



Newcomer Family Resource Network

Annual Report 2022-2023

BOARD CHAIR'S MESSAGE

Reflecting on 2022/23 I feel a deep sense of pride from an organization that serves the newcomer community wholeheartedly. Mosaic is unwavering in its purpose, steadfast, and can be counted on to rise to any occasion it's called upon. This year felt like a fresh start after years of having to pivot continually in a worldwide pandemic. It was encouraging to hear about the stories and successes in the classroom as students and staff returned to in person classes.

With mixed emotions, the Board is saying good-bye to a long-time member this year, Omena Babalola will not be returning to the board for the coming year. Omena has contributed enormously to our board and the organization. She served on the board for 8 years and as Treasurer for 5 of those. As Treasurer, Omena worked with Linda to design a board financial report that presented the financial standing in a very accessible way. She assisted in the hiring of our new auditor and generously shared so much general knowledge and expertise gained from her many and various other board work. We will miss Omena very much and thank her for her contributions to Mosaic.

I will also be stepping down as Board Chair after serving a 3-year term but will remain on the board. It has been a true honour for me to have served you as Chair and has been nothing short of amazing to see your dedication and support towards this organization. I look forward to continuing with the Board and working alongside to further organizational goals. Following our by-laws, a new Chair will be selected by the board members at our first meeting after the AGM.

This year, Mosaic board members were engaged in reviewing the organizations 5-year strategic priorities this year. The 5 years since our strategic planning session is coming to an end, and the next challenge will be preparing for the IRCC CPF coming in 2024.

I would like to take this opportunity to thank the board of directors, the Mosaic staff and leadership for your dedication and commitment, and all of Mosaic's volunteers. The passion you bring to your roles is inspiring, and the impact you make is felt in our participants for years to come. I look forward to the year ahead with excitement to see all the other wonderful milestones Mosaic will achieve.

NIDIA JONES - BOARD CHAIR

Board of Directors 2022-2023

Nidia Jones - Chair

Baris Yilmaz - Treasurer

Lisa Passante - Secretary

Ashley Stewart-Tufescu - Vice Chair

Omena Babalola - Director

Liz Huynh - Director

Ronke Adegunle - Director

Tina Gouzecky - Director

Bishal Chowdhury - Director



EXECUTIVE DIRECTOR'S MESSAGE

This year was a welcome return to our pre-pandemic operations. All of our programs were offered in person with some blended and hybrid options as well. We are taking advantage of the learning that we gained through the pandemic and reaching as many people as possible using technology when needed.

We had a focus on professional development this year. All together Mosaic provided 14 different training opportunities for 107 employees and participants. Included in this offering was the Science of Early Child Development, a 45 hour course that includes a Red River Polytechnic certificate, and an advanced English language class offered in partnership with Robertson College that focused on reducing barriers for newcomer women to enroll in the ECE certificate program. We offered a number of leadership training programs including a range of workshops for individuals and groups facilitated by Mediation Services and internally by Jean Tinling. There was something for everyone including IT and HR training. We are grateful for funding from a Canada Manitoba Job Grant and to our other funders for providing the matching funds required.

As part of our commitment to Truth and Reconciliation we once again partnered with the Turtle Island Project Collective to offer the Turtle Island Project experiential exercise for 25 employees and participants. We took part in treaty learning events, a drum circle on the eve of Orange Shirt Day, and we facilitated taking a large group of newcomers to the Manito Ahbee pow wow in partnership with IPW, IRCOM and Knowledge Keeper Clayton Sandy. We are making small and consistent steps towards a greater understanding of decolonization and making meaningful strides towards fulfilling our goal and the goals of the Truth and Reconciliation Commission's 94 Calls to Action.

Mosaic has a new committee this year, our Equity Diversity Inclusion and Belonging committee has started to draft an EDIB policy for Mosaic, showing our commitment to honouring diversity. More training is planned to continue to support this work.

