



# 2014-2015 *Annual Report*


28 Years of Service in the Community • [www.ikwe.ca](http://www.ikwe.ca)

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# AGENDA

- 
- 12:00** Message from Catherine Dunn, President
- 12:05** Keynote Speaker – Tina Keeper, Winnipeg-based media producer, actress and former Canadian Member of Parliament  
Currently, Tina is President of Kistikan Pictures
- 12:25** Business Meeting
- Call to Order of 2014/15 Annual General Meeting
  - Acceptance of 2014/15 Annual General Meeting Agenda
  - Minutes of 2013/14 Annual General Meeting
  - Adoption of the President's Report
  - Adoption of the Executive Director's Report
  - Auditor's Report
  - Appointment of Auditor
  - Nomination Committee Report
  - By-law amendments (none to report)
  - Whistleblower Report
  - Executive Director's Report (Pages 19-25)
- 1:25** Closing Remarks - Catherine Dunn
- 1:30** Adjournment of Meeting  
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 progressive and positive activities this past fiscal year. Our Shelter has been moving forward to implement a number of initiatives that promote empowerment and culturally therapeutic models of service delivery for the women and children who access our services, as well as, the dedicated hard working staff of Ikwe.

We have begun to institute an Aboriginal culturally appropriate model that focuses on “Aboriginal Family Violence: Trauma, Healing & Resiliency”. It’s a trauma-informed approach to helping women and children impacted by domestic and inter-generational violence in their lives with education on colonial-based policies that have affected specifically Aboriginal peoples in Canada. Ikwe believes that it is critical women understand what has happened throughout their lives inter-generationally to begin the stages of healing from violence and moving towards a better life for themselves and their children. The model is fairly new and just in its beginning stages but so far we have received positive feedback.

The Board of Directors underwent a three (3) year Strategic Planning (2015-2017) in December 2014 and identified 4 major Strategic Goals, two major areas being the Cultural Based Practice Model and the establishment of an Information Management System for Ikwe. Themes of service delivery focus, on a daily basis, on ensuring daily healthy lifestyle practices within the shelter and addressing daily challenges and issues within an evidence-based decision making approach. Over the next year we will focus on strengthening and finalizing our culturally appropriate service delivery framework, implementing an Information Management system and begin implementing a Human Resource Management System. The Board has placed special emphasis on promoting and educating the public about the services provided by Ikwe Widdjiitiwin and our critical role in the community.

Ikwe continues to maintain very strong community networks with other essential



community and government supports such as Oyati Tipi, Wahbung Abinoojiag, Winnipeg Harvest, the UpShop, Manitoba Housing, Child and Family Services and Employment Income Assistance FVPP associates, etc. The involvement of our community partners helps women navigate through the systems to achieve stability and



sustainability.

Ikwe was the proud recipient of a 2014-2015 “Youth in Philanthropy” grant from the gracious contribution of students from Kelvin High School (under The Winnipeg Foundation) to put towards shelter décor and capital/ furnishings. We have used these funds as such towards shelter facility improvements. Thank you Kelvin High School and “keep up the good work for the community”! Executive Director and I attended the event at the Winnipeg Art Gallery.

We remain strongly committed to ending family violence for all people and instilling hope into the victims of violence through empowerment-based services. As we continue to move forward, Ikwe will continue to meet the challenges set before us and work towards implementing a framework that helps achieve and/or restore balance in one’s life. I take this opportunity to thank the rest of my Board members, Ikwe management and staff for their dedication, conviction and determination towards the betterment of women and children who need us.

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

Sincerely,  
Catherine Dunn, President

# Executive Director's *Message*

Boozhoo, Aaniin, Hau, Bonjour



On behalf of the Board of Directors and Ikwe staff, I am honoured to present the 2014-2015 Annual Report. I have entered into my 2nd year as the Executive Director of this remarkable social services agency that provides critical services and supports to women and children in need of shelter, safety and advocacy. Ikwe truly embodies the spirit of empowerment, healing, support, respect and love. It is indeed a privilege to come to work each day and have the opportunity to work with a great team of women, for women, for children and within this community.

The shelter has been involved in many projects, partnerships and activities that continue to reinforce our strategic goals and objectives and was chosen, once again, by the Canadian Women's Foundation to be highlighted as a shelter in Winnipeg to educate the public on the critical work we do in the community for women and children in crisis because of violence. The Morning for Hope Manitoba Campaign that runs yearly by the Canadian Women's Foundation in conjunction with Homesense/Winner's stores generates donations from the public that helps women's crisis shelters across Canada. Ikwe was also featured again on CTV Breakfast Television to showcase the work we provide, but most importantly highlight the critical issue of domestic violence and overall violence on women and children in this Province.

