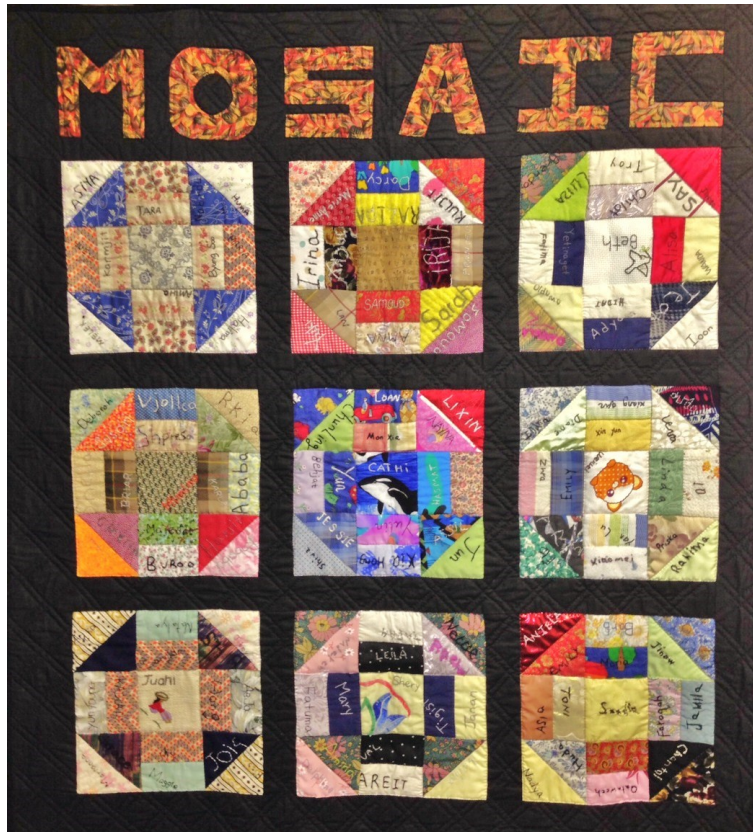


Mission Statement

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 2013 - 2014

Message from the Board Chair

Ariana Yaftali



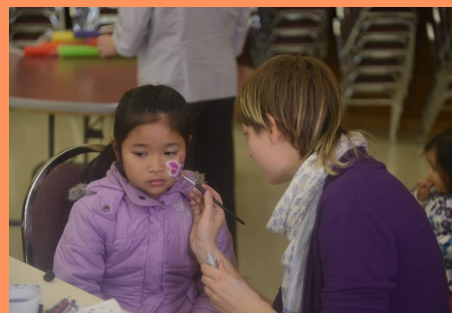
The expansion of Mosaic is an indication of the growth and success of our organization. Since Mosaic's establishment, we have been committed to providing English as an additional language classes, Family Programs and childcare in a supportive, safe and comfortable environment with a focus on positive learning experiences for our participants.

In the area of settlement services for new Canadians, Mosaic remains a unique service and our dedicated staff members have delivered remarkable services to our participants. While our participants have been in the classrooms, their children have been placed in our childcare areas. This unique service provides not only a safe, comfortable environment, but has given parents a sense of security and comfort while they are focusing on the important areas of their settlement and integration process; learning a new language.

At the beginning of this fiscal year, our board of directors, staff and volunteers had the opportunity to be part of our strategic planning for the coming five years. Dedicated staff and volunteers expressed their commitment to continue to provide existing services as well as trying some other innovative programs to assist our participants further. This clearly speaks to the dedication of our agency to meet the needs of our participants. As we embark on our new 3 year plan, we look forward to collaborative partnerships to ensure that we are providing important and critical support and information to our participants.

On behalf of our board of directors, I would like to take the opportunity to sincerely thank our generous funders for their ongoing support to make our programs possible and successful. Sincere thanks and appreciation to our dedicated staff for their good work by providing quality services to our new Canadian communities. Our board will continue to lead and support the organization towards achieving excellence.

Thank you for your
continued support!



