

# RECONCILIATION:

# OUR COMMITMENT

134TH ANNUAL REPORT | 2018-19



**NEW DIRECTIONS**  
FOR CHILDREN, YOUTH, ADULTS & FAMILIES



**CALL TO ACTION**  
**Nº 5**

**WE CALL UPON** the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

– Deaf Support Services

*The theme of the mural is “Traditional lifestyle before residential schools...” The vibrant colours and symbols used depict the beauty of the relationship between Mother and Child. The Mother represents nurturing, her braid symbolizes strength, and the quilt represents connectedness. The Child is connected to the Mother through the smudge and feather. The artists included other traditional imagery with the bird, the moon, stars, northern lights, grass, earth and water.*

# MISSION:

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

# VISION:

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

# 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.

*(right) Young women in Opikihiwawin felt the need to create a mural that contradicted the images of Indigenous women in the media, and in the general population. They know that Indigenous women are strong, resilient, brilliant and brave. Felicia W. and artist, Patrick Ross created an Indigenous Superhero named EYES. She is a powerful leader who watches over the city to make sure people are safe including LGBTQ+. When people lay their eyes on EYES, they will be astounded by the confidence, beauty and strength that she exudes and respect that she commands.*



**CALL TO ACTION**  
**Nº 93**

**WE CALL UPON** the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including information about the Treaties and the history of residential schools.

– Human Resources



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*(left) A young hoop dancer concentrates on his craft.*

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Mandie Timko  
*Staff Representative*

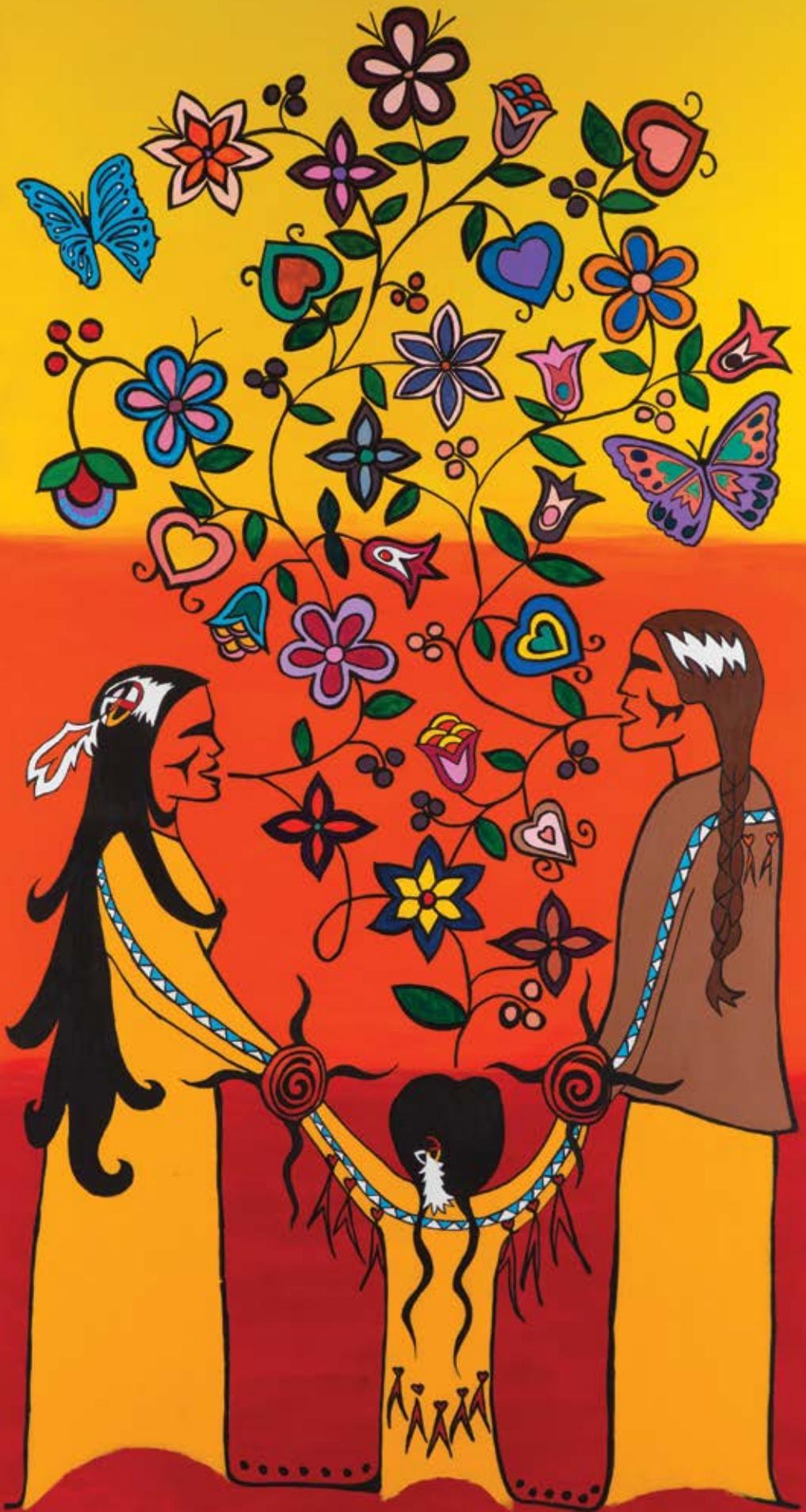
Jay Hrynkiw  
*Staff Representative*

*(right) Opikihiwawin Artist Neepekan Hunt and youth participants of Opikihiwawin, depicted a family together speaking the language holding hands. They incorporated an Anishinaabe floral style to show how beautiful the language is when spoken. The artists came up with the idea and tried to depict what would it be like if the residential schools had not happened, and also what can be for future generations as we re-learn our languages and carry them forward. Language is fundamental to our Indigenous cultures and keeping them alive is a huge priority as we move ahead.*

CALL TO ACTION  
**Nº 15**

WE CALL UPON the federal government to appoint, in consultation with Aboriginal groups, an Aboriginal Languages Commissioner. The commissioner should help promote Aboriginal languages and report on the adequacy of federal funding of Aboriginal-languages initiatives.

– *Opikihiwawin*





## CEO'S REPORT

**T**ODAY, THE PEOPLE SERVED by New Directions are often Indigenous or Métis. The Truth and Reconciliation Commission of Canada did its amazing work of gathering the truths of our history (some of it very recent) and outlining the principles of reconciliation that should be followed.

New Directions is working to address the Calls to Action that fit with our services. Each service area has been tasked with selecting one (or a series) of the 94 Calls to Action, researching it and developing a course of action to address the call. You will see a sampling of the projects that have been undertaken at New Directions over the last year throughout this annual report.

The Senior Directors team selected Call to Action 80 which calls upon the Federal Government, in collaboration with Aboriginal peoples, to establish a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration

of the history and legacy of residential schools remains a vital component of the reconciliation process. The exact date that will be chosen is unknown to us as there are conversations about which of several possible dates will be chosen, but we decided to proceed with June 21st as the day we would use for our reconciliation day at New Directions for now. So on June 21st, 2018 each of our service areas took part in activities to commemorate the legacy of residential schools. Staff and participants of New Directions joined together in a wide range of activities such as a walk to the Legislative Building



*(left) New Directions staff and participants visit the Plains Cree Tipi at Fort Whyte on Indigenous Peoples Day June 21, 2018.*



(above) New Directions staff prepares “Our Legacy” banner for the walk to the Legislature.

