


Walking together...



This report is dedicated to the courage,
dedication and compassion of our
frontline workers.

The Marymound Way

Respect

We believe in the intrinsic value and individual worth of each person

Compassion

This 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

As an organization we will embrace change, challenge obstacles, take risks and through innovation, strive to be leaders in our field.

Spirituality

We believe spirituality is an individual experience that is intertwined with one's personality, culture and life history.

Collaboration

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

Message from the Board Chair

The year 2020 has been filled with uncertainty and challenge. It came as no surprise to me in alignment with our values of courage and collaboration, Marymounders once again came together to rise to the occasion.

This past year compounded challenges in unprecedented ways, leaving many organizations genuinely and understandably uncertain about their future. However, with determination and focus, the Marymound team pushed back on these challenges and we find ourselves well positioned for the upcoming year.

A number of necessary adjustments were required to support increased financial stability. The many external factors beyond Marymound's control made already very difficult decisions even harder. While reviews will always continue, the heavy lifting in this regard has been completed. Program quality and service delivery- always at the centre of what we do- can now enjoy a refreshed focus in support of delivering excellence.

Inspired by the dedicated and successful work undertaken by our Marymound staff, the board of directors has also been motivated to review and amend committee membership, mandates, and approach to our work.

I am very appreciative and filled with gratitude for the Marymound team and everything they have done, and for all they continue to do. It is also important to mention and give thanks to our frontline workers who deserve unique acknowledgment for their courageous efforts during this pandemic.

I am proud to be part of Marymound and look forward to a time when we can gather together again to celebrate the efforts and accomplishments of this last year.

Thank you all,

Terry Shaw



Message from the CEO

As I write this report, we are experiencing a worldwide pandemic. This has had a dramatic impact on the last months of this fiscal year. I have been grateful for staff who have stepped forward to make organizational plans to manage our collective safety, constantly communicate the changes and updates as we continuously learn to manage this pandemic.

There is one staff group that I would like to highlight at this time. This is our front line 24/7 staff who care, support and provide healing treatment to the youth and families we serve. They have shown great courage. Not knowing, especially in the early days, what exactly would provide the best protection from this virus and potentially putting themselves in harm's way is frightening. However, these staff came to work, reassured our youth and families and continued with their essential work. Our value of collaboration has been very evident, both internally and as well between our youth serving colleagues and the government. We have seen compassion in action, especially as staff give grace to themselves and others, understanding everyone is struggling in different ways with the constraints due to the pandemic.

We talk about respect the Marymount Way, and all staff are demonstrating this as they don masks to protect others. Finally spirituality. Although we are physically apart in many ways, we have found ways to connect and engage in relationship, living the spirit of belonging and caring.

This past year has been rich with accomplishments, time to gather and celebrate, and lots of hard work. My gratitude to all of Marymount's staff, the support of the Board of Directors, and the guidance and wisdom from the Compassion Network.

Respectfully submitted,

Nancy Parker



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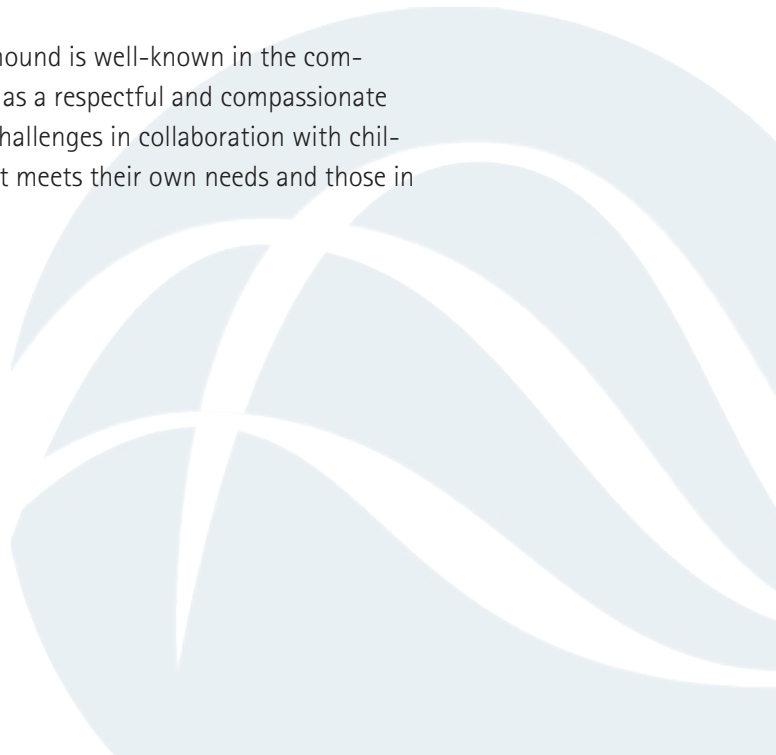


