

2023-2024
90th Annual Report

Message from the President, Board of Directors

On behalf of the Board of Directors of Child and Family Services Central Manitoba Inc. (CFS-CM), I would like to acknowledge and thank all the staff for their professionalism and commitment to the children, young adults, and families of the Central Region. CFS-CM staff are a special group of people providing much needed services to individuals and families in complex and difficult situations.

The board of CFS-CM is focused on the development and delivery of a Policy Governance model of leadership. This means we are always in the process of learning more about this model of governance, and how to implement the principles with integrity and to best effect. This past year our educational focus was on the future of child and family services, not just in our area, but across the province and our country. There are many changes coming in child welfare, pushed by rapidly changing social needs, provincial and federal legislation, and the development and delivery of child and family services within Canada's First Nations peoples. As a board, one of our responsibilities is to provide direction to the Agency, and our focus on the future this past year helped provide us with some insights into what changes might be expected at CFS-CM.

Our board also worked with information collected from organizations in our region to refine what results we (the board and the larger community) expect from the work of the Agency. In the midst of the many expected changes in child and family services, the expected result, that CHILDREN ARE SAFE AND WELL, did not change. Other results expected from CFS-CM are that:

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

A major role of a Policy Governance board is control. This control does not refer to control of the day-to-day operations of the Agency, but rather control of the RESULTS of the work of the Agency, which are clearly identified in what are called Ends policies (see above) and referred to throughout this report.

On behalf of the board, I would like to also acknowledge and thank the Executive Director for her commitment and work with the Agency staff to strive towards the Board's identified Ends, and to provide the board with ongoing reports of progress towards those Ends. As well, the board has outlined through policies what may not be done to achieve the Ends and the Executive Director provides specific information to the board confirming that the Agency's practices fall within the designated guidelines (called Executive Limitations). As we monitor these Executive Director reports, the board receives evidence that the work of the Agency is producing the expected results within the parameters of legal, financial, ethical, and professional expectations.

In the coming months, the board is preparing to re-engage with the broader community in an effort to account for the current work of the Agency, and to learn more about what results are expected by communities in our region. We look forward to engaging with community partners in our region as we know that we share a mutual value and concern for all children, young adults, and families in our region.

Personally, I would like to thank the board for the opportunity to serve as President for the past year. The commitment and contributions of each board member is key to the board's progress, growth, and effectiveness as we strive to serve our Agency and our region. I look forward to working with this group of people in the coming year as we continue to journey towards enacting the principles of the Policy Governance model and upholding the ideals and values of the broader community.

Thank you, interested community members, for your continued support to children, young adults, and families in the region. Thank you for your support for the work of the CFS-CM Agency. We are pleased to share the 2023-24 annual report with you.

Respectfully,
Carol Braun, President

Message from the Executive Director

2024 marks the 90th year of Child and Family Services of Central Manitoba's existence. While our practice has changed dramatically over the years, the goal remains the same...helping families to keep their children safe and thriving. The prevalence of domestic violence, poverty, addiction, and mental health issues continues to define our work and significant strides have been made in our approaches to families who are struggling.

The General Authority has encouraged all their GA Agencies to adopt the Safe and Together approach to domestic violence and extensive training for our staff has occurred. Intake supervisor, Lauren Morrison has become a trainer for the Safe and Together model and will be supervising the Domestic Violence Coordinator we will hire in the coming year. This model focuses on the strengths of victims who often go to great lengths to protect their children from the violence in the home. The model also teaches us how to hold perpetrators accountable for their controlling and coercive behaviors. This has dramatically changed the way we work with families experiencing coercive control from their partners.

Changes to the Manitoba CFS Act have also been made which will soon allow the agency to enter into agreements with families. These agreements will allow us to work with families whose children cannot continue to be safely cared for by their parents and guardians while preventing the children from coming into foster care. The agreements allow for the voice of the child, the caregivers, the extended family as well as the agency in the planning for the family.

We have struggled with a shortage of foster parents over the last few years, however, we contracted with Youth for Christ to recruit foster families and, as a result, we have received multiple new applicants. We are grateful for the interest expressed by potential care providers in our region.

Reports of abuse and neglect continue to occur, and our teams continue to grow. Our In-Home Support Team hosts multiple educational workshops for parents regarding wellness for moms, fire safety, mental health, parenting teens, cooking, and domestic violence. More specialized approaches of working with families, such as Networking, Family Finding and the Safe and Together approach have resulted in the need for more staff. The Winkler Office is once again too small for all our employees and planning for expansion will need to occur.

Child welfare agencies alone cannot meet the safety needs and ensure the well-being of all the children in the region. As such, we recognize the importance of communities, schools, medical staff, and support programs outside of our agency. We strive to partner with all community members, whether they are professional supports or family supports, to create safety for children and families. Working together certainly impacts and improves the lives of many struggling families. We want to thank all of those individuals who have shown dedication and taken the opportunity to partner with CFS and families to create safety and allow children to remain in their homes or in the homes of their loved ones.

Respectfully,
Chris Chabbert, Executive Director



2023-2024 BOARD OF DIRECTORS

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PRESIDENT**

**ANNE MALYON,
VICE-PRESIDENT**

**CHRIS CHABBERT,
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BRUCE WOOD

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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.





