

PATHWAYS COMMUNITY SERVICES ASSOCIATION
ANNUAL REPORT
2018 - 2019



MESSAGE FROM THE CEO



It has been a year of growth and change for Pathways. It began with an organizational rebrand and a shift to using our Cree name, which is Miskanawah. Miskanawah translates to 'many little roads and/or pathways', and is part of a core strategy in 'leading with culture'. Our traditional values and beliefs have tremendous healing potential and are embedded within our services. As our name implies, this approach assists individuals and families in building pathways to and within the community, strengthening their natural supports, and engaging in healthier ways of living.

Our staffing capacity has also doubled to almost 100 and with that comes added responsibility of responding to community needs and demands while ensuring vision and mission alignment. I am grateful for all the staff and the countless efforts in supporting our families and our community. To our Board of Directors for their leadership and volunteerism. And of course our donors, funders, and volunteers that support the Miskanawah vision!

Our Elders have been instrumental in guiding all cultural aspects that is Miskanawah... we had over 70 sweat lodges last year plus so many other healing circles, talking circles, feasts, and traditional events. With this support and added responsibility comes a cultural mandate has been transferred to Miskanawah by our Elders... 'Protecting the Smudge' is a way of life for many of us and now an organizational strategy.

Hiy Hiy,

A handwritten signature in black ink that reads "Kirby Redwood". The signature is written in a cursive, flowing style.

Kirby Redwood BA, MA, CEC
CEO

TABLE OF CONTENT

OUR STORY 4
OUR PROGRAMS 6
FINANCIAL REPORT 13
2018 PROGRAM REPORT 14

REAL PEOPLE REAL STORIES . . 16
2018 BOARD MEMBERS 18
PARTNERS AND DONORS..... 19





OUR STORY

Since 1988, we have led the effort to support vulnerable children and youth in a holistic way throughout Calgary and the surrounding area. We are a leader in the social services field working from a harm-reduction and strength-based perspective with a focus on Indigenous teachings and traditions.

In 2017, our team realized that although the Pathways vision still remains true to who we are, our impact and populations we serve have shifted ... and with it, so too must our endeavours. For the past year and a half, we have chosen to undergo a company-wide rebrand. Rather than embrace change, we are choosing to lead it.

We've adopted our spiritual name, Miskanawah (mis-con-a-wa), which translates to "many little roads and/or paths" in Cree. It is a name that was given to us by our Elders in ceremony. Our shift from Pathways to Miskanawah is more than just a name change, it is an opportunity to reconnect with who we are and what we want to accomplish.



OUR MISSION

Guided by Indigenous teachings, Pathways offers supportive programs and services to people in Calgary as they strengthen their circles of self, family, community, and culture.

OUR VISION

Children, youth and families thrive within a culturally responsive community.

OUR VALUES





OUR PROGRAMS

INDIGENOUS MENTOR HOME

The Indigenous Mentor Homes program is a family-based residential and support program for Indigenous youth aged 12 to 17 years. Individual youth live with Mentor Home Providers who meet their basic needs, mentor the youth in social and emotional skill development, teach life and living skills, and support cultural identity and practice. Youth are assigned a Mentor Home Support Worker who help the youth to achieve goals and develop skills in the areas of positive recreation, school success, social and emotional learning, and preparation for adult living. A Cultural Resource Worker provides direct instruction, community connection, counsel, support, and mentoring in Indigenous worldviews and cultural practices to youth in the traditions of their people. The Cultural Resource Worker assists Mentor Home Providers and Mentor Home Support Workers in creating a culture-rich home environment that encourages positive Indigenous identification and practice.

11

Total number of youth served

5

Total number of new intakes completed

433 DAYS

average length of stay for youth

OSKIPMATSARK

(OH-SIP-MAT-SOOK)

This Aftercare Support program is for youth discharged from the Mentor Home program who require extension of youth work, mentoring support, and/or alternate living arrangements (e.g., room and board) as approved by their case team. These services are contracted through Fee For Service Agreements and may include but are not limited to:

- youth work to support skill development and progress towards goals
- positive recreation and community engagement
- cultural supports
- connection with families
- support for meeting basic needs
- prevention of homelessness

7

Total number of youth served

3

Total number of new intakes completed

87%

of youth experience an increase in cultural activities

HEALTHY FAMILIES

Home visitation services are provided to vulnerable families with young children to:

- strengthen knowledge of child development
- improve positive parenting skills
- reduce risk factors and strengthen mitigating conditions
- build networks of formal and natural supports.