Strategic Plan

MARYMOUND 2020–2023 STRATEGIC PLAN DEVELOPMENT

The Board set four strategic goals at the end of last fiscal year, and this past year, with the support of United Way, we have moved forward with Denise Belanger from Proactive Information Services, Inc. to develop the key objectives and metrics to support this plan. The staff Strategic Planning Committee has refined our understanding of the four strategic goals and will be developing the framework informed by staff, community, youth and family consultations in the upcoming fiscal year.

1. **Delivering Excellence:** In all areas, Marymound provides high quality services and supports by striving for excellence.
2. **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.
3. **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.
4. **Improving our Public 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.





STRATEGIC GOAL

Striving for Cultural Safety

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

In particular, Marymount 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.

Spiritual Purpose

Marymount continues to understand the importance and value of keeping the social justice mission and values of the Sisters of the Good Shepherd alive.

In an effort to preserve and record some of our history, Sisters of the Good Shepherd that had lived and worked at Marymount, and now reside in Quebec and Toronto were interviewed. All of the sisters spoke to an inclusive view of spirituality and a mission of social justice that has focused on marginalized children and families. This year the interviews were used to create a video that we plan to use in welcoming and on-boarding new staff.

The Canadian organizations of the Sisters of the Good Shepherd from Halifax, Windsor, Toronto and Winnipeg continue to come together with a commitment to sustain mission and values and stay connected to support each other in this work. This CORE group has had monthly calls and one in person meeting to support our strategic plan. We were able to do four training zoom calls with all four organizations, each hosting one training. In addition the CORE team joined one of the Marymount Legacy Shepherd meetings via zoom and we were able to have a virtual circle of sharing.

There was a gathering in Detroit in the fall and several staff and a Board member attended. Sadly the

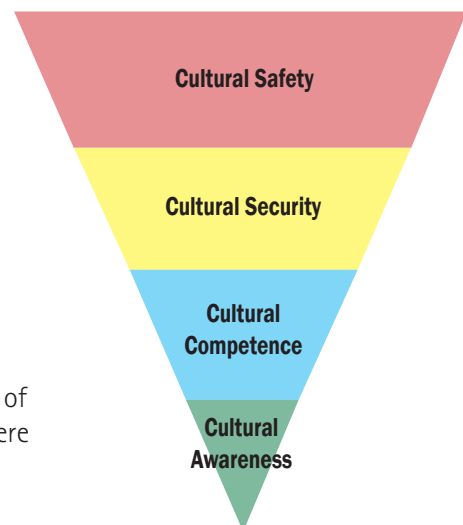
spring gathering that was planned was cancelled due to the Covid-19 pandemic.

Internally there has been continued work to sustain mission and values. The Marymount Way: compassion, collaboration, courage, respect and spirituality are used both to reflect on our work, set intentions regarding upcoming work, and often as a way to determine a course of action. The Marymount Legacy Shepherds group continues to grow in membership. They met bi-monthly throughout the year with a rotation of members taking turns to host and facilitate the meetings. This group also includes past staff and Board members. Our Legacy training was revised by two staff and is offered as a mandatory training for all staff.

The chapel at Marymount has a working group that has completed the task of refreshing the interior; creating spaces that are respectful to its heritage, but also speak to our current needs. Doing much of the work ourselves, such as a day of pulling up carpets, staples and nails continues to bring us together in community. The chapel is looking absolutely dazzling and we look forward to post-Covid days when we can gather and "open" this space with ceremony and celebration.

What does a culturally safe organization look like?

- An organization that has directly linked its cultural security policies to actions in a way that enables all to feel safe in their identity, culture and community.
- Common policies and procedures are in place so that all interactions adequately meet the cultural needs of all.
- The organization has a set of guiding principles, protocols and ethical practices which promote culturally safe behaviours and attitudes.
- Individuals within the organization have a basic understanding of cultural issues but no organization-wide action is taken and there are no common or accepted culturally safe practices.



