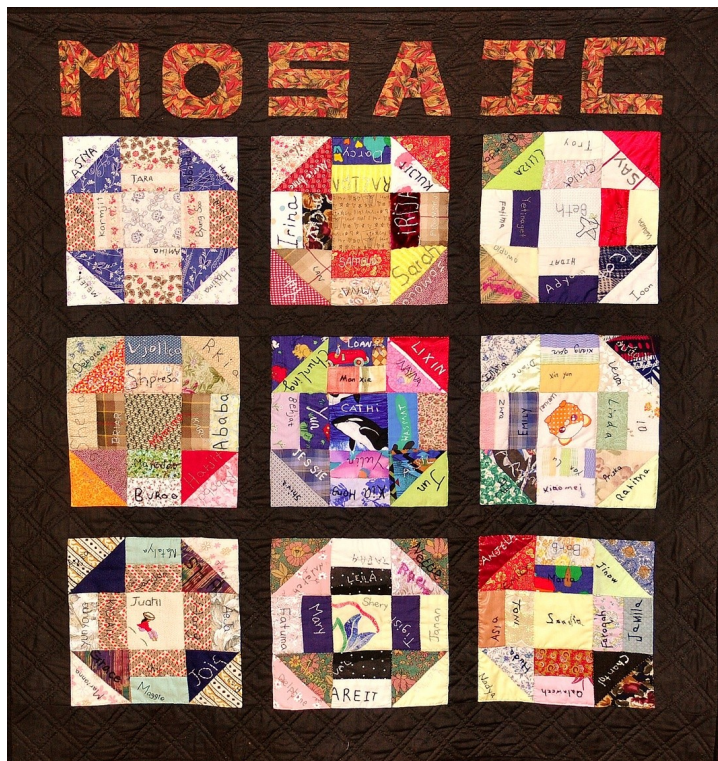


Mission Statement

Mosaic – Newcomer Family Resource Network is a non-profit organization that provides immigrant parents and primary caregivers with opportunities to develop additional language skills and build the confidence and independence needed to participate actively in community life, while providing their pre-school-aged children with quality child care.



*Special thanks to Eun Sook (Maria) Choi, Quilter
Hand stitched by students and staff 2009*



mosaic
Newcomer Family Resource Network

Annual Report 2012–2013

Message from the Board Chair

Briar Jamieson



Three years ago, the Board of Mosaic went through a strategic planning process to map out the future of the organization in the years to come. Today, Mosaic has achieved all the outcomes we had aspired to in order to fulfill our mandate: to provide immigrant parents and primary caregivers with opportunities to build their English language skills and their confidence while simultaneously providing their pre-school age children with childcare.

By co-locating our programs in areas where there is demand for language and family programs we have established roots in communities around the city. We have a new centralized location that is ideally situated where many newcomers, who are in need of EAL services, reside in the Central Park area. The quality of programming is evident in the increased demand for both language and family classes. The needs of members are constantly met by the creative team at Mosaic, the commitment of volunteers and the trust of funders.

Mosaic Newcomer Family Resource Network is a commitment to serve community development, family learning and language needs of newcomers. Mosaic is a place where we embrace difference; enter into dialogue, and work to understand each other at the most basic of levels. Through language we communicate our care and love for our children and empower our newest community members to make and build roots in a new city. Participants, staff, and volunteers come from a variety of places around the globe, with different languages and life experiences. Mosaic has truly become "...a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams" (Jimmy Carter).

As we look forward to 2014, I am thankful for the generosity of our funders, the commitment of our staff, volunteers and fellow Board members, and most importantly the willingness of our participants who make Mosaic their home away from home.

Mosaic – Newcomer Family Resource Network

Community Partners 2012/2013

Many thanks to our hosts and partners

Immanuel Fellowship Church

Fort Garry Mennonite Brethren Church

Bethel Mennonite Church

St. Matthew's Church

Knox United Church

Sister MacNamara School

John M King School

Blindside Creative

Bookmates

City of Winnipeg

Communities 4 Families - Downtown Coalition

English Online

Family Dynamics

First Book Canada

Frontier College

Gas Station Arts Centre

Hugh John MacDonald School

IRCOM

Joan Durant

John Howard Society

Parent Child Coalitions: Downtown, River Heights, Ft Garry

Play Back Theatre-Red Threads of Peace Project,

Manitoba Start

Neighbourhood Immigrant Settlement Workers, Pembina Trails, West Central,

Tuxedo/ Edgeland/Doncaster, William Whyte

New Journey's Housing

Nobody's Perfect Manitoba

SEED Winnipeg

SERC

South Winnipeg Family Information Centre

Siloam Mission

St. Matthew's Maryland Non Profit Housing Society

University of Manitoba, Faculty of Human Ecology Research Department,

Victor Mager Parent's Association and Victor Mager School

WELARC

Winnipeg Public Library

Winnipeg Regional Health Authority

Winnipeg School Division – Volunteer Co-ordination, Language Coaches

Thank you for your support!



