

mosaic

Newcomer Family Resource Network



ANNUAL REPORT 2017-2018



BOARD CHAIR & EXECUTIVE DIRECTOR'S STATEMENT



Putting together the annual report is always a time for reflection on the year. For some reason this year we decided it would be nice to have a look at a financial growth chart for Mosaic. Looking at it was shocking, how did our budget grow by 10 times, in only 9 years! After we got over the astonishment, we looked closely at the numbers and remembered different events that contributed to them. Year two, the addition of more family programs, and English classes that were 4 days instead of 2 or 3. Year three, more family programs and new classes at Bethel Church. Year four, moving in to Carlton! Year five, expanding Carlton, more programming and federal repatriation. Year six, seven, and eight...more classes, more childcare, more family programs.

What stands out in year nine must be the renovation at Knox United Church and the continued expansion of LINC classes bringing our total to 24 (26 in September) from the original 9, in 2009. 2 thriving home visit programs delivering critical parenting and literacy information in homes in first language, and time for professional development for all staff including two out of province conferences, and multiple workshops and opportunities to learn and grow. Along side all of that, our internal structure changed and strengthened to accommodate the growth.

What's in store for this time next year? That is the question the Board and staff have started to ask as we approach the end of our current multiyear agreement with the government of Canada. Mosaic is going through a strategic visioning process to get us fired up and ready to take on whatever comes next. We won't be surprised to see the bars on our growth chart rise again, we haven't known anything else.

Many thanks to the outstanding people that we work with on a daily basis and who continue to inspire us. Thank you also to our wonderful board of directors, funders, partners, supporters and friends - we deeply appreciate all of the support.

**JODI FUNK-CLEMENTS
& VAL CAVERS**

Mosaic Board Members

Chair

Jodi Funk-Clements

Treasurer

Omena Babalola

Vice Chair

Yusuf Kacamak

Member

Nidia Jones

Member

Erika Frey

Secretary

Lisa Passante

FINANCIAL OVERVIEW

Mosaic had another successful fiscal year in 2017-2018. Our overall funding increased by 31% to over \$2.7 million from the previous year; and our funding sources were relatively stable. Mosaic receives 91% of its funding from the federal government department – Immigration, Refugees and Citizenship Canada (IRCC); however, we also seek alternate funding that allows us to deliver a wide range of programs that are not restricted by any client eligibility criteria. This diverse funding also offers some protection to the organization, and ensures our stability.

With our year on year growth, we determined the need to strengthen our financial team and internal control systems. We have developed several new systems this year to meet the increasing budget and program growth, and the related requirements from the government. The improved in-house financial information system allows us to process our very complex payroll, claims and benefits in an efficient and manageable way.

One improvement from our federal funder was a switch to a more streamlined reporting system that no longer requires us to report separately on funding streams. That has improved our efficiency.

Overall, it was a great year for Mosaic, our financial future looks sustainable as we look forward to a new multi-year funding agreement with IRCC in 2020.

