



2023-2024

Annual Report

REFLECTING ON OUR JOURNEY



MARYMOUND

Finding the good

Land Acknowledgement

We believe it is important to acknowledge that we are on the ancestral lands of the Anishinaabe, Ininew and Dakota Oyate Peoples. The land on which we now work and live is land which the First Nations shared through Treaty No 1 in 1871.

We acknowledge the 7 First Nations for their generosity. We also acknowledge that this land is the birthplace of the Métis Nation and the National Homeland of the Red River Métis.

Marymound acknowledges the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in the spirit of reconciliation and collaboration.

Our Core Values

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.

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.

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.

OUR TEAM

BOARD MEMBERS

John Lovell - Board Chair
Marg Synyshyn - Vice-Chair
Iukun Adetero
Cheryl Blahey
Brian Brown
Lumena Cabral
Steve Carson
John Deitz
Theresa Harvey Pruden
Kendell Joiner
Raymond Prefontaine
Leah Shaw
Terry Shaw

EXECUTIVE LEADERSHIP

Nancy Parker-Executive Director
Muhammad Aziz-Director of Finance and Administration
Nadia Dias-Programs Director
Sonya Warga-Clinical Director
Lea-Anne Stagg Director of Human Resources
Dawn Isaac-Director of Organizational Development and Cultural Services
Mardy Yager- Director of Operations and Fund Development
Rhett Turner-Principal, Marymound School
Kelli Gaudry-Executive Assistant

Executive Director Message



The theme for this annual report is Tapestry. This theme resonates as the past year has brought forward many key initiatives that have woven themselves together to create the very fabric of Marymound's work. In 2021, Marymound launched a new strategic plan, and in the upcoming fall of 2024, we will step back, reflect, engage, and develop a new strategic plan.

I would like to highlight the interweaving of multiple actions that have brought Marymound to a very new place in our internal culture and approaches to healing and treatment. These varied initiatives moved our collective work forward to a richer outcome that I think we ever imagined at the start of this journey.

- **Certified as a PRESENCE organisation by Dr. Bloom:** Marymound has the tools and structures to be a trauma informed, trauma responsive and trauma resilient organization.
- **Site certified in Dr. Perry's Neurosequential Model of Therapeutics:** Ability to understand the neurodevelopmental impacts of trauma that a youth may have had and inform how interventions in healing plans are sequenced.
- **Indigenous Advisory Council:** This circle meets quarterly and has been invaluable in reflecting and advising Marymound staff, most recently in the development of the healing model.
- **Reconciled Healing Model:** Marymound's cultural and clinical team and leadership brought forward a new approach to healing that roots the youth at the centre of their healing plan, lifts their voice and creates space for individualized paths to healing that reflect their interests, background, and culture.
- **Harm Reduction frameworks** were developed to guide how we relationally engage and support youth in their journey to safer choices in their lives.
- **Marymound School** is moving forward a therapeutic educational model called **Neurologic** that brings forward the work of Dr. Perry and Dr. Bloom.

These are just a few highlights from the myriad of other initiatives that have been implemented in the past few years. This work is supporting new program development that is underway to bring forward healing services for Manitoba youth experiencing mental health/substance use/issues of complex trauma, both in community settings and a live- in healing program. This ever-changing tapestry is reflective of all the diverse talents and gifts that Marymound staff bring to this work each and every day. As ever, my thanks to the staff and our Board of Directors.



Board Chairperson Message

Reflecting on the past year at Marymount, the word "Tapestry" comes to mind, encapsulating the intricate and interconnected nature of our work, weaving together the diverse threads of our community and efforts to uplift the youth we serve. Recently, I have been deeply impacted by learning about the Canadian Government's nutritional experiments on malnourished Indigenous children in residential schools during the 1940s and '50s. This disturbing history, linked to the development of Canada's Food Guide, highlights the injustices faced by Indigenous communities and underscores the importance of Marymount's commitment to healing and reconciliation.

The past year at Marymount has been defined by "resilience." Despite numerous challenges, our community has shown incredible strength, continuing to provide essential services and support to those in need. My involvement with Marymount fills me with immense pride; I feel part of a family, continuously learning and growing together. Our shared purpose and collaborative spirit inspire and motivate me. One of the most exciting developments is our certification in Dr. Bruce Perry's Neurosequential Model of Therapeutics (NMT), highlighting our dedication to innovative, evidence-based care.

Looking ahead, I am excited about the construction of our new Healing Home, a significant milestone in enhancing supports for youth impacted by high-risk behaviours, substance use, trauma, mental health, and neurodivergent challenges. Convincing everyone of the true nature and impact of our 110+ year history remains a primary challenge. Marymount's legacy of helping children must be understood and recognized, reflecting our unwavering commitment to their well-being and development.

