



81st
Annual Report
April 1, 2014-March 31, 2015

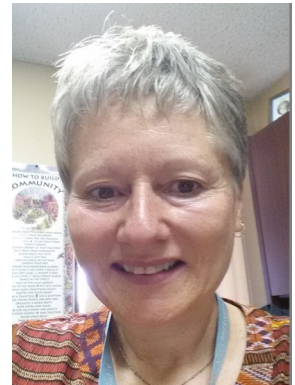


....Healthy children, healthy families, healthy communities....

BOARD OF DIRECTORS



Loreley Greenslade, President



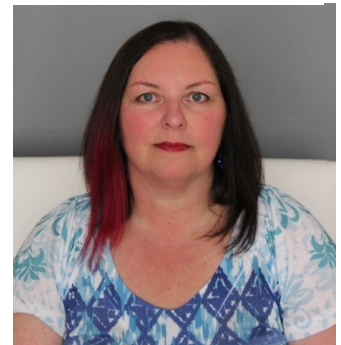
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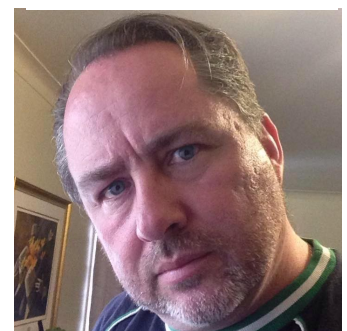


Bill Warren, Director



Betty Dyck, Director

2014-2015



Peter Cantelon, Director

Child & Family Services of Central Manitoba Inc. – In Profile



Head Office—Portage



Winkler Office



Family Resource Centre

Child and 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.

Today there are four Child Welfare Authorities struck with responsibility for concurrent service in the Province of Manitoba – the First Nations South Authority, the First Nations North Authority, the Métis Authority and the General Authority. Child and Family Services of Central Manitoba, Inc. is mandated by and provides services on behalf of the General Authority in the off-reserve geographic area of the Central Region of Manitoba.

Child and Family Services of Central Manitoba Inc. is an Agency under the General Child and Family Services Authority. Together with Child and Family Services of Western Manitoba and Jewish Child and Family Services, Child and Family Services of Central Manitoba Inc. are the only private agencies in the General Authority. This has allowed our Agency to maintain a private, community board and maintain a Foundation that raises money to provide enhanced services for the residents of the Central Region.

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. In 2012/2013 the Agency purchased the former “Bingo Hall” in Portage la Prairie and completed renovations to house a Family Resource Centre. We continue to share space with several community partners at our new location.

Our Vision is:

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

Our Mission is:

Child and Family Services of Central Manitoba is dedicated to working in partnership with the community to provide a range of services focused on the well being of children and families.

Child and Family Services of Central Manitoba is committed to supporting and building on family strengths through education, advocacy and intervention.

Our Value Statements Are:

Child & Family Services of Central Manitoba works in partnership with community to support and strengthen families to ensure the well-being of children and youth. We commit to these values to guide our decisions and our behaviours:

Safe and Secure Children & Youth –

We believe that all children and youth have a right to safe, secure and nurturing environments. Our decisions, planning and priorities are guided by this fundamental belief.

Family/child centered –

We are focused on family and child centred services that respect autonomy and support parent empowerment and self-determination.

Transparent & Accountable -

We value integrity and are honest, fair and respectful in our interactions.

Inclusive & Accessible -

We are community oriented; honouring the diversity of the people and the communities we serve.

Innovative -

We are committed to innovation and creativity that will optimize our financial, physical and human resources to support knowledge regarding best practice and to maintain a high standard of service.

Fiscally Responsible –

We are fiscally responsible and transparent and accept the challenge of reconciling funding received with program needs.

Message from the President



I would like to welcome everyone to the 81st Annual General Meeting of CFSCM. This agency has had a tremendous history, and it's amazing to realize how different the world is now, compared to the agency's inception 81 years ago, but at the same time how the basic needs of children and families – love, security, health and wellbeing – have remained the same. I am so proud of the role that the agency and our staff have played in supporting families and enriching the lives of children over the past decades.

In November, the Board and Agency wished Kathy Wightman best wishes on her retirement. Kathy was Executive Director of the Agency for five years, and in that time her hard work and dedication were invaluable assets for CFSCM. I was

fortunate to attend the All-Staff meeting in December, which included a touching video tribute to Kathy that was compiled by Agency staff. Kathy certainly left her mark on the Agency and the community, and on behalf of the Board I want to express my sincere thanks to Kathy for the time that she has spent with us.

In anticipation of Kathy's retirement, the Board undertook the daunting task of finding her replacement, an endeavor that took up a large portion of the year. While the end goal was to hire a new Executive Director, the process also gave the Board an opportunity to re-examine the goals and vision for the Agency, and had the added benefit of bringing the board together to work as a team on this important task. I want to thank the Board members for the hours of work they contributed to this process, and for the support they gave to me and the rest of the hiring committee. I also want to thank all of the staff for participating in this process, by providing valuable feedback through a survey that assisted the Board to prioritize goals and attributes that were important to consider in an Executive Director.

The Board was extremely pleased to offer the position to Tracey Bercier. Although she had been with the agency for only a short time, as program director and then as acting ED, the board recognized that she had quickly gained the respect and affection of the staff, by consistently and unfailingly acting with integrity, dignity and fairness. In the months since her appointment I have been nothing but impressed with Tracey's professionalism and dedication as she begins to leave her own mark on the Agency.