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*“We plan to do this every June 21st until the national statutory holiday is declared to reinforce the importance of engaging with the necessary efforts to reconciliation.”*

to rally and call for action on the Missing and Murdered Indigenous women. Others went to be on the land for the day and in the presence of the Manitoba petroforms which are ancient and sacred rock outlines of animals and geometric shapes, built in prehistoric times.

Several groups visited events at the Forks, others went to the TRC Archives on the U of M campus. Some watched the Sacred Path and took part in discussions following the film.

We plan to do this every June 21st until the national statutory holiday is declared to reinforce the importance of engaging with the necessary efforts to

reconciliation. All New Directions people are Treaty People and we all share the responsibility to address the wrongs done to the First Peoples of this land. June 21st is but one day and we are working on other calls to action throughout the year. We have also established an Indigenous Advisory Council and an Ally group to help lead us on our journey toward a New Directions, a city, a province and a country where all of us live together sharing the resources and land.

I want to thank my Senior team, especially Darlene Daniels and other key people, such as Dr. Carolyn Peters, for working hard on our reconciliation projects and all our efforts to heal our relations with Indigenous and Métis peoples. I am so appreciative of the whole staff team and their commitment to our values which line up completely with the pursuit of full and equitable inclusion for all. Thanks as well to our Board of Directors for their leadership and steadfast support of New Directions.

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

#### CALL TO ACTION **Nº 80**

**WE CALL UPON THE FEDERAL GOVERNMENT**, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families and communities, and ensure the public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

– Senior Directors & Child Centred Services Teams

#### CALL TO ACTION **Nº 22**

**WE CALL UPON THOSE WHO CAN EFFECT CHANGE** within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

– Families Affected by Sexual Assault Services



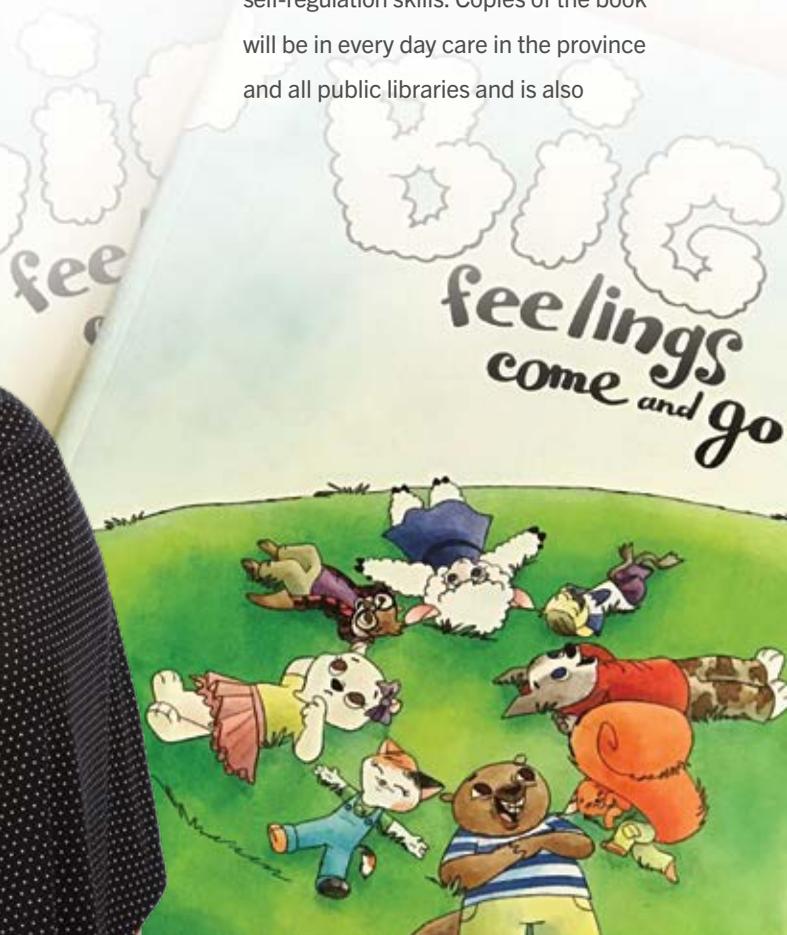
# PRESIDENT'S REPORT

**T**HE THEME OF THIS YEAR'S annual report is New Directions' commitment to reconciliation.

*The Truth and Reconciliation Commission of Canada: Calls to Action* outlines a series of recommended actions "in order to redress the legacy of residential schools and advance the process of Reconciliation." Reconciliation is an ongoing collective process that requires participation from all those affected. Many youth, families and individuals served by New Directions have been deeply affected, and an action plan at all levels of the organization has been developed to continue the dialogue

of reconciliation and to further advance reconciliation within the policies and services of the organization and the community it serves.

One of the legacies from residential schools is the trauma that has evolved. An additional focus to the current trauma informed training at New Directions is a partnership with the Canadian Centre for Child Protection to create a book to assist children and adults to become more trauma informed. *The Big Feelings Come and Go* book is a resource to help adults have conversations about freeze, flight and fight and learn some basic self-regulation skills. Copies of the book will be in every day care in the province and all public libraries and is also

