



2022-2023

89th Annual Report

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

President's Message

I wish to acknowledge the commitment and professionalism of the staff of Child and Family Services Central Manitoba Inc. (CFS-CM), who provide needed services and programs to the children and families in our region.

The role of a governance board is to understand and represent the values and perspectives of the organizations and communities (moral owners), within the service area of the organization, when establishing what difference the organization will make in the world, for whom and how soon, and, to hold the agency (CFS-CM) accountable for the expected results.

The overarching goal of CFS-CM is that Children in the agency's service area are safe and well, with the work of the agency staff targeted towards the following Ends:

- Children are safe within a family
- Families are able to meet needs of children
- Families are supported by their community

The executive director regularly reports to the board outlining how the work of the agency has contributed to the achievement of these Ends. The Executive Director's and the Board's work to focus more intently on the results of the Agency's work is ongoing. The contents of the following pages in this annual report provide a snapshot of some of the quantifiable results of the work of the agency and other achievements during the 2022-2023 year.

This year, the work of the board has focused on engaging with moral owners and community stakeholders that have an interest in the welfare of the children in the central region. The information gathered during these consultations will be integrated into our ongoing discussions about the ongoing relevance of the current goals and Ends, as noted above. As we work at envisioning the future possibilities, in an ever changing environment, we plan to continue and expand our consultations with representatives of the moral owners who we represent.

I would also like to thank the board for the opportunity to serve as President for the past two years. The commitment and contributions of each and every board member has been the key to the progress and growth that the board has experienced as a fledgling policy governance board. I look forward to continuing the journey with the board.

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

We are pleased to share the 2022-2023 annual report with interested community members.

Anne Malyon, President

Executive Director's Message

I am pleased to present the 89th Annual Report of Child and Family Services of Central Manitoba. The past fiscal year has been one of many changes for our Agency.

Our previous Executive Director, Tracey Bercier, resigned in August of 2022. In October of 2022 I accepted the Executive Director position and the rest of the year has felt like a whirlwind of activity and learning.

Some changes have been made to programming along the way. We have increased the number of positions for the Support Network team to ensure every family can be offered a network, including those who come to us for voluntary services. Staffing for the In-Home Support team has also been increased in order to ensure we can implement the reunification tools that the General Authority rolled out. Our foster care team works diligently to recruit and maintain foster homes. Recruitment has been difficult and we are experiencing a shortage of homes for emergency placements and longer term care. We have contracted with Youth for Christ who are going to be holding information sessions for multiple church congregations in order to increase interest in fostering. Placing children with extended family has become increasingly more common, however, there is still a need for foster parents to care for children who are not safe with their extended families. A significant amount of training has occurred so that staff can embed the Networking, Family Finding and Reunification practices.

I am pleased to announce that three new Toyota Rav4s and a slightly used Ford Explorer have been purchased for the Portage Office to replace the older vehicles which had very high mileage and were becoming unreliable. These vehicles are roomier than the cars we had previously and are more conducive to transporting families and children in car seats.

We are working towards many changes for the 2023 – 2024 fiscal year. We will soon be offering Mothers in Mind programming through our In-Home Support team for mothers who have experienced domestic violence. The Portage Office is in much need of renovations and we suspect these will be completed by fall of 2023.

As a new Executive Director, I am well aware that I could have not made it through the past several months without the support of many people. The Agency Board has been incredibly tolerant and helpful as I am learning the role.

Respectfully submitted,
Chris Chabbert



2022-2023 BOARD OF DIRECTORS

**ANNE MALYON,
PRESIDENT**

**CAROL BRAUN
VICE-PRESIDENT**

**CHRIS CHABBERT,
SECRETARY-TREASURER**

**JILL STUART-
EDWARDS**

KEN REIMER

KATHRYN DESPATIES

BRUCE WOOD

PETER VELDHUIS

VIRGINIA BECKWITH

AUBREY KRAHN

OUR VISION

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

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

The Central Region is a rather large geographical area located West of the City of Winnipeg. It is bound by the City of Winnipeg and the Red River on its eastern limit, by the International Boundary on the southern limits, by a line approximately half way between the City of Portage la Prairie and the City of Brandon on its

western limit and, just north of the Town of Alonsa on its northern limit. Primarily agricultural in its economic base, the total population of this catchment area is over 104,000. The head office of the organization is located in Portage la Prairie and a sub office is located in Winkler.



CFSCM exists so that

Children are safe and well

Children are
safe within
their families

Families are able
to meet needs of
children

Families are
supported by
their community

CFSCM is a caring,
competent,
culturally
respectful agency



Because this statement is NOT about results for children and families outside the Agency, the board is in the process of removing it from the Ends statements.

