



Finding the good

ANNUAL REPORT
2021-2022

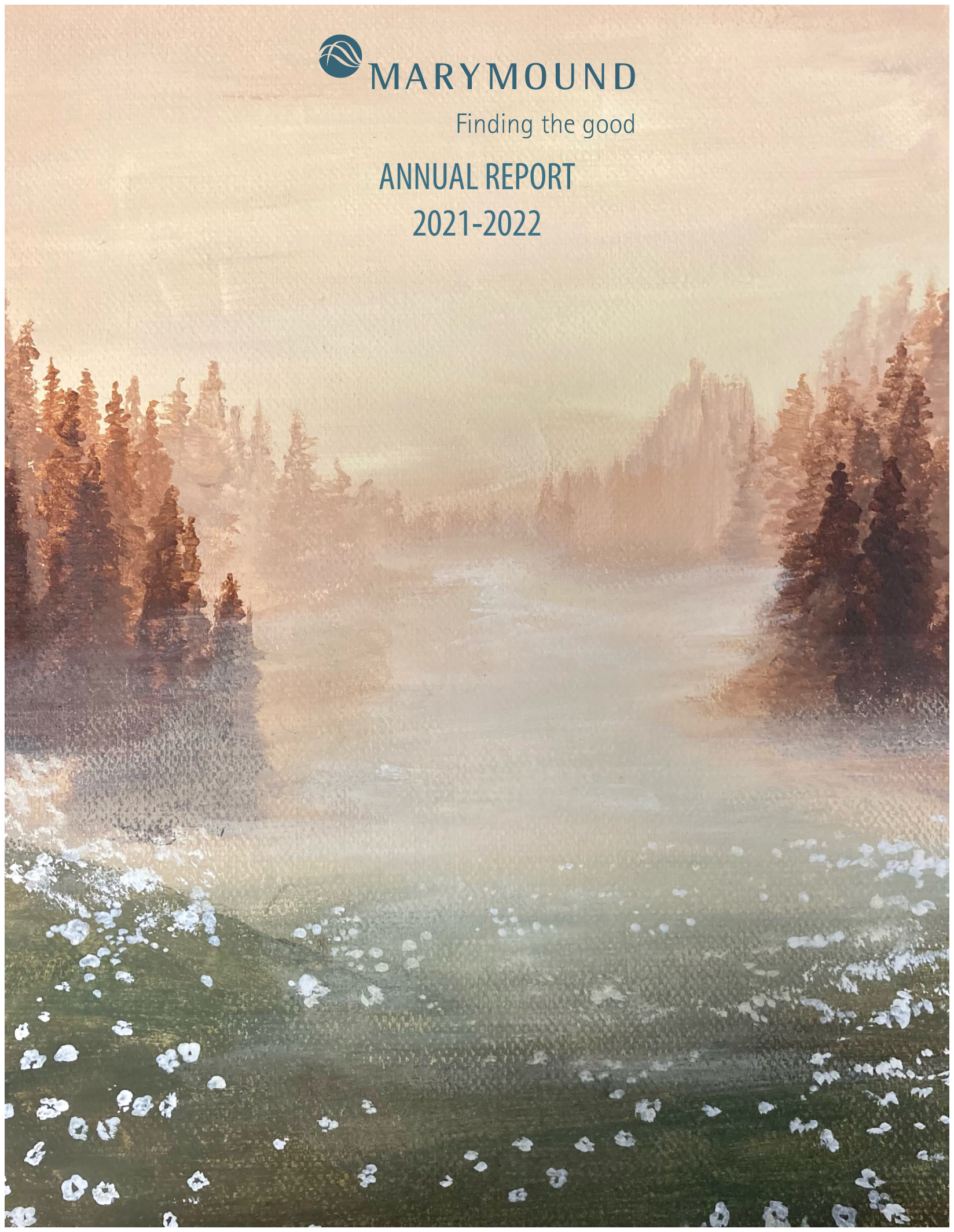


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Marymound is a proud member of the Réseau Compassion Network

On the cover:

Marymound staff at the Crisis Stabilization Unit (CSU) Scotia were gifted this beautiful painting from a youth, with a handwritten message on the back.

The message reads:

“To CSU staff, you may never truly understand the great impact you all have in people’s lives, the great impact you guys have had on mine. I truly believe it’s the beautiful, kind-hearted people like you who make this chaotic world a better place. You all have good souls who help people through some tough times and maybe have even saved some lives. And thank you for that, I say 4 trillion thank yous”

Such a beautiful painting and incredibly touching message to the staff at CSU Scotia that let them know how meaningful their work supporting youth in crisis is.

2021-2022

Board of Directors

Terry Shaw – Chair
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Executive Team

Nancy Parker
Executive Director

Chris McDonald
Director, Finance and Administration

Nadia Dias
Programs Director

Sonya Warga
Clinical Director

Lea-Anne Stagg
Director, Human Resources

Dawn Isaac
Director of Organizational Development and Cultural Services

Mardy Yager
Director, Operations & Fund Development

Rhett Turner
Principal, Marymound School

Kelli Gaudry
Executive Assistant



Mission Statement

Providing a continuum of care to support our youth and families as they overcome, advance and belong.

Vision Statement

Brighter futures and a stronger, more vibrant community.

