



# Annual Report

## 2015-2016

# TABLE OF Contents

**3**

-----  
Agenda

**4**

-----  
President's Message

**5**

-----  
Executive Director's Message

**8**

-----  
Board of Directors

**9**

-----  
Staff and Management

**10**

-----  
Our Mission, Vision, Values, and Beliefs & Principles

**12**

-----  
Our Service Principles

**14**

-----  
Minutes from 2015-2016 AGM

**16**

-----  
Financial Statements 2015-2016

**19**

-----  
Our Programs

**20**

-----  
Crisis Programs

**21**

-----  
Children's Program

**22**

-----  
Follow-up, Interim Housing, and Outreach Programs

**23**

-----  
Wisdom Program (Tutoring)

**27**

-----  
Resident Quotes

**28**

-----  
Nomination Committee Report

**29**

-----  
Whistleblower Act Report

**30**

-----  
Acknowledgements

# AGENDA

September 30, 2016



11:00am

Message from Catherine Dunn, President

11:05am

Keynote Speaker: Nahanni Fontaine, MLA St. John's Community Constituency Office

11:45am

Business Meeting:

- Call to order of 2015/16 Annual General Meeting Agenda
- Minutes of 2014/15 Annual General Meeting
- Adoption of the President's Report
- Adoption of the Executive Director's Report
- Auditor's Report
- Appointment of the Auditor
- Nomination Committee Report
- By-law Amendments (none to report)
- Whistleblower Report
- Executive Director's Report

12:30pm

Closing Remarks and Adjournment of Meeting - Catherine Dunn

12:35pm

Production by Sarasvati - "Doing It For The Fame"

12:50pm

Present Mr. Allan Kauk, City of Winnipeg Bus Driver with a gift for his contribution to supporting Domestic Violence

1:00pm

Refreshments and Silent Auction

# PRESIDENT'S Message



On behalf of the Board of Directors of Ikwe Widdjiitiwin, Inc., I am pleased to report on our many activities and accomplishments this past year. Our Shelter has been moving forward implementing more culturally-based methods to understand and address violence within the context of de-colonization and inter-generational violence in the Indigenous family and community.

Although, Ikwe is a Shelter for ALL women and children fleeing domestic and family violence, Indigenous families, do however, make up 90% of the clients of Ikwe so we feel it is imperative that these appropriate cultural and spiritual supports are available. This has been one of the Board's Strategic Goals.

Ikwe continues to build upon our successful partnerships within the community as we feel this is essential to ensure the provision of holistic therapeutic, cultural and life skill supports to our women and children. Ikwe has been engaged in many community awareness activities both local, regional and nationally. We've participated in regional committees and initiatives and workshops and well-known conferences. These activities have successfully put Ikwe in the public "lens" as a well-informed and well-respected expert in the areas of domestic violence, family violence, Indigenous women at risk and de-colonizing the violence against Indigenous women. We continue to maintain strong community networks with other community agencies such as the Salvation Army, Women's Services, Sunrise Village and Oyati Tip that helps with household needs and moving for our women. We work closely with Wahbung Abinoojiag, Winnipeg Harvest, the UpShop, Manitoba HOusing, Child and Family Services and Employment Income Assistance, the Winnipeg Police Service, our valued Family Violence Prevention Program and Agency Accountability Support Unit with the

Province that oversee our funding, standards and compliance. Additional new strong networks include the Winnipeg Foundation, University of Manitoba (Faculty of Social Work), Manitoba Federation of Non-Profit Organizations.

We are involved in activities that address Murdered and Missing Indigenous Women (MMIW). The MMIW file is very important to Ikwe and the work we do in the community. It's essential that the needs of vulnerable women and children be addressed and further operational and program planning and funding be put forward towards prevention and supports.

Ikwe welcomed 2 new Board members in 2015/16. We welcomed Cheryle Dreaver and Tracy Sanderson. Both exceptional women bring a vast set of skills, knowledge and experience to Ikwe.

I am proud to say Ikwe has excelled as a leader in the community, across the Province and Country in the services we provide to women and children escaping domestic and family violence. We have instilled a "strong voice" in the areas of domestic violence, government policies and laws, vulnerable Indigenous women, the rights of women and children and the challenges entwined because of systemic barriers. I take this opportunity to thank the rest of my Board members, Ikwe management and our remarkable front-line staff for their dedication and tireless work with the women and children who "walk through the doors" of Ikwe. Lastly, I thank all of our donators, your contributions are invaluable.

Please visit our website at: [www.ikwe.ca](http://www.ikwe.ca) as we continue to enhance the profile of this progressive organization.

Sincerely,  
Catherine Dunn, President

# EXECUTIVE DIRECTOR'S Message

## **Boozhoo, Aaniin, Hau, Bonjour, As-Salam-u-Alaikum**

On behalf of the staff and clients of Ikwe I am honoured to present the 2015-2016 Annual Report. I have entered into my 3rd year as the Executive Director of Ikwe. Ikwe provides essential services which ensure shelter, safety, supports, cultural safety and advocacy to women and children fleeing domestic and/or family violence. Ikwe has been instrumental in providing a wide range of support services that have enabled women to understand the cycle of domestic violence, healthy vs. unhealthy relationships, appreciation of one's self worth and acquire fortitude to live a life free of violence. In addition we aim to provide educational supports in a variety of areas, such as life skills by also working with partners in the community to work with our residents and ensure that supports are in place to help women "get back on their feet".

Ikwe has continued to educate the public about the services and needs of Ikwe. We have expanded our efforts within a community engagement "effort" by establishing well-appreciated and invaluable partnerships. These partnerships and opportunities have allowed Ikwe to expand its presence in the community and educate the public, corporate entities and other community services regarding our work, challenges and aspirations for the future. The community has been most collaborative and helpful to assist Ikwe in a number of areas. Meegwetch!

Two years ago, I committed to infusing more Aboriginal culturally based methods to understand violence within the Aboriginal family and community and to further implement trauma-informed cultural therapeutic supports to our women. Ikwe has begun this by working with Ki-Shay-Witisiwin Training & Consulting (through the Aulneau Center). We were able to provide support groups 2x a week over 2 phases for clients

utilizing a strength-based perspective, de-colonizing approach from a First Nations/ Aboriginal focus. We have also actively engaged the supports of a well-respected Elder in our community. Her kind, gentle and empathetic approach coupled with cultural/spiritual teachings with our women has proven to be beyond exceptional and effective.

Ikwe has had Information at a number of community initiatives such as the Women's Correctional Center in Headingly, Celebration of Social work Luncheon/Networking event at the Health Sciences Center; the Eagle Urban Transition Center 6th Annual Disabilities Service Providers Forum the Fire Native Council event. We thank these partners that invite Ikwe to come share information about our services and look forward to returning to future events.