Mosaic is committed to the community of Central Park. Not only is this home to our main office it is home to large numbers of people who first arrive in Winnipeg as refugees. It is a vibrant and diverse community. As part of our commitment to enhancing the lives of people in this community, we have spearheaded the renovation of the Central Park playground. A new playground for children aged under 5 will open this summer thanks to a partnership with the City of Winnipeg and matching funds from a federal Community Revitalization grant.

Thank you to the incredible Mosaic staff – this is a group of the most dedicated individuals who give their best every day. Mosaic's success is built on the skills and love that each person contributes.

Thank you to the board of directors for your unwavering support, your enthusiastic approach to everything that came up, and your commitment to Mosaic's mission and vision. Thank you also to our funders, your flexibility and support allowed us to respond to emerging needs and continue to serve our clients in the most appropriate way.

VAL CAVERS - EXECUTIVE DIRECTOR



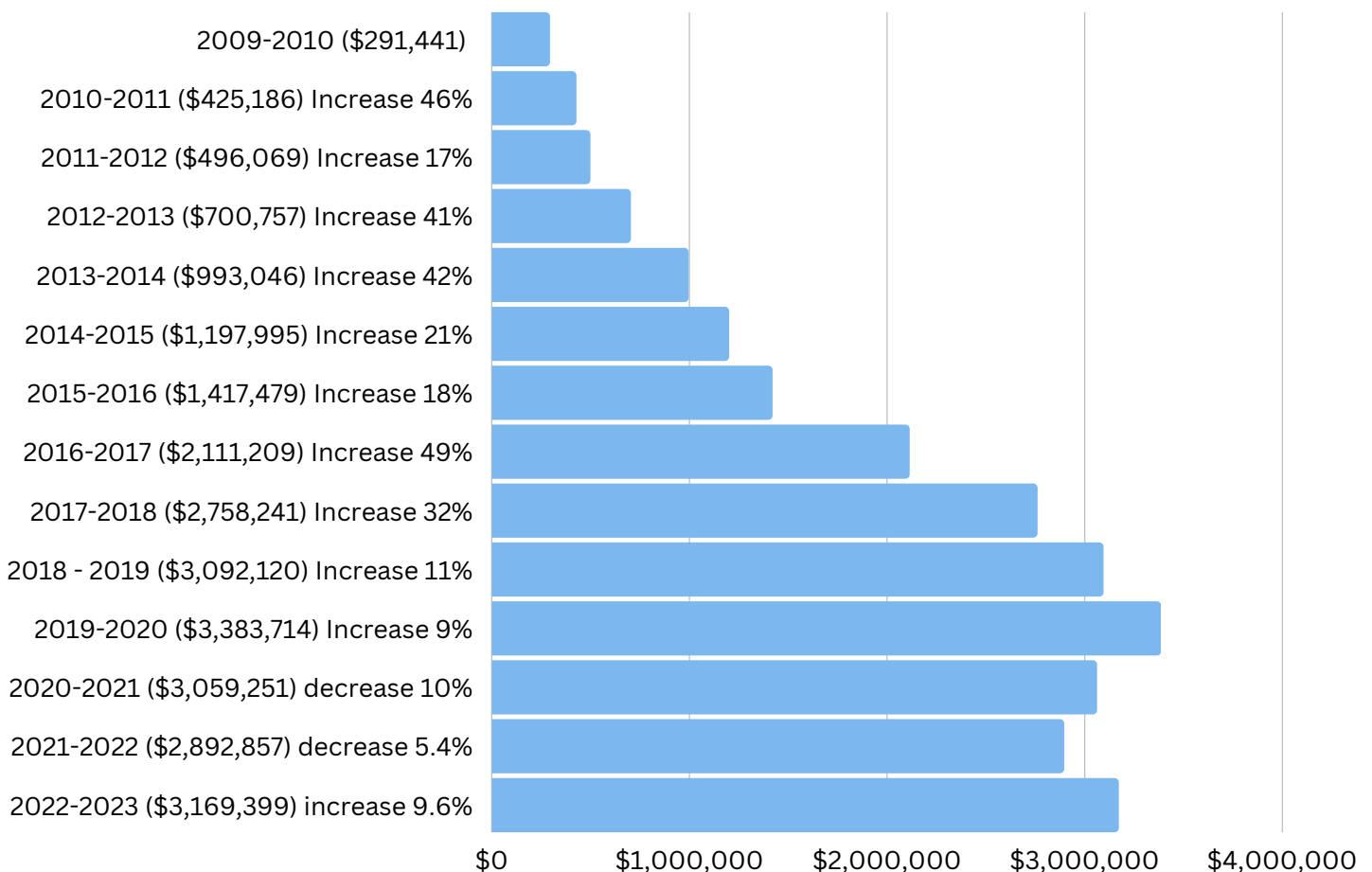
FINANCIAL OVERVIEW

Fiscal year 2022-2023 is the 3rd year of the 5-year contract we signed with Immigration, Refugees and Citizenship Canada (IRCC). In this year, through 4 funding amendments, IRCC's funds rose from \$2.53 million in the previous year to \$2.78 million, an increase of nearly 10%. In addition to the various grants received from provincial and municipal governments and other funders, our annual total income reached more than \$3.16 million, an increase of 9.6% over the same period last year. We finally came out of a financial trough.

