

132ND ANNUAL REPORT

2016/17



NEW DIRECTIONS
FOR CHILDREN, YOUTH, ADULTS & FAMILIES

The importance of **LISTENING**



OUR MISSION:

.....

To provide responsive and individualized services that foster the hopes and dreams of people and their communities.

OUR VISION:

.....

A community where all people have well-being, are honoured, and can dream.

OUR VALUES:

.....

Integrity – in all that we do.

Honour – the strengths of people and community.

Holism – emotional, spiritual, physical and intellectual, environmental and cultural.

Respect – for all people.

The
importance
LISTENIN

*2nd Place Annual Report
Artwork Cover Contest -
participant of the Transition,
Education and Resources
for Females Program*

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OFFICERS & COMMITTEES

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*New Directions'
participants in the
"What I am Thankful
For" campaign*



The
importance of
LISTENING

CHIEF EXECUTIVE OFFICER'S REPORT

We seem to be getting better at listening to our participants. This is important because our Mission is to provide responsive and individualized services that foster the hopes and dreams of people and their communities. In order to follow our mission we need to hear from our participants about what their hopes and dreams are and sometimes this means listening in a number of different ways. While most speak English, many others use American Sign Language or another language

and many use no formalized language at all and instead express themselves through behaviours rather than words. Regardless of how they communicate, we work to listen to them; and I believe we are getting better at listening as we move forward.

AN EXAMPLE:

We are better at listening to our youth as they tell us how we can help them. We have many examples of this but one stands out from a young boy in one of our community treatment homes who was refusing all efforts to help him until we heard him clearly and responded to his

request. He wanted to live with family and would choose jail if we continued to not hear him. He refused to stay in the group home. Listening to this young boy resulted in the birth of a new off shoot program within our Child Centred Services program, the Roots program (see story on page 28).

The importance of **LISTENING**



IN ORDER TO FOLLOW OUR MISSION we need to hear from our participants about their hopes and dreams and sometimes this means listening in a number of different ways.

SOMETIMES LISTENING IS THE EASY PART; RESOLVING THE ISSUE CAN BE TRICKIER.

As another example, the youth in our Transition, Education, and Resources for Females (TERF) and Training Resources for Youth (TRY) programs have been asking to get high school credits for the academic work they do for many years through many focus group feedback sessions. Over the years various attempts have been made toward solving this problem but nothing worked until the Department of Education (thank you!) agreed that we needed to have our own school so our teachers could provide credits to the students when they earned them. Our High School, Biindigen, a Holistic Approach to Education,

was born and we can now tailor the instructional material in culturally appropriate ways and support the individual learning needs of the students. They can

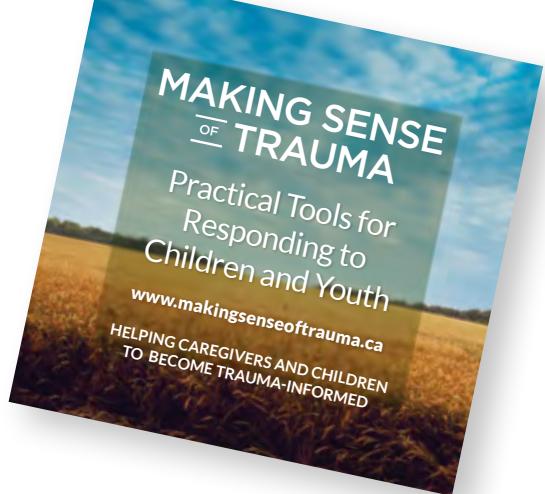
achieve their high school credits at New Directions just as they have been asking to do for several years. We heard them; it just took a while to solve the problem!



Enjoying hot dogs at the Empowering People in the Community BBQ!

Another example of the importance of listening is the teaching the youth provide to us. Through listening to children as they processed their experiences of sexual assault in therapy, two clinicians, Kate Kiernan and Billy Brodovsky, developed a workshop, Making Sense of Trauma. This workshop is both very effective and popular

with 2,300 people taking it since it started in 2012. And by listening to requests for greater access to this workshop, Kate and Billy created the Making Sense of Trauma Webinar, which launched in October of 2016 and which, at the time of this report had over 1,100 people registered online. The children taught Kate and



Billy and then they combined these teachings with expert knowledge and together they are changing the way caregivers, teachers, parents and therapists understand how to effectively support traumatized children.

We also listen to adults with intellectual disabilities we support. They, like all of us, have told us they want to engage fully as citizens in our community and one way of doing this is to get involved in the election process as voters. This past year we joined our peers in Abilities Manitoba to support the Disability Matters Vote 2016 (DMV2016). This DMV2016 campaign focused on raising awareness of matters related to disability and on fostering political engagement of adults living with disabilities. It began



with a huge rally at the Legislature on December 3rd, 2015. Our participants joined with hundreds of others and packed the hallways and rotunda that day. They then continued their engagement as citizens by delivering flyers, attending an all-party debate, holding placards on busy intersections and learning about the political clout that this community of 168,000 individuals can have. It was a spectacular success with many of our participants getting registered and then voting, most for the first time, in an election.

