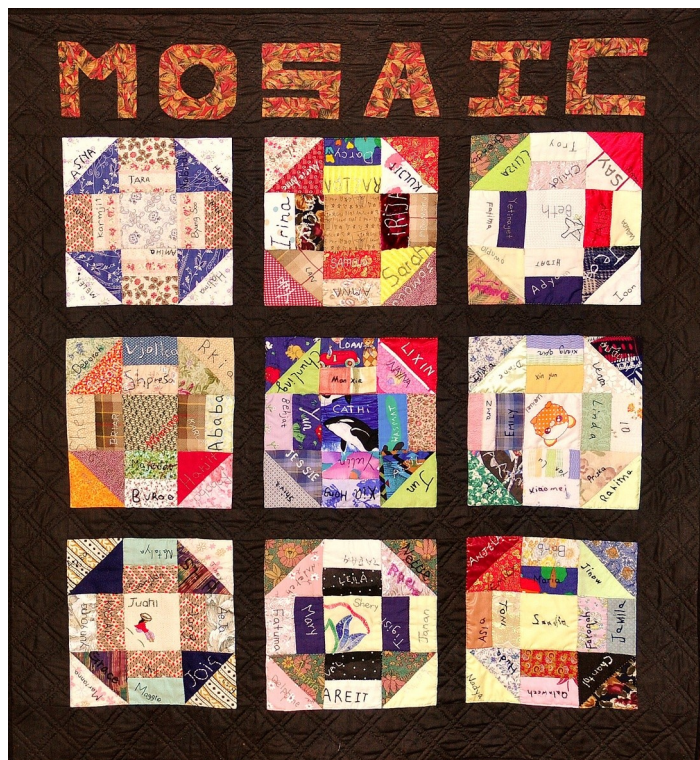


Mission Statement

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

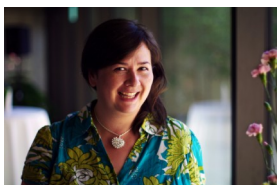


mosaic
Newcomer Family Resource Network

Annual Report 2011–2012

Message from the Board Chair

Briar Jamieson



As I reflect on the 3rd year of Mosaic activities, I am in awe of the tremendous effort and dedication of the Mosaic team. This annual report highlights an incredible scope of programming that is realized because of the extraordinary talent of staff, volunteers and the ongoing commitment of community partners and funders in the belief in Mosaic's mission.

Mosaic is a shining model of integrating best practices in teaching and learning. This year I was able to partake in a variety of events and feel the energy and enthusiasm of Mosaic participants. It was a delight to see learning and literacy come to life for the families at The Family Learning Olympics that was hosted for the first time this past autumn. Care givers and children painted, drew, cut, spoke and read in a variety of well-organized and creative activities.

Mosaic truly values staff and volunteer opinions by actively collecting and soliciting information. It was my pleasure to participate in the Mosaic staff gathering in December to observe how teaching and child minding staff work together to express their hopes, dreams and concerns for the organization. The input of all stakeholders ensures that Mosaic is responsive to community needs.

Mosaic is publically recognized for their expertise in family and newcomer issues. This year the Winnipeg Foundation recognized the contribution of Mosaic and featured the Wiggle Giggle and Munch program on the cover of their annual report. I was able to witness Val Cavers calm and natural leadership style in front of flashing cameras and film crews at the Winnipeg Foundation's AGM.

Every month I have the pleasure of working with a fantastic board of directors whose collective years of experience adds to my own professional development. I would like to thank two board members who are resigning this year,

Deborah and Hong Ji; Deborah's calm wisdom as a founding board member of Mosaic will be greatly missed, as will Hong Ji's insight as previous learner of Mosaic.

With such an amazing network of organizations and people that comprise Mosaic, I look forward to an exciting future.

Briar Jamieson



Fort Garry MB:

Conversation Circles—every Monday, Barbara's CLB 3-6 class has conversation circles. The class is divided into groups of 4 students. Each group is lead by a trained volunteer that has specific questions to ask the group of 4 students; each student has a timed response. Topics and questions change weekly. It is an excellent activity and students look forward to it!

Book Buddies—every Monday, following conversation circles and break time, the two FGMB classes combine and read to each other. FG has a cart of appropriate reading material for EAL adults and students can choose appropriate reading material from the selection.