**Child and Family Services of Central Manitoba exists so that
Children and Young Adults in the Central Region are safe and well**

Agency target ends (outcomes)

Children are safe
within a family

Children in our
care are successful

Children live in a
stable environment
with a caring adult

Family connections
are maintained

Families are able to
meet needs of
children

Vulnerable families
have a support
plan created with
the family

Caregivers have
the necessary skills
to care for chil-
dren

Families are
supported by
their community

Inter-agency
relationships
support children
and families

Each family has a
support network

CHILDREN ARE SAFE WITHIN A FAMILY

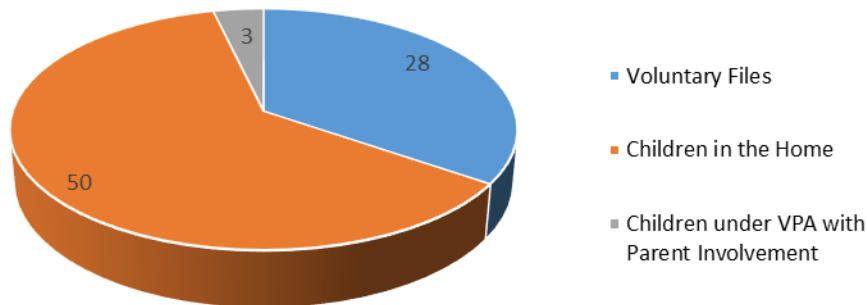
On March 31, 2024 CFS of Central reported the following information:

Every effort is made to place children with extended family or those who care about them before an agency home is utilized and every effort is made to avoid apprehension by creating safety in the family home.

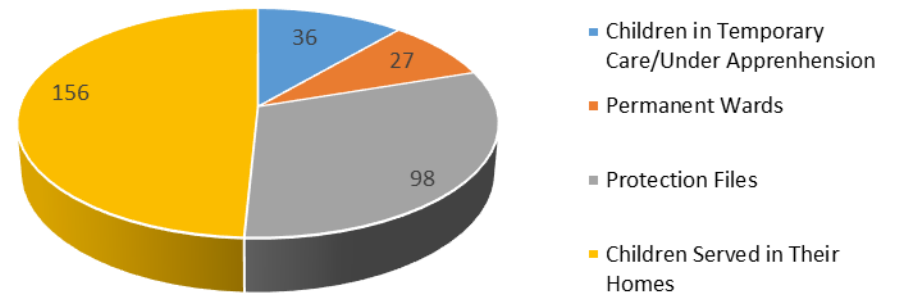
Of all the files closed, 100% of the children were deemed safe on the Safety Assessment and the Probability of Future Harm Assessment either indicated lower risk or, if the assessment indicated the same risk as a result of historical factors that could not change, a network of support was in place.

In total, as of March 31, 2024, CFS of Central was providing service to 269 children. Of those 269 children, 206 of them were receiving services in their homes and 63 were in agency care.