Besides the core funding from IRCC, which is about 88% of Mosaic's total annual income, we received grants for running various amazing family and parenting programs. We were confirmed 2 major grants this year. One was a Canada Manitoba Job training matching grant. We successfully completed the training and received the matching grant of \$25,958 from the Province of MB. We were able to match that grant from other sources to the total of \$43,623. All the staff and many of our FEM members benefited from the training in terms of work/communication skills and leadership. We were also approved for a total of \$200,000 matching grants from the federal government Community Revitalization Fund and the City of Winnipeg Community Incentive Fund for building a playground in Central Park in our neighbourhood! We are looking forward to completing the project this summer.

We received a grant of \$175,000 from Bell MTS in December 2020 to run a 2-year Thriving in a New Home program. The program continued this year through that grant.

LINDA XIE - DIRECTOR OF FINANCE



SOME FACTS ABOUT OUR PARTICIPANTS



How many adult participants?

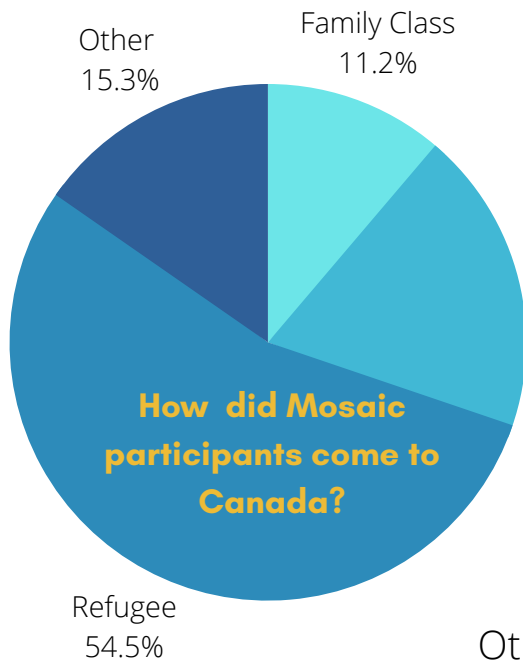
1,200



How many child participants?

300

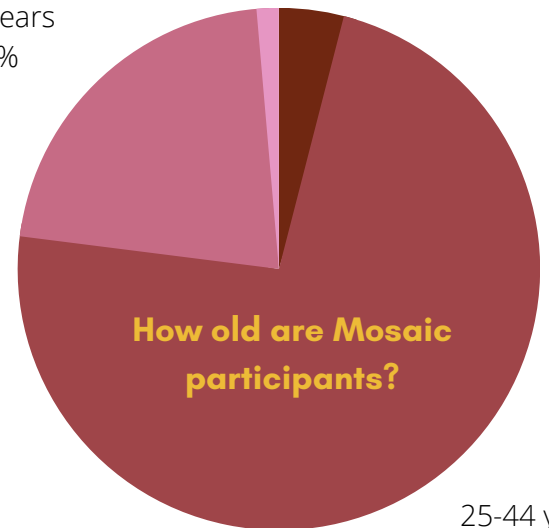
Other includes CUAET Visa holders from Ukraine