Thank you for everyone who came to our openhouse to celebrate our new space!

Message from the Executive Director *Val Cavers*

Four years ago, Mosaic received a small grant from the Winnipeg Foundation to fund a strategic planning session. It was a wonderful exercise, gathering staff, program participants and volunteers for a conversation cafe that produced three years worth of valuable goals. The plan was simple, do more of what we do best, find ways to do what we want to do, and finally, find a home for Mosaic. Last December marked the end of those three years, and December was also the month that we finalized negotiations with the building owner at 397 Carlton Street!



This has been a year of reflection and action, reflecting on our accomplishments to date and acting on the final elements of our strategic plan, bringing it to fruition.

I would like to pay particular tribute to the staff members and contractors of Mosaic, my co-workers, who have taken on additional work without flinching, overcome obstacles and challenges that change brought, and through it all continued to provide excellent quality programming, and services to newcomer families.

Many thanks also to the Board of Directors whose many talents continue to enhance the work that we do. Members not only provided guidance and support, they also contributed special skills and expertise.

There were numerous achievements this year including the inclusion of childcare workers at the annual conference organized by Immigration and Multiculturalism, numerous community presentations, the addition of a new class at our Fort Garry location, successful negotiations with our new federal funder, and forming new and exciting community partnerships.

The defining moment for this year has to be the establishment of our downtown home, where we hope to continue to dream, plan and act.

Mosaic – Newcomer Family Resource Network
Board of Directors



**Ariana
Yaftali**

Member
new two year
term

**Briar
Jamieson**

Member
new two year
term



**Karla
ulloa**

Member
new two year
term

**Lan
Doan**

Member
new two year
term



**Catherine
Moss**

Member
two year term



The Board with Jane Huck and Linda Xie.

Mosaic – Newcomer Family Resource Network
Funders 2012/2013

We gratefully acknowledge the support of our funders:

Assiniboine Credit Union
 Bethel Mennonite Church
 Central Neighbourhood Development Corporation
 Citizenship and Immigration Canada
 Communities 4 Families
 FACT Coalition
 Forks North Portage Partnership
 General Authority Community Council
 Healthy Together Now, St James, St Vital and River Heights
 Jewish Foundation
 Literacy for Life
 Manitoba Community Services Council
 Province of Manitoba, Housing and Community Development
 - Neighbourhoods Alive!
 Province of Manitoba, Immigration and Multiculturalism
 - MIIP and Welcoming Communities
 Raise a Reader-Literacy Partners of Manitoba
 Scotia Bank
 Winnipeg Foundation Community Grants
 Winnipeg Regional Health Authority
 Youth in Philanthropy Grants
 - Glenlawn and Fort Richmond Collegiates



Mosaic lobby - before ...



... and after.

Special thanks to Catherine Moss for her design and decorating skills that made our new home look immediately lovely!

Mosaic – Newcomer Family Resource Network

Volunteers 2012/2013

Abdul Sabir	Hinda Gruber	Omolayo Ola
Adelaida Ramos	Jane McGregor	Rania Shaaban
Ajea Park	Jean Travis	Rina Lahmudin
Carla Kehler	Joan Smith	Sandra Bignell
Carol Janzen	Joanne Boychuk	Shaun Wang
Cynthia Robins	Katherine Himelblau	Subramani Arumugam
Elsie Epp	Kathy Enns	Sheryl Bennett
Esper Wong	Karen Stern	Tsega Weldegebrial
Fardous Chowdhury	Marlene Loepp	Vipin Varghese
Fiona Wong	Maryann	Wendy Anthony
Grace Johnson	(Xiaomei Zhang)	Yunyi Chen
Harwin Kaur	Muriel Chisholm	
Heather Tinling	Nasro Hassan Isack	

Thank you volunteers—You make it happen!

Many thanks to our many generous donors who have donated time, toys, supplies, equipment and many other useful items!