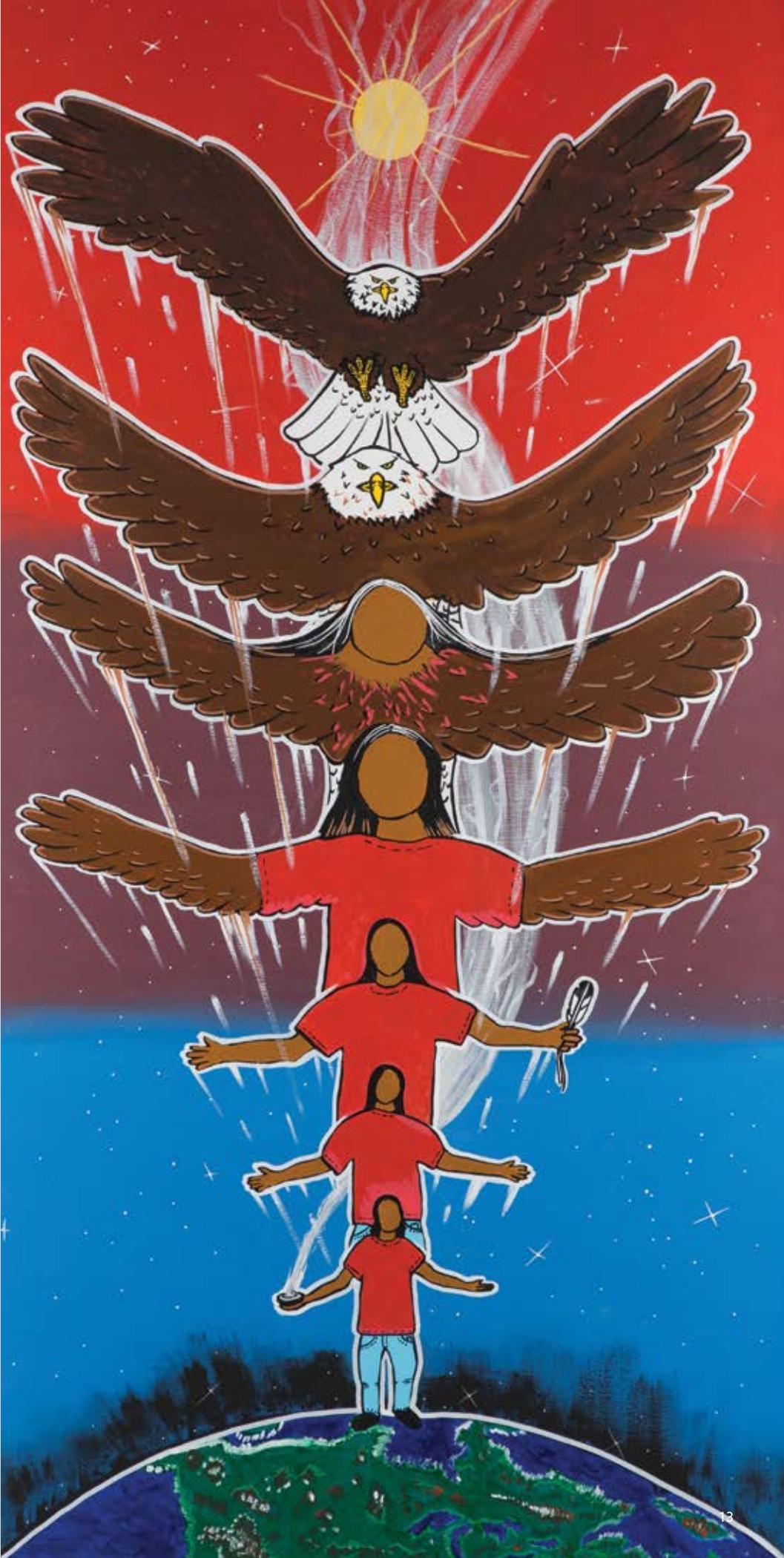


CALL TO ACTION  
**Nº 43**

**WE CALL UPON**

federal, provincial,  
territorial, and  
municipal governments  
to fully adopt and  
implement the United  
Nations Declaration  
on the Rights of  
Indigenous Peoples  
as the framework  
for reconciliation.

– *Family Connections*



*(right) A visual transition of a struggling person, growing their self and spirit into something great.*

## CALL TO ACTION

## Nº 33

We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.

– FASD Family Support,  
Education and Counselling

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*“Many youth, families and individuals served by New Directions have been deeply affected, and an action plan at all levels of the organization has been developed to continue the dialogue of reconciliation...”*

available for purchase. This ongoing partnership will be working at translating the book into other languages and making it available in other countries. This has been an exciting venture for the organization and honours our focus of creating change in external environments as well as our own internal environment.

At a Board level, a more focused recruitment of board members from Indigenous communities is occurring in order to change, alter and improve the lens by which we view issues and make decisions, and ensure that the Board leadership is representative of the communities we serve. The 2017 – 2022 Strategic Plan has a key strategic goal to Draw the Circle Wider/Enhance Diversity, and the Board’s oversight of the components of this goal is another example of commitment to reconciliation. The Board and the organization continue to develop and enhance its focus on reconciliation and components that can lead to systemic change.

I would like to thank the Board members for their commitment and dedication to the organization and its ongoing evolution. In particular I would

like to acknowledge and thank Wanda Deong, who is leaving the Board this year after a 10 year term. Wanda served two terms as the Executive Secretary on the Board of Directors. Her thoughtful and focused dedication to board matters, and in particular, her leadership in the Ad Hoc Social Action Committee and the Ad Hoc Housing Committee were very much appreciated.

Change is constant and the winds of change are important trends that alter political, societal and technological conditions. A focus on reconciliation requires awareness, accountability and action. On behalf of the Board, I would like to thank and honour the staff of New Directions for their dedication and creativity in delivering services and focusing on the winds of change in the work that they do on a daily basis.

We all have a responsibility for being catalysts for change – to embody the words “Be the change that you wish to see in the world.”

**Carolyn Strutt**

*President*

*(below) Staff and participants visited the Bannock Point Petroforms in Whiteshell Provincial Park as part of Indigenous Peoples Day, June 21, 2018.*

*(bottom) As part of Indigenous People's Day, the National Centre for Truth and Reconciliation made a presentation to New Directions staff on the Centre's work.*



## TAKING ACTION ON THE CALLS TO ACTION

**T**HE TRUTH AND RECONCILIATION COMMISSION includes 94 Calls to Action to redress the legacy of residential schools and advance the process of Canadian reconciliation. In response to those calls to action, New Directions challenged every service area to choose one, to research it, to present their findings, and to take concrete action. Many participants and staff members took up the challenge, in a variety of creative, personal and inspiring ways.

One young woman in Opikihawin made a dreamcatcher with 94 ribbons, one for each Call to Action.

### CALL TO ACTION 6

The participants and staff from Resources for Adolescent Parents (RAP) chose Call to Action 6 for their project – “*We call upon the Government of Canada to repeal Section 43 of the Criminal Code of Canada.*” Section 43 allows for the use of corporal punishment of children.

Their rationale for choosing this call to action was very personal for them. “Because we are parents,” one student explained. They do not want other adults, such as teachers or daycare workers, to use corporal punishment on their children.

They enlisted the help of law students to research the law, and invited MP Robert-Falcon Ouellette to meet with them. Ouellette took their initial request, along with the required 100 signatures, to Ottawa to get the process started. The next step required 500 signatures. Unfortunately they were unable to meet that threshold and the initiative hit a roadblock. Fortunately, the law students conducted more research about past attempts to change the law and uncovered more information about the complications involved in repealing it. The new information gave the students new ideas and a new resolve to try again in the fall.

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*“This year, in response to our advocacy, five school divisions agreed to honour that day with activities that recognize the impact on the oppression Indigenous peoples have experienced in Canada, to reconcile and keeping learning.”*



*(right) For My Mother  
– The story of a young  
woman whose mother  
went missing, dances  
with the spirits in the  
blanket her mother  
gave her.*

*(below) On June 21, 2018 staff participated in many activities, including Our Legacy Walk to the legislature, a drumming class at the Forks and a petition signing to encourage school divisions to participate in National Indigenous People's Day in 2019.*



(below) Staff visit the Indigenous art exhibit at the Winnipeg Art Gallery on June 21, 2018

## CALL TO ACTION 41

Participants in Training, Education and Resources for Females (TERF) chose Call to Action 41— *“We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls.”*

TERF staff and participants brainstormed and chose this Call to Action to investigate Missing and Murdered Indigenous Women because they wanted a project that they could work on together.

In the process of researching Call to Action 41, participants discovered that there are also a high number of murdered and missing Indigenous men and boys, three times as many in fact. “They were very concerned about that,” says TERF Manager Jane Runner, “because they have also lost cousins, parents and other relatives.”

Some students chose to create posters that illustrated the results of their research. One student made a red dress (her first time sewing), to represent the murdered and missing Indigenous women, and other students made a ribbon shirt to represent the murdered and missing Indigenous men and boys.



## CALL TO ACTION N<sup>o</sup> 10

**WE CALL ON THE FEDERAL GOVERNMENT** to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

- i. Providing sufficient funding to close identified educational achievement gaps within one generation.
- ii. Improving education attainment levels and success rates.
- iii. Developing culturally appropriate curricula.
- iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
- v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
- vi. Enabling parents to fully participate in the education of their children.
- vii. Respecting and honouring Treaty relationships.

– Training Resources for Youth

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*“One student made a red dress (her first time sewing), to represent the murdered and missing Indigenous women, and other students made a ribbon shirt to represent the murdered and missing Indigenous men and boys.”*

The students also videotaped part of their process creating a braided mat from different coloured ribbons that reflected their personal feelings. They shared their feelings and some family stories for the video as they were braiding.

### **CALL TO ACTION 80**

Participants in Home Services for Children chose Call to Action 80 – *“We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.”*

The students wanted June 21st to be designated National Indigenous Peoples Day and sent a petition to the Federal Government.

