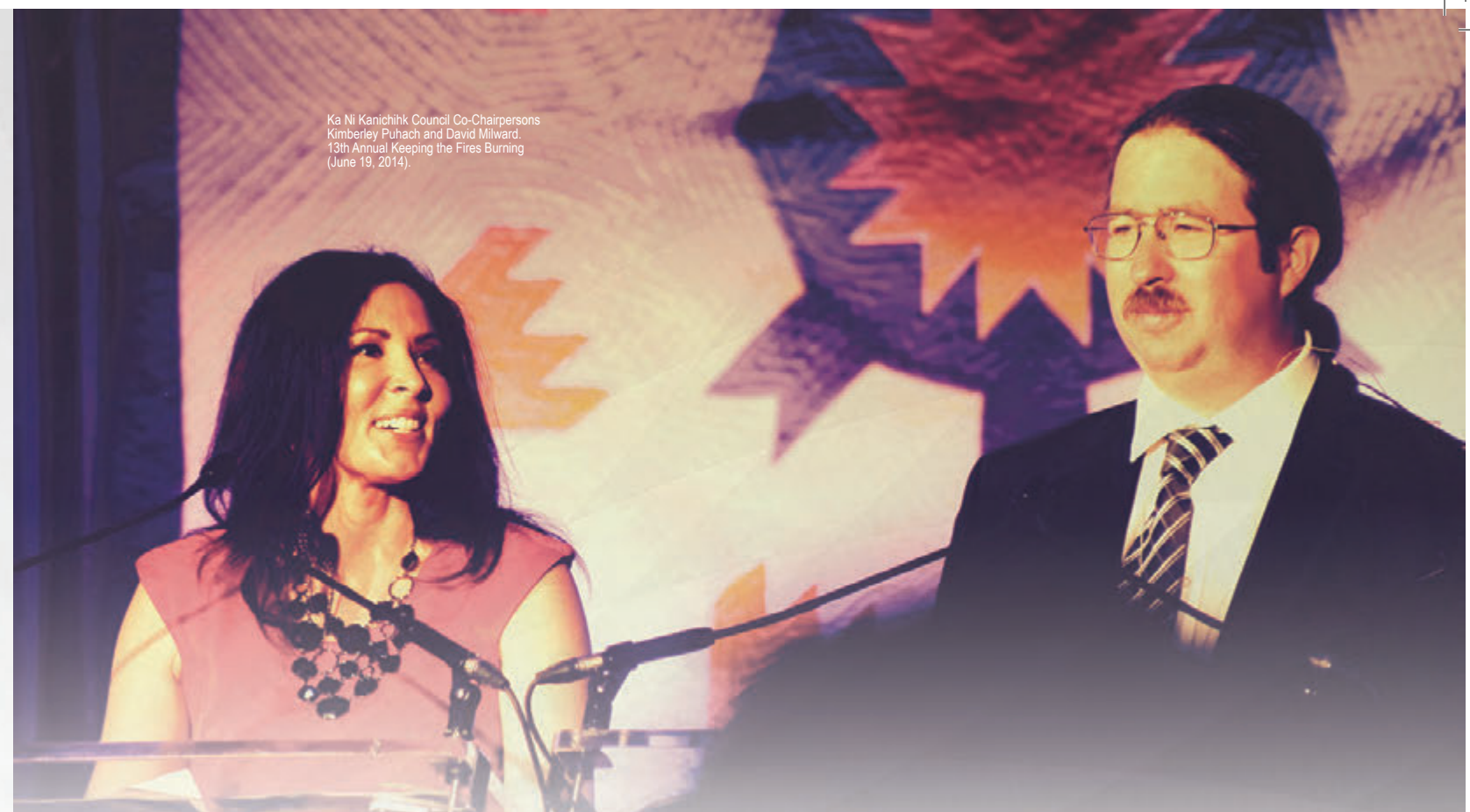
A specialized three bed transition home to assist female sexually exploited youth and young adults to develop independent living and life skills.

