





## Laurel Mitchell

Chairperson of the Board

This has been a year of continued growth for Sara Riel. This rapid growth has been evident in the programming offered, the outreach into the community and the growth of staffing and leadership within the organization.

The focus of the board this year has been to continue to strive to meet the four pillars identified in the organization's strategic plan. The board is committed to:

1. Increase SRI's impact by offering programs that respond to the mental health/addictions needs of an increasingly diverse population.
2. SRI will be considered an essential partner in helping those with mental health and substance/addiction challenges by improving relationships with key stakeholder groups.
3. Sara Riel will improve its human resource policies and processes to attract, recruit and retain the best available employees and volunteers. SRI will increase leadership capacity and improve its governance.
4. To increase impact SRI will increase its operating budget and will diversify its revenue sources.

SRI continues to be on track to attain the goals outlined in the strategic plan. This year the board approved a change to the operational structure of the organization, to better align with the current and anticipated growth of the organization.

The growth experienced this year was only possible because of the skilled leadership and staff within the organization. Thank you to all the employees, volunteers and participants who have contributed to our growth and development this year.

Thank you also to the board of directors who have volunteered their time and talents to SRI. This year, directors Michelle McPike and Mumadou Ka have resigned from the board. Thanks to both for their commitment, questions, and contributions.

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# Tara Snider, Executive Director, Sara Riel

Sara Riel developed a Mission, Vision and Value Statement that were ratified in the beginning of this fiscal year by the Boards. This has energized Sara Riel to reach participants to find their full potential and be a most essential partner for all those we touch.

## THE STRATEGIC PLAN HAS FOUR PILLARS:

### ► PROGRAM STRATEGIC PRIORITY

Sara Riel conducted a gap analysis and needs assessment with leaders and representatives from the Indigenous, 2SLGBTQ+ and Newcomer/Refugee communities. This was to provide better service with existing programming and create new programming. Liaisons provided the leadership for creating partnerships and relationships in the community. Staff received education on Equity, Diversity and Inclusion including pro-noun usage, Treaty Commission, smudging, S'anyas, and others. Sara Riel participated in PRIDE and Truth and Reconciliation Day.

### ► ORGANIZATIONAL CAPACITY PRIORITY

Policies continued to be updated with a goal of aligning them with the Sara Riel mission, vision and value statements, strategic plan, and to ensure they are fair, equitable, and inclusive.

### ► FINANCIAL STRATEGY PRIORITY

Special thanks to the following funders who supported Sara Riel through this fiscal year:

- The Green Team, Province of Manitoba and Canada Summer Grants, Government of Canada and Kinsmen who all supported the warmline.
- The Winnipeg Foundation for training in ASIST, and funding to support a social media marketing and communications plan.
- Victoria General Hospital for the electronic upgrades in the education and training rooms that assisted in keeping staff and the Board connected.
- Digital Manitoba provided funding for a cybersecurity audit.
- University of Manitoba, Internal Medicine advanced money towards helping homelessness and addictions.
- Sara Riel continues to provide essential services to our most vulnerable populations who are experiencing homelessness, are at risk of being houseless, and who experience complex mental health and addiction concerns.

### ► STAKEHOLDER STRATEGIC PRIORITY

#### • PARTICIPANTS

Sara Riel initiated several peer-led support groups, including groups for anxiety, coping and resiliency, living with Schizophrenia, and a support group for people supporting a loved one with Schizophrenia.

Since the start of COVID-19, the warmline has received over 40,000 calls. Of these calls, 16% were people struggling with loneliness/isolation and 15% struggling with anxiety/fear. A 1-2-1 project was initiated, whereby volunteers went into the community to meet with those who needed human contact. Nearly 100 volunteers supported Sara Riel in this project, as well as several others throughout the year.

#### • STAKEHOLDERS

Thank you to the Manitoba Non Profit Housing Association for providing funding to assist at Siloam Mission and the McLaren Hotel. This has been an important initiative to help those who are homeless or hidden within society.