I endeavour to promote training opportunities for the staff. We were very lucky to team-up with Stephen DeGroot of Myriad Consulting in December 2015 to engage in a most excellent Team Building Workshop and hope to work with him again in the near future. Ensuring the staff of Ikwe are provided these opportunities to strengthen their skill sets and acquire new skills is essential for the operations of Ikwe and maintaining a good morale and sense of pride in the work we do here at Ikwe.

Our union Collective Agreement with the United Food & Commercial Workers Union, Local 832 was successfully negotiated and finalized and came into effect April 1, 2015 to March 31, 2018.

Ikwe continues to bring on to complete their practicum and “job shadowing” hours at Ikwe. We were fortunate to have students from the Ka Ni Kanichihk (Honouring Gifts Program); Essential Skills Manitoba; CDI College “Addictions Certificate” program and the University of Manitoba Inner City Social Work program. We wish them all the best in future endeavours and are looking forward to taking on new students in the near future.

Ikwe attended the Canadian Domestic Violence Conference in Toronto in June 2015. This venue provided information knowledge

exchange in a variety of topic areas such as Trauma-Informed service models (which is a strategic goal of Ikwe) and experiences of “sister shelters” from across Canada. Another topic highlighted was “Homelessness” which provided opportunity for Ikwe to share with others our experiences and observations of women that “fall through the cracks” in accessing services and/or gaps in the system. I was invited back to Toronto in September to be one of 50 participants at the “Raising the Roof” on Child & Family and Homelessness Summit at the Summit’s expense. I, once again, participated in the Winnipeg CEO Homelessness Sleepout (my 2nd year) in September was able to raise over \$500.00 towards this important yearly event hosted by Winnipeg Biz. Special thanks to all who donated to this worthwhile cause!

Ikwe is engaged in a number of community-based and Indigenous working groups such as the Winnipeg Indigenous Executive Circle; the Thunderwing Advisory Group; the Assembly of Manitoba Chief’s Missing and Murdered Indigenous Women’s Working Group and the Trafficked Persons Response Team. We are also a member of the Manitoba Association of Women’s Shelters which allows for a unified voice among the 10 provincially funded shelters in Manitoba. Ikwe endorsed support for the Masters of Social Work in Indigenous Knowledge program at the University of Manitoba.

I would like to thank Western Paint and the paint they donated to the shelter throughout the year. Also, Ikwe thanks Shoppers Drug Mart at Main and Redwood for graciously choosing Ikwe again to be a recipient of their yearly “Tree of Life” fundraising campaign. With the money received we purchased an appliance. In addition, Ikwe received a grant through the Non-Profit Community Bed Bug Grant program and was able to purchase more heavy duty dryers and mattress encasements for prevention purposes. We signed a partnership agreement with “Citizen’s Bridge” to help Ikwe clients specifically in the are of getting IDs. We thank Mary Kay Consultant Kathi Kristianson who occasionally visits the shelter to give skincare/ make-up sessions as part of self-care and



pampering for the women. We also secured a partnership with “YouthBuild” who has built picnic tables for our staff, women and children.

Another exciting partnership has been with Project Linus and its President Gayleen Nixon. Project Linus provides Ikwe with home-made blankets for our children in a nicely decorated teddy bear package. The purpose of Linus Blankets is to help provide a sense of comfort, safety and security to children suffering from trauma. Ikwe was approached by Shortline Moving Solutions to help both Willowplace and Ikwe with the moving needs of our clients. This has helped tremendously and demonstrates the true spirit of community giving.

Ikwe has been accepted into the 2<sup>nd</sup> Group of HUB members with the MB Federation of Non-Profit Organizations. The group, which consists of other ED’s of non-profits, meet

monthly to engage in managerial support, HR support and training.

A very exciting activity for me this year was my acceptance in the Winnipeg Foundation’s first ever FAST PITCH. FAST PITCH is a new way of building our philanthropic community by connecting the corporate sector with leaders of charitable organizations. The goal is to help build capacity and advance important local causes. The main goal is to help staff of Winnipeg’s charities tell compelling stories that will attract financial support from donors and funders. I had to undergo 25 hours of coaching and training and then go into competition with 20 other organizations, with my 3 minute Pitch to influence a panel of coaches/judges. Unfortunately, I did not make it to the finals but did gain new skills and an opportunity to tell a compelling story of the vulnerability of women and children escaping violence and the need to access shelter services. Ikwe has benefitted greatly from this activity in a number of ways, including monetary.

Ikwe is a member on the Project Team of the CFS-Shelter Protocol Revamp Project and has been instrumental in pushing forward an effort to re-vamp the current protocol and modernize the protocol to reflect the current social services climate.

I thank the wonderful, committed and very hard-working staff and Management at Ikwe. Ikwe staff is both the backbone and “hands on” caregivers and therapeutic supports of this agency. Without the unique qualities my staff uphold, we would not be able to deliver this level of excellence. I thank my Board of Directors for their direction, support and commitment to the work we do and all the new initiatives we’ve embarked upon. I recognize this is a time of Truth & Reconciliation and will continue to support our women and children and represent the values of Ikwe within a Reconciliation Lens upholding our Mission and Values.

Meegwetch,  
Trudy L. Lavallee, HBSW, BA

# BOARD OF Directors



**CATHERINE DUNN**  
President



**KAREN BEAUDIN**  
Vice-President



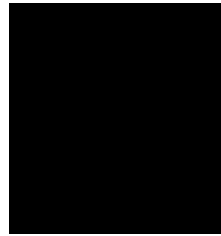
**MOIRA GEER**  
Treasurer



**TRACY SANDERSON**  
Director



**BRENDA PALEY**  
Director



**CHERYLE DREAVER**  
Director

WE would like to acknowledge the services of the Board of Directors who have left us this past year and wish them well in their future endeavours; Thank you for your commitment and services to Ikwe Widdjiitwin Inc.:

Vera Houle  
Debbie Isaak

# STAFF and management

## MANAGEMENT

Trudy Lavallee, Executive Director  
Joyce Blackhawk, Finance Officer  
Kim Fontaine, Program Manager

## FOLLOW-UP/INTERIM HOUSING

Charlene Ouellette, Follow-up Worker  
Rachel Quoquat, Follow-up Worker

## CRISIS PROGRAM

Doreen Murdoch, Resident Support Worker  
Carlyle Dickey, Resident Support Worker  
Rochelle Drury, Resident Support Worker  
Melvina Hunt, Resident Support Worker  
Rhoda Ross, Resident Support Worker  
Tracy Fontaine, Resident Support Worker  
Diane Morrisseau, Resident Support Worker  
Aditi Kapoor, Resident Support Worker  
Sandy Banman, Resident Support Worker  
Shayla Mink, Resident Support Worker  
Destiny Nippi, Resident Support Worker  
Danielle Moar, Resident Support Worker  
Suzanne Genest, Resident Support Worker  
Amanda Myers, Resident Support Worker  
Nancy McKay, Resident Support Worker  
Sheila Sinclair, Resident Support Worker  
Cheryl Stevenson, Reception

## CHILDCARE

Darlene Hunter, Children's Support Worker

## KITCHEN

Esther Held, Cook  
Kristina Stevenson, Casual Cook

We would like to acknowledge the services of staff that have left us this past year and wish them well in their future endeavours:

Janette Allen, RSW and Denise Gallant, RSW

# CULTURE:

Our work supports the preservation and restoration of our First Nations cultures. We offer opportunities to be served in our native languages.