On behalf of the Board, I express heartfelt gratitude and admiration for the entire Marymount team. From executive leadership to front-line workers, each member plays a vital role in providing exceptional care. Together, we continue to weave the tapestry of Marymount, creating a brighter, more inclusive, and supportive future for the youth and families we serve.

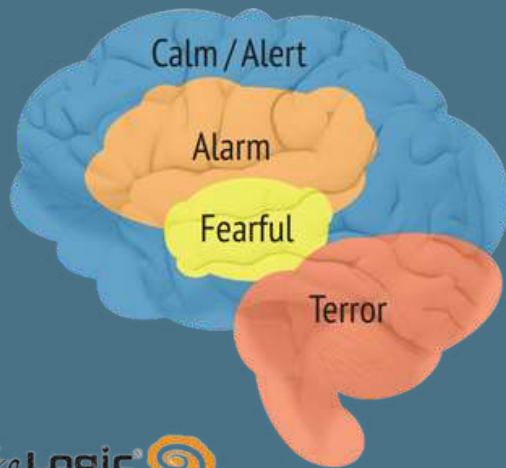


MARYMOUND

Finding the good

Marymound School

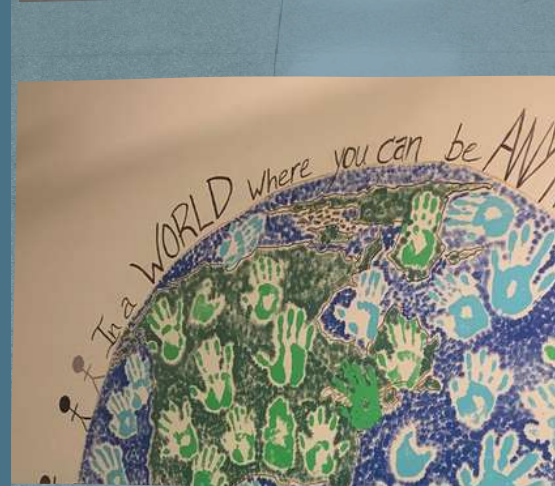
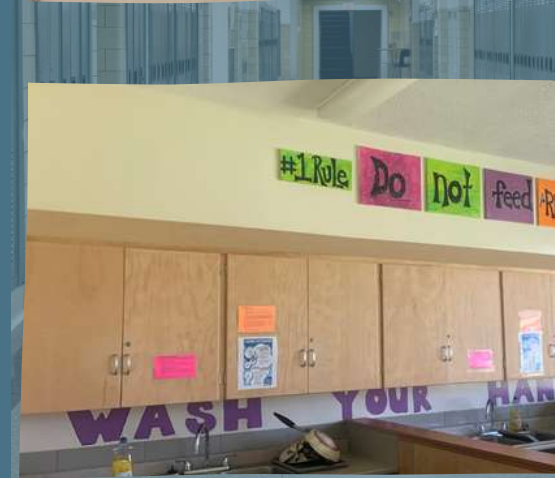
Marymound School provides educational programming to students that reside in our group care facilities as well as to Day Treatment students from our partner school divisions with space for up to 60 kids per year. Transportation along with a full lunch program, help support students and their families during this time of healing.



Thanks to a grant from an anonymous donor, Marymound School has begun the first year of our three year implementation of Neurologic. Neurologic is a supplementary curriculum that supports students with regulation and is complementary to our neurosequential approach. In addition to the curriculum, we have introduced regulation tools, furniture and changes to the school environment.



Marymound School continues to maintain a waitlist for enrollment into our program. We have continued to expand and strengthen our program offerings to support youth that struggle in the public school system. Through a successful partnership with the WRENCH Program, students are able to actively engage in hands on learning around bike repair and maintenance, bike safety and work experience. This year, the school has restructured the week to include dedicated time for collaboration with parents/caregivers, school divisions, mental health professionals, pediatricians, CFS, and our own team members. This change enhances our ability to develop effective plans for our students, ensuring their success in school.



Pathways

Pathways works with high school aged youth up to age 19 from grades 9 to 12. With the help of a teacher, EA, Work Experience Co-ordinator and entire Marymound school team, students build and follow their own pathways to success in academics, employability and work experience, or a mix of both.

To start the 2024 school year, Pathways successfully moved from rented space on Henderson Highway to a new space at the former Sister's Residence at 442 Scotia Street. The new space has allowed the team and students to take advantage of the full campus and actively take part in all of the activities Marymound has to offer. To finish this school year one of the Pathways students will graduate on time with a full grade 12 diploma and has been accepted into the Indigenous Culinary Arts program at Red River College Polytechnic. His story was so inspiring, it was featured in a CBC new story!

