

Annual Report

March, 2017

2016-2017



Child
& Family
Services
OF CENTRAL MANITOBA

BOARD OF DIRECTORS



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2016-2017

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



Head Office—Portage



Winkler Office



Family Resource Centre

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

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 & 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 & 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 & 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. The Family Resource Centre is also located in Portage la Prairie and we continue to share space with several community partners at this 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 & Executive Director

We welcome you to the 83rd Annual General Meeting of Child & Family Services of Central Manitoba. This year, the Executive Director and the President of the Board of Directors have prepared this report together. This has been another busy year for the Agency, our staff, and our board.

Our social workers have completed 90% of the General Authority practise model training, and with the help of their supervisors have been working towards further imbedding what they have learned into delivering high quality service to children and families. Another service endeavor is the 'Safe and Together' model of delivering services to families who are experiencing family violence. Thanks to the General Authority, we have two mentors completing training in order to better service families with this struggle. We are hoping to introduce programming for the perpetrators of violence in the upcoming year as we see that this is a resource that is missing in the communities that we serve.

With feedback from staff, we have instituted a new orientation process. Beginning a career in child welfare can be very overwhelming and we are hopeful that this will help our new employees feel more supported and less overwhelmed as they begin their employment with our agency. We would like to thank the supervisors of our agency for making this new process possible to implement.



We have begun a process of revamping our evaluations for our employees that involves more specific feedback based on the role the staff person performs in the agency. At this time we have completed this for the family service workers, intake workers and administrative staff and hope to complete the rest of the staff in the upcoming year.

Message from the President & Executive Director con't...

We are happy to report that we have invested in training material for our foster parents and have begun offering monthly meetings for those who are interested to attend and learn more on a variety of topics that affect them and the children that they are caring for. Foster parents are an incredible asset to our agency and we could not fulfill our mandate without them. It is important that they have the tools that they need in order to care for our community's children.

We said goodbye to some very important people to our agency this year, who together have over 100 years of experience in the agency. Simonne Fust, Helena Kot, Lois Hunt, and Grant Jackson have all left us for a well-earned and deserved retirement. We know we can speak for everyone when we say that they are greatly missed.

The child welfare environment is often extremely challenging, as well as tremendously rewarding. We would like to acknowledge the hard work and dedication displayed by all members of CFSCM staff, from supervisors to front-line workers to administration and management. Working as a team, these professionals provide a high level of service to the families in our community, and we thank you all for your dedication.

This has also been a busy year for the CFSCM Board of Directors. This spring the Board spent a productive weekend conducting strategic planning and training, which has set the Board on a path toward stronger vision and governance. We would like to thank all of the board members for their strong commitment throughout the past year. We are sad to bid farewell to two long-standing board members, Barry Rud and Bill Warren. These gentlemen have made tremendous contributions to the board over the years, and they will be greatly missed. We extend our best wishes for their future endeavours.

Respectfully submitted,

Loreley Greenslade & Tracey Bercier



2017 Staff Recognitions—Judie Mann: 30 years

It gives me great honour to recognize Judie Mann on attaining 30 years of dedicated service with Child & Family Services of Central Manitoba. Judie started with the Agency on August 24, 1987, shortly after graduating with a Bachelor of Social Work. Prior to attending university, she graduated from St. Paul's Collegiate in Elie. Judie spent her formative years in the Central Plains Region working in the summers for Student Employment and the Women's Shelter in Portage la Prairie and as an Activity Coordinator at the Community Fellowship Church in Newton.

Judie has a wealth of child welfare knowledge related to her 30 years of experience with the Agency in various capacities, such as an Intake Worker, Family Service Worker, Single Parent Worker, Permanent Ward Worker and most recently as a Youth Engagement Worker. Judie has formed significant and important relationships with her children in care and with foster parents over the years and is a strong advocate for the children and families with whom she works. Many foster parents over the years have commended Judie for all of the support that she gives to foster parents and children in care; Judie truly appreciates what a wonderful resource foster parents are!

Judie is well respected by her colleagues and collaterals for her professionalism and willingness to lend a hand whenever she is able to; workers look up to her as a mentor. She is a valued member of the North Family Services Team.

In Judie's current capacity as the Agency's Youth Engagement Worker she continues to develop strategies to assist our Agency to more effectively connect with the youth in our care to gain their perspectives on their experiences as well as maintaining important connections with former youth in care. Judie has become family to many of the youth she works with.



Judie is an active member within the Agency and is involved in different committees such as the Child Care Planning and Visioning Committee. Over the years, Judie's colleagues have made the following comments about her: she is caring, she has a big heart, she is compassionate, she is trustworthy and supportive and she is strong in her beliefs and convictions. She is also appreciated for her excellent sense of humor/wit.

Judie, as you celebrate this significant milestone in your career, please take a moment to reflect upon all of your past accomplishments, which have been many. We honor your 30 years of dedicated service and hard work with Child and Family Services of Central Manitoba. Thank you for all that you have done for the Agency and for your ongoing commitment.

2017 Staff Recognitions—Michelle Sveistrup: 10 years

Michelle started her journey with Child & Family Services of Central Manitoba as a student completing her field placement at the Agency prior to obtaining her BSW in 1999. Although she began her career with Winnipeg Child and Family Services, the pull to relocate to Portage la Prairie was strong as her husband Rod was already employed with Central. Michelle and Rod along with their young son, Riley, made the move to Portage in 2003 as Michelle managed to secure herself a transfer to the Manitoba Developmental Centre. In October of 2007, she started as a Family Service Worker in the Agency. The Management at CFS Central quickly saw her potential for leadership and Michelle was promoted to the role of Family Services Supervisor (North Unit) on October 6th, 2008, a role that she holds to this day.