We respect who we are and feel at home in our culture. We are inclusive and affirming of all cultures.



# RESPECT:

We will be open-minded and mindful of others and their needs, beliefs, values and ideas. We will not ask, not assume and listen to the answers. We will embrace client-centered approaches and support the power of the family.

We act with humility, dignity and fairness. We will find our voices and help others find theirs. We will speak out with the women and children and let ideas and concerns be heard. We will act with confidence and take on new challenges, even when it is very difficult. We will ask for help when we need it.

We understand and honour the different roles we play.

We will work to strengthen each individual's ability to hold themselves in esteem;

to nurture and care for themselves, their families and others.

We will continue to find our path as individuals so that we can be respectful helpers of others. We are mindful of professional boundaries. We will be perceptive of and sensitive to the effects of our work on ourselves, our colleagues, and the women and children we serve. We will see balance in our lives and our work. We will build our values into all of our work.

We will create an environment that looks, feels and sounds safe, warm and welcoming.

# INTEGRITY:

We will practice transparency and dependability and do what we say we will do. We will hold ourselves as individuals and as an organization to high standard.

We will see understanding and knowledge and refrain from judgment and jumping to conclusions. We will use information thoughtfully and think about the long and short-term effects of our actions.

We will maintain the privacy of clients and the confidentiality of client files.

# COMPASSION:



1

2

3

4

# OUR MISSION:

To support Aboriginal women and their children end family violence, by offering shelter during crisis and nurturing hope, change and empowerment for tomorrow.

# OUR VISION:

Families finding peaceful solutions together.



## SERVICE PRINCIPLES:

The service principles guide all of our work and reflect the wisdom of our Elders.

### PHYSICAL

We strive to empower abused Native women by providing and caring for her particular immediate physical need whenever possible including safety, shelter, accommodation, medical care, and emergency provision such as food and clothing for her and her children. She will be guided to establish on-going safety or personal protection plans for her specific situation.

### EMOTIONAL

We strive to empower abused Native women by helping her restore her positive emotional well-being. We offer caring, sharing, listening and understanding in an environment of unconditional support and advocacy. By linking her to her Native community, sisterhood, offering counselling, practical help, acceptance and a respectful attitude without prejudice or judgment, we foster emotional healing from the scars of abuse that can last a life time.



### MENTAL

We strive to empower abused Native women to her fullest cognitive capacity, enabling her to assess and plan an independent future with clarity, strength, and hope. As advocates we shall nurture self-care as prerequisites to self-respect and a strong sense of self-worth.

We provide encouragement, that she may assume coverage and determination in working toward her own personal vision of empowerment. We endeavour to do this through education, referrals to other services and counselling.

We believe that intellectual understanding of her victimization as a wife and the effects of colonization as a Native individual will be personal and historical insight enabling her to shed low self-worth and the deleterious effects of physical, mental, emotional and spiritual abuse.

### SPIRITUAL

We strive to empower abused Native women at her level of need, awareness and experience with the spiritual life, power, strength, and truth available from knowing the Great Spirit in a personal sacred manner; respecting inner illumination as dynamic over religious doctrines and dogmas. Spiritual counselling (Christian, Native Spirituality, etc.) and the use of the power of prayer as taught by our Elders during crisis, dysfunction, death, divorce, grief, trauma and illness is and always has been a support base to our meaningful and vital existence. We recognize, encourage and promote the full use of the spiritual gifts attained when in unity and immersion with the Great Spirit. We support our sisters in accessing all forms of empowerment, not disregarding the greatest avenues of empowerment obtained in union with the Great Spirit.

Through the avenues of charity and love, we strive to enable abused women to rediscover self-worth and self-esteem.

It is our belief that each of these four aspects of humanity is incomplete without the other. The goal of using the traditional four directions of empowerment is wholeness.

**IKWE WIDDJIITIWN INC.  
Minutes of the 27th Annual General Meeting**

Ikwe-Widdjiitiwin Inc. 27th Annual General Meeting Minutes  
North Centennial Recreational and Leisure Facility  
90 Sinclair St  
September 30, 2015

**Board Members in Attendance:** Catherine Dunn – Chair, Brenda Paley – Director, Karen Beaudin - Director

**Board Member Regrets:** Debbie Isaak – Director, Vera Houle – Director, Moira Geer - Treasurer

**Board Member Absent:**

**Staff:**

Trudy Lavallee – Executive Director, Kim Fontaine – Administration Officer

Joyce Blackhawk – Finance, Cheryl Stevenson – Reception, Charlene Ouellette – Follow Up Worker, Rachel Quoquat – Follow-Up Worker

**Guests:** Leanne Ellard, Sabrina Druxman, Beverly Cayreltene, Celina Clements, Gary Ma, Sharon Hunter, Angela Lavallee, Cheryl Fraehlich, Mary Van Bird Cook, Tracy Sanderson, Tina Keeper, Hon. Jon Gerrard

Opening Remarks by Catherine Dunn, Chair

**Introduction of Keynote Speaker:** Tina Keeper – Winnipeg-based media producer, actress and former Canadian Member of Parliament. Currently, Tina is President of Kistikan Pictures.