Highlights For 2023-2024

- 8 students gained work experience hours through SWEEP
- 3 students gained part-time work experience in the Marymound Kitchen.
- 2 students gained part-time work experience and employment at a local employer.
- 1 student graduated on-time and accepted into RRC Indigenous culinary arts program.



CBC News Story



Pathways opening at 442 Scotia Street

Crisis Stabilization, Assessment and Semi-Secure Healing



Ezhi Nanaandawi is an assessment and stabilization program that follows a relational and harm reduction approach in supporting young people between the ages of 12 and 18. Throughout the past year, a dedicated team of Adolescent Treatment Counsellors have demonstrated exceptional relational skills with the young individuals in the program. There was a shift in focus from containment strategies towards a more relational approach, emphasizing risk assessment and safety planning. As a result, there was a notable increase in youth engagement, fewer absences or missed days, and a significant decrease in incidents involving violence or assault.

The team has worked diligently to adopt a Two-Eyed Seeing approach to support the youth. Healing plans, healing trees, and other documents to promote a holistic approach to healing were created collaboratively with the clinical and cultural teams. Ezhi Nanaandawi also helped plan and implement harm reduction strategies throughout the organization, resulting in successful safety planning with the youth in the program.

Horace CSU offers a more homelike environment to support stabilization and reconnection. This smaller unit provides a more intimate setting, that allows children to remain in the familiarity of a house and take advantage of the comfort this can provide. The Horace program takes advantage of the outdoor space and community to integrate nature, exercise, and fresh air into the stabilization supports.

Scotia CSU provides support for the LGBTQ2s+ community, with 20% of the youth admitted last year identifying as transgender or non-binary. The program prioritizes placement preservation, with 93% of our youth returning to their original placement. Additionally, youth are assisted to deal with significant mental health issues. Notably, suicidal ideation was cited as the primary or secondary reason for admission for 62% of the youth served by the program.

Bagosenim (Have Hope) - Our gender-inclusive program focuses on assessment and planning for youth aged 12-17. Over the past year, six reunifications were facilitated with family members successfully. This summer, 99.97% of the grant money was utilized for activities and programming for the youth in our care. Every youth who entered the program completed their assessments, yielding valuable recommendations to support their future growth.

Many youth stay in touch through texts and Facebook messages once discharged. Some call to arrange visits, while others return during times of need, where the staff assist them in successfully returning back to their placements.

Youth Addictions Stabilization Unit

Youth Addiction Stabilization Units (YASU) provides services to involuntary clients under the "Youth Drug Stabilization (Support for Parents) Act." The unit provides an opportunity for youth with severe and persistent substance use to physically stabilize and consider options for treatment.

YASU also offers a voluntary program designed to provide stabilization and support for clients with substance use concerns who are seeking additional assistance.

IPDA - These are community police beds for youth who meet the "Intoxicated Persons Detention Act" criteria. This is a short stay for youth to remain until they are sober enough to discharge to a responsible adult.

This year, there was an increase in voluntary admissions from clients who previously would have had involuntary stays. IPDA continues to bridge clients with guardians and resources.

YASU offers a judgment-free environment where youth are treated with compassion and respect, regardless of their diverse backgrounds and histories of trauma or adversity. YASU collaborates with external resources such as Community-Based Addiction Services, mental health professionals, doctors, Street Reach, and our internal Cultural Team to provide person-centered care.

Very recommended!
love each and every one
of use. Y'all helped me
through my darkest days.
I'll come visit eventually.

General Comments
I am so in
awe of the incredible
experience!
Thank You!

The people are great, never felt
judged or threatened by anyone.
It's cool to talk with adults who
can actually relate to drug use and
addiction.