Home Visitation services are grounded in awareness, respect, of and sensitivity to the cultural context of the families served.

135

Total number of families served

1901

Total number of home visits

2600+

Total number of hours spent with families



**THE OPENING SMUDGE,
INTRODUCTIONS AND MEDITATION
SUPPORT MY SELF REGULATION”**

NEHIYAW KIHOKKEWIN (NEE-HE-YO-KEE-HO-KEE-WIN)

Nehiyaw Kihokewin is a cultural program that draws from cultural traditions, teachings, and knowledge keepers. Home visitation services are provided to vulnerable families with young children to:

- strengthen their knowledge of child development
- improve their positive parenting skills
- reduce risk factors and strengthen mitigating conditions,
- build their networks of formal and natural supports.

The cultural context for family living is always granted the utmost of respect and consideration in program delivery.

114

Total number
of families served

1,372

Total number of home visits

1,808

Total number of hours spent
with families

RAYS

REGIONAL AFTER-HOURS YOUTH SUPPORT

The RAYS program is committed to providing children, youth and family crisis support and through short-term interventions. RAYS workers provide rapid response to those who are in a crisis outside of regular CS business hours. Southern Alberta Children Intervention Services-After Hours staff contact the RAYS on-call number with requests for service. The RAYS program supervisor deploys workers who are on-call awaiting deployment.

254

Total number of youth served

2,200+

Total number of direct hours

NITSANAK MAMAWINTOWAK

Nitsanak Mamawintowak provides parents, babies and their young children with home-based parenting support and education from Indigenous and western perspectives. Families have opportunities to develop social networks and relationships at community learning events, and have access to traditional knowledge keepers and Elders, who offer guidance, teachings and ceremonies.

This program is open to all families within the City of Calgary who (are):

- Expecting a baby or have a child under the age of six
- Would like support in their parenting and family life

43

Total number of unique individual clients

9

Total number of volunteers

147

Total number of volunteer hours

DIAMOND WILLOW YOUTH LODGE

On September 21, 2018, under the title "Indigenous Youth Hub," Diamond Willow Youth Lodge (DWYL) opened its doors. DWYL is a safe, welcoming place for youth between the ages of 12 - 29 to drop-in or participate in a variety of programs and activities. It is designed by young people, for young people; the lodge is a hub where Indigenous youth connect with peers and Elders, participate in personal healing and well-being while accessing a variety of programs and supports.

COLLABORATIVE RELATIONSHIPS:

- Community Wise
- Aboriginal Friendship Centre of Calgary
- Calgary Arts Development
- N.A.P.I Program - Native Centre University of Calgary
- USAY
- EXIT
- The Alex Community Food Centre
- Jennifer Nguyen - Yoga instructor
- Dwight Farahat - Hip Hop (music) instructor
- Calgary Homeless Foundation
- Inn From the Cold
- Discovering Choices
- Andrew Ng - Apathy is Boring (VOTE project)
- Joan Farkas - Community Social Workers with City of Calgary
- Boys and Girls Club of Calgary

29

youth served:
First Nations: 15 Metis: 3
Inuit: 1 Non-Indigenous: 10

150

people attended the grand opening on November 23, 2018

314

people visited the lodge between September 21 and December 31, 2018

October - December: The **Youth Council** had **five** consistent members: two Metis, two Cree and one Blackfoot.

MIYO-PIMATISIWIN HEALING LODGE

Miyo-pimatisiwin means "living the good life."

The Healing Lodge is one element of the Miskanawah Approach to Holistic Wellbeing. Miskanawah Holistic Healing is not a single program but a series of relationships, events, experiences, learning opportunities and interventions designed to address the root cause: intergenerational trauma.

This work is represented by a medicine wheel that calls out the Healing Lodge, The Family Lodge, The Knowledge Lodge, and the Youth Lodge. Taken together, the Miskanawah Approach offers a comprehensive, integrated strategy for addressing intergenerational trauma in the Calgary urban Indigenous population that is grounded in Indigenous teachings and worldview. We believe that healing from intergenerational trauma requires multiple strategies for working concurrently, as outlined by the Aboriginal Healing Foundation. Our work is grounded on the three pillars of healing AHF identifies: reclaiming history or legacy education, cultural interventions, and therapeutic healing.

