

Annual Report

March, 2016

2015-2016



**Child
& Family
Services**
OF CENTRAL MANITOBA

BOARD OF DIRECTORS



Tracey Bercier, Secretary-Treasurer



Judie Mann, Staff Rep to the Board



Back Row (L-R) Ken Reimer, Bill Warren, Donna Klassen, Mary Heard., Barry Rud

Front Row (L-R) Betty Dyck, Loreley Greenslade, Nancy Neufeld

2015-2016

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.

....Healthy children, healthy families, healthy communities....**Our Mission is:**

Child & 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 & 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 am pleased and honoured to have been involved in another year of growth and development of the Child and Family Services of Central Manitoba. This year has seen a number of changes, both in staffing and operations. It has been exciting to be part of these changes.

Over the past year a great deal of effort was spent by both staff and board members to secure a new location for the Winkler office. I am very pleased that a wonderful new space has been found, and we recently relocated to 324 South Railway Avenue. The spacious and attractive new office will serve the staff and the community very well. I want to thank everyone for their hard work in this massive project.

Changes have occurred in the organizational chart as well. This year the Agency welcomed two new positions: Heather Unfried was hired as Program Director in fall 2015. Although this position was established the previous year, and was occupied briefly by Tracey Bercier, the position has been vacant since Tracey stepped into the acting and Executive Director position. In January, Christine Bergen joined the Agency as Human Resource Generalist. I would like to welcome these, and all new employees to our Agency family.

I am pleased to have been involved once again with the CFSCM Foundation board, as Agency board representative. Over the past year the Foundation made a commitment to increasing their presence in the South region, while at the same time continuing the great work that has happened in the North. The Foundation faced some challenges with funding and staffing this year, and are working to ensure that the future of the programs and their funding is secured.

The Agency and Foundation boards once again had their annual joint meeting in January. A healthy discussion occurred on issues shared by the two boards. The Partnership Agreement was renewed and ratified, and strategies for succession planning were explored. A commitment was made by both boards to update and formalize strategies for board recruitment and onboarding.

Over the year a great deal of work has been done related to board recruitment and retention. I would like to thank Nancy Neufeld, chair of the Nominating committee, for her hard work and dedication; as a result of her efforts, we have updated the Board orientation package and implemented an advertising strategy. We continue to work on our goal of formalizing the board onboarding process.

Message from the President con't...

The Agency Board also engaged in several meetings with the General Authority and other CFS Boards. In September 2015, a Summit was held involving representatives of all General Authority and agency boards. From this meeting, a set of priorities was established for action by the GA Network. Among these priorities were strengthening support for and implementation of the practice model and exploring opportunities to provide funding for prevention services.

The GA also provided some opportunities for Board training, and a number of board members attended sessions on governance and financial reports in fall 2015.

I want to take a few moments to thank my fellow board members. Through Nancy's hard work, we have developed an effective strategy for board recruitment, and because of her efforts we are able to welcome several new board members this year. Mary has shown tremendous commitment in her role as chair of the Finance committee. This is a very important committee, representing one of the primary responsibilities of the Agency board, and she has conscientiously led this committee through a number of challenges. Thank you to Mary and members of the Finance committee for their important work! I would also like to thank Bill Warren for his leadership on the Negotiations Committee. This committee has been extremely active this year and I want to recognize the time and efforts that Bill has put forth on this committee.

We welcomed one new board member this year, Ken Reimer, and are sad to see the term of two board members, Nancy and Mary, come to an end. I am endlessly grateful for the efforts and dedication of ALL board members. For the board members remaining and returning, I look forward to working with all of you during this upcoming year. I wish the retiring board members all the best in the future! I am excited that we will be welcoming a number of new board members tonight; I am eager to discover how their skills and enthusiasm will strengthen our team.

Finally, I want to thank the staff of CFSCM. I am constantly awed by the talent and dedication of our wonderful staff. The job is challenging, and environment is tough, but our staff remain positive and dedicated in the face of these challenges. Thanks to Tracey for another year of tremendous leadership. We are very sad to see the departure of Simonne Fust, who has worked closely with the Board and, of course, has been an integral part of the Agency for 27 years. On behalf of the Board, I wish Simonne much happiness in her retirement.

Thanks to everyone, staff and board members, for allowing me to represent them as chair of the Board this year. It has been an honour and a pleasure.

Message from the Executive Director



I am pleased to present you with the 82nd Executive Director's report for CFS of Central MB. I am excited to share with you all the changes that have occurred in the past year as we move forward in our attempts to provide high quality service to the communities that we serve in the Central region.

When I look over our past year in reference to our mission of working in partnership with community, I am pleased to inform you that we have increased our partnerships in the communities we serve. We continue our partnership with the Tupper Street Family Resource Center in our hopes to strengthen families in the Portage area and with hopes of preventing further need for service from our agency. We have become involved in

CommUnity, which is based out of Altona and provides interagency supports to families in this area. We also continue our involvement in PACCR (Portage and Area Community Coordinated Response), which holds a similar function of the Altona group. It is our goal, moving forward, that we will continue to make connections in the larger centers of our region so to enhance service delivery to the families that reside in them.