Home Services for Children is for children in foster homes and group homes in the child welfare system.

These children attend four public schools in four school divisions. When staff learned that none of those schools do anything to mark National Indigenous Peoples Day, Senior Director Dr. Ordóñez contacted the schools, explaining that New Directions was honouring the day (See Celebrating National Indigenous Peoples Day, page 36) with a range of special activities. This year, in response to our advocacy, five school divisions agreed to honour that day with activities that recognize the impact on the oppression Indigenous peoples have experienced in Canada, to reconcile and keep learning.

The TERF students also wanted to recognize Call to Action 80 by leading a march on June 21st from the New Directions offices, down Portage Avenue to the Legislative Buildings. They wore T-shirts to commemorate the day, staff members and other people joined in and they held a rally at the Legislature.



### CALL TO ACTION 13

The participants and staff from Opikihawin chose Call to Action 13 – *We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.*

“When children were placed in residential schools, their language was taken away, which represents a large part of the culture,” says Senior Director Darlene Daniels. Opikihawin has offered a consistent Indigenous language program for 10 years, she adds, and as a result, there are young people who are close to being fluent in the language.

The regular Saturday morning classes are enthusiastically attended, but it is not convenient for everyone who wants

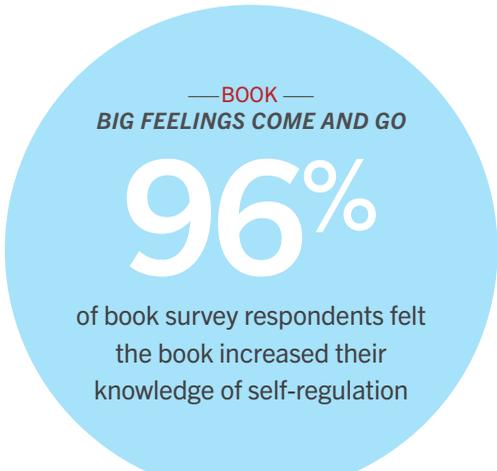
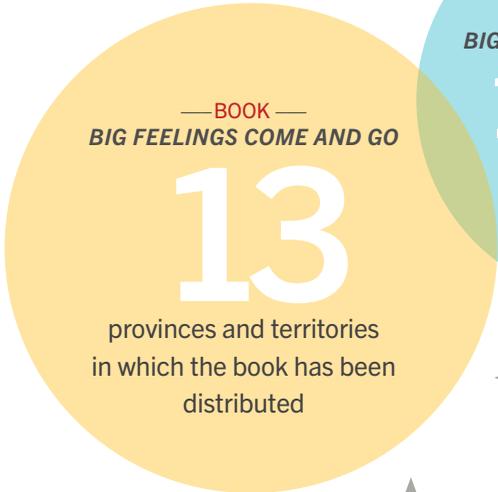
to learn. Therefore, the program has launched a YouTube channel Anishinaabemodaa that features videos of Opikihawin’s Anishinaabemowin language class. Beginning in September, the Saturday morning classes will be available online for anyone who wants to learn the language and keep the culture alive.

The program will also be running an immersion camp this summer with all activities performed exclusively using the Anishinaabe language.

“We are committed to using the language every way that we can,” Darlene says, “we will use any method that works to help people learn.”

*(above) The Opikihawin program prepares video material for the YouTube Channel Anishinaabemodaa, that will feature videos of Opikihawin’s Anishinaabemowin language class in September 2019.*

# FAST FACTS



# Big feelings come and go



AN CENTRE for CHILD PROTECTION  
*Helping families. Protecting children.*

NEW DIRECTIONS

*This 3rd printing of Big Feelings Come and Go is available for \$9.95 plus tax (includes shipping). Books can be ordered at the Canadian Centre for Child Protection. [protectchildren.ca/order](http://protectchildren.ca/order)*

# THANK YOU TO OUR ENDOWMENT FUND DONORS

## **N**EW 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 support that are often financially out of reach for our participants.

### **ALLIE BOARDMAN SCHOLARSHIP BURSARY AWARD RECIPIENT**

The Endowment Fund also supports the Allie Boardman Scholarship Bursary awarded to a youth entering an education or job-training program (University, College or Trade School) based on recommendations from their Service Manager.

Christele Harper was a student in Resources for Adolescent Parents (RAP) in 2014. She was a quiet student who worked hard in class and had a definite plan to graduate high school. Christele has stayed in touch with RAP and recently during a visit let us know that she is graduating high school and has been accepted to Red River College in their Recreational Youth Activity Worker program. When she completes this program, Christele plans to take a Youth Addictions program. Her teacher

Dolores Bestvater from the Gordon Bell Fresh Start classroom, wrote:

“I am honoured to write this letter in support of Christele. I have known Christele since September 2016, when she first registered for our young adult educational program. She was a hard-worker and great attender at that time, but due to life circumstances, she left us early in the school year, only to return this year.

Christele has shown great initiative and resourcefulness, often advocating for herself and her daughter. For instance, when she missed the day of our “Gowns for Grads” event, she made her own arrangements and got her dress on her own!

In terms of academics, she recently wrote the grueling four-day Provincial English Exam, with very little practice and preparation. In spite of this, she passed, and got the highest mark in our group.

Christele also worked a retail job over the Holiday season. She told me she stood so long and worked so hard, her feet developed callouses. Recently, she attended the Safe Food Handlers course offered by the Good Food Club in our area. Also, she volunteered with CEDA and Ndinawe in working with young

THANK YOU!



## CALL TO ACTION N<sup>o</sup> 18

WE CALL UPON the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

– Shift Staffed Homes

people. In the fall, she will take the Youth Recreation Program at Red River College; I know she will do very well in that field!”

### THE ALLIE BOARDMAN SCHOLARSHIP BURSARY HISTORY

Allie Boardman worked with youth at New Directions for her entire 45 year career. In the spring of 2013 we launched this bursary to honour Allie for her unwavering devotion to changing the lives of youth.

Our generous and committed donors who continue to support our participants to make the most of

*(above) Dr. Jennifer Frain awards Christele Harper, former Resources for Adolescent Parents (RAP) participant with the Allie Boardman Scholarship Bursary.*

their skills and talents make these positive outcomes possible.

Managed by The Winnipeg Foundation, the New Directions Endowment Fund began in 2002. The Foundation provides 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.

## NEW DIRECTIONS ENDOWMENT FUND DONORS

Donations made April 1 / 2018 to March 31 / 2019

Joseph and Patricia Mullally

Hogan Mullally and Meghan Nordman

Dave and Colette Macpherson

David Sitarik

Ross G. Taylor

Michael Schroeder

Marc A. and Sherri T. Rittinger

Dr. Alicia Ordóñez

Jennifer E. Hume

Kaely Zettel

Dr. Charmayne Dubé

Joan Kunderman

Dr. Jennifer G. Frain and  
Dr. Matthew Decter

Christina E. Cassels

Paul Champagne

Lori Hunter

Jessie Bissoon

Marianna Fedoryshyn

Sean Gander

Elizabeth Schwersensky

Mandie Timko

Robyne MacKenzie

Paige Thunder

Katherine Rieu

Dr. Christine Watson

Carolyn Strutt

All Charities Campaign –  
Province of Manitoba

Dominos Pizza



# OUR SERVICE AREAS

NEW DIRECTIONS IS CURRENTLY UNDERGOING A REORGANIZATION OF ITS PROGRAMS INTO SERVICE AREAS.

