



# 2017

## COMMUNITY REPORT



# A Call To Action

Truth and Reconciliation is a movement. It's about healing and moving forward. Healing from the past, from trauma, and healing relationships. It's about learning. Learning about our history, about Indigenous cultures and traditions, and about Indigenous experiences in today's society. It's about challenging stereotypes and misconceptions; telling the story of a proud, accomplished and resilient People who have much to contribute to the Canadian mosaic.

We call upon all Canadians to play a role in this movement, and help shape our shared future for the better.

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# MESSAGE FROM THE CHAIRPERSON

## To Our Stakeholders,

I would be remiss to not acknowledge the tough times our community has endured over the past year. As the economy has been heavily affected, so have Calgary families and organizations that serve them. We are sensitive to the pressures today's environment has on the community, and want to ensure that you know your needs and efforts have not being forgotten.

I am honoured to Chair the Board for Pathways CSA. We have been working hard in 2016 to build a strong Board, filled with talented members, to direct the success and sustainability of Pathways Community Services Association. We have been blessed to be able to work with Kirby Redwood and his dedicated team who make everything happen, and who continually prove to be the heart of the organization.

The Board would like to take the opportunity to thank all of our community partners and stakeholders for supporting Pathways CSA over the past year. Without your belief in Pathways' abilities, none of this would be possible. We are proud to work with you all, and to serve the Calgary community.

I would like to thank my fellow Board members. This past year has been filled with many changes and a lot of hard work. Your commitment to the community, and Pathways, is a blessing that we all are lucky enough to experience. Thank you so much for all that you do!

I look forward to the coming year ahead as Pathways delivers on its new programming, and creates stronger bonds in the community. Pathways is committed to leading the way to supporting healthy families, and raising our children to be our future leaders.

Respectfully,



Colby L Delorme  
Chairperson



# MESSAGE FROM THE CEO

Tansi/Oki/Aanii

What a year!

In 2016, along with successfully running our long-standing programs, Pathways increased its capacity to deliver culturally grounded programming through new initiatives such as Miskanawah and Nitsanak Mamawintowak. This amazing growth has been made possible by new partners, new work with existing partners, and most importantly Pathways staff members and volunteers. Thank you for your passion, commitment, and hard work over the past year.

Miskanawah (which means “Pathways” in Cree) underscores the importance of culture in all areas of our work with children, youth, families, and individuals. The approach allows us to better align with specific Calls to Action of the Truth and Reconciliation Commission, as well as the United Nations Declaration on the Rights of Indigenous Peoples. Throughout this report, we’ve highlighted how Pathways is responding to the Calls to Action; as you read along, think about how you too can take action (or identify how you are already taking action) to support community progress toward healing and reconciliation.

Please join us in the year ahead, as we move forward in our journey toward mino-pimatisiwin (“the good life” in Cree).