Other partners and relationships include ACCESS St. Boniface, Immigrant Center, Treaty Commission of Canada, Rainbow Resource, Punjabi Community Health Center, Accueil francophone, and Family Dynamics, to name a few. Sara Riel presented at many events, including Mental Illness Awareness Day, the Global Workplace Wellness Summit, End Homelessness Winnipeg, Booster Sessions for the WRHA, CJOB 68, and CBC French radio.

#### • STAFF

Staff continue to be the backbone of Sara Riel. It is through their dedication and capacity for compassion and respect that the Sara Riel Mission is met. I want to thank the team profoundly for all they do for others.

#### • BOARD

The diligence and competency of the Board means that Sara Riel can meet its obligations. I am very grateful to these volunteers for their time and efforts in supporting the Sara Riel community.

#### • FUNDERS

The Government of Canada, Province of Manitoba, Winnipeg Regional Health Authority, Kinsmen, Grey Nuns, Daughters of the Cross, and a growing donor base continue to support Sara Riel. The programming is dependent on Funders and Donors. We are very grateful.

#### • COMMUNITY AT LARGE

The Community Coordinator and staff have reached out to thousands through attending conferences, day activities, social media, and media to bring the Sara Riel message and education to others.

# Year at a Glance

2022

## APRIL

- Sara Riel's Warm Line extended to 24/7 service effective April 2020.  
At the end of the second year there were:
  - 4,080 new callers to the warm line
  - 14,807 total calls in the fiscal year
  - 10% increase in callers for the 2nd year of covid
  - 1-2-1 Peer Outreach Program started.



CARITAS AWARD

- Received Caritas Award
- Month full of calendar events including Cognitive Behavior Therapy with Mindfulness Classes.
- Staff put together a soup lunch and raised \$170 for Ukraine.

## MAY

- 1st Paths to Potential Wellness Walk & Run held May 15.  
Tremendous success with Chrissy Troy as MC.  
Terrific 1st year participation.
- On May 28, All You Can Board held a 24 Hour Charity Livestream tabletop gaming event for Sara Riel.

It was livestreamed from Sara Riel's basement, and saw donations come in from around the world.

Many thanks to Carlo, Dylann & friends who raised over \$16,300!

- Herc's Nutrition donated proceeds to Sara Riel for a monthly promotion.
- Tara Snider was onsite at the opening of the St. Boniface/St. Vital Youth Hub.
- Sara Riel met with African leaders for a gap analysis meeting with the newcomer community to see how we can better serve this vulnerable community.



1ST PATHS TO POTENTIAL WELLNESS WALK & RUN



ALL YOU CAN BOARD CHARITY EVENT



AFRICAN LEADERS GAP ANALYSIS MEETING

# JUNE

- Throughout the month of June, Sara Riel took part in PrideMART at the Forks, as well as the Pride Parade.
- On June 8th a barbecue was held for participants at the 210 Kenny location.
- On June 21st Sara Riel recognized National Indigenous Peoples Day with a ceremonial smudging, which was open to the public.
- Calendar of events continues to thrive.
- Sara Riel's newly developed strategic priorities are promoted to all staff.
- Sara Riel partnered with Kinsmen to promote the Kinkar raffle.
- Zoom meeting held with the Honorable Sarah Guillemard.
- Staff attended the United Way's AGM.
- Staff were part of the Gizhe Waa Tii-Sii-Win Expo.



PRIDE MONTH



BARBECUE EVENT



NATIONAL INDIGENOUS PEOPLES DAY

# JULY

- Rose Roulette, Trissy Addis and Candice Kirton participated in and attended Sundance.
- Indigenous Gap Analysis- Rose Roulette led the Indigenous Gap Analysis. Trissy Addis drummed and sang. Elder Louise Lavalee gave the smudge. There were many diverse offerings from the group. The person needs to be seen as they are without the diagnosis. A diagnosis assists when someone has a mental illness in understanding something like schizophrenia. The chosen family should also be included.
- Support to Homelessness - Arrangements were made to have a Sara Riel office at Siloam which will be staffed by Sara Riel. Through various grants, Sara Riel provided case management, intake and community mentorship to upwards of 150 people at the McLaren Hotel and Siloam Mission.
- Thanks to Manitoba Non-Profit Housing Association for supporting this project.