## RESOURCES SERVICES FORMERLY:

### FAMILY THERAPY SERVICES

- Family Therapy
- The Parenting Centre
- Families Affected by Sexual Assault
- FASD Family Support, Education and Counselling Multi-disciplinary Assessment and Consultation Centre

### ADULT DAY SERVICES

- 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.)

### SUPPORTED INDEPENDENT LIVING SERVICES



## HOME SERVICES FORMERLY:

- Child Centred Services
- Community Treatment Homes, My Home, Roots
- Family Connections
- Empowering People in the Community (EPC)
- Shift Staffed Homes (SSH)
- Deaf Support Services

## CULTURE, EDUCATION, AND TRAINING SERVICES FORMERLY:

- Resources for Adolescent Parents (RAP)
- Transition, Education and Resources for Females (TERF)
- Training Resources for Youth (TRY)
- Opikihawin (name will remain the same)

(left) Volunteers serve up a feast at the Opikihawin Traditional Pow wow September 2018.

## MURALS HELP EXPRESS TRUTH AND RECONCILIATION

**T**HE MAIN FLOOR OF NEW DIRECTIONS has become a visible and very colourful expression of the recommendations of the Truth and Reconciliation Commission.

Murals by participants from Opikihiwawin, Training Resources for Youth (TRY), Resources for Adolescent Parents (RAP) and other services offer very vivid depictions of Indigenous culture as interpreted by participants.

“The idea is taken directly out of the Truth and Reconciliation Commission,” explains Senior Director Darlene Daniels. “It is not one of the calls to action, it is in the introduction that suggests to have public art in your organization that talks about the experience of residential schools and truth and reconciliation.”

Darlene says they took that idea to the participants in various service areas to see who wanted to be involved.

The response was overwhelmingly positive, as has been the reaction to the completed murals.

Participants from Opikihiwawin chose to depict how they see their language with a vivid mural of flowers in bright orange. Across the hall, students in TRY chose the Seven Teachings for their mural, their way of expressing the importance of adopting the teachings to live a good life.

“RAP did a mural that looks at traditional parenting,” Darlene says. “It’s a mom and a baby making a blanket, which is the kind of thing they do in that service area.”

“One young woman in Opikihiwawin wanted to depict an Indigenous female superhero,” Darlene adds. It is a dramatic reversal of the usual depiction of Indigenous women as victims, she explains.

*(right) Artist Patrick Ross works on the Indigenous superhero mural.*

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*“One young woman in Opikihiwawin wanted to depict an Indigenous female superhero,” Darlene adds. It is a dramatic reversal of the usual depiction of Indigenous women as victims, she explains.”*



CALL TO ACTION

**Nº 40**

WE CALL ON all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.

*-Supported Apartment Living*

*Artist Peter Thomas (middle)  
works with staff and participants  
on the Signature Mural Series.*





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*“Murals by participants from Opikihiwawin, Training Resources for Youth (TRY), Resources for Adolescent Parents (RAP) and other services offer very vivid depictions of Indigenous culture as interpreted by program participants.”*

A variety of Indigenous mural artists were recruited – Dee Barsy, Peter Thomas, Noelle Boyle, Patrick Ross and Annie Beach – who met with participants. “We had them take their talents and run with them with whatever group they were matched with. They have the skill to make a small idea into a big one. It’s been a good collaboration with the artists and the participants.”

Darlene says that the results are quite spectacular and reaction has been very positive. Students who may have initially claimed that they couldn’t draw are now showing great pride to see their work up on the walls.



*Opikihiwawin participant painting an eagle.*

# 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: Families, Municipal Relations, Education and Training and Health, Seniors and Active Living. The Government of Canada Departments including The Public Health Agency of Canada, the Employment and Social Development Canada and the Department of Justice. We continue to enjoy a very positive relationship with our major funders and appreciate their ongoing insights as well as their financial contributions.

The Winnipeg Regional Health Authority, Manitoba Housing and Renewal Corporation, The Winnipeg Foundation, The Thomas Sill Foundation, The Manitoba Real Estate Association Shelter Foundation, The United Way, and The Homelessness Partnership Strategy have assisted us with specific projects to meet community needs and we are most grateful for their ongoing support. We would also would like to acknowledge the support we receive from the Louis Riel, Pembina Trails and St. James Assiniboia Divisions and the Winnipeg School Division.

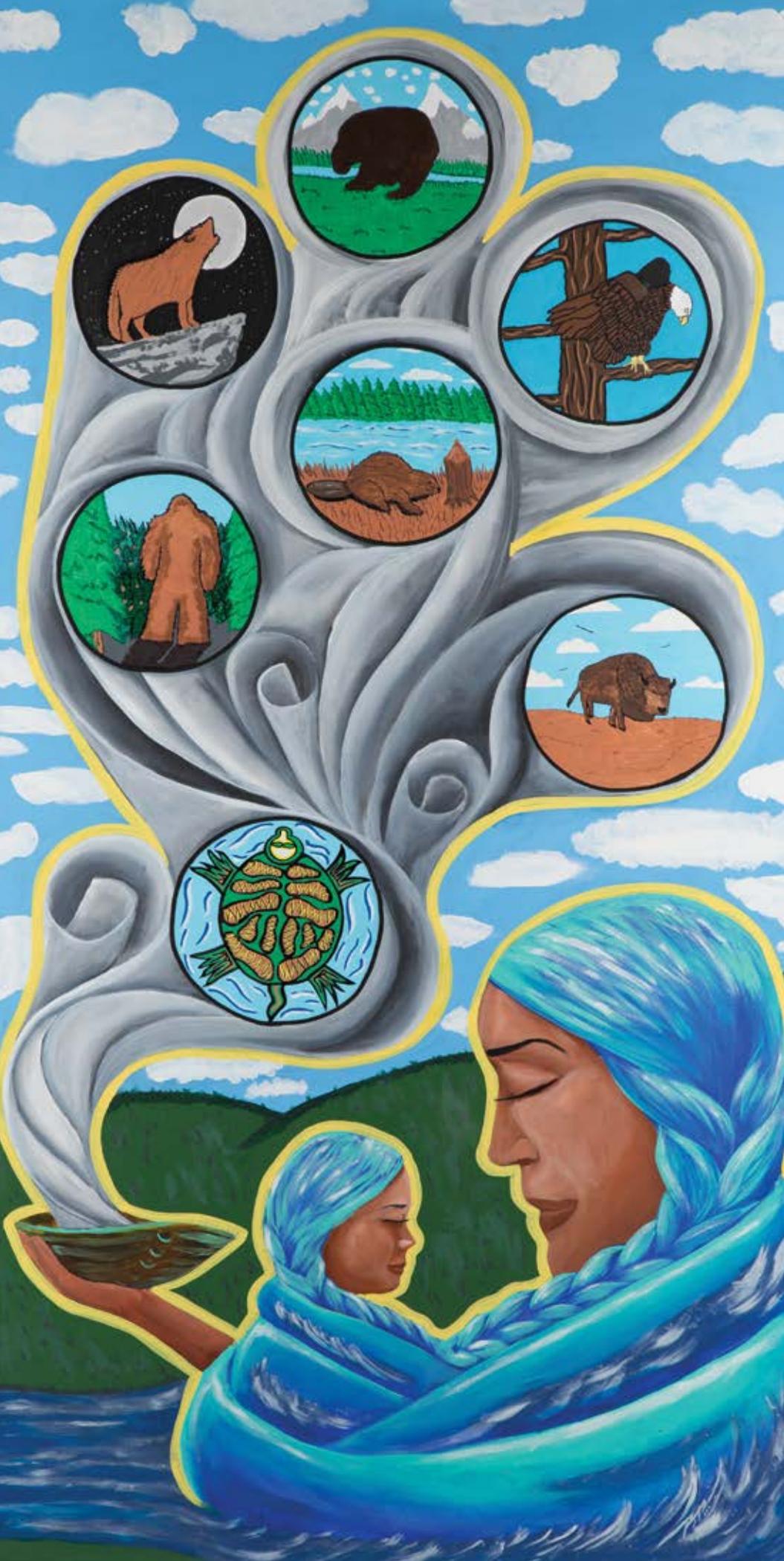
The Child and Family Services Authorities and Agencies have also referred and supported individuals using our services.