Spiritual Purpose

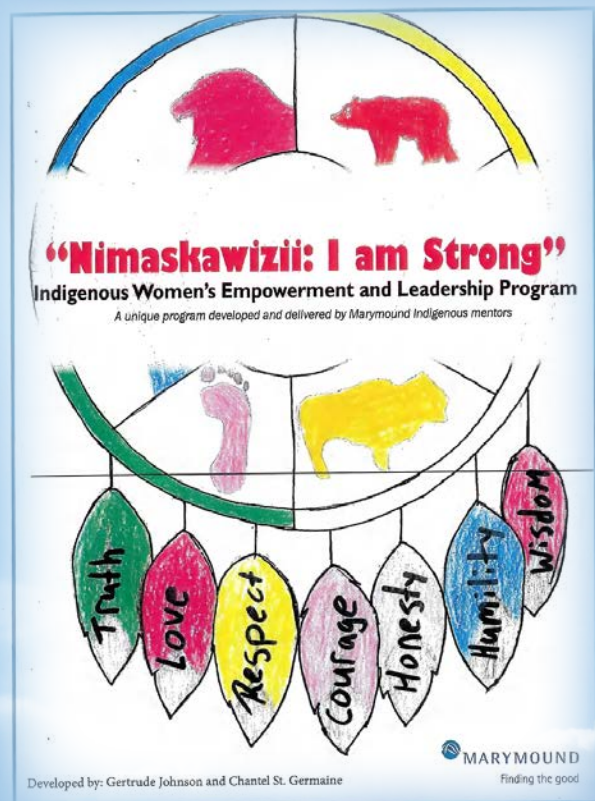
The Cultural team continues to provide critical programming and support both for the youth and staff. This year Elder Louise Lavallee joined the staff. With her guidance pipe ceremony, full moon ceremony, sweat lodge, naming ceremonies are all offered for staff and youth to participate.

Through a grant from Justice Canada, Leadership & Empowerment Program for Indigenous Young Women, our cultural department was able to develop a 16-week training program offered to two separate age groups that is based on the 7 sacred teachings of love, humility, honesty, wisdom, courage, truth, and respect, as well as the 7 pipe law teachings of generation/relation, quietness, happiness, compassion, health, respect, and generosity. This training was open to Marymount youth and youth in the general community and was full with a waiting list. The young women learned about Indigenous history and worldview, healthy versus non-healthy relationships with self and others, self-care and self-esteem. The objective of the program is to break the cycles of exploitation and violence through an Indigenous lens by building capacity and empowering the girls to believe in themselves, take care of one another, and become mentors and leaders in the community. This program has also provided Jr. Mentorship employment opportunities to graduates of the Leadership stream.

This past year we began looking at how we provide mandatory training for staff to promote cultural safety at Marymount. In June Dr. Ed Connors and Kelly Brownbill came and provided a two day training to a group of staff and Board members. Their training provided a strong example to this group of how it can be delivered in a way that encompasses ceremony, brings understanding of our collective history in a way that feel safe and supportive to everyone, and moves to how we as individuals and as an organization can aspire to be culturally safe. We plan to have a few sets

of local trainers come in to assess who would be the best fit for Marymount, with the goal of contracting with one group to provide this across the organization.

Marymount is on a journey to provide a reconciled healing model – often referred to as Two-Eyed Seeing. A reconciled healing model will involve exploring our current organizational culture and governance models that in turn support the provision of treatment and healing models from both an Indigenous and Western healing approach. We are mindful that in moving in this direction we will respect the United Nations Declaration of the Rights of Indigenous Peoples and OCAP: Ownership, Control, Access and Possession. Ownership of First Nations to their cultural knowledge, data, and information.



Meeting Unmet Needs

During this past year Marymount has developed a proposal for residential treatment for Manitoba youth (gender neutral) with high risk, complex needs (mental health, addictions and neurodevelopmental presentations – often co-occurring).

An initial meeting was held with Kathryn Gerrard, Director of Mental Health Transformation, Planning and Priorities, Government of Manitoba. We anticipate submitting a full proposal in early next fiscal year. We have continued to fundraise for the renovations of the Sister's Residence (1880's Leacock Mansion) to support a step down/less secure program for youth who have made gains on the more secure treatment units, allowing them to still be on campus and connected to the relationships and supports they would have developed.