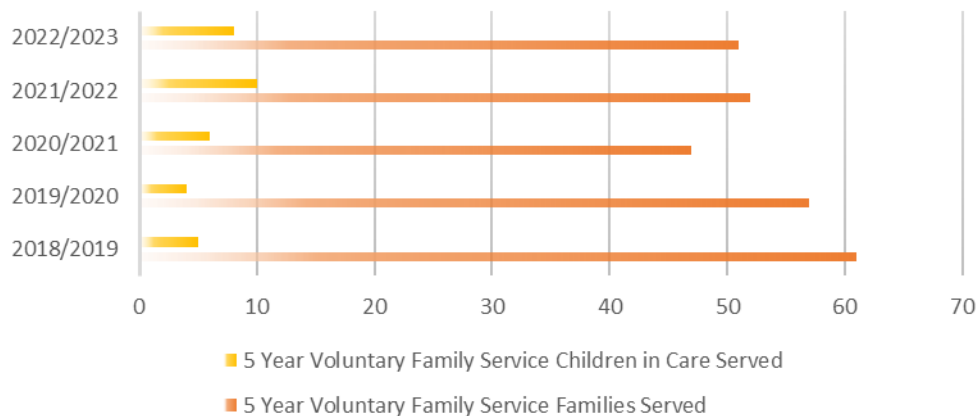
CHILDREN ARE SAFE WITHIN THEIR FAMILIES

Of the 265 children CFS of Central MB provides service to, 153 are not in care. Of the 112 children that are in care, 21% reside with family members. Every effort is made to place children with extended family or those who care about them before an agency foster home is utilized.

Family Service

71 Children in Care
38 Permanent Wards
19 Voluntary Family Service files
75 Protection files
209 Children served
82% Children visited their families
21% Children in Care placed with a family member