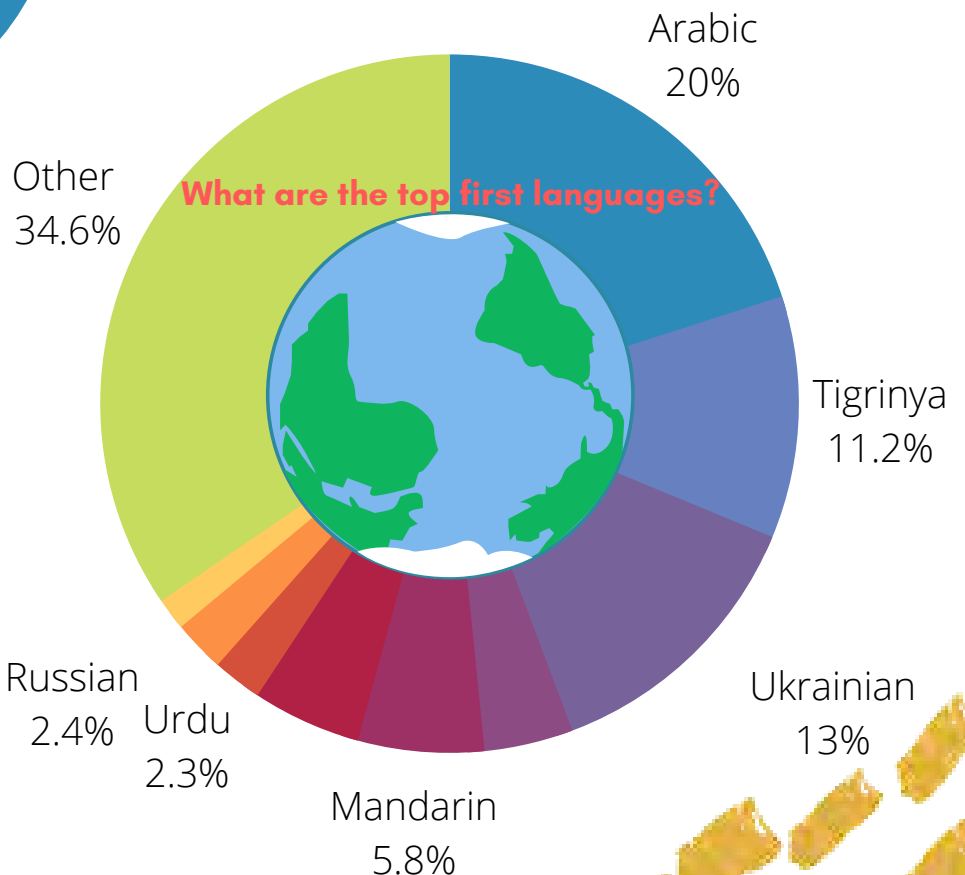
Other = Dari, Farsi, Spanish, Portuguese, Bengali, Oromo, Swahili, Cantonese, Amharic, Gujarati, Punjabi, Hindi, Korean, Karen, Yoruba, Tagalog, Sinhala, Nuer, Vietnamese

15-24 years
4%

45-64 years
21.6%



Economic Immigrant
19%





FAMILY PROGRAMS Highlights

This year has been rich with new experiences, joy, and successes.

To fulfil the needs of every participant, our programs are varied. We have provided one-on-one programs, online groups, and in-person groups. We also formed a partnership with a number of agencies in various parts of the city to provide services in first languages or by providing first language support.

As part of our Family Engagement Mentorship (FEM), we partnered with Robertson College to provide an English for Specific Purposes course designed for mentees who want to improve their English language skills in order to progress to higher education and pursue careers in early childhood education. A number of our CNC staff also took the course, improving their English and getting closer to ECE certification.

