



2021-2022
88th Annual Report

Message from the President, Board of Directors, and the Executive Director

President's Message

I wish to acknowledge the commitment and professionalism of the staff of Child and Family Services Central Manitoba Inc. (CFSCM), who continue to provide needed services and programs to the children and families in our region under difficult circumstances. The overarching goal of CFSCM is that Children in the agency's service area are safe and well, with the work of the agency staff targeted towards the following outcomes: Children are safe within a family, Families are able to meet needs of children, and Families are supported by their community.

This year, the board has worked on deepening our collective understanding of the Policy Governance model by undertaking a comprehensive online learning program. This enhanced knowledge will guide the Board and Executive Director in the upcoming year as we plan for active engagement with the moral owners of the agency and community stakeholders that have an interest in the welfare of the children in the central region.

A number of developments in recent years will have an ongoing impact on the work of the board and the agency in the upcoming year(s):

- Honouring our Children, Families and Nation Act (Peguis First Nation), January 2022, the legislative basis for caring for First Nation children and families both on and off reserve, drafted in accordance with the federal act, An Act respecting First Nations, Inuit and Metis children, youth and families, S.C. 2019, c. 24.
- An Act Respecting First Nations, Inuit and Metis Children, Youth and Families (Federal), January 2020

Tri-party coordination service agreements are being developed with multiple Manitoba Indigenous communities under this legislation. The finalization of these agreements will impact the daily work of the agency as services to indigenous children and families are transferred to first nation communities.

The Supported Guardianship Policy (General Authority, MB) extends support to extended family members, or families of choice, to provide permanence and lifetime family connections for children. This approach dovetails well with the goals of CFSCM and further extends the preventative work of the agency in the boarder community we serve.

On behalf of the Board, I wish to thank Tracey Bercier, outgoing Executive Director for her service to the agency.

Welcome to Christine Chabbert, Interim Executive Director for taking on this additional responsibility in the agency until an Executive Director has been selected.

Thank you for your continued support to the children and families in the region and your interest in and support of the work of the Agency.

We are pleased to share the 2021-2022 annual report with interested community members.

Anne Malyon, President

Executive Director's Message

As most organizations in every sector, 2021-2022 was a year of shifting and struggles as the pandemic continued to impact the world and therefore our communities and work. For most of the year our staff went from rotating working in the office to working from home and back to the office. During all of this they continued to show dedication and commitment to the families that we serve and did their best to provide service as much as they could. During the past year, staffing was a struggle due mostly to our staffs families expanding, which is something to celebrate, but did pose difficulties in filling term position, which we had many. Our remaining staff stepped up to fill in and provide service in these difficult times to the best of their ability and did so successfully due their compassion and empathy for the families that were struggling during this difficult year. Thank you to all of our employees for the exemplary service that you have continued to provide. A special thank you to our Case Aides and Administrative staff who, when others were working remotely, picked up extra duties in order to allow social work staff to get their tasks completed.

I have decided to leave the agency and therefore this will be my last annual message. I would like to take this opportunity to thank our Board of Directors for their unwavering support over the last 8 years. They are an incredibly hard working and committed group of individuals who are on their way to moving the Agency in a direction that the community at large can be proud of. I have grown personally and professionally in this role more than any other in the 3 decades I have been in the child welfare system and without their support this would not have been possible. To the staff, again, thank you for all of your hard work. There have been many changes in the last 8 years from how we deliver service, funding model changes and how we work with community. We all try to be agents of change, staff and management, as this is the basis of what social work is. We also know that change is often difficult. Thank you to those who have embraced these changes to move the agency forward in what we currently believe is best practice for the families that we serve. I have witnessed all of you accomplish amazing things in the past 8 years and know that you will continue to do so as you move forward. I wish all the staff and board the very best in the future.

Sincerely,
Tracey Bercier B.S.W., R.S.W.,
Executive Director, CFSCM



2021-2022 BOARD OF DIRECTORS



**ANNE MALYON,
PRESIDENT**

**CAROL BRAUN
VICE-PRESIDENT**

**TRACEY BERCIER,
SECRETARY-TREASURER**

**JILL STUART-
EDWARDS**

KEN REIMER

VIRGINIA BECKWITH

PETER VELDHUIS

OUR VISION

*...Healthy children,
healthy families,
healthy communities...*

Child & Family Services of Central Manitoba, Inc. was established in May, 1934 as the Children's Aid Society of Central Manitoba. The Agency is a charitable organization governed by a volunteer Board of Directors that provides services under the Child and Family Services Act, the CFS Authorities Act and the Adoption Act of Manitoba.

The Central Region is a rather large geographical area located West of the City of Winnipeg. It is bound by the City of Winnipeg and the Red River on its eastern limit, by the International Boundary on the southern limits, by a line approximately half way between the City of Portage la Prairie and the City of Brandon on its western limit and, just north of the Town of Alonsa on its northern limit. Primarily agricultural in its economic base, the total population of this catchment area is over 104,000. The head office of the organization is

located in Portage la Prairie and a sub office is located in Winkler. The Family Resource Centre is also located in Portage la Prairie and we continue to share space with several community partners at this location.