Values: The Marymound Way

Rooted in our core values, the Marymound Way is to go above and beyond in striving to always do what is in the best interests of the children and youth that we serve. These values also guide us through our relationships with employees, stakeholders and collateral organizations. Marymound will continue to honour the legacy of our founders, the Sisters of the Good Shepherd, by following the Marymound Way and bringing these values to life with enthusiasm and passion.

Respect

We believe in the intrinsic value and individual worth of each person. Respect is non judgmental and is the basis of organizational integrity. We will honor each person's own unique experience, history and connection to family, community, heritage and culture. Respect is about working in a way that is inclusive, transparent, and empowering.

Compassion

We have a deep desire to serve others and will go above and beyond to journey with each child and the physical, emotional and spiritual challenges that they are experiencing. We believe in unconditional acceptance, kindness, reconciliation, and finding the good. Compassion shows itself when we are fully present to the needs of each other and respond in a way that is most helpful and of service.

Courage

We honor the resilience shown everyday by our children, youth and their families; their ability to bravely face adversity to overcome, advance and belong. As an organization we will embrace change, challenge obstacles, take risks and through innovation, strive to be leaders in our field. We will continuously advocate for our children and youth and their families. Our staff shows courage to our children, youth and their families, going above and beyond often in challenging circumstances and by celebrating our successes together.

Spirituality

We believe spirituality is an individual experience that is intertwined with one's personality, culture and life history. Spirituality is a means to connect to one's self, others and a higher power according to each person's beliefs. Attention to spirituality is an integral and foundational part of what we do and value.

Collaboration

We recognize that the desire for health and wholeness for our youth is shared with others. We will actively seek out partnerships that promote healing and growth for all. Through collaboration with our children, youth, and their families, Indigenous communities, funders, colleagues and the community at large, we will work towards a sense of shared responsibility that enhances our collective impact.



Chair's Message



The youth and family social services sector remains challenged. Inflation, public funding freezes as well as aging infrastructure all tested the resourcefulness of our Marymount team.

I am very proud to say that we faced those challenges successfully. Our board does recognize that these are not necessarily point in time challenges but are mostly systemic. Work is being done in support of these items, and we are seeing some gains, but we appreciate that progress is much slower than we would like. We commit to pursuing all avenues to provide our youth and our staff the supports they need. Despite these challenges, a better understanding of pandemic practices

and routines, meant that operations last year were less influenced by COVID.

Activities were much more “normal” than they had been in some time, which not only meant it was another very active year for Marymount, but we were provided more opportunities to come together.

As we continue coming together in support of Manitoba youth please know that the Marymount board is extremely proud of everything we continue to achieve. Thank you all very much for your efforts.

Terry Shaw
Chair of the Board of Directors

Executive Director's Message



This past year certainly felt like Year 2 of the pandemic. I think it will take some time to fully appreciate all the impacts across the Marymount organisation, and certainly this past year we continued to feel the challenges of how to keep in relationship in a world where we moved many of our in-person connecting to virtual platforms.

Marymount was an organisation that felt like every other week there was an opportunity to gather: in ceremony, celebrations, feasts, parties and trainings to name a few.

As I reflect on the year, I am astonished at how much we continued to move forward on all our initiatives.

Guided by the strategic plan, work groups and teams continued to develop and grow initiatives. Big initiatives.

The Neurosequential Network acknowledges that we, the clinical team, have completed NMT Training Certification through the Phase I level and we are now the second organization in Canada to achieve this standard.

We are the first organisation in the world to be certified in the PRESENCE model. This model was developed by Dr. Sandra Bloom out of her international work with the Sanctuary model, and we have been privileged to pilot her updated PRESENCE model. This is an organisational model of trauma informed care that leads an entire

culture forward to be trauma responsive and trauma resilient. And so much more that you will read in this annual report.

Significant development in our aspiration to offering reconciled healing approaches to our work: bringing Indigenous wisdom and practices and Western healing approaches together in a good way.

As a mainstream organisation we are deeply committed to this work as part of addressing the calls to action of the Commission on Truth and Reconciliation.

In all our work there is one driving and unifying passion: how can we do our best for the children, youth, young adults and families that we serve. Everything that we do is inspired by them.

My gratitude to the wonderful staff at Marymount who bring this to life each and every day.

Nancy Parker
Executive Director

Marymount Strategic Plan

Growing upward and gaining strength & capacity



Marymount Mission

Providing a continuum of care to support our youth and families as they overcome, advance and belong

Delivering Excellence

In all areas, Marymount provides high quality services & supports by striving for excellence.

Striving for Cultural Safety

Marymount continuously strives to be a culturally safe organization for all those supported/served.

Seeking Sustainability

Marymount seeks sustainability in its operations & service delivery through effective stewardship of all its resources financial, human and capital.

Promoting Our Brand

Marymount is well-known in the community & among its many 'publics.'

Executive Summary

Marymount's strategic plan is built on voice and strength. This plan includes the voice of Marymount's board members, staff and youth. With a focus on strength, the strategic plan has a view to growth, potential, dreams and hope. Therefore, the plan is visualized as a tree, growing upward and gaining strength and capacity. Like a tree, Marymount's strategic plan is seen through a lens to continuous change; with the 'roots' being the organization's mission and values, 'trunk' as the strategic directions, 'branches' as objectives and operational actions, and the 'leaves' as the key performance indicators.

Pillar: Delivering Excellence

In all areas, Marymound provides high quality services and supports by striving for excellence.

Key Actions for 2021-2022

Objective: Defining Success and Understanding Needs

Marymound will be a data informed organisation to support understanding and demonstrating program quality and clinical outcomes, and continuous quality improvement.