Through the Turtle Island Experiential Exercise, 60 individuals, staff and FEM mentees learned more about Canadian colonial history and took part in reconciliatory action.

This year, families met at our Family Place to participate in a variety of activities including games, singing, and arts and crafts. The atmosphere there was upbeat and energetic. The opportunity for families to engage and forge new ties with neighbours was the most significant element. Family Place hosted two cultural sharing events for the community; featuring Karen and Eritrean food, music, dance and opportunities to learn about the history and see cultural artifacts.

We take pride in our role as trainers and mentors. This year we continued in our role as trainers for new parent program facilitators. In partnership with Nobody's Perfect Manitoba, we offered our first in-house Nobody's Perfect facilitator training in January. We also continued to work in partnership with other community organizations and were proud to be involved in such highlight events as The Shoe Project, and a series of Indigenous teachings from Elder Mae Louise Campbell.

Without everyday inspiration from Mosaic team members who have the creativity and determination to work together to serve other people, these accomplishments would not have been possible.

MAISA'A HAJ AHMAD - DIRECTOR OF FAMILY PROGRAMS

LINC Highlights

I believe that the pandemic intensified and exposed problems that exist for many of our students such as: mental health, trauma, and injustice for those marginalized.

The student progress reports for the school year of 2021/22 still included the following comment: "Between January 10th and March 7th, 2022, instruction was completely online due to Covid-19 restrictions." In addition to this "lockdown" several of our higher-level classes had blended instruction throughout the whole school year 2021/22 with two days of online classes and two days of in person classes.

With the pandemic receding since April 2022, we all breathed a sigh of relief, often felt exhausted and started to hope that things are getting "normal" for the school year of 2022/23. How does a normal school year feel? Is there ever a normal school year?

"Normal" for the current school year means that we didn't have to switch to online instruction and all classes are four times a week in person. "Normal" means that we can do partner and group activities in class.

"Normal" for our Mosaic LINC program means a great team of dedicated teachers that offer well planned, engaging lessons. "Normal" also means using technology even for very low-level English speakers (perhaps the only good thing about Covid: all the technology we learned).

"Normal" means on-site support for our students by our empathic settlement workers Shler and Nebila.

"Normal" also means that world events show up in our classrooms:

Since December the number of Ukrainian students is growing fast. As a response to the needs of the Ukrainian students we started two evening classes in February 2023 at our Fort Garry location. Of the 34 students only one is not from the Ukraine. For these evening classes we could rely on all the skills we learned throughout the pandemic: Instruction is blended, one class is in person, one class is online, and students have independent online homework. We could use our Chromebook lending library and equip every student with a Chromebook.

There will be no comment on adjustments to Covid regulations in this year's report cards! "Normal" now also means having a potluck together and celebrating! There are many things to celebrate and be proud of in this "normal" time.

STEPHANIE STETEFELD - DIRECTOR OF LANGUAGE TRAINING



CNC Highlights

Mosaic childcare teams have provided another incredible year of early years programming to our children and their families with one of the main focuses being preparation for kindergarten.

Two of our childcare leads will be completing their ECE certification this July. We are so proud of all the hard work they have faced with their courses while still maintaining an incredibly educational and fun childcare program at their sites. Several of our childcare staff also completed the Robertson College English for Academic purposes and are thinking of pursuing an ECE certificate.

Our inclusion staff and the team along with Manitoba Possible have provided care and support to our children by creating resources and programs on their own and implementing these resources in the rooms as well as mentoring the teams on how to use these programs and resources.

ECE's and room supervisors attended the first CMAS Virtual conference. It was a great opportunity to connect with other CNC programs across Canada. We have also been a part of the MANSO CNC committee and connected and shared with other local CNC programs.

We have attended many valuable workshops for our PD training on a wide range of topics from childcare specific to working in a team and managing stress as well as presentations and workshops on Indigenous history.