Over the past decade our staffing compliment at CFSCM has doubled, with many of these positions being housed in the southern part of our region. With this, it was apparent we had outgrown our current residence. I am happy to announce Winkler's new location at 324 South Railway Avenue. This was a large project that required coordination and cooperation of all the staff, and I am happy to say that the move was a success and at the end of the process everyone still liked each other. I would like to thank all of the staff in handling this move wonderfully, and continuing to provide the service we need to through the hiccups.

In the last year we have been able to increase our staffing compliment in administration and management, with hopes to provide our staff with increased support when providing the difficult and demanding service they provide. We have hired an additional half time administrative position in the Winkler office in order to provide more effective reception service to that office. We welcome Jutta Maier to this position, who brings with her much experience and an easy going demeanour that increases the welcoming experience at our Winkler location. Christine Bergen, has joined our team, as the Human Resource Generalist, and brings much knowledge and experience in this area as well as a great sense of humor.

Message from the Executive Director con't...

Heather Unfried, joined our team as well this year, as our Leading Practice Specialist/Program Director. Heather brings with her over 25 years of Child Welfare experience, as well a genuine caring for the families that we provide service to. I would also like to welcome Christine Chabbert to our management team. Christine has been at the agency for several years in a few positions and has proven herself to be a valuable member of our team.

This year has been a busy training year for the agency as we had fallen behind in the practice model training that began 5 years ago. With the help of the leading practice specialists at the General Authority and the hiring of our own, we have been able to train all of our front line staff on over half of the model in a relatively short period of time. Our challenge moving forward is in imbedding this practice into our daily actions with families; but, it is a challenge that our management team is excited about implementing as we believe that it is with the engagement of families, children's safety and security will be increased. Another training event that a small contingency of staff were able to attend was the Safe and Together training offered by Western CFS. It was a very positive learning opportunity that changed the perspective on working with our families affected by domestic violence for those who attended the training. It is our goal that moving forward, the opportunity for this training will be offered to all of our direct service staff and supervisors.

I would like to offer my sincerest heartfelt thank you to the members of our board for their support of me in the past year while I continue to learn my role as the Executive Director of CFSCM. As volunteers, their dedication and commitment continues to place me in awe. I also cannot say enough about the dedication of our staff in working in this difficult field and providing service with respect and integrity.

Respectfully Submitted,

Tracey Bercier

Executive Director

2016 Staff Recognitions—Sherri Morgan: 20 years



It is with great pleasure that we recognize Sherri Morgan for 20 years of service. Sherri started her journey with the agency in 1994 as a student doing her Field Placement while completing her BSW. In 1995 Sherri joined the After-Hours Unit as an Emergency After-Hours Worker and then in 1996 joined the agency as a Child Abuse Investigator. Throughout her 20 years, Sherri has been a steady fixture to the Intake Unit and as a Child Abuse Investigator dedicating herself to one of the hardest positions in child welfare. In September 2012, Sherri started a half time position as the agency Regional Community Development Worker. Sherri is currently on leave with CUPE Manitoba.

Sherri's dedication to her agency, fellow staff members and community is overwhelming to go through over the past 20 years but here are some highlights. Sherri has delivered instruction in the Aboriginal Focus Program through the University of Manitoba. Sherri had been involved in the CAPAC Advisory Committee as the community representative in 2001. She was selected as a result of her experience and working knowledge of Portage, her exemplary work with children, and particularly First Nation's families, her insight into the needs of urban Aboriginal people and her professionalism. She has done countless presentations to outside organizations about our work at our agency and child abuse. Sherri has been actively involved in our agency from helping with Foundation events such as the BQB, organizing golfing tournaments for staff engagement days and being part of her local union executive.

Her colleagues and friends describe her as a faithful friend, proud mom, patient, trustworthy, kind, compassionate, and caring. Sherri is generally quiet but, when she speaks, it's best to listen as she usually has something important to say. Sherri is one of the kindest and most giving, strong and courageous people as evidenced by her unfailing devotion to and care of her friend Sheri during her illness and subsequent passing. People seem to be drawn to her which would intimate her quiet leadership skills.

