



# 2015-2016 | ANNUAL REPORT

- **MISSION:**

To provide leadership, support and a unified voice for the settlement and integration sector, including core settlement services, language training, employment services, and welcoming communities.

- **VISION:**

Newcomers to Manitoba are welcomed, supported and engaged

## MIRSSA VISION:

A united professional settlement sector in Manitoba.

### MIRSSA BOARD 2015-16

**President:** Laurie Sawatzky, *Regional Connections*

**Vice-President:** Marta Kalita, *Manitoba Interfaith Immigration Council*

**Secretary:** Jorge Fernandez, *Immigrant Centre*

**Treasurer:** Heather Robertson, *Newcomers Employment & Education Development Services Inc.*

Don Boddy, *The Newcomers' Welcome Centre – Portage Learning & Literacy Centre*

Shereen Denetto, *Immigrant and Refugee Community Organization of Manitoba*

Salwa Meddri, *Accueil francophone*

Traicy Robertson, *Society for Manitobans with Disabilities*

Blandine Ngo Tona, *Sexuality Education Resource Centre*

## MEALO VISION:

An informed, well-represented, and effective language sector in Manitoba

### MEALO BOARD 2015-16

**President:** Shannon MacFarlane, *Enhanced English Skills for Employment*

**Vice-President:** Val Cavers, *Mosaic Newcomer Family Resource Network*

**Secretary:** Cathy Dowd, *Portage Learning & Literacy Centre*

**Treasurer:** Kristie Coates, *Regional Connections*

Jana McKee, *Seven Oaks Immigrant Services*

## FUNDED BY:



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada



As of April 1st, 2016, MIRSSA and MEALO joined forces to become the Manitoba Association of Newcomer Serving Organizations (MANSO) after an integration and amalgamation process undertaken by our boards and membership

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## MANSO Executive Director Message

On April 1st 2016, in the middle of a challenging and exciting spring for many settlement and language service providers, MIRSSA and MEALO combined their unique strengths in capacity building, collaboration and knowledge sharing to form the Manitoba Association of Newcomer Serving Organizations (MANSO).

In June, I was honored to join Bequie, Teresa, Seid, Michelle and Immaculate to complete our staff team of six. The experience, expertise and commitment of my colleagues is matched only by the dedication of our Executive, Board, committees and, of course, that of the staff of the 60 newcomer-serving organizations that we are here to support.

MANSO provides leadership, support and a unified voice for the settlement and integration sector, including core settlement services, language training, employment services, and welcoming communities programs. One of our first major projects was to work with IRCC and a planning committee to coordinate and facilitate a Lessons Learned Settlement and Integration Consultation at the end of June.

We invited representatives of all Manitoba's Resettlement Assistance Programs (RAP), Settlement Services and EAL providers, three levels of government, academics and other key stakeholders, including ethno-cultural organizations, to come together and share best practices, and to brainstorm solutions to sector concerns. This was the first event in a continuing sector-wide conversation.

A key take-away from the process was about the innovative models of multi-stakeholder coordination and settlement and language services delivery. They were described as a regional best practice in early 2016 and if they are scaled up they will continue to improve the integration outcomes of not only the recent Syrian arrivals, but those of every newcomer we welcome to Manitoba.

As the world looks to Canada as leaders in settlement and integration, we look forward to working together with all our members and partners as we develop our wider strategic plan and speak with one voice on behalf of our whole sector at provincial, regional and national tables.

A special thank you to all the former MIRSSA and MEALO member organizations who moved forward with us et je souhaite très chaleureusement la bienvenue, and a warm welcome to our newest member, l'Université de Saint-Boniface.

**Vicki Sinclair,**  
*Executive Director*

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## MIRSSA PRESIDENT AND ED REPORT

### PURPOSE

The purpose of MIRSSA is to identify gaps in services accessed by immigrants and refugees in Manitoba and develop infrastructure to address those gaps, engage and collaborate in problem solving around issues affecting newcomers, maintain communication between service agencies, and represent the voice of newcomers at the policy making and governmental level.

### OUR 2016 REPORT

We are looking back on 2015-16 with a sense of gratitude for the tremendous support we have received from our members, partners and funders. We appreciate your ongoing participation as we undertook the amalgamation process with MEALO, and know that this important work leaves us stronger to address the needs of the newcomer-serving sector over the next many years.