- Working with Denise Belanger, Inquiry Minded Consulting, program quality metrics and clinical outcomes will be developed for Marymound.

Objective: Delivering Excellence: PRESENCE

2021/2022 was focused on completing our organizational training for PRESENCE and building our organizational portfolio. To demonstrate how we integrated knowledge into practice. Presence is an organizational framework that moves beyond trauma-informed care to provide staff and youth with the skills to be responsive to one another in ways that recognize and respect the ways trauma impacts our lives and honours one another through relationship building that promotes resiliency and healing.

We have been on this journey of organizational transformation for three years and during this time have seen notable change in the way we work with our youth and our co-workers. We integrated Brain Regulation skills into our everyday practice beginning all our meetings with a PRESENCE check-in which is designed to ground us in relationship prior to beginning tasks. We ensured that every employee completed a Professional Wellness Plan with the support of their supervisor to prioritize employee wellness. We also went through the process of completing Emotional Volume Plans to highlight the importance of emotional regulation and health in our work. We also learned key communication skills, complexity management skills, and group engagement skills to build collaborative, creative, and supportive environments that depend on compassion for our coworkers and the youth we are here to serve.

Change is never easy and often met with reluctance. While the journey was not always easy, we leaned into the tenets of PRESENCE and found alignment with Marymound's Core values. After three years of hard work and commitment we are close to becoming the first organization globally to receive PRESENCE certification. This does not mean our PRESENCE journey has come to an end. We will continue to integrate PRESENCE into our onboarding as mandatory training for all new staff and will ensure sustainability by offering monthly lunch and learn to refresh and continue to explore our skills.

Objective: Delivering Excellence: Excellence in Clinical and Therapeutic Services/ Reconciled Healing Model

We acknowledge with gratitude Elder Dr. Ed Connors for the use of the descriptor Reconciled Healing Model.

Marymound will develop and implement a healing model that equally supports and provides healing from an Indigenous worldview and Western healing approaches.

Two-Eyed Seeing Model of Practice

This past year saw the continuing development of a Two-Eyed Seeing model of practice at Marymound, wherein Indigenous Knowledge and ways of healing are acknowledged as equally valid and effective as Western therapeutic approaches.

The ongoing collaboration between the Clinicians Group and the Cultural Services Department has helped to further this approach and the Clinicians Group is intentionally exploring what it means to truly practice in a Two-Eyed Seeing way.

In the spring of 2021, the Clinical Director and the Director of Organizational Development and Cultural Services drafted a visual representation of the emerging clinical model intended to reflect the structure and intent of it. This draft was presented to the Indigenous Advisory Circle of Marymound and, once acknowledged as appropriate by this group, will be officially launched internally and then to the larger community.

Objective: Excellence in Clinical and Therapeutic Services: Neurosequential Model of Therapeutics (NMT)

Marymound will employ the Neurosequential Model of Therapeutics© as an approach to clinical problem solving. The NMT will be the foundation for youth-centered healing plans and will inform the type and timing of therapeutic interventions including both Western and Indigenous healing approaches.

- The Neurosequential Network acknowledges that Marymound has completed NMT Training Certification through the Phase I level. As such, Marymound is now only the second organization in Canada to achieve this standard.

Neurosequential Model of Therapeutics

In June of 2020, thanks largely to an Inspiration Grant from the Réseau Compassion Network (formerly the Catholic Health Corporation of Manitoba), Marymound began the journey to become only the second NMT certified site in Canada. The Neurosequential Model of Therapeutics, or NMT, is a developmentally sensitive, neurobiology informed approach to clinical problem solving developed by Dr. Bruce Perry. This clinical approach helps clinicians determine the strengths and vulnerabilities of children who have been subject to adverse events and informs the creation of individualized plans that will promote developmental progress. The NMT is not a model of therapy, but rather guides practitioners in identifying appropriate therapeutic interventions in a developmentally appropriate sequence. When employed as a clinical planning tool, the NMT contributes to measurable changes in emotion regulation, capacity for healthy relationships and cognitive capacity, which in turn result in better long-term outcomes for children and youth.

In June of 2021, five clinicians completed their Phase 1 NMT training, and the Neurosequential Network acknowledged that Marymound had completed NMT training certification through the Phase I level. This designation allows Marymound clinicians to employ the NMT metric planning tool in the creation of exceptionally specific and developmentally appropriate healing plans with the youth and families that we serve. In August 2021, two more clinicians enrolled in the Phase 1 training and two others embarked on the Phase 2 Train-the-Trainer journey. Once the Phase 2 certification is achieved, Marymound will have the ability to train internal clinicians to Phase 1 certification.

In the next year, we plan to launch an internal “Introduction to NMT” training to share the NMT framework and basic concepts across all levels and positions within the organization. This is an important and exciting step, and the NMT is a pillar of the emerging clinical framework at Marymound. We also hope to collaborate with external organizations such as CFS agencies and school divisions to provide similar training and access to the NMT assessments for their clients.

Pillar: Striving for Cultural Safety

Marymound continuously strives to be a culturally safe organization for all those supported/served. In particular, Marymound acknowledges that we are blessed to be on this land and seeks to humbly create respectful relationships with First Nations, Métis and Inuit children, youth, families, and communities.