Michelle currently supervises a team of 5.5 workers. In addition to her Supervisory duties, she is also the Coordinator of the Agency's Child Care Planning Committee and the Co-Chair of the Agency's Workplace Safety and Health Committee. Michelle has also in the past been a part of the Visioning Committee and Critical Incident Stress Management Team. Michelle takes extreme pride in her work and her contribution to the Agency is nothing short of exceptional. Words don't even begin to describe her level of commitment and dedication to her roles and responsibilities. Michelle's organizational skills and abilities are second to none. Michelle is also highly dependable and sets the bar incredibly high for others when it comes to accountability and efficiency. She leads by example and works every bit as hard as the hardest working person at the Agency. She is often found working in the evenings and on weekends, which not only speaks to her personal desire to provide excellent service but also to her self-sacrificing nature in order to do her part to ensure that the Agency shines when it comes to following legislation, standards and policies.

Equally worthy of mention are Michelle's personal qualities. She is supportive, kind, and generous, and the best mentor a worker could ask for. When someone is under Michelle's wing, they can rest assured that she has their back as she is loyal and trustworthy and takes care of her "people". She also has a great sense of humour and is more modest and humble than she needs to be. She is the first to lend a hand and the last to expect anything in return. Michelle also provides a warm and cozy environment with respect to her work space and her office is the envy of many in the Agency.

When Michelle is not at work, she devotes a huge amount of time to supporting and cheering her son Riley on in all of his athletic endeavors, primarily high level hockey in the Winter and lacrosse in the Summer. She is also a loving and devoted mommy to her two fur babies, Milo and Lexi. Michelle loves to travel, and in addition to family vacations, she has been to Las Vegas an unprecedented 10 times! In her quest to continue her learning, Michelle also completed and was awarded a Human Resources Management Diploma from Red River College in 2016.

2017 Staff Recognition—Kathy Friesen 10 years



It is with pleasure that the Agency recognizes Kathy's ten years of service. Kathy began working with the agency in July 2007 as an In Home Support Worker, then as a foster care coordinator in 2009, and finally as a family services worker in 2010.

Kathy can be described as calm, patient, tolerant, and dedicated to her job. She advocates strongly for her clients as well as the parents that foster the children in care on her case load. She became familiar with child and family services years earlier when she herself became a foster parent of two boys. These boys are now men and she maintains a close relationship with them to this day. Kathy is obviously passionate about working with children in this capacity, because after fostering for several years, Kathy committed to getting her BSW and she graduated in 2011 at the age of 65!

Kathy and her husband George have two sons of their own and farmed for many years in the Arnaud district. They eventually moved to Morden when George retired a couple of years ago.

Kathy has shown an amazing capacity to take in stride the many different challenges of working in child welfare. Regardless of what happens Kathy always responds to her families and coworkers with patience, empathy and kindness. One of the things her supervisor admires most about her is her dogged determination to remain dedicated to helping her clients achieve good outcomes.

Kathy is a pleasure to work with and we wish her all the best in her future.

2017 Staff Recognition—Cheri Moran 10 years

On behalf of everyone at Child & Family Services of Central Manitoba, we offer our congratulations to you, Cheri, as you celebrate your 10th anniversary of dedicated service with the Agency.

Cheri obtained her Bachelor of Human Ecology in Family Social Sciences at the University of Manitoba in June, 2005. Before coming to us here at Child & Family Services Cheri worked with Family Services and Housing as a Senior Youth Support Worker. Cheri became employed with Child & Family Services of Central Manitoba in June, 2007 and has worked as both an Intake Worker and most recently as a valued member of the North Family Services team.

Cheri is a strong advocate for all of the children and families with whom she works with and is well respected by her colleagues and collaterals for her professionalism and willingness to lend a helping hand.

At this time, Cheri works part-time as she is balancing her work life with raising three beautiful little girls with her husband, Steven, who farms in the Central Region. Their family enjoys traveling and spending their summers out at their cabin at Delta.

Congratulations Cheri on your 10 years of Service with the Agency. This is a great milestone and the Agency appreciates and acknowledges your dedication and your hard work.

We look forward to celebrating future successes with you!



Family Enhancement

The Family Enhancement Program provides services to children and families in the Central Region, 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 2016-2017 Family Enhancement Team and In-Home Support Team consisted of: Anne Johnston-Peters, Kelsey Bereza and Twyla Janes as Case Managers at different times in Portage, and Lil Lockhart as the Case Manager based out of Winkler. Supervisor is Rod Sveistrup, and Administrative Support is Jutta Maier. In 2016-2017 the Family Enhancement Program provided services to 63 families in the Central Region and 19 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 Community Justice Committee and providing workshops related to anger management, attachment, and healthy relationship building between parents and children. In 2016-2017 our In-Home Support 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 89 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 works closely with School Resource Teachers and is actively involved in connecting with service networks within the surrounding communities.



In Home Support Program

FAMILY

is a gift that lasts forever



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. In 2016-2017 In-Home Support workers were Jenifer Link, Sharon Dueck, Jayme MacKinnon and Monica Lapointe based out of Portage and Winkler. Supervisor is Rod Sveistrup and Administrative Support is Jutta Maier.