The Forks River Trail—FG staff and students took a field trip together along the Forks River Trail on the ice. Students visited the different warming huts and explored the trail together.

Legislative Building Tour—FG went for a guided tour of the Manitoba Legislative Building, as a part of the Canada unit in May. Students found this to be an interesting and informative tour. Some students had never been in the Manitoba Legislative Building, and compared their home country's "closed door" policy to legislative proceedings to the open doors in Canada.

Bookmaking—Jean Tinling facilitated a bookmaking workshop with students at FG in Barbara's CLB 3-6 class. Students made counting books for their children, picture family books, wrote stories about their home country and one student made a very creative animal story book [which has found a home in the FG library cart].

Presentations: Water Safety, SERC, English Online

Immanuel Fellowship:

Fire Fighter's visit—a fire fighter from the local fire station gave a very dramatic and visual presentation on fire safety to students at Immanuel.

St. Matthews:

Students and staff hosted a tea for several women from Niverville women—A group of women living in Niverville, MB wanted to connect with newcomers to give away almost new baby items and household goods. This social event offered baking and refreshments as well as an opportunity for students to share family pictures and stories.

Literacy Workshop—Frontier College facilitated a Literacy workshop with the St. Matthew's students. They made Advent calendars, word making books with flip pages of letters and letter combinations, as well as many other crafts. Each student was presented with new books specially selected for the children in their family.

Bookmaking—students worked very hard in the CLB 3-6 class to collect pictures and write text for the bookmaking workshop facilitated by Jean Tinling. Some students wrote about their home country, their families, and some even wrote recipe books. Many preparatory hours were put into quality written work and finding appropriate pictures for the book making day.

Message from the English as an Additional Language Program Co-ordinator

Tara Penner

This was such an exciting and busy year in the EAL classes—Here are a few highlights.

Family Learning Olympics— This interactive Literacy event included various stations [puzzles, yoga, interactive books, making a family tree, card making, doll making]. A lot of fun for the whole family; Students had a passport that was stamped after visiting each station. This event included all Mosaic staff, students and children.

New Journeys Housing—each program site had two presentations from New Journeys Housing to accompany the monthly theme of housing. Higher level groups [CLB 3-6] received a Rental certificate from the workshop—which can be attached to a rental application. Lower level groups [CLB pre to 2] attended a budgeting workshop.

MAWA—Mentoring Art for Women Artists hosted an event that offered workshops teaching women's craft from a selection of different cultures; Basket weaving, Nepalese knitting, Ethiopian coffee celebration, henna art and make-up. One of the workshops, on reverse appliqué hand quilting, was taught by our very own Maria Choi—a student at our Bethel location. This event was attended by some students from all Mosaic class sites, however a large group of Immanuel students travelled by school bus with their teacher, Anna Schaeffer to attend the craft workshop sponsored by MAWA.

Attachment Theory and Flannel Stories – Mosaic child care staff participated in a half day workshop on attachment theory with practical tips on how to help traumatized children in the playroom. Melinda also shared her felt board stories and taught all staff how to make their own.

Bethel:

Monthly conversation group with seniors—Every month seniors from the nearby Bethel Place visit the students at Bethel to have guided conversation on a monthly topic [chosen by teachers]; relevant vocabulary is taught; questions are practiced. This has been an excellent opportunity for both students and seniors—it is an anticipated event.

Job Fair—Together with seniors from Bethel Place and students from Grant Park High School, teachers simulated a Job Fair with employment opportunities suitable for newcomers set up at stations. Students visited each station, answered questions about their work experience and skill set, and then were chosen by Grant Park student “employers” based on suitability for the job.

Community Police officer visit—a woman community police officer gave a presentation on safety and community services

Human Rights Workshop—lesson plans and workshop put together by Susan Mcdougall and Catherine Moss to deal with human rights topics in the classroom; working towards tolerance and understanding of differing beliefs and values in Canadian culture. This was a series of lesson plans that were also presented as a workshop to teachers as a Mosaic PD morning—Jean Tinling offered workshop support and guidance.

Farm Visit—Students will take a bus to a farm in Springsteen in June to see what a Manitoba farm looks like.

Message from the Executive Director

Val Cavers



This year we are celebrating Mosaic's third year of providing high quality English language classes with child care, parenting and family literacy groups for newcomers to Canada. There have been a number of highlights this year that exemplify our success.