Key Actions for 2021-2022

Objective: Cultural Safety: Understanding Marymound

Developed a mechanism to conduct diversity audits of Marymound staff and youth at regular intervals that gather information about culture, language, gender identity.

Objective: Cultural Safety: Indigenous Advisory Circle

To build and maintain strong authentic relationships with Indigenous communities/organizations/leaders to ensure Marymound is culturally safe for Indigenous staff and youth.

Marymound formed an Indigenous Advisory Circle. The first meeting was held March 2022 and meetings are ongoing. The Indigenous Advisory Circle with 10-15 members including Elders, youth, and community members are meeting quarterly and will advise on cultural programming, recruitment and retaining Indigenous staff, Indigenous cultural learning opportunities or any other questions regarding Indigenous cultural issues, learning and/or service delivery.

Objective: Cultural Safety: Indigenous Cultural training

Marymound re-established a mandatory two-day Indigenous Cultural training and ½ day cultural refresher training for all staff. This training was developed by Elder Louise Lavallee and the Cultural Team and has been well received by staff.

Pillar: Seeking Sustainability

Marymound seeks sustainability in its operations and service delivery through effective stewardship of all its resources - financial, human and capital. Sustainability supports excellence by ensuring Marymound has what it needs to provide quality service delivery now and in the future.

Key Actions for 2021-2022

Objective: Maximizing our Best Assets: Marymound Staff/ Recruitment

Marymound will receive a strong volume of eligible candidates for posted positions: internal and external candidates.

Marymound completed a compensation project with the support of Acuity HR and funded by United Way Winnipeg. This project reviewed job descriptions and realigned where positions sit on various wage scales, benchmarked wages and proposed new compensation structure with additional recommendations.

Objective: Financial Stability/Increase Fundraising

Increase revenue through fundraising and move to having designated “accounts” to support specific internal programs, for example Cultural Program.

2021-2022 was a challenging year for Fund Development. With the pandemic still gripping our community, and many funders focusing on pandemic supports, fundraising took a bit of a pause. We used this time to strategize about the upcoming year and brought on a new Manager of Marketing & Communications to the fund development team.

We have been working diligently on our social media presence and a website overhaul. There is a renewed sense of energy and excitement to the team, with fresh ideas to increase awareness and approaches to our community. Look for new and exciting content in the years ahead.

Our 2021 annual Golf Tournament went off without a hitch and was a complete sellout. We raised much need funds for programming here at the agency.

Conferences continue unabated and were moved to a virtual model. This was an unexpected result from the pandemic, but did provide many learning opportunities for the team that will be applied to our programming in future.

This year we offered a virtual conference in March 2022 that aligned with our commitment to cultural safety and reconciliation entitled Resilience & Resurgence: Why Reconciled Spaces Are Essential to Healing. The idea of Reconciled Spaces envisions a process that incorporates Indigenous inclusion, decolonization, and indigenization to change policies, practices, and structures. We engaged in two days of dialogue and explored how we can include Indigenous perspectives in transformative ways that include foundational, knowledge-based, and structural shifts in ways of being and doing.

Part two Building Ethical Space Through Engagement & Integration of Knowledges will be offered on November 22-23rd, 2022. We will continue to consider what it means to create ethical space, integrate Indigenous knowledge into practice, and honour the importance of relationships to shape reality.

We are looking forward to new events such as annual online 50/50 raffles and we have also been working on a new and exciting event being held in Gimli, Manitoba. It is our inaugural Ice Fishing Derby to be held during the Gimli Ice Festival March 2023. This event is a partnership with Fish Futures and the Gimli Ice Festival. Fish Futures mission is fisheries enhancement and water stewardship. Raising money for to support vulnerable children and help save our natural resources is a win-win.

Objective: Financial Stability/ Diversified and Additional Revenue

Marymound has a substantial portion of the budget revenue from Department of Families and diversifying revenue source supports financial stability. Additional revenue supports spreading administrative costs (to support the objective of higher salaries).

- Significant work has occurred in the past year to launch a youth justice program focused on Indigenous youth connecting to culture and community, based on a reconciled healing model

Objective: Financial Stability/bring deficit funded programs to a balanced financial contribution

Continued advocacy around Department of Families and Department of Education funded programs to bring revenue in contracts to a level that matches the true cost of operations, and as well for the educational programs to the enhanced clinical staffing levels needed to support the increasing complexity of youth in our programs.

- PHC-EH merger brought EH out of deficit funding to both operate at break-even, and created a stronger cohesive program: The Healing Way.
- Collective advocacy by group care providers and their Boards saw a \$4.91 million dollar increase to group care contracts. The agreed upon disbursement of these dollars sees a very small impact for Marymound, however, it has set the stage for additional advocacy to have Department of Families contracts support the true costs of operations such as Cultural programming, IT, benefits etc.

Objective: Sustainability/Stewardship of Resources

Marymound will have sustainable practices related to the earth, the land, and use these practices and spaces to support education and land-based learning.

- Marymound School and Cultural/SWEEP team were awarded a \$50,000 grant through the Réseau Compassion Network's Green Innovation grant. The project is the development of an outdoor greenhouse/classroom, with energy considerations such as having aquaponics to create heat. This project supports the Truth and Reconciliation Commission of Canada: Calls to Action # 10, 12 and 22. It will build upon current initiatives in the areas of land-based cultural programming (Marymound's medicine gardens, tree sap collection, bee and honey production, fruit trees and vegetable gardens), and will teach and engage youth in food production and sustainable initiatives, and provide work experience opportunities for the youth on our employment program (SWEEP: Student Work Experience and Education Program).