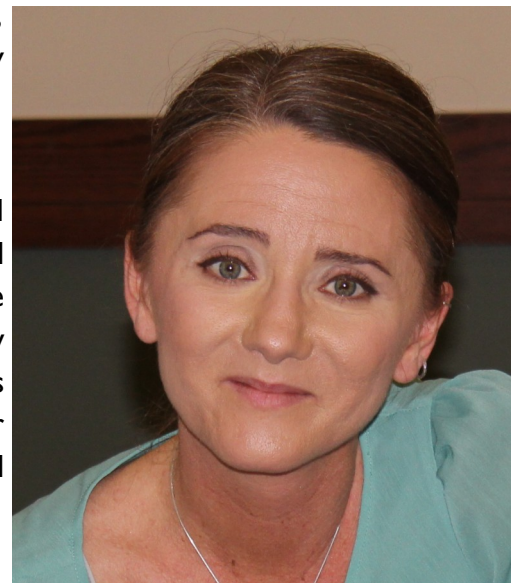
The fact is child welfare is hard and demanding work, stressful to which we are often criticised by all no matter what we do. Yet, we have someone like Sherri with 20 plus years. Why? Her passion for the work, desire to help families and children and strong commitment to the agency is why she has stayed for 20 plus years. As seen above, she has been active in her workplace, her community and within her family. This is the cornerstone to surviving child welfare. Balance, family, a desire to help others in need and having a great place to work. If one was able to have a template of a person you would want to work for your organization Sherri would be one. The quality of service the children and families she interacted with received, the professionalism with which she represented the agency in the community, the leadership she has demonstrated within the agency, the willingness to share her knowledge with peers, and the undeniable high esteem her colleagues hold for her make Sherri a person the agency should be honoured to call one of its own.

On behalf of the board, management and staff, congratulations to Sherri for 20 years of service with our agency, Thank you for your commitment to our families and children.

2016 Staff Recognitions—Andre Pelser: 10 years

It is with pleasure that we recognize Andre Pelser who has completed ten years of dedicated service with CFS of Central Manitoba. Andre previously worked as an In Home Support Worker in Winnipeg before completing her BSW degree. She joined our Agency on December 4, 2006 and has been a highly valued employee ever since. Andre possesses very good insight and excellent social work skills. She continuously strives to provide the best possible service to all of her clients and children in care. Andre's dedication, assessment skills, professionalism, compassion, and attention to detail have not gone unnoticed by her clients or her coworkers.

As well, Andre reaches out to others in need at a global level and in her community of Winkler. She is an avid recycler and takes on this responsibility at the Winkler office. Andre conducts herself with a quiet demeanour and therefore few people know of her humbleness and generosity. Andre has great integrity and displays professionalism consistently in her daily work and interactions with others. She is a dedicated



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 is the Adoption Supervisor and Olivia Simpson continues to be the programs' Administrative Support.

Adoption Program Files 2015-2016		
Adoptive Applicant	Financial Assistance	Post Adoption
144	54	125

Over the past year Adoption Workers carried 323 cases. Of these cases 144 were Adoption Applications under assessment or awaiting assessment. While our team provides service in all of Manitoba's Adoption Divisions, the majority of these Applications are for Division 1, Permanent Ward Adoptions. 54 cases were Financial Subsidies, providing ongoing support to families and their adopted children and 125 were Post Adoption/Legal Cases. Adoptions, of older special needs children, on the most part take a year to finalize following the Adoption Placement of a child. With 1.5 workers we placed 9 children for adoption and finalized 2 adoptions this fiscal year - great work by the team!

A Permanency Planning Committee within our Agency is being finalized and should be up and running by the Fall of 2016. This committee will help front line staff with more permanency planning for children in care with the Agency. The adoption team continues to push forward with developing 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.



A big change to The Adoption Amendment and Vital Statistics Amendment Act (Opening Birth Records Related to Adoption) came 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. The program has seen an influx of requests since this change.

Family Enhancement/In-Home Support Programs



The Family Enhancement Program provides services to children and families where our focus is to address safety worries for children, strengthen family relationships and connect to supportive services within the community. Our approach is strength based and values collaborative, respectful and transparent working relationships with families.

The 2015-2016 Family Enhancement Team and In-Home Support Team consisted of: Anne Johnston-Peters as Case Manager in Portage; Lil Lockhart as the Case Manager based out of Winkler. Supervisor is Rod Sveistrup and Administration Support is Jutta Maier. In 2015-2016 the Family Enhancement Program provided services to 52 families in the Central Region and 22 children in care.

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 the Community Justice Committee and providing workshops related to anger management, attachment and healthy relationship building between parents and children. In 2015-2016 our In-Home Support Workers and Social Workers facilitated the following programs: Triple P, Nobody's Perfect, Positive Discipline, For the Sake of the Children, Healthy Baby, Teaching our Children Sexual Safety, Active Parenting of Teens and Active Parenting for Step Families. We had over 70 families attend these programs.

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 also works closely with School Resource teachers and is actively involved in connecting with service networks within the surrounding communities.



Staff in Philanthropy



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.