We have also launched our new Strategic Plan for 2017-2022 as noted by Board President Hogan Mullally in his report. Included in the plan is a renewed and ongoing effort to listen to our planet and take better care of her. We are actively working each day to reduce our footprint by using our own plates and cutlery at events, compostable materials at our annual Pow wow and other outdoor events, composting at our program sites and starting all sorts of gardens from small



container gardens to large productive plots. We are also active for Earth Day with participants and staff joining together to pick up litter around our building sites.

To close, I wish to acknowledge that it is way easier to listen and to learn when one works with great people and we are blessed at New Directions with a tremendous staff team, a great management

team and a devoted and supportive Board of Directors. I especially want to welcome Elizabeth Chipilski to New Directions as our new Human Resources Director and to salute Hogan Mullally for his steadfast work as President of our Board.

Dr. Jennifer Frain, C.Psych.
Chief Executive Officer

PRESIDENT'S REPORT

As I reflect back on another year as President of New Directions, I feel this was a period where the organization had an opportunity to catch its breath, to self-assess, after a long cycle of expansion. Coincidentally it was also a strategic planning year, where we map out the organization's



goals for the next 5 years, and an excellent exercise for self-assessment. An important part of the strategic planning process is listening; listening to your participants, employees, and funders. I believe as an organization, we have listened, we have self-assessed, and we are better for it.

This was the first strategic planning year since the Truth and Reconciliation Commission came out with their final report and their associated calls to action. We have listened to the Commission, acknowledged the calls to action, and where applicable, have incorporated them into our strategic plan. We are very proud of our connections with Indigenous communities, and will continue to foster and strengthen these relationships going forward.



Listening to our participants is a hallmark of the service provided by New Directions, as demonstrated by our ongoing commitment to person-centred care. As we evolve our person-centred approach, we endeavour to help our participants improve their connectedness to their community and expand their social network. One particular area that will be a focus is to establish more non-paid personal supports in our participants' lives. This goal is congruent with our person-centred philosophy, and has been incorporated into our strategic plan.

We have also listened to participants who are interested in developing relevant work-related skills and entering the

workforce through the creation of social enterprises; Genesis and Café 6. We have been fortunate at the board to hear from social enterprise participants on a few occasions, and have been moved by the transformation these young people have made from tenuous existences to gainful employment.

The motivation for the establishment and expansion of social enterprise at New Directions, was not only driven by listening to participants, but also government. We are encouraged that government has been supportive of social enterprise, and has encouraged organizations, like New Directions, to reduce barriers to people working. The success of Genesis and Café 6, along with the support of government, means social enterprise should continue to grow at New Directions.

I would like to thank my fellow board members for their commitment to New Directions. I feel



privileged to work with this group, and benefit from their diverse expertise, deriving from both their work and life experiences. Unfortunately I also have to say goodbye to Dr. Beverley Temple who has been an invaluable member of the board and our executive and planning committees. Although Bev's contribution to the board will be



greatly missed, we wish her well in her new life out West.

Lastly I would like to thank the staff of New Directions for their work and dedication to the organization. We as a board recognize the importance of your work, we are listening, and will do our utmost to advocate that your work is properly acknowledged.

Hogan Mullally
President of the Board

The importance of **LISTENING**



LISTENING WITH OUR EYES

New Directions believes in a person-centred approach in all our services. Offering people the opportunity to live the life they dream of means listening to them. But learning about the needs and dreams of people who do not communicate verbally requires a different way of listening.

Dr. Charmayne Dubé, Director of Services, says "It is like detective work when the person doesn't communicate verbally. When we started Kriya there were people who had difficulty expressing themselves in a traditional verbal

way of saying 'this is what I like, this is what I don't like.' Since Kriya was designed to become a specialized day service for people with specific functional, behavioural and environmental support needs, I arranged a series of focused professional development sessions for the direct support staff. One person who provided invaluable training was a behaviour specialist that we had consulted with for many years. She emphasized that our role as staff is to be interpreters of behaviour. That has really stuck with me through the years."

"It really requires a staff member to sit back and listen with their eyes, listen with all their senses,"

*Community Resource Worker
Amber Davis discussing
the day's activities with MJ.*



Charmayne says. "It means looking at what could be happening internally for this person and looking at the environment. We listen to their body, to their reactions, and to their facial expressions."

One tangible result of this detective work is “This Book Is About ME!,” the book that Amanda Adams, Life and Social Skills Instructor on the Alternative Solutions Resource Team, prepared for Kriya participant MJ.

“She basically shadowed MJ over the course of a few months for every day she was at Kriya,” recalls Resource Team Coordinator Angela Keough. “She would go with him on his outings, take pictures of him doing his activities, observing him and signs he was using, the motions he would make,” Angela says. Amanda contacted MJ’s caregivers for additional information and incorporated input from Kriya staff. “It was probably about six months or so by the time she was done with the book,” Angela says.

For Community Resource Worker Amber Davis and other Kriya staff, MJ’s book helps staff understand him, and helps him communicate his wants

The image shows a spiral-bound notebook with a white cover. At the top left, it says "You Need to Know". To the right is a small illustration of a person walking on a path made of colorful arrows. Below the title is a bulleted list of behaviors:

- I ask for reassurance often. I like to know what I will be doing today, tomorrow or when we will be leaving, by asking "Vroom Vroom?". For example when I ask about flyers you might say "first lunch, then flyers, then pop."
- I also like to have a pop after an outing. Pop is often a sign that the outing is done and I expect to go back to program. If we do not I may get anxious.
- When in a vehicle it is best if I am in the back seat furthest away from the driver. I self-restrain my hands in my seat belt.

