







# Message from the Chair of the Board

Once again, we come together to celebrate another year of extraordinary achievements by our staff and community. It has been another year marked by community resilience, program expansions, development of cutting-edge strategies and use of modern data collection tools to support our reporting and delivery of quality programs to our community.

Aurora continues to be called upon to offer expertise in trauma informed service delivery training to the staff of the sector, a place to address burnout, and a place that provides opportunities for peer networking among sector organizations.

As conflicts escalated overseas, leading to continuous displacements and movement of people across borders around the world, our staff and clients continued to be affected. Our clients continue to receive news of loved ones affected or displaced by conflicts while our staff take on the heavy work, seeing them through healing work. In particular, the conflict in the middle east with the ongoing carnage in Israel and Palestine and daily loss of lives has significantly affected the mental health of our clients and the work of our staff. We continue to offer hope and healing to families who continue to be affected by this conflict and many others that spill into the lives of our clients as they attempt to settle and move on with their lives in Canada.

We extend tons of gratitude to our Master of Marriage and Family Therapy students who do their practicum at Aurora and support community members to work through challenging situations that can affect the resilience of our community. It is their work that continues to define Aurora as the only low-cost therapy option for families, couples and individuals that are struggling with diverse life challenges.

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The strategic leadership of our Board of Directors has ensured that our staff and volunteers focus on strengthening our programs and the delivery of quality services to our community members. In the second year of our 5-year strategic plan (2022-2027), we are on course with the successful implementation of our key strategic priorities due to partnership between our board of directors and staff.

On behalf of the Board and staff of Aurora, I wish to extend our heartfelt appreciation to our funders and key partners who have enabled us to continue to be a place of healing and hope to our community.

### **Prof. Michael Baffoe**

Chair

Aurora Family Therapy Centre Board of Directors



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# **Executive Director's Message**

This past year has been a remarkable period of growth and transformation for Aurora Family Therapy Centre. We continue to be inspired by the resilience and courage of the individuals and families we serve. In a year marked by increasing demand for mental health services, our team rose to the challenge, offering compassionate and high-quality care across all our programs.

Last year, we started with a small pilot project providing vicarious trauma training to staff of a select Resettlement Assistance Providers (RAP) in the Prairies and Northern Territories region. Recognizing the heavy burden of the weight that we carry on behalf of our clients, we saw an increasing demand for opportunities to harness the resilience of staff performing critical trauma work and offer a place of collective healing. The response from the sector to our Vicarious Trauma and Resilience Training has been overwhelming. With the support of IRCC, we expanded the vicarious trauma training to RAP providers across the country outside Quebec from St. John Newfoundland to Victoria BC. We have been able to offer a place of healing for the staff of our partners to seek support and recover from the daily experiences of doing the heavy work of trauma with clients who have borne the brunt of collective trauma.

The Family Therapy Program has seen an incredible number of individuals and families walk through our doors, seeking guidance, healing, and hope. We delivered over 5,200 clinical therapy hours, ensuring our clients received the support they needed to navigate life's complexities. While the waitlist for services remains a challenge, we are committed to reducing these times and providing accessible care to all.

Our commitment to Indigenization and decolonization continues to shape our services and organizational approach. We have integrated key Calls to Action from the Truth and Reconciliation

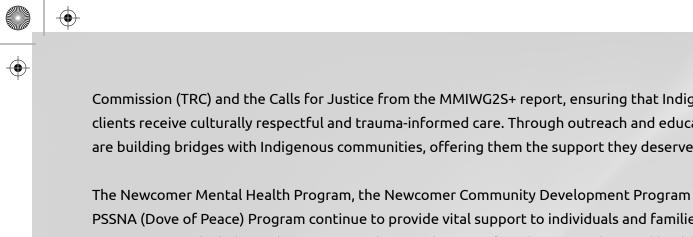


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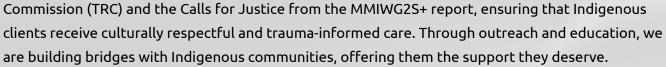












The Newcomer Mental Health Program, the Newcomer Community Development Program and the PSSNA (Dove of Peace) Program continue to provide vital support to individuals and families arriving in Canada, helping them navigate the complexities of settlement and mental health care.