I want to thank the staff for the support that they have shown Tracey, in her transition both to Program Director and ED. I am very proud of the staff and how they have welcomed Tracey into the CFSCM family. I am looking forward to seeing the CFSCM family flourish over the coming years.

I am pleased that I have been able to once again this year participate on the Agency's Visioning Committee. It is such a tremendous pleasure to be involved in these meetings, because I get to share in the enthusiasm that the staff feel towards the Agency and its people. The committee has engaged in some energetic brainstorming sessions and has identified a few key goals for the committee and Agency to work on. These goals include providing support to new employees by formulating a comprehensive orientation package, and providing support to all employees by encouraging social activities to foster

Message from the President con't...

employees' sense of belonging and engagement. I look forward to seeing these plans play out in the coming year. This year an earlier goal of the Visioning Committee came to fruition as the Board welcomed elected staff representative, Sean Gebler, to its table in August.

I have also been fortunate to once again act as Agency Board representative on the CFSCM Foundation board. I am so proud of this Foundation and the opportunities that it is able to provide to children and youth throughout the CFSCM region.

The Agency and Foundation boards came together for their 2nd annual joint meeting in January. This was a really productive meeting, with lots of discussion about the challenges and opportunities that both of the boards face. Together we were able to identify actions and goals that both boards can work on. Challenges that are common to both boards are board member recruitment, and enhancing the public image and understanding of the Agency and the Foundation.

The Agency and Board have some challenges to conquer in the upcoming year. The first challenge is to fulfill an important item in the Board's strategic plan to once again fill the position of Program Director. The Board sees this position as one that could provide tremendous support to the Executive Director and to the staff. The position remained vacant during the transition period with the new Executive Director, but it is my hope that we can quickly get a new Program Director in place.

A second large challenge relates to office space for staff who work in the south region. As you know, the current office space in Winkler is bursting at the seams, and it is a priority of the Board to identify alternative space in the south region that will support the staff in their work.

This was definitely a year of change and growth for CFSCM Agency and Board, and I anticipate even more strength and growth in the years to come. It is easy to feel such optimism when I am surrounded by such terrific, dedicated and talented people. I want to thank especially Simonne and her team for being the backbone of the Agency, Myrna and Rhonda for their expertise in Finance, Olivia for her support for the Foundation, and Brian for keeping the north buildings in great working order. Thanks of course to supervisors, front-line workers, case aides and in-home support workers, who do their work, which can be both invigorating and exhausting, with such skill and dedication, all the while supporting each other as they support the families within our community. I echo my earlier thanks to Tracey, who has stepped most beautifully into the role of Executive Director. Finally, I want to thank my fellow Board members – it is not easy to make the commitment to sit on a volunteer board, and I feel grateful and fortunate to have you all on my team! Wishing all of us the best for the coming year!

Respectfully submitted,
Loreley Greenslade

Message from the Executive Director



With the recent retirement of Kathy Wightman, Child & Family Services of Central Manitoba's previous Executive Director, I was hired for this position in January of this year. I would like to take this opportunity to introduce myself to the membership of our fantastic agency.

I have been employed in the child welfare system in Manitoba since 1990. The majority of my career has been spent delivering front line service to children and families in Winnipeg. I began my career as an in home support worker during my social work education. I was employed with Winnipeg CFS from 1990 until devolution in 2007, when I became a secondee to ANCR, the designated intake agency in Winnipeg. I remained at ANCR until January 2014 as an afterhours emergency worker, a supervisor in the CRU (crisis response unit) and

afterhours departments and finally the program director for CRU/Afterhours. In March 2014 I began at Southeast Child and Family Services and was fortunate to supervise in an isolated reserve until August 2014, when I was hired as the program director of our agency, CFS of Central MB.

The child welfare system has changed in many ways, and many times during my 25 years. Whether you feel it is better or worse, one thing is certain in child welfare, change is constant. It is clear that our system is moving in a direction of more accountability and attempts to provide more consistent delivery of service throughout the province. Over the last few years, to respond to the need of more consistent service, the General Authority agencies have adopted a practise model to be implemented across it's agencies. Due to staffing issues our agency has fallen behind in this implementation but I am happy to say that we are moving forward and over the last few months have resumed providing training to our staff on this model. I would like to take this opportunity to thank the General Authority and the Leading Practise Specialists from across Manitoba for helping us provide training and support to our staff during this time of staffing transition. Their help has been invaluable in assisting us to move forward to the implementation of the new model and best practice with the children and families in our region.

Our agency has had an opportunity to participate in other training opportunities as well, as we look to enhance our skills to provide quality service to the children and families in our region. Two regions of the GA organized training that we were invited to send 5 staff to in order to provide better service to families that struggle with domestic violence. This Safe and Together model gives us a different perspective on this important issue in the protection of children and staff came away with excitement to put the new tools to work. We also sent a small contingency of staff to Darla Spence's 3-5-7 Model of working with children in care. The focus of this model is permanency for children in our care and the recognition that foster care should be a transitional situation and it is our role to provide children with supports that will last beyond their time in our care. The staff trained in this model has met several times since the training to discuss how to implement this model throughout our agency and have begun to use this tool in their practice as well.

Since I began with the agency in August 2014 many of our staff have been fortunate to expand their own families. We presently have seven staff who have either returned from, are currently on, or will be

Message from the Executive Director con't.

leaving for maternity leave. This of course has led to new employment opportunities in the agency. I would like to welcome Rachel Friesen, Victoria Kehler and Jessica Wiebe in the Winkler office, and Monique Partaker and Alyssa Vandepoele in the North office. We are sad to say goodbye to Jennifer Lomonico from our family enhancement program as she moves on to pursue her private practice in Portage la Prairie. We wish you the best Jennifer and appreciate the dedication you have shown to the families you have worked with during your time with us. In the short time I have been with the agency I have been continuously impressed with the dedication of all of our service delivery staff and administrative staff that go above and beyond on a daily basis to provide needed resources to the families of Central Manitoba. Their focus and hard work during a time of significant management transition amazes me and gives me much enthusiasm to work toward looking at ways to increase their job satisfaction and service delivery more effectively.