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

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



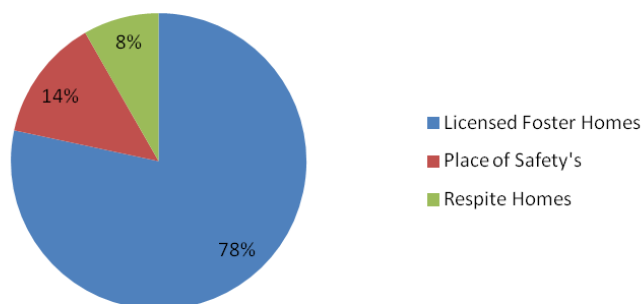
Resource Development Program

Foster Parents are amazing, honorable, humble, courageous, strong and flexible individuals who open their doors to helping other families in crisis by providing a safe place for a child to stay while his or her family heals and/or permanency planning for the child takes place. Ordinary people in our communities come forth making a daily commitment to vulnerable children needing a safe home to live in, while social workers and other collaterals including the community assist parent's to change the adverse living conditions that resulted in their children coming into care.

The number one concern about becoming a Foster Parent is "I have formed an attachment: How would I ever handle a child leaving my home?" Grieving is part of the journey in fostering (support, training and resources are available by the agency to assist). Many foster parents find that knowing their actions of providing love and care have made a difference for children when they needed it most, helps them through this grieving process. We need Foster Parents in every part of the Central Region who are willing to open their homes in emergency situations to children who are scared and in need of a secure home with caring and compassionate care givers. Calling 1-888-339-3576 will connect you up to the Resource Department and connect you to your Foster Care Coordinator in your Region.

Presently Child and Family Services of Central Manitoba (CFSCM) has three Foster Care Coordinators. We have 123 Foster Families in the Central Region, 21 Place of Safety's and 13 Respite Homes.

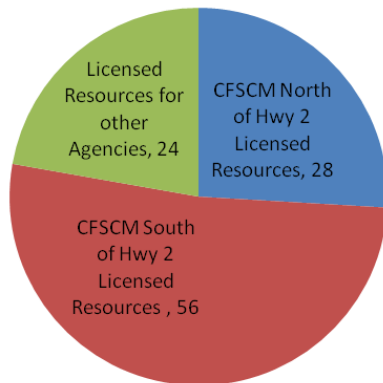
CFS Central MB Foster Care Resources



CFSCM has Foster Homes split into two areas, North and South of Hwy 2.

We have one Foster Care Coordinator in North and another in the South. We also have one Regional Coordinator whose focus is mainly Place of Safety's and Respite Homes. The current goal of the Agency is to recruit new Foster Care Resources North of Hwy 2. A major focus is on Foster homes for our Designated Emergency Placement Program for After Hours and Emergencies in the Northern part of our area. We especially need foster care placements for ages 12 - 17 throughout the Region. It is known that the most effective recruiting strategy is through word of mouth and often by those who have connected with other foster parents. We at CFSCM have effectively gained many invaluable foster parents using this strategy.

Resource Development Program cont'd...

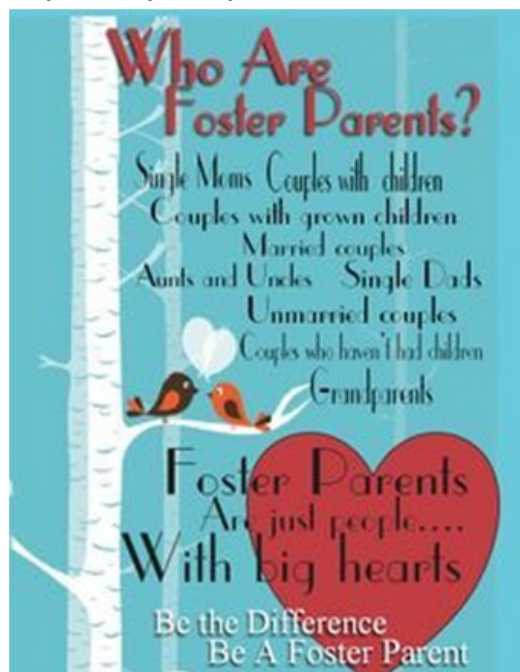


Training for Foster Parents has been provided through CFSCM, the General Authority, and the Manitoba Foster Family Network. The Manitoba Foster Family Network offers Peer Support within our Region. This has been noted as a very helpful resource for our foster families.

The annual CFSCM Foster Care Christmas Party took place on December 5, 2015 at the Carman Hall. The evening consisted of games, face painting, singing Christmas

carols, a large turkey dinner, and of course a visit from Santa. Each child in attendance received a gift which was graciously donated by our community people and local businesses. The children were filled with anticipation and joy upon receiving their gift from Santa. The Resource team would like to extend a big thankyou to the CFSCM Foundation and CFSCM Agency and all the local donors for their financial support in making this party a huge success for the most vulnerable children in our region. This event grass rooted in the Agency in mid 1990's and has grown into a very successful, highly talked about community awareness event.

Another goal for 2016 - 2017 year is to update all the Foster Care Policies, with the Designated Emergency Placement Program Policy already completed.



Family Services

Words from the Front Line - What's Working Well?

