

ANNUAL REPORT 2017-2018



The Kinship & Foster Family Network of Manitoba

FOSTERING CONNECTIONS

MESSAGE FROM THE PRESIDENT

Greetings

I have served as a Director on the board for a few years. This past year it has been an honor to serve as the President of the board. I reside in northern Manitoba with my husband and four in care children, a sibling group of three for twelve years and an only child for nine years.

The Manitoba Foster Family Network has provided support to foster/kinship families for eighteen years through peer support and educational training. We will continue to focus on building upon our foundations and expanding upon our existing programs.

Change happened this past year when the prior President resigned after serving seventeen years on the board. Her parting message was “I leave knowing that the organization is strong and moving forward”. This past year we have become a stronger organization and have moved forward with our mission - to encourage, promote, assist and educate foster and kinship homes to enhance the quality of life for children in care.

Thank you to my fellow board members for your support this past year. Thank you to our Executive Director and the staff at The Network for your dedication. Also, many thanks to all foster/kinship families for your care and support to our children in your homes.

Marion Brading

MESSAGE FROM THE EXECUTIVE DIRECTOR

Hello

This has been a truly exciting year! As always the dedication of our Board and Staff is amazing. We have seen growth in all areas of our programming.

As you will see when you read through this report we have been busy! It is almost hard to believe what we managed to accomplish given the vastness of our Province, and the small size of our team! We delivered more training than ever before, and visited many, many communities. I truly believe that what makes The Network so valuable is that we deliver community based programming.

As we have grown, we became aware that we needed to have a better way of collecting and analyzing the critical data that we collect on your behalf. To that end we have purchased new database software and are currently switching over to the new system.

This is exciting for a number of reasons. It will allow us to more easily manage our service activity reporting to our funder—The Department of Families. It will also allow us to be able to quickly analyze system trends and report those to you and our collaterals. This will be a great way to bring your collective voices forward.

Jennifer Karaim

YEAR IN REVIEW

Throughout 2017/18 the Board and Staff have worked hard to strengthen the programming and supports The Network provides to the kinship and foster parents of Manitoba. The Board and Staff come together face to face at least once a year to review our strategic plan and ensure we are meeting the goals and objectives we set. We also review our mission statement and organizational beliefs. This time gives us an opportunity to reflect on years past and changes ahead.

One key element that arose this year was the need to change our name to more accurately reflect our membership. Throughout the year The Network worked to prepare and on May 31st 2018 at our AGM we put forth a special resolution to change our name to officially become ***The Kinship & Foster Family Network of Manitoba***. Our members also voted on by law changes to reflect the new name at that time.

Currently we are in a time of change as The Province works on it's promise to overhaul the Child Welfare System in Manitoba. The Network is working hard to gather the information needed to help everyone we serve navigate this change. We have often heard Kinship and Foster Parents identify a strong sense of being an undervalued and underutilized resource in the current system. We know you are truly at the front lines of child welfare, and therefore hold critical knowledge that should be utilized. We also know you walk a difficult path with children and families by choice, and want to be agents of change within society. We continue to bring your voice forward throughout the system so that you are seen as a valuable resource, and respected as part of the professional team. The best interests of children can only be served when all those who are looking after them are truly working as partners.

At The Network we believe the best interests of children are served best when working in collaboration. The voices of kinship/foster parents, bio parents, children in care, agency workers all must be respected. We have worked hard to put our best foot forward and this has been an unprecedented year for building relationships and engagement with our collaterals across this very large and complex child welfare system.

The relationships we have built have strengthened our organization as a whole. We look forward to strengthening and building upon these relationships in years ahead!

AGENCY KINSHIP/FOSTER PARENT TRAINING COLLABORATION

The Kinship & Foster Family Network of Manitoba (KFFNM) is working with several Child and Family service agencies to provide basic level and advanced level kinship/foster parent training through out the province.

Child and Family Services Agencies The Network is working in partnership with to provide kinship/foster parent trainings.