Our management team has been very busy since I began. I would like to welcome Rod Sveistrup to the management team. Rod accepted the position of Family Enhancement/In-Home Support and Adoption supervisor last fall. Rod is a calm and practical person who advocates for the staff of the agency in a positive way and has proven to be a hard working member of our team. Samantha Morgan, who was a Family Service supervisor/Leading Practice Specialist has left the agency and we are presently in the process of searching for her replacement. We have decided, due to this new opening to place the responsibilities of the leading practice specialist position with the program director position. It is our hope to have this position filled this summer and I feel this will be a great asset to the management team.

I would like to take this opportunity to thank the management team for their acceptance of me in my role in the agency. They work tirelessly to support their staff in delivering high quality service and have shown incredible patience with me as I learn my new role. Thank you very much in all that you have taught me so far and will continue to teach me in the future. Your openness and feedback has been invaluable to me and for the movement forward of the agency.

In March of this year all staff of the agency participated in a staff engagement day. The purpose of this event was to look at the previous priorities of the agency and set new ones for the upcoming year. The staff decided on the top three on which to focus on. These priorities were a new facility for the Winkler office, as we currently have 20 staff in this location and 17 work stations. As well, the development of a more comprehensive orientation package for new staff and an increase in training opportunities for all staff. Presently we have begun to focus on the orientation process and the visioning committee has been tasked with the development of this priority.

Last but not least it has been an honor to work with the board of directors for the agency and the foundation the past few months. Thank you so much for your feedback, patience and confidence in me as I learn the role that you have hired me for. I recognize that you volunteer your time in order to ensure that our agency remains on track and continues to work with the values that are important to our communities. I am grateful for the support that you have shown me and look forward to continue to grow with you as we move toward what I believe is another transition phase of the child welfare system.

Respectfully Submitted,
Tracey Bercier

2014 Staff Recognitions



Grant Jackson—30 years of Service



Audrey Armstrong—30 years of Service



Simonne Fust—25 years of Service



Dianne Heinrichs—20 years of Service



Rod Sveistrup—15 years of Service





Lois Hunt—20 years



It is with great pleasure that we recognize Lois Hunt who has completed 20 years of dedicated service with Child & Family Services of Central Manitoba. Lois has been an In-Home Support Worker at the Agency since September 25, 1995.

Lois is a valuable member of the In-Home Support Program and is well respected by the families whom she works with. Over the years there have been numerous letters of testament from clients who have had the opportunity to work with Lois (as well as her colleagues and collaterals) for her commitment, enthusiasm and passion that she brings to her work.

Lois brings to her position a wealth of knowledge regarding parenting education, programs and resources within the Agency and the community. Lois is a great role model for the children and families with whom she provides in home support teaching and support

services, as well as being a strong advocate.

Lois has been instrumental in the development and continuation of the In-Home Support Program "Women's Annual Retreat." Lois is very proud of this accomplishment and speaks very highly of the accomplishments that the women who have attended the retreat continue to make in their lives, such as improved self esteem and being part of a support network for other women. Lois has also helped to facilitate the Women's Annual Reunion.

On behalf of the Agency, we congratulate Lois for 20 years of high quality service to the children and families of the Central Region.

Congratulations!
Job Well Done!
Tagg By Arjelyn



Gord Zacharias



This year we are honoured to recognize Gord Zacharias who has completed **25 years** of service with Child & Family Services of Central MB. No easy accomplishment for someone that has seen the whole gamete of child welfare. Gord began his career as a Child Abuse Investigator in the 1990's, then moved to an Intake Worker position, and has accepted positions in both Family Service and Foster Care. Presently Gord is one of two Adoption Workers with the agency. Gord is a valued member of the adoption team, often making numerous suggestions on how to improve the program and willing to help make a difference for adoptive applicants and most importantly the children. His support and contribution to this

program and the agency as a whole is valued by all.

Gord is respected by his colleagues and collaterals and is seen as a senior staff member willing to be a role model and mentor to those that are new to the agency or to anyone just needing help. Gord is active in the agency, contributing when asked, and is a valued employee. He has participated generously with his local union sitting on a number of committees and most recently the bargaining committee over the past two contracts.

His love and devotion for his family is easily known by conversations with him and also by the many pictures and mementos in his office. Gord is often at or involved in coaching/managing his children's sporting endeavors from hockey to curling to golf and many school sports.

His colleagues and friends describe him as creative, unique, caring, witty, well spoken and contemplative. For people that know Gord, his sense of humour may be off beat but it is most appreciated in this line of work as it brings a sense of light heartedness to some very heavy work. On behalf of the board, management and staff, congratulations to Gord for 25 years of service with our agency, Thank you for your commitment to our families and children.



Anne Johnston-Peters

It is with great pleasure that we recognize the achievements of Anne Johnston-Peters for her **25 years** of service with the agency. Anne enjoys a challenge and she has held various positions during this time including Young Parent's Worker, Family Services Worker, Foster Care Coordinator and Family Enhancement Worker. Prior to this Anne worked for Provincial Day Care for five years and was with this agency for two years before this as well as another child welfare agency. Over the course of her work, Anne has completed training in many areas and has facilitated numerous courses for clients.