In 2016-2017 the In-Home Support Program provided services to 57 families in the Central Region. In-Home Support workers continue to organize a yearly retreat for isolated women in the region and had 18 women attend the weekend long retreat at Camp Arnes. This was our 9th year holding this retreat. The retreat is a good time to connect with our moms and to build on their positive relationships with the CFS agency. Communities of support are built between the ladies who attend.

Now in our second year are our monthly day retreats in Carman. The In-Home Support team has hosted once a month day activities with a goal to: increase cooking skills for the moms we work with, help build relationships between our struggling moms, teach healthy food options, teach budgeting and how to make the dollar stretch, how to utilize the food cupboard food, work on organizing daily routine and structure for children, and promoting a healthier family. So far five retreat days have occurred with an average of 9 women/men participating per day. This program was also featured in the March 2017 edition of the GA News and a great article was written about our program.

In Home Support Program cont...

NEWSLETTER OF THE
GENERAL CHILD & FAMILY
SERVICES AUTHORITY



G.A. News

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MARCH 2017

GENERAL
AUTHORITY
VISION

Healthy, Safe Children

Responsible, Nurturing
Families

Caring Communities



MARCH
2017

"By March, the worst of the winter would be over. The snow would thaw, the rivers begin to run and the world would wake into itself again."

~Neil Gaiman

CFS clients learn cooking, life skills

It's a bright and chilly January Thursday, but things are warm and bustling inside the Carman United Church hall, where several in-home support workers from CFS of Central Manitoba are gathered with a group of clients, preparing a meal together.

The meal is a hearty slow-cooker stew, made of potatoes, onions and sausages. The clients come together to learn how to prepare the food, and then they take the finished product home to their families that evening. Mothers, fathers and daughters work side by side at a long table outside of the hall's kitchen, peeling potatoes, chopping onions and sausages, and sharing tips about handling busy lives with children.

The hall is cozy and bright and filled with light chatter and lots of laughter.

This innovative meal-preparation program was launched by Child & Family Services of Central Manitoba last year, as part of its efforts to expand the types of services available to families who are receiving in-home support. At each session, participants cook one or more meals to take home, and they also get to keep some of the cooking equipment. Food is donated by several local grocery stores and tends to be simple, basic ingredients such as potatoes which can be stretched out for several meals and bought cheaply. The group also goes



Clients in the cooking program through CFS Central Manitoba peel potatoes for a winter stew.

home after each session with a book of recipes.

It's one thing to encourage clients to cook nutritious meals for their families, but if they don't have the food to do so, or the cooking utensils and pans, it's not going to happen, says Sharon Dueck, the in-home support worker leading Central CFS's cooking program.

"Often when we go into homes, they are not providing for basic needs—because they can't," says Dueck.

The idea came out of a weekend retreat for women who are involved in the CFS system. The retreat has been held each fall at Camp Arnes, Man., but the organizers realized there was a need for those who were

involved with the system to have an ongoing support group program that went on throughout the year.

The first session was held in winter 2016 and was extremely successful, Dueck says. And it's not just for women—dads and other family members attend as well. "Every parent who came was saying I still use this or that recipe, or I love that frying pan."

Dueck also finds the relaxed setting provides a way for parents and caregivers who may be feeling isolated to get together for support. She says one mother who came to the retreat years ago and whose file with CFS is closed still attends the group, to act as kind of a mentor for other parents.

Cont'd on page 2

In Home Support Program cont...

PAGE 2



All clients received a crock pot, peeler and paring knife to take home at the cooking class.

"What I enjoy is when I see the changes [a family makes]."
~Sharon Dueck,
in-home support worker

'It's good to connect with others in the same boat'

Continued from Page 1

"It's good to connect with others who are in the same boat," she adds. As well, being in a group "doing something with your hands" like cooking makes people a bit more comfortable in terms of opening up and supporting one another.

For those at the January session, it was a chance to get out on a cold mid-winter day. One father said he not only enjoyed cooking but also just sharing some conversation with others. "It's good to get out of the house and meet new people," he said.

Another mother who has been to several of the cooking sessions and the women's retreat said she enjoys the "companionship. Sometimes you learn different things too."

Some parents have dietary concerns for their children that they find difficult. One mother who has a diabetic child said she has had to re-learn how to cook meals.

Yet another mother said it was nice to have a bit of a break. "I enjoyed getting out and away from my monkeys [children]," she said jokingly, "and taking home a very good meal for them tonight."

The in-home support worker role arose because social workers can only visit each home so often, says Dueck. And every home has different needs: whether it's parenting,

household management or mental health. They work directly with social workers and take direction on what the family needs from the workers. Most work with about 10 clients at a time.

If it's a toddler, an in-home support worker will help with parenting skills. If it's an

the role is teaching families to learn how to do things for themselves. "Doing it for them is not letting them learn."

In-home support is also there to help families with the reunification process—if children have been taken into the care of CFS and are being returned to their families, the

support workers are working with the parents in the home to prepare them to have the children there. In-home support works alongside social workers during this process.

After reunification, says Mackinnon, in-home support workers generally

continue to visit the family for several weeks or months.

In-home support also helps people build their community connections, she says, or keeps an eye out for post-partum depression.

As for Dueck, coming from a background in education to this was a switch, but one she enjoys.

"The variability...you never know what you are going to be doing from one day to the next. I like the creativity."

She also likes the helping aspect.

"What I enjoy is when I see the changes [a family makes]."



isolated mom struggling with depression, the support worker will go into the home to check in on her, and if possible get her out into the community.

Workers will also drive clients to doctors' appointments or addictions treatments, since many people in rural areas may not have access to a vehicle.