This has been accomplished through a staged process.

Successful outcome of that initial process results in a presentation of our training to an agency supervisor and their support team and a collaborative working partnership is formed.

Several CFS agencies have supported the training experience for kinship and foster through participating in many training sessions. This collaboration has been identified as beneficial by both kinship/foster parent participants and agency staff.

- 1 Eastman CFS
- 2 St. Anne West Region CFS
- 3 Ebb and Flow West Region
- 4 West Region GGK program Dauphin, Brandon
- 5 Dakota Ojibway Child and Family
- 6 Opaskwayak Cree Child and Family
- 7 Thompson General Authority
- 8 Thompson Awasis Child and Family
- 9 Thompson Northern Cree Nation Child and Family
- 10 Swan River Cree Nation Child and Family
- 11 Swan River Michif Child and Family
- 12 Swan River General Authority
- 13 Dauphin West Region Child and Family
- 14 Dauphin Michif Child and Family
- 15 The Pas Michif Child and Family
- 16 The Cree Nation Child and Family
- 17 The Pas General Authority

PEER SUPPORT UPDATE

The Peer Support Program strategically identifies and develops training topics to assist Peer Support Providers to adequately respond to callers. This approach enables callers to clearly identify challenges they may be experiencing. Strategies for resolving challenges are provided and resources such as KFFNM print material, Manitoba Child and Family Services legislative web pages and community resources are suggested as a means to respond to their concerns. Coupled with the professional opinion of the Peer Support Provider, this solution focused supportive approach is designed to facilitate a clear and effective action plan.

Program Material developed during this reporting period.

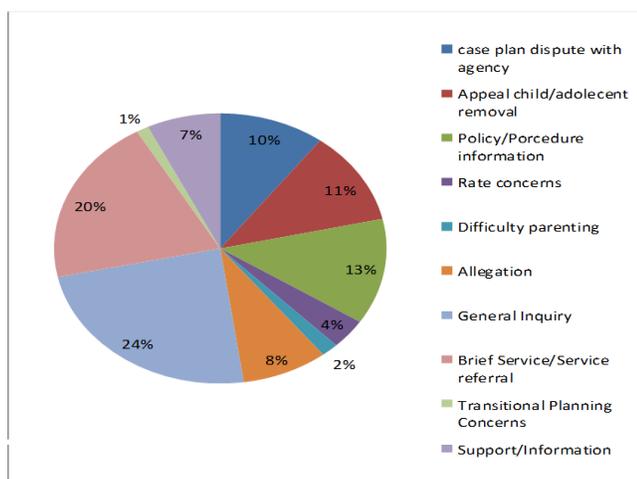
1. Best Practices for Minimizing Allegations
2. Allegations: Alternative Dispute Resolutions
3. PSP: Program Service Manual

During 2017/18 we hired a new Peer Support Coordinator who has been engaged in a program wide review of the service delivery. He has enhanced existing program standards to implement a solution based brief intervention approach to better serve caregivers seeking assistance and support. He has developed training packages and piloted them with the team at a 3 day program session in March, 2018. Currently there are 8 trained peer support providers and recruitment is on-going to add to this total.

Break down of calls received by The Peer Support Line

Support type	General	Metis	North	South	Unknown	Total
case plan dispute with agency	6	5	9	13	10	43
Appeal child/adolescent removal	3	5	11	18	10	47
Policy/Procedure information	8	3	10	13	19	53
Rate concerns	1	2	3	3	6	15
Difficulty parenting	0	1	0	1	5	7
Allegation	3	1	6	9	16	35
General Inquiry	6	3	5	8	78	100
Brief Service/Service referral	5	6	8	13	52	84
Transitional Planning Concerns	0	0	2	3	0	5
Support/Information	5	1	2	11	11	30
Total	37	27	56	92	207	419

Percentage of Requests by support type



Peer Support Providers volunteered approximately **3986 hours!**

EDUCATION UPDATE

Over the past few years we have been working extremely hard at growing and improving the competency based curriculum offered by The Network. Our Curriculum is unique and made in and for Manitoba. We hear from kinship and foster parents that this is invaluable.