Anne has also been an active volunteer in the community and was on the board and chairman of the Portage Women's Shelter, on the advisory committee of the Portage Learning Centre and a board member of the Young Parent Resource Centre as well as others. Anne has enjoyed her participation with the La Prairie Lioness Club for the last twenty years and she has held every position in this organization.



To say that Anne is passionate about her work would be an understatement. She connects well with clients and works from a strength based perspective. Her focus is on creating solutions and she is relentless on finding these for her children in care. She is an encouraging, supportive and valued member of her team. Her coworkers describe her as optimistic, dedicated and level headed. She is a happy person with a good sense of humour who is always able to find a person's good qualities and has something nice to say about everybody. She is an excellent mentor and role model for staff and demonstrates good boundaries and balance between her home and work life and taking time for herself.

A foster parent provided a testimonial about the impact Anne had on a child in her home. She called Anne the boy's inspiration and the person who, when doors were slammed shut to him, found others doors to open and exhausted all options on his behalf. He cried when he was transferred to another worker. She calls her a kind and compassionate person who is a clear thinker, encouraging and honest and valued by foster parents.

Anne is married to Bob and they are strongly connected to extended family. Anne proudly shares stories of her two adult sons and their lives and achievements. Anne and Bob are also grandparents and Anne welcomes opportunities to spend time with their grandson. Anne loves to golf and travel and would like to do more of both of these activities. Anne loves to read and is a member of the book club which meets monthly for intellectual and social endeavors. Anne likes cross country skiing, going to the lake with her friend and going to the gym for her regular workout which is great because Anne loves to eat. Anne loves her dog and finds the time to walk him at least once a day. This has become more of a challenge since he lost both of his eyes to disease but she is his guide and his protector and he is her motivation for exercise in any weather.

On behalf of the board, management and staff, congratulations to Anne for 25 years of dedicated service to our agency and for your commitment to the families and children.

Staff in Philanthropy



Back Row L-R: Michelle Sveistrup, Sue Wellings, Tiffany Chartrand, Lois Hunt, Jen Link
Front Row: L-R: Christine Chabbert, Jodi MacArthur, and Lauren Smith

In October 2014, a number of workers from the North Intake and North Family Services Team spent a day working on a Habitat for Humanity Home in Portage la Prairie putting up drywall and various other tasks. It was a fantastic experience for a great cause and a wonderful way to give back to the community!



in Philanthropy con't...



The 5th Annual Chance 2 Camp BBQ was once again a huge success raising over \$3000 for the program. The staff of Child & Family Services of Central Manitoba really need to be acknowledged for their contributions of time, baking and hard work to ensure the BBQ is a success. We also appreciate the time and efforts put in by the Board of Directors of the Foundation. Without our volunteers, the day wouldn't happen. As well, once again, Darren and Lori Miller from Portage Supermarket were "super" stars! This year they went above and beyond by providing us with homemade potato salad, a huge hit among attendees. They donated a portion of the food and drinks for the BBQ and made several

deliveries the day of to keep us stocked. The dessert table was the highlight as usual, and several people took advantage of the ability to purchase extra desserts!! Thanks to everyone for being part of our BBQ team---it's a fun day for a great cause.

This year we held a "Battle of the Borscht" for the first time in Winkler. We modelled it after the Chili Challenge in Portage and had a great day. Thanks to the staff members from the Winkler office that attended the lunch, and a specific thanks to Jen Kehler, Kathy Friesen and Leta Maksymyk for their help in setting up, cooking and making the day happen.

Staff at CFS also volunteer their time and energy in support of our Foundation programs and Community Organizations. Each year staff (former and current) in Portage la Prairie organize a garage sale at the Legion Hall in support of the Portage Plains United Way. Staff also participate by holding a Halloween potluck luncheon, helping out at the United Way food booths at the Canada Day Celebration and Kick-Off luncheon. The efforts of the staff does not go unnoticed by the Portage Plains United Way, they appreciate all efforts to help their cause.

The past two years, staff at CFS have assisted the Salvation Army with their Christmas Kettle Campaign.



Adoption Program

The Adoption Program provides adoption services to families in the Central Region. There are 1.5 Social Workers providing adoption services. Gord Zacharias, located in the Portage la Prairie office, is a full time worker and carries cases throughout the Agency's area. Audrey Armstrong works part-time from the Winkler office covering the Southern portion of our Region. Both workers have cases that consist of working with foster parents who are adopting foster children and new applicants looking to adopt. SAFE continues to be used when doing home studies on all adoption files. Rod Sveistrup joined the Program as the Adoption Supervisor in October 2014 taking over from Michelle Sveistrup and Olivia Decaire continues to be the programs' Administrative Support.

Over the past year Adoption Workers carried 290 cases. Of these cases 137 were Adoption Applications under assessment, 48 were Financial Subsidies which provides ongoing support to families and their adopted children and 105 were Post Adoption/Legal Cases. Adoptions, of older special needs children, for the most part take a year to complete following the Adoption Placement of a child. With 1.5 workers we completed 4 adoptions this fiscal year - Great work by the team!

Our team attended 3-5-7 Model training which is supporting the work of children, youth and families toward permanency. Our team continues to work with our family service teams to identify permanent wards with the agency and try to find matches for adoptions. The idea of a permanency planning committee within our agency is being considered at this time to help with more permanency planning for children in care with the agency.