In-home support worker Jamie Mackinnon, who has been in the role eight years, says that while in-home support workers may assist some people for a month or so, other families need more guidance and can have the worker for a year or more.

In-home support workers even assist families in filling out forms for things like Manitoba Housing. "We help them through it," emphasizes Mackinnon, adding that part of

Staff in Philanthropy

The Annual Chance 2 Camp BBQ was once again a huge success 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 volunteers, the day wouldn't happen. 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 Chance 2 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, and helping out at United Way events. The efforts of the staff does not go unnoticed by the Portage Plains United Way and 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 & Family Services of Central Manitoba Inc.



Family Services

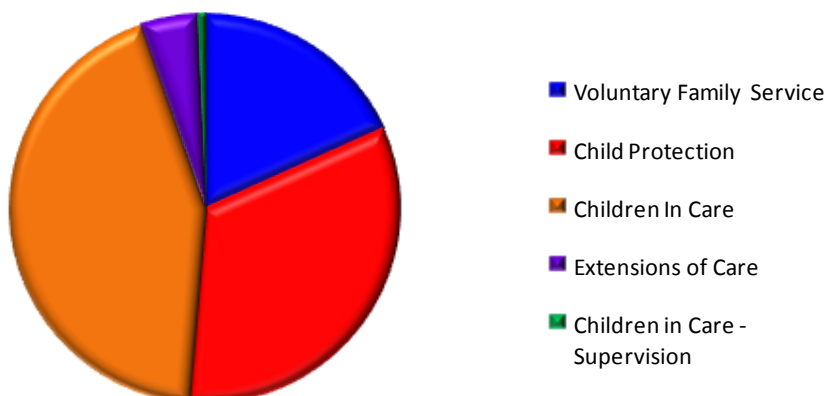
The North and South Family Services teams have seen a number of worker changes over the past year; we wish former workers well in their new endeavors and we welcome new workers to the team.

After it has been determined by Intake that a family will require ongoing services, a Voluntary Family Services, Protection, 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 to make 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 excellent placement resources (including foster homes) in the Central Region.

The General Authority Practice Model continues to be rolled out. Structured Decision Making (SDM) and the 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 (such as the Three Houses tool and scaling) to help parents/caregivers understand the Agency worries (Harm and Danger) and then work towards developing a safety plan to address the worries. Workers are also using the 3-5-7 Model which is a strengths-based approach to engage with children in care in the work of grieving their losses and re-building relationships towards the goals of well-being, safety and permanency. In addition to this, workers are striving to build safety networks for children and their families.

Child & Family Services of Central Manitoba Family Service Files 2016-2017



Family Services cont'd...

Safe and Together

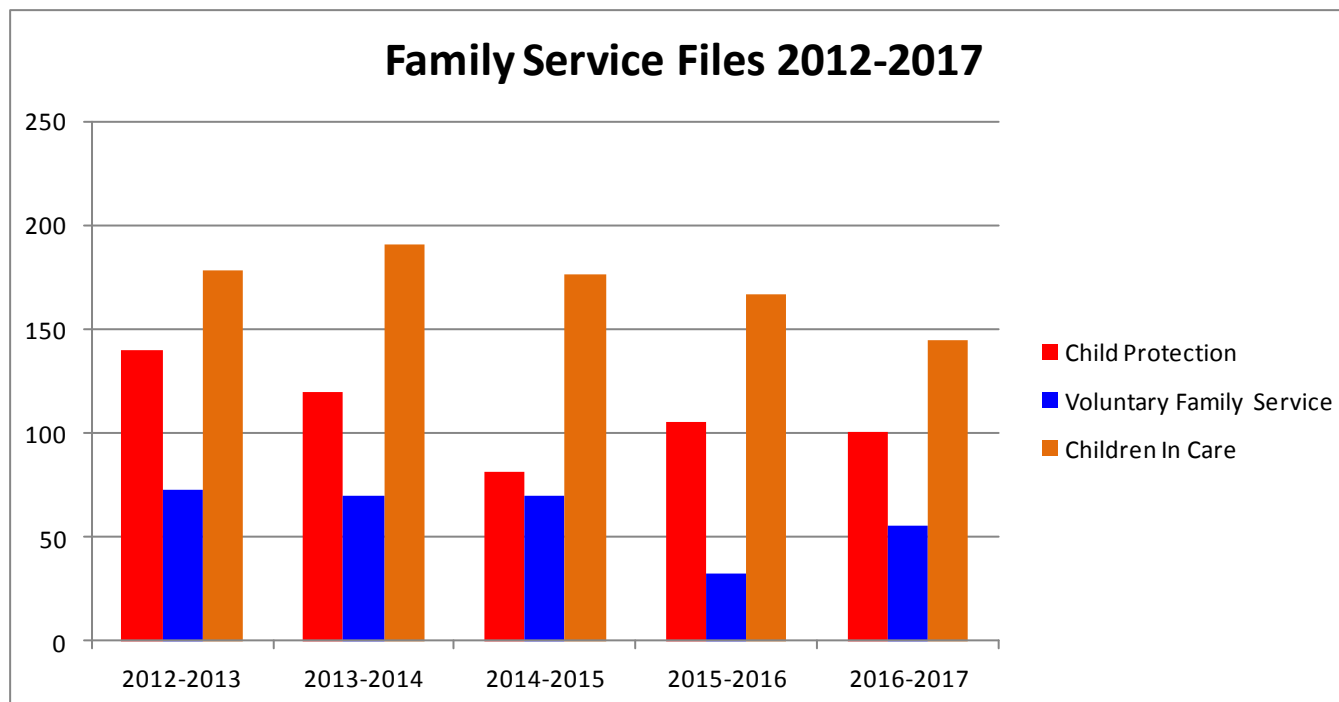


Chris Chabbert (Winkler Family Services Supervisor) and Michelle Sveistrup (Portage Family Services Supervisor) are representing Child & Family Service of Central Manitoba with respect to being trained as mentors in the Safe and Together Model.