This project was launched in 2014 with a public announcement by the Minister of Families, and three letters from the department that indicated their support of our fund raising for capital improvements, funding support for the future program that would include in the per diem support for a two million dollar loan. In December Manitoba Government indicated that program funding could not be supported by the Department of Families given the many changes in the intervening years. To continue to support the vision of this program the meeting with Kathryn was initiated by Deputy Minister, John Leggatt with the hope that under the Virgo Report's recommendations and its implementation by the Department of Health support for this eight-bed residential

care program could continue to move forward with program funding support. Of wnote we are ready to begin construction, have received some significant donations in this past year and continue to proceed in the faith that this program is not only needed, but would benefit from being sited in this home with all the benefits of the Marymount campus and program-ming expertise.

This year we re-opened an Assessment and Planning program for youth in care that was formerly located on Adele Street. The program is now in a comfortable home, much closer to the Marymount campus. Elder Louise Lavallee gifted the home the name Bagosenim – I Have Hope. She shared that hope is the gift that the staff keep for the youth they work with. A key understanding for staff is that family is central to this program. Family is inclusive of blood relations, extended family and clan. In our work with youth, in our plans and recommendations, the youth and their family will be at the centre of the work. Staff will keep as a priority how we can support visits, family finding and connections as a central focus of our work.

For many years Marymount School only went to Grade 11. We knew many students and families wanted to stay at Marymount to graduate Grade 12, and we recognized that with our current infrastructure and youth employment/vocational work that we had an opportunity to meet this need. In the fall of 2019 the Pathways program began, an off-campus model of education that has proven to be highly successful.



Youth Success: Jacob's Story

Jacob is unlike any ordinary youth, and it was his uniqueness that made it difficult to fit into the public school system. The resulting inner turmoil caused him to lash out and make some poor choices and soon after Jacob came to Marymount School from the Seven Oaks School Division.

After completing grades 7 and 8 at Marymount School, Jacob's Mom Suzana told the Marymount School Principal that integrating her son into high school within the public system would not fare well and she wanted to explore another avenue for her son. Fortunately, Marymount had created a unique new school for students to graduate high school. The high school is called Pathways.

Pathways caters to students' individual behavioural issues and learning styles with a flexible educational environment both inside and outside the classroom. "I prefer this school to public school or even Marymount School because you get more flexibility and more outings with more freedom," says Jacob.

"When I first started here I chose a room to be by myself with my head down on a desk. I was used to being the outcast and hanging out alone," says Jacob. But over time, with other students' encouragement he didn't feel so different and started to engage. Now, Jacob has progressed socially with other students and teachers. He tells jokes, listens tentatively, and with a little prompting will curb his tendency to be negative. Jacob is becoming adept at regularly getting himself back into a positive frame of mind without any guidance.

He loves school outings and Jacob is always one of the first to sign up. For Tuesday and Thursdays outings, he goes to the nearby YMCA that helps him attain a Phys Ed credit. On Mondays, Wednesdays and Fridays the outings may vary. Some are Phys Ed related while others are visits to art galleries and museums to achieve social studies credits. These outings are also a way for Jacob to gain knowledge of different information.

Not all outings are credit-based. Some of Jacob's favourite outings include laser tag, and going to The Forks to walk around and have a cup of coffee with an instructor. "These outings are geared to Jacob learning what is appropriate public behaviour to better help him socialize successfully," says Jean McLeod, Pathways Teacher/Program Coordinator.

Jacob also likes lunch time at the school as students have the chance to volunteer to choose what they want to make and then go shopping with an instructor for the ingredients.

Pizzas, Kraft Dinner, and Sloppy Joe's are his favourites when it is his turn to make lunch. "A student's participation in the lunch program goes to a foods credit," adds McLeod.

Academically, Jacob prefers math but really enjoys planning trips, including Egypt and Italy for a social studies credit. He considered all of the necessary factors that are a part of travel planning such as costs, sightseeing planning, where to stay, and the best times to go.