COMMUNITY CONNECTIONS, COMMUNITY ENGAGEMENT

KA NI KANICHIHK WORKS WITH MANY ORGANIZATIONS AND INDIVIDUALS TO PROMOTE AND ENGAGE IN ACTIVITIES THAT CONTRIBUTE TO COMMUNITY HEALTH AND WELLNESS. OUR PARTNERSHIPS INCLUDE:

- Youth Agencies Alliance
- Sexually Exploited Youth Community Coalition
- UN Global Safe Cities Initiative
- University of Winnipeg – Indigenous Advisory Circle, Masters of Development Practice Advisory Committee, Global College
- Sprucewoods and Gathering of the Sacred Pipes Sundances
- Manitoba Indian Education Association
- Gookomisag Odanokiitaanaawaa Mino Bimaadiziwin – Grandmothers Working for Good Life Council
- Wiping Away the Tears/Aboriginal and Northern Affairs

Participants receive Traditional Teachings at the 5th Annual Wiping Away the Tears Gathering for families of missing and murdered Indigenous Women and Girls (August 13, 2014).



Ka Ni Kanichihk Council Co-Chairpersons Kimberley Puhach and David Milward, 13th Annual Keeping the Fires Burning (June 19, 2014).

CO-CHAIRPERSONS' REPORT

It is hard to believe we are celebrating our 12th year as an Indigenous-led human services organization. While there is much for us to celebrate as a community, events of the past year are also reminders that there is still much to do. Our hearts also break when our families experience profound loss and pain, and our prayers go out to the families of Tina Fontaine and Rinelle Harper and to all those whose lives are touched by violence and loss. Ka Ni Kanichihk's call to action — **ALL HANDS ON DECK** — is a timely proclamation that “an emergency exists and we all need to be part of the solution.”

Our name, Ka Ni Kanichihk, is an Ininev phrase meaning, “those who lead.” It is our view that the term is perhaps misleading, at least as the word “lead” is conventionally understood. Indigenous culture and identity is at the heart of all that Ka Ni Kanichihk does. Our name has a dual meaning that is consistent with our culture. It means both to provide guidance, but also to serve our communities — to follow the examples set by our Elders and leaders of past generations.

During the past year, Ka Ni Kanichihk's Council has led a process of organizational development and innovation with the singular goal of strengthening our foundation. Our organization welcomed and engaged in the Province of Manitoba's “continuous quality assurance review.” These initiatives will support high-quality programming and services, sustainability and strategic initiatives, and our Capital Expansion Project. We welcome Dodie Jordaan to the position of Associate Executive Director.

Ka Ni Kanichihk's Council also experienced change. In June, we were saddened by Brian Bowman's departure, but we welcome him here today, as our new Mayor of the City of Winnipeg. We welcome the opportunity to contribute to a vision of Winnipeg that values, and is inclusive of, all of its citizens.

At our September Council meeting we reluctantly accepted the resignation of Jennifer Rattray. Jennifer served on Council for 7.5 years and held various positions on the Executive Council including Co-Chair, Secretary and Treasurer. And while Jennifer is no longer on Council, she will continue to volunteer on Ka Ni Kanichihk's committees.

Kitchi Miigwetch Brian and Jennifer for your contribution to Ka Ni Kanichihk!

At that same meeting in September, Council welcomed back Helen Robinson-Settee from leave of absence during which successfully obtained her Masters in Education.

It has been an honour to work along with such capable and committed Council members including our Elder Jessie Howell, Audrey Richard, Gwen Cook, Jennifer Rattray, Sharon Parenteau, Brian Bowman, Bartley Harris, Coleen Rajotte, and Helen Robinson Settee.

We acknowledge and honour Ka Ni Kanichihk's staff — your dedication and respectful engagement with children, youth and families is laying the groundwork for Mino Bimaadiziwin, “the good life.” On behalf of the Council, we wish to thank all of you who have supported our successes throughout the past year including our funders, our partners and most of all, the community members who have placed their trust in Ka Ni Kanichihk's programs and services.