Safe and Together training was implemented in Manitoba amongst various child welfare agencies and the shelter system starting in the Fall of 2016 with mentor training being completed in the Spring of 2017.

Safe and Together is a specific domestic abuse model that is based on a “perpetrator pattern, child-centred, survivor-strengths approach.” Some of the goals of using the model are to improve family functioning and reduce risk and harm for children. Chris and Michelle are looking forward to bringing the training back to the Agency and mentoring front line workers.

Family Services cont'd...



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 163 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 (Chance 2 Camp, Arron's Chance 2 Play Hockey, Chance 2 Grow and Chance 2 Learn) to ensure that as many children as possible have the opportunity to attend summer camp, participate in various recreational events and access educational grants.

With the addition of the Regional Youth Engagement Worker, services are being provided to emerging youth through Extensions of Care to support them during transitioning to adulthood, as well as former youth in care through the Tuition Waiver Program (for current and former youth in care). Over the past year, 19 youth have been supported through an 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, bowling events, attending the ballet, etc. This is a great opportunity for youth in care and former youth in care to connect.



Family Services cont'd...

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



Chris Chabbert and Michelle Sveistrup have both noticed over the past year that workers are becoming much more comfortable with safety network meetings and mapping and that these processes are often used to assist in case planning as well as safety planning.

Workers are becoming increasingly more skilled and confident as they practice using this approach. Workers have found that once Harm and Danger (Agency worries) are presented to the client's circle of support, there is often much greater trust in the worker, enhanced understanding of the role of CFS, recognition that the child/ren is at risk and awareness of the importance of a safety plan.

Network meetings have also served to bring the community of the client together with the goal of keeping children safe.

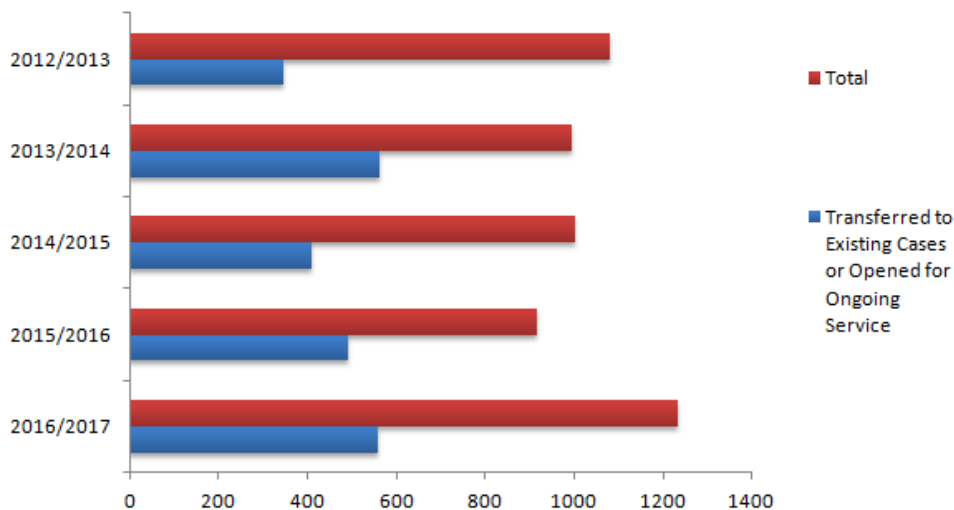


Intake & After Hours

Child & Family Services of Central Manitoba serves as the Designated Intake Agency (DIA) for an area of 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.

5 Year Intake Volumes Comparison



The 2016/2017 year saw a dramatic rise in the number of intakes that were serviced by the Intake Team. There was almost a 35% increase in reports generated over the course of one year. We also had some significant staffing changes over the past year with a couple of people moving on to different positions outside the Agency and a couple of staff moving within the Agency. Most notably, Grant Jackson retired after 33 years with CFS Central. Grant was the Intake and After Hours Supervisor for many years and he knew the region like the back of his hand. Although Grant is missed tremendously by his staff and his colleagues, Christine Chabbert will be taking over as the Intake Supervisor. Christine was an Intake worker for many years in the North part of the region. She has been supervising the Family Service Team in Winkler for the past couple of years but has always maintained that Intake is her passion.

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 Angela Dyck joined the team as the programs' Administrative Support this past year

Adoption Program Files 2016-2017		
Adoptive Applicant	Financial Assistance	Post Adoption
122	56	139

Over the past year Adoption Workers carried 287 cases. Of these cases, 122 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. Fifty-six cases were Financial Assistance files providing ongoing support to families and their adopted children and 139 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 2 children from another agency into our adoptive home, and finalized 9 adoptions this fiscal year, 5 of whom were CIC's with our agency and the other 4 were CIC's with other Manitoba agencies. Great work by the team!



The adoption team has developed their own Educational Series. This series is a mandated requirement for any new adoption applicants to have before they are able to continue with the process of adoption. To date we have had 5 educational classes holding them in both Winkler and Portage offices.