Ikwe was invited by the APTN In-Focus Valentine's February special to contribute to the discussion on Missing and Murdered Indigenous Women. This provides Ikwe an opportunity to provide education to the public on this critical issue. The majority of women that access Ikwe's services are Aboriginal women and children that present with high risk issues, such as housing, homelessness and other societal challenges.

I am pleased to report Ikwe successfully completed a Wage Re-Opener for 2014 and Collective Bargaining with the United Food & Commercial Workers Union (Local 832) that represent our staff towards a new Union Agreement from April 1, 2015 to March 31, 2018.

Ikwe has been involved in a partnership with the University of Manitoba Resolve Program to establish a Medicine Wheel logic model to provide a framework for day-to-day practice in the services delivered by Ikwe. This work continues and will be incorporated with our Aboriginal family violence trauma-informed model (in development stage). We are extremely excited about this for our clients, as well as, sharing this new tool with our affiliates. We have incorporated the supports of a Shelter Elder (although this occurred in 2015/16; I feel it warrants attention in this report as it was addressed in the Board's Strategic planning and for public knowledge. Ikwe has been a partner of the U of M research project studying the Changing Face of Women's Shelters. We appreciate this opportunity to have clients of Ikwe contribute to this important study. This has opened other doors of research in a PhD study examining the empowerment experiences of women residing in domestic violence shelters. We are pleased to assist with these types of research projects that promote healing modalities of women and children escaping violence.

Ikwe was successful in receiving a grant through the Mary Kay Ash Charitable Foundation for domestic violence shelters. We were able to purchase sewing machines and equipment to develop our Sewing Room. This activity, we believe, will be instrumental for women in a cultural and therapeutic manner recovering from abuse and trauma as they utilize natural skills towards the creation of beautiful garments and other fabric items. Sewing activities is also pivotal for women to bond in a positive, supportive and fun environment. We are very excited about this project for our women. Thank you Mary Kay!

Ikwe was once again approached by Eva Whitmore during Christmas to partake in the ShoeBox Project. This allowed for an awesome Christmas for our women and children whereby our residents received multiple Christmas presents wrapped in decorative shoeboxes. We have “partnered” with Western Paints who has graciously donated paint to our shelter to assist us with day to day painting projects to enhance the interior of the shelter which has given our facility a more supportive and warm environment for women and children to reside in. Thank you Western Paint (Paul) for your endless support. Our gratitude extends to the “countless” silent citizens of Winnipeg and throughout the Province that have generously given donations of clothing, toys, housewares, etc. to the women and children of Ikwe.

Ikwe continues to participate in Manitoba’s Multi-year Domestic Violence Prevention Strategy. We are part of the Advisory Committee to share our knowledge and expertise and supporting our vision of being a leader in developing promising practices that decrease domestic and family violence in the Aboriginal community. Aboriginal women are identified at most risk and vulnerability when it comes to violence in society. Aboriginal women are 4.5 times more likely to die at the hands of violence. They need our voice. Ikwe continues to be a proud member of the Manitoba Association of Women’s Shelters and provides input into provincial and national activities and initiatives that address domestic and family violence. We’ve began membership on a couple of new community initiatives, one being the Thunderwing Advisory Committee which is connected with the Provincial Block by Block Community Safety and Wellbeing Initiative. The other is the “Trafficked Person’s Response Team” comprised of officials from justice, gov’t, Salvation Army and other well-known community essential services. Ikwe has been invited to participate on collaborative discussion regarding a proposed Winnipeg Indigenous Executive Council, similar to Aboriginal Councils in other major city centers such as Toronto and Vancouver. Ikwe appreciates this opportunity and to be seen as an Indigenous leader in the community. We are a member on the Assembly of Manitoba Chief’s Coalition on Missing and Murdered Indigenous Women and Girls essential initiative. Ikwe’s involvement in these key community activities ensures our input and expertise is involved in future policy direction and decision making and allows us to secure other venues for advocacy on behalf of women we may provide services to. Ikwe’s participation profiles the essential services Ikwe provides to citizens in Winnipeg.

Lastly, I was invited to partake in the 4th Annual CEO Sleepout September 2014. I feel it is important for Ikwe to be involved in this event as many of our clients (women and children) face homelessness and/or housing challenges for a multitude of reasons. This event also provides an opportunity for Ikwe to highlight the challenges, our women and children face, to the general public and to realize that domestic/family violence is a serious problem and to not “turn a blind eye” to, with sometimes tragic outcomes.