In partnership with

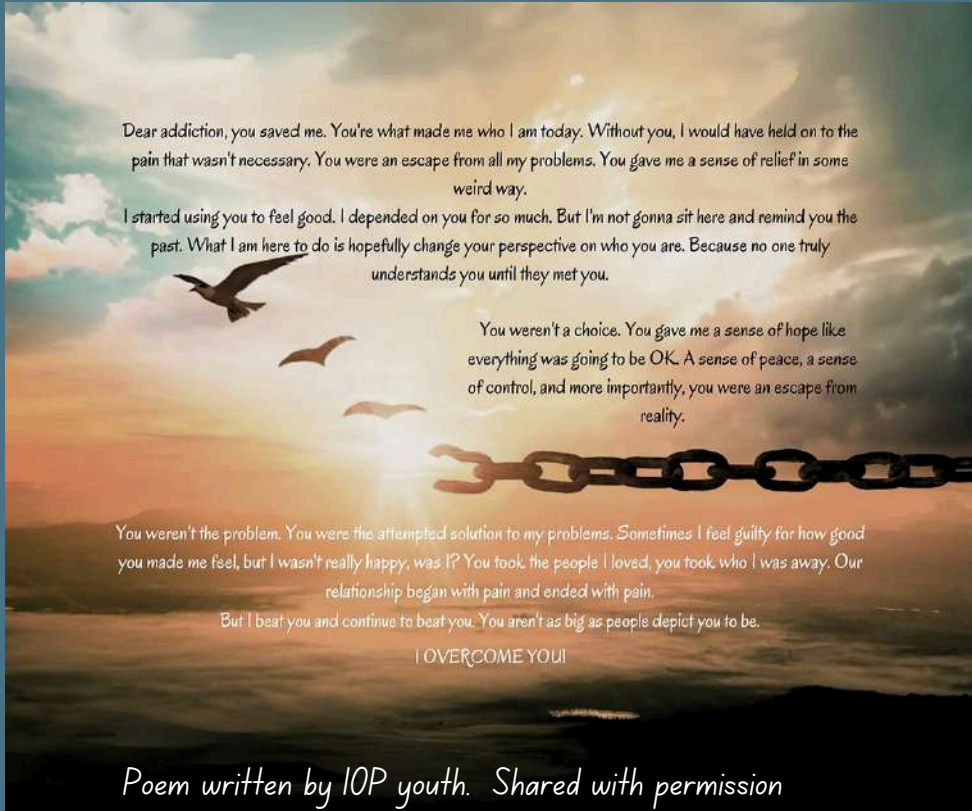
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Independent Options/Young Parents Program



The Young Parents Program (YPP) provides essential support and guidance to young parents as they navigate the challenges of child-rearing while also transitioning to independent living. Programs like this can make a significant difference in the lives of both the parents and their children by offering resources, education, and a supportive community. By empowering young parents with the skills and knowledge they need to thrive, YPP can help break cycles of poverty and provide a foundation for a brighter future for both the parents and their children.

The Independent Option Program (IOP) provides support and resources for young people who are aging out of care. This program offers a range of services designed to address various aspects of independent living, such as housing assistance, financial literacy education, employment training and support, life skills development, access to mental health services, and connections to community resources. This year four youth in the program graduated from high school, one of whom plans on attending Red River in the fall to pursue a Red Seal as an Electrician.

By empowering young people with the skills, knowledge, and resources they need, IOP can help them build a solid foundation for a successful transition to adulthood.

IOP/YPP
Staff



Marymound North



Throughout the previous year, the Futures program has interacted with a total of 421 parents and provided services to 341 children below the age of 6. The Babies Best Start prenatal group offered assistance to 34 expectant mothers, while the postnatal group catered to 19 mothers and their infants. Notably, these support groups follow a drop-in format.

This year, the Relationship Shifts program was conducted six times, engaging an average of 25 students per session. The primary objective of the program is to heighten adolescents' understanding of various forms of relationship abuse, while also providing information about relevant services and community support resources. Each initiative under our program umbrella is designed to enhance participants' capabilities, foster supportive connections, and cultivate improved communication and self-advocacy skills.

The Schools Cool program supports families by preparing children for school, addressing separation anxiety, and offering parental support. The program facilitates a gradual transition for parents from staying on-site to leaving their children, promoting a strong foundation for the children's future success. Despite being short-staffed this year, 35 children successfully completed Schools Cool!

Additionally, 50 families directly accessed the summer program this year. By partnering with other summer programs throughout the community, the Schools Cool program was able to connect with and share information about our offerings with many more families.

This year the community has been faced with rising living costs, including housing and food. With many families struggling to buy groceries there was an opportunity to help the community. A partnership with Second Harvest, prevented food waste and supported the community by building food security. Through successful partnerships, over 10,000 bags of fries to over 20 organizations and 1,500 community members were distributed and benefited even more families through shared donations. Combined with the "Take what you need, Give what you can." pantry, Marymound Futures/Babies Best Start are aiming to feed one family at a time.



Community Based Live in Care

Marymount residential community home providing therapeutic care.

Marygrove Home provides care and support to five youth aged 9-12, with two successfully transitioning to new programs. Focused on developing social and regulation skills through activities like Roblox, crafts, and outings funded by the Department of Families Services, including cultural events, painting pottery, bowling, and beach trips. Collaborations with Assiniboine Park and Variety Manitoba offer enriching experiences such as, Foodology camp and outdoor activities. The youth excel academically and socially, attending public school while participating in cultural ceremonies and maintaining family connections through visits and social media. Marygrove Community Home remains dedicated to fostering a safe, nurturing environment for these resilient young individuals.