CFSCM exists so that

Children are safe and well

Children are
safe within
their families

Families are able
to meet needs of
children

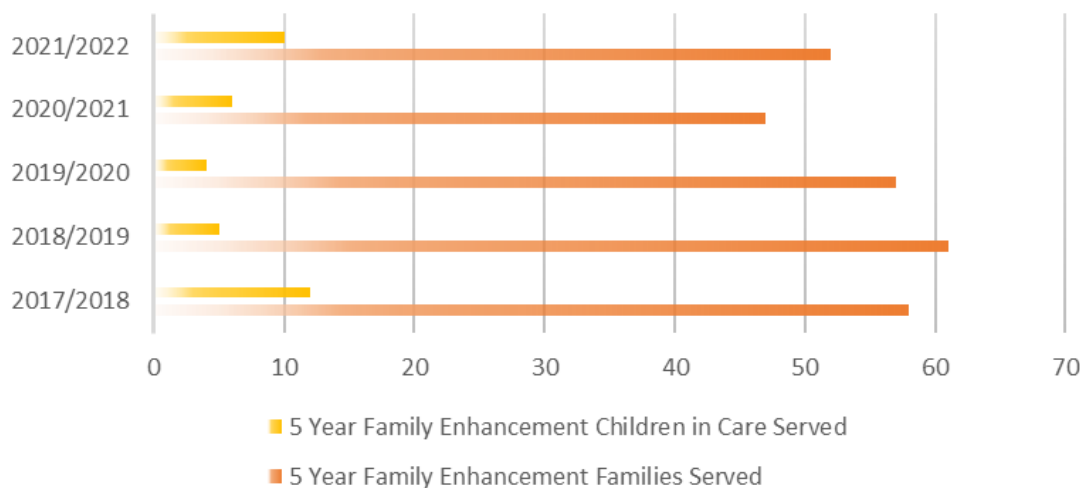
Families are
supported by
their community

CFSCM is a caring,
competent,
culturally
respectful agency

CHILDREN ARE SAFE WITHIN THEIR FAMILIES

Of the 325 children CFS of Central MB provides service to, 214 are not in care. Of the 111 children that are in care, 20 reside with family. Every effort is made to place children with extended family or those who care about them before an agency foster home is utilized.

5 YEAR FAMILY ENHANCEMENT COMPARISON



Family Service

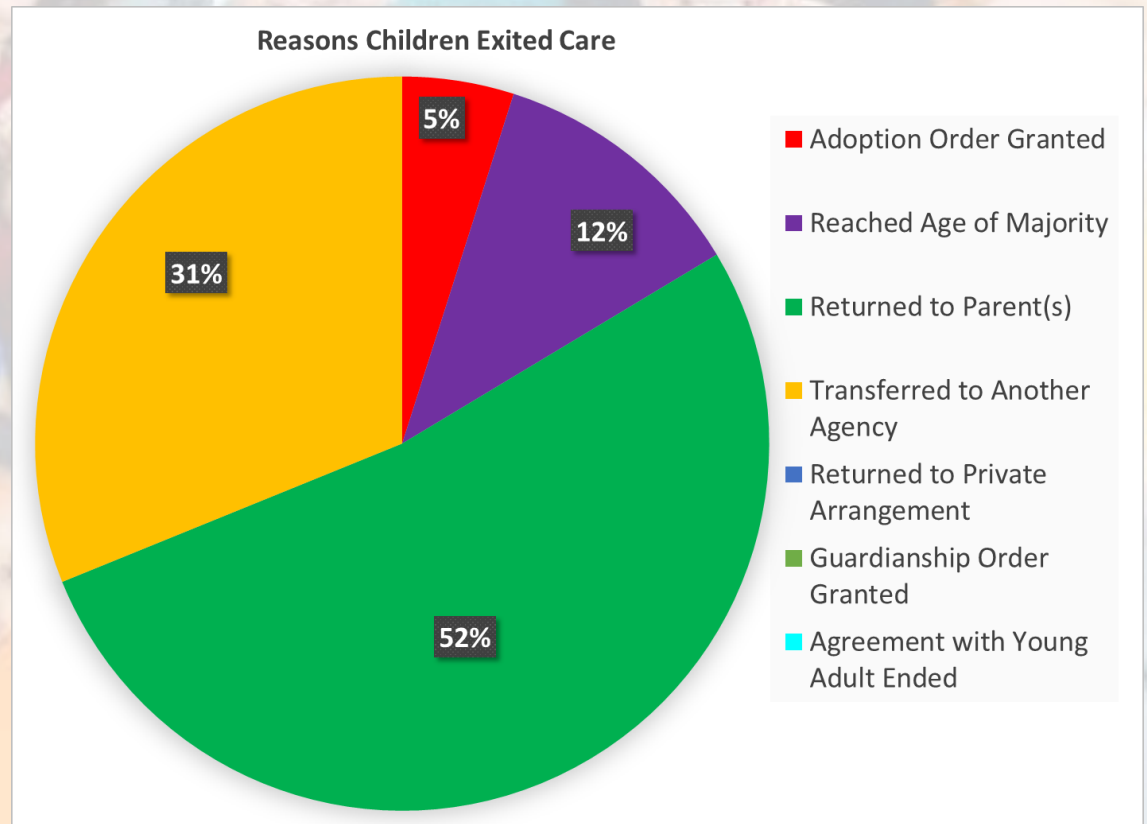
56 Children in Care
51 Permanent Wards
6 Voluntary Family Service files
41 Protection files
226 Children served
46 Children visited their families
20 Children in Care placed with a family member

Family Enhancement

39 open files
99 Children served
96 Children at home
3 Children in Care
1 Permanent Ward
1 child visited their family
0 Children in Care placed with family

FAMILIES ARE ABLE TO MEET THE NEEDS OF CHILDREN

Of the children that exited care before the case was transferred to another agency, 52% of them returned to their parents after Agency intervention and ongoing assessment for safety. Adoption orders were granted for 5% and 12% were discharged from care when they reached the age of majority. The majority of the parents of the children that are apprehended are able to reach the goal of meeting the needs of their children after Agency support and intervention.