Two photographs are attached to the page:

- A small photo in the upper right corner shows a young man wearing a red beanie and holding a blue water bottle.
- A larger photo below it shows a close-up of a person's hands, one holding a black strap and the other adjusting a seat belt.

and needs to staff. “It is helpful for staff to know every day what MJ’s expectations are,” Amber says, “We know he is anticipating and can help him reduce his anxiety or stress. It works to keep his activities and expectations consistent.”

Not all participants have a book about them so staff use picture

schedules to communicate with them, says Life and Social Skills Instructor Jesse Wilson. “If they can’t read they can see the picture of the van if we are going out, or grocery shopping,” Jesse says.

“Sometimes it can be a guessing game when a person wants to express themselves,” Jesse adds.

"Often they will come to you and lead you to what they want. Over time we learn what it is they want because we get to know them.

Angela says that her team has seen a few books similar to MJ's, some from recent graduates from the school system and some from the youth justice system within the FASD population.

"With MJ the purpose was more to share what was important to him," she says. "It helps someone new coming into the program to understand the sounds that he's making, the signs that he's using, and know what he is referring to."

Because MJ's book has been so effective, more books are in the works for other non-verbal participants. "It's something we hope to continue, something that can be shared with support staff so that everyone is on the same page," Angela says. "It is also a way that we can further develop a relationship with our guys."

"IT MEANS LOOKING AT WHAT COULD BE HAPPENING internally for this person and looking at the environment. We listen to their body, to their reactions, and to their facial expressions."

.....



"The Importance of Listening"

Mission

Various Cultures

PATIENCE

sign Language

THANK-you

Care

VISUAL
ARIES

BEAUTIFUL Voice/ASL

HELPFUL

Sound

SONGS

Love

Repeat/Repetitive

Body LANGUAGES

SHARING

VISION

HONESTY

Speaking Out

CONCERN'S

Support

Honouring

Facial
expression

TALKING



OUR PROGRAMS

COUNSELLING, ASSESSMENT, SUPPORT AND PREVENTION PROGRAMS

Family Therapy

The Parenting Centre

Families Affected by Sexual Assault (FASA)

FASD Family Support, Education and Counselling

Opikihiwawin

Manitoba Learning Centre

RESIDENTIAL AND SUPPORT PROGRAMS

Child Centred Services

- Community Treatment Homes
- My Home
- Roots

Family Connections

(Formerly)

- Treatment Resources and Individualized Living Supports (TRAILS)
- Regionalized Specialized Foster Care (RSFC)
- Bridges (Long Term Residential Program)

Supported Apartment Living (SAL)

Empowering People in the Community (EPC)

Shift Staffed Homes (SSH)

D.E.A.F. Support Services

TRAINING AND EDUCATION PROGRAMS

Resources for Adolescent Parents (RAP)

Transition, Education and Resources for Females (TERF)

Training Resources for Youth (TRY)

- Genesis
- Project VIP
- Project HEAT
- WEST Project
- Work2It
- TEP – The Empower Project

Alternative Solutions Day Services (6 Distinct Programs)

- Kriya Program
- Teragy Program
- Transition Program
- Social and Interactive Development Program (S.A.I.D.)
- Milestones Program
- Diversity, Respect, Empowerment, Achievement, and More Program (D.R.E.A.& M.)

ENDOWMENT FUND DONOR THANK YOU

New Directions would like to take this opportunity to thank our generous donors who have made gifts to our endowment fund.

The purpose of the Endowment Fund is to provide funding for activities and supports that are most often out of reach for our participants. The requests for funds are as varied as our participants themselves. Over the past year your donations helped fund baby supplies for a young mother,

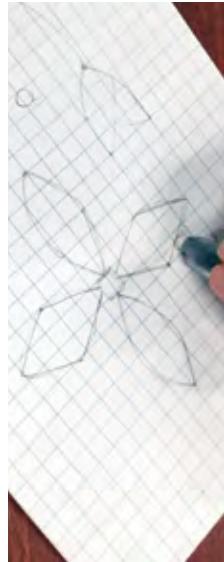
hockey and football registrations for youth looking to be part of a team, a sewing machine essential for students to get their high school credit, a computer for a youth working hard to get to university and a quillmaking workshop with a renowned artist.

QUILLMAKING WORKSHOP

The opportunity to offer this workshop is rare in Manitoba, as there are few people left with this skill and the ability to teach it.

In working over the past few years with renowned artist Neepeekan Hunt, we have come to really appreciate the high quality of her work, as well as her ability to address a group, manage several projects at once and present instruction and historical and cultural knowledge in a way that is accessible and fun for everyone participating.

Hosting this workshop gave people in the Opikihiwawin community the opportunity to



build on what they've learned in our regalia class while becoming keepers of their cultural knowledge, something we know can be lost in just one generation. Additionally, with the recent interest in traditional Indigenous art, quillwork is in great demand, and this skill may provide additional means of income.

Porcupine quillwork significantly predates the use of glass beads. According to some sources, quillworking tools dating back to the 6th century have been found on the plains. Because of the delicate nature of porcupine quills, there are very few surviving examples predating the 20th century.