Equally significant were the challenges and opportunities presented by the federal initiative to resettle 25,000 Syrian refugees to Canada, in addition to their ongoing commitments to refugees from all over the world. We want to thank both Immigration, Refugees and Citizenship Canada and the Province of Manitoba for providing us with additional funding to meet the increased demands for communication and coordination activities. We were delighted to welcome Michelle Strain, Seid Oumer Ahmed and

Immaculate Nabisere to our team, and have appreciated the broad skill set and deep commitment to immigrant and refugee issues that they have each brought to our team.

It has been an honour to be part of the journey from a volunteer-run network to a more established organization with a strong team and its own offices. We look forward to charting a course for MANSO with our members and colleagues in the fall.

**Laurie Sawatzky**  
MIRSSA President

**Bequie Lake**  
MIRSSA Executive Director



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## MEALO PRESIDENT & ED REPORT

### PURPOSE

- Provide an enduring structure for adult EAL service provider organizations in Manitoba
- Disseminate information, best practices and new initiatives, provincial and national
- Provide collegial support and information sharing
- Respond to EAL service provider capacity building needs
- Provide professional development
- Represent provincial Manitoba EAL service provider organizations at national forums

### OUR 2016 REPORT

What a year of change MEALO experienced in 2015 – 2016. The year started off with the IRCC call for proposal and a subsequently busy summer. Fall brought us to our final MEALO AGM and then the sudden rush leading up to the Syrian refugee response. Language professionals all across our sector responded to this need in flexible and dynamic ways and we know that you will continue to play a critical role in supporting refugees and all newcomers to meet their settlement goals.

In early winter as we became aware that our proposals would not be negotiated for this fiscal year, we adjusted and prepared for amendments and more changes. Finally, following a year of very collaborative meetings and discussions, the settlement and language umbrellas joined forces on March 31st as we signed the amalgamation agreement and became MANSO. We truly feel that we have forged a deeper understanding of the broader spectrum of newcomer needs an even stronger basis of integration for newcomers to Manitoba.

We want to take this opportunity to thank the MEALO board and members for their support and encouragement over the past year. It was a time of great transition and change that we could not have managed without all of you.

**Shannon MacFarlane**  
MEALO President

**Teresa Burke**  
MEALO Executive  
Director



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## MEALO & MIRSSA PROGRAM REPORT

### NETWORKING

MEALO held meetings and workshops throughout the year to allow our members to connect coordinate, and network with one another. In 2015-2016 Program Coordinator meetings were held in May, October, December, February, and March. Four of the meetings and workshops were held in Winnipeg and one was held in Steinbach.

MIRSSA held member meetings in June of 2015 (our AGM), as well as September, November, January and March, 2016, which offered an opportunity for networking, updates and problem solving, as well as presentations on specific themes, including newly funded pre-arrival programs and new research and resources.

### COMMUNICATION

MIRSSA and MEALO both continued to share e-newsletters twice a month to keep the sector informed about member programming updates and classes, conferences, sector employment postings, the Syrian Refugee Response, webinars, IRCC updates, and professional development opportunities. The two e-newsletters had a combined reach of almost 500 people who clicked a link for more information on an event a total of 6887 times.

### GOVERNMENT RELATIONS

MEALO and MIRSSA board members and staff met with then Immigration Minister Erna Braun in December 2015 to discuss access to language classes and settlement services for those ineligible for federally funded services (Canadian citizens, temporary foreign workers, refugee claimants, international students).



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## REFUGEE RESPONSE COORDINATION

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In early November 2015, the federal Minister of Immigration announced a new initiative to invite 25,000 Syrian refugees to resettle in Canada, in addition to our ongoing commitments to refugees.