FAMILIES ARE SUPPORTED BY THEIR COMMUNITY

The agency provides support networks to all those who are willing to participate and strongly encourages these networks when families are reluctant. The networks circle the children and parents with a community of support which increases the safety of children. The networks typically continue to provide support to the family once the Agency has closed the file, further ensuring the safety of the children. The goal of CFS of Central MB is to be able to develop a support network for every family and child we work with.

52 families participated in support networks from April 2021 to March 2022.

266 friends, family and other community members participated in these networks.

Community members participating in the support networks were:

- ⇒ Principals
- ⇒ resource teachers
- ⇒ Teachers
- ⇒ educational assistants
- ⇒ Public Health Nurses
- ⇒ Families First
- ⇒ Manitoba Housing
- ⇒ Portage Friendship Centre
- ⇒ Turning Leave
- ⇒ adult services (disability)
- ⇒ Knowledge Keepers (elders)
- ⇒ Clergy
- ⇒ Visions of Independence
- ⇒ Jordan's Principal
- ⇒ Action Therapists
- ⇒ foster parents
- ⇒ street reach case managers
- ⇒ AFM, Marymount
- ⇒ Teen Challenge (addictions)
- ⇒ Pregnancy Care
- ⇒ community youth center staff
- ⇒ police officers
- ⇒ probation services
- ⇒ women's shelter staff
- ⇒ local resource center staff
- ⇒ and school/hospital social workers.

CFSCM IS A CARING, COMPETENT, CULTURALLY RESPECTFUL AGENCY



CFS of Central MB is committed to ongoing learning and invests in training for staff. The Agency prioritizes learning to increase the skillset of the employees as well as to enhance understanding of Indigenous history, culture and reconciliation.

All those who requested file information regarding their time spent in care for the purpose of the Sixties Scoop Class Action Suit received a summary in a timely manner.

Staff participated in
1146.5 hours of
training.

44 people received
info related to 60's
Scoop files

FAMILY ENHANCEMENT

SPECIAL EDITION:

Support Staff Appreciation Week ISSUE #3



Focus on CFS of Central Manitoba

General Authority Vision

Children and youth who are safe, happy, thriving and growing up with their family in a healthy, caring community.



The General Authority salutes its support workers this week, with a focus on a different agency each day. Here are just a few stories about some of the amazing work done at Child and Family Services (CFS) of Central Manitoba.

At CFS of Central Manitoba, the program consists of five in-home support workers.

"We really value our in-home support workers' opinions and thoughts on families," said Nicole Fehr, who supervises the in-home support program.

'They are the ones that are going in

and doing lots of grunt work with families. I think sometimes some of those things can be taken for granted."

But COVID-19 changed everything. "The hardest part was not being able to go into people's homes," said Fehr, referring to the first wave of the pandemic in 2020 when in-home visits were suspended for a short period of time.

Fehr said workers decided if they couldn't do in-person visits at the beginning of the pandemic, they would create care packages for families. The packages included food, kids' activities or self-care kits that included tea, bubble baths

'We can tell that they care about their families so much'

and books. One worker did one-on-one virtual cooking classes with her families.

Fehr said at Central, many of the in-home support workers have been with the agency longer than the social workers, and they are a vital part of the agency.

"We can tell they care about their families so much," said Fehr.

Sharon Dueck has been an in-home support worker for Central in the Winkler area for a decade. She said the pandemic was difficult for children and parents, especially during the brief period in 2020 where in-home visits were suspended.

Dueck said during the warmer months, workers did many home visits on porches, front decks and backyards.

"I always had a lawn chair in my trunk," laughed Dueck. She said she was able to do outdoor visits until November of the first year of the pandemic, when the weather was mild.

But the harsh winter of 2022 during the fourth wave of COVID-19 was particularly hard, she said, with some in-person visits cancelled due to inclement weather. "Families were struggling before this and now it's been even harder." Dueck, who works with about 10-15 families at a time, has forged special connections

GA NEWS



CFS of Central's support workers created self-care baskets for families during COVID.

with many adults and children, and has found that some continue to contact her long after she is no longer working with them.

She said during this past harsh winter, this happened often, perhaps because between COVID-19 and the snow and cold, people were even more isolated. "So many moms whose [cases] we had closed were reaching out just to connect, get a little bit of a boost a little bit of advice. This happened more so now this winter than ever in my career."

What does Dueck love about in-home support work? "Being a people person and a problem solver go hand-in-hand with this job. Just to see people's lives change, and to know that maybe something I had said or done was a part of that."

Building trust and connection are important, she added. "Why would they listen to me if they have no connection to me? You have to build that connection."

Dueck, like many other support workers, has had some special relationships and moments over the years. These relationships, once built, can be long-lasting.