## SEPTEMBER

- Sara Riel participated in the Global Workplace Wellness Summit and was selected Charity of Choice for the event.
- SRI took part in Recovery Day at the Forks.
- Sara Riel held a Pizza Party on Sept 12 for all participants.
- On Sept 16, Robin Day provided staff with Pro-Noun training.
- Sara Riel participated in Orange Shirt Day on September 30, a day to honour and uphold Survivors and intergenerational Survivors of the Indian residential school system, and to commemorate those who didn't return home.



GLOBAL WORKPLACE WELLNESS SUMMIT



TRUTH AND RECONCILIATION DAY

## OCTOBER

- Sara Riel held their 10th Annual Mental Health & Wellness Expo at the Centre Culturel Franco-Manitobain.
- On Oct 11 Sara Riel held a Gap Analysis meeting with Charlotte Nolin participating as the Elder for the event. The focus of the meeting was to examine the unique mental health needs within the 2SLGBTQ+ Community.



HEALTH & WELLNESS EXPO

## NOVEMBER

- Sara Riel was pleased to host a "Discussion with Treaty Relations Commission & Elders" today, with speakers: Elder Harry Bone, Elder Florence Paynter and Treaty Commissioner Loretta Ross.
- Sara Riel was a finalist in the Healthy Community Challenge re: Liaison Outreach Program.



DISCUSSION WITH TREATY RELATIONS

## DECEMBER

- Holiday Giving Campaign Kicked Off.
- Sara Riel staff helped clean medicines, write cards, pack gift bags and volunteer at the "Holiday Celebration" involving: Ka Ni Kanichihk, Ma Mawi Wi Chi Itata Centre Inc., Manitoba Moon Voices Inc., Peg City Kindness Crew Inc., Rainbow Resource Centre, Shawenim Abinoojii Inc. and Two-Spirited People of Manitoba Inc.
- Sara Riel's Annual Participant Christmas Party was held, with a tremendous turnout.
- Sara Riel started receiving quarterly food donations from St. Peter's Church that will go toward Seneca House and upcoming cooking classes.
- Sara Riel was thrilled to be the recipient of Century 21 Bachman & Associates Bake Sale proceeds.



ST. PETER'S CHURCH DONATION



BACHMAN & ASSOCIATES BAKE SALE PROCEEDS

# Year at a Glance

2023

## JANUARY

- Schizophrenia workshops kicked off.
- Sara Riel was at the Jets game on Jan 26 to take part in HockeyTalks, a public awareness campaign for NHL teams designed to encourage conversations about mental health.
- Sara Riel kicked off "Chase the Ace" at Lucky Luc's in St. Pierre.
- Sara Riel staff received Harm Reduction Training.
- CTV Morning News was onsite on Jan 9 for their morning show with many staff members taking part in short interviews highlighting programs and services.
- Jan 21 Sara Riel's first cooking class started.



HARM REDUCTION TRAINING



COOKING CLASS

## FEBRUARY

- Erin Girouard, Director of Communications and Public Relations for The Victoria Hospital Foundation, visited the staff at Sara Riel on Valentine's Day to make a grant presentation, which enabled the technology purchases for two meeting rooms at the Moore Location.
- Sara Riel held a gender-inclusive Self-Care event February 15th for our participants and volunteers!
- The Group La Brigade de la Rivière Rouge – Charles Brunet provided a cheque donation of \$1882.00. The monies from this donation will go towards supporting the Schizophrenia group.
- MNPHA extends grant for Case management/Wrap around housing project for a second year. This covers programming in partnership with Siloam and the McLaren Hotel.
- Black History month- Joyce Odidison provided DEI training to Sara Riel staff. She aligned values to beliefs and tools for addressing how we approach each other.



ERIN GIROUARD - GRANT PRESENTATION

## MARCH

- March 1 - As part of Sara Riel's work with Newcomers, we were pleased to provide a tour of the Moore and Kenny facilities to ZONE and Immigration Workers.
- Sara Riel was a successful grant recipient from the Interfaith Healthcare Association of Manitoba.
- A Relationship Building and the Seven Sacred Teaching presentation was presented to staff at Heartwood Healing Centre.
- Cameron Tindall and Tara Snider presented at an HR Conference for Chartered Professionals .
- Sara Riel attended Sergeant Tommy Prince Place Resource Fair.
- LIFT Wrap Up – final meeting held.