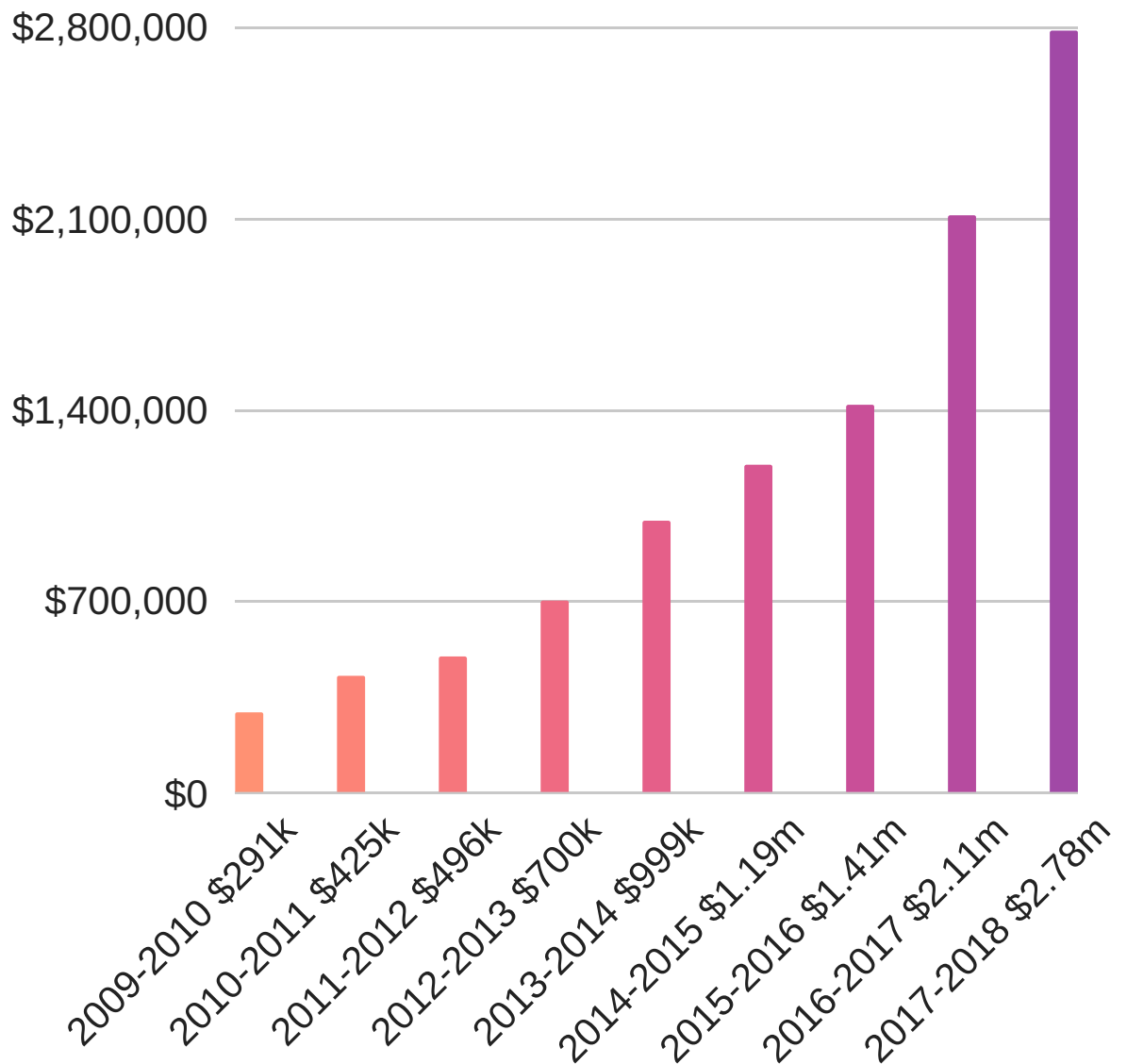
LINDA XIE - DIRECTOR OF FINANCE



MOSAIC FUNDING



Average growth rate of 33% per Year



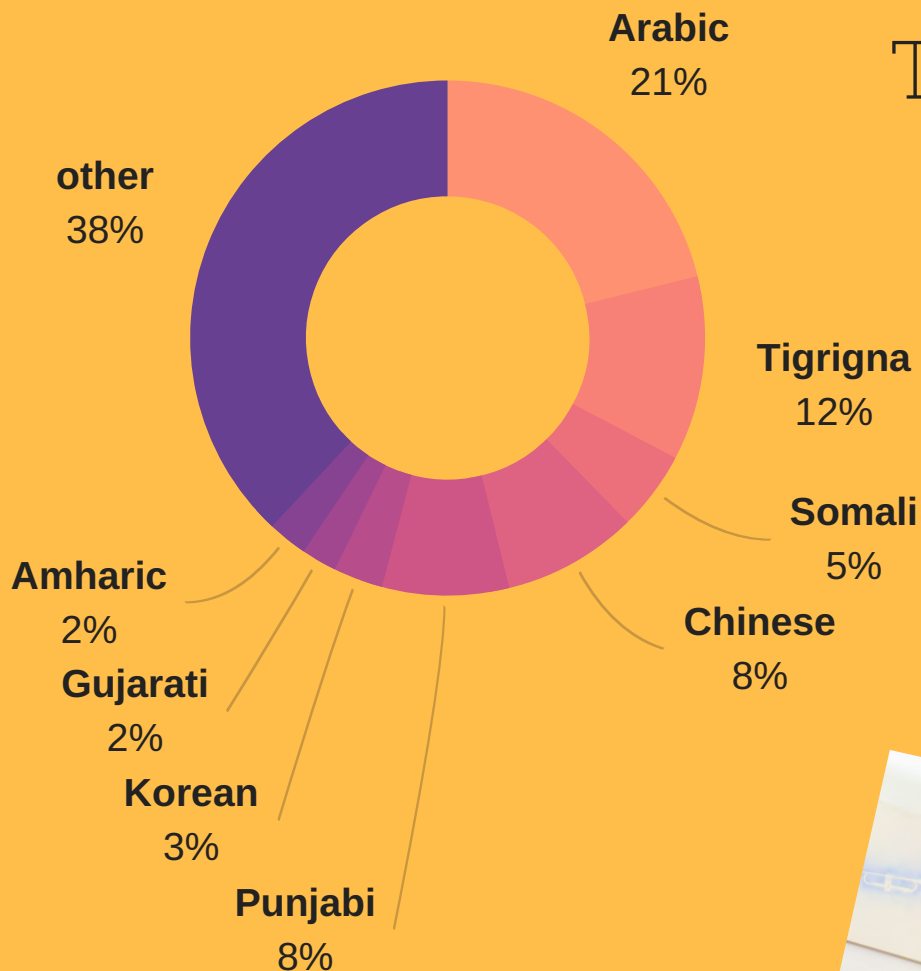
2017-2018