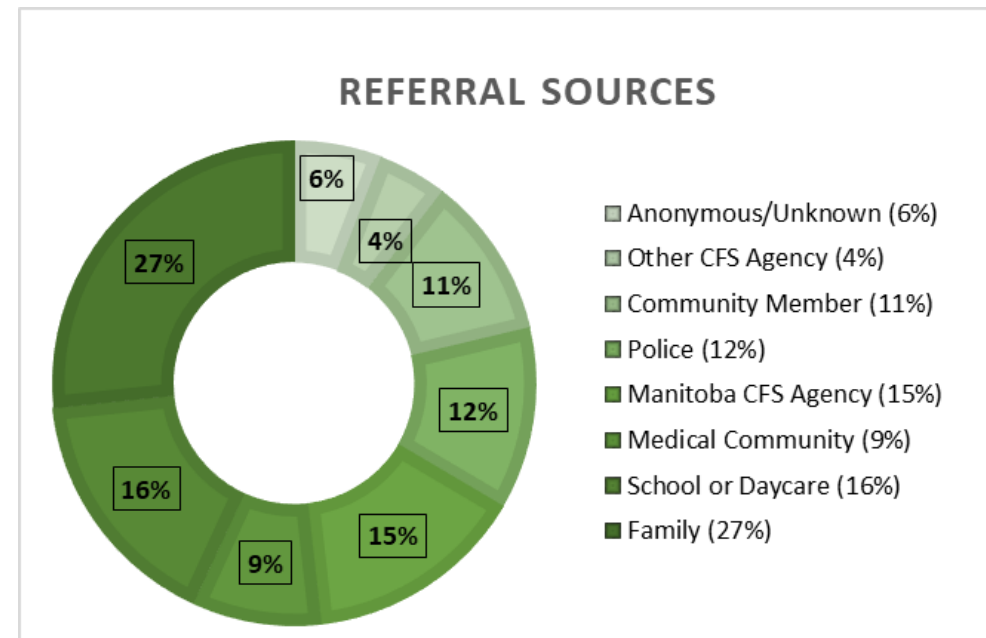
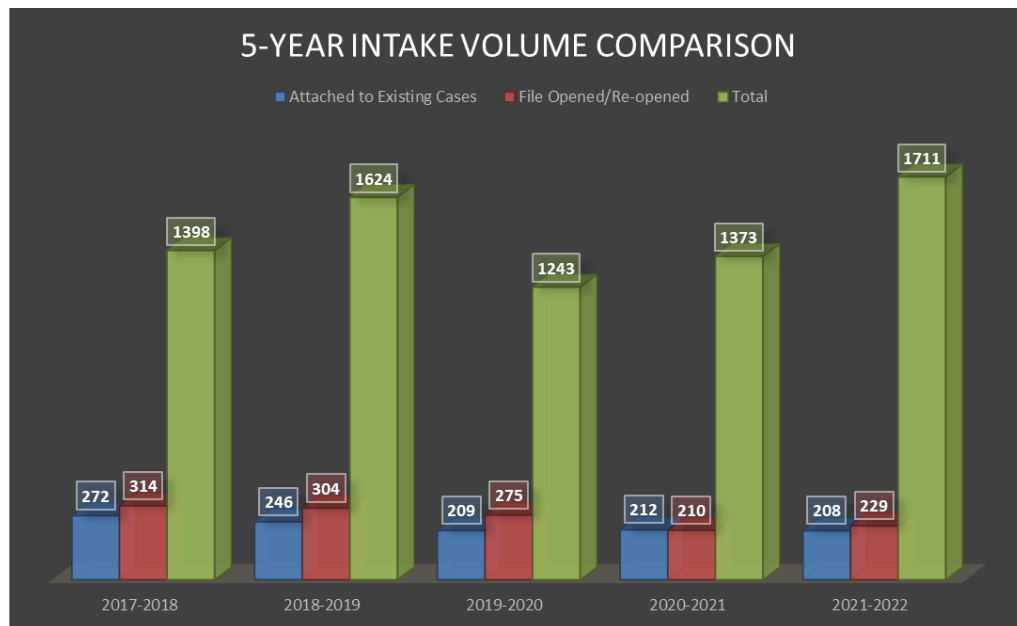
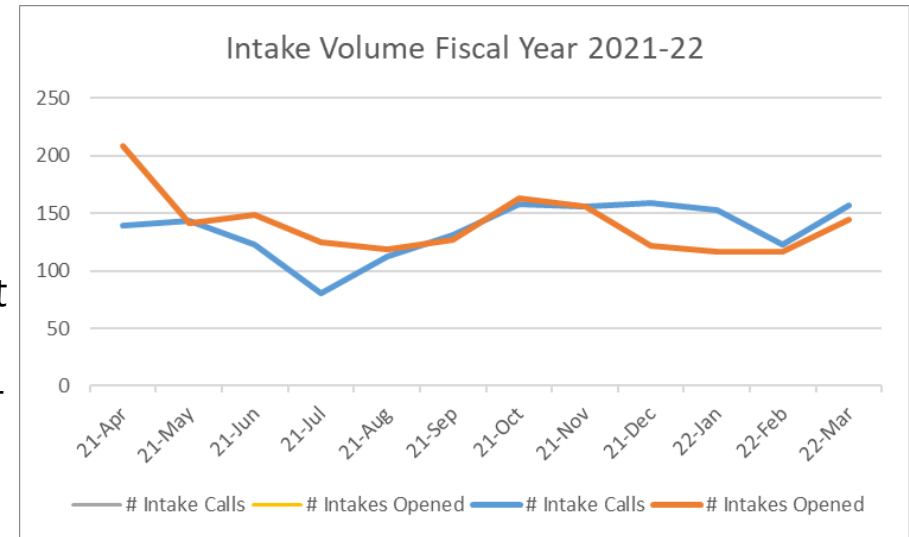
For example, a child she worked with whose parents hadn't put importance on going to school has now graduated high school and is considering a nursing career. She said the parents had initially been reluctant to work with her, and now hug her when they see her in the community.

Another parent she worked with recently passed away. Dueck had stayed connected to her after their working relationship ended, visited her in palliative care and did a reading at her funeral. She said that relationship was very rewarding, especially when the woman told her, "I am so happy our paths crossed. You helped me so much. Go help other mothers like me."