47

individuals or families
received therapy from an
Indigenous therapist through
referral from Miskanawah

90

people attended
private Elder
counselling for healing

67

people attended
private Elder counselling
for healing

“

THERE WAS SO MUCH KNOWLEDGE AND TEACHINGS FROM ALL OF THE STAFF COMBINED, THIS MADE IT EASIER TO OPEN UP AND BEGIN MY HEALING JOURNEY WITH A STRONG FOUNDATION BUILT ON ENCOURAGEMENT, GENUINE CARING AND NURTURING, CHANGES.”

MAHMAWI-ATOSKIWIN (MA-MA-WAY-A-TUS-KA-WIN)

Mahmawi-atoskiwin provides services to families in Calgary who are in collaboration with the Children's Services, Indigenous Services office. Many families have a connection to Indigenous culture. Families choose how they would like to connect with their culture. Mahmawi-atoskiwin offers cultural connection through teachings, practices and ceremonies.

The main goal of this program is to help families create a safe and positive home environment. Mahmawi-atoskiwin believes that families are the real "experts" on their family. We are committed to honoring, listening and trusting families to lead everyone in the best course of action.

CEREMONIES OFFERED:

- Patrick Daigneault led **13 Pipe Ceremonies** with **204 participants**.
- **The Motokiiks** (Buffalo Women's Society) from the Blood Reserve offered a Pipe Ceremony. **51 people** attended the ceremony.
- Elder Patrick Daigneault led **25 Sweat Lodges** for the staff and clients. There was a total of **555 people** throughout the year.
- Elder Grant Little Mustache led a **Beaver Bundle opening** at the Mahmawi-atoskiwin. **14 people** attended.
- **8 Pimetsohk** (Monthly Feast) were hosted with **869 attendees**; these numbers included our Family Wellness Partner teams.
- Cree Elder Kerrie Moore provided **four Grandmother's Tea Ceremonies** with a total of **57 people attending**. These were a women's ceremony attended by staff, clients and other Elders from the Indigenous Community.

SUPPORTED VISITATION*

2,245

total number of visits

45%

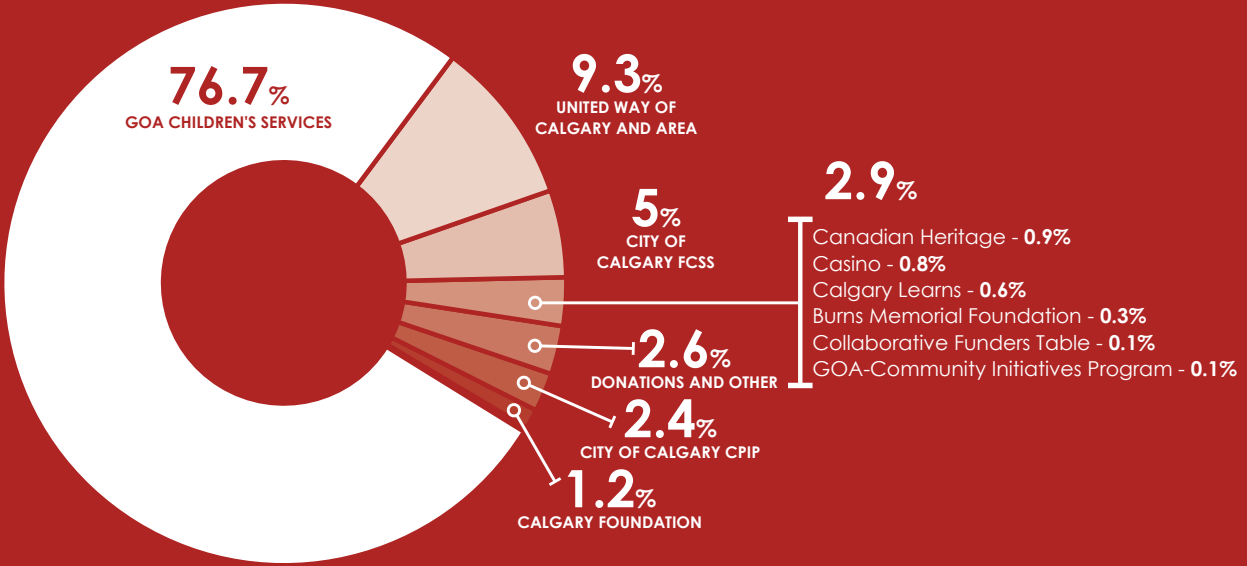
visits took place at the Mahmawi-atoskiwin