Dreamcatcher Home supports youth aged 12 to 17 to help them form relationships for success in their next placement and/or for independent living. The Dreamcatcher program helps to build relationships, provides trauma-informed care and a safe place for youth. The Team helps to advocate for opportunities and programs youth can access for further success. The Dreamcatcher team consists of a Coordinator, Clinician and a team that understands Trauma Informed Care. Highlights this year were activities such as Concerts, Bowling, Swimming and making Cultural connections.

Matheson Home provides a home environment for the youth to feel supported and be provided guidance and care. The team encourages and promotes the youth to participate in healthy, age-appropriate activities, interaction. These activities range from learning how to cook, participating in cultural activities like sweats, learning mindfulness practices and attending school either in the community or at Marymount School. We also provide opportunities to participate in programming such as the Marymount Student Work Experience Education Program and events/activities through our Indigenous Cultural Program. The goal for the Team is that every youth who lives at Matheson home develops a sense of meaning, purpose, belonging and hope.



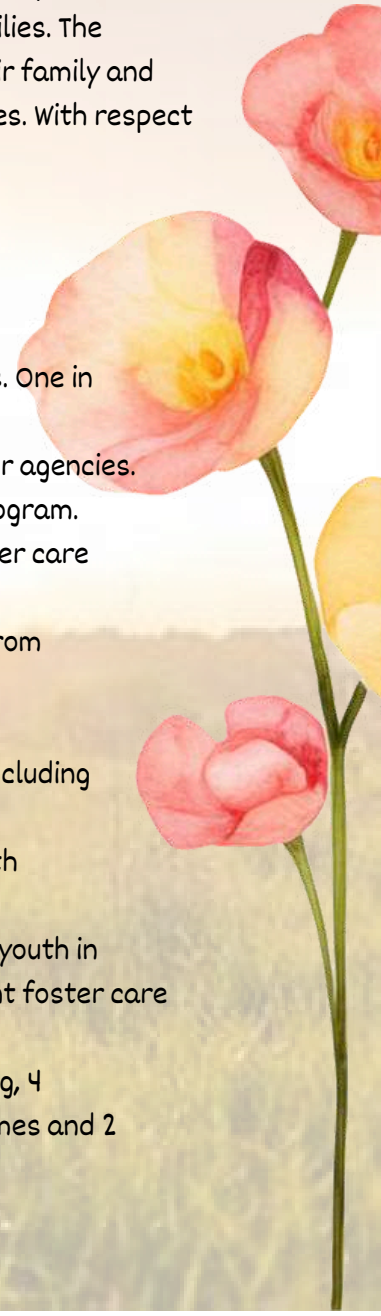
Sinclair Home provides therapeutic care to four males 8-12 years of age promoting healing and growth. Sinclair caregivers create a safe, nurturing, and supportive environment that focuses on developing positive connections and meaningful experiences. Utilizing a strengths-based approach, and building on a child's resiliency, children at Sinclair home develop life skills by accessing specialized in-house clinical, educational, social/recreational, and cultural services. All children at Sinclair carry individual healing plans guided by the Two-Eyed Seeing Approach. This approach includes both Western and Indigenous healing practices and is inclusive to all cultures, ensuring that a child's journey of healing will be rooted within one's family, culture, and community. Through our collaborative care approach, all children at Sinclair home are supported to reach their full potential, as they develop a sense of meaning, purpose, belonging and hope.

Treatment Foster Care

Treatment Foster Care (TFC) and 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 the care giving. The treatment foster parent/home share parents role is to nurture, support and care of the children, youth, and adults who are unable to reside with their natural families. The 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 the children and youth, the TFC family remains in their lives after leaving the care of Child and Family Services. With respect to our GAP adults, the goal is for them to remain in the program after they reach the age of majority.

As of March 31, 2024:

- Four youth graduated from high school.
- Two children reunified with their families.
- Two children moved into independent living situations. One in Winnipeg and one in Thompson.
- Five families transferred into our program from other agencies.
- Three new treatment foster homes came into the program.
- Two individuals transferred from our treatment foster care program to our Gateway Adult Program.
- Two treatment foster care families chose to retire from fostering.
- Fourteen new youth entered into our program.
- Twelve youth left our program for various reasons, including reunification, independent living, and personal choice.
- Three youth experienced holidays in Mexico and 4 youth experienced a summer in Newfoundland.
- Currently there are 13 adults in the GAP program, 57 youth in treatment foster care in Winnipeg and 10 in treatment foster care in Thompson.
- There are 45 treatment foster care homes in Winnipeg, 4 treatment foster care homes in Thompson, 7 GAP homes and 2 mixed facility homes (TFC and GAP together).