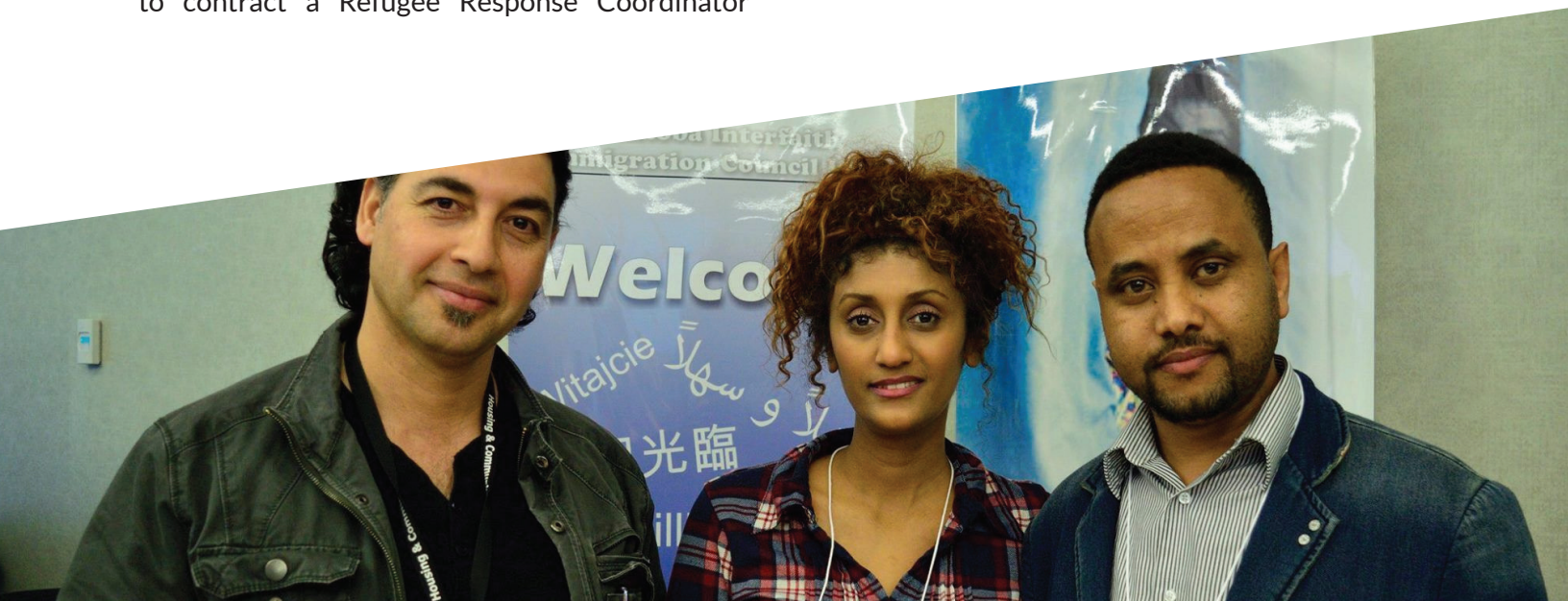
As umbrella organizations, MIRSSA and MEALO played a role in coordination between settlement sector organizations and the federal and provincial government. For example, MIRSSA coordinated 10 weekly check-in calls between service providers, IRCC and the province. In addition, both MIRSSA and MEALO were active in provincial coordination efforts convened by Labour & Immigration with the Emergency Measures Organization, and convened other meetings, such as an in person meeting with front door settlement services and sponsorship agreement holders, as well as ongoing meetings with ethno-cultural community organizations.

In December, MIRSSA received provincial funding to contract a Refugee Response Coordinator

(Michelle Strain) to support the ongoing coordination efforts, and in February, we received additional support from IRCC, and a second a Refugee Response Coordinator (Seid Oumer Ahmed) was hired. These coordinators have provided ongoing support to service providers (such as supporting partnership development to offer increased engagement with service providers while families were living in temporary accommodations), as well as assisting with informing key stakeholders in the Province about the emerging needs of refugee families (including parent-child coalitions, school divisions and potential volunteers).

As part of the refugee response work, we also engaged with our members on developing draft standardized needs assessment forms, and collecting data from organizations to support the provincial dashboards, a tool for communication about emerging needs and trends in the settlement system.

As of March 31st, 2016, Manitoba had welcomed 928 Syrian refugees in addition to refugee families from other parts of the world. We know that their settlement journeys will take time, and that as a sector we can offer important supports to assist with that process over the coming years.