Tina Keeper, gave her keynote speaker speech

**1. Adoption of Agenda: Sept 30, 2014**

**MOTION 1:** Motion to adopt agenda as presented 2014/2015

Moved by: Brenda Paley  
Seconded by: Karen Beaudin  
-CARRIED-

**2. Adoption and Ratification of Annual**

**General Meeting Minutes 2013/2014**

**MOTION 2:** Motion to adopt 2014/2015 AGM Minutes

Moved by: Karen Beaudin  
Seconded by: Brenda Paley  
-CARRIED-

**3. President Report:**

Catherine Dunn shared her report as found in the AGM books that were handed out

**4. Adoption of the President's Report**

**MOTION 3:** Motion to adopt the President's Report

Moved by: Tracy Sanderson  
Seconded by: Brenda Paley  
-CARRIED-

**5. Adoption of the ED Report**

**MOTION 4:** Motion to adopt the ED Report

Moved by: Karen Beaudin  
Seconded by: Brenda Paley  
-CARRIED-

**6. Cheryl J Reid Auditors Report**

**MOTION 5:** Motion to accept the Auditors report as presented for 2014-2015

Moved by: Brenda Paley  
Seconded by: Karen Beaudin  
-CARRIED-

**MOTION 6:** To appoint Cheryl Reid as the Auditor for the 2015-2016 Fiscal Year.

Moved by: Tracy Sanderson  
Seconded by: Karen Beaudin  
-CARRIED-

**7. Nomination Committee Report:**

No by-law amendments to report this year 2014/2015

**MOTION 7:** Motion to accept the Nomination Report as Presented

Moved by: Brenda Paley  
Seconded by: Karen Beaudin  
-CARRIED

**MOTION 8:** Motion to accept the Whistleblowers report as presented

Moved by: Brenda Paley  
Seconded by: Karen Beaudin  
-CARRIED-

Closing Remarks by Catherine Dunn, President

**MOTION 9:** Motion to adjourn the meeting

Moved by: Karen Beaudin  
Seconded by: Tracy Sanderson  
-CARRIED-

**Adjournment of meeting:** Meeting adjourned at 12:56 p.m.

Recorded by: Kim Fontaine, Program Manager

*Brenda Paley* *Sept 30 /15* *Director*  
Signature Date Office




**IKWE-WIDDJIITWIN INC.**

**BALANCE SHEET**

AS AT MARCH 31

	2016	2015
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	648,884	547,871
Accounts receivable (note 3)	17,878	18,891
Goods and Services Tax receivable	2,553	2,320
Prepaid expenses	662	178
	<u>669,977</u>	<u>569,260</u>
<b>TANGIBLE CAPITAL ASSETS (note 4)</b>	15,053	-
	<u>685,030</u>	<u>569,260</u>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities (note 5)	58,207	45,160
<b>NET ASSETS</b>		
<b>UNRESTRICTED NET ASSETS</b>	9,686	13,336
<b>INVESTMENT IN CAPITAL ASSETS</b>	15,053	-
<b>RESTRICTED -OTHER (note 8)</b>	602,084	510,764
	<u>626,823</u>	<u>524,100</u>
	<u>685,030</u>	<u>569,260</u>

Approved on Behalf of the Board

 Director  
 Karen Beaudin Director

The accompanying notes are an integral part of these financial statements

Reid & Associates Chartered Professional Accountants Inc.

- 2 -

**IKWE-WIDDJIITWIN INC.**

**SCHEDULE OF OPERATIONS**

	Year Ended March 31		
	CENTRAL	CRISIS	COUNSELLING
	Total	Total	Total
	\$	\$	\$
<b>REVENUE</b>			
Province of Manitoba			
Manitoba Family Services - direct service funding	118,400	306,200	513,100
Manitoba Family Services - employment and income assistance	162,425	29,924	46,945
CAPC grant - Health Canada	-	-	21,708
United Way pension	8,266	-	-
Donations	-	-	-
Rental income	-	-	-
Miscellaneous	1,646	-	-
	<u>290,737</u>	<u>336,124</u>	<u>581,753</u>
<b>EXPENDITURE</b>			
Advertising and promotion	2,172	-	-
Administration	(21,900)	21,900	-
Client/recreation	-	-	11,169
Board expenses	2,311	-	-
Accessibility	-	-	213
Computer support	7,995	-	-
Conferences	8,482	-	-
Cultural programming and supports	-	10,000	1,250
Employee benefits	41,950	34,477	81,570
Food and supplies	-	-	61,327
Insurance	9,831	-	-
Interest and service charges	518	-	-
Office	8,906	1,003	72
Payroll service fees	2,658	-	-
Personal allowances	-	-	6,387
Professional development	7,728	733	8,349
Professional fees	6,300	-	-
Rent - furniture and equipment	6,739	-	-
Repairs and maintenance	20,410	-	3,968
Salaries and wages	168,875	169,349	389,386
Program, household supplies and sundry	3,483	7,884	7,371
Telephone and internet	12,280	2,604	1,971
Travel	1,531	765	1,506
Workers' compensation	468	984	2,318
	<u>290,737</u>	<u>249,699</u>	<u>576,857</u>
<b>EXCESS OF REVENUE OVER EXPENDITURE BEFORE AMORTIZATION</b>	-	86,425	4,896
<b>AMORTIZATION</b>	-	-	-
<b>EXCESS OF REVENUE OVER EXPENDITURE</b>	<u>-</u>	<u>86,425</u>	<u>4,896</u>

Reid & Associates Chartered Professional Accountants Inc.

- 10 -

**IKWE-WIDDJITIWIN INC.**  
**SCHEDULE OF OPERATIONS**

	Year Ended March 31		
	OTHER	INTERIM	2016
	Total	HOUSING	Total
	\$	\$	\$
<b>REVENUE</b>			
Province of Manitoba	-	-	937,700
Manitoba Family Services - direct service funding	-	-	239,294
Manitoba Family Services - employment and income assistance	-	-	21,708
CAPC grant - Health Canada	-	-	8,266
United Way pension	-	-	11,519
Donations	11,519	-	11,519
Rental income	-	12,826	12,826
Miscellaneous	-	-	1,646
	<u>11,519</u>	<u>12,826</u>	<u>1,232,959</u>
<b>EXPENDITURE</b>			
Advertising and promotion	-	-	2,172
Administration	-	-	-
Client/recreation	-	-	11,169
Board expenses	-	-	2,311
Accessibility	-	-	213
Computer support	-	-	7,995
Conferences	-	-	8,482
Cultural programming and supports	-	-	11,250
Employee benefits	-	-	157,997
Food and supplies	-	-	61,327
Insurance	-	-	9,831
Interest and service charges	-	-	518
Office	-	-	9,981
Payroll service fees	-	-	2,658
Personal allowances	-	-	6,387
Professional development	-	-	16,810
Professional fees	-	-	6,300
Rent - furniture and equipment	-	-	6,739
Repairs and maintenance	12,026	-	36,404
Salaries and wages	-	-	727,610
Program, household supplies and sundry	(12,656)	12,826	18,908
Telephone and internet	-	-	16,855
Travel	-	-	3,802
Workers' compensation	-	-	3,770
	<u>(630)</u>	<u>12,826</u>	<u>1,129,489</u>
<b>EXCESS OF REVENUE OVER EXPENDITURE BEFORE AMORTIZATION</b>	<u>12,149</u>	<u>-</u>	<u>103,470</u>
<b>AMORTIZATION</b>	<u>747</u>	<u>-</u>	<u>747</u>
<b>EXCESS OF REVENUE OVER EXPENDITURE</b>	<u>11,402</u>	<u>-</u>	<u>102,723</u>