Voluntary Family Service

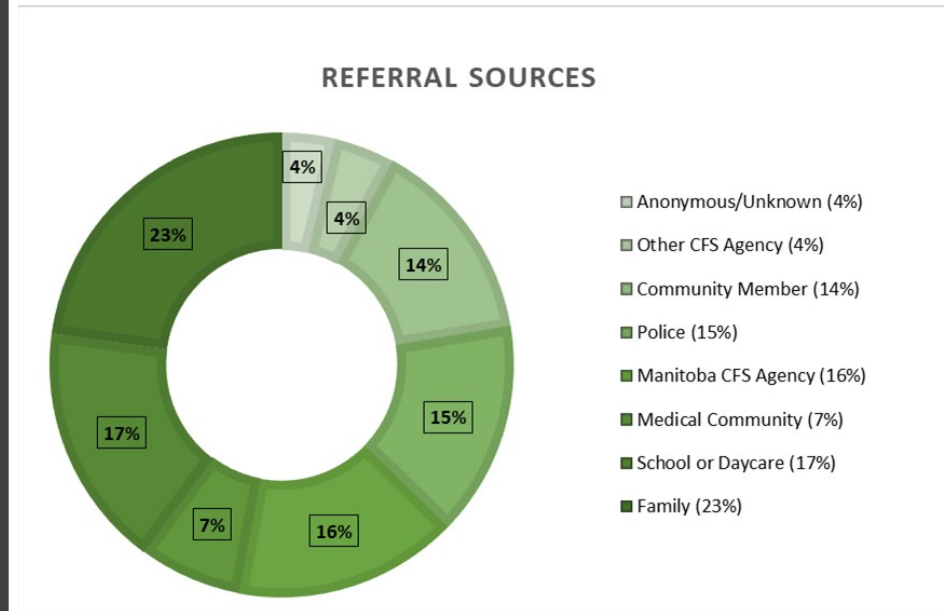
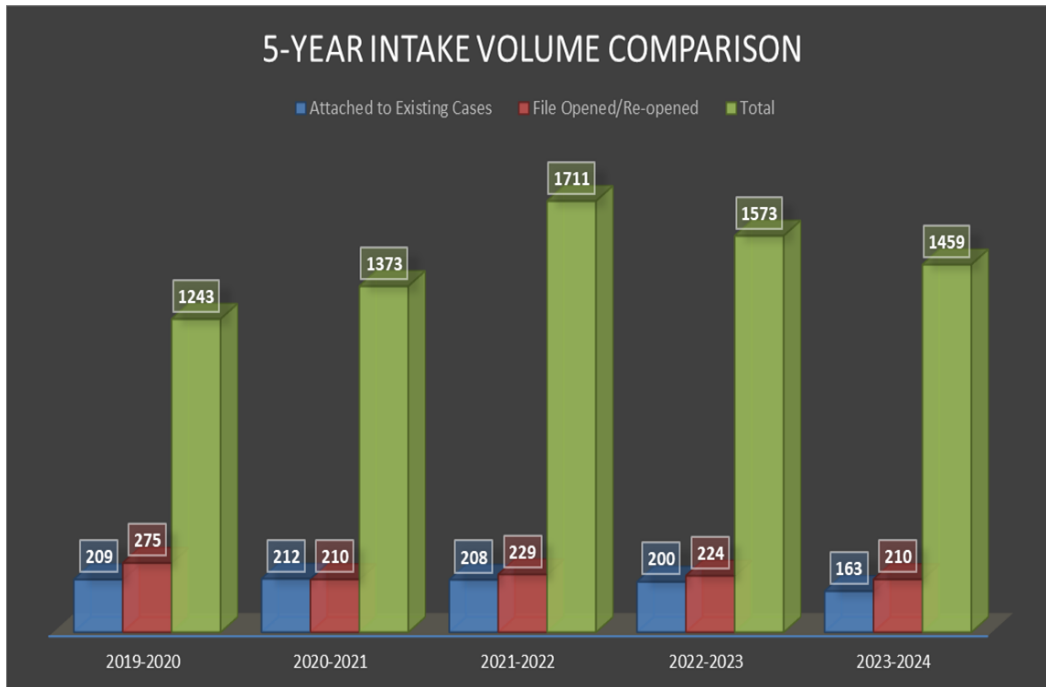
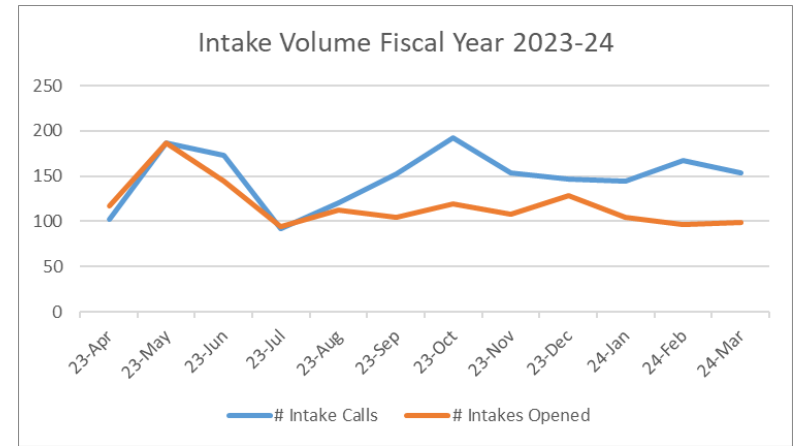


Protection Files and Permanent Wards



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

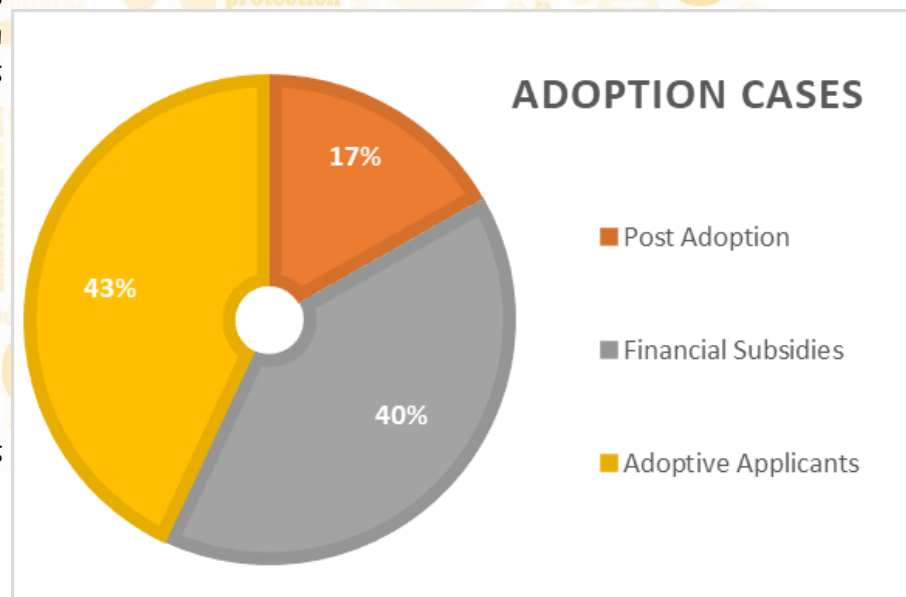
The Adoption Program provides adoption services to families in our region. Adoption work can consist of working with foster parents who are adopting foster children, new applicants looking to adopt, financial subsidy files, court reports, and openness agreement work along with post adoption requests. The adoption team continues to run our own educational series which is a mandated requirement for any new adoption applicants to have before they are able to continue with the process of adoption. It consists of 5 training sessions; Orientation, Attachment, Separation and Loss, Placement/Post Placement and Special Needs. 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 19 are adoption applications under assessment or awaiting assessment. We have 5 families where their adoption assessment is finished, and they are currently on the adoption registry awaiting a placement. While our team provides service in all of Manitoba's Adoption Divisions, the majority of these applications are for Division 1, Permanent Ward Adoptions.

As of March 31, 2023, we were carrying 36 Financial Subsidies for adoptive families which provides ongoing financial support to their adopted children. We provided post adoption support services to 15 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 still 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.