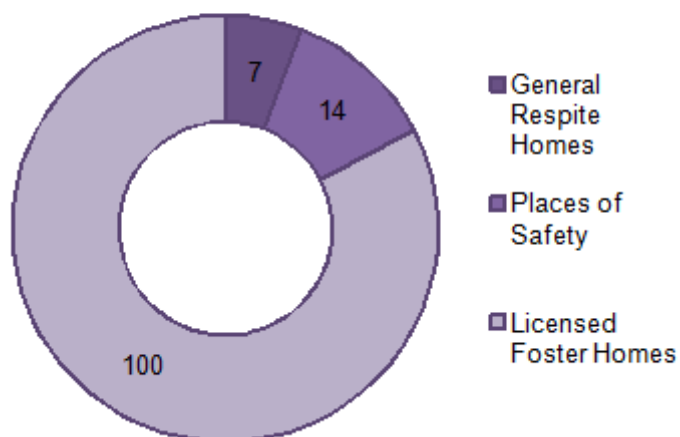
A Permanency Planning Committee started in the fall of 2016 and has met twice reviewing 16 permanent wards to date. This committee will help front line staff with permanency planning for children in care of the agency, and will help to identify any children that may be eligible for adoption.

Resource Development Program

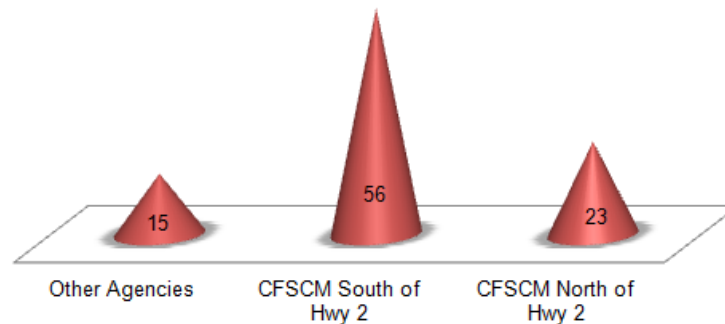
Foster parents are amazing, honorable, humble, courageous, strong, and flexible individuals who open their doors to helping other families in crisis by providing a safe place for a child to stay while his or her family heals and/or permanency planning for the child takes place. Ordinary people in our 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. Many foster parents find that knowing their actions of providing love and care have made a difference for children when they needed it most, and 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.

Presently Child & Family Services of Central Manitoba (CFSCM) have three Foster Care Coordinators, Nicole Fehr in the Winkler Office, Anne Johnston-Peters and Janice Madill in the Portage Office. Supervisor is Dianne Heinrichs and administrative support is Jutta Maier. We currently have open; 100 Foster Families in the Central Region and 14 Place of Safety Homes. It should be noted that we opened and closed 31 Place of Safety Homes in the past year which were generally short term family/relative placements. In addition to foster homes, our agency supplements care for children and a break for foster parents and families by providing respite homes. We currently have 7 General Respite Homes and 71 Respite Homes that are attached to specific foster homes for support.

Foster Care Resources at March 31, 2017



CFSCM has foster homes split into two areas, North and South of Hwy 2. We have one Foster Care Coordinator in the 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 also had our media liaison with the General Authority, Allison Dunfield, do an excellent article on foster care which local papers have printed in recent editions.

Resource Development Program cont'd...**Licensed Foster Homes**

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 Saturday December 3, 2016 at the MNP building on the Island Park in Portage la Prairie. The evening consisted of games and face painting prior to dinner, a nice pulled pork meal, done up by Danny's Whole Hog. After supper there were sleigh rides around the Island, Christmas carols and of course a visit from Santa. Each child in attendance received a highly anticipated gift from Santa which was graciously donated by our community people and local businesses. The Agency would like to highlight a group of ladies from the Carman region who have assisted with providing our teenagers gifts for many years.

The Resource team would like to extend a huge thank you to the CFSCM Foundation and CFSCM Agency, and to all of the local donors for their financial support in making this event a huge success for the most vulnerable children in our region. The Agency also presented a gift to each foster parent that was in attendance to express our thanks for all that they do. This event began in the in mid-1990's and has grown into a very successful, highly-anticipated event within our Agency.

FOSTER
 **CARE**

You can make a difference

Resource Development Program

Becoming a foster family: What it's all about

Being a foster parent has meant very different things for several families currently fostering children in Central Manitoba—but they all express the same sentiment—they do it out of their sheer affection for the children.

“We just love kids. That’s basically why we did it. We couldn’t stop thinking about it,” says foster mother Karen. She and her family run a dairy farm in rural Manitoba and fostering was something she and her husband had mulled over for a while before they took action.

“I had it in my head for a long time,” said Karen. Her family sent for information in 2012, completed the preparatory work and, “Boom—three kids, siblings, were here,” she said. Twenty two kids later, they are still fostering.

Foster care is temporary substitute care provided to a child who must be separated from his or her parents or caregivers when the parents or caregivers are unable or unwilling to provide adequate care and protection. There is currently a need for foster parents in the Central Manitoba region who can provide loving, supportive homes to children who are not able to live with their biological family.



“We are looking for people wanting to make a difference in the life of a child,” says Anne Johnston-Peters, the foster care co-ordinator for the north office of Child & Family Services of Central Manitoba. To become a foster parent requires a special sort of person, someone who “is willing to give of their time and love to a child who may not be able to give them much in return,” she adds. And there is a great need for families who have room to take in larger sibling groups, or older children, says Johnston-Peters.