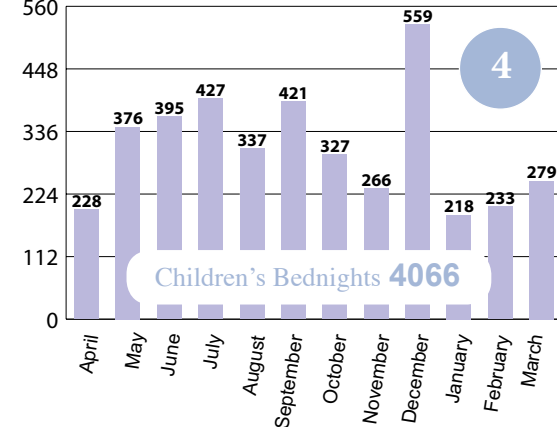
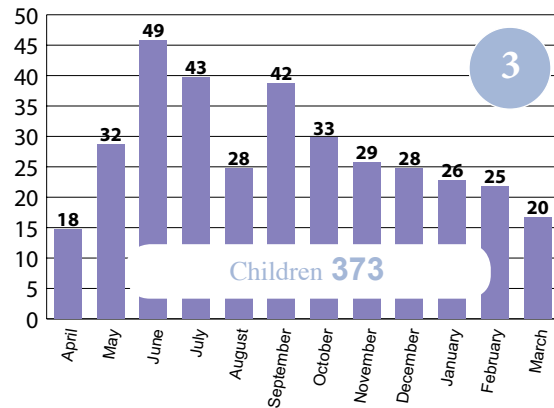
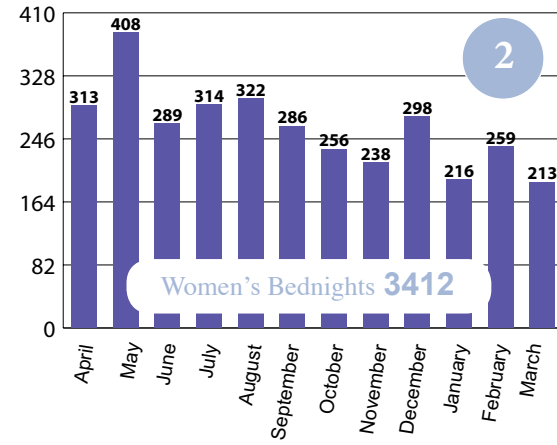
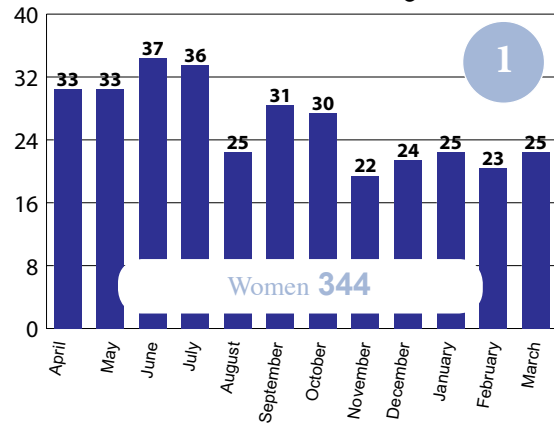
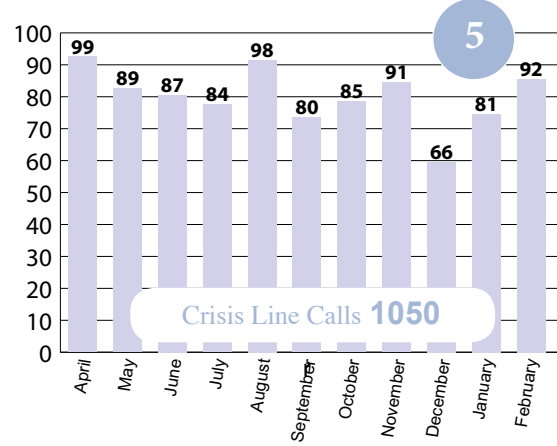
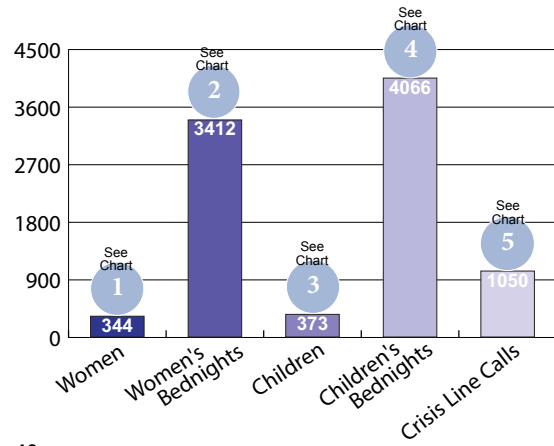
Reid & Associates Chartered Professional Accountants Inc.  
- 11 -

# OUR PROGRAMS

Crisis Program • Interim Housing & Follow-Up Program •  
Children's Program • Wisdom Tutoring Program

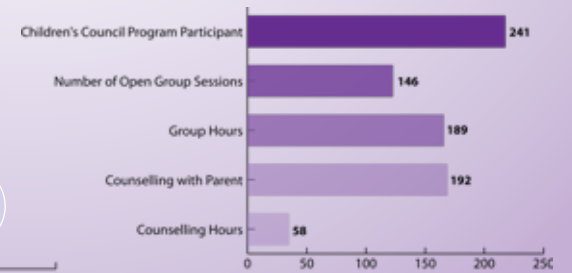
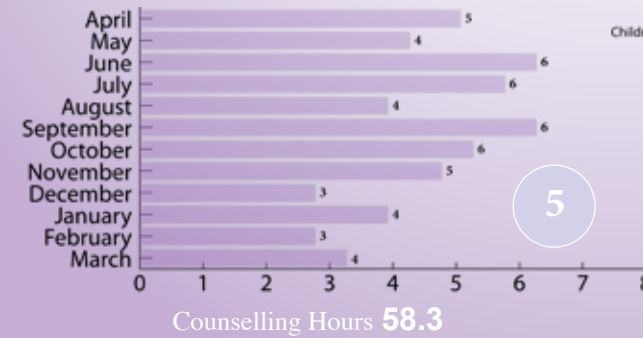
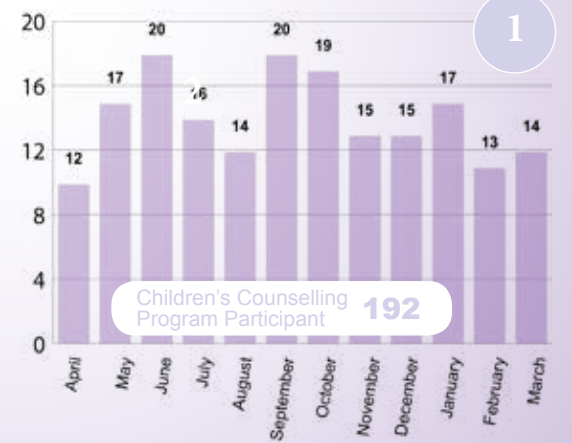
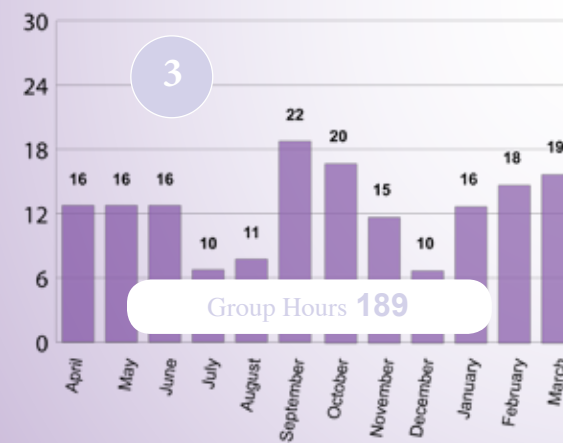
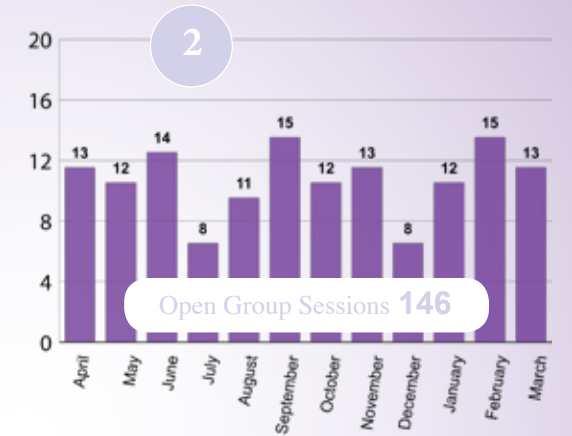
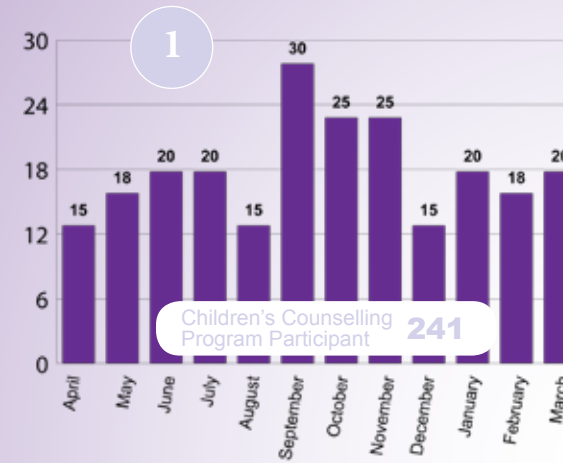
# Residential