These programs have helped hundreds of clients from over 44 countries, emphasizing the importance of community and belonging.

As we look forward to another year, I extend my deepest gratitude to our staff, volunteers, partners, and supporters. Together, we are fostering resilience, building community, and creating a space where healing and transformation are possible for all.

### **Abdikheir Ahmed**

Executive Director Aurora Family Therapy Centre

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**Abdikheir Ahmed** Wanda Yamamoto

Executive Director Director of Finance & Administration Director of Newcomer Programs

**Heather Robertson** Tara Sheppard-Luangkhot

Director of Mental Health Services Practicum Coordinator

Wajiha Liagat Temilolua Raimi Aurora Office Assistant Aurora Office Assistant

Newcomer Collaborative Community Mental Health Service

**Margaret Tuimising** Tamana (Tami) Shahnawaz **Mary Basta** 

Clinician Clinician Clinician

Vaska Miteva-Karamanova **Atta Mousavi Genet Kassave** Office Assistant

Clinician Clinical Specialist **Charmaine Gomes** 

Psychosocial Settlement Needs Assessment (PSSNA)

**Nadiah Sidik Elden Siemens** Sandra Albanez

Coordinator Clinician Clinician

Vaska Miteva-Karamanova Sara Warkentin **Abu Dukuly** 

Clinician Case Manager Clinical Specialist

Sahra Salad Zina Hamu Marie Bergen Case Facilitator Case Manager Case Manager

**Adey Mohamad Shakila Atayee** 

Clinician Clinician

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Intake Specialist

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Muuxi Adam

**Akram Matta** 

Finance Coordinator

















**Kari McCluskey Adey Mohamed** Program Coordinator Program Facilitator

Catherine Wafula Bernadette Kinuthia Program Facilitator Program Admin

**Newcomer Community Development Program** 

Badri Abdilahi **Debbie Froese** Newcomer Program Coordinator Group Facilitator

Roselyn Advincula Hermina Tipan Group Facilitator Group Facilitator

Aireen Miaral Program Assistant

Be That Leader Damhat Zagros Youth Facilitator

**SCREEN** Badri Abdilahi Program Facilitator **Abu Dukuly** Group Facilitator

**Shakila Atayee** 

Program Facilitator

Laila Khoudeda Group Facilitator /Interim Program Coordinator













# **Practicum Supervisors:**

Narumi Taniguchi Melissa Steele Carl Heaman-Warne Leslie Hackett Miriam Baron Mary Basta Joanne Klassen Michelle Kreutzer Deb Bomek Tammy Vermette

### **Contract Therapists:**

Melissa Pilz Claire Ohman **Charity Martin** 

### **Practicum Therapists:**

**Alex Winters** Catherine Morrison Haeon Kang Katherine Beaudoin Jenna Stacey **Charmaine Gomes Monika Rosney** Mahima Udupi Helen Sabater-Fixe Juan Monterrosa Julie Letkeman Nikaela Peters Ionna Charatsari Robyne Mackenzie Rose Kimani Jennifer Streilein

Kristen Millar

Nathalie Van Der Zaag

Milissa Clark

YiYi Lui

Erika Mitchell

Christiaan Kuchta

Amanda Bauschke

Lukas Maitland

Steve Silva

**Nicole Stoyko** 

LP Penner

### Interpreters:

Cathay Dong Mary Feng Neveen Basilious, **Wisal Dawood Daisy Mendez** Genet Gebrekal Malou Josue