THANK YOU!



*(left) Regalia from the Opikihawawin Traditional Pow wow held in September every year.*

*(right) Students from TRY who worked on this signature mural "When you look at the art pieces you think about what's going on in the artists' head and when I see Aboriginal art, I can relate to it."*



**CALL TO ACTION**  
**Nº 44**

**WE CALL UPON** the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the United Nations Declaration on the Rights of Indigenous Peoples.

*– Family Therapy*

CALL TO ACTION  
**Nº 2**

We call upon the federal government, in collaboration with the provinces and territories, to prepare and publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.

– Parenting Centre

*(right) Our Legacy Project included words of encouragement from the participants of the TERF.*

*(far right) Drumming at the Opikihiwawin Traditional Pow wow September 2018 at Camp Amisk in LaBarriere Park*



# THANKS TO SUPPORTERS

The Winnipeg Symphony

The Winnipeg Film Group

Canadian Human Rights Museum

Folklorama

Manitoba Museum

FortWhyte Alive

Tanya Barker from Motivating Sounds

Lori Belows

City of Winnipeg Recreation  
Department CMS Fee Subsidy

MREA Shelter Foundation

The Winnipeg Foundation –  
Bate Family Fund for Youth,  
in Memory of Clive C. Bate

The Winnipeg Foundation –  
Youth in Philanthropy Program –  
Vincent Massey Collegiate

University of Manitoba –  
Faculty of Dentistry

University of Manitoba –  
Faculty of Medicine

University of Manitoba – Bison Sports

Take Pride Winnipeg

Manitoba Liquor and Lotteries

Dr. Aynslie Hinds, University of  
Winnipeg, CHIRP (Community Hub:  
Information & Research Partnerships)

Dr. Javier Mignone, University of  
Manitoba, Dept. of Community Health  
Sciences & PROPER (Program and  
Policy Evaluation Research Group)

Canadian Centre for Child Protection

Canadian Footwear

Salon Pop

Dr. Christine Watson



THANK YOU!

## CELEBRATING JUNE 21ST AS NATIONAL INDIGENOUS PEOPLES DAY

**N**EW DIRECTIONS HAS TAKEN several steps to implement Call to Action 80 within the organization and with some partner organizations. June 21st, 2018, staff and participants spent the day in a variety of ways to recognize and honour Indigenous culture.

Perhaps the most visible activity was the march to the Legislature organized by participants and staff in the Training, Education and Resources for Females (TERF) program. The march was one of their responses to Call to Action 41 (see Taking Action, page 16) to raise awareness of Murdered and Missing Indigenous Woman. Several other participants, staff members, and community allies joined the march as it moved from 717 Portage, down Portage Avenue to the Legislature for the rally.

The staff newsletter leading up to the date listed a range of ideas or challenges on how to mark the day. One service area

screened *The Secret Path*, the animated film version of Gord Downie's songs about Chanie Wenjack's life and escape from residential school. They followed the screening with a discussion circle.

Another group of staff and participants wanted to do something traditional in nature, so they visited the Bannock Point Petroforms in Whiteshell Provincial Park. "It was a neat experience as most of the participants had not been there. Everyone loved it and are still talking about it. People were in awe of the massive open space with ceremonial stones. They were curious what the traditional teachings meant. It was very meaningful to our Indigenous participants who may not have a chance to connect with their culture. The participants wanted to see and learn more. The rest of us learned what a sacred place means to

*(right) New Directions staff experience a Pow wow at The Forks on June 21, 2018.*

---

*“Louis Riel, Pembina Trails, Seven Oaks,  
St. James Assiniboia and Winnipeg School Divisions  
have all expressed support to mark June 21st as a  
day to acknowledge and celebrate National Indigenous  
Peoples Day within their schools.”*



**CALL TO ACTION**

**Nº 6**

**WE CALL UPON**  
the Government of  
Canada to repeal  
Section 43 of  
the Criminal Code  
of Canada.

*– Resources for  
Adolescent Parents*

CALL TO ACTION  
**Nº 37**

WE CALL UPON the federal government to provide more supports for Aboriginal programming in halfway houses and parole services.

— *Alternative Solutions*



someone in terms of connecting with their ancestors.”

Some others visited The National Centre for Truth and Reconciliation on the University of Manitoba Campus. The centre is the archival repository for all of the material collected by the Truth and Reconciliation Commission. “In visiting the Centre we learned there is a huge amount of data stored there and that much of it came from churches who are now advocating for the rights of Indigenous people. We really appreciated the opportunity to learn that.”

“The Centre also has a map of Canada with all of the residential schools marked on it. When you see it detailed out like that, it creates a better understanding of how many Indigenous children and their families were affected by the residential school system. Many of the schools were concentrated in the Western Provinces.”

“It is a worthwhile endeavor to hear the stories of how Indigenous families were impacted by the residential schools system, but to see the visuals (photos, maps, artifacts) that is a visceral experience that has a lasting impact.”

Through Child Centred Services, New Directions received the support of school divisions where children in care are attending classes. Louis Riel, Pembina Trails, Seven Oaks, St. James-Assinboia and Winnipeg

*(left top) Being one with the land.*

*(left) Bannock Point Petroforms in Whiteshell Provincial Park.*

#### CALL TO ACTION

## Nº 34

### WE CALL UPON THE GOVERNMENTS OF CANADA,

the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:

- i. Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD.
- ii. Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD.
- iii. Providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community.
- iv. Adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety.

– *Empowering People in the Community*



*(right) TERF students videotaped part of their process creating a braided mat from different coloured ribbons that reflected their personal feelings. They shared their feelings and some family stories for the video as they were braiding.*



*(far right) Freshly baked bannock from Neechi Foods*

*(bottom right) The Truth and Reconciliation Commission’s bentwood box. It was constructed by Coast Salish artist Luke Marston from a single piece of red cedar and carved to represent First Nations, Inuit and Métis cultures. During TRC events, people placed personal items into the box to symbolize their journey toward healing.*

School Divisions have all expressed support to mark June 21st as a day to acknowledge and celebrate National Indigenous Peoples Day within their schools. Kevin Lamoureux from Pembina Trails School Division says “This year I believe the intent is to have the entire leadership team rally behind a public statement acknowledging and celebrating National Indigenous People’s Day. We hope that this will serve to affirm the good work that staff and students are already doing around Pembina Trails, but also serve as an inspiration for even more people to embrace Reconciliation as an opportunity to strengthen their classroom, school and community.” Winnipeg School Division (WSD) Chair

Chris Broughton says “In recognition of this important date, I am pleased to confirm that WSD will remind all schools to include National Indigenous Peoples Day on their respective school calendar and continue to plan for a school community celebration on June 21st in honour of this day.”

Some staff groups spent part of their day visiting an Indigenous art gallery, and going out for lunch to search out Indigenous food, such as at Feast Restaurant.