Pillar: Promoting Our Brand

Marymound is well-known in the community and among its many 'publics' as a respectful and compassionate organization that finds solutions to challenges in collaboration with children, youth and families in a way that meets their own needs and those in the community.

Key Actions for 2021-2022

Objective: External Communications - Develop a clear and consistent message about Marymound and its attributes.

To develop clear and consistent statements regarding Marymound's successes, dreams, competencies and attributes that can be used for internal and external communications.

- Hired a Manager of Marketing and Communications who is working on development of internal and external communications strategies.

Objective: Develop an External Communications Plan

To develop an external communications plan for Marymound that will inform external audiences about who Marymound is, what Marymound does, who the organization serves, how Marymound provides services, the impact of services, how Marymound makes Manitoba a stronger community and how external audiences can support the work of Marymound.

- Focus on growing social media audience across main platforms (Facebook, Twitter, Instagram, LinkedIn) started

Objective: Develop an External Communications Plan: Website Development

Make the website more user-friendly and easier to understand how to use, easy to donate.

Marymound was awarded a \$30,000, with funding provided by the Manitoba Government through the Manitoba Accessibility Fund, to develop a new website that is accessible to many audiences. The new website will go live by March 2023.

Objective: Develop internal communications plan: Metrics

To gauge satisfaction with current internal communication, hear ideas to guide internal communications strategies and create benchmarks for future surveys.

- In January 2022 an internal communications survey was launched and analysis of the information is underway. This will inform current actions/plans as well as refine the survey for annual input.

Objective: Develop internal communications plan: Actions

All staff feel they have the opportunity to be fully engaged and understand the larger Marymound organization through communications efforts and activities.

- The Marymound Matters, monthly newsletter, was restarted with new content areas and a structured monthly process to gather information from a variety of internal sources

Program Updates

Marymound Programming

Marymound provides a number of programs and services for vulnerable youth and families including crisis stabilization, assessment and treatment programs, group homes, treatment foster care, clinical services and cultural healing services, youth addiction services, sexual abuse treatment, youth education services including an independent therapeutic school and off campus school for older youth, an education bursary fund for current and past clients of Marymound, independent living programs, young parents programming, maternal health and early childhood supports, youth employment readiness, cultural programming and training

Futures & Babies Best Start

Reflecting back on this past year, we have been through so many changes both good and difficult.

We were very excited as a team when pandemic restrictions started to lighten up and we were able to open up our programs to being in person. Schools Cool re opened, we trained in a new program My Tween and Me, and we were able to offer this group in person as well. We started doing more programs in person offering smaller group sizes, focusing on meeting families where they are at, and developing plans based on their individual needs. We continued to offer hampers and home packages to support our families and community. We added extra food supports as many of our families were relying on local food banks to help keep their families feed.

Babies Best Start continued to provide support to pregnant mothers/families with home deliveries and packages as recommended by the funder.

This year we saw significant impacts to the Thompson community. One of our local food banks closed its doors and many families are not eligible to receive services from the one remaining food bank. With continued rising costs families struggle with food security and meeting basic living costs. Our community continues to struggle with a reliable transit system and community violence has increased. We strive to be part of positive solutions in the community, seeking out partnerships to help support our community and the families we work with. We developed new relationship with other agencies to help promote more food security and offer programming within other agencies. We developed a relationship with our local women's shelter to offer weekly parenting programs within the shelter itself.

Marymound School

Staff and students were very excited to return to “normal” for the 2021-22 school year. We continued to follow the fundamentals above and beyond what was required by Manitoba Education. We felt this was important as our students require extra support to mitigate risk personally and as part of the school. Slowly, we were able to offer more options for students and classes both in our building and the community. Students were excited to partake in a wide range of classes, social skill building opportunities and activities.

The introduction of weekly Needs Assessment meetings offered our school team opportunities to support students and families in the context of school planning, collaboration with external supports and the increased mental health struggles due in part to the Pandemic shut downs. As health restrictions lessened, our students really began to blossom! Fieldtrips, walks in KP, swimming in the pool and many other fun activities returned to our school day. For the first time in 3 years, our Year End Celebration was able to happen in person. Students and families were able to celebrate the hard work from the school year.

Another first was our Pathways Off Campus program having a Graduation Ceremony for three students who earned their high school diplomas! We look forward to seeing more grads each year.

Youth in Care

Bagosenim - I have Hope

Over this past year, we have placed 18 youth in our program, 2 male youth and 16 female youth. We have successfully discharged 13 youth with a completed assessment profile.

Over the past year the youth have enjoyed numerous activities in the community and in Falcon Lake.

Our program has spent a lot of time with the Sinclair group home doing outings and enjoying feasts together with Elder Lousie.

Sinclair Community Living Home

Sinclair is a group home that focuses on building and maintaining a community. Often our kids have moved from several different foster or kinship placements and have little trust in the adults around them.

We start slow by building relationships and fostering the youth’s interests. When safety (being respectful, following safety rules) is consistent we start enrolling the youth in activities such as football, basketball, floor hockey, martial arts.

We give back by helping our neighbours with shoveling snow, cutting their grass and picking up garbage. We have big meals, bonfires, games and campouts with other homes at Marymound (Marygrove and Bagosenim) in order for the kids to experience healthy community relationships and a sense of confidence in knowing they aren’t alone.