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 write 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.



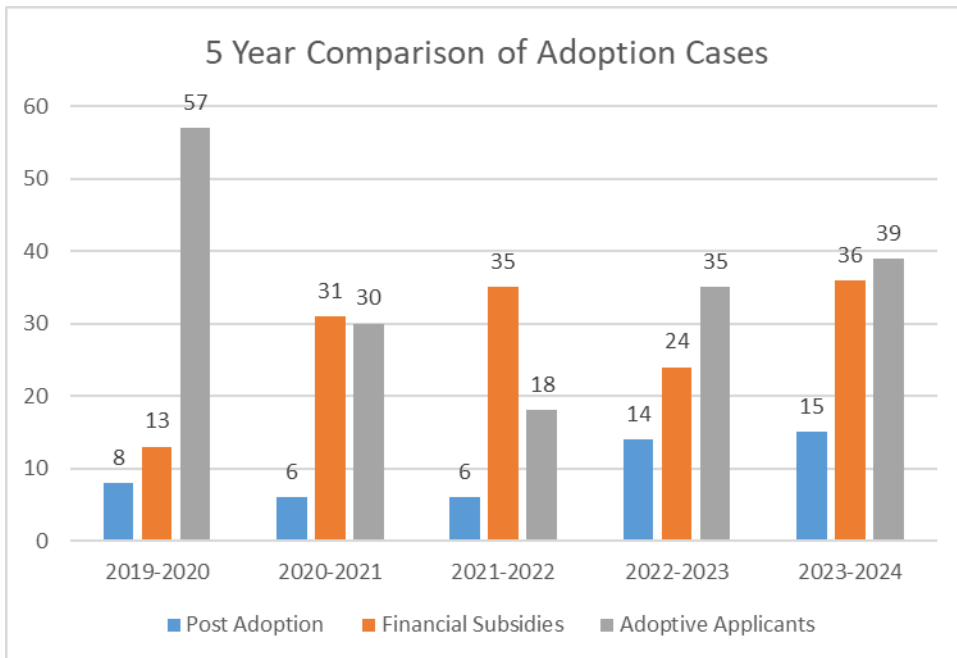
During the past year, our adoption team has finalized 4 adoptions: 1 Permanent Ward Adoptions (Division 1) for CIC's from our agency, 1 Permanent Ward Adoptions (Division 1) for CIC's from another GA agency, 1 Permanent Ward Adoptions (Division 1) for CIC's from Metis, and 1 Division 4 De Facto Adoption (The adoption of a child who has been in the care and custody of the applicants for at least 2 years).



During the past year, our adoption/resource team identified urgent placement needs within the agency and was able to offer help. This year we identified 4 homes that were prepared to take in children. The adoption team continues to help support the families and will complete their joint Foster Care/Adoption Home Studies over the next few months.

Our adoption team chairs and staff are involved in the permanency planning committee for the agency. The committee meets to

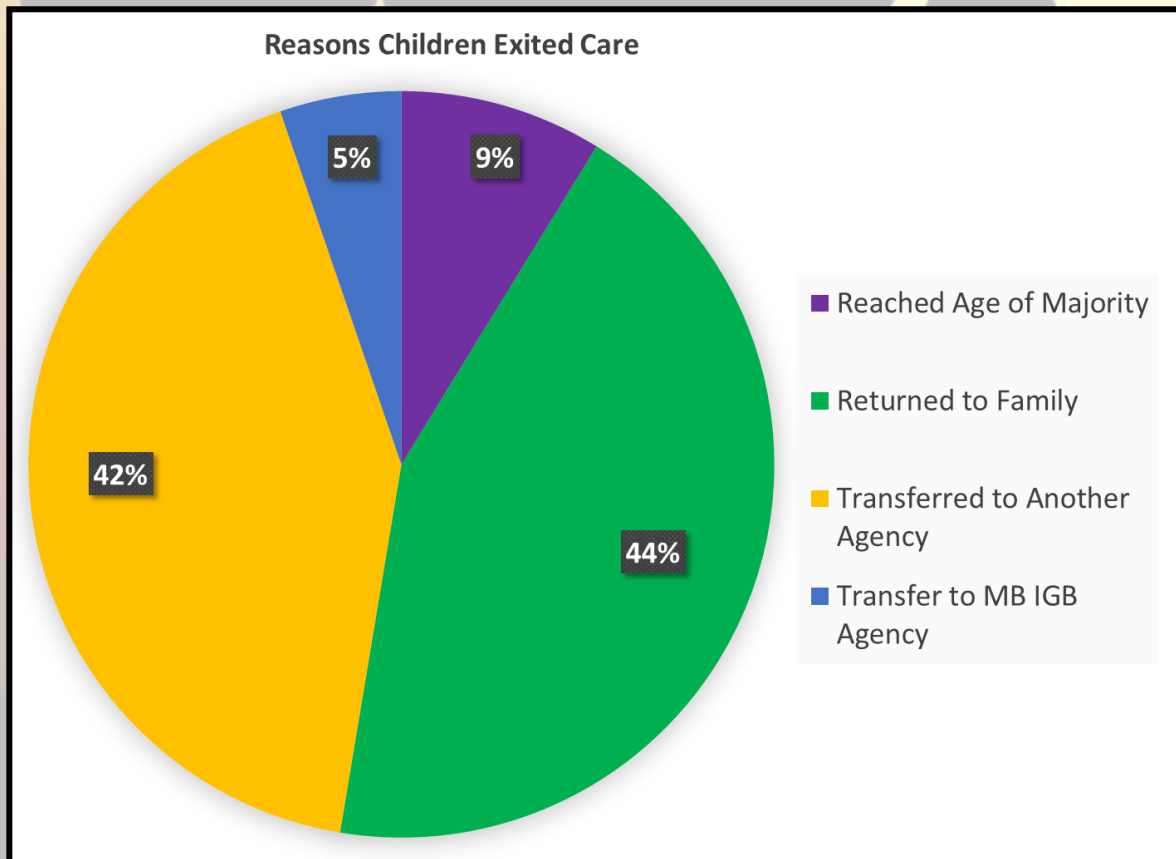
review all child in care files throughout the year. The committee exists to promote long term planning for children in care that: is done in a timely manner, considers all viable options for the child and arrives at the best plan, considers the need for children leaving care to have meaningful, permanent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