Over the next year we will focus on strengthening and finalizing our culturally appropriate service delivery framework using a trauma-informed approach and implementing various Management systems within our operations. I thank my Board, phenomenal staff, MAWS, Provincial Family Violence Prevention Program, Manitoba Housing and all of our community partners for helping us do our job to protect vulnerable women and children. Most of all, I thank the women and children who come to Ikwe seeking safety and opportunity for a chance to flourish. I am truly inspired by their courage, resiliency and strength as they move forward in their lives’ journeys realizing their potential.

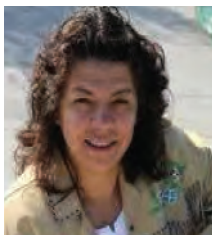
Meegwetch,

Trudy Lavalley, HBSW, BA  
Executive Director

# Our Board of *Directors*



**CATHERINE DUNN**  
President



**KAREN BEAUDIN**  
Vice-President



**BRENDA PALEY**  
Treasurer



**DEBBIE ISAAK**  
Director



**MOIRA GEER**  
Director



**VERA HOULE**  
Director

*W*e 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 Widdjiitiwin Inc.

*Tracy Sanderson*



# Our 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

## **CRISIS PROGRAM**

Carlyle Dickey, Residential Support Worker  
Doreen Murdoch, Residential Support Worker  
Rochelle Drury, Residential Support Worker  
Melvina Hunt, Residential Support Worker  
Rhoda Ross, Residential Support Worker  
Tracy Fontaine, Residential Support Worker  
Denise Gallant, Residential Support Worker  
Bethany Zanella, Residential Support Worker  
Diane Morriveau, Residential Support Worker  
Janette Allen, Residential Support Worker

## **CHILDCARE**

Darlene Hunter, Children's Support Worker

## **KITCHEN**

Esther Held, Cook

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  
Cheryl Stevenson, Reception

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



# 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 Values and Beliefs

## **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.

# Our Vision

Families finding peaceful solutions together.



## **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**

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.



# **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, 2014

**Board Members in Attendance:**

Catherine Dunn – Chair, Tracy Sanderson – Director, Brenda Paley – Treasurer, Moira Geer - Director

**Board Member Regrets:**

Karen Beaudin – Vice Chair, Vera Houle – Director Debbie Isaak - Director

**Board Member Absent:**

**Staff:** Trudy Lavallee (Executive Director) • Kim Fontaine (Administration Officer)  
Joyce Blackhawk (Finance) • Cheryl Stevenson (Reception)  
Charlene Ouellette (Follow Up Worker)

**Staff Regrets:** None

**Guests:** Evelyn Folster, Lesley Lindberg, Marlene Bertrand, Gail Klymchuk, Dayna VanCaeyzeele, Mary Anne Tocker, Kathy Rogozik, Jennifer Rattray, Millie Anderson, Christie Paul, Damon Johnston, Tammy Hansen, Sarah Jane Kwenda, Sue Peterson, Katherine Morriseau - Sinclair

**Opening Remarks by Catherine Dunn - Chair**

Introduction and a few words from Jennifer Rattray, ADM, Community Engagement and Corporate Services

**Introduction of Keynote Speaker:** Katherine Whitecloud – Superintendent, Manitoba First Nation Education Resource Center, Former Manitoba Regional Chief Assembly of First Nations and former Chief, Sioux Valley Dakota Nation

Meeting called to order at: 12:45 p.m.

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

**MOTION 1:** Motion to adopt agenda as presented 2013/2014

**Moved by:** Brenda Paley

**Seconded by:** Tracy Sanderson

-CARRIED-

**2. Adoption and Ratification of Annual General Meeting Minutes 2012/2013**

**MOTION 2:** Motion to adopt 2012/2013 AGM Minutes

**Moved by:** Brenda Paley

**Seconded by:** Tracy Sanderson

-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:** Brenda Paley

**Seconded by:** Tracy Sanderson

-CARRIED-

**5. Cheryl J Reid Auditors Report**

**MOTION 4:** Motion to accept the Auditors report as presented for 2013- 2014

**Moved by:** Tracy Sanderson

Seconded by: Kim Fontaine

-CARRIED-

**MOTION 5:** To appoint Cheryl Reid as the Auditor for the 2014-2015 Fiscal Year.

**Moved by:** Brenda Paley

**Seconded by:** Tracy Sanderson

-CARRIED-

**6. Nomination Committee/Appointment of New Board Members:**

The Nominating Committee presents our following board members already serving year 2 of a 3 year term:

Catherine Dunn • Brenda Paley

Tracy Sanderson • Vera Houle

Karen Beaudin • Debbie Isaak

**MOTION 6:** Motion to accept the Nomination Report as Presented

**Moved by:** Brenda Paley

**Seconded by:** Tracy Sanderson

-CARRIED-

The public compensation disclosure report is available on file at Ikwe offices for anyone who would like to view it.