Our childcare rooms this year have also had their first student/caregiver/child conferences giving us one on one time with the parents/guardians to discuss with them how their children are doing in childcare and their successes. This was a valuable time to connect with each other and create trusting relationships.

LINC Childcare has been creating welcoming inclusive and supportive programming utilizing and implementing their PD workshops and training.

KYM BOTTOMLEY - CARE FOR NEWCOMER CHILDREN CO-ORDINATOR



TRAINING & MENTORSHIP Highlights

Mosaic, as a rights-based organization, has been focusing on understanding equity, diversity, inclusion and belonging (EDIB) so we can more fully honour the human rights of all people, children, and adults. To that end, we have created an EDIB Committee. Representatives from each department at Mosaic joined this committee and spent many hours developing an EDIB policy. I would like to thank all of the committee members for their contribution to our new policy. We are proud to be in the planning stages of implementing this policy in the fall.

During the past year several workshops for the entire staff and for individual departments were offered. Workshops on active listening, respectful communication and belonging have helped us all reflect on how we can be aware of each other and interact respectfully. We continue to offer programs and trainings in Positive Discipline in Everyday Parenting. It is our goal to adopt the principles of Positive Discipline in all our interactions. Recently in a workshop on effective feedback, we looked closely at the PDEP principles and practiced remembering long term goals, focusing on self-regulation, actively listening, and communicating with each other so we understand all perspectives, and then using Warmth and Structure when we are problem solving with each other. We have acknowledged that even though we may have positive intentions, unconscious biases can still impact our interactions. We have begun discussions on unconscious bias through a full staff workshop so we can be more aware of biases that might impact our actions.

I am looking forward with excitement to continuing this journey with Mosaic next year so that we can implement our new Equity, Diversity, Inclusion and Belonging policy and learn to relate to all people in a way that respects the individuality, dignity, and human rights of all.

JEAN TINLING - DIRECTOR OF TRAINING AND MENTORSHIP



MOSAIC EMPLOYEES

Adelaida Ramos
Aida Woldeselassie
Alla Yaroshenko
Allison Wilcox
Angela Marie Enns
Anita Cohen
Barbara Sewrjugin
Belinda Duncan
Carolyn Braun
Christensen Charlene
Christiane Voss
Cora Padilla Llorico
Dhelal Al-Dulaimi
Elsa Gebreamlak
Eqbal Abdullahi
Eunhee Song
Faiza Khawar
Farhana Helal
Florence Skakum-Lewis
Gabriela Galli
Genet Gebrekal
Geraldine Gruszczyk
Gina Denby
Habiba Ali
Hamda M. Ahmed
Hayat Abbas
Heather Dawn Fast
Heather Marshall

Henghui Chen
Htoowah Hserhtoo
Hugh Mclean
Hyunjung Lee
Intisar Mohamed
Jagdish Kaur Bharwal
Jane Yee
Jean Tinling
Jena Mae Deferia
Jennifer Lopes
John Freddy Vasquez Saiz
Juliana Petrucci Zalta
Kaminiben Patel
Karmjeet Kaur Grewal
Katherine Cullihall
Khounaf Khalaf
Kirsten Freed
Kym Bottomley
Laura Wischnewski
Letifa S Abajobir
Lilian H.K. Wasef
Lily Paw
Lily Shae
Linlin Xie
Lois Goertzen
Mahasen M. Mohamed
Maisa'a Haj-Ahmad
Mariam Rezkalla

Martha Helgersen
Mary Ashibuogwu
Masoma Behsodi
Maureen Spearman
Melinda Pascual
Merlina Jimenez
Mihret Tekie
Milena Stefanovska
Miyeon Kim
Monika Chakraborty
Nadia Awasif
Nebila Abdu Said
Neil Jonathan Block
Neveen Fanous
Patrice Poirier
Patricia Macrae
Patricia Marilyn Hardy
Phebe Dawoud
Purnima Mandal Singha
Queehyung Nam
Rabeeya Mohsin
Rania Nasser
Reem Abdulkader
Roula Assaf
Ruth Rennie
Saadia Farooq
Sabrina Deforest
Saima F. Ali