Rachel Friesen, South Team Family Services Worker:

I started working with Child and Family Services after I was a BSW student with the Agency in January 2015. Working as a Family Services worker has been the most challenging but also the most rewarding experience. Being a Family Services Worker has meant walking with families in some of the most challenging times in their lives and to me it has been an honour to play a small role in the positive change I see in the families I work with. I greatly value my experience of building relationships with the families I work with in order to empower, encourage and support them through many difficult times. I'm grateful for all the families that I have had the pleasure of working with who have taught me more about the need for social justice, advocacy, empowerment and respect within our communities.



Pauline Johnston, North Team Family Services Worker:

I moved to Family Services almost two years ago. I have found many challenges but I have for the most part managed to work through these challenges with a better understanding of the families I work with and my role as a Family Services Worker. When I see positive change within a family and they see their strengths and recognize I am here to support rather than dictate or control this can build the trust necessary to work transparently with families. Upon closing their file; I have heard from several families that they now look at CFS as a positive involvement and they are thankful for the support and respect they have received. I am a strong believer that change and growth is always possible and with an understanding of complicating factors and harm and danger statements, I can stay focussed on the changes necessary to close the file. The family leaves feeling successful, supported and empowered with a safety plan they have developed and a clear understanding of each individual's roles and responsibilities.

Sally Marsolais, South Team Family Services Worker:

Five and a half years ago I began working with the Agency as an In-Home Support Worker. Gratitude in my own life grew as I experienced the privilege of working alongside vulnerable families and being allowed into their private homes, while supporting them in strengthening their families. In my current role as a Family Services Worker, I continue serving families while striving to ensure they receive equitable assessments and service through the additional use of the Structured Decision Making Model. As a less experienced worker, I value any tools that further increase accuracy, reduce bias and sharpen my focus of child welfare matters.

Family Services cont'd...

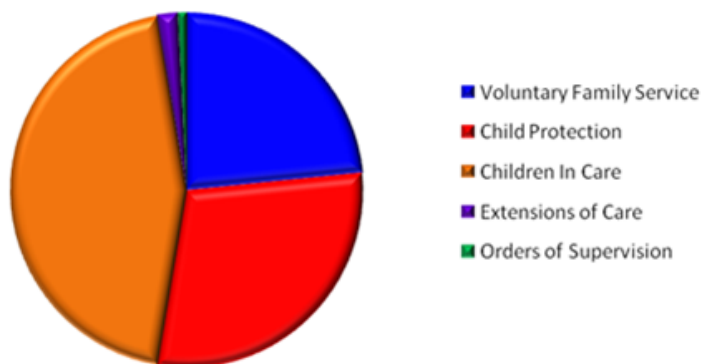


We welcome Chris Chabbert as the new Family Services Supervisor in the Winkler Office. Chris brings with her several years of child welfare experience and a passion for working with children and families. The North and South Family Services teams have seen a number of worker changes over the past year; we wish former workers well in their new endeavors and we welcome new workers to the team.

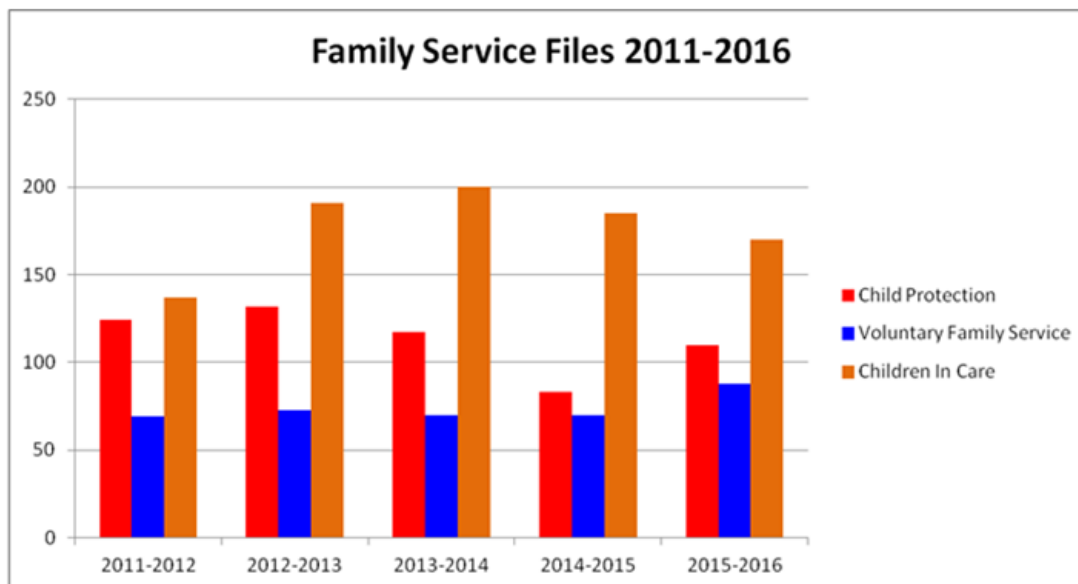
After it has been determined by Intake that a family will require ongoing services, a Voluntary Family Services file, Protection file or Child-in-Care file is opened under the Family Services program. Family Services continues to be the largest component of our Agency service continuum with two program units (North and South) providing services to families and their children, permanent wards, temporary wards and voluntary placements. Workers also provide services to expectant mothers who need assistance in making support plans for their baby and themselves.