*Thank you, Catherine.
We wish you all the best!*



*Catherine (on the left) with Val
AGM 2012-2013*

Catherine Moss left the Board of Directors to begin her new life as a grandma in Vancouver. Catherine served on the Board for 2 years, prior to that she was a Mosaic EAL teacher since our beginnings. Catherine was an enormous help to the organization, her many talents were called upon on numerous occasions. Catherine is an extremely talented artist, designer, writer and teacher, and we have no doubt about her skills as a grandmother! All the best Catherine we are going to miss you and will always remember your contributions to Mosaic.

Message from the Executive Director *Val Cavers*

2014 marks 5 years since the incorporation of Mosaic in June 2009. Back then we were a very fledgling operation with a budget just a quarter of what it is today, a few policies in development, a tiny office in the John Howard Society building, and an all-important mission statement hashed out at our first board meeting. Getting charitable status started the ball rolling, and from there we have grown in leaps and bounds to be a strong and connected agency synonymous with newcomer families. Our consistent and steady growth has presented some challenges, but for the most part it has been a smooth road as we continuously gather people around us who share our mission and vision and who have truly found a place for themselves within our Mosaic.



There have been many highlights this year, including our full and prosperous English language classes, our amazing staff, and facilitators who provide top quality programs, and of course our new location which has acted like a magnet attracting volunteers, participants and creating a community. Our childcare programs have benefitted from the addition of early childhood educators who have brought their expertise to our programs, working alongside wonderful, creative caregivers who have made our playrooms the best they can be.

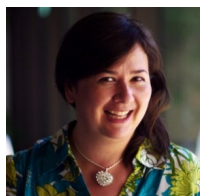
We have some outstanding volunteers who have more than grasped the essence of Mosaic, and have contributed their time and expertise in amazing ways. We couldn't have grown as far or as fast without them. Our volunteers are amazing, starting with our board members, classroom assistants, childcare helpers, office helpers, childcare early learning trainer, and ending with Muriel our volunteer, volunteer co-ordinator! We have grown in so many ways, including the number of people who find value in volunteering with us, we are extremely grateful for their commitment. Thank you Volunteers!

Mosaic – Newcomer Family Resource Network

Board of Directors



**Ariana
Yaftali**
Chair
two year term



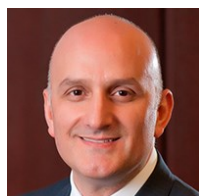
Briar Jamieson
Secretary /
past chair
two year term



**Catherine
Moss**
Member
two year term



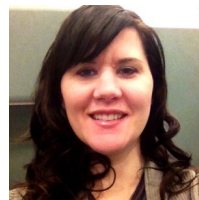
**Guadalupe
Carmorlinga**
Member
two year term



**Tom
Papagiannopoulos**
Treasurer
two year term



**Lan
Doan**
Member
two year term



**Jodi Funk
Clements**
Member
two year term



Mosaic Strategic Planning in April 2014

Mosaic – Newcomer Family Resource Network

Community Partners 2013/2014

Bethel Mennonite Church
City of Winnipeg
CMAS
Communities 4 Families –
Downtown Coalition
Downtown Biz
English Online
Family Dynamics
First Book Canada
Fort Garry Mennonite Brethren
Church
Frontier College
Hugh John MacDonald School
Immanuel Fellowship Church
IRCOM
Joan Durrant
John M King School
Knox United Church
Literacy Partners of Manitoba
Neighbourhood Immigrant
Settlement Workers – West
Central, Tuxedo Edgeland/
Doncaster, William Whyte,
Pembina Trails

New Journeys Housing
Nobody's Perfect Manitoba
Parent Child Coalitions
Play Back Theatre – Red Threads
of Peace
Red River College
SEED Winnipeg
SERC
Sister MacNamara School
South Winnipeg Family Information
Centre
University of Manitoba, Faculty of
Human Ecology – Research
Department
WELARC
Winnipeg Regional Health
Authority
Winnipeg School Division –
Volunteer Co-ordinator
Heather Rempel



Family Learning Olympics - October 2013

Mosaic – Newcomer Family Resource Network

Funders 2013/2014

We gratefully acknowledge the support of our funders:

Assiniboine Credit Union
 Central Neighbourhood Development Corporation
 Citizenship and Immigration Canada
 Communities 4 Families
 Forks North Portage Partnership
 General Authority Community Council
 Healthy Together Now
 Ladies of the Street Choir
 Literacy for Life
 Manitoba Community Services Council
 Manitoba Hydro Employee Fund
 Manitoba Jewish Foundation
 Province of Manitoba, Housing and Community Development –
 Neighbourhoods Alive!, and LIFT
 Province of Manitoba - Healthy Living, Seniors and Community Affairs
 The Canadian Association of Family Resource Programs - FRP
 Unite Way - Donations
 Winnipeg Foundation Community Grants
 Winnipeg Regional Health Authority
 Youth in Philanthropy Grants
 Miles MacDonnell Collegiate and St Paul's High School



Wiggle, Giggle and Munch



Curling field trip for Immanuel 2-4 students

Mosaic – Newcomer Family Resource Network

Staff Members, Contractors and Substitutes

Abdelaziz Mohamed	Jane Huck	Melinda Pascual
Abdikheir Ahmed	Jean Tinling	Moloud Alijani
Adelaida Ramos	Jeanine Nziguheba	Nan Anderson
Ae Ja Park	Jen Lopez	Nasro Isack
Allison Wilcox	Jeong-Sun Cho	Nicole McFarlane
Amelia Bordeos	Jianping Wang	Pat MacRae
Assumpta Mukandutiye	Josephine Christopher	Paulina Katz
Barbara Coombs	Kamala Gautam	Pauline Black
Carmen Paterson-Payne	Kandice Knapp	Phul Maya Gurung
Carolyn Bryan	Karen Loeb	Promila Rose John
Corinne Podolsky	Kemi Bombata	Rajeha Mohammed
Delia Alvarez	Kezia Malabanan	Saadia Abdullahi
Dhelal Al-Dulaimi	Khalidah Abdulabbas	Sandra Sikora
Diane Labelle	Kim Loan Phan	Shamail Khalil
Emily Maiers	Kirsten Freed	Sheila Singh
Eunhee Song	Kit Lin Chin	Sita Maya Gurung
Fadumo Hassan	Korat Dahir	Slone Phan
Fahima Abdul Basir	Kym Bottomley	Souada Bauer
Fardowsa Botan	Laura De la Rosa	Stephanie Stetefeld
Fariha Idris	Linda Xie	Susan McDougall
Fatuma Hagi Sufi	Lisa Byfield	Tara Penner
Flo Skakum-Lewis	Lisa Martens	Timothy Phelan
Florence Munezero	Lois Goertzen	Val Cavers
Frances Molaro	Mahbuba Hoque	Valerie Unwin
Friba Ghafuri	Mahfuza Begum	Vijay Kumar Nair
Gabriela Galli	Maisa'a Haj-Ahmad	Viktoria Bokova
Hadil Al-Hassani	Maria Lourdes Josue	Winifred Vugampore
Haiyan Xie	Maria Redona	Wisal Ibrahim
Hajitu Mohammed	Maria Upton	Yan Li
Ira Kovach	Marie Oquendo	Zebiba Ibrahim
Jacqueline Dheere	Martha Farley	
Jaleh Nikpey	Maryam Chamaa	



Message from the Director of Family Programs

Jean Tinling

Mosaic Magic.

I can't believe that it has been 5 years since Mosaic's inception and 4 ½ since the birth of Mosaic Family Programs. We offered our first family program in the winter of 2010, and by fall 2013 we were running 33 family programs across the city. From then we have continued to grow offering an unbelievable 46 programs already this year. Along with our new programs came an increase in the number of Mosaic facilitators. We now have a dynamic team of over 20 women and men.

From January to March this year we were able to offer a unique *I-I Positive Discipline in Everyday Parenting* home visiting program, thanks to the support of FRP Canada and CIC. This program successfully provided 24 newcomer parents with Positive Discipline in their home in their first language.



Another big highlight this year was my invitation from Dr. Joan Durrant and Save the Children Sweden to return to East Africa; this time to Zanzibar to do a five-day training of 30 participants who represented seven different East Africa countries. This was another very enriching experience where I witnessed first hand some of the daily life challenges, which many of our Mosaic families have experienced. It was such an honour to visit the beautiful home country of many Mosaic participants.

As I sift through all these incredible memories of past years I am struck by how significant the relationships we have at Mosaic have become. As Shamail, one of our lead mentors put it; we are all touched by "Mosaic Magic." Our accomplishments are one thing but without the relationships, the caring, the trust, the giving and receiving, without the heart, without the Mosaic Magic the rest is just numbers.