Emmy Bacani Tipan

Khani Hassan Claudine Dell

Ting Fang

Ameena Hasan

Hamda Ahmed

Nailaa Sabar

Alina Sidletska

Kristine Nakata

Martin Michael

Yuliia Ivanuiuk

Mohammed Mahdi Sultani

Seham Abbakar

Boutaina Abdi

Jawad Akhtary

Rose Kimani-Anderson

Soraya Ata Lilian Bando Fatima Bashir Saim Chowdhurv

Safiqul Islam Bin Abdul Hussin

Feruz Kesete

Claudine Dell

Lethiono-Mamie Kifwala Ahmad Shakib Mahmud

Jolie Nabaruta Maria Rabadi Nailaa Sabar **Nebila Said** Rosina Yasmin Abdulaziz Aden

Behailu Gabregzabher Carmina Paguio

**Elenita Reves** Habibullah Ibrahim Ismael Ibrahim Lani De Lara Lili Wang

Maryam Abdullah Sophonie Baatwenga

Chinar Khalaf Laila Khoudeda Victor Safari Asma Khalil Siham Merahani Peter Seruka

07/22

**Colette Havens** 

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# **Service Delivery Statistics**



1,156 Unique Clients



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Unique



## **Demographics**

- Largest group is age range 25-34/next largest group is 35-44
- Waitlist times individual 6-8 months estimated (may be longer)
- Couples and families 10-12 weeks estimated (may be longer)

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## **Program Reforms**

Theme: Indigenization/decolonization-Aurora is striving through its policies, procedures, and family therapy program to meaningfully integrate the TRC Calls to Action and MMIWG2S+ Calls for Justice the following actions.

TRC Call 3: we see Indigenous clients under Jordan's Principle.

TRC Call 18 and MMIWG2S+ Calls 3.1 and 7.2: Prioritize Indigenous mental health rights by offering culturally respectful and trauma informed care for distinct Indigenous, Metis and Inuit peoples.

TRC Calls 22 and 23 and MMIWG2S+ Call 7.7: We have 5 Indigenous and Metis therapists upon client request.

TRC Call 22 and MMIWG2S+ Calls 3.3 and 7.4: Non-Indigenous and Indigenous therapists have access to smudge, and Elder support to facilitate culturally respectful work for Indigenous clients.

TRC Call 93: We educate newcomers about Indigenous issues and the importance of understanding Canada's colonial harms to Indigenous peoples.

MMIWG2S Calls 1.4, 2.6,15.4 and 15.6: Aurora policies offer allyship and protections from discrimination and harm against Indigenous women, girls and 2SLGBTQIA+ peoples.

We have also done more Indigenous outreach to Indigenous led organizations to let them know about Aurora services and are planning lunch and learn October 2024 for Aurora staff and therapists with Haudenshonee scholar and therapist Dr. Jann Derrick.

More lunch and learns will be offered to therapy student and supervisors to continue to help people grow in cultural and therapeutic knowledge and skills.



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# Top Countries of Origin



Iraq, Syria, Afghanistan, Nigeria, India



Living in Canada for 78% less than 10 years



% requiring interpretation for services: 78%

**Referral sources:** Community (21%), health system (15%), internal referrals – PSSNA and other programs (14%), self-referral (12%), school system K-12 (8%), settlement agencies (5%), other miscellar eous external referrals (25%)















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## **Challenges & Successes:**

Our clinicians continue to give quality service to our clients, always doing their best to keep up with the growing demand for therapy.

- Referrals rates went up in the last quarter of the year.
   Consequently, wait periods have now increased to 2-3 months from the time referrals are received to when clients are matched with therapists. This is still reasonable when compared with the wait at other agencies, but it may be difficult to wait for clients who are being highly impacted by PSTD symptoms in their daily lives.
- We are receiving more families with children than in previous years. Other relational cases (siblings, couples) have also gone up. We have been receiving more referrals of white clients who have experienced migration (e.g. clients from Ukraine, Russia and other European countries.)