**MOTION 7:** Motion to accept the nomination of Moira Geer as a Board of Director

**Moved by:** Tracy Sanderson

**Seconded by:** Brenda Paley

-CARRIED-

No bylaw amendments to report for this year

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

**Moved by:** Brenda Paley

**Seconded by:** Moira Geer

-CARRIED-

7. Executive Director’s Report:

**MOTION 9:** Motion to accept the Executive Director’s reports as presented

**Moved by:** Brenda Paley

**Seconded by:** Moira Geer

-CARRIED-

Closing Remarks by Catherine Dunn, President

**MOTION 10:** Motion to adjourn the meeting

**Moved by:** Brenda Paley

**Seconded by:** Tracy Sanderson

-CARRIED-

Adjournment of meeting: Meeting adjourned at 12:54 p.m.

Recorded by: Kim Fontaine, Program Manager

*Brenda Paley*

Signature

Oct 30, 2014

Date

Office

**IKWE-WIDDJIITIWIN INC.**

**BALANCE SHEET**

AS AT MARCH 31

	2015	2014
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	547,871	343,348
Accounts receivable <i>(note 3)</i>	18,891	-
Goods and Services Tax receivable	2,320	1,924
Prepaid expenses	178	179
	<u>569,260</u>	<u>345,451</u>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities <i>(note 5)</i>	<u>45,160</u>	<u>61,712</u>
<b>NET ASSETS</b>		
<b>UNRESTRICTED NET ASSETS</b>	13,336	(9,472)
<b>RESTRICTED -OTHER <i>(note 8)</i></b>	<u>510,764</u>	<u>293,211</u>
	<u>524,100</u>	<u>283,739</u>
	<u>569,260</u>	<u>345,451</u>

Approved on Behalf of the Board

*M. J. J. J.* Director  
*R. Beaudin* Director

*The accompanying notes are an integral part of these financial statements*



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

	Year Ended March 31		
	S4 - CENTRAL Total \$	S2 - CRISIS Total \$	S5 - CHILDRENS 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	161,272	-	94,567
CAPC grant - Health Canada	-	-	21,326
Prairie Action Foundation	692	-	-
Donations	-	-	-
Rental income	-	-	-
Miscellaneous	(555)	-	-
	<u>279,809</u>	<u>306,200</u>	<u>628,993</u>
<b>EXPENDITURE</b>			
Advertising and promotion	236	-	-
Administration	(26,048)	21,900	-
Client/recreation	-	-	7,633
Board expenses	2,128	-	-
Accessibility	166	-	1,590
Computer software	4,885	-	-
Employee benefits	42,396	32,333	78,193
Food and supplies	-	-	60,480
Insurance	9,614	-	-
Interest and service charges	439	-	-
Office	11,902	-	-
Payroll service fees	2,511	-	-
Personal allowances	-	-	7,761
Professional development	3,522	1,103	986
Professional fees	6,098	-	-
Rent - furniture and equipment	6,621	-	-
Repairs and maintenance	24,179	-	3,573
Salaries and wages	174,795	120,714	362,705
Program, household supplies and sundry	-	27	12,348
Telephone and internet	11,056	2,697	1,339
Travel	2,875	-	450
Workers' compensation	2,434	766	1,042
	<u>279,809</u>	<u>179,540</u>	<u>538,100</u>
<b>EXCESS OF REVENUE OVER EXPENDITURE</b>	<u>-</u>	<u>126,660</u>	<u>90,893</u>