5 YEAR VOLUNTARY FAMILY SERVICE COMPARISON

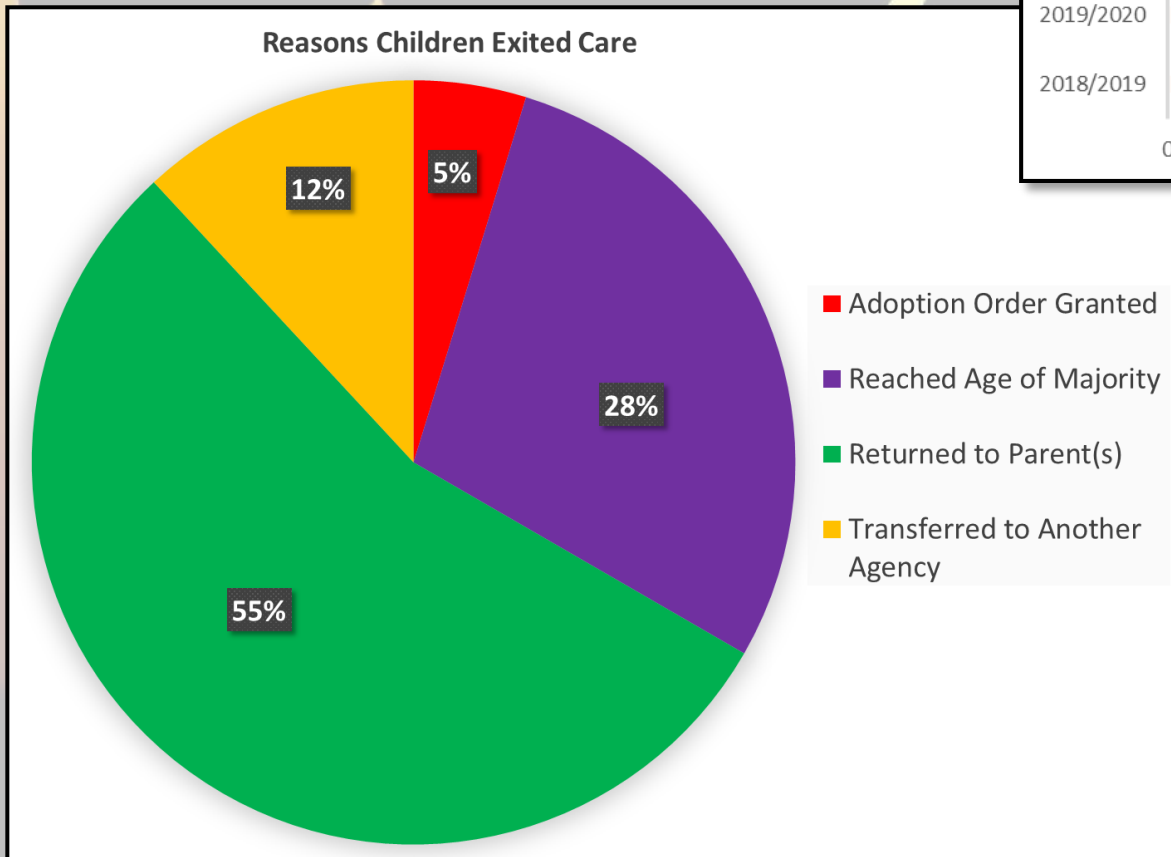
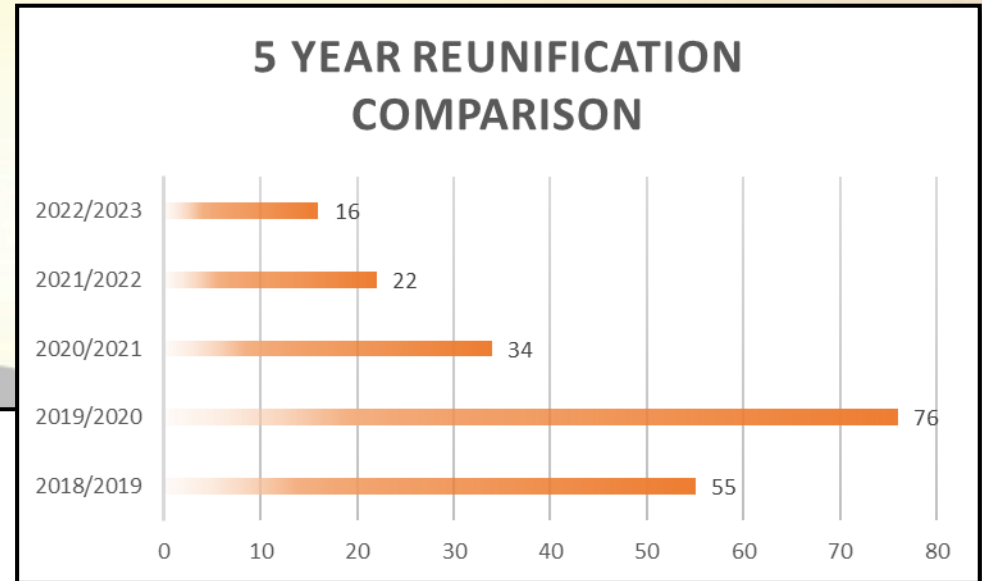


Voluntary Family Service

45 open files
56 Children served
69 Children at home
3 Children in Care
0 Permanent Ward
3 child visited their family
0 Children in Care placed with family

FAMILIES ARE ABLE TO MEET THE NEEDS OF CHILDREN

Of the children that exited care before the case was transferred to another agency, 55% of them returned to their parents after Agency intervention and ongoing assessment for safety. Adoption orders were granted for 5% and 28% were discharged from care when they reached the age of majority. The majority of



the parents of the children that are apprehended are able to reach the goal of meeting the needs of their children after Agency support and intervention.

FAMILIES ARE SUPPORTED BY THEIR COMMUNITY

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

50 families participated in support networks from April 2022 to March 2023.