Respectfully,



Kirby Redwood  
CEO



## Our Vision

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

## Our Mission

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







Over 100 Youth Served



24 Community  
Sweat Lodges Held



3 New Funders



9 New  
Positions



Over 750 Connections Made  
With Other Community  
Organizations



5 New Board  
Members



3 New  
Programs



37% Increase  
In Families Served

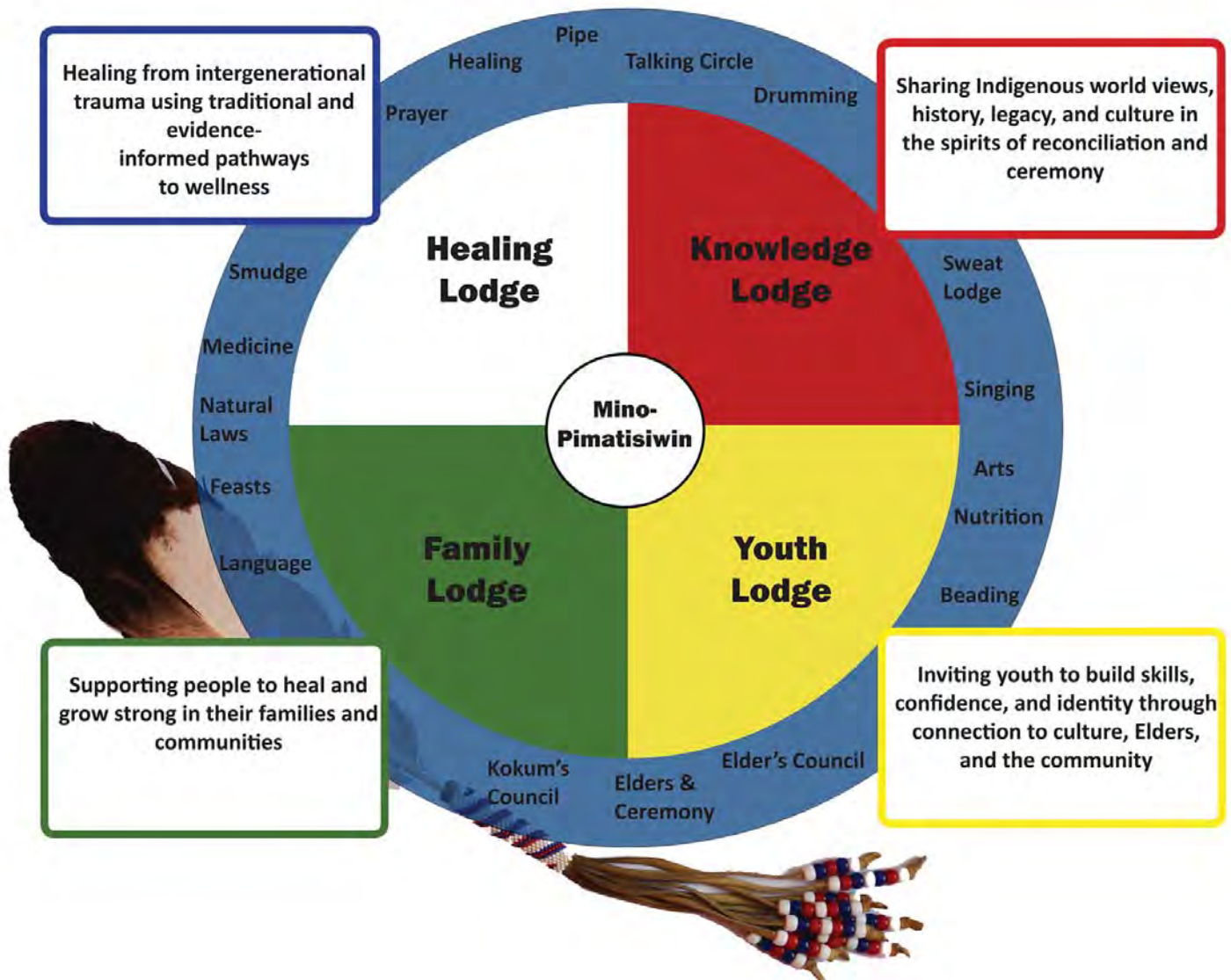






# Miskanawah

All programs working together towards Mino-pimatisiwin ("the good life") in Cree



# Family Lodge

*Supporting people to heal and grow strong in their families and communities*

Family Lodge programming seeks to promote healing and skill-building in family members to create greater family harmony and safety.

## Alignment with Calls to Action

#1.ii [...] to commit to reducing the number of Aboriginal children in care by providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.

#5. [...] to develop culturally appropriate parenting programs for Aboriginal families.





# Family Program Report

## Nitsanak Mamawintowak ("Families coming together" in Cree)

**39 Indigenous Families, 84 Children**

New this year, Nitsanak Mamawintowak provides Indigenous families with home-visitation supports. This includes leading-edge intensive parenting and-development curricula and traditional child-rearing knowledge and cultural guidance, so that families can engage in wise-practices in healing and parenting. All Indigenous families with children ages 0-5 (including pregnant mothers) can access this program.

## Healthy Families

**111 Families, 221 Children**

**100% made improvements in their parenting goals**

**77.1% made improvements in their child development goals**

Healthy Families is a home-visitation program that focuses on parenting skills, relationship building, attachment, and child health and safety. The program consistently monitors the development milestones of the child, and the physical and mental wellbeing of the parent(s). Families are referred to this program through Children's Services or Public Health.

*"Our home visitor is the best. She's very kind to all of us. She's doing her job really well. She's not just a home visitor, but she's one of the first Canadian friends we had since we came here to Canada. We are so happy to be in the program and to have her."*

## Nehiyaw Kihokewin ("Families visiting with the spirit of our Grandmothers" in Cree)

**74 Indigenous Families, 124 Children**

**96% made improvements or maintained progress in their child development goals.**

**75% made improvements or maintained progress in their parenting goals.**

Nehiyaw Kihokewin is an Indigenous Healthy Families program. The Program uses the Healthy Families home-visitation model, blended with connection to cultural activities, Elders, and ceremonies. Families are referred to this program through Children's Services or Public Health.