Those who are currently fostering say it is the most rewarding thing they have ever done. “I couldn’t imagine life any different,” says Karen. For Karen and her family, who had six children of their own at the time they began fostering, it was the thought of helping young people that drove them to make the first call. As well, their own children were growing up and leaving the nest. Their farm environment is good for children, Karen adds. Many are from urban areas and have never had the chance to go see horses, sheep and cows up close. There are also lots of cats and dogs about, as well as tractors, which she said the little ones love.

For those interested in fostering, she recommends that they recognize that while some children may stay for months at a time, others only come into your home for a few weeks or months—so it’s something foster parents must prepare for, she says. “In our hearts, when they come, we know that generally speaking, it’s not going to be forever.” She also tells prospective foster parents that fostering “is not for the money.”

Resource Development Program cont'd...

That's important, adds Johnston-Peters. "Fostering is not an income." That said, foster parents do receive a daily allowance to cover things like food, clothing and spending money for the foster child. Medical, dental and education costs are covered as well. Foster families also receive constant support from the Child & Family Services agency* with which they work—which places a child in their homes after a family completes the licensing process.**

Karen says she has had a good experience with the workers and that taking care of foster children requires a team approach that includes workers, families and supervisors.

"The social workers we've met, for the most part they are exceptional people." She loves that she gets the "best part" as a foster mom, however: "I get the hugs and the tears to dry up."

She also points out that not every child who is placed in a foster home is there because there is a problem such as abuse or addiction in the home. For example, several children have been placed in her home because the family falls on hard times, such as illness or financial trouble. One child stayed with her for a time because the child's mother was in hospital on bed rest and there was no family nearby to take the child.

Thus, there are a myriad of reasons why a child might come into foster care, how long they might be placed and which is the best home for the child. Other children may come into care because of abuse, neglect, health reasons (the child's), disabilities or abandonment, says Johnston-Peters.

There are challenges to fostering that prospective parents need to be aware of. For example, says Karen, when a placement does not work out and a child has to be moved to another foster home, it can be tough for both foster parents and biological children, as well as the foster child. "You feel that you failed," she says. But she notes that in the end, it's worth it. "These children are like medicine. It's a privilege to look after them."

Carolyn, another foster mother in the Central region of Manitoba, agrees that fostering is the best decision her family ever made. She was a former intensive care nurse who decided she wanted to be at home with her children when they were young, while having a role where she could still work with children. Finding information when Carolyn wanted to start fostering 18 years ago was difficult. "I literally looked up foster parents in the Yellow Pages and called CFS and said that's what I want to do," laughs Carolyn. Five months after the decision was made and she filled out all the paperwork, she and her husband had their first foster child—and they never stopped. She has even adopted several of her foster children because they were unable to go back to their birth families. "There are lots of kids out there who need forever homes."

Resource Development Program

Johnston-Peters says that potential foster parents have to be prepared “to commit to a child over the long term if they are unable to go back to their birth families.” Carolyn especially wanted to work with high-needs children, which is her passion. Now, over the years, she has worked with several special needs children and she says she couldn’t do it without the support of Child and Family Services. “I really appreciate the support they give with special needs kids,” said foster mom Carolyn. “It can be intense and it makes things possible, knowing that there is somebody alongside you. You have a team—you are not doing it by yourself.”

She also says that for her four biological children, adding special needs foster children to the family mix has been beneficial. “My girls have grown up with this,” says Carolyn. “The best thing we could have done for our biological kids is teaching them that everyone has their own strengths.”

She often talks to other prospective foster parents, and says if they say they want to foster, the first thing she asks them is “Why?” She says they need to ensure they are properly prepared.

“I wouldn’t trade it for the world,” she says, “But it is the hardest job I have ever done.”

Foster mother Lorraine has been taking children into her home for 28 years—all ages. Lorraine, whose family lives in Sanford, Man., also worked in the system as a support worker. Being in the field made her decide to do more and become a foster mother—so she took in her first foster child, who was seven at the time. For Lorraine, foster care is in the family. She also has two siblings who are social workers, one sister who takes in foreign exchange students, along with parents and grandparents who fostered.

From that first seven-year-old, she has opened her home to many other foster children. She remembers a time when between foster children and her own, there were seven children in the house, all under the age of 18, playing hockey. “We spent a lot of time in hockey rinks, let me tell you,” Lorraine laughs. While she recommends fostering wholeheartedly, it’s “hard on your heart.” In her wealth of experience, Lorraine says that foster parents must understand the true commitment of fostering. “It is for as long as these kids need you.” She says foster parents must let foster children continue to love and have a relationship with their biological parents, if possible. She often helps them find their biological parents when they become adults. And fostering should not be done out of a wrong-minded need, Lorraine emphasizes. “Some people take in kids to avoid what’s going on in a marriage. Other times it’s because a couple aren’t able to have children so they want a baby to hold. But the kids are not there to meet needs.”

Resource Development Program cont'd...

Now that some of her foster children have grown up, “my boys” as she calls several of them, still come for supper regularly. “Lots of them, I still say connected with...Lots of them want to have a coffee if they have things happening [now that they are adults].”

And her own, adult children have gotten involved as well. Lorraine’s oldest son, for example, helps out with respite care. She says after so many years doing foster care, she is likely finished her foster career. But, for many foster parents, it’s so rewarding they cannot quit. “Well, I don’t know. I could take on a teenager if people like Anne twisted my arm.”

**Provincial legislation and the Child and Family Services Act govern all aspects of child welfare in Manitoba, including bringing children into care, licensing foster homes, and the rules and regulations of operating foster homes, along with adoption. To learn more, visit the Act at <http://web2.gov.mb.ca/laws/statutes/ccsm/c080e.php>.*

****The foster care licensing process:**

Inquiry

Orientation—typically one day— informative and answers questions parents might have

Application process: completing an application package including reference, criminal record, prior contact and child abuse registry checks

Home study and home physical inspection: Someone from Child and Family Services will visit your home and will ask many questions in order to get to know you well.