In general, quillworking flourished among Indigenous

We are very grateful to all who have supported the Endowment Fund and wish to acknowledge the generosity of the following donors:

ENDOWMENT FUND DONOR LIST

| APRIL 1, 2016 TO MARCH 31, 2017

Ross and Bette Jayne
Taylor
Marc A. and Sherri T.
Rittinger
Dr. Jennifer Frain
and Dr. Matthew Dector
Beverly Thiessen
Elizabeth Chipilski

Dr. Charmayne Dubé
Brent Smith
Brenda and Trevor Kriss
Dr. Beverley Temple
Dr. Laura Sokal and
Dr. John Sokal
Dave Macpherson
Lori Hunter

Christina Cassels
All Charities Campaign
Hogan Mullally and
Meghan Nordman
Dr. Carolyn Peters
and Paul Peters
Dr. Christine Watson

Our apologies for any errors or omissions.

communities living on Turtle Island until the mid-1800's when glass beads became easily attainable through trade with Europeans. Later traditions of embroidery using glass beads were built upon techniques and designs in quillworking.

Donations to the Endowment Fund made it possible for dozens

of the New Directions' participants to connect further with their culture by experiencing the quill-making workshops.

These positive outcomes are made possible by our generous and committed donors who continue to support our participants to make the most of their skills and talents.

The New Directions Endowment Fund began in 2002 and is managed by The Winnipeg Foundation. They provide an annual distribution of income to New Directions. The principal remains invested with The Winnipeg Foundation.

We would also like to thank The Winnipeg Foundation for providing matching grants to the fund.



A RECIPE FOR CREATING COMMUNITY

Every July and August, Family Connnections (formerly TRAILS, RSFC and Bridges), gathers the children in their program together for the Summer Recreation Program. The children meet each other, enjoy a variety of recreational and social activities, and finish off with a barbecue before heading back to school.

The summer recreational program is the only opportunity for the families and children to get together in the program that provides treatment foster care, individualized placements and

supported independent living for special needs children and youth.

"The kids get to know each other during the summer, and they ask when they are going to get together again. They wanted to connect on a regular basis throughout the winter," says Family Connections' Coordinator Chuck Groening.

They found the community they were looking for with the Family Connections cooking classes.

Chuck and Support Worker Aimee Kidson wrote a proposal which the Winnipeg Foundation funded to cover the costs of food, materials and staff training.

Every two weeks, Aimee hosts a group of Family Connections'

participants in the Opikihawin kitchen to prepare a delicious selection of dishes and to reconnect with each other.

Another piece of the program, Chuck says, has been to connect the children with their community and their culture. About three quarters of the participants are Indigenous and the cooking classes introduced them to the children in Opikihawin that they would otherwise not get to meet.

"We have had some really good crossover there," notes Aimee. "Some of our kids have joined

The importance of **LISTENING**



the beading and drumming groups, and it is very likely that they never would have known about them otherwise."

The classes have covered different themes as suggested by the children, such as Mexican, Mennonite (which Chuck led), and Filipino. "We had Indigenous night where we had four different meats – bison, duck, rabbit and elk," Aimee says.

For J, one of the children who had attended every session, the classes aren't just about cooking. "I like going to see Aimee and socializing with the people there," he says. But he admits he has learned how to cook different meals, and how to clean up the kitchen.

Though J's support worker accompanies him to the classes, his mother B also takes part. "I just show up because it is so much fun," B says. "I stick around because it is a lot of entertainment and a lot of fun, and Aimee can use the extra help."



She says that the classes are something that J really looks forward to. "This cooking program has been a godsend for J to be able to get out. There are other children there that he has gotten to know over the years through the summer program. This is a great opportunity for him to keep

up those relationships during the winter months. I think he likes that feeling that he is part of something and I think the kids are more there for the connections and the community," she says.

*(L) Aimee Kidson, Recreation Worker and
(R) Bree Van Alphen Care Provider enjoy the results of the cooking class.*

EVERY TWO WEEKS, Aimee hosts a group of Family Connections' participants in the Opikihiawin kitchen to prepare a delicious selection of dishes and to reconnect with each other.



A photograph of a group of approximately ten people outdoors in a park setting. They are standing on a long, narrow wooden beam balanced on two yellow buckets. The participants are dressed in casual clothing, including t-shirts, sweatshirts, and jeans. Some individuals are smiling and laughing, while others appear focused or stressed. In the background, there are trees with autumn-colored leaves and a person holding a clipboard. The overall atmosphere is one of fun and teamwork.

The importance of **LISTENING**

THANKS TO FUNDERS

We would like to acknowledge and thank our sustaining funders for their ongoing confidence in our work. They include the Province of Manitoba Departments; Justice, Families, Health, Children and Youth Opportunities, and Active Living. The Government of Canada Departments including Citizenship and Immigration Canada, Public Health Agency of Canada, and Employment and Social Development Canada and Department of Justice. We continue to enjoy a very positive relationship with our major funders and appreciate their ongoing insight as well as their financial contributions.

The WRHA, Manitoba Housing and Renewal Corporation, The Winnipeg Foundation, The Manitoba Real Estate Association Shelter Foundation, United Way, and the Winnipeg School Divisions; Louis Riel, Pembina Trails and St. James Assiniboia

have assisted us with specific projects to meet community needs and we are most grateful for their ongoing support. The WRHA and Child and Family Services Authorities and Agencies have referred and supported individuals using our services.