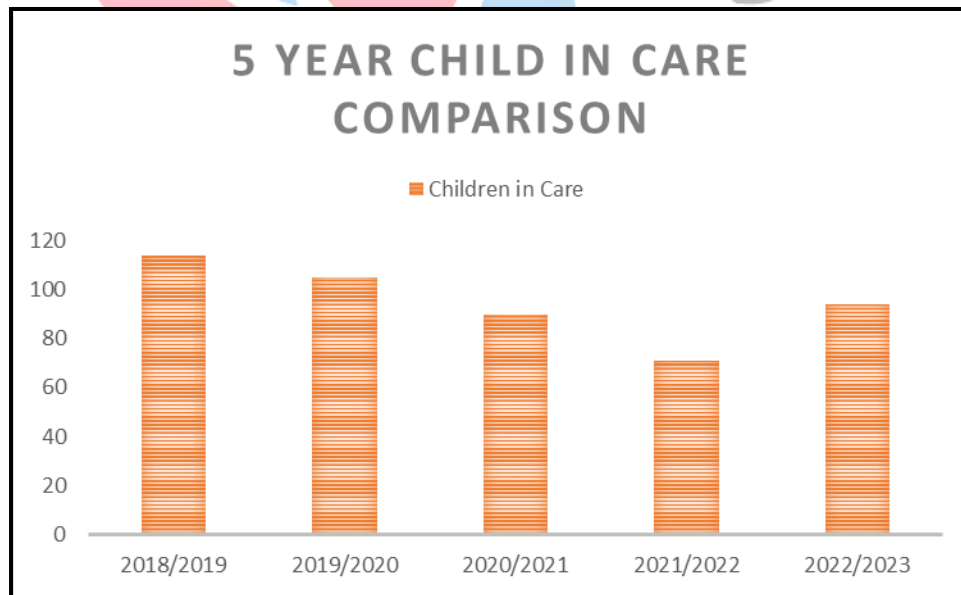
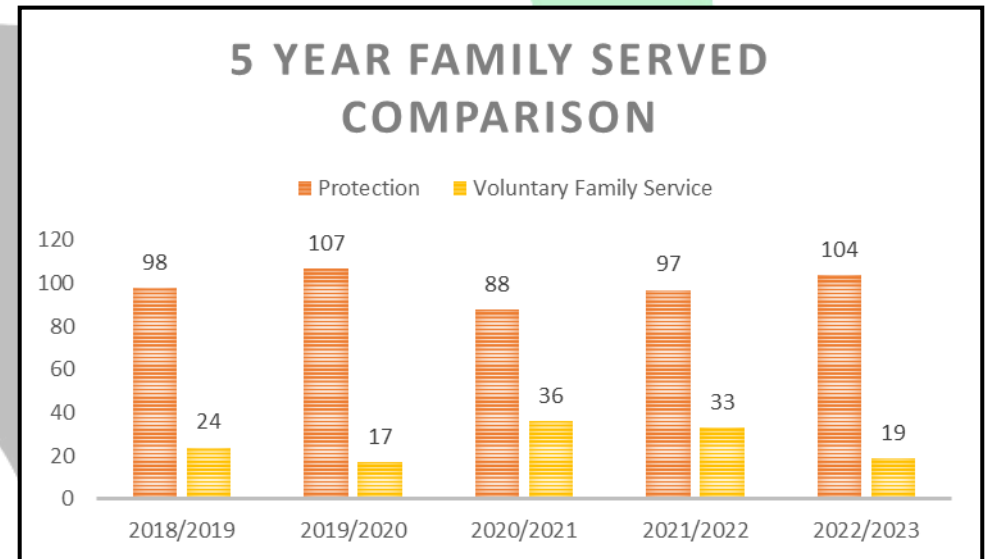
560 friends, family and other community members participated in these networks.

Community members participating in the support networks were:

- ⇒ Adult Disability Services
- ⇒ Central Station
- ⇒ Care Portal
- ⇒ Children's Disability Services
- ⇒ Clergy
- ⇒ Community Living
- ⇒ Disability Services
- ⇒ Day Care Executive
- ⇒ Director
 - ⇒ Families First
 - ⇒ Foster Parents
 - ⇒ Genesis House
 - ⇒ Guidance Counsellors
 - ⇒ Insight Mentors (Portage Friendship Centre)
 - ⇒ New Directions Staff
 - ⇒ Pregnancy Care
 - ⇒ Public Health Nurse
 - ⇒ Resource / Principal / Teacher
 - ⇒ Therapists
 - ⇒ Youth Unlimited Staff



The number of **children in our care** has increased 32.4% over the past year, however the number **decreased by 82.5%** over the last 5 years. The increase coincides with the **end of the pandemic restrictions** and is a trend that is being seen across other agencies as well.