- A lot of families and schools are asking are now asking for assessments. We are receiving a lot of referrals from HSC Psych Ward as well as questions about future referrals. Referrals from Family Dynamics as well as OFE are on the rise.
- Clinicians are dealing clients with complex practical needs, some
  of which they are not able to help with, which complicate the
  cases. Examples problems with justice system, immigration, and
  other settlement issues. This inevitably has impact on
  therapeutic work as well.
- On clients from the 2SLGBTQ+ communities; we are seeing a lot of challenges to do with isolation, shaming, struggle for acceptance, and the resulting complications with anxiety, depression, and PTSD.
- We are seeing more clients requesting assessment for or with diagnosis of ADHD and/or on the autism spectrum.
- More families, as well as some individuals are increasingly asking for evening or weekend service due to work and school commitments.
- Our psychologist is still on maternity leave-thus there were no psychological assessments or consultations done since
   November 2023 to present.

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# **Homicide Bereavement Program**





MB Justice Files







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SPORTCHEK



(AFTC Annual Report 2023-2024)

The Psycho-Social Settlement Needs Assessment (PSSNA) program also known as The Dove of Peace program provides mental health and practical needs assessments for all newcomer refugees coming to Winnipeg, Manitoba. Our team consists of one Program Coordinator/Clinician, four Clinicians who administer the mental health assessments and four Case Workers who listen for and respond to any practical needs that arise during the assessment process. Practical, as well as mental health issues are addressed by making referrals to the appropriate community resources and ensuring needed services are put in place. Additionally, the PSSNA Clinicians provide short-term counselling with four crisis-counselling sessions for those in need of more immediate help.

The PSSNA team has the privilege of meeting with our clients one to two weeks after their arrival in Winnipeg. One cannot help but be amazed at the resilience and tenacity of these individuals who often have experienced unimaginable trauma in the displacement from their homes. For many they carry memories which remain vividly strong and often manifest themselves in Post-Traumatic Stress Disorder. Particularly concerning is that many also have ongoing present trauma in their lives. Often having left loved ones behind, either still in peril in their country of origin or where the conflict rages on presenting danger for loved ones. Others may also struggle in refugee camps with too little resources and at times a lack of social controls and uncertain futures. We walk alongside

these individuals, listening to their stories and validating them. We then provide assistance through direct and immediate intervention as well as making referrals to long-term resources who can continue with this work of healing and resettlement. Part of our work is also as advocates speaking up for our clients, highlighting their ongoing struggles to the powers that be and challenging these powers for systemic change. The work at times is daunting. However, we are inspired by the resilience and tenacity of our clients to dig in and continue this important work.

Total Number Of Intakes		
Total Intakes April 1, 2023 - March 31, 2024	720	
Immigration Refugees and Citizenship Canada	708	
Government Assisted Refugees (GAR)	708	
Private Sponsored Refugees (PSR)	12	