2023 A YEAR AT A GLANCE

Scotia CSU had 506 admissions and 233 new youth. 469/506 youth returned to the same placement (92.7%) 101 identified as transgender or non binary.



Pathways enrolled 10 high needs youth.

You GOT this

YASU had 381 admissions.



434 instances of staff attending training sessions at Marymound.

Horace CSU had 184 admissions, 169 of them returned to the same placement after discharge. All of our admissions were youth who are not in CFS care.



10P had 42 youth access the program.



Marymound School had 70 students pass through their doors.



99.97% of the grant money allocated for summer activities and programming for the children in the Bagosenim program was utilized.

13 adults enrolled in the GAP program, 57 youth in treatment foster care in Winnipeg and 10 in Thompson.





MARYMOUND

Training Centre

Training Centre

In the past year, the Marymound Training Centre has been bustling with activity, offering a total of 36 training sessions and workshops. We were delighted to welcome numerous community members to the Training Centre, fostering connections and knowledge exchange. One of the highlights of this year was our collaboration with external partners, which allowed us to expand our workshop offerings. These included sessions on Harm Reduction Training, 2SLGBTQ+ Diversity and Inclusion, Lateral Violence, Lateral Kindness, and Conflict Resolution, among others. These partnerships have enriched Marymound's training program and provided valuable learning opportunities for the staff and community at large. Moving forward, the goal is to continue to expand professional development offerings in the areas of leadership, organizational culture, and wellness.

"This is probably the most useful course I have ever taken. It is a must for workers dealing with youth. I wish it were a full term. I want to take it again as there was so much info. Can't say enough good things about the course and trainers. More exciting than Gabor Mate and he is the rock star of trauma." Workshop Participant

MARYMOUND
Training Centre

TRAINING REGISTRATION INFO

Visit our website to view the Marymound Training Centre course offerings:
www.tickettailor.com/events/marymoundtrainingcentre
Or scan this QR code with your phone camera:

For more information:
Please email conferences@marymound.com

Cancellation Policy:
Refunds can be issued up to 15 days before course takes place. Marymound will not provide refunds for weather, acts of god or other personal circumstances. If Marymound cancels any course, registrants will be offered a full refund.

Do you need a place to host training?
Are you interested in customized training?
Contact the Marymound Training Centre for all your training needs:
conferences@marymound.com

Marymound Winnipeg Campus
442 Scotia Street, Winnipeg MB R2V 1X4 Phone: 204-338-7971

General Marymound inquiries: info@marymound.com



Conferences

Marymount continues to be a leader in offering professional development opportunities to the education and social service sectors that are grounded in trauma-informed approaches.

In November 2023, Marymount organized a virtual conference named “We Are Medicine. Lifting Our Voices: Promoting Culture-Based Healing Ways”. This event aimed to equip practitioners and educators with strategies to incorporate culturally relevant healing methods into their daily work, as well as provide tools for sharing knowledge. The conference highlighted presentations from two renowned authors, healers, and educators. Asha Frost discussed how teachings from the Anishinaabe Medicine Wheel can enhance joy, ease, and resilience, fostering healing capacities. Suzanne Methot delved into the origins of colonial trauma and its intergenerational impact, exploring how Indigenous knowledge and practices can drive positive change.

In April 2024, Marymount eagerly invited two exceptional speakers from the West Coast to shed light on meaningful reconciliation through the perspectives of decolonization and anti-oppressive practices. Regrettably, unforeseen circumstances led to the tough decision to cancel the conference. Nonetheless, Marymount remains committed to fostering discussions on contributing to the transformation of systems for a more inclusive and better society.



Fund Development



Fund Development focuses on all aspects of fundraising- events- grants- donors- gifts in kind- sponsorships and social enterprise through (SWEEP) Student Work Experience and Education Program.

Fund Development at Marymount had a successful year, securing over \$500,000 in grants for programs and equipment while nearing the completion of a capital campaign for the new Healing Home, set to begin construction in the fall of 2024.

Events like the annual golf tournament and a concert at Times Change High and Lonesome club were sellouts, contributing significant funds to support the organization's youth programs. Unfortunately, the Gimli Ice Fishing Derby had to be canceled this year due to weather and unsafe ice conditions. Instead, we held a live draw announcing all of the winners.

Monetary and in-kind donations continue to play a crucial role in providing additional resources and entertainment for the children, including tickets to various events and sports games. Marymount expresses gratitude to donors, recognizing their vital role in supporting the youth.



To our Donors, Funders, and Foundations, we want to express our heartfelt gratitude for your unwavering dedication and support. Your commitment and backing enable us to provide our youth with everything they need and deserve. Your generosity and understanding of the saying "it takes a village to raise a child" truly touch our hearts.