We started off the school year with the Family Learning Olympics a huge morning of fun and learning. In January, Mosaic was asked to speak at the launch of the Winnipeg Foundation's annual report. The event was our first opportunity to announce our agency at such a public and high profile event. It was also our first opportunity to use the communications plan that we developed with the help of Blacksheep Strategies, who had generously donated their time and talent to Mosaic last summer. It was part of our strategic plan and one more piece that we have been putting into place this year. Other parts of the strategic plan are coming together with the expansion of family programs, and the expansion of the EAL program.

Our family programs increased significantly, we now have 18 women trained and in various stages of mentorship to be able to lead programs. Most impressively, these women have the opportunity to plan and lead groups, giving them valuable experience and confidence. The EAL program increased by one class and one site this year when we opened our 5th location at Knox Church. The class filled immediately, underlining the high need for programming in that community.

In addition to the newcomer focussed family programs like enhanced Nobody's Perfect and Wiggle Giggle & Munch, Mosaic was asked to pilot and participate in some very new and exciting initiatives like Handle with Care and Playback Theatre. Clearly, we are making a name for ourselves, we are being called upon by government agencies and community committees to provide the kind of expertise and support for newcomers that we are quickly becoming known for.

Our EAL program has benefited from the adoption of a common curriculum, which has allowed teachers to share resources and to guide them in their planning. Mosaic continues to support staff development; this year most Mosaic child care workers completed a Red River Child Care Assistant certificate course, in addition to our in-house workshops.

Once again skating proved to be a great way to bring newcomers together and to welcome them to winter in Winnipeg. Our partners, notably the Forks North Portage Partnership and Knox Church, did their part by providing space, and support of all kinds, including an invitation to take part in a national broadcast on CBC TV for Hockey Day in Canada. Who will forget that -30 day out on the rink for the cameras and well wishers! We are so fortunate to have such wonderful partners and such talented staff. We owe our success this year to them.

Thanks to a connection through Shannon MacFarlane of WELARC, Mosaic hosted a tea at St. Matthews Church for a group of women from Niverville Manitoba who were wanting to learn about the women in our programs and to share a wealth of much needed children's clothing and other necessities. We were also the lucky recipients of a fundraiser organized by TEAM - Teaching English as an Additional Language to Adults in Manitoba. Their May 25 Quiz Night was a huge success and we are very grateful to TEAM for their support. Some of the funds raised will go a long way to helping us run our summer Wiggle Giggle & Munch program.

It has been an exciting third year, we are growing and developing. We are grateful to those who continue to believe in us, and we are grateful for those who are joining us to help Mosaic reach its full potential.

Mosaic – Newcomer Family Resource Network Board of Directors



Briar Jamieson Chair 2 year term

On 9/11, I saw images of paper tumbling from the twin towers and it struck me that the paper that I was pushing for a national law firm made no sense; after working there for 11 years, I quit so that I could do something more meaningful. In my effort to make my world a better one, I went back to school for a certificate in Teaching English as a Second Language. This search for meaning brought me to Mosaic, an organization that impacts people's lives every day.



Lan Doan Past Chair 2 year term

Lan is the Manager of the Entry Program for Older Adults Immigrants at Age & Opportunity. She has a long history of working in community-based EAL classes and brings those years of expertise to our Board. In 2003, Lan received the Outstanding Community Services Award from TEAM and the Community Services Award from the City of Winnipeg. Lan has also served on the Chinese Cultural & Community Centre Board of Directors and in 2008 she was awarded a Distinguished Women Award. Lan is the mother of two and grandmother of two, soon to be three!



Karla Ulloa Secretary 2 year term

Karla immigrated to Canada as a child, and knows the struggles and successes of immigration to Canada through a child's eyes. Karla brings a wealth of creativity to the board as well as an understanding of what young immigrants go through in their settlement process.