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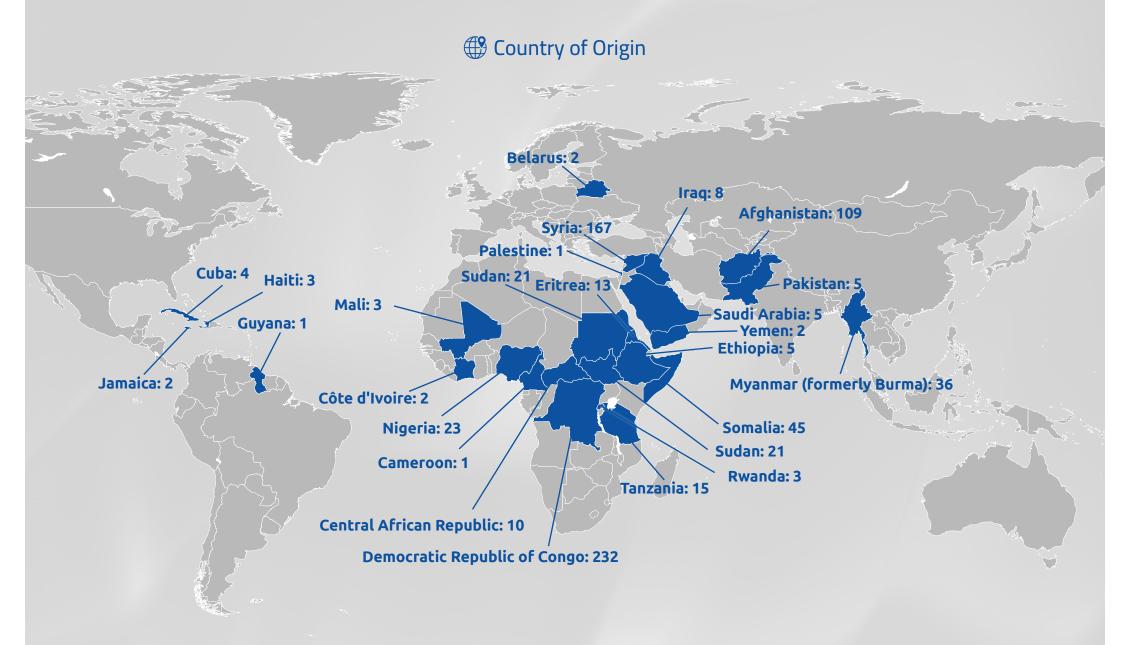












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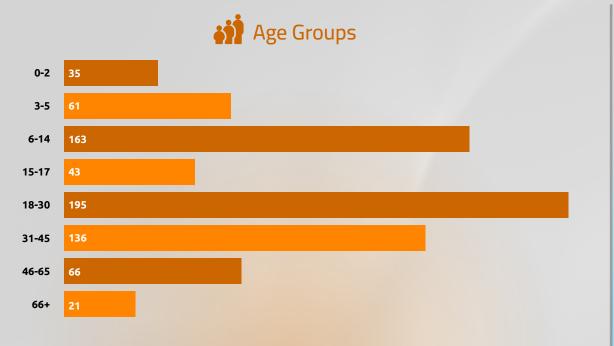


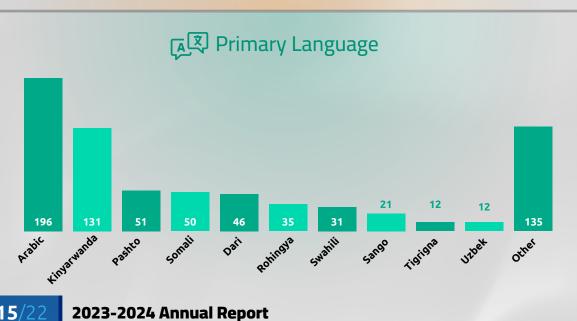


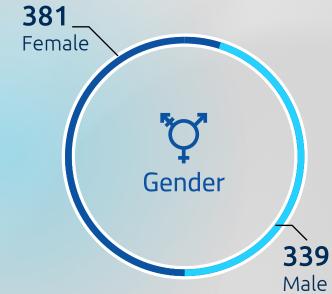




# Statistical Summary of PSSNA Intakes (April 1, 2023 – March 31, 2024)







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25+ Different Languages in our Group Programs (fun fact)

Unique clients registered 554 in group programming:





Holiday Food Hampers: 125 🚑 🔄



Families in parent/child programs:

and # of sessions:







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### **Be That Leader 2023/2024**