Jacob is officially in grade 10 but working on credits for a variety of grade levels with a goal of graduating high school by the time he is 21 based on Manitoba Curriculum. "Their home division grants diplomas, so when he meets all the requirements and attains his 30 credits, Seven Oaks School Division will issue a diploma for him," says McLeod.

Because Jacob is one of the more successful students, he has a work placement at Sscope Inc., an agency that has a thrift shop that provides work experience for willing students at Pathways. "I mop floors, clean desks and organize stuff," says Jacob. He is doing so well he is the only student that now goes twice a week to work.

After graduating, Jacob would like to work at a place like Canad Inns and do some property maintenance or custodial services to utilize the experience he picked up at Sscope. To help make this a reality, the next school year may have an outing that consists of visiting a property manager and 'doing the rounds' and talking with maintenance staff to gain even more valuable learning experience.

Jacob's mother is very grateful to Pathways and supports it 100 per cent as she is witness to the amazing changes in her son which have transferred to his home life. "He is a much happier boy at home and I'm so pleased he is finding his own path," says Suzana.

He has near perfect attendance, and for the first time, looks forward to being in school. "It used to be I hated getting up to go to school wondering what the kids were going to do to me today," says Jacob. "Now I can't wait to go and see what type of outing we are going to have and what I might learn!"



Ethics

We have continued to ask all teams to discuss safety and ethical concerns/issues at the start of every meeting. These meeting minutes are electronically stored and our Manager of Quality Assurance harvests the themes once a year to present both to staff and to report to the Board. A key theme was the challenge of providing care and treatment for youth when their assigned guardian/agency social worker does not follow through with critical actions. These varied across programs, and in addition to the ethical challenge of not being able to provide support that we deem critical there is an overall sense of frustration and helplessness as these challenges are chronic and frequent, at least from our perspective. Issues and concerns that are raised are followed up by management and it provides us an effective method to understand what is happening at the program level.

Our Quality Assurance Manager, with a working team, is developing a guide to assist teams in understanding how to identify and discuss ethical issues. We have been very appreciative of the support of Katarina Lee, a Clinical Ethicist with St. Boniface Hospital and the Catholic Health Corporation of Manitoba's communities of service.





STRATEGIC GOAL

Seeking Sustainability

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

Sustainability

Recognizing the critical importance of sustainability, the Board set the following strategic goal: Seeking Sustainability. Marymount seeks sustainability in its operations and service delivery through effective stewardship of all its resources - financial, human and capital. Sustainability supports excellence by ensuring Marymount has what it needs to provide quality service delivery now and in the future.

Financial Health and Diversification

Marymount has for the past years managed the budget knowing that some programs would create a surplus and others a deficit. The past year the challenges of this funding model continued and we saw another significant deficit. Throughout the year we made many reductions in staffing and other expenses.

We continued to lobby for a solution to all the various programs funded by Department of Families that operate at a deficit. In December we were informed that none of our suggestions would be considered, including opening the contracts to renegotiate rates.