CFSCM IS A CARING, COMPETENT, CULTURALLY RESPECTFUL AGENCY

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

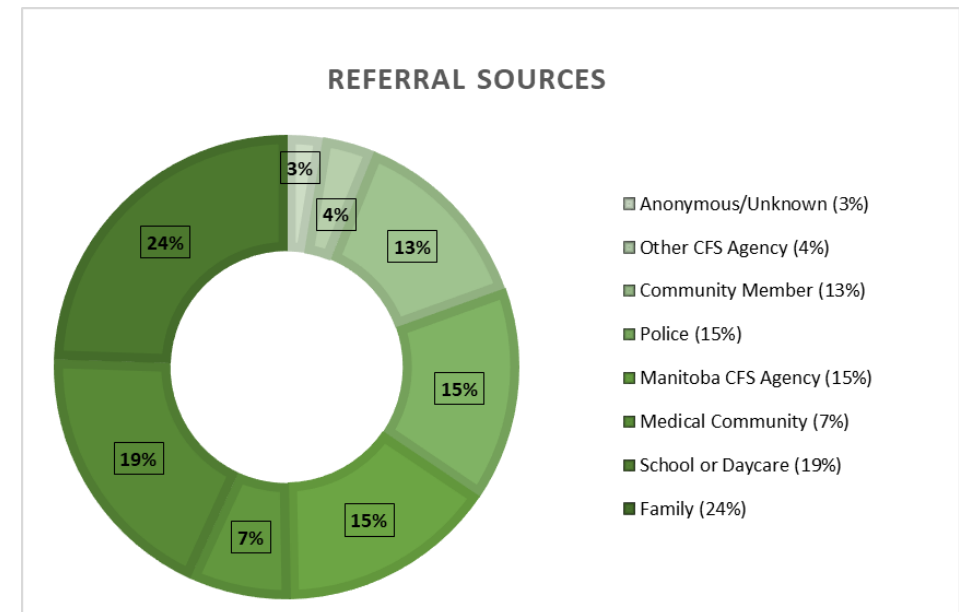
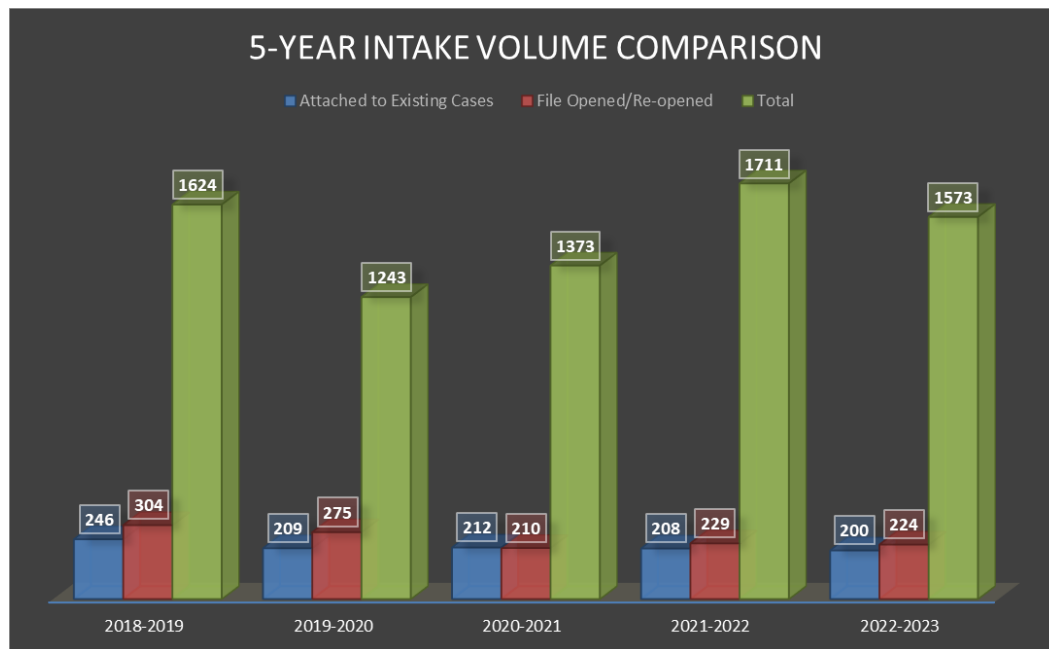
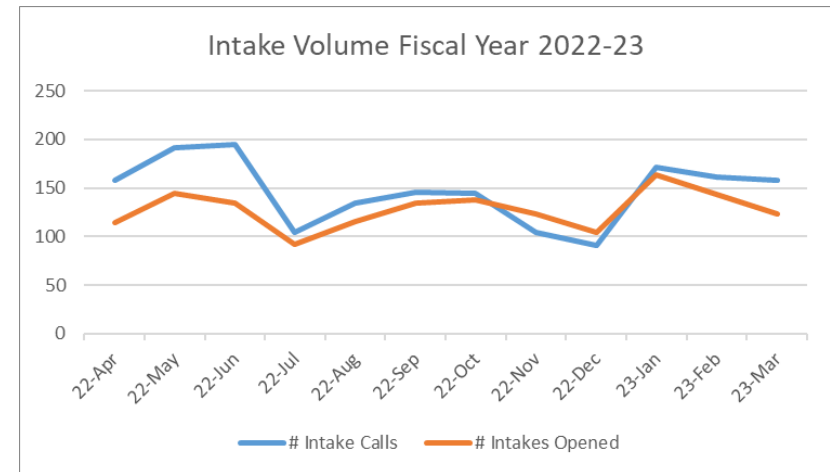
Training included:

- ⇒ **Into the Circle: Training Staff to Engage Indigenous Dads in Fathering**
- ⇒ **Building Circles of Support**
- ⇒ **Indigenous History and Culture**
- ⇒ **Blanket Exercise**
- ⇒ **Pronoun Gender and Transgender Youth Issues Education Series**
- ⇒ **Gender Taught, Gender Learned: Sexual/Gender Education Series**
- ⇒ **Advocating for the Needs of Children in School**

Staff participated in 1910 hours of training.