The day was such a success in 2018 that it will be happening again in 2019, with more challenges, activities and events to mark National Indigenous Peoples day in Winnipeg.

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*“...others visited the The National Centre for Truth and Reconciliation on the University of Manitoba Campus. The centre is the archival repository for all of the material collected by the Truth and Reconciliation Commission.”*



CALL TO ACTION

## № 57

### WE CALL UPON

federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

– Accounting, Information Technology, Operations

*I learned about my culture and it has made me stronger.*

– Milestones participant



# THANKS TO EMPLOYERS

- Subway
- City Bread
- One Great City
- Inn at the Forks
- Urban Planet
- Changes Supported Living
- Diversity Foods
- Giant Tiger
- Stella's
- Stella's Bakery
- Van Houten Coffee
- Above All Roofing
- Vita Health
- Montana's BBQ & Bar
- Eshine Cleaning Services
- Keener Jerseys
- Health Science Centre
- The Forks
- Canadian Museum for Human Rights
- Flyer Advantage
- Brady Landfill
- Winnipeg Water and Waste
- Kushner Vending
- Charleswood / Portage Avenue  
Community Church



*(above) The Potato Dance is a favourite (and super challenging) activity at the Opikihiwawin Traditional Pow wow.*

***Adult Day Services would like to acknowledge and thank the numerous New Directions' staff and Board members who have utilized our yard care services, moving company and home cleaning business. We really appreciate your support!***

THANK YOU!



We are all different and we are all the same. We can speak different languages but we all have hearts. But we are all the same.

We are all the same inside



No matter what.

Be Kind

Be Kind to everyone

Be Kind

every one is special

Be Kind

Be Kind to everyone. The world is a better place when everyone is kind. Be kind to the people who are different from you. Be kind to the people who are the same as you. Be kind to the people who are older than you. Be kind to the people who are younger than you. Be kind to the people who are taller than you. Be kind to the people who are shorter than you. Be kind to the people who are richer than you. Be kind to the people who are poorer than you. Be kind to the people who are stronger than you. Be kind to the people who are weaker than you. Be kind to the people who are smarter than you. Be kind to the people who are less smart than you. Be kind to the people who are more beautiful than you. Be kind to the people who are less beautiful than you. Be kind to the people who are more talented than you. Be kind to the people who are less talented than you. Be kind to the people who are more successful than you. Be kind to the people who are less successful than you. Be kind to the people who are more happy than you. Be kind to the people who are less happy than you. Be kind to the people who are more confident than you. Be kind to the people who are less confident than you. Be kind to the people who are more brave than you. Be kind to the people who are less brave than you. Be kind to the people who are more generous than you. Be kind to the people who are less generous than you. Be kind to the people who are more honest than you. Be kind to the people who are less honest than you. Be kind to the people who are more hardworking than you. Be kind to the people who are less hardworking than you. Be kind to the people who are more helpful than you. Be kind to the people who are less helpful than you. Be kind to the people who are more kind than you. Be kind to the people who are less kind than you.



Believe in yourself - everyone is nice - Everyone matters

Good food - art classes - Lots of books

no one is alone  
Clean school -  
teacher of Africa  
Prater school -  
no mold -  
nice -  
Clean water

# YEARS OF SERVICE RECOGNITION

**I**N NOVEMBER 2018, New Directions celebrated the anniversaries of 79 staff members with between 5 and 25 years of service. Supervisors highlighted their staff's careers with photos and stories of their accomplishments.

## 25 YEARS

Billy Brodovsky  
Greg Mainland

## 20 YEARS

Todd Setter  
Trevor Doner

## 15 YEARS

Amaris Fava  
Jay Hrynkiw  
Ted Eldridge  
Diane Oswald  
Timothy Dans  
Stacey Watson  
Nietta Lentowich  
Vahid Masoomifar



*(left) Children created messages on the shapes of their hands about love and acceptance for a mural that hangs at the National Centre for Truth and Reconciliation at the University of Manitoba.*

## 10 YEARS

Charmaine Johnson Putnam  
Jenelle Cass  
Krystal Raven  
Johanna Haines  
Yoshiko Watanabe  
Michael Schroeder  
Lori Hunter  
Sherri Kelley  
Christie Dans  
Joey Reeves  
Mitchell Jeffrey  
Randi Sly  
Andrew Lingbeck  
Byron Lopez Herrera  
Janelle Angers Phillips  
Samara Mondor  
Susan Wasylenchuk  
Jan Nazarko  
Heather Stoesz  
Jacob Mondeh-Gbegba  
Rob Kmet  
Obed Seidu  
Susan Van Dreser  
Sylvanus Otterbein



Adult Day Services  
– Milestones Staff



Deaf Homes  
Support Staff



Five Year Recipients  
of Years of Service  
Recognition



Supported Independent  
Living Staff





**5 YEAR**

- Trem Cleaver
- Brittany Finlayson
- Claudia Lopez
- Adam Phaneuf
- Justin Danyluk
- Marianna Fedoryshyn
- Roman Arseny
- Risa Peterson
- Shawna Joynt
- Tamara Asper
- Charlene Farrell
- Miguel Gauthier
- Emma Peck
- Angie Clarke
- Carmen McKay
- Cyndi Mangaoil
- Amanda Palson
- Carmen Ponto

- Tavga Ahmed
- Paige Smith
- Steven Stevenson
- Judith Anthony
- Emeline Doherty
- Warren Harris
- Kristyn Adams
- Brenda Graham
- Sheila Campbell
- Brianne Lang
- Shona Cote
- Craig Paul Smart
- Deo Uwitonze
- Josh Phillion-Brager
- Helena Shkandrij
- Richard Guenter
- Breanne Paquette
- Antonio Ribeiro
- Angela Roulette
- Kassahun Shambo
- David Shannon
- Ukamaka Njelita
- Siboniso Mwanza
- Shannon Bircham
- Linda Amyotte



## INDIGENOUS COUNCIL AND ALLY COMMITTEE: COMMITTED TO AWARENESS AND EDUCATION

**I**N THE SPIRIT OF ADVANCING the process of Canadian reconciliation as outlined by the Truth and Reconciliation Commission, New Directions created the Indigenous Council and the Ally Committee. Both of these staff groups share common goals: increasing awareness of and educating the organization about Indigenous issues.

Darlene Daniels, Senior Director responsible for Culture, Education and Training Services oversees the Indigenous Council, which is comprised of Indigenous staff members. Dr. Carolyn Peters, Director of Specialized Services oversees the Ally Committee, which is made up entirely of members from across New Directions.

Mandy Bergen, Coordinator of Adult Day Services and member of the Indigenous Council, says she is “excited and honoured to be part of the council. We are 13 strong members, because 13 is the traditional number, from varying communities who work collabo-

ratively to provide one voice for the agency. I feel the end result will be positive for the participants we serve.”

“The council will be a resource for the rest of the organization,” she says. “We will be involved in setting policies such as hiring Indigenous persons, and establishing parameters on cultural issues. For example, if a staff member was wanting to access a language speaker of the Ojibwe nation, there are 13 minds to come together to provide a well thought out recommendation.”

Trevor Doner, Clinical Coordinator Home Services and member of the Ally Committee, is busy developing a curriculum for a new core competency called the Ally Journey.

“We are calling it the Ally Journey because we don’t believe that becoming an ally has an end point,” he says. “It is an active undertaking so you are always working to become an ally.”