THANK YOU!

Donors, Funders and Foundations

Individual

Owen & Tamara Sweeney
Tammy Lawrence Sutherland
Mary Parker
Anonymous Anonymous
Sam Katz
Clara Mitchell Enns
Katharine Cherewyk
Lydia Campbell
Mardy Yager
Jody Miles
Brenda Bacon
Tim Jones
Glen Moor
Kyrylo Myroshchenkov
James Driedger
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Brie Mitchell
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Orla Nazarko
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Bashori Tagore
Bob Cunningham
Joe & Val Daniel
Pam Dixon
Elizabeth Pate
Coleman Green
Mark Chipman
Conor and Megan Williamson
Desire of Nations Church
Dolores Vidal
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Winnipeg Blue Bombers
Assiniboine Park Conservancy
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Manitoba Liquor and Lotteries
BNI Elite
Winnipeg Goldeyes
TNRC
The Winnipeg Foundation
United Way
Costco
Northern Meats
Sunbelt Rentals Ltd.



gratefuL

SWEEP (Student Work Experience and Education Program)

SWEEP is a transformative work experience program providing Marymound youth with on-site work placements. These paid opportunities are available with the yard care team, in the Marymound kitchen, and the Grillin' for Good hot dog cart. This past summer, the SWEEP yard care team maintained 31 residential houses. The program engaged 50 youth participants, offering them valuable work experience and life skills.

A notable activity this year was our collaboration with LITE (Local Investment Towards Employment), where SWEEP was hired to make and package 2,000 packages of pancake mix. This paid work for Marymound youth resulted in the pancake mix being donated to Christmas hampers for those in need, distributed by the Christmas Cheer Board.

Success Story

One standout success story involves a SWEEP participant who started working in the kitchen spring of 2023. Initially, he struggled to adapt to a work schedule but consistently showed a positive attitude and eagerness to learn. Over time, his skills and confidence flourished, and he discovered a passion for cooking and baking. This newfound passion led to his acceptance into the culinary arts program at Red River College Polytech in the spring of 2024.

Demonstrating Marymound Values

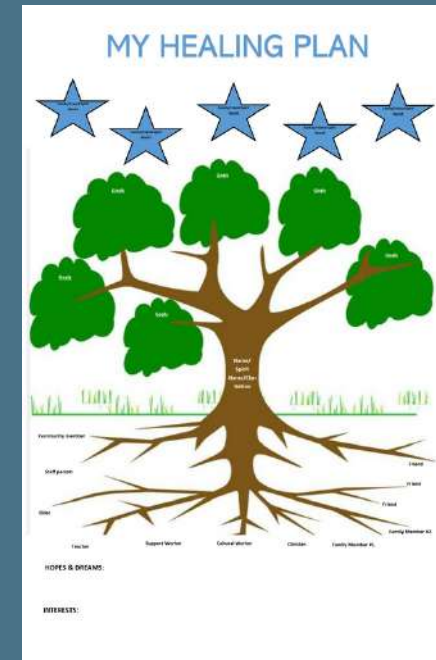
The SWEEP program exemplifies Marymound's core values of courage and collaboration. Although not in a direct care role, the SWEEP team frequently assists with various Marymound events, striving to support the greater good and programs in need. This often involves tackling new tasks outside their comfort zones, showcasing their commitment to our community and their dedication to continuous growth and support.



Clinical Healing Services

In 2023, significant progress was made across various clinical initiatives. The business plan for Community Healing services was completed, advancing this project towards implementation in 2024. Additionally, the Reconciled Healing Model was officially launched, which is based on a Two-Eyed Seeing Approach to healing. This model enables our western-trained Clinicians to collaborate with Indigenous Healing Coordinators, creating healing plans that amplify youth voices and include goals that are meaningful to them. Youth can choose between western and Indigenous approaches, or a combination of both, for their healing journey.

Promoting organizational and employee wellness was focused on, with the Employee Wellness Team offering numerous individual and group debriefs to mitigate secondary and vicarious trauma. An Ethics Committee was established, complete with a Terms of Reference, to guide our ethical practices. Furthermore, the Harm Reduction working group developed an organizational policy and practice framework that respects youth autonomy and supports them in exploring harm reduction strategies without requiring abstinence from high-risk activities as a precondition for support.



The two-day "Neurobiology of Trauma – an introduction to the Neurosequential Model of Therapeutics" training sessions were held three times and were fully booked, with a growing number of external participants. Due to this increased demand, additional requests for custom training for organizations have been received and our first training in Brandon will be held this fall. The Neurosequential Network acknowledges that Marymount has completed NMT Training Certification through the Phase I level.