INTERFAITH HEALTHCARE ASSOCIATION



SEVEN SACRED TEACHING

# 1st Annual Path to Potential Wellness Walk & Run a Success



Sara Riel's 1st Annual Path to Potential Wellness Walk & Run was held on Sunday, May 15th. The event was held at St. Vital Park, 190 River Road and kicked off with MC Chrissy Troy from 103.1 Virgin Radio Morning Show, as well as numerous dignitaries who came out to support the event.

Runners and walkers chose between 5 km and 10 km routes, with an option to take part in a 2.5 km "Experiential Walk" where walkers could learn more about mental health and Sara Riel.

Sara Riel was extremely pleased with the tremendous volunteer support that was shown for this event and many thanks to RBC who had an abundance of volunteers come out to join the many Sara Riel volunteers. It is thanks to your efforts that the event was a success!

Special thanks to the Title Sponsors of the event: Access Storage, The Running Room and The Winnipeg Free Press. Additional sponsors include: Advanced Composite Structures, Camco Electric Ltd., Flex Fitness, Freshii Sage Creek, Galaxy Printing, Gallagher, I Am Love, IBAM, iHeart Radio, Inquiry Minded Consulting Inc., La Salle Insurance, Manitoba Metis Federation, Platinum Promotions, Priority Restoration, RBC, St-Leon, and True North Sports & Entertainment.

# 1-2-1 Peer Outreach Program Introduced

When the pandemic hit Winnipeg, Sara Riel's Warm Line was increased to a 24/7 service. It is due to the increased callers to this Warm Line that a newly identified population arose, which Sara Riel hoped to address with their new "1-2-1 Peer Outreach Program".

Callers to the Warm Line were not all Sara Riel participants. Many didn't have support workers and many didn't qualify for mental health services without a formal diagnoses. There are 1000+ people per month, who simply identify as struggling with their mental health and wellness.

Callers to Sara Riel's 24-hour Warm Line were informed about the 1-2-1 Peer Outreach Program and asked if they felt they would benefit from a face-to-face meeting with a peer support volunteer. The 1-2-1 Peer Outreach Program provides people access to support that may not otherwise be available. The Program ensures that people who remain isolated, lonely, depressed, anxious, or just afraid to go out alone during an uncertain Covid-19 Recovery period, have access to peer support individuals who are compassionate and understanding and will support and encourage the caller's recovery at their own pace.

People with already limited formal and/or informal support networks are striving for connection. Many were isolated before Covid-19, and will continue to be isolated, even as the province slowly opens. Many are reluctant to venture "back out" or do so at a much slower pace than others. As a result of fear and anxiety, phone lines have been most helpful, and for some, this is their only means of connection.



Sara Riel's goal is to help individuals get back into feeling safe in their communities. Compassionate and understanding peers will be instrumental in helping those marginalized reconnect into their communities.

# LIFT's Inclusion with Impact Project

## Executive Summary

Sara Riel Inc. (SRI) was one of eight Social Purpose Organizations chosen from across the country to participate in LIFT Impact Partners' *Inclusion With Impact Project*, funded in part by Employment and Social Development Canada.

### Grounded with Strategy, Aligned for Impact, Expanded in Influence: Making a Significant Difference to More Lives.

Over the course of the LIFT partnership, SRI has grown into a stronger organization experiencing significant growth, increased impact, and enhanced capacity and effectiveness. Specifically, SRI has:

- Effective systems and strategies to plan, prepare, communicate, and embrace change.
- Enhanced accountability through a stronger measurement system.
- Greater ability to attract and manage additional funding resources.
- Stronger business acumen with robust planning processes and an effective governance structure.
- Enhanced leadership, adaptive, management, and operational capacity.