375

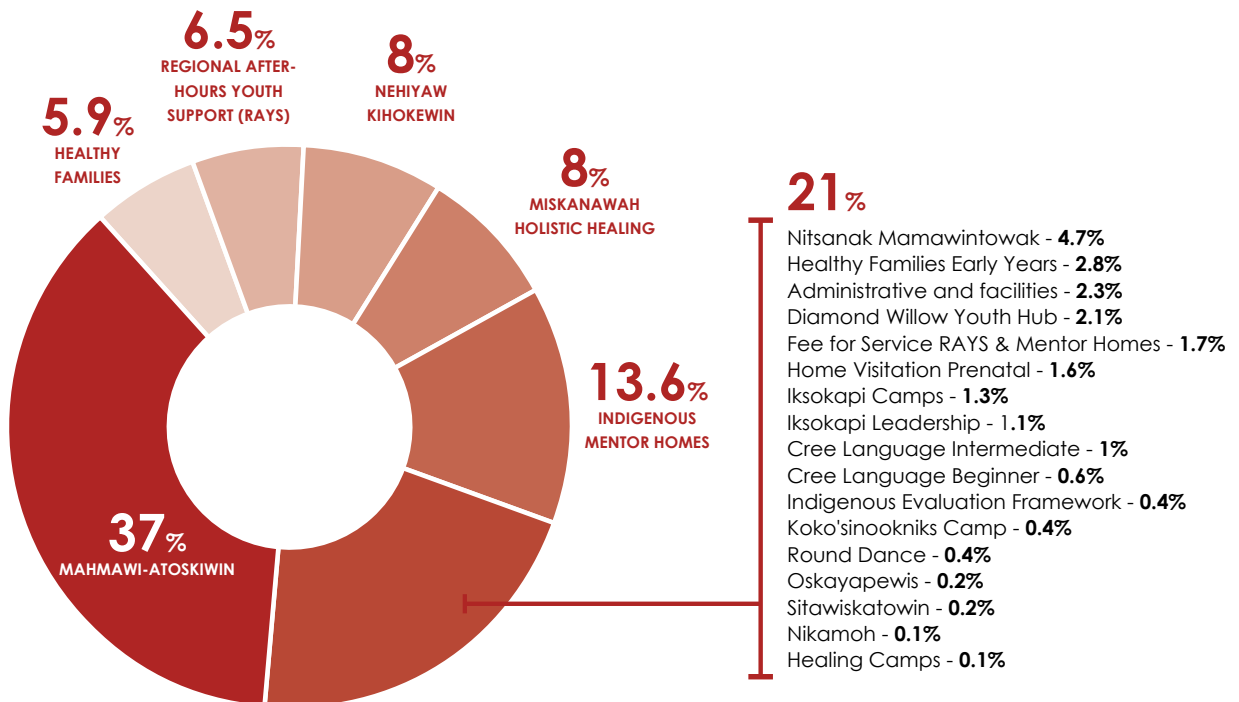
family visits took place each month serviced

FINANCIAL SUMMARY

REVENUE: \$6,332,694



EXPENSES: \$6,277,926



2018 PROGRAM

This timeline is an overview of the programs that Pathways held in 2018. The numbers below each program represent the number of participants (P) and the number of Elders (E) involved.



JANUARY

**First Community
Sweat Lodge of 2018**
40 (P) 6 (E)

Tea Ceremony
75 (P) 21 (E)

Friendship Round Dance
2000+ (P) 150 (E)

Bundle Transfer Ceremony
200 (P) 10 (E)



MARCH

**Tea Ceremony for
Parks Canada**

20 (P) 20 (E)

**Miskanawah Spring Break
Youth Camp**

24 (P) 4 (E)

MAY

Bent Arrow Cultural Camp
300 (P) 25 (E)

Intensive Therapy Program
3 (P)

**Youth & Family Program
Wind-Down Party**
100 (P) 4 (E)

**Child & Family Services
Indigenous Training Modules**
170 (P) 5 (E)

**Allying with Indigenous
People: Cultural Solutions**
25 (P) 5 (E)

Ceremonial Fast
30 (P) 4 (E)

**United Way:
Spirits of Gold Awards**
1000+ (P) 20 (E)

Calgary Rotary Clu
12 (P) 1 (E)

**Strathcona-Tweedsmuir
School Celebration**
700 (P) 1 (E)

**Indigenous Thought
Leaders Day**
200 (P) 20 (E)

**Global Student
Leadership Summit**
2000+ (P)

**Mahmawi-atoskowin
Round Dance & Feast**
60 (P) 5 (E)

Tea Ceremony
70 (P) 10 (E)