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## COMMITTEE REPORTS

### PD WORKSHOPS OFFERED BY MEALO IN 2015-16

MEALO's Professional Development committee met throughout the year to plan workshops for the language sector. Professional development offerings were based on input gathered through our annual member survey as well as emerging needs. MEALO offered the following workshops:

- **Developing an Operations Guidelines Manual** (16 participants) - This workshop was offered at the annual TEAM Conference in May 2015. It was an opportunity for program coordinators to meet and share aspects of their own operations manuals and to collaborate on a document for the language sector. This was based on a model shared by the BC LINC program.
- **AGM**, October 2015 (38 participants) - Member meeting as well as a presentation from Abdi Ahmed and Muuxi Adams (Immigration Partnership Winnipeg). There was also an opportunity for input from membership on CNC, PBLA, Students with Special Needs, Regional Needs, and HR/Employment Concerns.
- **Leadership Workshop** - December 2015 (19 participants) - Facilitated by Jackie Hogue (REGIONAL) "Great timing for our program. Insightful, empowering, offering hope. Thank you"
- **Islamic Social Services Association/Cultural Competency Training** - February 2016 (14 participants)- Facilitated by Shahina Siddiqui "Everything is useful and relevant to better serve the refugees/newcomer", "The many questions we were allowed to ask...it was awesome!"
- **March Member Meeting/Workshop (War Trauma & PTSD)** - March 2016 (29 participants) - Facilitated by John Koop, Crisis and Trauma Resource Institute

### PD WORKSHOPS OFFERED BY MIRSSA IN 2015-16

MIRSSA was also active in providing professional development opportunities to the sector. MIRSSA offered 9 workshops/training sessions with a total of 135 participants.

- **Management Survival Skills**, Winnipeg, April 30th, 2015, (14 participants) "Very practical, a good use of time. I already have my 3 main'take away."
- **Logic Models with Marianne Krawchuk and Program Planning with Margerit Roger**, Portage la Prairie, May 27th, 2015, (20 participants) "I learned that there are different ways to look at my projects and not just from a client focused perspective. All stakeholders need to be identified, considered in planning and evaluating the project"
- **Performance Development (for managers)**, Winnipeg, October 9th, 2015, (13 participants)
- **Orientation to Interpreting (in collaboration with the Province of Manitoba)**, 3 sessions, (75 participants) "We had a great facilitator. Very dynamic and engaging. Lots of the hands on activities helped put the work into perspective and analyze what could we be doing differently in the future to improve our interpreting role."



## COMMITTEE REPORTS

• **Plain-Language Training**, Winnipeg, November 26th, 2015, (13 participants) *"I am currently facilitating group sessions and now after attending this workshop I have a plan on how to engage the group, listen actively and use the gallery walk for our activity."*

• **Facilitation Skills Training**, January 26th, (12 participants)

• **Community Interpreter Training**, began February 24th, 2016, 8 full days of training) – collaboration with WRHA & Province of Manitoba, 9 participants from the settlement sector

### HEALTH

MIRSSA's Health Committee continued to focus on mental wellness promotion and support for newcomer families. A highlight of the year was hosting the 2nd Mental Wellness Forum with NOWAN, called "We're All in This Together: Our Role in Mental Wellness Promotion & Recovery" on September 25th, 2015. Over 100 people attended from settlement agencies, other community providers, health services and school divisions and police.

### HOUSING

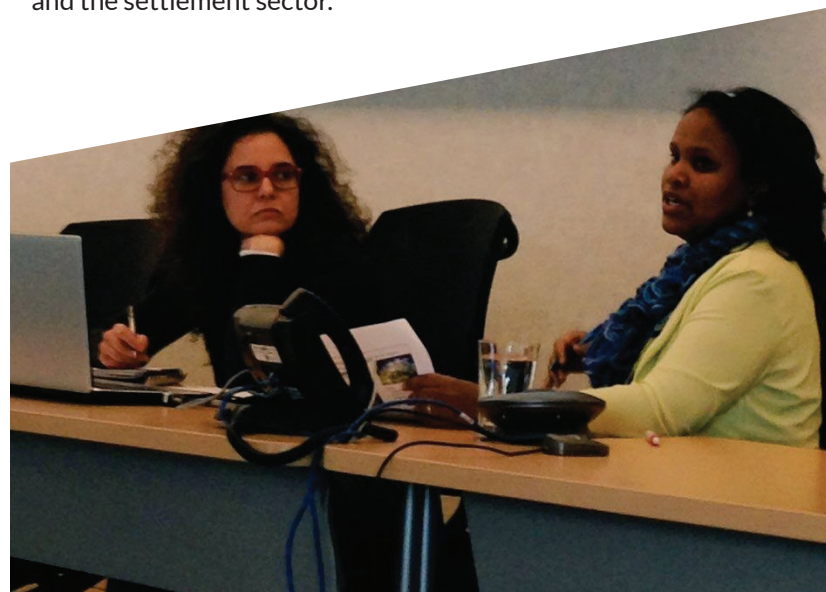
MIRSSA's Housing Committee continued to advocate for more affordable and accessible housing for newcomers through participation in different committees. A highlight of the year was the launch of the second plain-language booklet in partnership with Literacy Partners of Manitoba, the Manitoba Real Estate Association and Assiniboine Credit Union on *Buying a Home in Manitoba*. The Housing Committee also developed a partnership with the University of Winnipeg Community Renewal Corporation to house 20 newcomer families at the Downtown Commons with support from New Journey Housing.