Basic Level Training (Mentorship)					Advanced Level Parent Training				
Parenting skills development is the primary theme through out these training sessions. The approach taken uses exploration of parenting strategies, tools and skills. Information provided and the exercises involved are designed to assist parents to identify the what, why, when, who and how of their parenting.					MFFN advanced level trainings are designed to enhance and strengthen basic level parenting strategies, tools and skills introduced through previous MFFN trainings. Information and exercises provide support for participant understanding of the parenting they are currently providing and the parenting they would like to evolve to.				
Training	Training Hours	Date Completed	MFFN Signature	Training	Pre-requisite	Training Hours	Date Completed	MFFN Signature	
Session1	Child Development	3 hours		Guiding Behaviours 3 session series Advanced	Completion of Basic Level	9 hours			
Session 2	Relationships & Attachments	3 hours		Caring through Trauma 3 session series Advanced	Completion of Basic Level	9 hours			
Session 3	Fostering Family Connections	3 hours		Fostering Family Connections Series Advanced 12 session series Completion of Advanced Level Guiding Behaviours					
Session 4	Misunderstanding Behaviours	3 hours		Session 1 Fostering Family Connections Series Co-Parenting Basic Principles		3 hours			
Session 5	Presenting Behaviours	3 hours		Session 2 Fostering Family Connections Series Mom & Babe Co-Parenting		3 hours			
Session 6	Guiding Behaviours	3 hours		Session 3 Fostering Family Connections Series Parent to Parent Co-Parenting		3 hours			
Session 7	Teaching Life Skills	3 hours		Skills for Life Series Advanced 3 session series Completion of Advanced Level Guiding Behaviours					
Session 8	Observing, Recording & Reporting	3 hours		Session 1 Skills for Life Series Parenting Tools Basic Principles		3 hours			
Session 9	Fostering Self Care	3 hours		Session 2 Skills for Life Series Preparing for Adult Living		3 hours			
				Session 3 Skills for Life Series School Restart & Steps for Employment		3 hours			
Total Training Hours					<i>Completion of all advanced level trainings is strongly advised prior to Writing Your Milieu. These sessions work with participants to collect, compose and present their unique foster/kinship focus.</i>				
					Writing Your Milieu 3 session series Advanced	Completion of Advanced level trainings	9 hours		
					Total Training Hours				
					45 hours				

2017/18 saw the completion of the 3 year pilot of our Basic (Mentorship) training program. We are pleased to report that The Province of Manitoba has agreed to provide ongoing funding to this valuable training program.

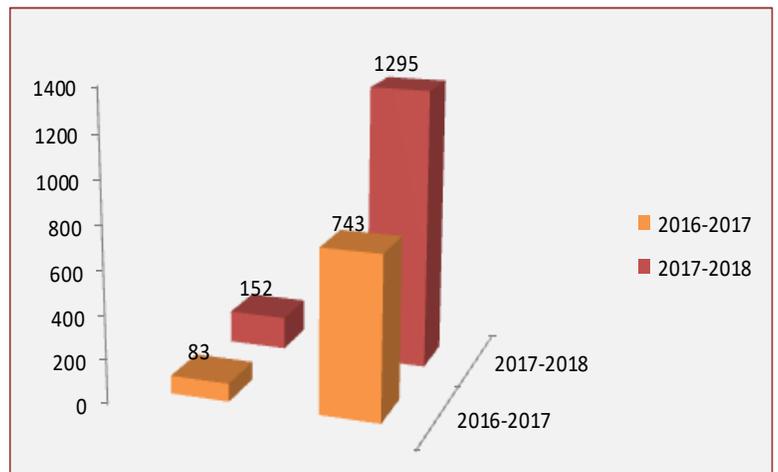
We deliver Introductory, Basic and Advanced level training. The training sessions and print material KFFNM provides has a clear focus on parenting. We cover understanding of theories relevant to parenting, understanding the complexities of presenting

behaviors and the development of parenting strategies, tools and skills. The focus is to guide the development of strong and healthy outcomes for children.