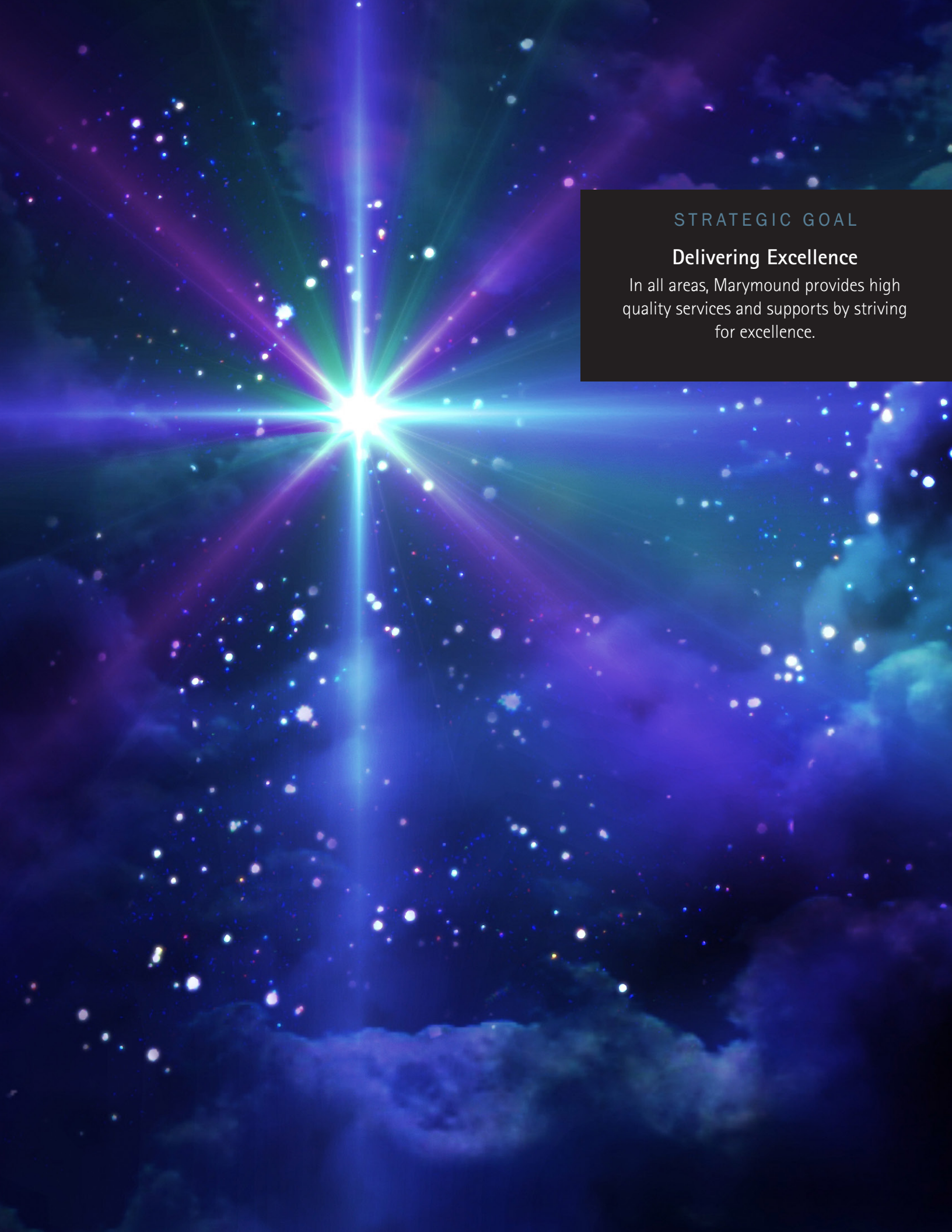
We made the sad decision to close our Receiving Home in Thompson after over 30 years of operations. It incurred the largest deficit and we should see the positive financial impacts of this in the upcoming fiscal year. This still leaves all our other 6 group homes that operate at a loss and we will continue to look at how we can move to different programming/funding in these homes, or divest. Other challenges included school referrals being down as compared to past years, so we did not achieve our projected revenue targets. We anticipate reducing a classroom in the fall of 2020.

One area of diversification that has continued to see strong development and growth this area is our social enterprise.

The 'social' benefit of these small business units is to provide pre-employment skills to our youth. Youth get an opportunity to work in these Marymount's business with caring staff that help the youth gain skills such as attendance, respect, effective communication, managing their emotions positively, and working with the public. This program is also expanding to support youth in finding future employment opportunities, and supporting both the youth and employer if needed.



We hosted a conference last fall titled 'Compassionate Inquiry' with Dr. Gabor Maté and Sat Dharam Kaur but sadly had to postpone our March conference with Dr. Ed Connors and Dr. Michael Yellowbird, 'Decolonizing Healing Practices', due to the pandemic. This last conference is an example of how we are taking action in our journey of providing a reconciled healing model.



STRATEGIC GOAL

Delivering Excellence

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

Excellence

Many of the following activities described in this report contribute to building a culture of excellence.

- In the fall of 2019 the management team participated in six days of trainings about creating a safe employment culture with Brent Timmerman, the Department of Families Innovation Officer.
- Our clinical team is embarking on year long training of Dr. Bruce Perry's Neurosequential Model of Therapeutics (NMT)
- Marymount is on a two-year journey for the entire organisation to move beyond trauma informed care, to becoming trauma responsive and trauma resilient. We have completed the initial introductory training across the entire staff complement, and are looking forward this coming fall to the extensive learning about the model and various practices to support the model;

P – Partnership and Power
R – Reverence and Restoration
E – Emotional Wisdom and Empathy
S – Safety and Social Responsibility
E – Embodiment and Enactment
N – Nature and Nurture
C – Culture and Complexity
E – Emergence and Evolution

- Through a CHCM project, Marymount has been able to benefit from the evaluation of our young boy's group home with Proactive. Denise Belanger from Proactive has been the lead evaluator and as such has also been providing mentoring to our QA Manager. This project evaluated the program from the lens of Life Promotion (Hope, Purpose, Meaning and Belonging) and demonstrating value for money lens, with a focus on bringing the "least heard" voices to the table, the voice of our youth. We held a celebration dinner with all the participants, their families and Denise to honor the work.