Here's to another year of Mosaic Magic!



(L-R) Top: Jean and Joan Durrant; PD I-I Mentor-Trainees; PD I-I Group Session

Mosaic – Newcomer Family Resource Network

Volunteers 2013/2014

Alicia Boxill	Hiba Alattar	Menbere Mengesha
Amira Gendo	Hodan Jama	Muriel Chisholm
Andrea Kitano	Jane McGregor	Nancy Stewart
Brenda Thibeault	Jennifer Sande	Patrice Pascual
Carla Kehler	Joan Smith	Pauline Black
Chantal Green	Juana Natividad	Rebecca Shongoji
Cynthia	Kabisama Mukuninaw	Remy Nepomuceno
Doreen Kanagwa	Katherine Himelblau	Rochelle Bailey
Elsie Epp	Kerri Brian	Senait Aaron
Evangelia Tourikis	Lois Goertzen	Yodit Dair
Frank Yu	Marlene Enns	Yunyi Chen
Harwin Kaur	Megan O'Leary	Zeinab Elmekawy

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!



Lois Goertzen with childcare workers for PD I-I



Curling field trip for Immanuel 2-4 students



PD I-I childcare workers are having fun in one of their training sessions.

Message from the Childcare Program Coordinator

Kym Bottomley

This year, Mosaic childcare programs have had a number of significant changes. We are now a federal program called “Childcare for Newcomer Children” or CNC. A Toronto-based agency called CMAS is our governing body, providing support and information. CMAS has visited our sites, and we have worked on our childcare manual and day-to-day operations for each site since. This has allowed Mosaic to be at the forefront of providing childcare programs and acting as a role model for other organizations who are in the process of meeting CNC requirements.

This year Mosaic partnered with the Red River College ECE program to offer the opportunity for their students to complete their “playlabs” at several of our sites. This is a unique partnership, as RRC would normally only send their students to licensed centres. Mosaic is proud of this partnership and looking forward to expanding our role within the RRC childcare programs.

We have seen growth within our own sites, not only do we now have ECE II's as our childcare leads but we have expanded at the Bethel site and hired a second ECE II to start a baby room. We can now meet the needs of our families better by allowing the babies to have their own specialized space.

The childcare teams have attended a variety of professional development workshops on topics such as, literacy and reading, emergent curriculum, Positive Discipline in Everyday Parenting, and music and movement.

This year, the Mosaic childcare programs have experienced a year of growth, expansion and learning and we are very excited to see where the new year takes us. Childcare at Mosaic has a bright future!!



Kym (on the Left) with CCWs Rajeha and Dhelal (L-R) - Holiday Party 2013

Message from the English as an Additional Language Program Coordinator

Stephanie Stetefeld



Eleven different EAL classes with about 200 students at 4 locations, 11 highly engaged teachers, numerous volunteers, dedicated and creative ECEs and child care workers that care for more than 65 children – this is the EAL program here at Mosaic!

We have another year of growth and changes. Big improvements for this year brought the adjustments we made to meet CMAS requirements (CMAS is the federal organisation that is supporting the settlement and care of young immigrant children). Kym Bottomley started in September as the new Child Care Lead at Fort Garry and as the ECE supervisor. Kym is such a warm and dynamic person – just the right fit for Mosaic! Each site now has now an ECE (Early Childhood Educator) as a Child Care Lead. None of our EAL student-moms would be able to learn one new word of English would they not know that their children are safe and taken care of by competent, creative and caring staff. At Bethel, we were able to expand our childcare by opening a Baby Room for 4 cute children between 6 months and 18 months .

All 4 locations continue to include presentations and field trips in their program, to name a few: inspired by our Winnipegger Olympia gold girls Immanuel students went curling; Bethel students once again had their annual job fair with Grant Park high school students; English Online, Manitoba Start and the Police came to several sites to inform about their services. Carlton students enjoyed beauty presentations about personal hygiene and went away with a little gift bag.

We embrace technology: in cooperation with Computers for Schools, we distributes 60 refurbished desktop computers at \$10 each. Carlton students will also enjoy working with 10 new iPads starting June – an exciting new way of learning.

Thanks to all the wonderful Mosaic staff for making this year a successful one!