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

	Year Ended March 31		
	9 - OTHER Total	8 - INTERIM HOUSING Total	2015 Total
	\$	\$	\$
<b>REVENUE</b>			
Province of Manitoba			
Manitoba Family Services - direct service funding	-	-	937,700
Manitoba Family Services - employment and income assistance	-	-	255,839
CAPC grant - Health Canada	-	-	21,326
Prairie Action Foundation	-	-	692
Donations	22,808	-	22,808
Rental income	-	14,248	14,248
Miscellaneous	-	-	(555)
	<u>22,808</u>	<u>14,248</u>	<u>1,252,058</u>
<b>EXPENDITURE</b>			
Advertising and promotion	-	-	236
Administration	-	4,148	-
Client/recreation	-	-	7,633
Board expenses	-	-	2,128
Accessibility	-	-	1,756
Computer software	-	-	4,885
Employee benefits	-	-	152,922
Food and supplies	-	-	60,480
Insurance	-	-	9,614
Interest and service charges	-	-	439
Office	-	-	11,902
Payroll service fees	-	-	2,511
Personal allowances	-	-	7,761
Professional development	-	-	5,611
Professional fees	-	-	6,098
Rent - furniture and equipment	-	-	6,621
Repairs and maintenance	-	-	27,752
Salaries and wages	-	-	658,214
Program, household supplies and sundry	-	10,100	22,475
Telephone and internet	-	-	15,092
Travel	-	-	3,325
Workers' compensation	-	-	4,242
	<u>-</u>	<u>14,248</u>	<u>1,011,697</u>
<b>EXCESS OF REVENUE OVER EXPENDITURE</b>	<u>22,808</u>	<u>-</u>	<u>240,361</u>



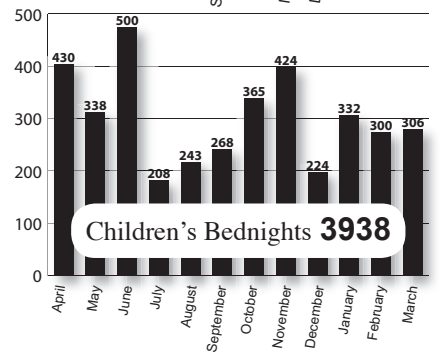
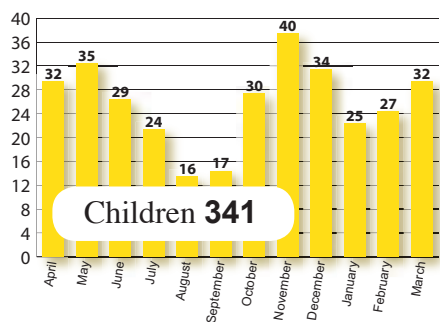
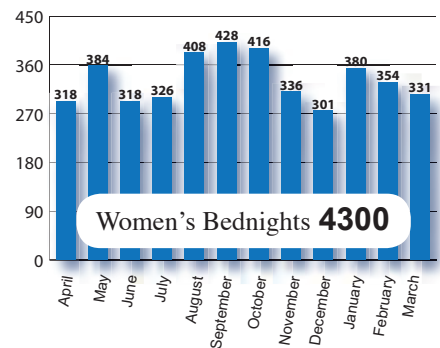
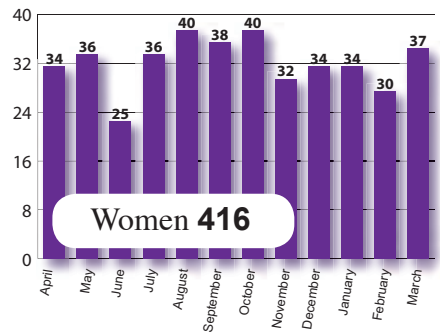
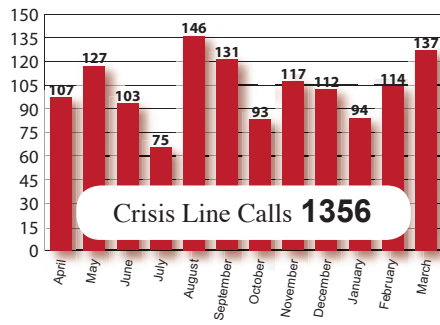
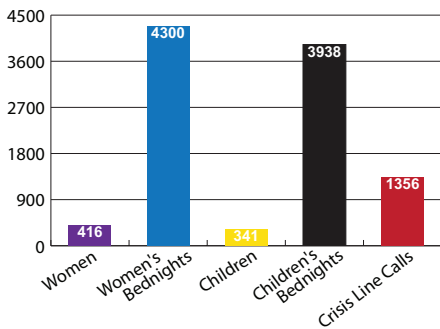
# Our Programs