- 1. "I came to Canada in 2018. It was very difficult when we came here because we did not know anybody, we did not speak any English, and the cold weather made it harder for us. I joined Aurora's three years ago and through the programs I met a lot of different people. This gave me and my children the sense of community we've been longing for. I liked Aurora's programs. It helped me learn the Canadian culture, the laws, healthy lifestyles, taking care of myself and especially how to raise my kids here in Canada and many more. Through the programs, I met friends who I spend good times with especially during our summer trips and activities where we go to different places like beaches and parks and my kids, and I always have a great time. Aurora's programs really helped me and my children a lot as we try to feel at home and connected here in Canada."
- 2. "I left Syria with my family in October 2012 and went to Lebanon. Then I came to Canada in November 2019. When I arrived here, I had some challenges including the language, the difficulty of communicating and understanding people. I also missed my family and my friends and was faced with the difficulties of searching and finding work. I learned about Aurora Family Therapy

Centre and its programs for newcomers from my friend. I started to attend the Syrian Women's Group about 2 years ago. The program was very encouraging and through the program I got to know many people who became part of my family. I learned about the culture of Canada and some laws and learned about how to take care of myself and my mental and physical wellbeing. I also learned how to raise children in Canada. My life is now different. I enjoy it a lot now and I feel Canada is my home. Thanks to Aurora!"

3. "Thank you, Aurora family, thank you for all the organizers. It's their hard work that make these events happen again and again. My family and I really enjoyed meeting with new people, tasting new food, watching the kids play tirelessly. We all had so much fun. It's so relaxing and definitely a mental health booster. Looking forward to the next encounter"

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- 4. O left his homeland Afghanistan in 2019 and arrived in Turkey as an undocumented Refugee working as a dishwasher for less than minimum wage. In 2020, O registered with the UNHCR office in Istanbul to be a documented refugee. Leaving behind his Parents and one sibling (sister), O arrived in Winnipeg on October 7, 2022 and joined our Afghan Men's Group two months after his arrival. "Settling in a new country is not easy, it needs planning. What complicated my settlement in Canada first was the weather, it was very cold, and I could not take it, but I have adapted now. Second was learning the modern transportation, language, housing, and employment." O was here alone so he was looking for places to meet and get to know people, make some new friends, and get his parents and sister sponsored to reunite with him. Despite all worries, O is very dedicated to improving his English and getting the education he needs, to obtain a Canadian high school diploma and at W.A.E.C. and fulfilling his dream of becoming an Engineer which has been his childhood dream. Through attending the Program O was able navigate all of the obstacles that came his way, make new friends, have fun and learn lots of information around settling in Winnipeg, Canada. With this, O was able to gain information for sponsoring his family, their application has been approved by IRCC and they are now waiting for the final steps. While attending this program and classes at W.A.E.C. In May 2023, O was able to obtain a full time job as a laborer at MacDon Industries Ltd. Managing to juggle everything, O has paid off his \$1600 transportation loan. O is also now very athletic and goes to the YMCA regularly.
- 5. "My experiences in our Swimming group was awesome. I was given a chance to continue the first round of lessons and so I enjoyed it more. I joined the swimming group because I wanted to overcome my fear of deep water due to drowning experience before. This exposure really helped me a lot. Now I can do floating on my back and front and earn some knowledge on different swimming strokes. I would like to take this opportunity to thank the funders of Aurora Family Therapy Centre), YMCA and their accommodating staff, life guards and trainers for this memorable experience you've given me. I hope there are more trainings like this as it contributes to my personal growth, and helps me in taking care of my mental health. This is my "Me time" as I work from home and always with my children. Thank you as well for the bus tickets and snacks that is always set for us (the participants) at the end of the program. From the bottom of my heart thank you."



**Total Sessions:** 





**Total Contacts:** 

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This program is implemented in partnership with three community agencies: Bilal Community and Family Centre, Rahma Community and Youth Centre and the Kurdish Initiative for Refugees with Aurora acting as the administrative base. The program provides opportunities for youth to develop leadership skills to address issues of racial discrimination, racism, hate and Islamophobia.