Ekosani, Miigwetch, Thank you!

— DAVID MILWARD AND KIMBERLEY PUHACH
CO-CHAIRPERSONS, KA NI KANICHIHK COUNCIL

EXECUTIVE DIRECTOR'S REPORT: LEAVING OUR PRINTS

Images of Petroglyphs, Pictographs and Petroforms, left by the ancestors all across Turtle Island, tell a story of our relationship with the land, of our purpose and of our resilience. Many of these carvings (petroglyphs) or paintings (pictographs) are of handprints — messages or markers — to communicate with neighbours, or perhaps to map their journey on the land.

Whatever their intention, these hands still reach out across time and space to us — both as messages and markers — that we have always belonged to the land, and that we are still here. They also challenge us to follow their example by sharing our own stories with our relatives, and to map our journey so that those who are still coming can know that we too were here.

“All Hands on Deck” is a nautical term to signal — typically in times of emergency or when there is a lot of work to do — that the involvement of all members of the crew (team) is required.

Both the images and messages these petroglyphs, pictograms and petroforms contain, resonate deeply with Ka Ni Kanichihk. They provide a focus and framework for us to map our journey over the past 12 months and to share our story of success and challenges. These symbols also convey a sense of urgency that we are all required to contribute to improving the health and wellbeing of both our organization and our community.

Not yet even a “teenager” in human terms, Ka Ni Kanichihk has grown in status, stature and substance over the course of the past 12 years. Throughout, we have achieved many amazing accomplishments. Our annual Keeping the Fires Burning honouring celebration, for example, is now 14-years-old, and continues to celebrate the primary role that Indigenous Traditional Knowledge plays in cultural survival.

We've also had our detractors and our share of challenges and loss, but these have never derailed or distracted us from being “those who go forward” towards that beautiful life that our ancestors made for us: Mino Bimaadiziwin.

As always, I am grateful for being connected to our lodges and to those who keep them. I am inspired by the beauty and resilience of our grandmothers and grandfathers, our women and men, our youth and our babies. I am honoured to work with our Council and staff members who hold in their hearts and minds and hands the wellbeing and destiny of Ka Ni Kanichihk.

Ekosi, Miigwetch, Wopida,



— LESLIE SPILLET
EXECUTIVE DIRECTOR, KA NI KANICHIHK



“those who lead” A SNAPSHOT OF PROGRAMS & SERVICES

WORKPLACE ESSENTIAL SKILLS

INFORMATION AND OFFICE ADMINISTRATIVE ASSISTANT PROGRAM:

A 52 week, community-based Red River College accredited training for Aboriginal women, 18 and over. Graduates are ready to enter the work force or are eligible to transition into the second year of Red River College's Computer Applications for Business.

HONOURING GIFTS:

An innovative career and pre-employment training program to support Aboriginal mothers, 18-30, build on their natural and acquired abilities through career internships, essential skill development and training.

MEDICINE CHILDREN'S LODGE DAYCARE:

A licensed, on-site daycare for 16 infants (4) and preschool children (12). To support success, Ka Ni Kanichihk students/participants and community members are given priority placements.

COUNSELLING/COMMUNITY SUPPORT

MEDICINE BEAR COUNSELING, SUPPORT AND ELDER SERVICES:

Blending traditional and western knowledge systems and approaches, activities support families of Missing and Murdered Aboriginal Women.

ABORIGINAL WOMEN RESPONDING TO THE HIV/AIDS CRISIS:

A culturally rooted, awareness building project that is focused on increasing public, community, and organizational knowledge and capacity to better respond to the HIV/AIDS crisis with relevant strategies, approaches and inclusive of Aboriginal perspective and voice.



Drum making workshop with program participants.

HONOURING OUR ELDER

Sometimes life gets so hectic we can forget to appreciate those individuals who have contributed so much to the development and wellbeing of not only our organization, but the community as a whole. Since joining Ka Ni Kanichihk's Council in 2005, our beautiful Elder, Jessie Howell, has shared her positive attitude, her traditional knowledge, her encouragement and guidance, prayers and ceremonies and her banana bread with so many of us.