**Purpose:** To provide crisis stabilization in a secure shelter environment by ensuring basic physical need as well as mental/emotional needs are met. The program provides counselling, advocacy and referral support services. The facility is staffed 24 hours a day, 7 days a week, including the crisis line.



**Purpose:** To provide clinical support to children in the shelter regarding the impacts of domestic violence in an environment of unconditional care.

The program has 1.25 full time staff and operates Monday to Friday from 8:30-4:30. It sees approximately 16 children per month. It is currently a non-structured, play-based environment.



# CRISIS Program

# CHILDREN'S Program

**Purpose:** To provide continued and consistent support to women and their children post shelter. Support may include life skills, parenting, safety planning and encouragement to make healthy connections in the community to reduce their isolation, according to their long term plan. There are two Workers for Follow-up and Outreach. Clients in interim housing sign a six month to one year lease.

# WISDOM TUTORING Program

## GOALS/OBJECTIVES:

- To provide on-going structure and learning opportunities for children while family members reside at the women's shelter
- To provide opportunities for children to maintain and further develop their literacy and numeracy skills
- To provide an opportunity for children to foster positive and healthy relationships with others
- To provide an opportunity to develop appropriate social skills

The Wisdom Tutoring Program serves children of sheltered mothers during the course of the regular school year. Continuity through attendance at the Wisdom Tutoring Program helps students with the transition back to their home school upon leaving the interim shelter. This educational program provides essential structure/routine for the children by encouraging them to attend the classroom daily and be engaged in a variety of learning activities, provides them with opportunities to develop appropriate social/emotional skills and to work cooperatively with other children. All students who attend the program, regardless of their gender, abilities, ethnicity or socio-economic status will feel accepted, valued and most importantly safe in this classroom setting. The teacher is responsive to each student's individual needs and fosters a sense of belonging and creates positive student/teacher relationships that will also support their transition back to their home school as well.

Before a student/s first day of class, there is an intake process where the parent has an opportunity to discuss any concerns, make the teacher aware of any allergies or special needs, and allow children to meet with the teacher and visit the room.

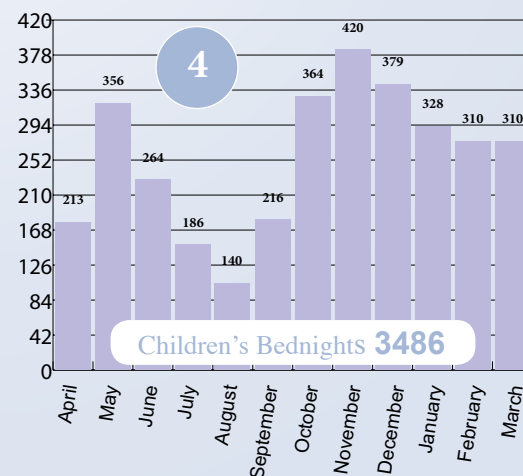
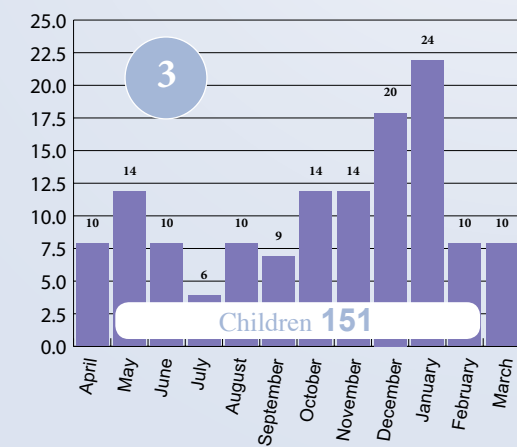
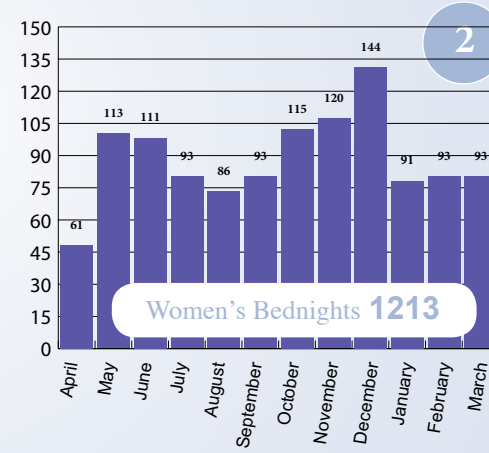
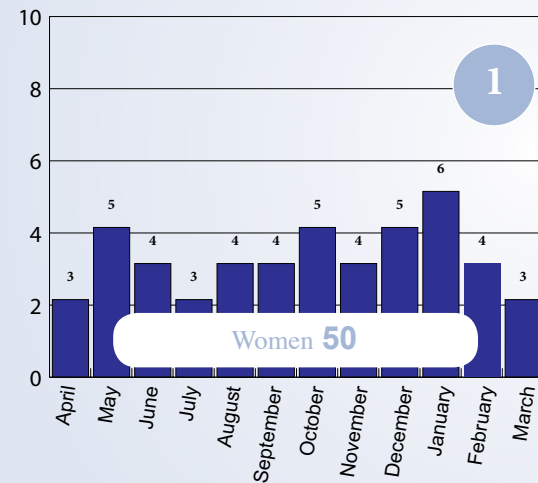
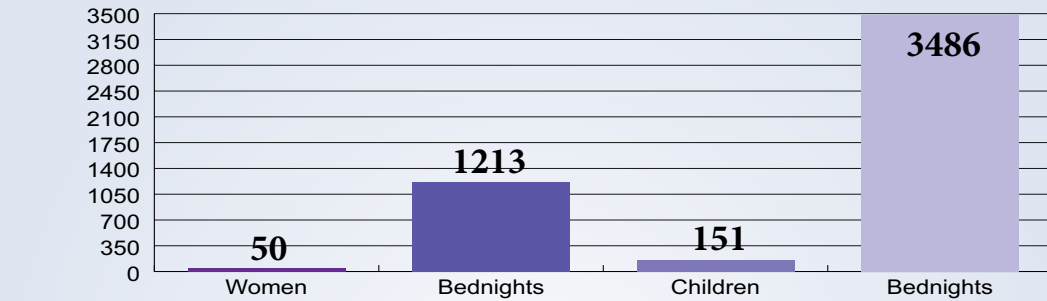
During 2015-2016, 43 was the total number of students who attended The Wisdom Tutoring Program between the ages of five and thirteen.