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 work 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 Central Region.

**Child & Family Services of Central Manitoba
Family Service Files 2015-2016**



Family Services cont'd...



We are embarking on an exciting time in child welfare, as the General Authority Practice Model continues to be rolled out. Structured Decision Making (SDM) and the new Practice Model tools, help workers to engage with parents/caregivers around their children's safety and well-being. The Practice Model incorporates a number of tools and strategies to help parents/caregivers understand the Agency worries (harm and danger) and then work towards developing a safety plan to address the worries.

We are very pleased to welcome our new Leading Practice Specialist, Heather Unfried to the Agency. Heather has been instrumental in assisting our Family Service teams to develop case plans through the use of mapping. She has also been available to answer any on-going questions our teams have had in regard to the use of the SDM tools. This has proven to be an invaluable resource to our Agency.

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. Over the past year, we have supported approximately 173 children in their homes. Preventative supports range from the provision of respite support, counselling, daycare, and other services. We 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.



Family Services cont'd...

The In-Home Support program continues to provide information, teaching and support to families in their homes and has benefitted 63 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. One of the participants who has attended the program over the past number of years as a mentor to new women attending, recently said that the retreat has had a profound impact on her life and one of the things that she is most proud of is that she is able to help other women make positive changes in their lives.

With the addition of the Regional Youth Engagement Worker, services are being provided to emerging young adults, as well as former youth in care. Over the past year, 14 youth have been supported through and Extension of 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 with a Tuition Waiver in place. 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. This is a great opportunity for youth in care and former youth in care to connect.

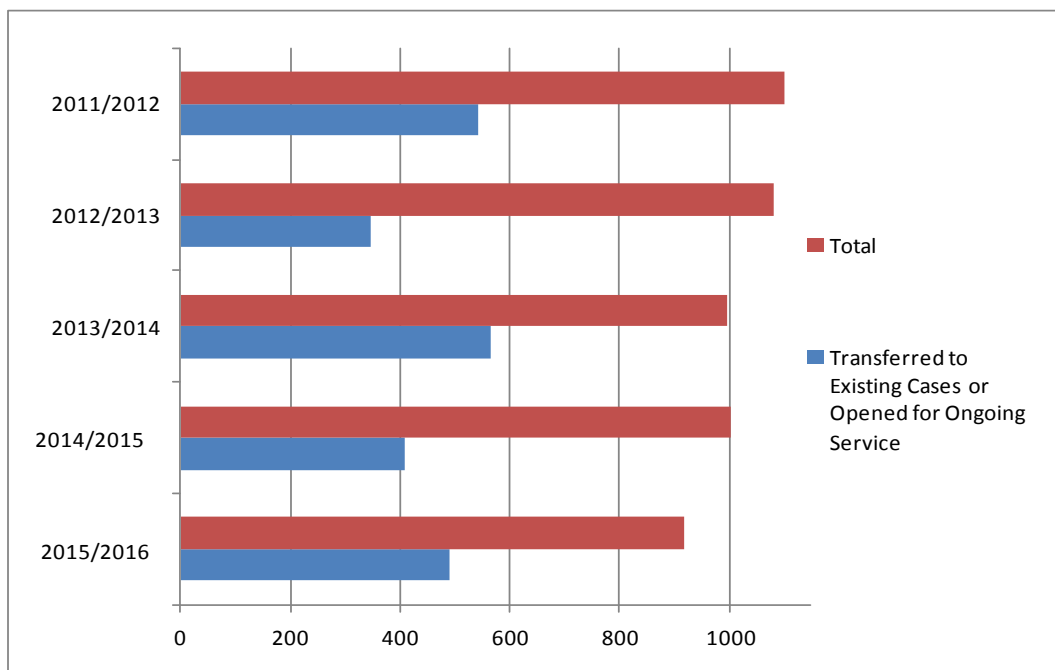


Intake & After Hours

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.

During the 2015/16 fiscal year the Intake/afterhours team handled 917 Intakes. Of these 491 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.



Chance 2 Play



The 2015-16 year was the beginning of the second decade of "Arron's Chance 2 Play" and marked 11 years of a successful partnership between the Foundation and NHL

player Arron Asham, who was born in Portage la Prairie and got his start playing hockey for teams in the local



area.

"Arron's Chance 2 Play" was designed to assist children and youth in the Central Plains district of our region, including Portage la Prairie, Gladstone, MacGregor, Oakville, St Claude, and St. Eustache, who need funding support to play hockey. With the support of Arron and his family, friends, and NHL colleagues, the program continues to benefit families who need financial assistance to allow their children to participate in hockey and CanSkate programs.