## Regional After-Hours Youth Support (RAYS)

**156 Calls 62% for single child/youth | 28% for sibling group | 10% for family unit**

RAYS works in collaboration with Children's Services After Hours Response Team. The program provides intervention and crisis services to children, youth, and families during evening and weekend hours. The team may provide support with childcare, transportation, one-to-one supports, behaviour management, and medical supervision.

*"I am proud of the work I do with the RAYS program. Many of the children/youth that we see have just underwent a traumatic event in their young lives. I know that I can't make the situation better, but I know that I can offer them compassion and support in the short amount of time that I am with them. I can ensure that they are safe, their basic needs are met, and advocate for their needs and inquiries."*

# Youth Lodge

*We support the spirit of oksayapewis, a concept that means youth being helpers in their own healing, in their families, for Elders, and for their communities as they learn the ways of adulthood.*

The Youth Lodge invites youth to build skills, confidence, and self-identity through connection to culture, Elders, and the community through a series of programs, initiatives, activities and opportunities.

## Alignment with Calls to Action

#66. [...] to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices

#36. [...] to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade





# Youth Program Report

## Indigenous Mentor Homes

### 9 Indigenous Youth Served

67% of youth showed significant improvement in one or more of the following areas: school/work performance, home life, community involvement, behaviour, mood, self-harm, and/or substance use.

The Indigenous Mentor Homes program matches Indigenous youth (who are no longer able to live with their biological family) with a mentor family for long-term, home-based care. The program is designed to support youth in rebuilding healthy attachments and connecting to cultural activities and supports, with the goal of permanency. The program also supports older youth in their transition to adulthood and independent living.

## Iksokapi ("It's all good" in Blackfoot) Youth Leadership

### 34 Youth

100% reported an increase in feeling included in the Indigenous community  
67% reported an increase in feeling overall, they had a lot to be proud of

New this year, Iksokapi Youth Leadership Development partners with Canada Bridges and Antyx Community Arts to build youths' confidence and skills in identifying and addressing community issues that matter to them.

*"By working together, we are not only growing and strengthening our relationships with each other, but we are contributing to a positive movement"*

## Nikamoh ("Sing/Music" in Cree) Hiphop

### 26 Youth

The Nikamoh hiphop program builds confidence, skills, and connection to Indigenous cultures through the four elements of hiphop: emceeing, deejaying, breakdancing, and graffiti.

## Youth Summer and Spring Break Camps

### 45 Youth over 3 weeks of camp

*"I learned more about myself [and] found my roots. [I've] come back to loving life, clean air, enjoying time to myself, [and] enjoying just to be able to have choice and do what I want"*

*"In the sweat lodge, I really got a moment to look at my life and think about what needs to change. It was truly an amazing experience."*

# Knowledge Lodge

*Sharing Indigenous worldviews, history, legacy, and culture in the spirits of reconciliation and ceremony.*

Core activities in the knowledge lodge focus on increasing awareness and understanding of Indigenous cultures and of the historic and ongoing negative impacts of colonization in Canada.

## Alignment with Calls to Action

#14. [...] to enact an Aboriginal Languages Act that incorporates the following principles:

- i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.

#1.iii Ensuring that social workers and others who conduct childwelfare investigation are properly educated and trained about the history and impacts of residential schools.

#1.iv Ensuring that social workers and others who conduct childwelfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing. Similar: #57, #86, 87, 92.iii





# Knowledge Program Report

Moccasin Making & Traditional arts - 12 sessions, 20 people of all ages  
Traditional Drumming and Singing – 17 sessions, 30 people of all ages  
Cree Language – 6 sessions, 5 participants  
Annual Round Dance – over 700 people attended

*"The Aboriginal kids find something about the drum soothing. Maybe because the beat is so similar to the heartbeat and young kids are still familiar with that sound from their mother's womb. Maybe it brings that comfort. The Rhythm of the drum is healing. The kids can't put that into words yet, they don't know what they are experiencing but when they leave, you can see they feel a sense of belonging because of the circle, and they are calmer"*

*"The Cree class was very informative and fun. It was a great way to connect with others in the agency. It provided me with an opportunity to reconnect to my roots. I'm extremely satisfied about being able to have this experience, it has brought me a new found confidence. I look forward to passing on the language to my children and great grandchildren."*

We are developing Knowledge Lodge initiatives for the 2017/2018 reporting year.