New Directions' Pride
Float Committee

THANKS TO SUPPORTERS

Assiniboine Credit Union
Analyn and Neil Baker
B'Nai Brith Canada
Canadian Mental Health Association
Paul Champagne
Christmas Cheerboard
Peg Lindsay
Claire Milgrom
Deaf Resource Centre
Dr. Jo Ann Unger
Equality Communication Centre of Excellence (ECCOE)
Feast Café/Bistro
Great West Life Assurance Company
Mandie Timko
Manitoba Liquor & Lotteries

Manitoba Theatre for Young People
Project ECHO
Public Health Agency of Canada, Healthy Child Manitoba
Sean Gander
Shelley Swain
MREA Shelter Foundation
Susan Strike

St. John's High School Youth in Philanthropy Committee
St. James Collegiate Youth in Philanthropy Committee
Winnipeg Harvest
Winnipeg Symphony Orchestra

Our apologies for any errors or omissions.



THANK YOU



I WANT TO GO HOME

“I want to go home.” When you say those five words, those five simple one syllable words, what comes to mind? Is it a specific place? Is it a feeling of belonging? Is it being with a parent or sibling? Is it a home cooked meal that is still hot when you sit down at the table? That deceptively simple statement encompasses a host of sensations and emotions for everyone.

For a child in care, it is a hope or a dream that may feel impossible.

The new Roots Program is making that dream possible. The program unites children with adults who love them and take them into their homes as part of the family, says Dr. Alicia Ordóñez, Director of Community Homes,

D.E.A.F. Support Services, and Psychological Assessments.

The seeds of the program were sown a few years ago when a very unhappy young boy living in a Community Treatment Centre (now called Child Centred Services) said those words: “I want to go home.”

Alicia and her staff started investigating how he could be returned to his home. Although that boy was not able to go back home, the seed had been planted and the groundwork had been started for Roots.

Roots shifts the usual child care model in a couple of key areas, Alicia says. “We start with the child and ask ‘who do you love?’ We ask the caregiver ‘do you love this child and will you stand by



THE NEW ROOTS PROGRAM is making that dream possible. The program unites children with adults who love them and take them into their homes as part of the family.



them? And then we provide the supports directly to the family where the child will be living."

Alicia notes that the caregiver may be a parent, a grandparent, another relative or someone the child is close to. The only condition is that the caregiver loves the child and the child loves the caregiver. The program shifts the support workers from the child to the caregiver with a support worker and a respite provider who is a relative, a friend or someone who is close to the family. There are no casual respite workers in Roots. This is planned deliberately so that it feels natural for the child to have support workers in their home.

Olga Shmelova, Roots Coordinator, says "Roots is my favourite

THERE ARE NO CASUAL RESPITE WORKERS IN ROOTS.

This is planned deliberately so that it feels natural for the child to have support workers in their home.

program. It is the way it should be for the children. They are at home, they don't have a stranger coming to the house, it feels natural for them."

PS is one of the caregivers who has had her grandchildren living with her for the past year with Roots support.

"I think it is an awesome program," she says. "I kept my grandkids for a few years before they ended up in the group home. With this program I was able to get them back here. Olga and Alicia knew what was needed to be put into place. They set up counseling and therapy and the children have pretty much everything they need to function. I definitely see where the kids have benefited from that. It has completely

changed the way they think and the way they go to school."

PS says they have had the same support worker for the whole time. "I don't always like to have someone in my home, but with him it is like family," she says. Her daughter does respite, PS adds, "she is very familiar with them since being with them from when they were young."

PS says the support has been "amazing" in the past year, even when she spent some time in the hospital last fall. "Olga and Alicia stepped in to make sure everything was in place. There was no chance the children weren't going to be looked after. With the Roots program, all I have to do is make the call to Olga or Alicia and they will be right there, and that's a good

feeling. I hope it is a program they can expand."