- **Providing learning opportunities**
- **Building youth skills**
- **Fostering youth self-efficacy**
- **Supporting youth social participation**
- **Cost saving (less emergency services)**
- **Cost avoidance (early intervention)**

Excellence

- One of the most important collective responsibilities shared by the Board, Management and Staff is to ensure that the highest quality of services is provided for our children, youth and families. This is referred to as quality assurance and is essential to improving outcomes, informing the planning process and meeting the accountability expectations from funders.
2. **Ethical & Safety Issues:** To identify key ethical and safety issues emerging across all program areas to ensure a safe and respectful environment for staff and clients.
 3. **Program Audit Reviews:** To lead the Maryland Client Record Audit Committee and review all program records a minimum of twice yearly.

The four Pillars set by Quality Assurance:

1. **Quality Data Collection:** Collecting data on a monthly basis enables leadership to identify and monitor trends occurring in programs. This enables the management team to identify areas that need improvement to ensure that the delivery of the program is in accordance with best practice standards for standards for client-centered care within a safe and therapeutic milieu.
4. **Special Projects:** Researching and identifying opportunities related to meeting the organization's strategic goals and priorities is essential to meet the growing and unmet needs of our clients. Identifying and developing research partnerships with post-secondary institutions that align with the strategic direction of the organization will help ensure that our programs utilize best practice trauma-informed approaches.



Youth Success: Ashtyn's Story

In 2017, concerned parents Chad and Lana Taylor spoke with the principal of Marymount about their son Ashtyn who was struggling with behavioural and learning issues in the public school system due to his autism.

They were instructed to follow the process in place within the school division and subsequently their son was placed at Marymount School for grade 7. Ashtyn's start at Marymount was a struggle, but he soon reset in his new school environment.

He started to get comfortable with Steve, the Marymount teacher that drove him to and from school daily, and who still supports him to this day. Ashtyn now considers him "my third Grandpa."

In addition to Steve's support, what would ultimately be Ashtyn's saving grace was his passion for hockey.

Regular conversations with Ashtyn's Dad led to Marymount learning that Chad worked at Canlan Ice Sports Winnipeg and that he could get Marymount School some free ice time at the rink.

"We immediately started canvassing to get some needed equipment, skates, sticks and pucks says current Marymount Principal Rhett Turner. "Further conversations with Chad gained us access to the ice for an hour in the morning every two weeks, enabling us to develop our 'Learn to Skate' program."

Ashtyn was in his comfort zone on the rink as he showed up in his full goaltender gear and used the time to connect with other kids and bond with staff. He became somewhat of a leader on the ice. This parlayed back into the classroom setting as he showed confidence and started to develop relationships with other students. So much so, nearing the end of grade 8, discussions were held about Ashtyn returning to the public school system.

"It's hard to believe that we were hesitant at first to place Ashtyn in Marymount School. It's now the best decision we ever made as the staff were so patient and took the time to understand our son's needs," says Taylor. "Ashtyn used to be so closed off hiding behind his hoody but now he's learning to control his emotions and express himself to help form healthy relationships."



Marymount contacted St. Norbert School in 2019 for Ashtyn to begin high school in grade 9. They also mentioned that hockey was essential for his success and trying out for the high school hockey team would be of great benefit to him. Ashtyn made the team which was no easy feat, as there were players on the team years older than him. He talked proudly to his teammates about Marymount and the hockey and skating programs and how the teachers came out to join him and the other students to skate.

"Prior to Marymount, there was no common ground established for Ashtyn to form relationships. He has since changed his whole mood and personality, and we had no issues with him at all in his last year with us," says Principal Turner. "St. Norbert School followed our recommendations and subsequently did a great job of setting him up for success by offering some beneficial supports. His older teammates would even rally around him off the ice if they sensed he was in an awkward social situation and help him out."