A popular annual golf tournament raises money for "Arron's Chance 2 Play" and the 2015 event was once again held on the third Friday in July at the Portage Golf Club. Title sponsors were once again Meseyton Construction and Portage Mutual who have contributed to making this event a huge success for the children who benefit from this fundraiser.



In 2015, \$24076.72 was provided by Arron's Chance 2 Play to support 39 children in the Central Plains region.



Chance 2 Grow



All of the “Chance 2” programs give our clients the opportunity to participate in an activity of their choice. The Chance 2 Grow program is especially popular with families because it funds children for both sports and the arts—so children can express themselves in a wide range of extracurricular activities. In 2015, the Chance 2 Grow program funded 189 children and youth in the Central Region to pursue recreation and they chose to attend music lessons, dance classes and a variety of sports lessons ranging from martial arts training to horseback riding. Chance 2 Grow provides funds for equipment for both sports and the arts across the Region.

Approximately \$44,000 was paid directly to municipal recreation programs, music instructors and other service providers who deliver programming to our clients. In 2015, available funds were distributed almost equally between arts organizations and sports programs; this reinforces the wisdom of helping kids soar by providing funding for a variety of activities.

We are grateful to the Winnipeg Goldeyes Field of Dreams Foundation, Portage Mutual Insurance, RL Wolfe Ltd., and Keystone Sports Excellence for their staunch support of Chance 2 Grow. Vanstone Nurseries have become important partners in the Chance 2 Grow program via our annual plant sale which provides high quality flowers to our generous supporters in Portage la Prairie and beyond.

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 & 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 2015-2016 we were once again fortunate to receive a donation of \$2000.00 from Dennis and Gustine Wilton for the Chance 2 Learn program. We appreciate the Wilton's generosity and commitment to our programming. The 2015-2016 fiscal year didn't see any applications submitted to the Chance 2 Learn program, and we attribute this to the tuition waiver that is offered through some post-secondary institutions as well as the number of children in care that were pursuing post-secondary education. We look forward to receiving applications for the 2016-2017 fiscal year.

Chance 2 Camp

In the summer of 2015, the Chance 2 Camp program made it possible for 166 children in the CFS Central Region to attend summer camp. Just over \$43,000 was directly disbursed to 9 different camps, making it possible for 151 community children and 15 children-in-care to attend summer camp. The Chance 2 Camp initiative is administered by the CFSCM Foundation on behalf of the Agency; it is the longest running program offered by CFS Central Manitoba.



Our 2015 Camp Coordinator was Keana Rellinger, our summer student responsible for managing all aspects of our camp communications including maintaining contact with camp staff, parents, agency workers and our volunteers. We were fortunate to have several returning volunteers who served the program by driving children to camps as needed. Keana reports that our 2015 drivers understood the Chance 2 Camp driver system well—thus emphasizing the value of having a roster of citizens we can call on when children have no other means of transport to camp.

Two camps receive most of our campers: Circle Square Ranch is preferred by children from the Portage la Prairie area while campers in Winkler overwhelmingly favour Winkler Bible Camp. As is always the case, campers and their parents make the choice of which camp the child will attend; only camps accredited by the Manitoba Camping Association are eligible for funding from Chance 2 Camp.

As in past years, several 2015 campers needed to use a sleeping bag provided by Chance 2 Camp. Our sleeping bags are professionally dry-cleaned for the use of our campers by The Wash Stop in Portage la Prairie.

The 6th Annual Chance 2 Camp BBQ, which is held each June in the parking lot of the CFS Central Manitoba Agency, was a huge success! Approximately 500 people attended with approximately \$4,400 raised for the Chance 2 Camp fund. The option of having food delivered was in its second year in 2015, and it proved to be very popular! The revenue from the delivery option was about \$542.00.

Chance 2 Camp remains a strong and positive program for the Agency. The popularity of Chance 2 Camp in the South Central region will have to be matched with increased financial support from donors in order to facilitate the overwhelming number of requests that are coming from the Winkler area. Unfortunately, no single United Way group in the South has been able to duplicate the outstanding support provided to Chance 2 Camp by the Portage District United Way.



“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 3, 2015— Samantha Morgan resigned from her Supervisor position based out of the Winkler Office.
- April 20, 2015— Victoria Kehler accepted a term Family Service position to cover a Maternity Leave in Winkler.
- May, 2015— Keana Relinger was hired as a summer student to coordinate the 2015 Chance 2 Camp Program.
- June 3, 2015— Jennifer Lomonico resigned from her .5 Family Enhancement position.
- June 8, 2015— Sandra Doell was hired to provide Admin Support duties to the Foundation in the Southern area of Central Region.
- July 6, 2015— Chris Chabbert accepted a Supervisor position in the Winkler Office.
- July 7, 2015— Melanie Rey-Clark accepted a .5 Weekday After-Hours Worker.
- November 30, 2015— Jutta Maier accepted a .5 Admin Support position in Winkler.
- December 7, 2015— Heather Unfried was hired to fill the Program Director/LPS position and is based out of Portage.
- January 4, 2016— Christine Bergen accepted the new Human Resource Generalist position based out of Portage.
- January 15, 2016— Jessica Wiebe resigned from her full-time Case Aide position based out of Winkler.