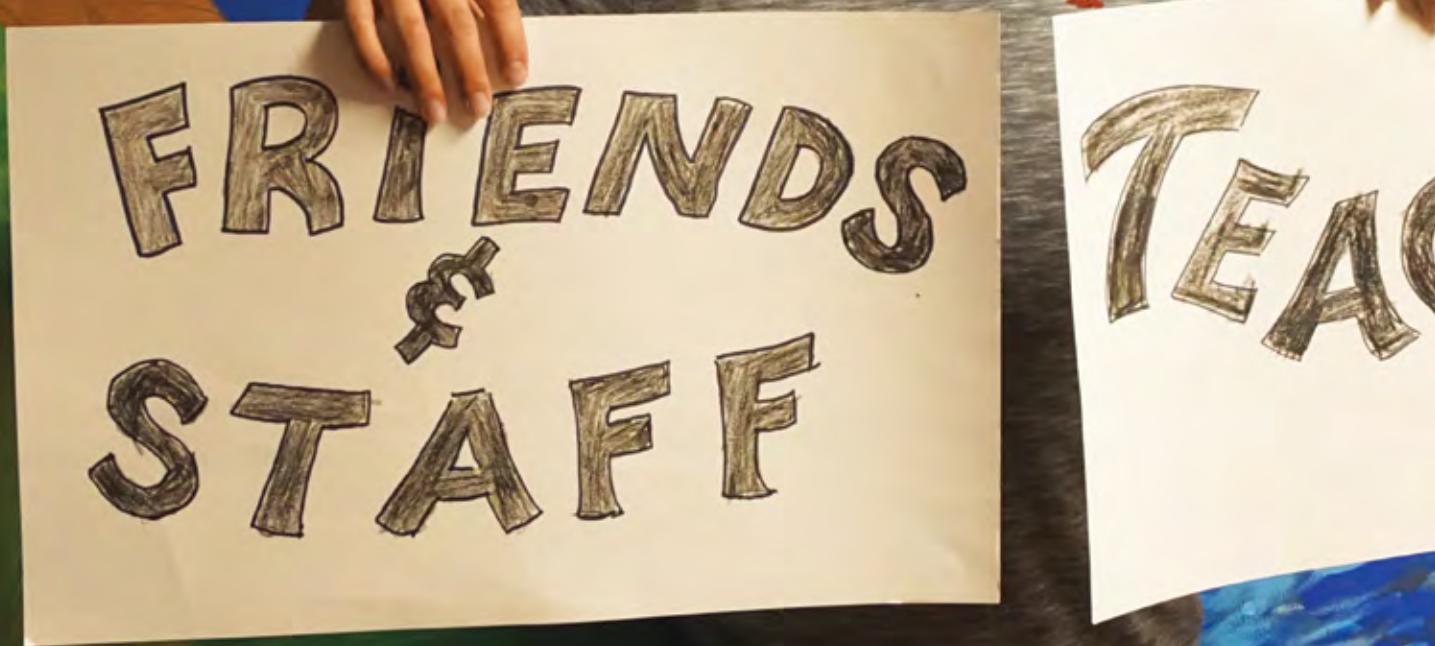
It is a hope that Olga and Alicia share with her. Olga says "Living with family is the way it should be. In a foster home or group home the kids get the support, but they never feel at home."

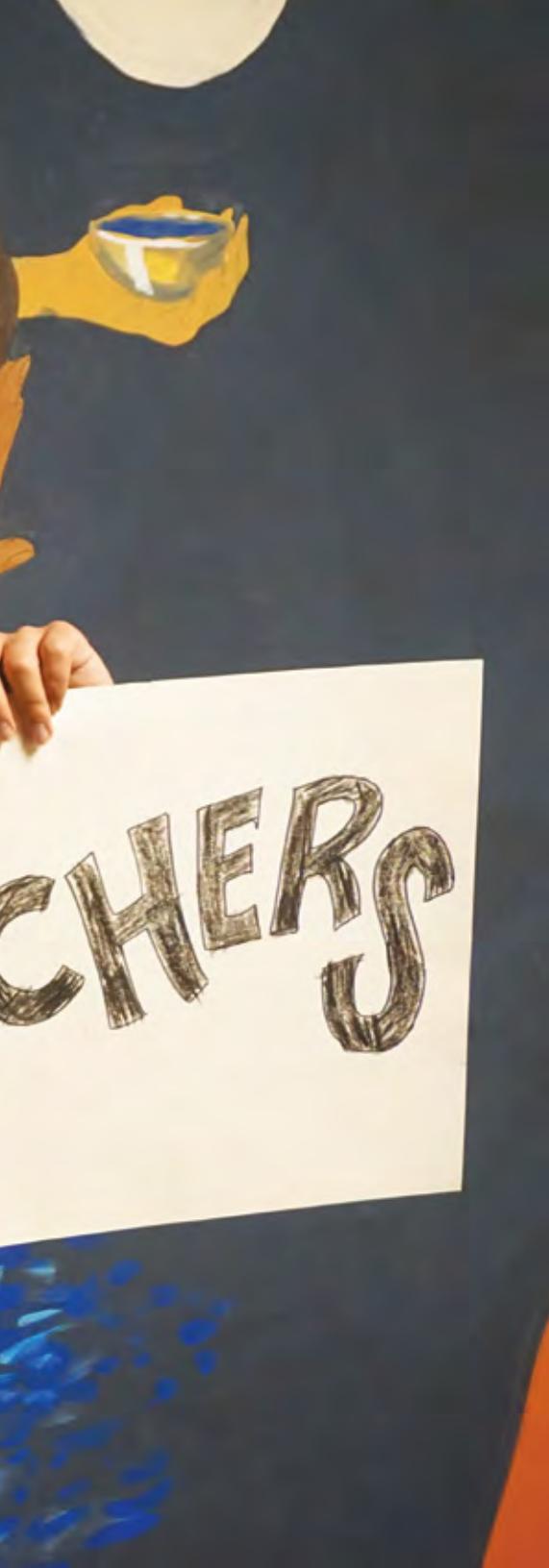
Alicia says that they are always looking for other children for Roots. "We would love to have children back with their family," she says. "Listening is part of our person-centred philosophy, and when the timing looks right we ask 'do you dream of going home?' When we listen to the kids, the kids become more willing to listen to us. And with Roots, we are not just meeting their needs, we are meeting their dreams."