Candle making at St. Matthews



Children from Immanuel showcasing their craft projects

Mosaic – Newcomer Family Resource Network

Staff Members, Contractors and Substitutes

Adelaida Ramos	Khalidah Abdulabbas
Allison Wilcox	Kirsten Freed
Barbara Coombs	Kit Lin Chin
Bequie Lake	Kusum Sharma
Carmen Paterson-Payne	Laura De la Rosa
Dana Rungay	Linda Xie
Dhelal Al Dulaimi	Lisa Byfield
Diane Labelle	Lisa Martens
Emily Maiers	Mahbuba Hoque
Fahima Abdul Basir	Marie Oquendo
Fardowsa Botan	Maryam Chamaa
Fariha Idris	Melinda Pasqual
Flo Skakum-Lewis	Nan Anderson
Florence Munezero	Paulina Katz
Friba Ghafuri	Rajeha Mohammed
Gabriela Galli	Saadia Abdillahi
Golrokh Salehia	Salimata Soro
Hadil Al-Hassani	Sheila Singh
Haiyan Xie	Sita Maya Gurung
Hajitu Mohammed	Souada Bauer
Ira Kovach	Susan McDougall
Jaleh Nikpey	Tara Penner
Jane Huck	Usha Chaudhari
Jean Tinling	Val Cavers
Jeanine Nziguheba	Valerie Unwin
Jianping Wang	Viktoria Bokova
Kemi Bombata	Warda Ahmed
Kezia Malabanan	Zebiba Ibrahim



Students from Fort Garry



Jean with Raffi at the #belugrads concert

Message from the English as an Additional Language Program Coordinator

Tara Penner



EAL Program Highlights S.Y. 2012 to 2013

This school year brought change and growth to the EAL program.

Immanuel's childcare staff created exciting activities to engage the children. They made guitars, drums and fire trucks—creative play was encouraged with these crafts! The children learned new songs, stories, have enjoyed making new friends and are learning to share together! The teachers have been working hard to create a harmonious and engaging teaching

environment.

Fort Garry added an extra class and a new teacher this year! The Fort Garry team has a field trip and guest speaker each month—notable field trips were a trip to The Forks in winter to walk the river trail and a tour of the Legislative Building. Students enjoy the weekly conversation circles and book buddies. The Fort Garry students will be planting flowers next week! The teachers at Fort Garry are eager to incorporate more technology into lessons and are planning an effective way to make technology accessible for classroom use.

Bethel held their annual job fair with Grant Park high school students. Monthly conversation circles with the seniors from Bethel Place are a highlight for students. Bethel's childcare always has creative activities to engage children in learning and developing.

The St. Matthew's team survived a year of renovations at the church; all while maintaining a high level of programming, keeping morale high and students attending. The staff at St. Matthews will be saying goodbye to their long time location and moving to Carlton at the end of June.

Our biggest change was moving to our new program and office space at 397 Carlton!! The EAL classes and childcare located at Knox Church moved across the street to Carlton mid March. Students and children feel at home now! Teachers organized a dance party at the end of May—it was so nice to see everyone dancing and smiling! It is wonderful to have a home space for classes!

A big thank you to teachers, childcare staff and students for making this year a great one for learning!

Profile of a Mentor

The mentoring program that MOSAIC has incorporated as a model of practice for its Family Programs has surpassed everyone's expectations. As one of the first ones going through this experience, I am very eager to share my story to encourage many other newcomer women and parents that are interested in making a difference in their communities to take the first step and join our programs.



I am a new Canadian coming from Argentina. After having my baby, I found myself in a very difficult situation; lonely, homesick, sad, isolated, doubtful were some of the feelings that I was dealing with. Everyone around me was busy, I did not want to disturb them with the challenges I was going through being a first time mom away from my homeland and family.

I was fortunate that my sister in law invited me to one of the Nobody's Perfect Parenting Programs that MOSAIC was running at that time. I attended one of the sessions as a **participant**, and I immediately felt comfortable among other moms that were facing the same difficulties as me. Jean Tinling, who was the facilitator, offered me the opportunity to be trained as a facilitator for that program, and I loved the idea of helping to pass the message of hope to other parents.

I took the training and started to co-facilitate programs as a **mentee facilitator**. This allowed me to practice, experience, learn, and build confidence in my skills until the time that I felt comfortable enough to take the next step. In the meantime, MOSAIC was providing me with many opportunities for training, workshops, and conferences to continue developing and improving my skills as facilitator.