This past year, our SCREEN program achieved significant milestones in addressing youth violence and promoting positive engagement among newcomer youth who attend our program. Through a combination of educational initiatives, mentorship, leadership, and community involvement, youth took positive strides in addressing everyday challenges of discrimination, hate and Islamophobia. Together, we have helped 80 youth participants to develop the skills that they needed to succeed and the confidence to become proactive leaders in their communities. Our community mentors continued to help youth navigate personal challenges, build self-esteem, and set academic and career goals. Feedback from participants highlighted the importance of these relationships in providing support and a sense of belonging. Our digital literacy program continued to play a crucial role in educating program participants about safe and responsible online behavior. Workshops focused on identifying and resisting online radicalization, as well as fostering critical thinking skills to navigate the complex digital landscape. The program also equipped participants with the skills to create positive digital content, amplifying their voices and countering negative narratives.

Our program's continued success is a testament to the dedication of our staff, volunteers, and community partners. We want to

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acknowledge that our partnership with our community agencies were instrumental in the successful implementation of the program. These collaborations enabled us to reach more youth, tailor our programs to community needs, and strengthen community ties. The shared commitment to reducing youth violence and promoting positive development has been the foundation of our success.

As we look forward to the final year of the program's funding cycle, we remain committed to building on these achievements, ensuring that our youth are equipped with the tools they need to thrive and contribute positively to their communities.







youth were selected to participate in the program























# Vicarious Trauma & Resilience Annual Report 2023/2024

The Vicarious Trauma and Resilience Program had an exciting year with its growth to a national program serving Resettlement Assistance Programs across Western Canada. Our team expanded in May 2023, and we set to work training facilitators before starting our first tour in Saskatchewan in June. Over the year we were able to expand services to include more trainings with a focus on boundaries and cultural competency and introduce peer support groups to support building communities of practice within the sector. Regular, virtual Lunch and Learn sessions have been added to the calendar of our training programs providing accessible bite-size sessions across the country. Two additional fall training tours took us to Alberta and British Columbia where we provided Foundations of Vicarious Trauma & Resilience training. We are grateful for the opportunity to work with so many passionate and dedicated service providers across the nation!

Our domestic program continues to work with local agencies to learn about their experiences and work towards developing relevant training and connection opportunities. Our 3-part series (Trauma and the Nervous System, Trauma-informed Practice, and Vicarious Trauma) has been popular with agencies this year. We appreciate the ongoing connection and conversation this format provides. We will continue to work hard to nurture a supportive helping

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community grounded in learning and

connection.

Total number of sessions

Total number 1955 of participants

### Number of participants by Province:

BC (Kelowna, Vancouver, Abbotsford, Victoria, Nanaimo)

Alberta (Medicine Hat, Brooks, Edmonton, Red Deer, Lethbridge

Saskatchewan (Moose Jaw, 161 Regina, Saskatoon, Prince Albert)

Atlantic Region (St. John's, Fredericton, Moncton, Charlottetown, Halifax)

### **Ouotes:**

"Excellent training. Information and discussion was very useful and relevant"

"I love the back and forth. Audience engagement was great."

"It was well worth my time and has given me useful tools."

"I really enjoyed the session. Very informative."









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### **Community Partners**

**Newcomer Serving Organizations (MANSO)** 

Supporting Employment & Economic Development (SEED)

**Family Dynamics** 

Winnipeg English Language Assessment and Referral Centre (WELARC)

West Central Women's Resource Centre

Portage Learning and Literacy Centre (PLLC)

Portage la Prairie Local Immigration Partnership

Manitoba Institute of Trade and Technology

Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA)

Roseau River Heath Centre

Child and Family, All Nations Coordinated

Response Network (ANCR)

**Immigrant Centre** 

**Edge Skills Centre Inc** 

Winnipeg Regional Health Authority

Neepawa & Area Immigrant Settlement

Services

Canadian Council for Refugees

**CEDA** 

Rainbow Resource Centre

Opportunities for Employment

Accueil Francophone

Bridge Care Health Clinic

**New Journey Housing** 

**Hospitality House** 

**IRCOM** 

**NEEDS Centre** 

Canadian Muslim Women's Institute

Manitoba Possible

Nine Circles

**KLINIC** 

Welcome Place

ZONE Providers (not yet mentioned)