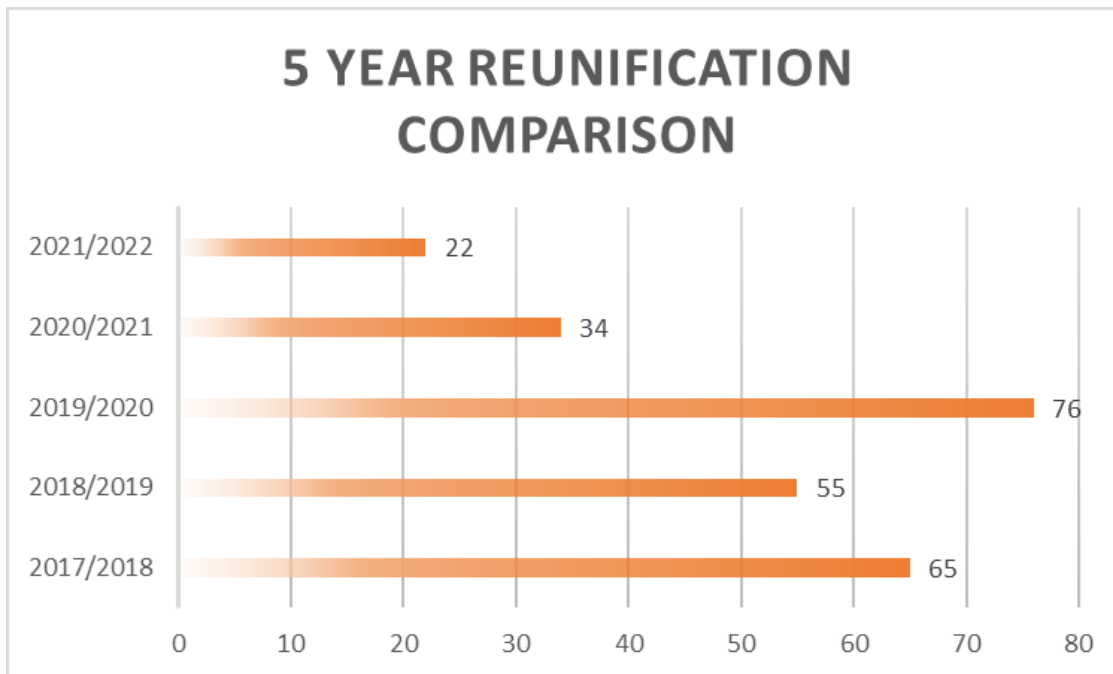
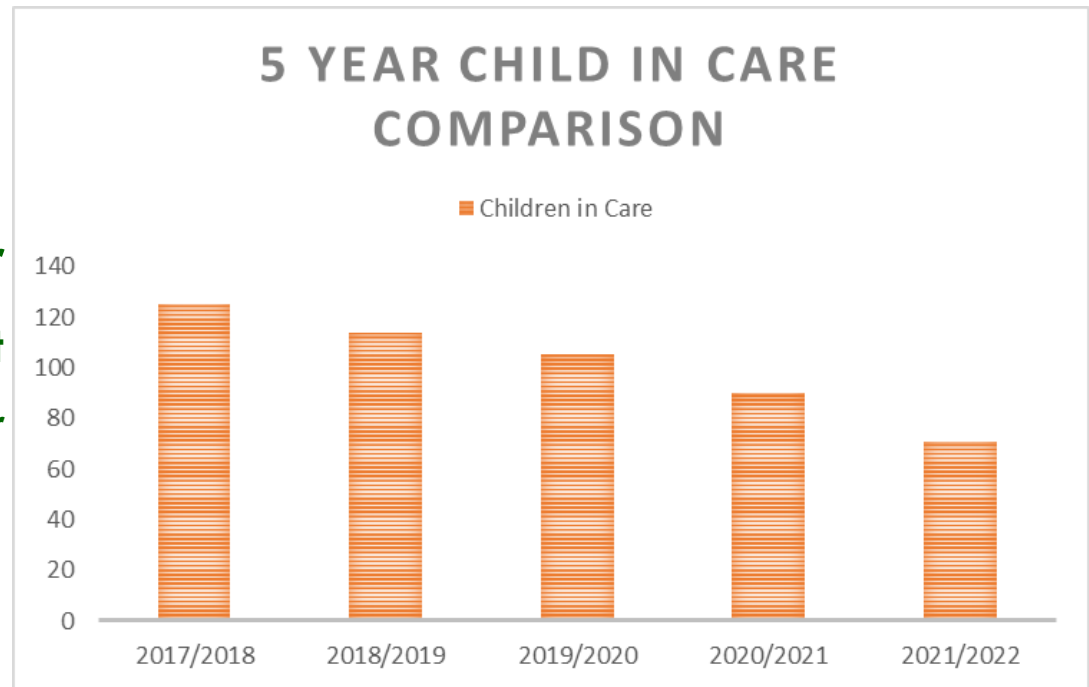
A message from Tracey Bercier, executive director of Central, "CFS Central is so blessed with caring and compassionate support workers and case aides. They are strong advocates for the families they work with. The pandemic has been hard for support workers as they all enjoy spending time with people. That is what makes them great at their job! I am very proud of the service that they have always provided and continued to provide during the pandemic. They jumped up right away to come up with a plan on how to support people from a distance during the last two years. Thanks to all of you, for all that you do to support the families that we serve in the Central Region and the support that you provide to the social workers responsible for this service. You are the best!!!

INTAKE AND AFTER-HOURS

Child & Family Services of Central Manitoba serves as the Designated Intake Agency (DIA) for an area of central Manitoba that encompasses twenty municipalities and one local government district, excluding First Nation communities. As the DIA we provide this service on behalf of the four Child & Family Service Authorities – Southern First Nations Network of Care, First Nations of Northern Manitoba Child & Family Services Authority, Métis Child & Family Services Authority and the General Child & Family Services Authority. We function as a single point of entry for referrals to the child welfare system.