*4th Place Annual Report
Artwork Cover Contest –
participants of the Alternative
Solutions – D.R.E.A.&M. program*



The importance of **LISTENING**





THANKS TO EMPLOYERS

- Abdi's Supermarket
Brady Landfill
Canad Inns
Canadian Museum for Human Rights
Canadian Tire
Canadian Travel Lodge
Cascades Recovery
Charleswood/Portage Avenue Community Church
Clearline Technologies International
Design a Cut
DHL
Ecko Limited
Flyer Advantage
Giant Tiger
Health Science Centre
Investors Group Field
Kushner Vending
Montana's
New Directions for Children, Youth, Adults and Families
Prairie Children's Day Care
Save on Foods
Seven Oaks Learning Centre
The Chamois
The Feast Cafe Bistro
The Forks
Viscount Gort
City of Winnipeg Water and Waste Department
WIS International
YMCA

Our apologies for any errors or omissions.

Things that New Directions participants are thankful for!

THANK YOU



NUMBER OF PERSONS/ FAMILIES SERVED

Alternative Solutions	152
Child Centred Services	43
D.E.A.F. Support Services	40
Empowering People in the Community	138
Fetal Alcohol Spectrum Disorder	74
Families Affected by Sexual Assault	103
Family Connections (formerly) Bridges	72
Trails	33
RSFC	33
Family Therapy	223
Opikihiwawin	348
Parenting Centre	1212
Resources for Adolescent Parents	119
Shift Staffed Homes	63
Supported Apartment Living	142
Training Resources for Youth	247
Transition, Education and Resources for Females	110



The importance of **LISTENING**



YEARS OF SERVICE RECOGNITION

Each year New Directions celebrates the dedication of their staff with a Years of Service Recognition Event at the Viscount Gort Hotel. In 2016, 84 staff celebrated anniversaries between 5 and 40 years of service.

Dave Macpherson, Program Manager for Child Centred Services celebrated 40 years of working with children and families. Dave's impact on children is profound. There are adults that knew him when they were kids who still come to him to get their coffee and a chat. Dave makes all feel valued and like they are the most important person in the universe when they are with him.

In honour of his long service to children, New Directions renamed its Sharp Community Treatment Home, "Dave's Place."

40 YEARS OF SERVICE

Dave Macpherson

35 YEARS OF SERVICE

Ann Ingelbeen
Keith Macpherson
Shelley Swain

30 YEARS OF SERVICE

Christy McDonald
Shelley Masson

25 YEARS OF SERVICE

Tina Fudali

20 YEARS OF SERVICE

Jeannette Desorcy
Jane Runner

15 YEARS OF SERVICE

Charmayne Dubé
Mandy Bergen
Kevin Fournier
Elaine Newhook
Darlene Daniels
Jennifer Frain
Susan Strike
Ali Nasajpour



10 YEARS OF SERVICE

Dave
Macpherson

Sonia Spence
Jeffrey Hatcher
Kimberley Wayne
Rob Wray
Matthew Barton
Michelle Andrade
Rita McKay
Claire Jesse Wilson
Robin Pinder
Glen Spokes
Sean Turnbull
Barb Wood
Elaine Rispler



Keira Mattson
Charlene Demmans
Brigitta Perkins
Derek Sigurdson
Grazia Bermisa

5 YEARS OF SERVICE

Kyle Lagiewka
Paige Thunder
Carmen Vargas-De-Rivas
Adrian Rae
Leanne Kennedy
Pierre Hakizimana
Caroline Sinclair
Jennifer Sanderson
Angela Yee

Kristi Soloway
Stephanie Albiani
Brittney McCaw
Edwin Lusanji
Jason Hoger
Laura Cogollo
Allery Armstrong
Chona Bautista
Christopher Martin
Evgenia Rudman
Laura Stuart
Marc Cauthers
Peter Kuen Wing Lam
Sean McGrath
Silindile Mabaso
Stacey Rebenchuk

Dorothy James
Karlee Kiesman
Laura McIntosh
Kelly Turenne
Lore Hammerling

**10 YEARS OF SERVICE
CASUAL**

Joseph Brasseur
Margaret Mafinda
Evelyn Campbell-Bidulka

**5 YEARS OF SERVICE
CASUAL**

Jayce Naccarato
John Garcia
Sharon Marsden
Esther Alumba
Karima Isatu Kamara
Kien Van Huynh
Marina Ilkanaev
Aera Advincula
Francia Advincula
Duane Bishop
Evelyn Eyolfson
Monique Macdonald
Lance McAulay
Lisa McAulay
Angel Premika Perera

THANK YOU



The importance of **LISTENING**

A photograph of a group of people playing a sack race on a grassy field. Four individuals are in the foreground, wearing brown sacks over their legs and backs, running towards the right. In the background, a large group of people is gathered under a wooden pavilion, some standing near barbecue grills. The scene is set in a park with many mature trees and a clear blue sky.



TREASURER'S REPORT

On behalf of the Finance Committee, I am pleased to present the financial statements of New Directions for Children, Youth, Adults and Families for the year ended March 31, 2017.

We have settled in at our new headquarters at 717 Portage Avenue. The new location is proving to be ideal as we're able to consolidate several programs at one central locale.

The effective financial management of such a large and growing organization is a team effort. The financial management team of New Directions is a hardworking, talented and dedicated group of individuals. I would like to thank

the financial management team led by Jennifer Hume and also Jennifer Frain for the overall leadership of the organization. They deserve recognition for delivering exceptional financial performance despite the ongoing uncertainty regarding the support of our programs.

I would also like to thank the Board and Finance Committee for their assistance and valuable input relating to financial matters. Their active participation in all the financial matters of the organization is greatly appreciated.