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

# Crisis Program

**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.

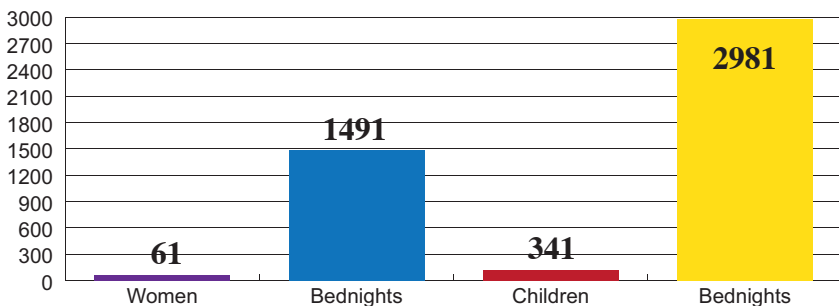
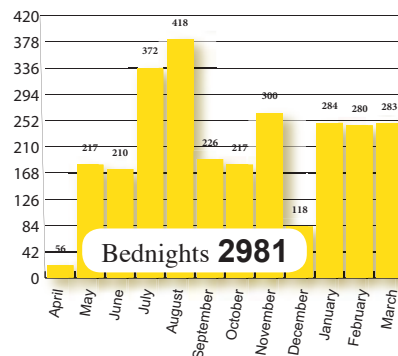
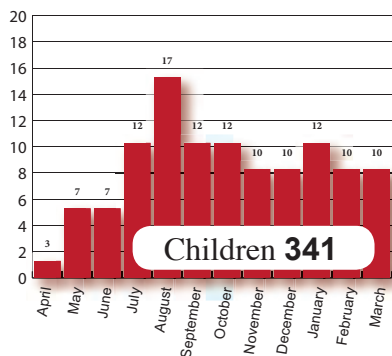
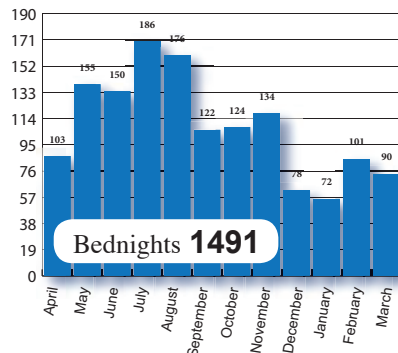
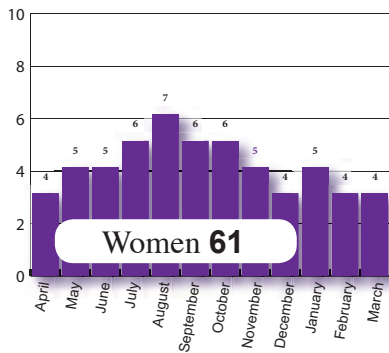
The facility is staff 24 hours a day, 7 days a week, including the crisis line.



# Interim Housing & Follow-up 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.

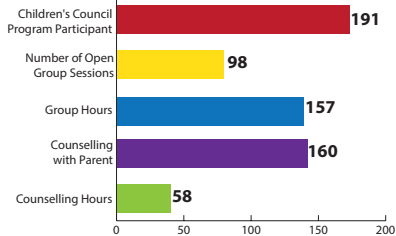
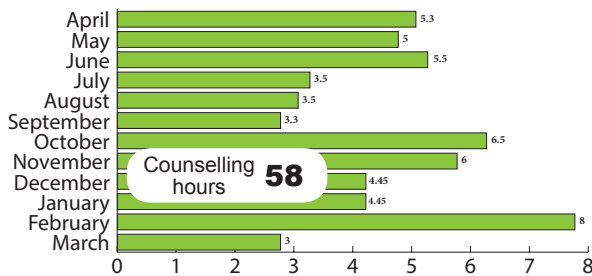
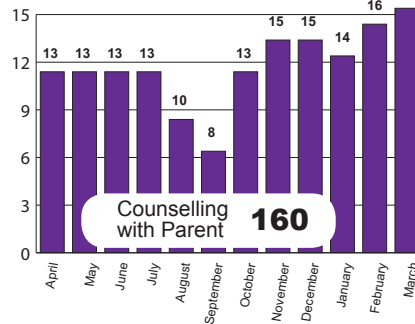
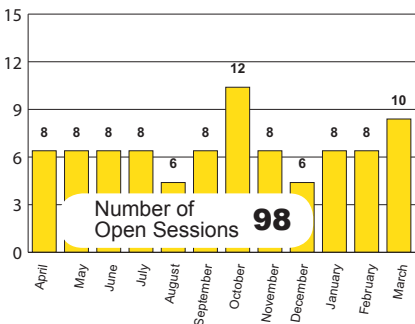
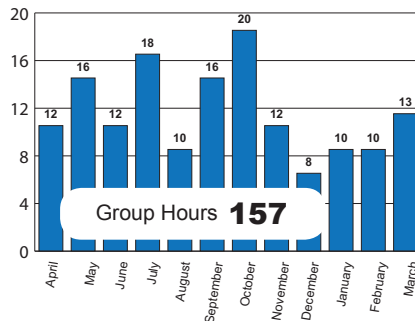
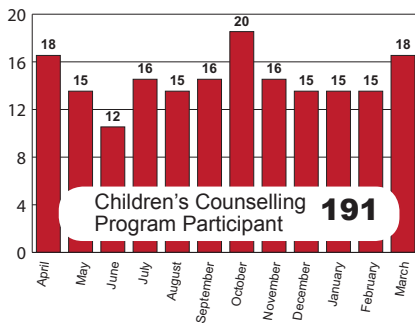
There are two workers for Follow-up and Outreach. Clients in interim housing sign a six month to one year lease.