Because Sinclair can be a longer term placement we are able to create long term healing goals that allows for the clinician to connect and work on the emotional/social development of empathy, compassion, belonging and toleration of negative feelings and how to navigate that in relationships.

We have had success stories where we have found that with the support of the social worker, siblings have reconnected. That eventually turned into adoption for the brothers. The young man has continued on now into university!



Program Updates

Our goal is for the youth to either move back with family by working with both the parent and child, or to obtain a long term placement, often through Marymount's Treatment Foster Care Program.

Marygrove

Over the past year, Marygrove has cared for four youth, as our numbers reduced from six. This has allowed more time to spend individually with each of the youth based on their specific needs.

Over the past year, the youth worked on social skills and enjoyed numerous activities over the summer. Activities such as horseback riding, go carting, attending numerous beaches and city pools, stayed at a cabin in Gimli, day excursions to areas outside the city, a boat ride at the forks as well as the prairie dog express train ride to name a few.

Marymount also collaborated with Assiniboine Park for another year to provide a Foodology camp for the youth from Marygrove and Sinclair. The youth learned to grow and cook utilizing fresh ingredients as well as other activities such as fieldtrips.

All the youth attend school daily, three of which attend public schools. The youth were also involved in many cultural opportunities through Marymount's cultural program, as well as school and agency programming. The youth experienced many opportunities this summer such as fishing, forging, canoeing, Ojibwe scavenger hunt, sweats, full moon ceremonies and a camp out to name a few.

Independent Options Program (IOP)

IOP assists young people with securing independent housing, education and post-secondary planning, employment, money management, healthcare, and navigating community and mental health resources. All while developing their interpersonal, communication, and relationship building skills with one-on-one facilitators. Any young person between the ages of 16 and 21 who is currently in the care of a child welfare agency is eligible for a referral. The program goal is full independence, built on a foundation which ensures there are many hands on opportunities to provide the youth with the skills they need to live independently. Marymount staff support each youth in a flexible and specially tailored program to meet their needs.

Young Parents Program (YPP)

YPP provides young parents and moms-to-be with hands-on assistance in raising their child(ren). This includes healthy pregnancy support, respite, parental skill building, healthy nutrition and environment, finding appropriate childcare and managing any risk to parent and baby. Recognizing that mom's health and well-being affects a baby's health and overall achievement of developmental milestones. Additionally, young parents are assisted with securing independent housing, education and post-secondary planning, employment, money management, health, and navigating community and mental health resources. All while developing their interpersonal, communication, and relationship building skills with one-on-one facilitators.

Highlights for 2021-2022

Throughout April 2021-2022 we offered services to 45 young adults in our programs.

Looking over some of our stats:

Education: we had 82% of our young adults were registered and attending school, 36% of our young adults graduated, and 20% attended post secondary.

Employment: 78% used our employability programming to update their resume and 58% gained employment.

Housing Stability: 82% of our young adults completed stage one of our program and moved into their own apartment.

Financial: 66% of stage two young adults showed financial management improvement by managing their own financials.

Bio/Psycho/Social: 95% acquired a family doctor and attended regular visits. 84% attended their yearly dental check and follow-up. 91% attended their optometrist. 80% of clients in 2021 who identified as having psychological trauma have received supports and services. 96% of clients in 2021 who experienced social negative determinants accessed internal and external resources

Program Updates

Treatment Foster Care/Gap

Treatment Foster Care (TFC) and the Gateway Adult Program (GAP) provides children, youth and adults with a therapeutic home environment to grow develop and experience "belonging". Individuals, couples and families in the community carry out care giving. A treatment foster parent / home share parent's role is to nurture, support and care for children, youth and adults who are unable to reside with their natural families. Treatment foster parents / home share parents work diligently with the children, youth and adults to keep them connected with their family and community. For most of our children and youth, their treatment foster family remains in their lives after leaving Child and Family Services care. With respect to our GAP adults, the goal is for them to remain in our program after leaving Child and Family services care and entering the adult system. For these individuals, it is our goal for them to remain in the home that they grew up in through CLDS.

Highlights for 2021-2022

This past year we were able to resume monthly training for our Treatment/Home Share foster parents. We became creative and our trainings were held on social media through Teams.

Our families were also provided training in the PRESENCE model of trauma informed care

All of our children and youth were enrolled and attended school

With respect to our GAP adults, most were able to return to their day programming during the pandemic

We began a recruitment campaign in the spring of 2022 as we lost a number of families due to the COVID vaccine mandate at Marymount. We are currently working diligently to recruit new homes.

We had two youth who were reunified with their biological mother this past year.

We had several youth graduate from high school.

Stabilization

Crisis Stabilization Unit - CSU Scotia

This program did a survey with youth accessing their services and received overall positive feedback.

84% of youth were happy with their stay at CSU

90% would recommend YCSS to a friend

Some positive quotes from youth about what they liked about CSU:

"That I got a break from the outside world. And realizing that I have people who will always help."

"It's a chill environment and helps you reset yourself back onto a good path."