Adoption Program

On November 28, 2014 the Adoption Team hosted an event at Central Station in Winkler in celebration of Adoption Week. The event was attended by 51 adults and 13-15 children. Audrey Armstrong was the MC for the evening. Jeanette Grennier of the General Authority presented on upcoming legislative changes that will open up Post Adoption Records in the New Year. Gord Zacharias presented on the need to find adoptive homes for older, "harder to place" Permanent Wards who might otherwise age out of care without any permanent family connections. Lastly, local adoptive moms, Anna Wall and Corinna Siemens, launched a new support group for Adoptive Parents called 'This Is Love'. The event was a great success,

providing timely information and many opportunities for networking between CFS staff and those in attendance. As an added benefit, 'This Is Love' organizer Corinna Siemens was interviewed by both local radio and CBC Radio about the launch of her support group.



Thanks to the GA, the Children's Advocate's Office, Bloom Petals and Gifts, Simonne Fust, Rod Sveistrup, and Dianne Heinrichs for their generous donations of door prizes. Thanks to Jen Kehler for her technical assistance and help with posters. Thanks to Anna Wall, Audrey Armstrong and Olivia Decaire for providing cookies and baked goods. Thanks to the Dave Thomas Foundation for their many posters and handouts. And special thanks to Lois Hunt and Sharon Dueck for their excellent work with the children in attendance.

A big change to The Adoption Amendment and Vital Statistics Amendment Act (Opening Birth Records Related to Adoption) should come into effect June 2015. The amendments to *The Adoption Act* and *The Vital Statistics Act* will allow for more openness with respect to birth records related to adoption, subject to certain privacy rights. The amendments will give eligible birth parents and adult adoptees access to pre-adoption birth registrations, as well as substituted registrations of birth.

In May our adoption team held a GA Adoption Forum as part of the rotating forums that the GA have been doing over the years to keep information and ideas flowing between GA agencies. We had over 25 people attend with presentations from the Provincial Adoption Program and a great presentation from Alison Junk and Dawn Warkentin around out of country/foreign adoptions.



Resource Development Program

The Resource Development Program continues to provide children with a safe, nurturing environment before they can be reunited with their families. The foster parents who support the children are a crucial and extremely valuable part of our team. Presently in the Central Region we have Senior Coordinator, Helena Kot and Coordinators Janice Madill and Lil Lockhart. Christa Davidson continues to be the Administrative Support to the Foster Care Team.

The caseload sizes for both Helena and Lil are at approximately 60 foster homes each; with 55 applicants on a waiting list, who have shown interest in fostering. We continue to need resources for high risk teenagers and children over six who present with very challenging behaviour. The Central Region has been very fortunate to have the interest in fostering at the level we do. We do not have the staffing to deal with the volume of work that comes with increasing our numbers.

The Foster Care Team met to strategically re-organize and set priorities for the program. We met with Family Service, Intake and Adoption to explore how we can collaborate and provide the best service possible for Children In Care and Foster Families. We have set some goals to ensure we bring in more training, develop and deliver our own orientation to new foster homes specific to our Region. The need to ensure Foster Parents are oriented to our paper work, safety rules, regulations and parameters of Fostering for Central Region is a focus we want to put our attention to.

Financial changes in the program have been frustrating for all involved. We have appreciated the Foster Parent's patience with the Agency and larger system. On a regular basis foster parents have been experiencing changes in how rates, respite, support and other financial programs are administered. With having the third position filled after sitting vacant for six months, our Program area wants to focus on support, training and educating foster parents faced with non-stop changes in the last few years.

Case Aides (Vicki Sawatzky, Jayme MacKinnon, Tamara Waldner and Jennifer Link), organized the 2014 Foster Care Christmas Party! It was another successful event and we are already planning next year's event! The support we have had from the communities and businesses in the Central Region has allowed us to make a difference in children's lives, providing them with a sense of belonging and a positive memory to carry with them.

Foster Parents have continued running supports groups in the Central Region offering training, guest speakers and other resources. Care Kits continue to be provided to children coming into care. Once again it is only through kind donations from our local churches, community, and Boundary Trails Foster Family Association that we are able to ensure the immediate need of a child or teenager is met through these kits. As well "The Foster Care Transition and Comfort Kits Initiative", further kits were created for all ages. Central Region was the recipient of a number of these kits! The experience of coming into care is traumatic and the back packs offer comfort and a distraction from the feelings of anxiety, fear and pain!

child family
placement happiness
court case worker plan
heart **Foster care**
support healing trauma
home hope
loved
safe

Intake and After-Hours Program

Child & Family Services of Central Manitoba serves as the Designated Intake Agency (DIA) for an area of south central Manitoba that encompasses 20 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. As the DIA we function as a single point of entry for referrals to the child welfare system. A DIA Steering Committee made up of representatives of agencies who provide service within the central region meet on a regular basis to share information and to discuss how best to work together to deliver quality services.

The process of Intake involves the gathering and recording of information relating to a referral or request for services, responding based on assessment of the situation, and determining a need for ongoing service. If ongoing services are necessary the family is asked to participate in the completion of the Authority Determination Protocol (ADP). The ADP determines which Authority the family will receive services from.

The Intake team practices are shaped by the General Authority Practice Module. This model draws upon the use of the Structured Decision Making Tools integrated with the solution focused Signs of Safety approach to child protection casework.

During the 2014/2015 fiscal year the Intake/afterhours team handled 1,003 Intakes. Of these, 409 were transferred from the Intake team to already open cases or resulted in the opening or re-opening of files for ongoing service. The others were concluded, were provided with brief service, or remain open at the Intake level at the end of the fiscal year.



**“Children do not care
how much you know
until they know how
much you care”**

~ Teddy Roosevelt

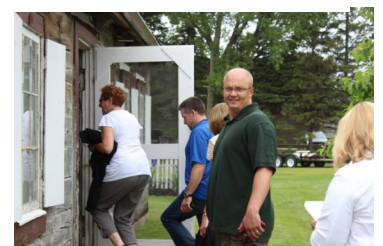
Life at Child & Family Services of Central Manitoba Inc.