Sally Lynne Macdonald
Samrawit Abrha Kidane
Sandhyakumari Patel
Sandra Sikora
Sara Scales
Sarah Thiessen
Satinder Kahlon
Shakiba Gholami
Sheila Indar Singh
Shler Ali
Shoko Arakawa
Silky Bhandari
Sofiya Volosozhar
Souada Bauer
Sriyani Kuruppu Achchillage
Stephanie Stetefeld
Tetiana Makhmud
Truptiben Patel
Tsega Ghezehey Weldegebrial
Valerie Cavers
Vijay Kumar Nair
Wah Eh
Xiufen Du
Yaofang Jiang
Yuan Tian



MOSAIC VOLUNTEERS

Thank you amazing volunteers!

Ashley Stewart-Tufescu
Audrey Young
Baris Yilmaz
Barbara Coombs
Bishal Chowdhury
Carol Moeller
Christine McKee
Donna MacKinnon
Elizabeth Huynh
Jacki Koven
Lisa Passante
Lori Roberecki
Martha Helgersen
Maria Claudia de la Cruz

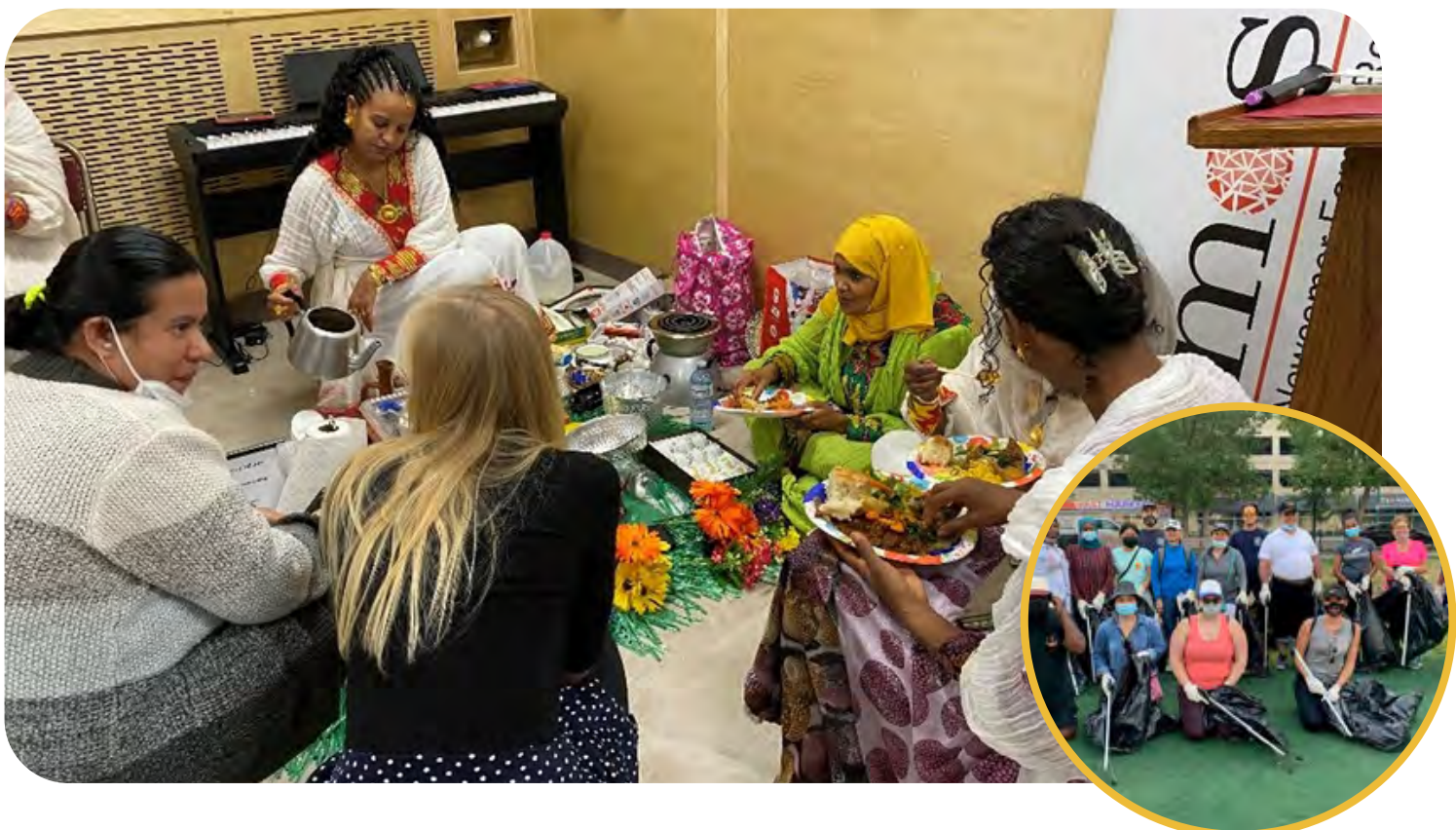
Maureen Spearman
Mayah Fergusson
Mary Mathias
Nan Anderson
Nancy McQuade
Nancy Stewart
Nidia Jones
Omena Babalola
Ronke Adegunle
Shireen Seesahai
Sabrina Deforest
Shivani Madhan
Tina Gouzecky
Wendy Boyd