Seven Oaks School Division

River East Transcona School Division

Mount Carmel Clinic

**Elmwood Community Resource Centre** 

**Louis Riel School Division** 

\*Zones already mentioned above: Immigrant

Centre/IRCOM/FD/AF)

Manitoba Adolescent Treatment Centre

(MATC)

Winnipeg Regional Health Authority, Clinical

Health Psychology

Winnipeg Regional Health Authority, Integrated Mental Health & Addictions Recovery

Services

(repeated))Bilal Community and Family Centre

Sierra Leone Refugee Resettlement

Canadian Multicultural Disability Centre

Girls Pride and Dignity

**Emmanuel Mission** 

Rahma Youth and Family Centre

**Kurdish Initiative for Refugees** 

Yazidi Association of Manitoba Corp

**Eritrean Community of Winnipeg** 

**Nehal Community Centre** 

**Immigration Partnership Winnipeg** 

**Ethnocultural Council of Manitoba** 

Seven Oaks Immigrant Services

Shared Health

Addictions Foundation of Manitoba

Dr. Peter Czaplinski

**United Way of Winnipeg** 

Winnipeg Foundation

University of Winnipeg Faculty of Education,

Marriage and Family Therapy Program

**University of Winnipeg Student Wellness** 

University of Winnipeg Aboriginal Student

**Services Centre** 

Manitoba Justice

Victim Services (maybe this is the same as MB

Justice?)

Interlake-Eastern Regional Health Authority

(IERHA)

Winnipeg Suicide Prevention Network

University of Manitoba, Faculty of Social Work

Manitoba Moon Voices

**YMCA Downtown** 

MOSAIC

**Sexuality Education Resource Centre MB** 

NorWest

University of Winnipeg – MMFT Program

University of Winnipeg – Recplex

Manitoba Harvest

Winnipeg Transit Recreation Department

(Facilities Passes)

### **Funders and Donors**

Government of Canada

Province of Manitoba

**United Way Winnipeg** 

The Winnipeg Foundation

**Community for Families** 

**Anonymous donor** 

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REVENUE	2024	2023
Federal grants		\$2,720,945
Provincial grants		923,442
United Way		238,589
Therapy fees	96,841	115,352
Grants	85,459	152,500
Winnipeg Foundation	64,029	63,558
Practicum	58,137	61,566
Donations		17,003
Recognition of deferred capital contributions		28,591
Miscellaneous	2,312	827
	4,803,103	4,322,373
EXPENSES		
Amortization	\$44,102	\$43,161
Equipment rentals	2,234	· · · · · · · · · · · · · · · · · · ·
Ethnocultural programs staff and external contracts	836,512	815,917
GST		6,177
IT Support		15,117
Indigenous Leaders		1,086
Insurance	38,036	37,907
Interest and bank charges	8,774	4,334
Memberships and subscriptions		9,055
Miscellaneous	7,744	1,422
Office	34,248	34,830
Professional development	27,552	31,733
Professional fees	181,694	199,979
Programs hospitality	282,089	263,696
Public Awareness		650
Rent	342,676	297,479
Repairs and maintenance	46	1,912
Supplies	19,849	60,201
Telephone and internet	24,990	23,921
Transportation	300,538	230,987
Wages and employee benefits	2,656,401	2,112,052
	4,844,992	4,191,616
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FROM OPERATION	rs (\$41,889)	\$130,757
OTHER INCOME	/h == /)	
Gains (losses) on disposal of investments		·
Unrealized gains on investments		
Dividend income	977	(42.55.1)
Investment income (loss)		(\$3,891) ————
	21,778	(3,891)

EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES

\$(20,111) \$126,866

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