Anytime the "ALL HANDS ON DECK" call has gone out, Jessie has been the very first to step forward and contribute fully to the task at hand. Just recently, when our colleague and long term Council member and Treasurer resigned, Jessie immediately agreed to step into the position on an interim basis.

We love you Jessie!

19 13TH ANNUAL
KEEPING THE FIRES
BURNING
JUNE 2014

OUR LINK TO MINO
BIMAADIZIWIN

THE
Good
LIFE

Ka Ni Kanichihk has proudly hosted one of Manitoba's longest standing, premier Indigenous events for the past 14 years: Keeping the Fires Burning. In June 2014, eight Elders, selected by both Aboriginal Representative and Community Organizations, were honoured for their contribution to preserving, protecting and promoting Indigenous Traditional Knowledge. Our 2014 Keeping the Fires Burning inductees included: Robert Nolin, Elmer Courchene, Deidre Irvin Scott, Jim Nelson, Sarah Harper, Augustine Abraham, Thelma Morrisseau and Albert McLeod.

Metis midwife Darlene Birch was the 2014 recipient of the Oscar Lathlin Memorial Award. Darlene has advocated for the recognition of Aboriginal women's voices in the midwifery legislation process in Manitoba. Her passion has resulted in the preservation and repatriation of midwifery in Northern and remote Aboriginal communities.

The Oscar Lathlin Memorial Award was created by Council to honour his legacy and visionary leadership in defining and implementing models of women's centred self-determination.

2014 Keeping the
Fires Burning inductee
Sarah Harper.

OUR YEAR'S HIGHLIGHTS

NITEH MASKIHIKIY

With the goal of ending all forms of violence against Indigenous women and girls, Ka Ni Kanichihk hosted "Heart Medicine Work" on February 14, 2014, which brought together over 130 women of all ages to pray, to heal and to share traditional knowledge systems.

Sixteen grandmothers and lodge keepers shared ceremony and their "heart medicine" — or women's traditional knowledge — including visions and dreams, stories of survival and resilience and teachings of love, acceptance and kindness.

Keynote speaker, Sylvia McAdam, co-founder of Idle No More, shared the knowledge of her Nehiyawak ancestors. In her Cree knowledge system, women have sovereignty over the land and the water. Her Niheyw grandmothers held equitable roles within their families and Nations. Sylvia also spoke about how these roles were eroded, degraded and distorted through the colonial process, which has resulted in the current status of Indigenous women and girls. Many, if not all of the participants, continue to experience a spectrum of violence, which takes various forms, including economic marginalization, cultural dispossession, patriarchal institutions and laws, and sexual and racialized violence — the most extreme consequence being that of Missing and Murdered Indigenous women and girls.

Indigenous women have always known what research is now confirming: that if we are going to reduce and eliminate violence, the original status and role of Indigenous women and children must be restored. Through its leadership priorities, programs and partnerships, Ka Ni Kanichihk is fully committed to empowering women and girls, and to ending violence in all its forms.



NEW PARTNERSHIPS = NEW PROGRAMS = NEW POSSIBILITIES

STRENGTHENING FAMILIES

It is anticipated that in the fall of 2015, Ka Ni Kanichihk, along with its partners, will begin offering the Strengthening Families Program (SFP): a nationally and internationally recognized parenting and family strengthening program for families.

For much of the past year, Ka Ni Kanichihk, along with: Spence Neighbourhood Association; Ndinawemaaganag Endaawaad; IRCOM (Immigrant and Refugee Community of Manitoba); and Dr. Kathy Buddle of the University of Manitoba's Faculty of Anthropology have been working on developing and submitting an application to Public Safety Canada's National Crime Prevention Centre to secure multiyear (5) funding to deliver the program in Winnipeg.