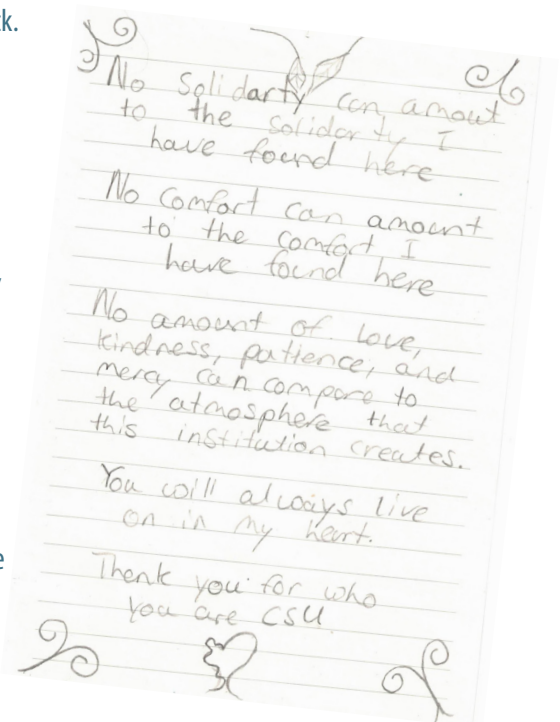
One of our favourite quotes was from a youth recently who made us a painting and wrote on the back:

"To CSU staff, you may never truly understand the great impact you all have in peoples lives, the great impact you guys have had on mine. I truly believe it's the beautiful, kind-hearted people like you who make this chaotic world a better place. You all have good souls who help people through some tough times and maybe even have saved some lives. And for that I say 4 trillion thank yous"

Our year end stats this last year show:

-A double in transgender or LGBTQ2+ youth accessing the units

-A stable high number of admissions return to the same placement, assisting with prevention of placement breakdown. 455/496 admissions returned to the same placement.



Program Updates

Youth Addictions Stabilization Unit (YASU)

YASU continues to work collaboratively with the Youth Addictions Centralized Intake (YACI), communicating regularly in order to provide the most efficient and supportive services to anyone accessing YASU.

YASU has also provided addiction specialist support to Hope North who has two involuntary YASU beds for northern Manitoba. Hope North accesses YASU when they are unable to obtain designated addiction specialists from the north in order to complete the assessments within the legislated time.

On site, the YASU nurses have completed Naloxone training through Manitoba Health, Seniors and Active Living and are now able to screen, provide education and distribute Naloxone kits to any youth who are in our care that are high risk users or known opioid users. Since January 2022, YASU has handed out 20 kits in total.

The nursing team has also recently met with Dr. Erin Knight for some training and information sharing regarding YASU voluntary unit accepting clients through Rapid Access Addiction Medicine (RAAM) Services. At this time, YASU is designated as a youth/young adult monitoring and stabilization site for those seeking support for problematic substance use through RAAM.

Over the past year, a working group consisting of stakeholders such as the Department of Families, Manitoba Adolescent Treatment Centre, and Marymound developed a program presentation providing some educational tools and description of services YACI/YASU provides. The goal is to help community partners such as child welfare, schools and other sector improve their understanding of substance mis-use/addictions, and the types of resources that are available. Community partners often mis-understand the purpose and mandate of YASU so we are hopeful this may improve that situation.

At the start of the pandemic the two IPDA beds at the Youth Justice Centre were taken off-line due to the nature of the congregate care and wanting to limit potential transmission of the Covid virus. We met frequently with the Department of Justice and Winnipeg Police Services to monitor capacity. It became apparent that the two beds at YASU could meet the need and the decision was made to permanently end the option of IPDA beds at the Youth Justice Centre. When those beds were active WPS would typically take youth who were more violent and aggressive to that setting: with the change YASU then was receiving these youth. WPS was very supportive in having their members support staff, and come back if needed, but it became clear that the facility structure was problematic. The Department of Justice sought the funds from Treasury Board and paid for the cost of remodeling the space (@\$40,000) to allow for increased safety for staff and youth alike, and to reduce the need to call WPS back to YASU for support.

This program is funded through Manitoba Liquor & Lotteries.



Supportive Programming

Cultural Program

Marymound's cultural program offers a safe, nurturing place where youth and staff can explore teachings and activities as they learn about their Indigeneity and connection to community. The Sacredness of Life and the crucial importance of its preservation provide the emphases of the program. Through sharing and talking circles, sweat lodges, teachings, ceremonies and other activities, youth have developed a sense of self worth, self-understanding, patience and ways to respect and honour life.

Over the year youth have requested their Spirit names and participated in land-based activities including medicine picking and growing food. They also had many opportunities to go out into the community with the Cultural team to attend powwows, Sundances, and other community events.

We continue to grow and build relationships with Marymound's clinical team to formalize ways of integrating Western and Indigenous healing modalities into our over healing plans for youth. We also have an Indigenous Advisory Circle with Elders, community members, and youth who advise the team and organization on cultural programming and learning opportunities.

Program Updates

Clinical Program

A key support that flowed out of the PRESENCE model was the development of the Psychological Wellness Policy and Support Team. In June of 2021 as Marymount continued the journey to becoming a trauma resilient organization via Dr. Sandra Bloom's P.R.E.S.E.N.C.E. model, the need for a Psychological Wellness Policy and support process became apparent. The Clinical Director and Director of Programs collaborated to write this policy, which made evident the importance of debriefing acute and cumulative trauma resulting from the nature of the work that is undertaken by employees, in order to allay some of the potential for secondary and vicarious trauma. This policy explicitly provides the opportunity for any group or individual to debrief an event or events and outlines the pathway to accessing this service. In July 2021, a group of skilled employees volunteered to form the Psychological Wellness Team, and since that time many check-in calls, group and individual debriefs have been facilitated, encompassing topics from grief and loss to fear of physical harm and many more. In the coming year, the teams hopes to increase visibility and awareness of this process within the organization.