Life at Child and Family Services of Central Manitoba Inc. con't.



Staff
Engagement
Days



Family Services

There have been some Family Service worker changes over the past year. We wish former workers well in their new endeavors and we welcome new workers to the team.

Family Services continues to be the largest component of our Agency service continuum with two program units (North and South) providing services to families and their children, permanent wards, temporary wards and voluntary placements. Staff also provide services to expectant mothers who need assistance in making support plans for themselves, or their baby.

The Agency takes seriously its commitment to the children it supports and strives hard in making a difference in the lives of the children and families we work with. The Agency is committed to working with families to either support their involvement with their children and/or to work towards returning children to their birth family. However, in cases in which families are unable or unwilling to support their children, the agency works to find the child or children permanent homes. We have been fortunate in that we are generally able to find homes in the region.

Along with our work with children in care, the Agency also provides additional supports to families to ensure that children do not have to come into care. Supports range from the provision of respite support, counselling, daycare, and other supports. Staff also work closely with the Chance 2 Programs to ensure that as many children as possible have the opportunity to attend Summer Camp, participate in various recreational events and access educational grants.

The In-Home Support program continues to provide information, teaching and support to families in their homes and has benefitted many families over the past year. A highlight of the In-Home Support program is the Annual Women's Retreat, which takes place in May of each year. The In-Home Support Workers are very proud of the work that is accomplished at the Women's Retreat and truly believe that the Annual Retreat is making a difference in the lives of the women who participate.

With the addition of the Regional Youth Engagement Worker, services are being provided to emerging young adults, as well as former youth in care. The Youth Engagement Worker is working with youth one on one, building relationships with the youth, mentoring the youth and offering supports, including supports to a number of youth who are attending university. Over the past year, the Youth Engagement Worker has engaged in many different activities with youth across the Central Region, such as youth engagement pool parties and bowling events; which is a great opportunity for youth in care to connect.



L-R: Lois Hunt, Sally Marsolais, Sharon Dueck
Women's Retreat

The Family Services Team continues to incorporate Structured Decision Making (SDM) and the new Practice Model tools into our daily work with families. We are seeing good progress with our efforts and look forward to applying more tools of the Practice Model as they are rolled out.

The Family Services Team also continues to work in partnership with the Family Resource Centre, which offers a variety of parenting programs and services.

Family Enhancement/In-Home Support Programs

The 2014-2015, the Family Enhancement Team and In-Home Support Team consisted of: Anne Johnston-Peters and Jennifer Lomonico as Case Managers in Portage; and Jodi Young as the Case Manager based out of Winkler. One of the changes is that all In-Home Support workers are under one supervisor instead of attached to specific teams. Jennifer Link, Sharon Dueck, Jayme MacKinnon, Lois Hunt and Monica Lapointe are In-Home Support workers based out of Portage and Winkler. Their Supervisor is Rod Sveistrup.

The Family Enhancement Program provides services to children and families where our focus is to address safety worries for children, strengthen family relationships, and strengthen connections to supportive services within the community. Our approach is strength based and values collaborative, respectful and transparent working relationships with families. When meeting with families, we focus on being aware, appreciating and celebrating all of the things that are going well and building on these strengths to achieve goals related to child safety, enhancing relationships between parents and their children, and developing support within extended family and community.

The intent of the In Home Support Program is to provide short term intensive support and education to children and families who are experiencing coping difficulties. The primary objective for intervention is to alleviate the conditions that place children at risk, and to assist the family in maintaining a safe and nurturing environment without the need for continued service. We continue to implement Structured Decision Making Assessments along with Signs of Safety Approaches with families and the community. Our agency ensures that the team is continually supported through Signs of Safety Training and Mentoring.

In Portage la Prairie, the Family Enhancement Service Team is located at the Family Resource Centre and forms part of the family based approach at the Centre. We are part of the overall Resource Centre Team working collaboratively to identify and respond to needs and interests of the community. Our Team has contributed to the overall Resource Centre Services and Programs in all kinds of ways, some of which are acting as a Liaison with Community Justice Committee and providing workshops related to anger management, attachment and healthy relationship building between parents and children. We continue to sponsor "For the Sake of The Children" Program in Portage la Prairie and have developed group workshops for Blended or Step Parenting Families. We continue to do solution focused and attachment based work with parents and their children.

In the southern area of the Agency's region, the Family Enhancement Worker is located at the Winkler office and provides services throughout the South Central region. In addition to working with families, she works closely with School Resource Teachers and is actively involved in connecting with service networks within the surrounding communities.



Chance 2 Grow



“Chance 2 Grow” is the newest of the “Chance 2” programs administered by the Child & Family Services of Central Manitoba and funded by the Child & Family Services of Central Manitoba Foundation, through the generous support of Portage Credit Union, Access Credit Union, Portage Mutual, Portage Plains United Way, Community Foundation of Portage and District Inc.-Kristof Family Fund, Keystone Sports Excellence Portage la Prairie, Winnipeg Goldeyes Fields of Dreams, RL Wolfe Farms Ltd, Pioneer Grain, Darren and Cathryn Granger and community donations.

“Chance 2 Grow” pays registration fees and helps with equipment and supplies for a wide range of educational and recreational opportunities for children, including, but not limited to, piano lessons, art classes, Girl Guides, football, swimming lessons, judo, guitar lessons and many more. “Chance 2 Grow” provides up to \$400 per year per child for these activities. The program is open to all children and youth between the ages of 5 and 17 who reside in the Central Region of Manitoba and who meet the qualification of financial need.