### YOUTH

MIRSSA's Youth Committee continued to work on needs assessments of newcomer youth, but then switched focus following the roll-out of the Syrian Initiative to the development of a resource guide with the aim of connecting newcomer youth with free, recreational programming in their neighbourhoods, which was supported by Children and Youth Opportunities.

### NEWCOMER ADVISORY COMMITTEE

MIRSSA's Newcomer Advisory Committee met several times over the course of the year to share input about emerging issues with MIRSSA's staff and board. A highlight was receiving a presentation by the Manitoba Office of the Fairness Commissioner to help our Newcomer Advisory Committee understand some of the ongoing successes and challenges with credential recognition in the province. The committee also developed some recommended strategies for building relationships between cultural and faith communities and the settlement sector.



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## OUR NETWORKS



MANSO is a member of the Canadian Immigrant Settlement Sector Alliance-Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI), which was formed in March 2005 to represent the immigrant settlement sector in Canada and to bring the sector's expertise to bear on public policies and programs for enhancing the settlement and integration of immigrants and refugees.



**Conseil canadien pour les réfugiés**  
**Canadian Council for Refugees**

MANSO is a member of the Canadian Council for Refugees, a national non-profit umbrella organization committed to the rights and protection of refugees and other vulnerable migrants in Canada and around the world and to the settlement of refugees and immigrants in Canada.



**Immigration Partnership  
Winnipeg**

MANSO has a seat on the Immigration Partnership Winnipeg council. The partnership aims to improve the economic and social integration of newcomers in Winnipeg and is hosted at the Social Planning Council of Winnipeg.

### NEWCOMER LANGUAGE ADVISORY BODY

MANSO represents the Manitoba language sector at the Newcomer Language Advisory Body. NLAB is an IRCC initiative consisting of representatives from a variety of language programming providers across Canada. This forum provides an opportunity for the language sector to have a national voice and to collaborate with their colleagues from the wider settlement sector. NLAB meets with IRCC representatives at face to face meetings and through conference calls and has the opportunity to contribute to the national conversation through participation at the National Settlement Council.

### NATIONAL SETTLEMENT COUNCIL

MANSO represents the Manitoba settlement sector at the National Settlement Council, which is a joint policy and program table of Immigration, Refugees and Citizenship Canada, as well as provincial government and sector representatives from across Canada.

### SETTLEMENT LANGUAGE NATIONAL NETWORK

MANSO participates in the Settlement Language National Network, a committee of TESL Canada. SLNN's mandate is to empower settlement language providers provincially and nationally.



MANSO supports the work of TEAM. TEAM is the professional organization that supports EAL teachers and students in Manitoba by providing professional development opportunities and advocacy.



MANSO is member of the Western Region Working Group which works collaboratively to identify and advance promising practices and policies of the settlement and integration sector of Western Canada. A committee called the Western Region Research Advisory Committee also convenes funders, WRWG members and researchers to identify research priorities for our region.

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## MIRSSA FINANCIAL REPORT

**TONY GAUTHIER, CPA, CA**

1515 ONE LOMBARD PLACE, WPG, MB R3B 0X3  
PHONE: (204) 956-9426 FAX: (204) 956-9424  
EMAIL: tony@tonygauthiercpa.ca

September 12, 2016

### INDEPENDENT AUDITOR'S REPORT

To the Members of Manitoba Immigrant and Refugee Settlement Sector Association Inc.