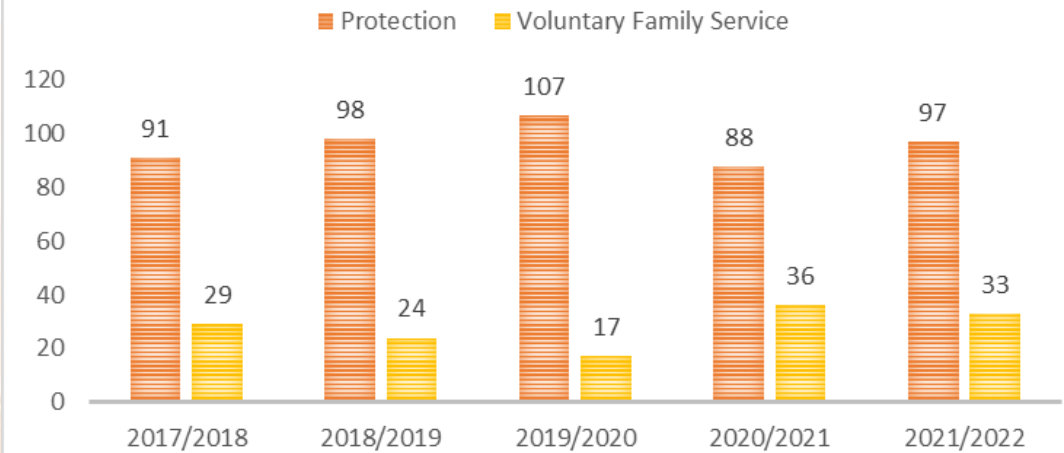


The number of **children in our care** has decreased 21% over the past year and **decreased 56.8%** over the last 5 years.

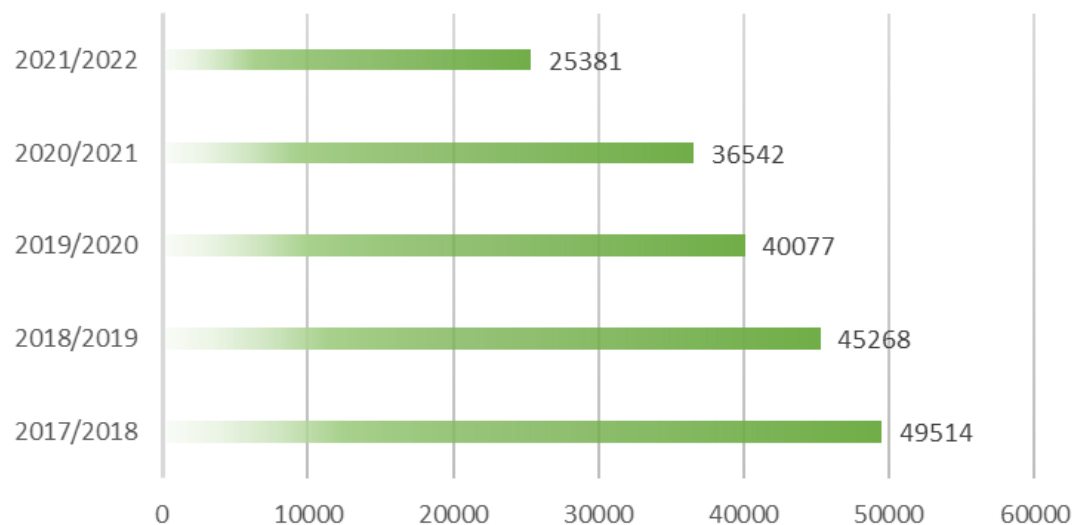




5 YEAR FAMILY SERVED COMPARISON



5 YEAR DAYS IN CARE COMPARISON



Over the past five years, the days in care has reduced **51%** and in the past 12 months, it has **decreased 69.5%.**

ADOPTION

The Adoption Program provides adoption services to families in our region. Adoption work can consist of working with foster parents who are adopting foster children, new applicants looking to adopt, financial subsidy files, court reports, and openness agreement work along with post adoption requests. The adoption team continues to run our own educational series which is a mandated requirement for any new adoption applicants to have before they are able to continue with the process of adoption. It consists of 5 training sessions; Orientation, Attachment, Separation and Loss, Placement/Post Placement and Special Needs. Due to COVID 19 the team adapted and was able to present our series successfully virtually to adoptive applicants. The team also provides support services to all our adoptive applicants and parents when needed. Structured Assessment Family Evaluation (SAFE) continues to be used when doing home studies on all adoption files.

Over the past year the adoption team carried cases that consisted of post adoption files, adoption applicants, financial assistance files and CIC placements with adoptive families. Of these cases 18 are adoption applications under assessment or awaiting assessment. We have 5 families where their adoption assessment is finished and they are currently on the adoption registry awaiting a placement. While our team provides service in all of Manitoba's Adoption Divisions, the majority of these applications are for Division 1, Permanent Ward Adoptions. We carried 35 Financial Subsidies for adoptive families which provides ongoing financial support to their adopted children. We continue to do a huge volume in the Post Adoption/Legal Cases.