Many of the children who attended the Wisdom Tutoring Program this last school year represented a diverse population including students from a range of cultures and backgrounds, many of which were of Aboriginal decent. Therefore, Aboriginal perspectives and programming is a focus of the school program. Many of the students are able to understand and/or speak another language.

Kindergarten to Grade 3  
26 students

Grades 4 through Grade 6  
12 students

Grades 7 through Grade 8  
5 students



## FOLLOW-UP & INTERIM Housing

The counts of students by division were as follows:



**SCHOOL DIVISIONS:**

Brandon: 1  
Frontier: 2  
Other: 4  
Pine Creek: 3  
Winnipeg School Division: 15

**FIRST NATIONS:**

Sapotaweyak Cree Nation: 2  
Bloodvien First Nation:  
Wasagamack First Nation: 2  
Gods Lake Narrows First Nation: 9  
Sagkeem Anicinabe High School: 1  
Manto Sipi Cree Nation: 1  
Pauingassi First Nation: 2

**Languages spoken:**

Ojibwa: 3 students  
Cree: 8 students  
Swahili: 3 students

Some of the mothers at the Intake meetings indicated that their child has been diagnosed with a specific learning disability which has created a barrier to learning in their past school placement. There continues to be a range in student abilities and needs. As well, there are some students attending Wisdom who experience some behavioural or social/emotional challenges as well.

**Disabilities/Special Needs:**

ADHD: 1 student  
Speech/Language: 1 student

The teacher therefore is responsible for teaching a culturally diverse group of students. She treats all children as individuals with unique strengths, challenges and addresses their specific needs. Therefore, different teaching methods (small group, 1:1 instruction, group discussions, hands-on activities, collaborative art projects etc.) are utilized to meet the variety of learning needs with the goal of increasing student engagement.

During this past school year, the Wisdom Tutoring Program continues to foster an environment which is both positive and productive. Classroom behavioural expectations are posted in

the room and the teacher review those expectations on a weekly basis or when someone new joins the group. The children are involved in discussions on how to maintain a 'safe classroom' and they are reminded regularly to use respectful language with the teacher, other adults in the shelter and other children attending this educational program. Act of Kindness are also encouraged along with using good manners and helping each other in a variety of ways.

Creating a community of learners has been a focus whereby everyone can be successful and feel safe to take risks with learning new things. The needs of the class can change depending upon the students who are attending. Thus the process of creating community is always ongoing. This past year, the students continue to take pleasure caring for guppies. The students really take ownership of the fish. Anxiously awaiting the live babies, and researching how the babies are born, and the differences between a male and female guppy is always one of the highlights of the year. Activities such as these help the students work and take care of themselves as well as each other. Natural consequences fall into place when the students are participating in hands on activities.

The daily routine of a typical school day begins at 9:00 am and ends at 11:45 am. Each day, there is time for reading: silent, shared reading, and/or being read to individually or with a group. The teacher delivers explicit reading comprehension instruction when she is working 1:1 with a child or in guided reading groups. A growing awareness of literary elements such as mood, plot, character, and time are naturally present during this type of study. During the 'book talks' students are able to make connections to their own life, to other text, and to the world. At times singing, and reading from song sheets has also been part of the school day as well. The students also enjoy completing daily cloze exercises/messages

and writing in their journal each day. Students are encouraged to make connections between texts and their personal experiences through writing activities. Several reading initiatives that have enhanced the balanced literacy programs are as follows: Scholastic's True Flix and Book Flix.

Reading and writing is part of our daily routine. Writing workshop is a daily activity where students create and illustrate stories using quick prompts to help generate stories. Sharing stories is a positive experience for all and helps build community. Other strategies which aid students to strengthen their comprehension are building dioramas, predicting and representing through role play, and discussions are also used throughout the reading program. Book Flix is an online literacy resource for students from the grades K – 3. It pairs classic fictional video storybooks from Weston Woods with related non-fiction eBooks from Scholastic. Because of this pairing, the students are able to compare and contrast fact and fiction. As well, it really is helpful to older students who have a difficult time with text. Below describes some of the qualities of this program.

- Fiction/non-fiction pairs build background knowledge and introduce content area learning.
- Read-along independently or with narrative is an option for both fiction and non-fiction develops listening and reading comprehension.
- Interactive and educational games assess learning.
- Narrated definitions and text build vocabulary and support early readers.
- Author biographies introduce children to favourite writers.
- Safe, age-appropriate Web links extend learning on high-interest topics.

Another Scholastic Program utilized in the Wisdom classroom this year is called True-

Flix. True-Flix is another online literacy resource for the older students. This program integrates informational videos with quality non-fiction books. Vocabulary games, quizzes, project ideas and links to further research are included to help the students expand on what they've learned. This is perfect for struggling students as well as for independent ones. True-Flix provides a medium for learning which follows content and curriculum standards.

Two new Dell computers were added to the classroom this year providing additional motivational learning opportunities for all the students. Many of the children enjoy the 'Mo Willems' books, so that aspect of the classroom library was enhanced. These books are geared to empowering children to make choices that promote spiritual, emotional, physical and mental health and well-being for themselves, their families and their communities.

The mathematic program focuses upon developing number sense, working with and identifying patterns to describe the world around us, and using direct and indirect measurement to solving problems. Discussions between the students and teacher helps identify the student's understanding and the connections they have made.

The math program is diverse because of the varying needs and skills of each individual student. Once the needs and interests of the student is ascertained, math curricula is taught often supplemented by our technology. All mathematical activities focus upon working with the concrete, pictorial, and symbolic representation. For most students mental math facts, multiplication tables, and exploring problem solving activities is a daily practice. One daily activity focuses upon doubling up, counting on, and making groups of ten. This has been a positive activity because the students are able to progress developmentally from a concrete to pictorial

to symbolic and their learning is at their own pace. This activity also helps identify and thus assist those who need support in repeated addition and multiplication group using math materials.