COMMUNITY PARTNERS & NETWORKS

A&O: Support Services for Seniors
Aurora Family Therapy Centre
Avenue Village/LearnIT2teach
Bethel Mennonite Church
Bookmates
Bridge Care Clinic (WRHA)
Child and Family All Nations Coordinated Response Network (ANCR)
Childminding Monitoring Advisory and Support (CMAS)
City of Winnipeg – Parks and Open Spaces
County of Wellington - Bounce Back and Thrive program
Communities 4 Families – Downtown Healthy Child Coalition
EDGE
Enhanced English for Skills and Employment (ESEE)
Elwick Village and Resource Centre
Families Canada
Families Forward River Heights Healthy Child Coalition
Family Dynamics
Fort Garry Mennonite Brethren Church
Healthy Start for Mom & Me
Immigrant Centre
Immigration Partnership Winnipeg (IPW)
Immigrant and Refugee Community Organization of Manitoba (IRCOM)
Knox Day Nursery
Knox United Church
Koats for Kids
Manitoba Association of Newcomer Serving Organizations (MANSO)
Manitoba Crafts Council

Manitoba Islamic Association
Manitoba Possible
Mothers Matter Centre
N4 - National Newcomer Navigation Network
Newcomers Employment and Education Resource Centre (NEEDS)
Network of Organizations for the Wellbeing of Newcomers, Immigrants and Refugees (NOWNIR)
Nobody's Perfect Manitoba
Nor West Co-op Community Health
Occupational Health Centre (OHC)
Positive Discipline in Everyday Life (PDEL)
Red River College – Early Childhood Education, Science of Early Child Development
Red River College Adult ESL
Regional Connections Inc.
Robertson College
Southlands Community Church
The Forks North Portage Partnership
Trinity United Church
West End Biz
Winnipeg English Language Assessment and Referral Centre (WELARC)
Winnipeg Police Service: Diversity/Crime Prevention Community Relations Division
Winnipeg Regional Health Authority – Access Fort Garry, Access Downtown East
Youville Community Health Centre
YMCA of Greater Toronto
iSTEDY
Turtle Island Project Collective & Knowledge Keeper Clayton Sandy
University of Manitoba - Extended education



FUNDING PARTNERS 2022-2023

Thank you to our many funders and donors for their continued support

Canada Manitoba Job Grant

Community 4 Families

Government of Canada – Immigration, Refugees and Citizenship Canada (IRCC)

Private Donations

Province of Manitoba – Labour and Immigration

The Jewish Foundation – Women's Endowment Fund

The Winnipeg Foundation

Winnipeg Regional Health Authority



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