Sexual Abuse Treatment Program (SATP)

The Sexual Abuse Treatment Program (SATP) is a voluntary program that provides specialized therapeutic services for young people and their families, aged 4 to 18 years, who have experienced sexual abuse by a family member or by someone outside of their family. Parents can self-refer or the referral can come from an agency that is supporting the family in accessing services. Therapists provide individualized treatment plans employing a variety of modalities, such as psychoeducation, play therapy, emotion regulation, individual, group and family therapy where appropriate.

The Sexual Abuse Treatment Program uses an ecological perspective to understand the life of the child and the systems that affect them, with the goal of supporting children, youth, families and communities to begin the journey of healing. Family, culture and community all impact a young person's identity, as well as their inner thoughts and feelings. SATP supports participants to discover strengths in these areas, while providing psycho-education and working to resolve the impact of traumatic abuse.

The year came with many highlights, but included some challenges related to the navigating the pandemic. Initially, when all services in the province were shut down in March 2020, it took time as a program to respond in terms of government directives, adapting to providing services virtually and determining a way to deliver services safely. There was a steep learning curve to adapting to tele-therapy in terms of technology and the engagement process for some complex client situations. In addition, there were times when internet connection issues interfered with providing service to families outside the city limits.

From a client perspective, during this period many families were navigating the additional stresses of home schooling, adapting to working from home, and the loss of access to extended family supports. Engaging in trauma therapy was only one of many matters of concern in the overall life of the family and, understandably, at times required pausing to focus on meeting more immediate needs.

Despite these challenges, from April 2021 to the present, the SATP program served 27 clients and their families; the program currently receives an average of two new referrals each month. We are proud to say that the healing plan for each client is completely individualized and that during the 2020-2021 year, we began intentionally incorporating culturally informed healing practices and aspects of the Neurosequential Model of Therapeutics™ into client plans where appropriate. During the 2020-2021 year, the program had many opportunities to support sibling sets and to honor clients' choice to participate in family therapy and, in some cases, in apology and clarification sessions. Other highlights included supporting and empowering clients to communicate the impact of sexual abuse trauma within the justice system, continuing to provide the option of virtual sessions in addition to in-person services and intentfully connecting with community partners such as Child and Family Services, school systems and other therapy services to ensure the best possible service for clients. Another notable connection this past year was Marymount's participation at the TOBA Center Collaborative Community Table, where representatives of the SATP program are actively engaged in visioning how to improve access to and provision of sexual abuse treatment services for children and families in Manitoba.

This program is funded by United Way Winnipeg.



United Way
Winnipeg

2021/2022 Financial Statements

MARYMOUND INC.

Statement of Operations

Year ended March 31, 2022, with comparative figures for 2021

	Operating Funds Unrestricted	Capital Fund	2022 Total	2021 Total
Revenue:				
Province of Manitoba:				
Family services:				
Operating grants	\$ 2,424,001		\$ 2,424,001	\$ 2,360,781
Per diem	\$ 6,325,349		\$ 6,325,349	\$ 6,223,982
Additional support	\$ 1,299		\$ 1,299	\$ 18,020
Education:				
School	\$ 725,500		\$ 725,500	\$ 725,499
Y.E.S.	\$ 364,900		\$ 364,900	\$ 364,900
Health - YASU	\$ 2,597,240		\$ 2,597,240	\$ 2,597,240
Placing agencies	\$ 6,275,528		\$ 6,275,528	\$ 6,888,414
School divisions	\$ 1,235,600		\$ 1,235,600	\$ 1,243,025
Federal grants	\$ 445,636		\$ 445,636	\$ 301,621
Employment projects	\$ 2,800		\$ 2,800	\$ 103,231
Interest	\$ 2,512		\$ 2,512	\$ 3,166
Other	\$ 567,414		\$ 567,414	\$ 618,421
Amortization of deferred contributions	\$ -	\$ 84,546	\$ 84,546	\$ 84,546
United Way grant	\$ 81,178		\$ 81,178	\$ 80,831
Donations	\$ 108,328		\$ 108,328	\$ 32,674
Gain(Loss) on disposal of capital asset	\$ -	\$ 1,204,853	\$ 1,204,853	\$ 13,027
	\$ 21,157,285	\$ 1,289,399	\$ 22,446,684	\$ 21,659,378
Expense:				
Amortization		\$ 390,086	\$ 390,086	\$ 388,570
Salaries and wages	\$ 14,086,822		\$ 14,086,822	\$ 14,135,520
Office and building maintenance	\$ 811,796		\$ 811,796	\$ 834,744
Administrative	\$ 697,234		\$ 697,234	\$ 705,470
Mortgage & loan interest	\$ -	\$ 73,443	\$ 73,443	\$ 80,555
Activities and service	\$ 1,286,936		\$ 1,286,936	\$ 1,256,713
Support family payments	\$ 3,302,454		\$ 3,302,454	\$ 3,595,429
Rent	\$ 311,400		\$ 311,400	\$ 318,507
	\$ 20,496,642	\$ 463,529	\$ 20,960,171	\$ 21,315,508
<u>Excess (deficiency) of revenue over expense</u>	\$ 660,643	\$ 825,870	\$ 1,486,513	\$ 343,870

See accompanying notes to the financial statements.



Finding the good

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