INTAKE AND AFTER-HOURS

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



ADOPTION

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

Over the past year the adoption team carried cases that consisted of post adoption files, adoption applicants, financial assistance files and CIC placements with adoptive families. Of these cases 32 are adoption applications under assessment or awaiting assessment. We have 4 families where their adoption assessment is finished and they are currently on the adoption registry awaiting a placement. While our team provides service in all of Manitoba's Adoption Divisions, the majority of these applications are for Division 1, Permanent Ward Adoptions.

As of March 31, 2023 we were carrying 33 Financial Subsidies for adoptive families which provides ongoing financial support to their adopted children. We provided post adoption support services to 16 adoptive and birth families. This usually involves assisting families with challenges related to openness agreements and children struggling to come to terms with their adoption story.

We also continued to do a high volume of work in the area of post adoption services to adult adoptees. These cases are now managed through a centralised system set up by the Province of MB (PAS). However, PAS stills requires us to do file reviews of old adoption and child protection files. From these reviews, we provide social histories to adult adoptees and info to PAS to assist them in birth family searches.

In addition, in the past year the Adoption Team processed almost all file information requests that came in from past Permanent Wards. This was in response to staffing shortages and workload issues on the Intake team.

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

During the past year, our adoption team has finalized 6 adoptions as follows:

- 2 Permanent Ward Adoptions (Division 1) for CIC's from our agency
- 2 Permanent Ward Adoptions (Division 1) for CIC's from another GA agency
- 2 Division 4 De Facto Adoptions

During the past year, our adoption team has also started 1 other adoption as follows:

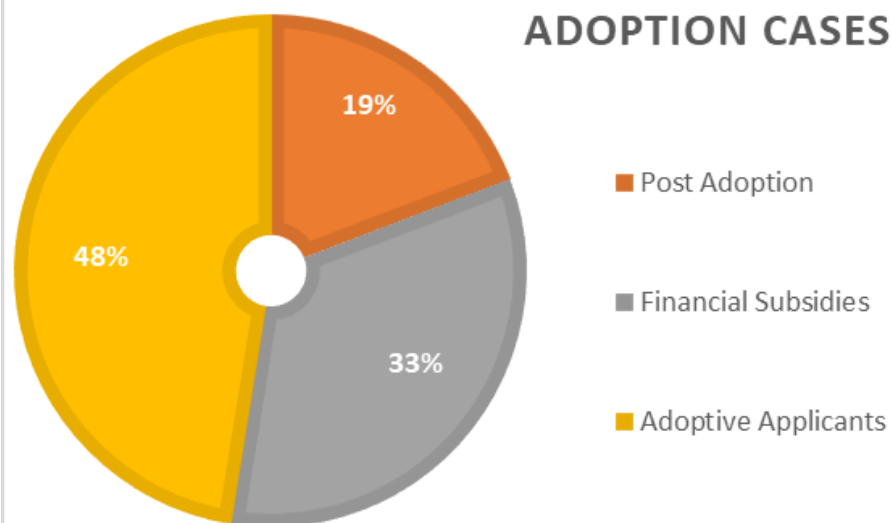
- 1 Permanent Ward Adoption (Division 1) for a CIC from our agency

This will be finalized in the next 6-12 months.



During the past year, our adoption team identified an urgent need within the agency and was able to offer help. The agency had two different sibling groups of high needs Permanent Wards that needed to leave their current foster placements and urgently required secure, long term placements. The Adoption team identified four adoptive applicant families that were willing to shift their focus off of adoption and to consider providing long term foster care. The adoption team was also able to help select the best 2 families for the children, and prepare both the families and the children for the transition to a new home. Both placements are going well. The adoption team continues to help support the families and will complete their joint FC/Adoption Home Studies in the next few months.