In 2014-15 we received and approved 182 applications for children to participate in activities such as: football, soccer, ringette, piano lessons, art classes, dance lessons, and bowling. The total expenditure for 2014-15 was \$45,786.23.

July 31, 2014 was Stanley Cup Day in Portage la Prairie. Thanks to Darren Granger of the LA Kings, Chance 2 Grow raised over \$2,000.00 by hosting a Meet and Greet with the Stanley Cup.



Chance 2 Learn

“Chance 2 Learn” is a program that provides financial assistance to qualifying individuals to assist with various post-secondary education expenses. To be eligible for a subsidy, a person needs to be either a former child in care or a youth on an extension of care with Child and Family Services of Central Manitoba Inc. Chance 2 Learn is funded by the Child and Family Services of Central Manitoba Foundation and is administered by the Agency.



Individuals applying for a grant from the Chance 2 Learn Program are required to submit verification of registration and acceptance in an educational program, school or university. In addition they need to provide proof of some form of community service, two letters of reference and a written portion outlining why they should be considered for the award. In 2014-15 we were able to award 2 scholarships, one to a University of Winnipeg student studying linguistics and one to a student from Morden starting his welding apprenticeship.



In 2014-15 we were very fortunate to have Dennis and Gustine Wilton approach us with interest in the program. The Wiltons are from Carman, and they care deeply about students being able to pursue post-secondary education, regardless of their home circumstances. The Wiltons proudly presented the Chance 2 Learn program with a \$5,000.00 donation and were so pleased to hear we helped 2 students this fiscal year.

Chance 2 Camp

2014 saw another summer of sending children from the Central Region to camp through the “Chance 2 Camp” program. These children come from economically disadvantaged homes and without the assistance of “Chance 2 Camp”, wouldn’t otherwise be able to experience all that summer camp has to offer. “Chance 2 Camp” is funded by the Child & Family Services of Central Manitoba Foundation, through the generous support of the United Ways in Portage la Prairie, Morden, and Altona/Gretna, the Carman Area Foundation, Linear Grain Fund, Ecole Arthur Meighen Youth in Philanthropy and community donations.



While there are four Chance 2 programs, “Chance 2 Camp” is the longest running of the programs. Through the application process, families that meet the financial criteria can receive up to \$400 per child to attend camp. The camps must be accredited in the Province of Manitoba. We also supply sleeping bags to children who require them, and volunteer drivers will deliver children to camp, and see them safely home. A big thank you to Walter Dedio from the South, and Kathy Wightman, Diane DeLucia, Jack Charles, Bernard Wiebe, and Kendra McMurray from the Portage area who were our volunteer drivers this year.

The Camp Coordinator for the 2014 camping season was Emily Neufeld. Emily brought energy to the office, and did a good job of charting all our camp information. In 2014 we sent 208 children to camp, 184 from the community and 24 children in care, at a total expenditure of \$47,162.50.

The 5th Annual Chance 2 Camp BBQ was a resounding success that raised approximately \$3100.00 for the program. A HUGE thank you to the staff of Child & Family Services of Central Manitoba for their hard work, as well as volunteers from the Board of Directors of the Foundation. Deserving our deepest gratitude, appreciation and acknowledgment are Darren and Lori Miller from Portage Supermarket. They donated the majority of the food and also gave us a special homemade potato salad this year!! Once again, homemade desserts were a popular feature at the BBQ, and seem to be a factor in attracting people year after year. The BBQ has been an annual success thanks to the teamwork and willingness to make it happen by everyone involved.



Chance 2 Play

2014-15 saw “Arron’s Chance 2 Play” program complete its **tenth** year of funding children in the Central Plains region who might have been unable, due to economic difficulties, to play hockey and participate in CanSkate programs. “Arron’s Chance 2 Play” continues to be a successful program administered by Child & Family Services of Central Manitoba.



Foundation Administrator, Nancy Funk, alongside two of the original golf committee members. Linda Watson-Bull and Simonne Fust have been there from the start and have been instrumental in ensuring a successful tournament every year.

This program is funded through the Child and Family Services Foundation. The Foundation in turn receives funding through the dedicated efforts of NHL hockey player, Arron Asham, and a number of his friends. Each year Arron and his friends organize and hold a successful golf tournament to raise money in support of children who wish to play hockey. The organizers of the golf tournament have been generously supported by a number of community businesses and individuals. Last year saw the golf tournament welcome Meseyton Construction and Portage Mutual as co-title sponsors of our tenth anniversary tournament, and the committee wishes to acknowledge their involvement.

The program has continued to grow over the years and during the 2014-15 season, 54 children were sponsored. The cost of sponsorship amounted to approximately \$24,151.70 with children receiving varying amounts of funding depending on their level of play and financial need. It is with deep gratitude that Child and Family Services acknowledges the commitment of Arron and his friends for their support of children and families in Central Plains.



In 2014-2015 Mitch Brennan, Golf Tournament Committee member, was instrumental in the successful application to the True North Foundation. Above, Mitch presented Arron with a cheque for \$5,000.00 for the Chance 2 Play Program on behalf of True North.



“Hello and Goodbye!”

It has been a very busy year here at CFS. We have said goodbye to several staff members who are on their way to new adventures. We have also been training some new, young enthusiastic staff members to take their place. So, we would like to pay tribute to those who left and welcome our new ones.