2016-2017

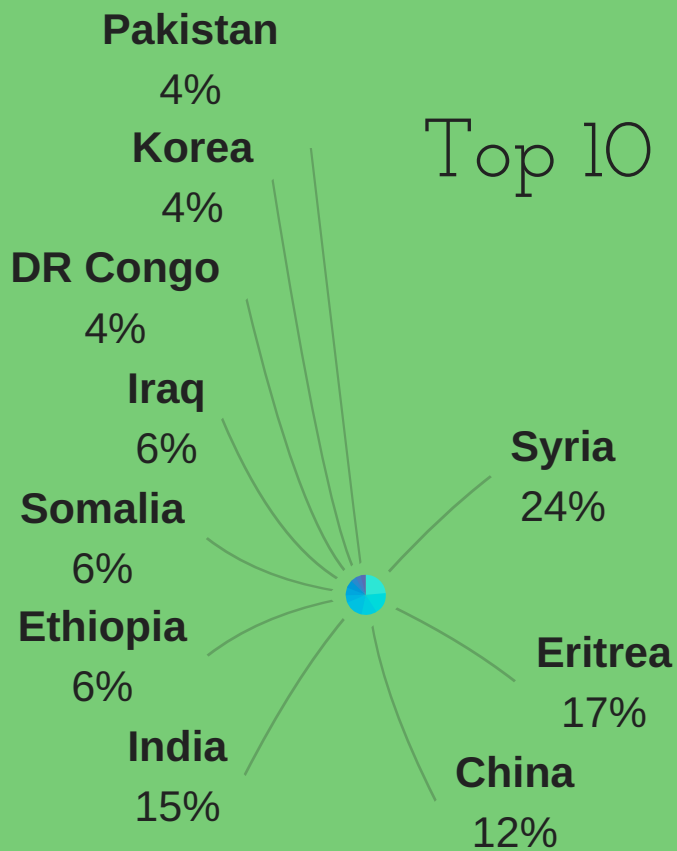
IRCC	2,506,738.00	91%	1,928,192.00	91%
Grants & Donations	251,502.00	9%	183,016.00	9%
Total	2,758,240.00	100%	2,111,208.00	100%