ADOPTION CASES



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

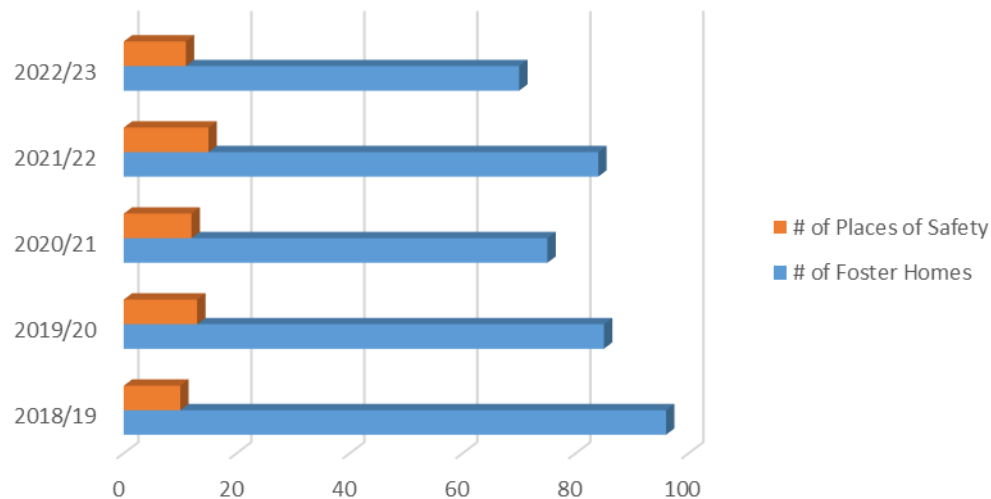
FOSTER CARE

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

We currently have 70 licensed foster families in the Central Region and 11 Place of Safety homes (short-term family/relative placements). In addition to foster homes, our agency supplements care for children both in and out of foster care by providing respite support. We currently have 9 General Respite Homes and a number of Respite Homes that are attached to specific foster homes for support. CFSCM continues to accept new foster parent applications. There remains a need for foster care placements for ages 12 – 17 throughout the region and families willing to take those ages on an emergency basis. The resource team has been fantastic in finding solutions to our shortage, one being looking at adoptive applicants to take on the role of long term fostering. The team has found 2 homes that considered this route and so far have been successful. In order to try and boost our applications, we have teamed up with Youth for Christ out of Morden to help with advertising and recruitment of new families to look at fostering for our agency. The agency ran one session of orientation in the past year.

The Chris Larsen group out of Carmen continues to support our teens with gifts. This year, those gifts were directed at many of our children who are presently in an AYA with the agency or in specialized placement resources. Chris Larsen and her supporters from the Carman area provided twenty-two gifts for our youth in care. As we continue to pivot from the end of the pandemic, we continue to look at new ways to show our appreciation to our foster parents. This past year we delivered gift cards to our homes for a family outing either to movies or other fun activities in their area. The agency continues to honour those foster parents who have committed ten years plus in service to the agency.

5 Year Foster Care Comparison



STATEMENT OF OPERATIONS FOR THE YEAR END MARCH 31, 2023

CHILD & FAMILY SERVICES OF CENTRAL MANITOBA INC.

Statement of Operations and Changes in Net Assets

For the year ended March 31, 2023

	CORE AGENCY SUPPORT FUND	WARD CARE FUND	PROTECTION AND PREVENTION SERVICES	DESIGNATED INTAKE	CAPITAL FUND	2023	2022
REVENUE							
Province of Manitoba	\$ -	\$ 56,354	\$ -	\$ -	\$ -	\$ 56,354	\$ 72,478
Government of Canada	-	417,367	-	-	-	417,367	479,450
General Child and Family Services Authority	1,124,994	3,396,593	1,621,203	1,066,738	-	7,209,528	7,362,700
Amortization of deferred contributions	-	-	-	-	12,163	12,163	12,163
Other	275,850	3,185	61,935	-	3,000	343,970	189,532
	1,400,844	3,873,499	1,683,138	1,066,738	15,163	8,039,382	8,116,323
EXPENSES							
Allocation of operational expenses	(293,019)	184,658	108,361	-	-	-	-
Amortization of capital assets	-	-	-	-	121,860	121,860	105,951
Field service costs	91,016	-	70,082	-	-	161,098	85,137
Office maintenance	234,243	-	-	-	-	234,243	223,557
Office operations	135,635	-	-	33,300	-	168,935	162,574
Other support	-	-	61,935	-	-	61,935	39,460
Salaries and benefits	717,407	1,633,770	1,019,826	813,856	-	4,184,859	3,881,402
Service support	155,021	-	162,216	20,288	-	337,525	189,733
Ward care expenses	-	1,786,050	-	-	-	1,786,050	1,913,346
	1,040,303	3,604,478	1,422,420	867,444	121,860	7,056,505	6,601,160
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 360,541	\$ 269,021	\$ 260,718	\$ 199,294	\$ (106,697)	\$ 982,877	\$ 1,515,163
NET ASSETS , beginning of year	1,586,566	4,428,372	(131,457)	(258,831)	580,735	6,205,385	4,690,222
Interfund transfers (note 10)	(244,164)	-	-	-	244,164	-	-
NET ASSETS - Ending	\$ 1,702,943	\$ 4,697,393	\$ 129,261	\$ (59,537)	\$ 718,202	\$ 7,188,262	\$ 6,205,385