OUR EDUCATION PROGRAM CONTINUES TO GROW

In 2016/17 The Network delivered 83 training modules to 743 participants!

In 2017/18 The Network delivered 152 training modules to 1295 participants!



KINSHIP/FOSTER PARENT FORUMS



The Kinship & Foster Family Network of Manitoba held 3 kinship/foster parent forums during 2017/18 in collaboration with the Manitoba Advocate for Children and Youth.

	Forum Date	Location
Using their special report, 'On the Edge Between Two Worlds' - Community Narratives on Vulnerability of Marginalized Indigenous Girls. Dr. Marlyn Bennet (author) and Ainsley Krone (OCA) presented significant sections of the report in the morning session. The afternoon session presented four questions on recommendations made in the report which were considered relevant to the provision of care and consideration which kinship/foster parents provide. A report on these forums was completed and is available through our offices and on the KFFNM website.	May 25, 2017	Ste. Anne

	Forum Date	Location
KFFNM held two of three planned kinship/foster parent forums during 2017/18 in partnership with the Manitoba Advocate for Children and Youth. This forum was titled 'Parent Wisdom Project'.	September 27, 2017	Flin Flon
	January 16, 2018	Winnipeg

The focus of the project is to gather experiences and opinions about being a caregiver to children and youth in care. While the system can sometimes feel like it pits natural families against foster families, the best care for children and youth includes the wisdom and participation of all adults who care for them and this project sets out to gather each of those voices.

At the conclusion of the forums The Manitoba Advocate for Children and Youth will be producing a resource tool that can be used by caregivers to help meet best interest of children in care.

The Network participated in 22 community events across Manitoba in 2017/18

NORTHERN INITIATIVE

The Kinship & Foster Family Network of Manitoba continues to work with communities and agencies to increase opportunities for kinship and foster parent connections and trainings. Communication with child and family service agencies has mainly focused on providing awareness of The Network as a resource available to them.

North Region Collaborations

KFFNM works collaboratively with a variety of community resources to enhance kinship and foster knowledge.

Agency/Organization/Institution

- Anxiety Disorders Association of Manitoba
- Inter-Agency of Swan Valley
- The Pas & Area FASD Committee
- Addiction Foundation Manitoba
- Canadian Mental Health Association
- Elbert Chartrand Friendship Center
- FASD The Pas
- Friendship Center Flin Flon
- MacDonald Youth Services
- Ma Mawi Wi Chti Itata

Focus/purpose

- Enhance opportunities to expand knowledge of The Kinship & Foster Family Network of Manitoba.
- Generate and foster connections with other service and community providers to participate and contribute in the giving and receiving of invaluable support, ideas, contacts and referrals to enrich families and communities.
- Listening to agencies needs regarding families and accurately respond with appropriate actions to empower families
- Expand opportunities to outreach and interact within communities and community needs.

EVENTS HIGHLIGHTS



CORPORATE COLLABORATIONS



This past holiday season The Network was pleased to be chosen to partner with Sobey's Inc. Magical Wish Campaign to bring deserving kinship and foster families the gift of holiday cheer. Sobey's worked with us to pick 8 deserving families, and each person in that family received a very generous gift. The Network also received a \$1000 donation from Sobey's. The Network wanted to further spread holiday cheer. So, we used that donation to put on a holiday open house for ALL kinship and foster families to attend. Many families attended and enjoyed the evening.



The Network was very excited when approached by Brenden Kichton to help him create The Manitoba Moose Mentorship Program. This project began in 2016/17 and concluded in 2017/18. Brenden worked with a number of children in care and mentored them while participating in a number of activities such as bowling, game nights, spending time on the ice at MTS Center and of course watching The Manitoba Moose play! Many incredible memories were created for the kids involved in this program.