I have audited the accompanying financial statements of Manitoba Immigrant and Refugee Settlement Sector Association Inc., which comprise the statement of financial position as at March 31, 2016 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

#### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

#### Auditors' Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

#### Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Manitoba Immigrant and Refugee Settlement Sector Association Inc. as at March 31, 2016 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### Other Matter

The financial statements of Manitoba Immigrant and Refugee Settlement Sector Association Inc. for the year ended March 31, 2015 were audited by another public accounting firm.

*Tony Gauthier CPA*

Chartered Professional Accountant

# MIRSSA FINANCIAL REPORT

## STATEMENT OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2016

### Revenue:

IRCC	\$83,377
IRCC Syria funding	72,374
Less: Deferred contributions related to capital assets	(25,159)
Amortization of deferred contributions related to capital assets	4,266
Labour and Immigration Funding	40,000
MIRSSA Membership Fees	4,156
Fee for service	3,615
Miscellaneous	2,569
United Way Organization Development	2,255
Interest Income	35
<b>TOTAL:</b>	<b>\$187,488</b>

### Expenses:

Administration	25
Amortization	10,704
Computer Software	20
Courier and Postage	441
GST expenditures	1,814
Honoraria & consultant fees	35,068
Hospitality	2,115
Insurance	2,232
Interest and bank charges	304
Material and supplies	905
Meetings and conventions	4,848
Memberships	385
Miscellaneous	685
Photocopying	92
Printing and publications	11,603
Professional fees	5,376
Rental	900
Research	6,599
Salaries and wages	66,995
Staff training and development	1,170
Telephone and internet	1,371
Travel and mileage	3,651
Website	120
Workshop and conference expenses	23,099
<b>TOTAL:</b>	<b>\$180,522</b>

**Excess of Revenue over Expenses: \$6,966**

# MIRSSA FINANCIAL REPORT, PART 2

## STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED MARCH 31, 2016

### Assets:

#### CURRENT

Cash	\$ -
Accounts Receivable	30,174
Property and equipment	44,058
<b>Total Assets:</b>	<b>\$74,232</b>

### Liabilities and Net Assets:

#### CURRENT

Bank Indebtedness	\$17,091
Accounts payable and accrued liabilities	1,695
Deferred contributions related to capital assets	20,893

### Net Assets:

Unrestricted	34,553
<b>Liabilities and Net Assets</b>	<b>\$74,232</b>

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## MEALO FINANCIAL REPORT

### STATEMENT OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2016

#### Revenue:

IRCC	66,361
MEALO Membership	2,800
Interest Income	24
<b>TOTAL:</b>	<b>\$69,185</b>

#### Expenses:

Administration	1,200
Amortization	1,395
Bank Charges	70
Conferences & Workshops	9,870
Delivery Assistance	605
GST	1,477
Salaries & Wages	41,625
Employee Benefits	3,872
Expenses not claimed to IRCC	540
Office Expenses	3,920
Overhead	648
Professional & Consultant Fees	2,941
<b>TOTAL:</b>	<b>\$67,465</b>

**Excess of Revenue over Expenses: \$1,720**

### STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED MARCH 31, 2016

#### Assets - CURRENT:

Cash	12,974
Accounts Receivable	930
Property and equipment	2,224
<b>Total Assets:</b>	<b>\$16,128</b>

#### Liabilities and Net Assets - CURRENT:

Employee Deductions Payable	5,059
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#### Net Assets:

Unrestricted	11,069
Liabilities and Net Assets	16,128

## MIRSSA WOULD LIKE TO THANK:

Jorge Fernandez and the team at Immigrant Centre for providing MIRSSA's in-kind office-space and frequent meeting spaces.

Margaret von Lau and the team at N.E.E.D.S. Inc. for hosting MIRSSA's bookkeeper and providing in-kind financial support.

Maryam Al-Azazi our Program Assistant for her exceptional work.

## MEALO WOULD LIKE TO THANK:

Debra Schweyer and all of the staff at WELARC who hosted MEALO and provided support, office and meeting space from 2014 –2016.

Kasey Villarba for her work as MEALO's bookkeeper and EESE for sharing Kasey's expertise with us.