FAMILIES ARE ABLE TO MEET THE NEEDS OF CHILDREN

Of the children that exited care before the case was transferred to another agency, 25 out of 57 of them returned to their parents after Agency intervention and ongoing assessment for safety. 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.

Before protection files are closed, families have typically received multiple interventions to ensure they can meet the needs of the children. Some of these interventions include: networking, parenting skills education, domestic violence education, sexual abuse education, nutrition/cooking education, budgeting education and wellness education. Caregivers are assessed on an ongoing basis to determine if they are able to transfer the learning. Though it is only necessary that caregivers meet the basic needs of the children, we strive to provide opportunities for them to achieve a higher degree of parenting competency which reduces further reports of neglect and abuse.



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.

Community members participating in the support networks were:

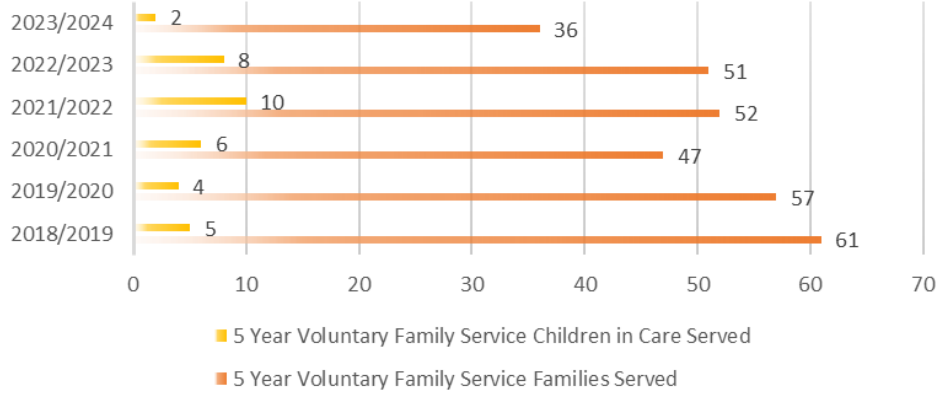
- ⇒ Central Station
- ⇒ Care Portal
- ⇒ Children's Disability Services
- ⇒ Clergy
- ⇒ Families First
- ⇒ Foster Parents
- ⇒ Genesis House
- ⇒ Guidance Counsellors
- ⇒ Pregnancy Care
- ⇒ Resource/Principal/Teacher
- ⇒ Therapists
- ⇒ Youth for Christ - Morden, Morris
- ⇒ Business Owners
- ⇒ Employment & Income Assistance
- ⇒ Workers from other CFS Agencies
- ⇒ Altona's "The Community Exchange"
- ⇒ The Link (counselling)

42 families participated in support networks from April 2023 to March 2024.

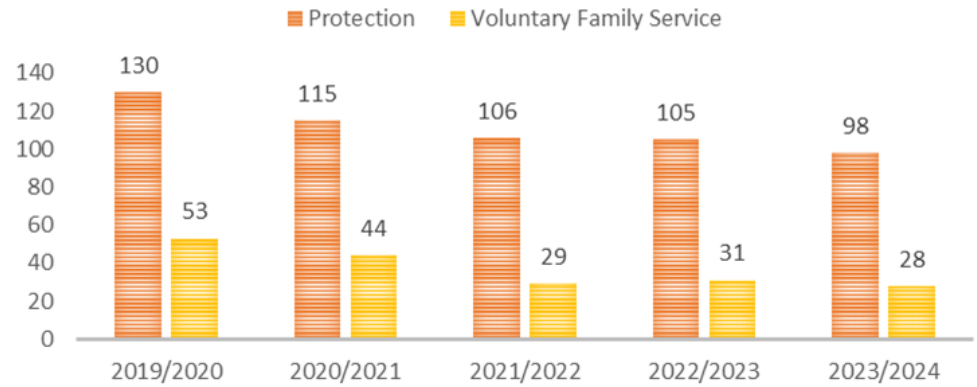
166 friends, family and other community members participated in these networks.