The second component of the math program is based on problem solving activities using materials such as base ten blocks, Cuisenaire rods, pattern blocks, and tangram pieces. Each student is given individual math activities to meet their individual learning needs.

Snack time and a physical activity break is built into each day. There is a play structure outside in the back yard which provides an opportunity for students to have some exercise. During snack time, children assist the teacher in preparing the healthy snack and take turns helping. These two activities provide opportunities for practising appropriate social and turn-taking skills.

At the end of each day, choice time occurs on a daily basis. This is extremely important as this is a time where the students practice organizing their time and co-operating with others. It is also a place where students, of all ages can play together, be self-disciplined, accept rules, and learn how to win and lose. It is a time used when earlier classwork is incomplete. It is also a time to empower the students and give them choice within a framework. The students have an opportunity to play card games where mental math is paramount. Battleship can help strengthen ones understanding of grids and co-ordinate. Working to put together floor size puzzles or challenging someone to a game of concentration helps support logical thought. While creating stories for puppet play help build language and social skills. As well, there is also a center for cutting and pasting, computers for anyone who wishes to play Cross Country Canada. Building and constructing structures using Lego and various math materials is very popular and is usually chosen daily.

## QUOTES from the residents of IKWE



*"I was scared but in a few hours, I felt safe."*

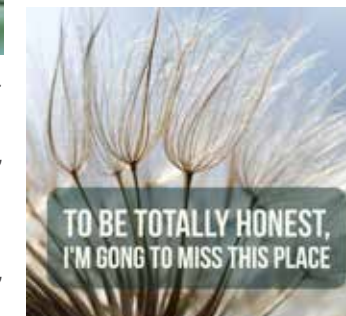
**"They are there to help!"**

*"They were there when I needed them, even in the middle of the night."*



*"I strongly advise other women like myself to come into this place because it is a place of healing."*

*"Talking with other women in shelter helped me cope with my frustrations in leaving an abusive relationship."*



*"If it wasn't for Ikwe Widdjiitwin, I wouldn't have met a nice person that was there for me all through my days at shelter."*

**"I loved it there!"**

*"I look forward to and enjoy attending group. I always learn something new that I can relate to my life."*

*"My kids had fun here. I seen them smile. There's no hitting here."*



# NOMINATING COMMITTEE

## AGM Report

The board accepted one resignation this past fiscal year and appointed two new members. For the upcoming fiscal year we have six board members remaining on to finish their terms of commitment. We have one board member whose term has expired.

At this time we would like to thank Vera Houle and Debbie Isaak for their commitment and contributions to Ikwe. We wish them all the best in their current and future endeavours.

This nominating committee reviewed resumes from many strong women in the community. We are proud to announce that Tanya Lee Viner has accepted a position as a board member of Ikwe. Tanya has been involved in the community for many years and is the current Executive Director of Wahbung Abinoonjiig.

Respectfully submitted to the membership of Ikwe,



Brenda Paley  
Nominating Committee Chair



The nomination committee presents the following women as directors of Ikwe for the upcoming fiscal year:

- Catherine Dunn
- Brenda Paley
- Karen Beaudin
- Tracy Sanderson
- Moira Geer
- Cheryle Dreaver
- Tanya Lee Viner

# WHISTLEBLOWER ACT

## Review Committee

Ikwe take the Whistleblower Act Legislation very seriously and we have developed policy and procedures to ensure that we meet both the intent and spirit of the Act.

The Whistleblower Review Committee is happy to report that there were no concerns/complaints brought to the organization's attention this year.

Respectfully yours,  
Committee Chair



Brenda E. Paley



# ACKNOWLEDGEMENTS:

## Partners, Donors & Collateral Agencies

The Family Violence Prevention Program, the Department of Family Services provides the primary funding and overall coordination of shelter services in the province. We are grateful for their continued support. We would like to thank the Residential Tenancies Branch, Manitoba Housing and Community Development, for their support of our physical structure and for supporting women in finding affordable housing options.

The Winnipeg School Division continues to partner with us to make the Wisdom Program possible for our school-aged children.

Many community organizations and support services work with us to help women and children transition to healthy, violence free lives. The United Way, for example, funded our Standards Training project. Our sister shelters and women's resource centres across the province, especially the Native Women's Transition Centre and the Point Douglas Women's Resource Centre, Oyate Tipi, Access Downtown, Mount Carmel Clinic, Laurel Centre, Klinik and many, many others are among the organizations that create a strong circle of support around the families seeking help.

***Miigwetch!***



**We are grateful for the organizations and individuals that who made generous donations to Ikwe over this past year:**

University of Manitoba, Faculty of Social Work

Winnipeg Foundation

United Way

Canada Helps.Org

Laurie Turcotte

Spacelabs Health Centre

John D Stewart

Sisler High School

C.E.I.U

Shoppers Drug Mart

Paul Essiembre

Diane Sousa

Superstore on Regent

Penningtons on Pembina Hwy

Canadian Red Cross

Darlene Abreu-Ferreira

All Charities Campaign

A Women's Place: Domestic Violence Support & Legal Services

AFM

AMC

Aulneau Centre

Nor'west Co-Op Community Health Centre Inc.

Alpha House Project

Brandon Access/Exchange Service

Circling Buffalo Inc/MFNFVPP

Eastman Crisis Centre (Agape House)

Fort Garry Women's Resource Centre

Interlake Women's Resource Centre

Kani Kanichihk Inc.

L'Entre-Temps Des Franco-Manitobaines

Lakeshore Women's Resource Centre

Ma Mawi-Wi-Chi-Itata Centre Inc.

MAPS (Men Are Part of the Solution)

Manitoba CFS Agencies

Men's Resource Centre

North End Women's Centre

Nova House Inc.

Parkland Crisis Centre

Pluri-Elles (Manitoba) Inc.

Portage Family Abuse Prevention Centre

RCMP/WPS

Red River College

Salvation Army

Samaritan House Ministries

Snow Lake Centre on Family Violence

South Central Committee on Family Violence

Survivors Hope Crisis Centre Inc.

Swan Valley Crisis Centre

The Laurel Centre Inc.

The Men's Resource Centre (The Laurel Centre)

The Pas Committee for Women in Crisis (Aurora House)

Thompson Crisis Centre

Wahbung Abinoonjiiage

Winnipeg Children's Access Agency Inc.

Women in Second Stage Housing, The Women's Resource Centre

University of Manitoba Couples Counselling

Women's Safe Haven/Resource Service

Winnipeg Foundation

YMCA of Brandon, YMCA Westman

Women's Shelter





---

[www.ikwe.ca](http://www.ikwe.ca)

Design by EB<sup>2</sup> Image Design Research  
[www.cb2image.com](http://www.cb2image.com)