Ariana Yaftali 2 year term

Ariana Yaftali works as a Community Health Facilitator Mount Carmel Clinic, and has more than ten years experience working with humanitarian agencies, including the United Nations Program for Afghanistan in Islamabad, Pakistan. She is currently working on her second degree in conflict resolution at U o W and has master degree in business administration. Ariana is the co-founder of the Afghan-Canadian Women's Organization and the Chair of the Board for the Entry Program – Altered Minds Inc and she is also vice-chair of UN Women local chapter, Winnipeg. Prior to coming to Canada, Ariana worked with a number of organizations committed to women's rights and equality. She co-facilitated the National Consultation Workshop for Afghan Women in Kabul, Afghanistan and the National Human Rights Workshop for the Human Rights Commission in Kabul. Ariana has sat on the board of MOSAIC Board and the Canadian Council for Refugees. She is also the author of "We Did It" book, a collection of refugees' experiences.

Mosaic – Community Partners 2011/2012 Many thanks to our hosts & 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
Bairdmore School
Victor Mager School
Age & Opportunity
Black Sheep Strategies
Bookmates
Children's Library Foundation
City of Winnipeg
Communities 4 Families—Downtown Coalition
English Online
Family Centre
Frontier College
Gas Station Arts Centre
Health Action Clinic
Healthy Start for Mom and Me
Hugh John MacDonald School
IRCOM
Joan Durant
John Howard Society
Knox United Church
Parent Child Coalitions: River Heights, Ft Garry and St Norbert
Play Back Theatre-Red Threads of Peace Project,
Neighbourhood Immigrant Settlement Workers, Pembina Trails, West Central, Tuxedo/ Edgeland/Doncaster
Nobody's Perfect Manitoba
Rene Delorme Centre
SEED Winnipeg
SERC
South Winnipeg Family Information Centre
SERC
Siloam Mission
St. Matthew's Maryland Non Profit Housing Society
University of Manitoba, Faculty of Human Ecology Research Department, WRHA
Victor Mager Parent's Association
WELARC
West Central Women's Resource Centre
White Wolf Speaking Program
Winnipeg Public Library
Winnipeg Regional Health Authority
Winnipeg School Division – Volunteer Co-ordination, Language Coaches



Strengthening Families—Parents and Children together



Board members with Staff Guests Barbara & Kirsten, and tiny member Aurora!



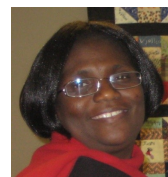
Catherine Moss Member 2 year term

I'm currently teaching EAL and have been doing so in both Vancouver and Winnipeg for close to 10 years. Before teaching English I received my ECE diploma and was the director of the West Point Grey Daycare Centre in Vancouver. I subsequently completed my Bachelor of Interior Design and enjoyed a career in that field for a number of years. I wrote in my spare time and that hobby led me to three seasons as a writer on the WTN series "You, Me and the Kids". I then went on to write the screenplay "A Shine Of Rainbows" which was produced and screened both nationally and internationally in 2010. I'm very excited about renewing my relationship with Mosaic, an organization I greatly admire and respect, and hope that I am able to make a positive contribution to the board.

Many thanks to our outgoing Board Members



*Hong Ji Out Going Student Representative
End of 2 year term*



*Reverend Dr. Deborah Olukoju
Out Going Treasurer Year Leave of Absence*

Message from the Director of Family Programs

Jean Tinling



This has been a very exciting and highly productive year for Mosaic Family Programs due to the faith and support of our many funders and partners.

We have exceeded our expectations by greatly expanding the family programs and services that we provide to newcomer families.

Our family program team has grown to include a part time coordinator and 18 trained newcomer cultural connectors who are mentored as they co facilitate or assist in our many family programs. It is exciting to note that several of these cultural connectors have now become lead facilitators and mentors to other newcomer facilitators. Our bank of languages represented by these cultural connectors includes: Spanish, Arabic, Somali, Farsi, Korean, Hebrew, Nepali, Urdu, Hindi, Punjabi, French and Bangli. These women have been involved in running the 23 community-based family programs offered across the city in 2011/2012. These programs included Nobody's Perfect, Wiggle Giggle and Munch, Handle With Care, Positive Discipline, Flag (Families Learning and Growing), Playback Theatre, Grandfriends, Rock and Read, Bookmaking and Family Learning Olympics.