5 YEAR VOLUNTARY FAMILY SERVICE COMPARISON

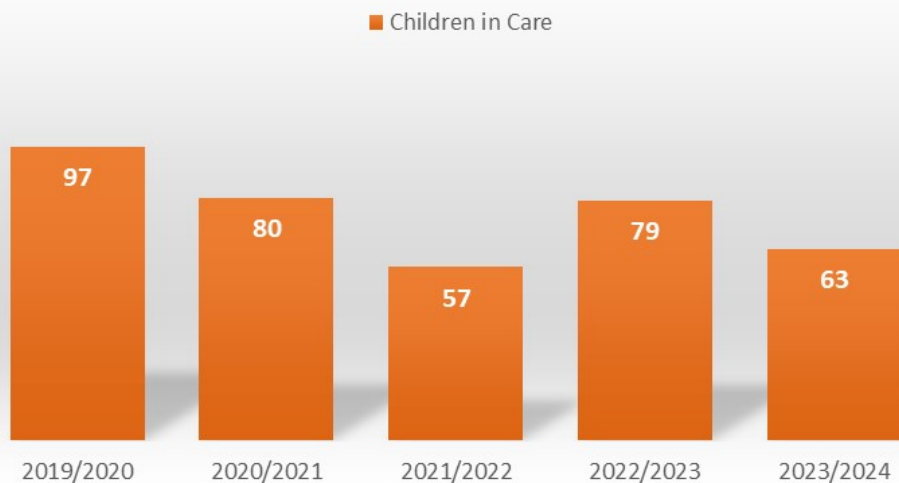


5 YEAR FAMILY SERVED COMPARISON



The number of **children in our care** has decreased 20% over the past year.

5 Year Child In Care Comparison

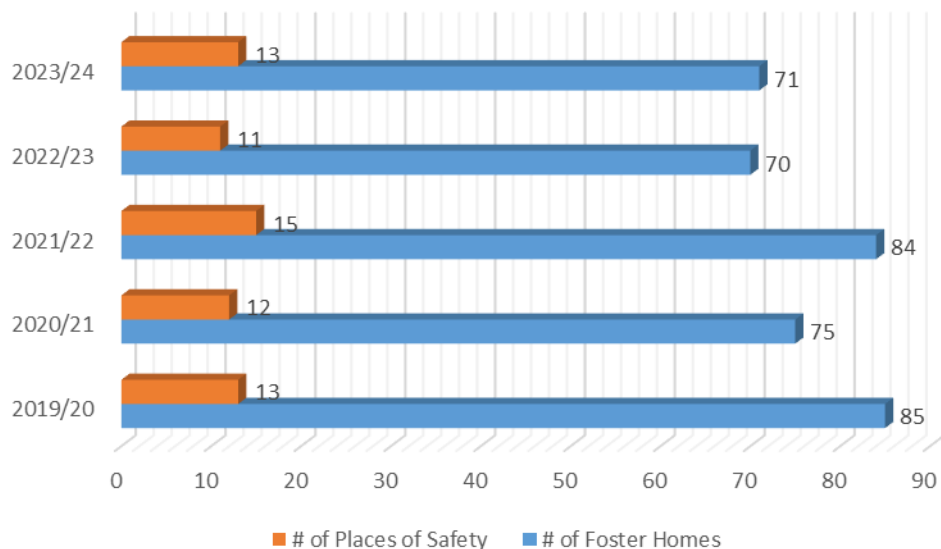


FOSTER CARE

“Every child deserves a champion – an adult who will never give up on them, who understands the power of connection and insists that they become the best they can possibly be.” – Rita F. Pierson. To that end, our CFSCM foster parents are amazing, strong, resourceful individuals and families who open their homes to children. They provide a safe place for a child to stay while their family heals. They support and participate in the journey of healing and repair as the agency works together with the family toward reunification. Our foster parents regularly participate in support networks for families, taking on teaching roles, building relationships with, and supporting families and network members, participating in check ins, and assisting in planning for youth transitioning out of care.

We currently have **71 licensed foster families** in the Central Region and **13 Place of Safety homes** (short-term family/relative placements). In addition to foster homes, our agency supplements care for children both in and out of foster care by providing respite support. We currently have 10 General Respite Homes and several 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 4 homes that considered this route and so far, have been successful. 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. In the past 6-10 months the agency has received approximately 15 new applications. The agency ran one session of orientation in the past year.

5 Year Foster Care Comparison



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 invited all our foster parents and their families to a supper and activities at Winkler Bible Camp. We had over a 130 show up for a great supper and petting zoo, the chimney (climbing wall), junkyard (obstacle course), and runway (low zipline). The agency continues to honour those foster parents who have committed ten years plus in service to the agency.

TRUTH & RECONCILIATION

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:

- ⇒ **How Behaviours Uncover Stories of Trauma & Resilience in Children, Youth and Families**
- ⇒ **Safe & Together**
- ⇒ **History of Indigenous Peoples—Clan Mother's Video Series**
- ⇒ **Family Finding Training**
- ⇒ **Blanket Exercise**
- ⇒ **Family Network Facilitation Training**
- ⇒ **Legislative Changes to CFS Act**
- ⇒ **Residential Schools, Intergenerational Trauma and Truth & Reconciliation**
- ⇒ **History of Indigenous Peoples**
- ⇒ **Respecting the Dignity and Worth of All Peoples**



Staff participated in 433 hours of training.