Once I felt ready, I became a **mentor facilitator**, which allowed me to be in charge of the programs I was running and, at the same time, I had the chance to guide and share my knowledge and experience with other mentee facilitators. I remember the first time I had to do this, I felt really nervous but very proud of myself.



This whole experience has changed me in a way I did not imagine. I feel empowered, confident, skilled, valued, helpful, and that I am contributing and making a difference in the community that I feel part of.

Thank you to MOSAIC and especially Jean Tinling for believing in me.

Laura DelaRosa

Nine New Mosaic Nobody's Perfect Facilitators Trained

On April 8-11, 2013, nine new members of the MOSAIC FAMILY PROGRAMS TEAM were given the privilege to attend the Nobody's Perfect Training at Youville Centre at 33 Marion Street. It was a 4-day, fun-filled seminar wherein participants had the chance to know what Nobody's Perfect Program is all about. They also learned different ways and techniques of an effective facilitator.



Nobody's Perfect Facilitators (left to right):
Front row: Hajitu, Assumpta, Marie
Back row: Melinda, Fardowsa, Sally, Saadia, Kemi, Zebiba

All of these nine new facilitators are now each co-facilitating one of Mosaic spring family programs.

In June all of these women along with our other Family Programs facilitators will be trained as facilitators for Joan Durrant's Positive Discipline Program.

Mosaic Family Programs Team is proud to be able offer these excellent parenting programs to newcomer parents.

Melinda Pascual

Here are some of the things that the participants said about their experiences in the said training:

I was excited to participate in NP because I learned a lot like how to handle the children and have a good relationship with them. I thank MOSAIC for giving us this great opportunity to attend this course. It was wonderful and helpful, I will use it at work and in my community. -Assumpta

Really the training was great and very helpful to me. -Fardowsa

Regarding my experience at the Nobody's Perfect training, I would say it was a wonderful experience working together with other facilitators and sharing different ideas. -Kemi

The training was super awesome and fun! I am very privileged to share the experience with excellent people. -Marie

I was able to learn lots of tips/pointers on how to be an effective facilitator, e.g. building trust and self-confidence, role playing, ice breakers and energizers, etc. I really enjoyed the training because the trainers (Jean, Sharon and Carmen) were really good and the participants were great! -Melinda

The training was wonderful and I gained a lot of experience and fun. -Saadia

It's was a great experience. I really appreciate learning with all these wonderful women. -Sally

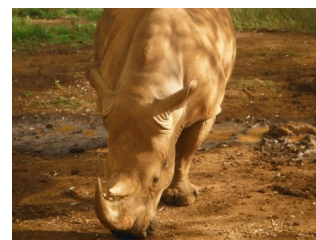
My experience at the training I really enjoyed it! It was a learning and fun moment to describe it in few words it was a program which 'values our value'! -Zebiba

Message from the Director of Family Programs Jean Tinling

From Africa to Carlton

This has been a year full of new experiences and amazing opportunities; a year of solidifying our community relationships and a year of expanding our family programs. A year in which our community partners and funders supported and believed in us and helped us grow in every way possible.

Last year at this time I received an unexpected invitation from Save the Children Sweden, through Joan Durrant, to fly to Africa to train Save the Children staff who live and work in Dadaab refugee camp. The training I did was in Joan Durrant's Positive Discipline program. Many people have since asked if the trip to Africa changed me. There is no doubt that it was a very emotional, life changing experience, giving me a deeper understanding of some of the life experiences of newcomers and an admiration of their courage far exceeding what I had before.



Jean's close encounter with a rhino!

However, as I reflect on this question of how it changed me, I think that what the experience did was enhance my belief in all the gifts that newcomers bring with them to Canada and boost my motivation to do everything possible to provide opportunities so they can share their gifts. This year, while travelling through the days, all the way from Africa to our new home on Carlton, I was a witness to the sharing of these gifts. Gifts of rhymes and songs in many different languages, gifts of shared parenting experiences, gifts of listening and understanding, gifts of laughter and tears, gifts of a helping hand from one neighbour to another, gifts of material things, like shared baby clothes and handed down strollers, gifts of phone calls and friendships, gifts of food sharing from home countries, gifts of a "pay it forward" atmosphere, where each and everyone who was given an opportunity to take a training, volunteer or facilitate, going on to help and support many others who then went on to help others and so the journey continues.

Mosaic is an organization full of passion and compassion; but the word organization doesn't fit when I talk about Mosaic. Mosaic has become a new family for all.



Save the Children training in Kenya



Mosaic Family Program Facilitators