We have also been involved in 3 National projects through FRP Canada including The FRP Volunteer Mentorship Community Engagement project, FRP Canada's National Advisory Committee on Inclusion of new Canadians in Family Centres across Canada and FRP National Mentorship Blueprint research project in which Mosaic is mentoring Step by Step, an aboriginal family Centre on a reserve in Kahnawake Quebec

Involvement in these projects has raised Mosaic's profile on a national level. At a local level we filled several requests for presentations including *"Coming Together: A Discussion on Bullying"* representing the newcomer perspective *"Tips and Tools on Facilitating Parenting Programs with Newcomers"* for Nobody's Perfect provincial program, *"Supporting Newcomer Families in Fostering Literacy and Numeracy through Home Visits"* for Pembina Trails School Division and *"Facilitating Family Programs with Newcomers"* at the Faculty of Human Ecology, University of Manitoba.

As well, several organizations have worked in partnership with us in order for their staff to be mentored by Mosaic to assist them in developing their skills in facilitating programs with newcomers. The organizations involved in this type of partnership this year were Ft Garry/St Norbert Parent-Child Coalition, Renee Delourme Centre, Sister McNamara School and IRCOM.

We are pleased to be a leader in family programming for newcomers and are proud of our growing reputation as "the agency to go to" for quality newcomer parenting and family programs. It has been such an exciting and full year of growth. I can only imagine what next year will bring.

Mosaic – Funders 2011/2012

We gratefully acknowledge the support of our funders

Bethel Church
Bookmates of Manitoba
Central Neighbourhood Development Corporation
Communities 4 Families, Downtown Parent Child Coalition
Downtown, and West End Biz
Families Forward, Winnipeg South Parent Child Coalition
Family Resource Programs—FRP Canada
The Forks North Portage Partnership
Literacy Partners, Raise a Reader
Manitoba Immigration and Multiculturalism Adult Language Training Branch,
Welcoming Communities
Manitoba Housing
Manitoba In Motion
Manitoba General Authority Community Council
Manitoba Community Services Council
Nobody's Perfect Canada
South Winnipeg Family Information Centre
Winnipeg Foundation, Literacy for Life & True Sport
Winnipeg Foundation
Winnipeg Regional Health Authority
Youville Clinic
Special thanks to TEAM—Teaching English as an Additional Language to Adults in Manitoba for making Mosaic the beneficiaries of their annual fundraiser



Mosaic – Staff Members, Contractors & Substitutes

Angelique Nantabara
 Anna Schaefer
 Assumpta Nambajemariya
 Barbara Coombs
 Catherine Moss
 Darcy Rheubottom
 Diane Labelle
 Elizabeth Lotfi
 Emily Langdon
 Emily Maiers
 Fahima Abdul Basir
 Flo Skakum-Lewis
 Florence Munezero
 Friba Ghafari
 Gabriela Galli
 Glenda Knoll
 Grace Loewen
 Haiyan Xie
 Hasina Momtaz
 Hidat Kidane
 Huma Aamir
 Jacklen Golo
 Jaleh Nikpey
 Jane Huck
 Jean Tining
 Jianping Wang
 Kirsten Freed
 Kit Lin Chin
 Laura De la Rosa
 Linda Banman
 Linda Xie
 Mahbuba Hoque

Marina Grinko
 Maryam Chamaa
 Marilou Pagunuran
 Melinda Pascual
 Nan Anderson
 Paulina Katz
 Sarah Altwayjery
 Savannah Funk-Unrau
 Shanta Rai
 Sheryl Bennett
 Souada Bauer
 Stephanie Enns
 Stella Oluseyi Joseph
 Souada Bauer
 Susan McDougall
 Tara Penner
 Val Cavers
 Viktoria Bokova
 Yan Jiang
 Wanda Herie
 Wisal Ibrahim



Bethel



Knox



St. Matthews

Mosaic – Volunteers

2011/2012

Thank you volunteers—You make it happen!

David Popoff
 Elsie Epp
 Esper Wong
 Gerry Farley
 Grace Johnson
 Heather MacIntosh
 Jane McGregor
 Jean Travis
 Joanne Boulley
 Joanne Boychuk
 Katherine Himelblau
 Kehinde Adewoyin
 Kirsten Freed
 Marlene Enns
 Martha Farley

Megan O'Leary
 Muriel Chisolm
 Nellie Drozd
 Nettie Labrun
 Sandra Bignell
 Sheryl Bennett
 Stephanie Savoie
 Sunnie Friesen
 Yeonok Sul
 *Spark: a service of the Canadian CED Network
 BlackSheep Strategies
Language Coaches
 Dong Xia Yang
 Natalie Phung
 Prem Basnet

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