SOME FACTS ABOUT OUR PARTICIPANTS

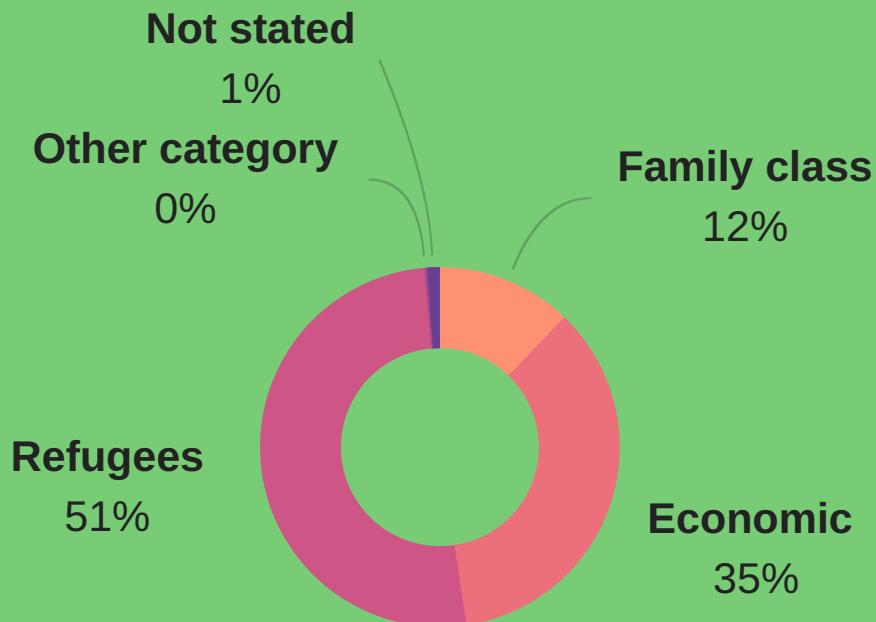
Top Languages



Top 10 Countries of Birth



Immigration Category



- Parents who participated in a group parent program = 595
- Parents who received a home visit program = 100
- Newcomers who were mentored and trained to facilitate parent programs = 120



FAMILY PROGRAMS

Highlights

It's the little things that make a difference

We have had an incredible year, running over 70 programs in partnerships across the city. The demand for Mosaic Family Programs, our mentorship, training, workshops and presentations has grown exponentially and we are humbled by the gift of being able to be a part of this sacred work. However the highlights of our days are not necessarily the big successes that you can measure in numbers but more the daily joys we have the honour of witnessing like; parents feeling safe in their vulnerability as they share parenting struggles, the amazing growth in both self-confidence and skills as new mentee facilitators find the courage to speak in front of a group, the pride in the eyes of the Family Engagement Mentees when, after devoting 80 hours, they receive their practicum certificate, isolated moms finding friendship and a sense of community in our Family Resource Centre, the stories of PDEP Peer Mentors as they talk of how honoured they feel walking beside parents on the PDEP 1-1 journey, the remarkable relationships that have grown between the HIPPY Home Visitors and the families they visit weekly and most of all enjoying the gentle smiles and spontaneous laughter as parents and, children experience the joy of playing together.

We have the privilege of being a part of these communities of families coming together to celebrate each other's accomplishments and to support each other in difficult times. When people walk into a Mosaic Family Program they talk about feeling welcome, feeling safe, feeling like they have found their second home. We are so grateful to be part of their new home.

JEAN TINLING - DIRECTOR OF FAMILY PROGRAMS



REAL MOMENTS



LINC & CNC



409 adult learners
24 classes
5 locations
15 ESL Teachers
2 bilingual settlement workers
helped over 300 clients
4 fantastic church partners!

Highlights

Moving – Learning – Growing

The LINC program had a routine of moving classrooms. At the beginning of this school year two classes and a childcare room moved from Immanuel Fellowship Church to a new, nearby location at Southlands Community Church. Students really liked the new classrooms; but unfortunately, we had to leave half way through the year. We packed up those two classrooms and the childcare room and moved in with our Fort Garry program while Southlands Church underwent roof repairs. “Fort Southlands” is currently our biggest site with a total of 10 classes and 3 childcare rooms. Many thanks to Fort Garry Mennonite Brethren Church for their generosity and flexibility!

Professional Development was another theme this school year; all of the LINC teachers attended a two-day conference in Edmonton – a great chance to meet LINC teachers from other provinces and a great variety of workshops were offered.

Another impactful PD was the two-day vicarious trauma workshop that gave important reminders for self-care and reflections about trauma. Soon after, we put learning in to practice and our new teacher Laura initiated a lunch hour yoga class at Carlton. Opening classes is becoming another routine for the LINC program. In February, we opened two more classes at Knox Church where we eventually completed a renovation in the basement that gave us two new classrooms and office space.

Finally, starting this September we will expand our program at Bethel Church; we are so grateful that we are able to offer afternoon classes there, which will bring the LINC program to 26 classes, and take some pressure off of our perpetual waiting list.

STEPHANIE STETEFELD - LINC PROGRAM CO-ORDINATOR



- 181 pre-schoolers
- 49 babies
- 5 locations
- 5 pre-school rooms
- 3 baby rooms
- 8 Manitoba certified Early Childhood Educators
- 23 Child Care Givers

LINC & CNC

Highlights

This year was a wonderful year of expanding childcare sites and amazing professional development experiences for all of our Care for Newcomer Children staff members

We continued a great partnership with the Red River College ECE Workplace Program this year. We learn from the students that do their placements with us, and we hope that they get a good sense of a multicultural community based CNC program.

Our staff members had many amazing PD opportunities including; cooking with children, attachment theory and pre-math skills.