SAFE & TOGETHER

Safe and Together is a model used to assess and plan with families affected by domestic violence. Historically, systems have not considered the choices of perpetrators as parents when assessing and planning with families affected by domestic violence which resulted in survivors being held solely responsible for the ongoing safety of their children. This historical pattern often resulted in survivor's being blamed for the harm to their children and more concerning, this pattern often led to apprehension rather than safety planning. The Safe and Together Model is a behaviour-based model that focuses on holding perpetrators accountable for their actions taken to harm their children and which focuses on keeping children safe and together with their non-offending parent. The Model uses three main principles:

- 1) Keeping children safe and together with their non-offending parent
- 2) Partnering with non-offending parent as a default position
- 3) Intervening with perpetrators to reduce risk and harm to children

In using this model, systems are able to partner with survivors to assess strengths and protective capacities, often looking at a survivor's actions from a different lens resulting in a more in-depth understanding of what the survivor is doing to keep children safe. In addition, the model provides tools for assessment regarding the choices a perpetrator has made and how these choices have impacted children. These tools provide guidance in intervening with perpetrators and holding the perpetrator, rather than the survivor accountable for their choices.

Child and Family Services of Central Manitoba has implemented the use of the Safe and Together Model as a standard practice when working with families affected by domestic violence. By June 2024 it is expected that at least 80% of staff will have completed Safe & Together core training. The remaining 20% are new hires and staff on leave. The Agency has one supervisor who has become certified in Safe and Together Train the Trainer which means that this staff can offer the training to staff within the Agency as well as to collaterals outside of the Agency. A second supervisor is beginning the Train the Trainer Program in September 2024 and the expected completion date for this second staff to be certified is December 2024. It is anticipated that together, these two staff members certified as trainers will begin offering the Safe and Together Core Training to staff to CFS Central as needed. In addition, the certified trainers can provide One Day Overview trainings and One Hour Briefings as needed.

The Agency is also preparing to fill a newly created position of a Domestic Violence Coordinator. The hope for this position is that the successful candidate will also become a certi-

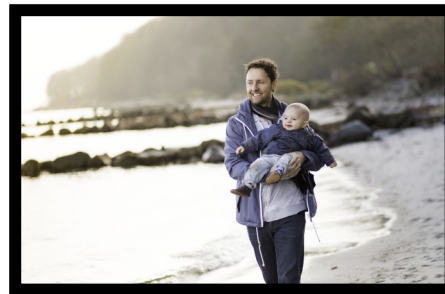


CARING DADS

Caring Dads is a 17-week program designed for dads who are struggling with relationships in their family due to domestic violence. CFSCM has successfully run 11 sessions since we began offering the program in 2018.

Our goal is to promote the safety and wellbeing of children and their mothers and to give dads the tools and knowledge to become the best dad they can be. Whether they live together as a family, share custody, or have visits, Caring Dads will help give dads the tools to improve their relationships with their children. Caring Dads is a big commitment to both the instructors and the dads, but with that commitment also comes great reward. We are seeing dads learn new skills in communication, building loving relationships with their children and having fun as a dad.

Dad's are referred to the program by a worker. This upcoming year we are planning to run two sessions; the first session is set to run starting October 3rd, in Winkler and the second session will run in early 2025, in Carman.



CHILDREN IN OUR CARE ARE SUCCESSFUL...

A hello from my heart to yours! Would we still recognize each other if we met? Ten years is a long time. Long enough to bring about lots of changes.

I wonder what life has unfolded for you all these years. After enjoying my last years of school and some years with the youth group of our church, I married a young man that lived only a mile from my parents. On Saturday was our first wedding anniversary. Beginning of August we hope to welcome a baby into our home.

At this time I am enjoying my garden and housework. Sometimes I can also help my husband out in his shop.

When I reflect back on memories when we saw you regularly, I think of doughnuts. ☺ Remember?

I would like to take this privilege to thank you for what you did for us in our journey of healing. You helped us greatly by being there, answering all our questions and preparing us children for the next steps ahead. You did a great job of giving a steadying, calming hand, through all the turmoil. And you took such an interest in our lives, whether it was about relationships, or stick houses!

Thank God, that we were allowed to be children again.

May you also feel God's love and guidance in your lives.

With Love,
Former Child in Care

STATEMENT OF OPERATIONS FOR THE YEAR END MARCH 31, 2024

CHILD & FAMILY SERVICES OF CENTRAL MANITOBA INC.