APRIL

Teepee Set-up
35 (P) 2 (E)

**Sweat Lodge with Closer to
Home**
10 (P) 2 (E)

**Siim ohksin:
Wahkotiwin Teachings**
40 (P) 3 (E)

Camp Staff Training Day
25 (P) 2 (E)

JUNE

REPORT



JULY

Iksokapi Junior Camp

22 (P) 2 (E)

Bowness Parade

3000+ (P) 3 (E)

Iksokapi Women's Camp

19 (P) 2 (E)

Pathways Annual General Meeting

80 (P) 5 (E)

Iksokapi Men's Camp

17 (P) 2 (E)

Drum Teaching for Boys and Girls Clubs of Calgary

150 (P) 4 (E)

Cultural Travelling Camp

13 (P) 6 (E)



SEPTEMBER

Youth & Elders Camp

25 (P) 18 (E)

Elder's Think Tank

40 (P) 10 (E)

Indigenous Awareness

Presentation

30 (P) 2 (E)

Mahmawi-atoskwin Round Dance & Pimetsokh Feast

120 (P) 2 (E)

OCTOBER



NOVEMBER

William Aberhart High School

15 (P)

Sweat Lodge for Beginner

Cree 10 (P) 2 (E)

Big Smoke Ceremony

90 (P) 20 (E)

Moose Hide Campaign, Bow Valley College

40 (P) 4 (E)

Youth Hub Pipe Ceremony

15 (P) 4 (E)

Sweat Lodge for Intermediate Cree

15 (P) 2 (E)

Nitsanak Tea Ceremony

40 (P) 7 (E)

National Inquiry into Missing and Murdered Indigenous Women and Girls

100 (P) 10 (E)

Capstone Sweat Lodge

15 (P) 4 (E)

Youth Hub Grand Opening

140 (P) 5 (E)

Meeting on Cultural Protocol

4 (P) 2 (E)

Calgary Police Service Talking Circles RE: Truth & Reconciliation

105 (P) 8 (E)

Indigenous Awareness

Presentation 60 (P) 2 (E)

Calgary Police Service Round Dance

500 (P) 15 (E)

Oral Validation Ceremony for Iksokapi (concluding Ceremony for the program)

30 (P) 5 (E)

Pimetsokh Family Feast

150 (P) 3 (E)

Winter Solstice Sweat Lodge

50 (P) 4 (E)

Grotto Canyon & Madden
Buffalo Jump Field Trips 50
(P) 5 (E)

Cultural Language Camp
50 (P) 5 (E)

Nitsanak Family Camp
20 (P) 4 (E)

AUGUST

DECEMBER

REAL PEOPLE... REAL STORIES



THEY DID HELP ME WITH SUPPORTING ME. IN AREAS WHERE I NEED HELP. MAKING SURE I MADE APPOINTMENTS FOR COUNSELLING, MAKING SURE I GO TO AA, ALWAYS MADE SURE I WAS OKAY.”

A teacher with Discovering Choices who volunteered with the youth leadership group referred a teen boy to Pathways last year. We connected with him and he began attending two of our weekly programs for youths, as well as camp in the summer. He would come to group straight from school, 2 hours before group started, to help prepare the food or just be in the space. His personality was jovial and he was welcoming and kind to everyone – he thrived within the Pathways community. He was referred to Pathways during a very dark time in his life – this youth’s best friend had committed suicide and the youth was really struggling to deal with the loss. The referring teacher had felt him slipping away and saw his attendance begin to drop and his mood become darker. The teacher reported that this youth had approached her at the end of the school year and thanked her for connecting him with Pathways, adding that he believed that Pathways saved his life.

Today this youth continues to attend programming, although sporadically as he is currently employed. He volunteered at the Round Dance and is interested in volunteering at all community events. He maintains a relationship with program staff and checks in regularly. The impact that Pathways had on this young person is phenomenal, and he himself is phenomenal as well as he works hard to create a bright future for himself.

“Ninanâskomon – I am so grateful for Cree class. It is hard to find a community of people in the city willing to learn together and laugh together, to be vulnerable, to challenge one another and to support one another in reclaiming what is, for many of us, lost cultural connection. Cree Class is so much greater than just language because the language has LIFE. It is life. Nêhiyâwêwin teaches me humility when I speak out of turn, patience when I can't learn a word, compassion when others are struggling, honesty because it's impossible for me to lie in Cree, generosity when I am able to help. And I am learning this through the generosity of the Elders who teach us. They are patient when we ask them to repeat words kihtwam – over and over again.