They include:

- April 10, 2014—Gabrielle Nadeau resigned from her Family Service/French Language Services position.
- Emily Neufeld was hired as a summer student to coordinate the 2014 Chance 2 Camp Program.
- April 20 2014—Alexis Barrault resigned from her After-Hours position.
- May 9, 2014—Ruth Spriggs resigned from her Senior Finance Officer position after 8 years of service.
- June 26, 2014—Diane deLucia retired from her full-time Supervisor position based out of the Family Resource Centre after 31 years of service.
- July 31, 2014—Mihaela Iacob resigned from her full-time Family Service position .
- August 5, 2014—Tracey Bercier was hired to fill the new position of Program Director.
- August 8 2014—Cathie Hamm resigned from her full-time Supervisor/LPS position after 28 years of service.
- August 26, 2014—Julia Johnston resigned from her .5 Foundation Administrator position based out of the Winkler Office.
- December 31, 2014—Kathy Wightman resigned from the Executive Director position after 5 years of service.
- January 12, 2015—Alyssa Vandepoele accepted a full-time term Case Aide position and is based out of the Portage Office.
- January 26, 2015—Jessica Wiebe accepted a full-time term position as a Case Aide based out of the Winkler Office.
- January 26, 2015—Rachel Friesen accepted a full-time term Family Service position in the Winkler Office.
- January 6, 2015—Monique Partaker accepted a full-time term Family Service position in the Portage Office.

We have been extremely lucky in our years here to have had so many great employees come through. We hope that they have enjoyed or are enjoying their time with us and we thank them for their loyalty and dedication to CFS of CM.






Farewell
...Diane, Ruth, and
Kathy



Child & Family Services of Central Manitoba Inc.

Statement of Financial Position

March 31, 2015

	Core Agency Support Fund	Ward Care Fund	Protection and Preven- tion Services	Desig- nated In- take	Capital Fund	Differential Response Fund	2015	2014
Assets								
Current Assets								
Cash	\$ 524,771	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 524,771	\$ 395,122
Accounts Receivable	363,649	1,027,819	-	-	-	-	1,391,468	1,260,352
Prepaid Expenses	38,421	-	-	-	-	-	38,421	44,388
	\$ 926,841	\$ 1,027,819	\$ -	\$ -	\$ -	\$ -	1,954,660	1,699,862
Capital Assets					\$ 1,015,480		1,015,480	1,005,377
	\$ 926,841	\$ 1,027,819	\$ -	\$ -	\$ 1,015,480	\$ -	\$ 2,970,140	\$ 2,705,239
Liabilities and Net Assets								
Current Liabilities								
Accounts Payable & Ac- cruals	119,355	178,365				-	297,720	637,238
Accrued Vacation/Sick Pay	338,739						338,739	256,751
Working Capital Advance		220,000				-	220,000	220,000
Current Portion-Long- Term Debt	21,543						21,543	-
Interfund Balances	(486,113)	230,192	262,190	76,696		(82,965)	-	-
Long-term Liabilities								
Long-term Debt	53,034						53,034	-
Accrued Severance Pay	581,048						581,048	563,879
Deferred Contributions	72,774				255,424	82,965	411,163	459,409
	700,380	628,557	262,190	76,696	255,424	-	1,923,247	2,137,277
Net Assets	226,461	399,262	\$ (262,190)	\$ (76,696)	760,056	-	1,046,893	567,962
	\$ 926,841	\$ 1,027,819	\$ -	\$ -	\$ 1,015,480	\$ -	\$ 2,970,140	\$ 2,705,239

Statement of Operations
For the Year Ended March 31, 2015

	Core Agency Support Fund	Ward Care Fund	Protection and Preven- tion Services	Desig- nated In- take	Capital Fund	Differential Response Fund	2015	2014
Revenue								
Province of Manitoba	\$ -	\$ 4,902,631	\$ -	\$ -	\$ -	\$ -	\$ 4,902,631	\$ 5,230,198
General Child and Family Services Authority	990,078	-	2,567,336	675,417	-	-	4,232,831	3,800,186
Amortization of Deferred Contributions	-	-	-	-	12,163	383,848	396,011	430,412
Other	196,165	5,416	-	-	-	22,800	224,381	164,522
Total Revenue	\$ 1,186,243	\$ 4,908,047	\$ 2,567,336	\$ 675,417	\$ 12,163	\$ 406,648	\$ 9,755,854	\$ 9,625,318
Expenses								
Salaries & benefits	653,597	-	1,755,820	635,470	-	333,053	3,377,940	3,543,892
Travel & field service costs	62,090	-	59,113	-	-	3,732	124,935	138,859
Office Operations/Mtce	217,545	-	-	43,666	-	69,863	331,074	338,213
Service support	92,940	-	276,652	13,778	-	-	383,370	363,845
Other support	125,928	-	-	-	-	-	125,928	99,062
Ward care expenses	-	4,830,470	-	-	-	-	4,830,470	5,155,787
Amortization of capital assets	-	-	-	-	88,947	-	88,947	82,472
Allocation of Operations	(270,000)	-	270,000	-	-	-	-	-
Other expenses	14,259	-	-	-	-	-	14,259	10,000
Total Expenses	896,359	4,830,470	2,361,585	692,914	88,947	406,648	9,276,923	9,732,130
Excess (deficiency) of revenue over expenses	\$ 289,884	\$ 77,577	\$ 205,751	\$ (17,497)	\$ (76,784)	\$ -	\$ 478,931	\$ (106,812)

“Chance 2 Grow” is the newest of the “Chance 2” programs administered by the Child & Family Services of Central Manitoba and funded by the Child & Family Services of Central Manitoba Foundation, through



Designated Intake Agency

For All Four Authorities In

Central Region
(Off-Reserve)