# Children's Program

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

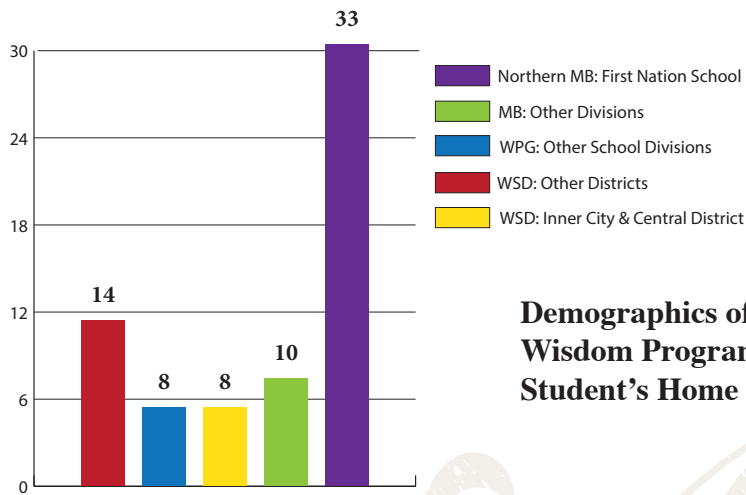
The program has 1.25 full time staff and operates Monday to Friday from 8:30 - 4:30 pm. It sees approximately 16 children per month. It is currently a non-structured, play-based environment



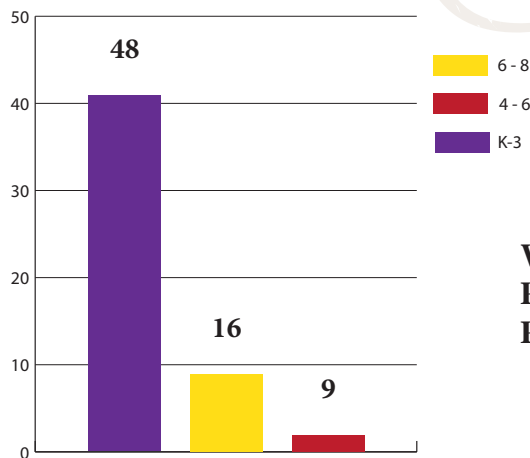
# Wisdom Tutoring Program

**Purpose:** To provide school-aged children in shelter with a tutoring program to support routine and normalcy and prevent students from falling behind in their grade level.

The program is supported by a half time teacher and is run in partnership with the Winnipeg School Division and the Province of Manitoba.



**Demographics of Wisdom Program's Student's Home School**



**Wisdom Tutoring Program Student Population**

# Wisdom Tutoring Program



The 2014-2015 school year has been a very rewarding experience for both the students and myself. This year has been full of memories containing much laughter, excitement, and learning. My life continues to be enriched by the connections I have made with the students within the program and I am truly looking forward to another year of learning at the Wisdom Tutoring Program.

During this past year, 56 students between the ages of five and thirteen participated in the Wisdom Tutoring Program. These students come from diverse cultural backgrounds and the goal of the program continues to be creating an inclusive community of learners whereby every student feels accepted, valued and safe in this unique learning environment.

Daily routines and expectations are clearly established and reviewed continually due to the ever-changing student population within the program. The classroom expectations are collaboratively created by the teacher and participating students thus creating a positive classroom climate whereby the students are actively engaged in learning activities on a daily basis. Creating these classroom routines has helped support a sense of belonging to the program and created a culture of acceptance of others. Fostering respect of self, of others, and of the environment is the underlying fabric identified and discussed throughout the

Kindergarten to Grade 3	37 students
Grades 4 through Grade 6	14 students
Grades 7 through Grade 8	5 students

OTHER LANGUAGES:

- French: 2
- Swahili: 1
- Cree: 1
- Obji-Cree: 4





year. Watching the students become such an integral part of the routines and structure, taking pride in their accomplishments is rewarding for the students and families alike.