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.

Child & Family Services of Central Manitoba Inc.
Statement of Financial Position
March 31, 2016

	Core Agency Support Fund	Ward Care Fund	Protection and Preven- tion Services	Designated Intake	Capital Fund	Differential Response Fund	2016	2015
Assets								
Current Assets								
Cash	\$ 458,359	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 458,359	\$ 524,771
Accounts Receivable	652,387	1,230,369	-	-	-	-	1,882,756	1,391,468
Prepaid Expenses	35,664	-	-	-	-	-	35,664	38,421
	\$ 1,146,410	\$ 1,230,369	\$ -	\$ -	\$ -	\$ -	2,376,779	1,954,660
Capital Assets					\$939,562		939,562	1,015,480
	\$ 1,146,410	\$ 1,230,369	\$ -	\$ -	\$939,562	\$ -	\$ 3,316,341	\$ 2,970,140
Liabilities and Net Assets								
Current Liabilities								
Accounts Payable & Accruals	174,772	67,966				-	242,738	297,720
Accrued Vacation/Sick Pay	383,730						383,730	338,739
Working Capital Advance		220,000				-	220,000	220,000
Current Portion-Long-Term Debt	21,308						21,308	21,543
Interfund Balances	(558,108)	461,678	69,200	100,322		(73,092)	-	-
Long-term Liabilities								
Long-term Debt	31,962						31,962	53,034
Accrued Severance Pay	571,058						571,058	581,048
Deferred Contributions					243,261	73,092	379,127	411,163
	687,496	749,644	69,200	100,322	243,261	-	1,849,923	1,923,247
Net Assets								
	458,914	480,725	\$ (69,200)	\$ (100,322)	696,301	-	1,466,418	1,046,893
	\$ 1,146,410	\$ 1,230,369	\$ -	\$ -	\$939,562	\$ -	\$ 3,316,341	\$ 2,970,140

Statement of Operations
For the Year Ended March 31, 2016

	Core Agency Support Fund	Ward Care Fund	Protection and Preven- tion Services	Designated Intake	Capital Fund	Differential Response Fund	2016	2015
Revenue								
Province of Manitoba	\$ -	\$ 4,495,360	\$ -	\$ -	\$ -	\$ -	\$ 4,495,360	\$ 4,902,631
General Child and Family Services Authority	990,078	-	2,567,337	675,417	-	-	4,232,832	4,232,831
Amortization of Deferred Contributions	-	-	-	-	12,163	363,117	375,280	396,011
Other	179,275	6,669	-	-	-	27,600	213,543	224,381
Total Revenue	\$ 1,169,353	\$ 4,502,029	\$ 2,567,337	\$ 675,417	\$ 12,163	\$ 390,717	\$ 9,317,015	\$ 9,755,854
Expenses								
Salaries & benefits	697,568	-	1,772,127	633,348	-	329,354	3,432,397	3,377,940
Travel & field service costs	55,521	-	60,714	-	-	22,604	138,839	124,935
Office Operations/Mtce	215,084	-		49,271	-	38,759	303,114	331,074
Service support	91,549	-	271,506	16,424	-	-	379,479	383,370
Other support	120,412	-	-	-	-	-	120,412	125,928
Ward care expenses	-	4,420,566	-	-	-	-	4,420,566	4,830,470
Amortization of capital assets	-	-	-	-	102,684	-	102,684	88,947
Allocation of Operations	(270,000)	-	270,000	-	-	-	-	-
Other expenses	-	-	-	-	-	-	-	14,259
Total Expenses	910,134	4,420,566	2,374,347	699,043	102,684	390,717	8,897,491	9,276,923
Excess (deficiency) of revenue over expenses	\$ 259,219	\$ 81,463	\$ 192,990	\$ (23,626)	\$ (90,521)	\$ -	\$ 419,524	\$ 478,931



Designated Intake Agency

For All Four Authorities In

**Central Region
(Off-Reserve)**

Metis Child and Family
Services Authority



Régie métisse des
services à l'enfant et à
la famille

First Nations of
Southern Manitoba Child
and Family Services
Authority



Régie des services à
l'enfant et à la famille
des Premières nations
du sud du Manitoba

First Nations of
Northern Manitoba Child
and Family Services
Authority



Régie des services à
l'enfant et à la famille
des Premières nations
du nord du Manitoba

General Child and
Family Services
Authority



The General Child
and Family Services
Authority

Régie générale des
services à l'enfant et à
la famille