## MANSO STAFF

**Executive Director :** Vicki Sinclair

**Director of Settlement Support:** Bequie Lake

**Director of Language Support:** Teresa Burke

Michelle Strain, Refugee Response Coordinator

Seid Oumer Ahmed, Refugee Response Coordinator

Immaculate Nabisere, Program Assistant

## MANSO BOARD LIST

**President:** Laurie Sawatzky, *Regional Connections*

**Interim Vice-President:** Val Cavers, *Mosaic Newcomer Family Network Resource*

**Secretary:** Cathy Dowd, *Portage Learning & Literacy Centre*

**Treasurer:** Heather Robertson, *N.E.E.D.S. Inc.*

## DIRECTORS AT LARGE

Jorge Fernandez, *Immigrant Centre*

Marta Kalita, *Manitoba Interfaith Immigration Council / Welcome Place*

Jana McKee, *7 Oaks Adult Learning & Settlement Services Centre*

Salwa Meddri, *Accueil francophone*

## MEALO MEMBERS:

A & O Entry Program for Older Adult Immigrants A.P.P.L.E.  
(Association of Parents and Professionals for Literacy Education)  
Altered Minds Inc.  
Assessippi Parkland Settlement Services  
Assiniboine Community College  
EAL Neighbourhood Classes for Women  
EDGE Skills Centre Inc.  
English Online  
Enhanced English Skills for Employment (EESE)  
Immigrant Centre Manitoba – Access English Centre (AEC)  
Immigrant Refugee Community Organization of Manitoba (IRCOM)  
Manitoba Institute of Trades and Technology (MITT)  
Manitoba Nurses Union  
Mosaic Newcomer Family Resource Network  
Neepawa & Area Immigrant Settlement Services  
Pembina Valley Language/Education for Adults  
Portage Learning & Literacy Centre  
Red River Community College Language Training Centre  
René Deleurme Center- Louis Riel SD (LRSD)  
River East Transcona School Division Adult Education Program  
Seven Oaks Immigrant Services  
Society for Manitobans with Disabilities (SMD)  
South Eastman English and Literacy Services (SEELS)  
Swan Valley Settlement and Immigrant Services Inc.  
The University of Winnipeg & The Global Welcome Centre  
Turtle Mountain EAL Services  
UFCW Training Centre  
University of Manitoba Adult ESL Program for Newcomers  
Westman Immigrant Services  
Winnipeg Adult EAL Program  
Winnipeg English Language Assessment & Referral Centre (WELARC)

## MIRSSA MEMBERS:

A & O Support Services for Older Adult Immigrants  
Accueil Francophone  
Altered Minds Inc.  
Assessippi Parkland Settlement Services Inc.  
Aurora Family Therapy Centre  
Community Futures North Central Development  
Community Futures Parkland  
Eastman Immigrant Services  
Edge Skills Centre  
Elmwood Community Resource Centre  
Family Dynamics  
Hospitality House Refugee Ministry  
Immigrant and Refugee Community Organization of Manitoba (IRCOM)  
Immigrant Centre  
Jewish Child and Family Service  
Manitoba Interfaith Immigrant Council Inc.  
Manitoba School Improvement Program - The Peaceful Village Program  
Manitoba Start  
MFL Occupational Health Centre Inc.  
Mosaic Newcomer Family Resource Network  
Mount Carmel Clinic  
Neighborhood Empowerment and Resource Centre Incorporated (NEARC Inc.)  
Neepawa and Area Immigrant Settlement Services  
New Journey Housing  
Newcomers Employment & Education Development Services (N.E.E.D.S.) Inc.  
Nor'west Co-Op – Neighbourhood Immigrant Settlement Program  
Portage Learning and Literacy Centre - Newcomer Welcome Centre  
Pluri-Elles (Manitoba) Inc.  
Red River College, Diversity and Intercultural Services  
Red River College, Language Training Centre  
Regional Connections  
Roblin-Cartwright Community Development Corporation  
SEED Winnipeg Inc.  
Seven Oaks Immigrant Services  
Sexuality Education Resource Centre Manitoba  
Society for Manitobans with Disabilities  
St. Vital Neighbourhood Settlement Program (LRSD)  
Success Skills Centre  
Swan Valley Settlement and Immigrant Services Inc.  
The Salvation Army Barbara Mitchell Family Resource Centre  
Virden and District Settlement Services  
West Central Women's Resource Centre - Neighbourhood Immigrant Settlement Services  
Westman Immigrant Services  
William Whyte Resident's Association (NISW)  
YMCA-YWCA of Winnipeg