All of the Mosaic ECE's were fortunate to be able to attend a national conference in Mississauga hosted by the national CNC governing body, CMAS. The conference was an opportunity to strengthen our capacity to support refugee children and their families by exploring: the impact, and effects of the refugee experience and trauma on young children and their families, and how we can help them build resilience.

We also enjoyed meeting and learning from other CNC programs across the country. Our expansion at the Knox infant site means that we can now have a total of 20 babies at that site, now our largest baby room.

We are very proud to hire many of our LINC students and participants from the Family Engagement Mentorship (FEM) program. It's a wonderful feeling to help newcomers achieve their goals and obtain employment within our Mosaic family.

Our childcare sites are filled with daily success stories including children successfully making the sometimes difficult transition in to our care, and sharing their culture and language with us. The children make new friends, and learn and play together in our high quality programs.

The children's smiles and their joy is our biggest success story!

KYM BOTTOMLEY - CNC PROGRAM CO-ORDINATOR

Learning about Equality

Over the year we speak occasionally about how I, as the teacher, I am not more important than my students: we are all important; we are all working together to make things happen. This conversation happens again when we speak of whose job it is to clean up (not necessarily the caretaker's)

Last week; one student said to me after class one day, "Canada is good. We are the same - big money /little money, man /woman, English/ Arabic all people together. Not up and down. (He moved his hands high and low to show up and down), is good here."

He's the same student who brought all his many kids to the childcare himself and did all the parent things for them while his wife was on a very short 5-week maternity leave. "I will be a Canadian father!" he said proudly.

-Pat Level CLB 1-2 Fort Garry

REAL

STORIES

Fire Safety!

Our class had been doing a short unit on fire safety, calling 911 and making home escape plans. In the course of the study, the students read about some dos and don'ts when it comes to various scenarios, including cooking fires and especially those involving grease.

A few days after finishing the unit, one of the students, a mother of two under age 4, related how she had inadvertently created a grease fire in a cooking pot on the stove just the day before.

Remembering what she had read and what the class had discussed, she knew to turn off the burner and to use a lid to smother the flames rather than to throw water onto the fire, which of course, would only make the grease explode and splatter. Using a lid had been new information for her, and she said she would have used water if not for having just learned the proper ways to smother grease fire flames!

-Martha Level CLB 5-6 Downtown



MOSAIC EMPLOYEES

Saadia Abduliahi
Reem Abdulkader
Mounira Ajenkar
Hassania Ajenkar
Dhelal Al-Dulaimi
Shler Ali
Nan Anderson
Shoko Arakawa
Roula Assaf
Souada Bauer
Masoma Behsodi
Viktoria Bokova
Amelia Bordeos
Kym Bottomley
Carolyn Braun
Valerie Cavers
Henghui Chen
Kit Lin Chin
Domonique Colatruglio
Barbara Coombs
Melissa Crittin
Laura De La Rosa
Jourdan Echtle
Wah Eh
Neveen Fanous

Cynthia Fines
Kirsten Freed
Gabriela Galli
Elsa Gebreamlak
Rim Abraha Gebrehiwet
Friba Ghafuri
Medhanit Gilamichael
Geraldine Gruszczyk
Eyerusalem Gulma
Maisa'a Haj-Ahmad
Martha Helgersen
Sheila Indar Singh
Merlina Jimenez
Jagdish Kaur Inder Singh
Mahbuba Khanam
Chandra Kharel
Iman Khayyat
Kandice Knapp
Sriyani Kuruppu
Fatiha Laargane
Diane Labelle
Eun Ah Lee
Cora Padilla Llorico
Ae Ja Park
Jennifer Lopez

Patricia MacRae
Emily Maiers
Purnima Mandel Singha
Heather Marshall
Rabeeya Mohsin
Queehyung Nam
Remedios Nepomuceno
Melinda Pascual
Truptiben Patel
Adelaida Ramos
Mariam Rezkalla
Rukhsana Rukhsana
Maria Shah
Sandra Sikora
Florence Skakum-Lewis
Ashley Mary Sleva
Eunhee Song
Bethany Stephens
Stephanie Stetefeld
Mihret Tekie
Jean Tinling
Sofiya Volosozhar
Lilian H.K. Wasef
Laura Wischnewski
Linlin Xie

MOSAIC CONTRACT FACILITATORS

Abdikheir Ahmed
Adam Asaleya
Alimatou Soro
Amal Ibrahim
Amal Mahadi
Amna Burki
Athira Rajitha
Barbara Sewrjugin
Chandan Sharma