The evidence-based family skills training program will be delivered by the four partner organizations in four neighbourhoods, including the Westend, Northend and Central areas of Winnipeg. Strengthening Families has been found to significantly reduce problem behaviors, delinquency, and alcohol and drug abuse in children and youth, and to improve social competencies and school performance. Child maltreatment also decreases as parents strengthen bonds with their children and learn more effective parenting skills.

ENDING VIOLENCE AGAINST WOMEN

Winnipeg was recently selected as the first city in Canada to join the UN Safe Cities Global Initiative aimed at reducing sexual violence against women and girls in public spaces. Since its beginning, Ka Ni Kanichihk has participated in this initiative, alongside several other community organizations and government representatives.

Women and girls experience and fear sexual violence in public spaces, from sexual harassment to sexual assault — including rape and femicide. It happens on city streets, in taxis and buses, in and around schools and workplaces, in shopping malls and in churches/places of prayer. Not only does sexual violence restrict the movement of women and girls, it reduces their ability to participate in school, work and public life, and negatively affects their health and wellbeing. Crime statistics (WPS) show that sexual violence is particularly prevalent in communities that are marginalized — including Indigenous women and girls.

As part of the UN initiative, Ka Ni Kanichihk hosted a "conversation" with Indigenous women and girls to hear about their experiences of sexual violence in public spaces. Participants also talked about the supports that were available to them at the time, and what kind of supports they would have preferred had these been available. This information will form part of Winnipeg's "Scoping Study," which is intended to establish a base line and a better understanding of the prevalence and impact of sexual violence, as well as the gaps in services.

ENHANCING SERVICES

Ka Ni Kanichihk is honoured to work with Jobs and the Economy (Province of Manitoba) to enhance its **Honouring Gifts** program. This new partnership has provided the resources to incorporate Essential Skills training into the curriculum and will ensure that participants have the necessary core and pre-employment skills required to support successful careers or access further skill specific training opportunities.

EMPOWERING GIRLS THROUGH GROUP MENTORSHIP

The Canadian Women's Foundation supported Ka Ni Kanichihk to develop new curriculum and add a group mentoring component to **The Butterfly Club**. Called **The Sister's Circle**, the new curriculum is designed to inspire and empower girls, ages 9-13, and support group mentorship and leadership. The United Way of Winnipeg also renewed its partnership with Ka Ni Kanichihk to extend the Butterfly Club activities.

MYTEAM EXTENSION

Ka Ni Kanichihk's partnership with the Province of Manitoba, to pilot a program focusing on individual mentorship to support youth to transition out of the care of Child and Family Services, was extended until August 2015.

HONOURING OUR RELATIVES: PHOENIX, BRIAN & CAROLYN SINCLAIR

The best and only way we can honour the lives of Phoenix, Brian and Carolyn Sinclair is to understand their lives, and then to act to bring about the kind of change that will prevent further, senseless loss of life. This is the reason that Ka Ni Kanichihk sought and gained "intervenor" status in the Phoenix Sinclair Inquiry and the Brian Sinclair Inquest. Their lives also serve to inspire and motivate Ka Ni Kanichihk to work toward decolonizing relationships and systems — each and every day — through our programs, partnerships and prayers.

As a follow up to the Phoenix Sinclair Inquiry, Ka Ni Kanichihk has advocated for changes in the paradigm of child welfare. We must decrease the over-representation of Indigenous children in the child welfare system. Ka Ni Kanichihk is developing a Family Court Diversion Project, which will keep children in families through meaningful and long term support, advocacy, programming, services and cultural reclamation and healing opportunities.

Although the Judge has yet to release his report on the Brian Sinclair Inquest, Ka Ni Kanichihk has been involved in the "Brian Sinclair Working Group." This group is producing an alternative report and recommendations to improve the delivery of health care to Indigenous people in Canada.

Ka Ni Kanichihk continues to be a strong voice for justice for the families of Murdered and Missing Indigenous Women and Girls and ensures that Indigenous people — and all people — are treated with dignity, respect and honour.