I look forward to Cree class every week and I treasure the friendships I've made there. We can't learn language and culture without a community and Pathways has done an incredible job at fostering all three.”

“I keep coming back to Youth leadership because I learn different ways to help people and the world around me. I'm learning how to become a better person. I grew up around alcohol and drugs and it hurts. I want to help people in my community and back home see that they can do something meaningful with their lives. I want to be a strong role model for other youth and show them that they have other choices beyond drugs and alcohol. They don't have to turn to that.”



2018 BOARD MEMBERS

COLBY DELORME

*Chairperson, President, Imagination Group
of Companies*

JENNIFER FINDLAY

*Vice-Chairperson, Manager External
Relations, Repsol Oil & Gas Canada Inc.*

DAN ROCHON

*Treasurer, Divisional Controller, Tsuut'ina
Nation*

HOLLISTON J. LOGAN

*Secretary, Implementation Program
Specialist, Benevity*

MONI BRAR

*Member, Faculty - Academic Innovation
& Applied Research, Bow Valley
College Senior Advisor - Organizational
Effectiveness, Husky Energy*

WILLIAM (BILL) DICKSON

Member, Community Volunteer

JAY GERRITSEN

Member, Consultant

ALEX MONTIEL

Member

SANDI MORRISSEAU

Member, Consultant, 3S Consulting Services

KAITLIN NAGLISH

Member

LORI A. PRITCHARD

*Member, Principal, Calgary Board of
Education*

DAVID BRUCE RANDALL

Member

KIRBY REDWOOD

CEO (ex-official)

DOUG RETI

Member

FUNDERS

ALBERTA CHILDREN'S SERVICES	CITY OF CALGARY - CRIME PREVENTION INVESTMENT PLAN	ROTARY CLUB OF CALGARY CENTENNIAL
ALBERTA CULTURE AND TOURISM - COMMUNITY INITIATIVES PROGRAM	CITY OF CALGARY - FAMILY AND COMMUNITY SUPPORT SERVICES	SERVICE CANADA - CANADA SUMMER JOBS PROGRAM
ALBERTA GAMING AND LIQUOR COMMISSION	COLLABORATIVE FUNDERS' TABLE	SHELL CANADA LIMITED
BURNS MEMORIAL FUND	GOVERNMENT OF CANADA - CANADIAN HERITAGE	THE CALGARY FOUNDATION
CALGARY LEARNS		THE UNITED WAY OF CALGARY AND AREA

COMMUNITY PARTNERS

ABORIGINAL AWARENESS WEEK CALGARY	OF EDUCATION	COOP
ALBERTA RECREATION AND PARKS ASSOCIATION	CALGARY HEALTHY FAMILIES COLLABORATIVE	ELIZABETH FRY SOCIETY OF CALGARY
ALIGN	CALGARY INTERFAITH	ENVIROS
ANTYX	FOODBANK	FIRST 2000 DAYS CALGARY BOWNESS / MONTGOMERY COALITION
BOWNESS COMMUNITY ASSOCIATION	CALGARY POLICE SERVICE	KIDS UP FRONT
BOYS AND GIRLS CLUBS OF CALGARY	CALGARY SOCIAL POLICY COLLABORATIVE	MAHMAWI-ATOSKIWIN
CANADA BRIDGES	CANADIAN RED CROSS	MOUNT ROYAL UNIVERSITY
CALGARY BOARD	CITY OF CALGARY GROUP FEE ASSISTANCE	PROPELLUS

CORPORATE DONORS

BENEVITY
 BOWEST APPLIANCE
 THE IMAGINATION GROUP OF COMPANIES
 PSICORP GROUP
 REPSOL OIL & GAS CANADA INC.

STUDENT INTERNS

JESSICA WATERCHIEF
*Mahmawi-atoskiwin Family Wellness Program
 Mount Royal University*

JENNA SKOBERG
*Mahmawi-atoskiwin Family Wellness Program
 Thompson Rivers University*

**PATHWAYS GRATEFULLY ACKNOWLEDGES
ALL OF OUR GOVERNMENT FUNDERS,
COMMUNITY PARTNERS, CORPORATE
SPONSORS, AND COMMUNITY AND
INDIVIDUAL DONORS.**



Pathways Community Services Association

102, 6919 - 32 Avenue NW

Calgary, Alberta T3B 0K6

Ph 403.247.5003



@Miskanawah | Miskanawah.ca