This past year, the students really enjoyed building a habitat for guppies and took ownership of caring for the fish. Anxiously awaiting the live babies, and researching how the babies are born was one of the highlights of the year. This has been very beneficial for the students to learn how to work together for a common goal.

The educational focus of the Wisdom Tutoring Program is centred on the teaching and learning of English Language Arts, Mathematics, Art and Music integrating Aboriginal perspectives. Each morning, there is time for reading: silent, shared reading, and/or guided reading as a group. The purchase of culturally appropriate books and texts have been used on a daily basis and reflect the culture and traditions of First Nations people. Included in our purchases this past year is a full set of books called RABBIT AND BEAR PAWS: SACRED SEVEN SERIES by Chad Solomon. These books are based on the Anishinabek Seven Grandfathers Teachings. Several books from the CARING FOR ME SERIES by Karen Olson were also a lovely addition to the Wisdom Tutoring collection of reading materials. The mathematic program is broken into two parts. The first part is to work on the concrete, pictorial, and symbolic representation of numbers and the understanding and mastery of mental math facts, multiplication tables, and exploring problem solving activities on a daily basis.

At the end of each day, choice time is provided for all of the students. This is extremely important, as this is a time where the students can practice organizing their time, learning to co-operate with others and have opportunities to develop integral social skills such as turn-taking, communication and improve their overall concentration on tasks that are of high interest to them. This is also a time devoted to completing any unfinished academic work. There is a wide variety of activities for students to choose from including computers, art centre, an array of puzzles or games and numerous other engaging hands-on activities.

The philosophy during this past year has been for the students in the Wisdom Tutoring Program to know and understand the routines and expectations and feel as capable as possible. The students are continually encouraged to take risks in learning new things in their journey of becoming more independent learners.


Beth Mason



# Nomination Committee

## *AGM Report*

September 30, 2015

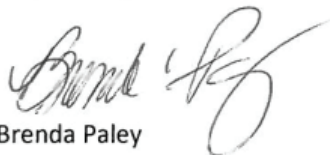


The board received on resignation from a board member this past fiscal year: Tracy Sanderson. Tracy was a long standing board member of Ikwe. She brought extensive knowledge and support to the philosophy and programming of Ikwe. She was a very valued board member and her resignation has left a void that has been difficult to fill. We wish her all the best in her current and future endeavours. We also hope she will consider rejoining the board of Ikwe one day.

This past year the nominating committee has undertaken a very proactive approach to recruit board members to fill vacant positions. We have received some excellent resumes that we are continuing to review and short list. We will be filing the nominee recommendations with the Board Secretary in the near future.

At this time the current slate of board of directors remains the same. The current members look forward to completing their current terms of office.

Respectfully submitted to the membership of Ikwe;



Brenda Paley

Nomination Committee Chair

# Whistleblower Act *Review Committee*

September 30, 2015



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



This is one of 6 sewing machines purchased with donations from Mary Kay

# Acknowledgements:



## Partners, Donors and Collateral Agencies

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

Dillion Consulting Limited  
Becky Raddatz  
Maureen ForsterPrairie  
Architects Inc  
Laura Robson  
Jaqueline Krindle  
Kristen Struthers  
Indira Maharaji  
Lin Watt  
Carley Friesen  
Heather Fisher  
Indra Kalinovich  
Leanne Shewchuk  
Jamie Clark

Brenda Paley  
Sheryl Rosenberg  
Cff Bank  
Canadian Women's  
Foundation  
Jereleen Brydon & Martin  
H. Entz  
Darlene Abreu-Ferreira  
All Charities Campaign  
Janele Frechette, Mary Kay  
Products  
Costco  
Western Communities  
Foundation

Shopper's Drug Store, Tree  
of Life Campaign  
The Winnipeg Foundation  
Youth In Philanthropy  
Warehouse One  
Meyers Drugs  
Eva Whitmore, The  
Shoobox Project  
Superstore, Joe Fresh  
Clothing  
Additionelle  
Great Canadian Footwear

# Collaterals:



The Family Violence Prevention Program, the Department of Family Services provides the primary funding and overall coordination of shelter services in the province. The Agency Accountability and Support Unit (AASU) ensure that public funding provided to community agencies is used for the purpose intended. We are grateful to both 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, MAWS, 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. Meegwiitch.

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/MFNFPVPP

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.

Osborne House

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)



Althea Guiboche (right) and Trudy Lavallee, Executive Director (left) 2014 CEO Sleepout for Homelessness in Winnipeg – Change for the Better

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, YMCA of Brandon,

YMCA Westman Women's Shelter



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