*(right) Youth from the Training Resources for Youth Program paint a powerful image of their ancestry.*

---

*“The council will be a resource for the rest of the organization,” she says. “We will be involved in setting policies such as hiring Indigenous persons, and establishing parameters on cultural issues.”*





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*“We believe it is the responsibility of non-Indigenous Canadians to educate other non-Indigenous Canadians about the issues, it should not be a burden that Indigenous people need to carry, it should be a burden that we as settlers need to carry.”*

Trevor explains that the Ally Journey will dovetail with another core competency, A Peek At Colonization, which looks at the history of Indigenous people and their attempt to decolonize.

### **BECOMING AN ALLY**

He says that becoming an ally means committing to educate yourself about political, social, economic and environmental issues that affect the Indigenous community.

“It means committing yourself to reading books and watching movies, to attending events like the New Directions’ Pow Wow, National Indigenous Day at The Forks and traditional feasts,” he says. “There are daily activities to demonstrate you want to be considered an ally to the Indigenous community such as challenging stereotypes in your

community or speaking up when people are making comments that may be derogatory.”

He notes that the Ally Committee is entirely non-Indigenous with consultation from Darlene Daniels and working in partnership with the Indigenous Council.

“We believe it is the responsibility of non-Indigenous Canadians to educate other non-Indigenous Canadians about the issues,” Trevor adds. “It should not be a burden that Indigenous people need to carry, it should be a burden that we as settlers need to carry.”

For Mandy, the new Indigenous Council presents an opportunity to further explore her own culture. “Being a Métis person it is very hard to find any speakers of the Michif language these days, and the Council can help create more awareness and learning about different cultures. I feel privileged to have been asked to be part of the Council and fortunate to work for an agency that is willing to respond to the Truth and Reconciliation Commission.”

### **CALL TO ACTION**

## **Nº 41**

**WE CALL UPON** the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry’s mandate would include:

- i. Investigation into missing and murdered Aboriginal women and girls.
- ii. Links to the inter-generational legacy of residential schools.

*– Transition, Education & Resources for Families*

*(left) A simple red dress can be a powerful symbol of hope. (Jaime Black)*



# TREASURER'S REPORT

**O**N BEHALF OF THE FINANCE COMMITTEE, I am pleased to present the financial statements of New Directions for Children, Youth and Families for the year ended March 31, 2019.

The past number of years has seen substantial growth of the organization. However, under the current environment we are facing ever increasing financial challenges and slower growth. These challenges are substantial but they have provided the opportunity to implement a new organizational structure. The new structure allows for better monitoring, management and support for the organization.

The effective financial management of such a large and diverse 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 congratulate Michael Schroeder on his new role as Chief Financial Officer. Michael along with Jennifer Frain deserves recognition for delivering stellar financial results despite ongoing challenging conditions.

I would also like to thank the Board and the Finance Committee for their assistance and valuable input relating to financial matters. Their active participations in the financial affairs 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*

# FINANCIAL

## REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

*To the Board of Directors of New Directions for Children, Youth, Adults and Families Inc.*

### OUR OPINION

In our opinion, the accompanying summary financial statements of New Directions for Children, Youth, Adults and Families Inc. are a fair summary of the audited financial statements, on the basis described in Note 1 to the summary financial statements.

### THE SUMMARY FINANCIAL STATEMENTS

New Directions for Children, Youth, Adults and Families Inc.'s summary financial statements derived from the audited financial statements for the year ended March 31, 2019 comprise:

- The summary balance sheet as at March 31, 2019;
- The summary statement of revenues and expenses for the year then ended; and
- The related note to the summary financial statements.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

### THE AUDITED FINANCIAL STATEMENTS AND OUR REPORT THEREON

We expressed an unmodified audit opinion on the audited financial statements in our report dated May 30, 2019.

### MANAGEMENT'S RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS

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

### AUDITOR'S RESPONSIBILITY

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

*PricewaterhouseCoopers LLP*

**Chartered Professional Accountants**

Winnipeg, Manitoba

May 30, 2019

# FINANCIAL

## SUMMARY BALANCE SHEET

As at March 31, 2019

<b>ASSETS</b>	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
<b>CURRENT ASSETS</b>		
Cash	1,887,342	2,156,127
Accounts receivable	3,354,166	3,355,672
Prepaid expenses	432,223	397,837
	<hr/> 5,673,731	<hr/> 5,909,636
<b>CAPITAL ASSETS</b>	13,500,851	14,054,884
	<hr/> 19,174,582	<hr/> 19,964,520
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	2,709,943	3,243,048
Accrued vacation pay	1,288,777	1,283,062
Deferred contributions	648,076	405,569
Deferred tenant inducements	2,355,095	2,331,357
Working capital advances – Province of Manitoba	1,997,991	1,997,991
Current portion of obligation under capital lease	7,212	68,314
Current portion of long-term debt	857,613	317,584
	<hr/> 9,864,707	<hr/> 9,646,925
<b>OBLIGATION UNDER CAPITAL LEASE</b>	84,690	69,917
<b>LONG-TERM DEBT</b>	4,047,760	4,905,599
<b>OTHER LONG-TERM LIABILITIES</b>	584,653	639,904
<b>FORGIVABLE LOAN</b>	1,488,594	1,212,426
	<hr/> 16,070,404	<hr/> 16,474,771
<b>NET ASSETS</b>		
<b>NET ASSETS INVESTED IN CAPITAL ASSETS</b>	7,014,982	7,619,275
<b>NET ASSETS INTERNALLY RESTRICTED</b>	433,201	484,169
<b>UNRESTRICTED NET DEFICIT</b>	(4,344,005)	(4,613,695)
	<hr/> 3,104,178	<hr/> 3,489,749
	<hr/> 19,174,582	<hr/> 19,964,520

APPROVED BY THE BOARD OF DIRECTORS

*Carolyn Struett*

Director

*[Signature]*

Director

# FINANCIAL

## SUMMARY STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2019

	2019 \$	2018 \$
<b>REVENUES</b>		
Government of Canada	582,035	612,075
Province of Manitoba	48,789,982	44,780,213
Child and Family Services Authorities/Agencies	4,641,513	8,056,913
United Way of Winnipeg	108,245	107,427
Other	1,082,362	1,105,567
	<hr/> 55,204,137	<hr/> 54,662,195
<b>EXPENSES</b>		
Operating expenses	55,397,965	54,431,994
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING:</b>		
	<hr/> (193,828)	<hr/> 230,201
Impairment of capital assets	191,743	—
Gain on sale of capital assets	—	(8,250)
	<hr/> (385,571)	<hr/> 238,451
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>		

### 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, 2019.

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](http://www.newdirections.mb.ca).

*(right) A Pow wow was held at the Forks on June 21, 2018.*



**PHOTOGRAPHY CREDITS**  
*Ebonie Klassen Photography:*  
front & back cover, pages 1, 3,  
4, 7, 9, 12, 13, 26, 32, 33, 35,  
42, 43, 45, 46, 47, 49, 57

*Lori Hunter:* 8, 10, 11, 15, 18,  
21, 23, 25, 29, 30, 31, 34, 39,  
41 bottom, 44, 52

*Matt Barton:* 15

*Nietta Lentowich:* 17, 37

*Darlene Daniels:* 38 top

*Angela Keough:* 38 bottom, 50

*Kyle Havens:* 41 top

**COPYWRITING:** Wayne Drury,  
Lori Hunter

**GRAPHIC DESIGN:** Barry  
Hammond, Flamingo Design

**PRINTING:** Premier Printing

2018/19

*We acknowledge we are standing on Indigenous land, land inhabited by Indigenous peoples since time immemorial. We further acknowledge we are guests on the land we call home and are bound together by Treaty 1.*

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