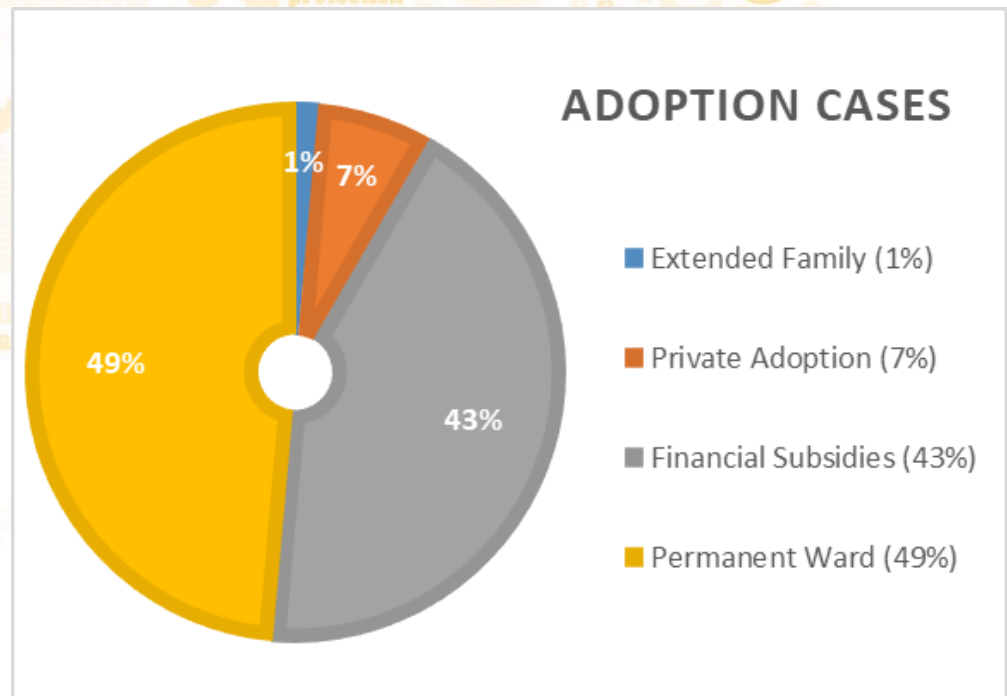
Adoptions on the most part take a year to finalize following the adoption placement of a child to the court finalizing the adoption. When the child is placed for adoption, the adoption worker takes over the child in care (CIC) file if it is a Division 1 adoption and holds that file until court grants the adoption. This requires month to month visits with the family to make sure everything is going well and to lend support when needed to then writing up a finalization report for the court. The agency is also required to do home studies for other agency's children in care who are placed in homes in our region.

During the past year, our adoption team has finalized 3 adoptions as follows:
1 Permanent Ward Adoptions (Division 1) for CIC's from our agency
2 Permanent Ward Adoptions (Division 1) for CIC's from another GA agency

During the past year, our adoption team has also started 4 other adoptions as follows:

2 Permanent Ward Adoption (Division 1) for a CIC from our agency
2 Permanent Ward Adoptions (Division 1) for CIC's from other agencies
These will be finalized in the next 6-12 months.

Our adoption team chairs and staff are involved in the permanency planning committee for the agency. The committee meets to review all child in care files throughout the year. The committee exists to promote long term planning for children in care that: is done in a timely manner, considers all viable options for the child and arrives at the best plan, considers the need for children leaving care to have meaningful, permanent 'family' relationships and considers the child's voice around permanency when applicable (age). The committee also helps front line staff with more permanency planning for children in care and looks for solutions to the above goals.



FOSTER CARE

“At it’s best, foster care is about welcoming a family into your family...it’s not just about taking care of kids, its about you playing a part in a family being made whole” (Jamie Finn). To that end, our CFSCM foster parents are amazing, strong, resourceful individuals and families who open their homes to children. They provide a safe place for a child to stay while their family heals. They support and participate in the journey of healing and repair as the agency works together with the family toward reunification. Our foster parents regularly participate in support networks for families, taking on teaching roles, building relationships with and supporting families and network members, participating in check-ins, and assisting in planning for youth transitioning out of care.

This year, CFSCM said farewell to long-term employees and Foster Care Coordinators: Anne Johnston-Peters (December 2021) and Janice Madill (May 2022) both from the Portage Office. We currently have 84 licensed foster families in the Central Region and 15 Place of Safety homes (short-term family/relative placements). In addition to foster homes, our agency supplements care for children both in and out of foster care by providing respite support. We currently have 10 General Respite Homes and a number of Respite Homes that are attached to specific foster homes for support. CFSCM continues to accept new foster parent applications. There remains a need for foster care placements for ages 12 – 17 throughout the region and families willing to take those ages on an emergency basis. The agency ran one session of orientation in the past year.

Once again, the pandemic interfered with the opportunity to gather for our long running Foster Care Christmas party in 2021. In lieu of in person celebrations, the Foster Care team gathered and delivered items for a creative evening or movie night in a bag including kits to build gingerbread homes, delicious treats and thanks from individual workers at the agency for Foster Parents’ ongoing commitment to the children in their homes. The Chris Larsen group continued to support our teens with gifts. This year, those gifts were directed at many of our children who are presently in an AYA with the agency or in specialized placement resources. Chris Larsen and her supporters from the Carman area provided twenty gifts for our youth in care. The agency continues to honour those foster parents who have committed ten years plus in service to the agency.

Once again, Foster Parents were asked to function with limited supports for respite due to another year of the pandemic. They continued to support children and youth throughout school shutdowns, activity restrictions, and limited and/or virtual family contact. They were creative and resourceful and remained positive throughout regularly changing restrictions. Foster Parents are an important part of the team providing service to families. We could not do our work without them.



STATEMENT OF OPERATIONS FOR THE YEAR END MARCH 31, 2022

CHILD & FAMILY SERVICES OF CENTRAL MANITOBA INC.