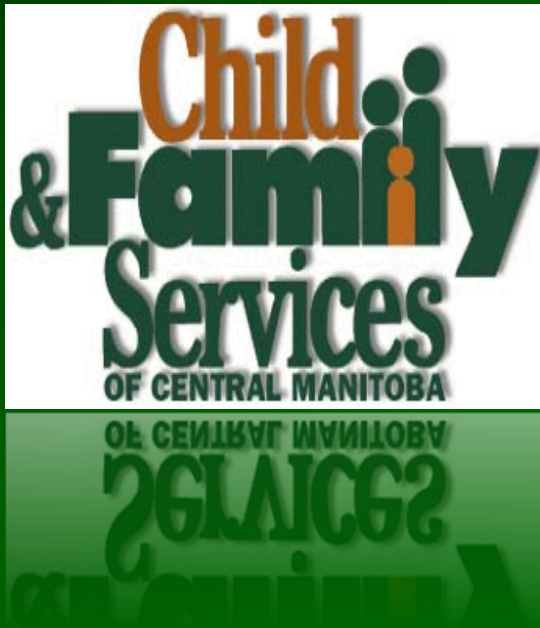
CHILD & FAMILY SERVICES OF CENTRAL MANITOBA INC.

Statement of Financial Position

For the year ended March 31, 2023

	CORE AGENCY SUPPORT FUND	WARD CARE FUND	PROTECTION AND PREVENTION SERVICES	DESIGNATED INTAKE	CAPITAL FUND	2023	2022
ASSETS							
CURRENT ASSETS							
Cash	\$ 2,859,567	\$ -	\$ -	\$ -	\$ -	\$ 2,859,567	\$ 6,547,537
Temporary investments (Note 3)	4,811,264	-	-	-	-	4,811,264	-
Accounts receivable (Note 4)	322,891	24,425	-	-	-	347,316	324,849
Prepaid expenses	40,246	-	-	-	-	40,246	32,117
	8,033,968	24,425	-	-	-	8,058,393	6,904,503
CAPITAL ASSETS (Note 5)	-	-	-	-	876,321	876,321	751,017
	\$ 8,033,968	\$ 24,425	\$ -	\$ -	\$ 876,321	\$ 8,934,714	\$ 7,655,520
LIABILITIES							
CURRENT LIABILITIES							
Accounts payable and accrued liabilities	\$ 395,856	\$ 212,127	\$ -	\$ -	\$ -	\$ 607,983	\$ 311,459
Accrued vacation pay entitlement	297,963	-	-	-	-	297,963	297,085
Accrued sick pay entitlement	58,738	-	-	-	-	58,738	69,641
Interfund balances	5,027,911	(4,885,095)	(129,261)	(13,555)	-	-	-
	5,780,468	(4,672,968)	(129,261)	(13,555)	-	964,684	678,185
LONG-TERM LIABILITIES							
Accrued severance/retirement entitlement payable (Note 7)	534,371	-	-	-	-	534,371	502,390
DEFERRED CONTRIBUTIONS (Note 8)	16,186	-	-	73,092	158,119	247,397	269,560
	6,331,025	(4,672,968)	(129,261)	59,537	158,119	1,746,452	1,450,135
NET ASSETS							
Invested in net capital assets	-	-	-	-	718,202	718,202	580,735
Externally restricted	-	4,697,393	129,261	(59,537)	-	4,767,117	4,038,084
Unrestricted	1,702,943	-	-	-	-	1,702,943	1,586,566
	1,702,943	4,697,393	129,261	(59,537)	718,202	7,188,262	6,205,385
	\$ 8,033,968	\$ 24,425	\$ -	\$ -	\$ 876,321	\$ 8,934,714	\$ 7,655,520





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F : 204-331-5046

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

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