And as a testament of their dedication to their students, Marymount School staff stay connected to Ashtyn by watching him play on the Fort Richmond hockey team, much to his delight.



STRATEGIC GOAL

Improving Our Public Brand

Marymount 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.

Fund Development & Marketing

Marketing and Fund Development align to help sustain the organization as well as promote the brand. To help overcome misconceptions of Marymount and raise the profile in the community, we utilize three social media platforms as well as other media and initiatives to promote the organization's diverse offerings to the community.

By reaching beyond our overarching child welfare identity, we focus on endeavors that appeal to a broader audience, piquing more interest in Marymount which then enables a platform to educate and promote what we do.

Focusing promotion of mental health and addictions through our Youth Addictions Stabilization Unit (YASU), annual golf tournament and other events, Marymount training conferences, four social enterprises, building tours, as well as advocacy from the board, management and staff whenever possible all help in brand comprehension and promotion. By extending areas of interest to a wider audience, we can better define the Marymount brand while helping to sustain the organization.

This past year ending March 31, 2020, we reached our current fundraising targets prior to the COVID-19 shut down. Grants made up a large part of our fundraising initiatives as we were quite successful with numerous applications. We are grateful that annual donors continued to support our programming, and new corporate supporters were welcomed into the Marymount family.

The popular annual Marymount golf tournament was rescheduled from May to September 2020.

The Capital campaign has been truly inspiring. We closed in on gifts of \$1 million from two new donors before the COVID shutdown in March. Masonry work on Leacock Estate has been completed and we are excited to re-engage donors to complete the campaign.

Conferences/Training

Two conference were scheduled in October 2019 and spring 2020. Dr. Gabor Mate and Sat Dharam Kaur were feature presenters for 'Compassionate Inquiry' at the Fort Garry Hotel with over 500 attendees. Due to the pandemic our March 2020 conference was rescheduled to a virtual conference using Zoom Webinar in October 2020 with Dr. Michael Yellowbird and Dr. Ed Connors: Decolonizing Healing Practices using Zoom Webinar.

Other training initiatives included the implementation of the PRESENCE model developed by Dr. Sandra Bloom. We have recognized many positive short term outcomes to date and anticipate substantially positive long term outcomes upon completion.

The clinical team also started the Neurosequential Model of Therapeutics (NMT) developed by Dr. Bruce Perry. This model enables clinicians to develop a neurobiological assessment designed to provide individualized therapeutic approaches for children who have experienced trauma. The training began in April 2020 and will be completed in April 2022.



Supporters



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Golf Tournament Sponsors:



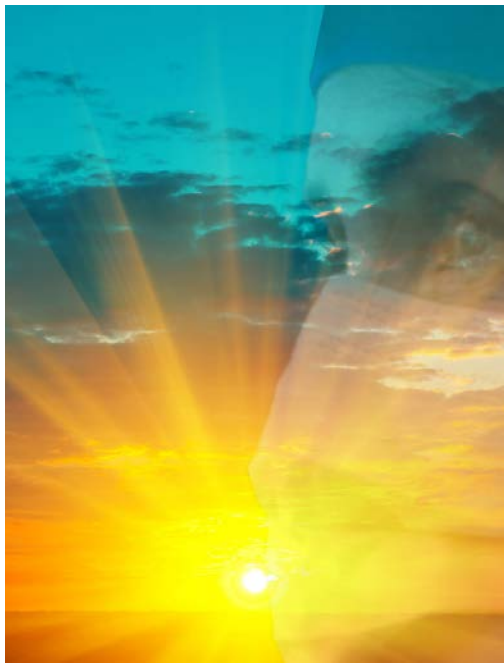
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- Pratts Wholesale Food Service • Taylor McCaffrey LLP • Prairie Architects • BPG-Benefits Planning Group • Torque Brewing Co.
- Fort Garry Brewing Co. • Deluca Fine Wines

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Manitoba All Charities Campaign	B'nai Brith	Oxygen Technical
Anonymous	CN	Portage Mutual Insurance
CIBC Children's Foundation	Canadian Footwear	Prairie Architects
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Murray J. Rosenberg Memorial Fund	Fort Garry Brewing	Sisters of the Good Shepherd
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