Schedule 1 - Revenue and Expenses Core Agency Support

For the year ended March 31, 2022

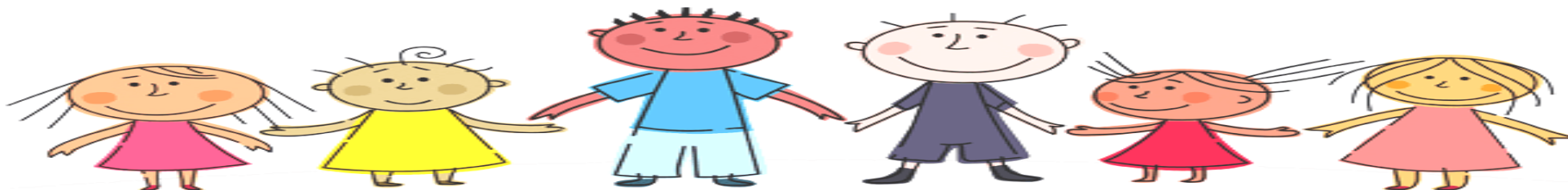
	2022 Budget	2022 Actual	2021 Actual
REVENUE			
General Child and Family Services Authority	\$ 1,001,367	\$ 1,001,367	\$ 808,200
Funding from other sources	17,300	112,065	77,878
Rental income from Family Resource Centre	36,600	36,600	36,900
Interest	35,000	36,163	42,649
	1,090,267	1,186,195	965,627
EXPENSES			
Salaries and staff benefits			
Salaries	546,221	486,433	466,782
Canada Pension Plan	21,486	18,112	15,537
Company pension plan	47,046	38,896	34,591
Dental and health plans	21,816	16,711	13,467
Payroll tax	11,744	10,481	7,896
Group insurance	12,510	7,264	8,909
Employment insurance	8,728	7,964	6,467
Workers compensation	11,338	1,500	12,000
Severance/retirement entitlement	57,278	52,228	57,278
	738,167	639,589	622,928
Field service costs			
Car operations	2,000	-	-
Traveling	15,000	13,459	8,328
Fleet costs	45,000	37,472	33,845
	62,000	50,931	42,173
Office maintenance			
Repairs and upkeep	43,700	41,112	30,181
Utilities & insurance	39,000	27,122	36,241
Janitor supplies and services	24,900	26,038	18,290
Taxes	22,000	31,459	20,938
Rent	89,000	97,826	82,000
	218,600	223,557	187,650

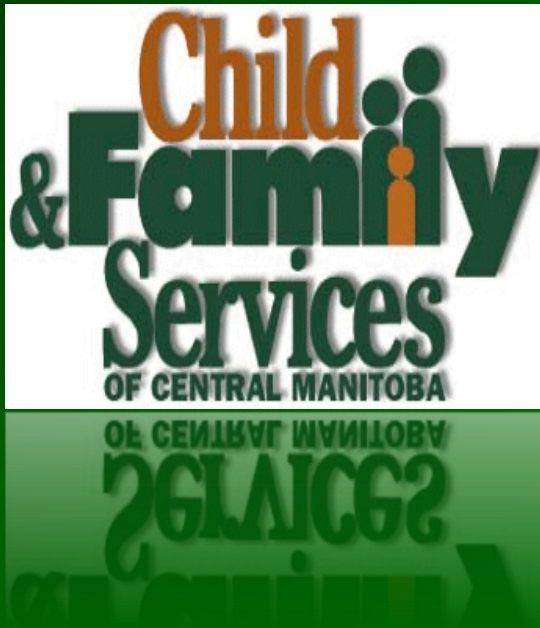
CHILD & FAMILY SERVICES OF CENTRAL MANITOBA INC.

Schedule 1 - Revenue and Expenses Core Agency Support

For the year ended March 31, 2022

	2022 Budget	2022 Actual	2021 Actual
Office operations:			
Audit and accounting	25,000	15,000	18,000
Data processing	45,000	22,449	30,986
Equipment leasing	4,000	2,037	2,546
Interest and bank charges	3,000	3,715	1,672
Postage	8,000	6,022	7,467
Repairs and maintenance	2,000	244	35
Office expenses	30,000	33,526	16,567
Telephone and fax	40,000	38,440	44,074
	157,000	121,433	121,347
Service support			
Advertising and public relations	10,000	39,888	11,694
Legal	20,000	23,087	1,468
Professional consultation	3,500	2,591	360
Training	12,000	5,436	645
Insurance and bonding	22,000	27,908	20,108
Board travel	7,000	357	1,075
Misc. Covid	12,000	19,106	69,028
Other expenses	28,500	18,507	23,725
	115,000	136,880	128,103
Other support			
Chance 2 Grow program	21,500	13,648	22,100
Chance 2 Play program	14,500	13,665	7,145
Chance 2 Camp program	13,500	12,147	9,503
	49,500	39,460	38,748
	1,340,267	1,211,850	1,140,949
Allocation to Ward Care Fund and Protection and Prevention Services	(250,000)	(532,488)	(359,630)
	1,090,267	679,362	781,319
EXCESS OF REVENUE OVER EXPENSES	\$ -	\$ 506,833	\$ 184,308





Portage Office :
25-3rd Street SE
Portage la Prairie, MB R1N 1N1
P : 204-857-8751 or 1-888-339-3576
F : 204-239-1413

Winkler Office :
324 South Railway Avenue
Winkler, MB R6W 0M8
P : 204-331-5040
F : 204-331-5046

<https://cfsofcentralmb.mb.ca/>

Designated Intake Agency For All Four Authorities In Manitoba's Central Region (Off-Reserve)