FINANCIAL INFORMATION

Each year this organization is subject to a financial audit. This process is designed to ensure we are operating in a fiscally responsible manor. Below you will find the statement of Revenues and Expenditures for 2017/18. If you wish to read the audit report in full, it can be accessed on our website in the Resources section under Audited Report.

MANITOBA FOSTER FAMILY NETWORK INC.**Statement of Revenues and Expenditures****Year Ended March 31, 2018**

	2018	2017
REVENUES		
Province of Manitoba - core funding	\$ 558,500	\$ 558,500
Province of Manitoba - other funding	60,435	58,142
Grants and donations	4,312	3,066
Interest income	-	3,933
Other	-	2,232
Fundraising	-	161
	623,247	626,034
EXPENSES		
Accommodations	13,532	14,504
Administration	3,955	5,287
Advertising and promotion	11,479	10,055
Amortization	2,448	3,309
Donations	100	306
Education and courses	475	475
Equipment rentals	250	1,400
Facility rental	3,503	3,736
Honorarium	520	1,839
Insurance	4,195	2,096
Interest and bank charges	1,627	2,127
Meals and entertainment	15,286	10,587
Meeting	1,000	839
Memberships	2,119	585
Office	40,363	46,566
Printing	9,218	2,480
Professional fees	21,422	24,711
Rent	60,560	50,225
Respite	13,742	17,491
Salaries and wages	377,709	385,204
Staff and volunteer appreciation	858	-
Travel	24,370	28,299
	608,731	612,121
EXCESS OF REVENUES OVER EXPENSES	\$ 14,516	\$ 13,913

BOARD AND STAFF INFORMATION

Board of Directors

It is the goal of The Kinship & Foster Family Network of Manitoba to maintain a board of directors comprised of four members from the North, three from the South and two from Winnipeg. To date our board of directors is as follows:

Member	Region	Position
Marion Brading	North	President
Linda Ens	South	Treasurer/Secretary
Patti Skirzyk	South	Vice-President
Andrea Lagasse	South	Member at Large
Tonni DuMoulin	Winnipeg	Vice-President

Staff

The Kinship & Foster Family Network has two locations. The head office is in Winnipeg, Manitoba and the sub-office is in Swan River, Manitoba. In order to deliver community based programming travel is a job requirement of all KFFNM staff.

Staff Member	Position	Primary Location
Jennifer Karaim	Executive Director	Winnipeg office
Terri McNaughton-Wright	Education Coordinator	Winnipeg office
Brad Wright	Curriculum Developer/Wpg CDW	Winnipeg office
Charlotte Sauder	North CDW	Swan River office
Craig Collins	Peer Support Coordinator/South CDW	Winnipeg office
Haley Stodgell	Administrative Assistant	Winnipeg office

THE KINSHIP & FOSTER FAMILY NETWORK OF MANITOBA'S ORGANIZATIONAL BELIEFS

We believe in the:

Empowerment of Kinship and Foster Parents to be respected members of the professional team, and we strive to provide training and supports that will assist you in achieving this goal.

Kinship and Foster Care works best when following the Principles of Addition:

- Always add rather than subtract people from a child's life.
- Adding people always expands the circle of support.
- The birth family always remains at the center of the circle.
- A kinship or foster family is not the center of the circle but a valuable complementary addition to the birth family.

OUR MISSION

To encourage, promote, assist, and educate foster and kinship homes to enhance the quality of life for children in care.

LOCATIONS

HEAD OFFICE

90 TERRACON PLACE
WPG, MB
R2J 4G7

PH: (204) 940-1280
TF: 1-866-458-5650
MANFOST@MFFN.CA
WWW.MFFN.CA

SUB OFFICE

621 MAIN STREET
SWAN RIVER, MB
R0L 1Z0

PH: (204)-731-0517
MANFOST@MFFN.CA
WWW.MFFN.CA



The Kinship & Foster Family
Network of Manitoba

FOSTERING CONNECTIONS