Statement of Operations and Changes in Net Assets

For the year ended March 31, 2024

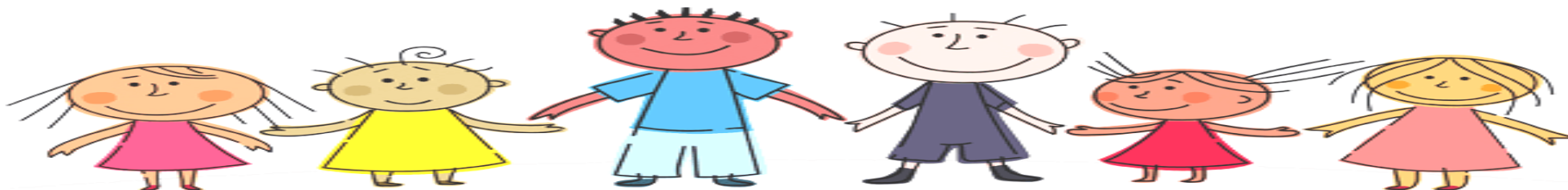
	CORE AGENCY SUPPORT FUND	WARD CARE FUND	PROTECTION AND PREVENTION SERVICES	DESIGNATED INTAKE	CAPITAL FUND	2024	2023
REVENUE							
Province of Manitoba	\$ -	\$ 43,925	\$ -	\$ -	\$ -	\$ 43,925	\$ 56,354
Government of Canada	-	483,587	-	-	-	483,587	417,367
General Child and Family Services Authority	1,020,373	4,390,610	1,389,036	991,227	-	7,791,246	7,209,528
Amortization of deferred contributions	-	-	-	-	12,163	12,163	12,163
Other	447,194	2,989	63,177	-	2,000	515,360	343,399
	1,467,567	4,921,111	1,452,213	991,227	14,163	8,846,281	8,038,811
EXPENSES							
Allocation of operational expenses	(325,500)	197,100	128,400	-	-	-	-
Amortization of capital assets	-	-	-	-	186,260	186,260	121,860
Field service costs	82,659	-	68,930	-	-	151,589	161,098
Office maintenance	259,332	-	-	-	-	259,332	234,243
Office operations	202,065	-	-	51,574	-	253,639	168,935
Other support	-	-	63,177	-	-	63,177	61,935
Salaries and benefits	754,298	1,886,509	1,027,887	834,471	-	4,503,165	4,184,859
Service support	163,701	-	163,819	29,196	-	356,716	337,525
Ward care expenses	-	2,838,563	-	-	-	2,838,563	1,786,050
	1,136,555	4,922,172	1,452,213	915,241	186,260	8,612,441	7,056,505
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ 331,012	\$ (1,061)	\$ -	\$ 75,986	\$ (172,097)	\$ 233,840	\$ 982,306
NET ASSETS , beginning of year	1,702,372	4,697,393	129,261	(59,537)	718,202	7,187,691	6,205,385
Interfund transfers (note 10)	(383,288)	-	-	-	383,288	-	-
NET ASSETS - Ending	\$ 1,650,096	\$ 4,696,332	\$ 129,261	\$ 16,449	\$ 929,393	\$ 7,421,531	\$ 7,187,691

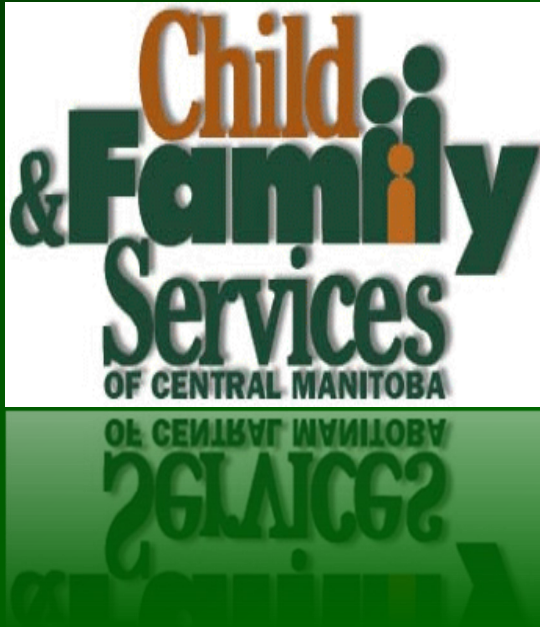
CHILD & FAMILY SERVICES OF CENTRAL MANITOBA INC.

Statement of Financial Position

For the year ended March 31, 2024

	CORE AGENCY SUPPORT FUND	WARD CARE FUND	PROTECTION AND PREVENTION SERVICES	DESIGNATED INTAKE	CAPITAL FUND	2024	2023
ASSETS							
CURRENT ASSETS							
Cash	\$ 1,169,041	\$ -	\$ -	\$ -	\$ -	\$ 1,169,041	\$ 2,859,567
Temporary investments (Note 3)	6,656,809	-	-	-	-	6,656,809	4,811,264
Accounts receivable (Note 4)	325,556	32,378	-	-	-	357,934	347,316
Prepaid expenses	55,520	-	-	-	-	55,520	40,246
	8,206,926	32,378	-	-	-	8,239,304	8,058,393
CAPITAL ASSETS (Note 5)	-	-	-	-	1,075,349	1,075,349	876,321
	\$ 8,206,926	\$ 32,378	\$ -	\$ -	\$ 1,075,349	\$ 9,314,653	\$ 8,934,714
LIABILITIES							
CURRENT LIABILITIES							
Accounts payable and accrued liabilities	\$ 502,517	\$ 145,659	\$ -	\$ -	\$ -	\$ 648,176	\$ 607,983
Accrued vacation pay entitlement	347,456	-	-	-	-	347,456	297,963
Accrued sick pay entitlement	70,171	-	-	-	-	70,171	58,738
Interfund balances	5,028,415	(4,809,613)	(129,261)	(89,541)	-	-	-
	5,948,559	(4,663,954)	(129,261)	(89,541)	-	1,065,803	964,684
LONG-TERM LIABILITIES							
Accrued severance/retirement entitlement payable (Note 7)	608,271	-	-	-	-	608,271	534,371
DEFERRED CONTRIBUTIONS (Note 8)	-	-	-	73,092	145,956	219,048	247,968
	6,556,830	(4,663,954)	(129,261)	(16,449)	145,956	1,893,122	1,747,023
NET ASSETS							
Invested in net capital assets	-	-	-	-	929,393	929,393	718,202
Externally restricted	-	4,696,332	129,261	16,449	-	4,842,042	4,767,117
Unrestricted	1,650,096	-	-	-	-	1,650,096	1,702,372
	1,650,096	4,696,332	129,261	16,449	929,393	7,421,531	7,187,691
	\$ 8,206,926	\$ 32,378	\$ -	\$ -	\$ 1,075,349	\$ 9,314,653	\$ 8,934,714





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

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