# Healing Lodge

*Healing from intergenerational trauma using traditional and evidence-informed pathways to wellness.*

Individuals work towards mino-pimatisiwin (the good life in Cree) through the restorative impacts of sweat lodge, smudge, pipe, traditional healers and medicines, the wisdom of Elders, as well as western therapeutic approaches.

Mino-pimatisiwin is a Cree word for “the good life”. When all aspects of life are in balance and harmony – the physical, mental, emotional, and spiritual.

*“The land, the fire, the hearth, the lodge, the circle: this is the core source of healing for Indigenous people, and the gateway through which other forms of therapy and interventions can have an impact. The gateway is ceremony. The gatekeepers are Elders. Their integral involvement is the only way the healing work can happen.”*

## Alignment with Calls to Action

#1.iv Ensuring that social workers and others who conduct childwelfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.

#35. [...] to eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system.

We are developing Healing Lodge initiatives for the 2017/2018 reporting year.





# PATHWAYS COMMUNITY SERVICES ASSOCIATION

## FINANCIAL REPORT 2016-17

### Funding Sources

Government of Alberta Children's Services	78%	\$2,254,589
City of Calgary Family & Community Support Services	6%	\$171,297
Mahmawi-atoskwin	4%	\$102,339
The United Way of Calgary and Area	3%	\$89,494
Collaborative Funders' Table	2%	\$69,345
Indigenous & Northern Affairs Canada-Urban Partnerships	2%	\$65,000
Donations & Casino	2%	\$70,619
Calgary Foundation	0%	\$12,775
Rotary Club of Calgary Centennial	0%	\$12,000
Interest & other	1%	\$35,233
	<b>100%</b>	<b>\$2,882,691</b>

### Funding Uses

Mentor Homes	26%	\$727,976
Healthy Families	19%	\$541,518
Nehiyaw Kihokewin	18%	\$500,000
Regional After-Hours Youth Support	14%	\$398,488
Nitsanak Mamawintowak	6%	\$164,186
Mahmawi-atoskwin	3%	\$92,339
Miskanawah Healing	3%	\$91,396
Administration & other	3%	\$83,442
Nikamoh	2%	\$69,345
Iksokapi	2%	\$65,000
Fee for Service	2%	\$63,059
Building Capacity for Truth & Reconciliation	1%	\$29,083
	<b>100%</b>	<b>\$2,825,832</b>

Surplus	<b>\$56,859</b>
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*See [www.pathwayscsa.org](http://www.pathwayscsa.org) for annual audited financial statements.*

## Funders and Partners

Alberta Children's Services – Calgary and Area  
Alberta Gaming and Liquor Commission  
Bears paw Benevolent Foundation  
Bowest Appliances Inc.  
Bowness Community Association  
Burns Memorial Fund  
The Calgary Foundation  
The Calgary Zoo  
City of Calgary – Crime Prevention Investment Plan  
City of Calgary – Family and Community Support Services  
Clough Enercore  
Collaborative Funders' Table  
Indigenous and Northern Affairs Canada – Urban Partnerships  
Program  
The Imagination Group of Companies  
PSICORP Group  
Repsol Oil & Gas Canada Inc.  
Rotary Club of Calgary Centennial  
The United Way of Calgary and Area  
  
Phil Carlton, Louise Crane, Caitlin Hanley, Holliston Logan,  
Robert Perry & Mutriba Din, Kirby Redwood, Valerie Waymark

## Community Partners

Aboriginal Awareness Week Calgary  
ALIGN  
Antyx Community Arts  
Boys & Girls Clubs of Calgary  
Calgary Board of Education  
The Calgary Healthy Families Collaborative  
Calgary Interfaith Foodbank  
Calgary Social Policy Collaborative  
Canada Bridges  
Canadian Red Cross  
City of Calgary Group Fee Assistance  
Enviros Wilderness School Association  
First 2000 Days Calgary Bowness/Montgomery  
Coalition  
The Genesis Centre  
Kids Up Front  
Mahmawi-atoskiwin  
Propellus

**Thank you to our volunteers, donors, funders and community partners!**



## Pathways Community Services Association Board of Directors

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President, Imagination Group of Companies

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

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Retired

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Kim Younger-Laboucan, Member  
Diversity & Learning Support Advisor, Calgary Board of Education





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