Child and Family Services makes every effort to match children to homes that are a good fit. *If you are interested in learning more about fostering, please contact Jutta at 1-204-331-5040 or Jutta.Maier@gov.mb.ca to register for the next orientation in Portage la Prairie.*

Written by Allison Dunfield



Chance 2 Play



The 2016-17 year marked 12 years for the Arron's Chance 2 Play golf tournament and the continuation 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 2016 event was once again held on the third Friday in July at the Portage Golf Club. Title sponsors were Meseyton Construction, Portage Mutual, and Portage CO-OP who have contributed to making this event a huge success for the children who benefit from this fundraiser.

In 2016, \$23,193 was provided by Arron's Chance 2 Play to support 41 children in the Central Plains region.



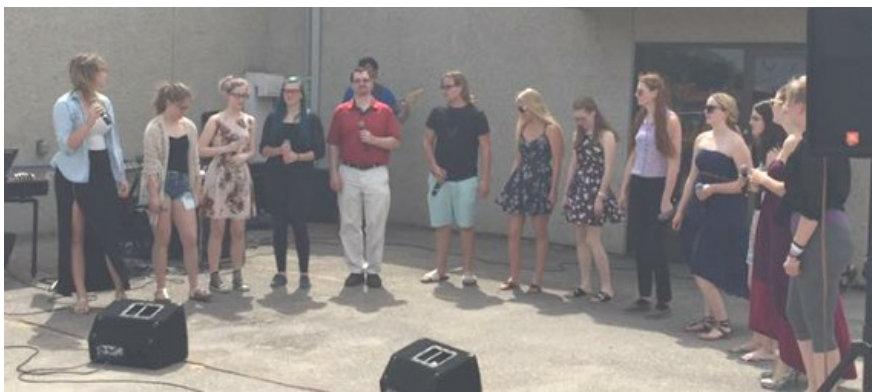
Chance 2 Camp

In the summer of 2016, the Chance 2 Camp program made it possible for 160 children in the CFS Central Region to attend summer camp. In 2016, there was \$43,754 that was directly disbursed to 9 different camps, making it possible for 139 community children and 21 children-in-care to attend summer camp. The Chance 2 Camp initiative is administered by the Child and Family Services of Central Manitoba Foundation on behalf of the Agency; it is the longest running program offered by Child & Family Services of Central Manitoba.



Our 2016 Camp Coordinator was Emily Neufeld, our summer student responsible for managing all aspects of our camp communications including maintaining contact with camp staff, parents, agency workers and our volunteers. Emily was a huge help this year with the BBQ, coordinating deliveries, and helping with the overall planning of the event. She also worked at the United Way's Canada Day event and at their golf tournament to represent our agency.

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.



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 2016, the Chance 2 Grow program funded 169 children and youth in the Central Region to pursue recreation and they chose to attend music lessons, dance classes and a variety of sports 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 \$35,000 was paid directly to municipal recreation programs, music instructors and other service providers who deliver programming to our clients. In 2016, 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, Portage Credit Union and Access Credit Union 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 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 grant. In 2016-2017 we were once again fortunate to receive a donation of \$2000.00 from Dennis and Gustine Wilton for the Chance 2 Learn program. We greatly appreciate the Wilton's continued generosity and commitment to our programming. The 2016-2017 fiscal year saw \$2000.00 paid out to applicants and we look forward to receiving more applications in the upcoming year.

“Hello and Goodbye!”

It has been a very busy year 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 those who have joined us.



They include:

- April 27, 2016 — Alyssa Calvert resigned from her Case Aid position based out of Portage
- May 1, 2016— Jayme Siemens accepted a case aid position in the Winkler Office
- May, 2016— Emily Neufeld was hired as a summer student to coordinate the 2016 Chance 2 Camp Program.
- May 3, 2016— Angela McGloan resigned from her Intake Worker position in Portage
- May 17, 2016— Jennifer Kehler resigned from her Intake position in Winkler
- May 30, 2016— Shea Kopen accepted a case aid position in the Portage Office.
- July 4, 2016— Twyla Janes accepted an Intake Worker position based out of Portage.
- July 4, 2016— Rachel Friesen resigned from her Family Service position in Winkler.
- July 5, 2016— Lynette Letexier was hired as the Receptionist/Admin Support in Portage
- July 11, 2016— Kelsey Bereza accepted the position of Family Enhancement Worker
- July 22, 2016— Administrative Officer, Simonne Fust retired after 27 years at the agency
- August 12, 2016— Christa Davidson retired after 9 years from her Administrative Support position in Portage
- August 31, 2016— Lois Hunt retired from her In Home Support position after 21 years
- September 14, 2016— Helena Kot retired after 34 years in the position of Foster Care Coordinator
- November 16, 2016— Pauline Johnston resigned from Family Service Worker position in Portage
- January 6, 2017— Sandra Doell's term ended as the Foundation Administrator, South Region
- January 9, 2017— Lindsay Brown joined the Winkler Family Service Team
- January 10, 2017— Jenna Sutton was hired as a Winkler Intake Worker
- March 3, 2017— Sherri Morgan resigned from her position as Community Resource Worker
- March 7, 2017— Denise Selinger resigned from her Portage Intake Worker position

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.



Designated Intake Agency

For All Four Authorities In

Central Region

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