Cultural Healing Services

A strong and positive cultural identity can foster a sense of pride and belonging among youth, helping them feel connected to their community and the world around them. At Marymound, we honor the healing journeys of young individuals by incorporating cultural healing services into their care plans. The Cultural Healing services program offers a nurturing environment where youth can explore their inner strength and voice through valuable teachings that empower them to emerge as future leaders. By engaging in ceremonies, sharing circles, traditional practices, powwows, drumming, sacred teachings, outdoor activities, and building community ties, the youth flourish, gaining self-esteem and a sense of direction. Nestled along the Red River, the Marymound campus provides a picturesque backdrop for the continuous growth and expansion of the Cultural Healing Services program.



Chantel St. Germaine
Indigenous Program Manager

Marymound's Cultural Day 2023



The community came together for the first time in two years to celebrate Marymound's Annual Cultural Day and Pow Wow. Despite temperatures soaring above 35 degrees, more than 1000 community members gathered to pay tribute to the diverse and sacred culture of Indigenous communities. The event showcased close to 100 dancers, drum groups, special acts, a complimentary BBQ, children's activities, and a crafters' area, making it a highly successful day. This important event demonstrates our commitment to recognizing National Indigenous History Month and embracing the diversity and vibrancy of Indigenous culture.



Marymound believes that cultural awareness and pride are essential to healing. A strong, positive cultural identity can foster pride, provide a sense of belonging in the world, and strengthen community ties.

HIGHLIGHTS FROM ADMINISTRATION

Operations

The Maintenance team handled several major projects, most notably the roof replacement at our school. We are also preparing for a significant new development on our main campus, the Marymound Healing Home for youth, which will break ground this summer. In addition to their routine tasks such as painting, repairs, moving furniture, system maintenance, window replacements, snow removal, lawn care, and overall facilities management, the Maintenance department ensures the smooth operation of Marymound's programs.

Information Technology (IT)

This year, Marymound received a \$50,000 grant from the Winnipeg Foundation for crucial IT enhancements. These upgrades, such as improved Wi-Fi capacity, technological resources, new computers, and projection screens, have significantly improved Marymound school's facilities and benefited the entire school community.

Human Resources

Internal communications and Onboarding are now part of the HR employee relations portfolio at Marymound. Regular quarterly newsletters are distributed to all staff to showcase updates and events. Additionally, the two-day Onboarding sessions was held for 53 new hires.



Employee Engagement

On May 17, 2023, the PRESENCE Engagement Team hosted the second Employee Wellness Day, a remarkable event dedicated to fostering well-being and team unity. This day was a testament to Marymount's commitment to creating a supportive and healthy work environment. The event was a phenomenal success, fostering a sense of community and well-being among staff. The diverse range of activities catered to various interests and wellness needs, ensuring that everyone could find something valuable. From the heartfelt appreciation shown during the Long Service Awards to the engaging wellness activities, the day was filled with positive energy and camaraderie.

Marymount looks forward to continuing this tradition and building on the success of our Employee Wellness Day, ensuring that commitment to well-being and team spirit remains strong.

Advancing Diversity, Equity, Inclusion and Belonging

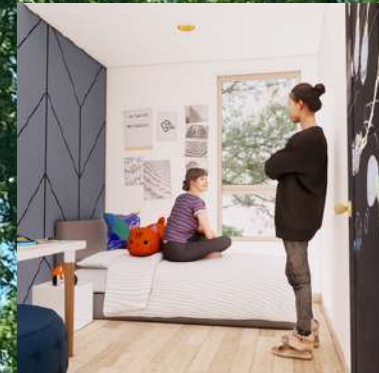
In the strategic plan's Cultural safety pillar, Marymount has placed a high priority on improving Diversity, Equity, and Inclusion (DEI) initiatives. Recent efforts, like participating in PRIDE week and creating inclusive spaces at Marymount, demonstrate a strong commitment to cultivating an inclusive work environment.

Furthermore, a dedicated DEI Committee has been established to uphold these values, aiming to create a just environment that addresses inequalities and advocates for fairness in all organizational practices and policies. Additionally, plans are in place to introduce DEIB Training for all staff by 2024. These initiatives aim to foster a diverse, supportive, and respectful workplace culture for all employees.



VISIBILITY

Healing Home



Marymound, an organization with a rich history of providing care and support to youth and families, has embarked on an ambitious project to establish a Live-In Healing Home on the Scotia Street campus.

This initiative aims to address the complex needs experienced by some of Manitoba's youth. The live-in healing services will focus on youth whose functioning is impacted by one or more of the following issues: high-risk behaviours, mental health challenges, substance use/addictions, complex trauma, and neurodevelopmental challenges. Construction to begin Summer 2024.

Thank You!

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