Intisar Mohamed
Karen Palmer
Kristi Munro
Lois Goertzen
Monika Chakraborty
Monika Singla
Neveen Basilious
Neveen Fahim
Ponciano Mapuyan

Purba Patel
Ramtha Gawrieh
Rebecca Lilako
Shafi Ali
Tarek Aziz
Ting Fang
Winifred Vugampore
Zebiba Ibrahim

Mosaic Employees

**Would you describe
yourself as a
newcomer?**

Yes = 31%

No = 24%

No, but I was not born in
Canada = 45%

MOSAIC VOLUNTEERS

Volunteers top 5 first
languages
English, Arabic,
Tigrinya, Korean,
Tagalog

Active Volunteers = 70
ESL = 39
Childcare = 20
Family Programs and
Office = 11



It's been an incredible honour to work as a Volunteer Co-Ordinator this past year. Like the rest of Mosaic, the volunteer program has also had an amazing transformation and growth. Mosaic volunteers contributed not only to the LINC and CNC programs but also sought out new opportunities in Family Programs, at community festivals, on the board and in the office.

Some interesting feedback that I've gathered from the volunteers this past year is that Mosaic provides a sense of belonging and also a friendly environment, and in accordance with our mission statement, those are the foundations to promote a nurtured ground for learning, social inclusion as well as resilient communities. It's been an enormous privilege to meet all of our volunteers and to hear such extraordinary life stories; each interview reminds me to celebrate diversity and gives me renewed inspiration.

GERALDINE GRUSZCZYK - VOLUNTEER CO-ORDINATOR

COMMUNITY PARTNERS & NETWORKS

Altered Minds – Entry Program
ArtBeat Studio - Studio Central
Arthur Wright School
Aurora Family Therapy Centre
Bethel Mennonite Church
Bookmates
Bridge Care Clinic
Child and Family All Nations Coordinated Response Network (ANCR)
Chinese Family Centre, Fort Garry Evangelical Mennonite Church
CMAS
Communities 4 Families – Downtown Healthy Child Coalition
David Livingston School
Edge Skills Centre
Families and Schools Together (FACT) Point Douglas Healthy Child Coalition
Families Forward River Heights Healthy Child Coalition
Family Dynamics
Family Resource Programs (FRP) Canada
First Book Canada
Fit Kids Healthy Kids
Fort Garry Mennonite Brethren Church
General Authority of Child and Family Services
General Wolfe School
Grand Mosque, Waverley
Gurudwara Nanak Darbar
Healthy Hive - Consulting for Organizational & Community Development
Heritage Park Family Centre
Home Instruction for Parents of Preschool Youngsters (HIPPY) Canada
Inspire Community Outreach
IRCOM
John M King School
Knox United Church
Lifesaving Society
Manitoba Association of Newcomer Serving Organizations (MANSO)
Manitoba Interfaith Immigration Council - Welcome Place
Manitoba Islamic Association
Mount Carmel Clinic
Network of Organizations for War Affected Newcomers (NOWAN)
New Journey Housing
Niji Makwa School
Nobody's Perfect Manitoba
North End Family Centre
Norwest Alexander Resource Centre
Positive Discipline in Everyday Life (PDEL)
Red River College – Early Childhood Education
Science of Early Child Development
Sister MacNamara School
Society for Manitobans with Disabilities
Southlands Community Church
Spence Neighbourhood Association
University of Manitoba, Family Social Sciences– Research Department
University of Winnipeg Rec Plex
Wellington School
Winnipeg English Language Assessment and Referral Centre (WELARC)
Winnipeg Regional Health Authority – Access Fort Garry
Winnipeg School Division – Adult EAL



FUNDING PARTNERS

Canada Helps - Donations

City of Winnipeg Winnipeg Committee for Safety

Communities 4 Families Parent-Child Coalition

FACT Parent Child Coalition

Families Forward Parent-Child Coalition

Government of Canada - Canada Summer Jobs Program.

Government of Canada - Immigration Refugees and Citizenship Canada (IRCC)

Jewish Foundation – Women's Endowment Fund

Manitoba Community Services Council

Nobody's Perfect Engaging Dads Project

Prairie Action Foundation

Province of Manitoba - Department of Families

Province of Manitoba – Department of Municipal Relations

Neighbourhoods Alive!

Winnipeg Foundtion Community Grants

Winnipeg Foundation Literacy for Life

Winnipeg Foundation Summer Internship Program

Winnipeg Foundation Youth in Philanthropy Grants

Winnipeg Regional Health Authority



Thank you!



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