It is a pleasure serving on the Board of New Directions and it's a privilege working with such dedicated board members and staff. Thank you for your continued confidence and ongoing support.

David Sitarik
Treasurer

*Empowering People in the Community
and D.E.A.F. Support Services hold their
annual picnic for participants, caregivers,
and staff and families.*

INDEPENDENT AUDITOR'S REPORT ON THE SUMMARY FINANCIAL STATEMENTS

TO THE MEMBERS OF NEW DIRECTIONS FOR CHILDREN, YOUTH, ADULTS AND FAMILIES INC.

The accompanying summary financial statements, which comprise the summary balance sheet as at March 31, 2017, the summary statement of revenues and expenses and related note, are derived from the audited financial statements of New Directions for Children, Youth, Adults and Families Inc. for the year ended March 31, 2017. We expressed an unmodified audit opinion on those financial statements in our report dated May 25, 2017.

The summary financial statements do not contain all of the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of New Directions for Children, Youth, Adults and Families Inc.

MANAGEMENT'S RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in Note 1.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

OPINION

In our opinion, the summary financial statements derived from the audited financial statements of New Directions for Children, Youth, Adults and Families Inc. for the year ended March 31, 2017 are a fair summary of those financial statements, on the basis described in Note 1.

PricewaterhouseCoopers LLP

Chartered Professional Accountants
Winnipeg, Manitoba
May 25, 2017

SUMMARY BALANCE SHEET

AS AT MARCH 31, 2017

	2017 \$	2016 \$
ASSETS		
CURRENT ASSETS		
Cash	2,028,405	1,932,455
Accounts receivable	2,700,363	3,576,319
Prepaid expenses	325,813	371,816
	<u>5,054,581</u>	<u>5,880,590</u>
CAPITAL ASSETS	<u>13,809,440</u>	<u>14,370,795</u>
	<u>18,864,021</u>	<u>20,251,385</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable	2,179,981	2,270,335
Accrued vacation pay	1,291,287	1,304,656
Deferred contributions	503,078	456,982
Deferred tenant inducements	2,557,911	2,784,466
Working capital advances - Province of Manitoba	1,997,991	1,997,991
Current portion of long-term debt	1,771,624	486,847
	<u>10,301,872</u>	<u>9,301,277</u>
LONG-TERM DEBT	<u>3,486,944</u>	<u>5,558,979</u>
OTHER LONG-TERM LIABILITIES	<u>550,860</u>	<u>518,472</u>
FORGIVABLE LOAN	<u>1,273,047</u>	<u>1,333,668</u>
	<u>15,612,723</u>	<u>16,712,396</u>
NET ASSETS		
NET ASSETS INVESTED IN CAPITAL ASSETS	7,277,825	6,991,301
NET ASSETS INTERNALLY RESTRICTED	157,032	244,602
UNRESTRICTED NET DEFICIT	(4,183,559)	(3,696,914)
	<u>3,251,298</u>	<u>3,538,989</u>
	<u>18,864,021</u>	<u>20,251,385</u>

APPROVED BY THE BOARD OF DIRECTORS

 Director

 Director

SUMMARY STATEMENT OF REVENUES AND EXPENSES

FOR THE YEAR ENDED MARCH 31, 2017

	2017 \$	2016 \$
REVENUES		
Government of Canada	554,280	506,068
Province of Manitoba	41,760,611	41,342,435
Child and Family Services Authorities/Agencies	9,969,234	8,281,051
United Way of Winnipeg	107,238	111,066
Other	1,210,939	987,878
	<hr/> 53,602,302	<hr/> 51,228,498
EXPENSES		
Personnel Expenses	45,041,958	42,544,991
General Operating Expenses	806,507	833,428
Participant Specific Expenses	3,759,228	3,622,486
Facilities Expenses	3,354,895	3,436,169
Amortization	927,405	744,867
	<hr/> 53,889,993	<hr/> 51,181,941
Loss on disposal of capital assets	-	58,460
	<hr/> 53,889,993	<hr/> 51,240,401
EXCESS OF EXPENSES OVER REVENUES	<hr/> (287,691)	<hr/> (11,903)

1. BASIS OF PRESENTATION

These summary financial statements have been derived from the audited financial statements of New Directions for Children, Youth, Adults and Families Inc. (New Directions) for the year ended March 31, 2017.

The criteria developed by management for the preparation of the summary financial statements is as follows: that the information included in the summarized financial statements is in agreement with the related information in the complete financial statements, and that the summarized financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete financial statements, including the notes thereto, in all material respects.

A full set of the financial statements including significant accounting policies and other explanatory information is available from New Directions or at www.newdirections.mb.ca.

Pow wow Princesses traveled from Alberta to participate in New Directions' Opikihiawin Traditional Pow wow.





500-717 Portage Avenue
Winnipeg, Manitoba R3G 0M8
Voice: 204.786.7051
Fax: 204.774.6468
newdirections.mb.ca

*Front cover: 1st Place Annual
Report Artwork Cover Contest -
participants of the Alternative
Solutions Kriya Program*

Photo credits:
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Lori Hunter: pages 5, 9, 11, 12, 14, 36, 37,
21, 22, 23, 24, 25, 26, 27, 32

Copywriting: Wayne Drury, Lori Hunter

Graphic design: Barry Hammond, Flamingo Design

Printing: Premier Printing Ltd.