## Set-up for Success

SRI has truly become a **leader and centre of excellence in community-based mental health and addiction services**. SRI is now grounded and operating with a clear and comprehensive strategic plan, has a team and Board that are aligned in their roles, and has elevated its position to hold an **influential role in the sector**. The organization is also successfully attracting new talent and resources and is expanding its reach: SRI has increased its staff nearly threefold, has **increased funding by 30%**, has expanded its presence **serving 4 additional communities** and has formed **11 new partnerships to further its goals**.

With this tremendous dedication by the team to invest their time and energy in building capacity across the organization, SRI is boldly stepping into growing opportunities and is significantly increasing the impact it is making in the community.



increase in clients served from 2020 to 2023



of clients are more hopeful about their future



of clients feel they have more control over their life

A Path to Full Potential: Sara Riel Inc. is an influencing leader and centre of excellence in community based mental health and addiction services.

# Non-Consolidated Statement of Operations and Changes in Fund Balances (cont.)

Year ended March 31, 2023, with comparative information for 2022

	Total Operating Fund	Capital Fund	2023 Total	2022 Total
<b>REVENUE</b>				
Government funding	\$ 3,137,299	\$ –	\$ 3,137,299	\$ 2,823,171
Rent and services (notes 4 and 6)	270,887	–	270,887	268,744
Interest income	44,213	–	44,213	25,370
Amortization of deferred contributions (note 3)	–	5,327	5,327	433
Donations and grants	292,447	–	292,447	207,683
Sponsorship	8,361	–	8,361	7,500
Miscellaneous	15,053	–	15,053	1,114
Fundraising	4,330	–	4,330	10,444
	3,772,590	5,327	3,777,917	3,344,459
<b>EXPENSES</b>				
Salaries and benefits:				
Salaries and wages	2,738,995	–	2,738,995	2,336,387
Staff benefits	302,639	–	302,639	245,927
Staff training and travel	50,264	–	50,264	49,037
	3,091,898	–	3,091,898	2,631,351
<b>DIRECT SERVICES</b>				
Participant Personal Allowance	–	–	–	4,629
Food	22,239	–	22,239	17,727
Household 1	12,100	–	12,100	10,017
Medical	1,275	–	1,275	214
Recreation and activities	16,513	–	16,513	10,303
Gifts	2,311	–	2,311	–
Consulting fees	29,253	–	29,253	25,626
Participant training, supplies, wages, & transportation	1,619	–	1,619	48
Sub-contracted IT	405	–	405	5,136
Fundraising expenses	5,566	–	5,566	6,340
	91,281	–	91,281	80,040
<b>OCCUPANCY</b>				
Amortization of capital assets	–	18,164	18,164	10,183
Rent (notes 4 and 6)	180,970	–	180,970	209,821
Repairs and maintenance	13,128	–	13,128	12,905
Utilities, taxes and insurance (note 4)	89,758	–	89,758	86,485
	283,856	18,164	302,020	319,394
<b>ADMINISTRATION</b>				
Advertising	2,990	–	2,990	–
Bank charges	1,292	–	1,292	528
Professional fees	21,582	–	21,582	32,288
Fees and licenses	12,1692	–	12,169	9,737
Office and miscellaneous	35,518	–	35,518	28,205
Computer support and supplies	59,660	–	59,660	97,408
Telephone, fax and internet	34,361	–	34,361	27,812
Marketing	6,127	–	6,127	4,728
	173,699	–	173,699	200,706
<b>TOTAL EXPENSES</b>				
	3,640,734	18,164	3,658,898	3,231,491
Excess (deficiency) of revenue over expenses before the undernoted	131,856	(12,837)	119,019	112,968
Surplus repayable to Winnipeg Regional Health Authority (note 1[c])	–	–	–	(37,025)
Surplus repayable to the Government of Canada	–	–	–	(2,857)
Excess (deficiency) of revenue over expenses	131,856	(12,837)	119,019	73,086
Fund balances, beginning of year	1,122,978	125,830	1,248,808	1,175,722
Fund balances, end of year	\$ 1,254,834	\$ 112,993	\$ 1,367,827	\$ 1,248,808

# Board of Directors



**Laurel Mitchell**  
**(Chairperson)**



**Mathieu Lafrenière**  
**(Vice-Chair)**



**Derrick Vandel**  
**(Treasurer)**



**Daniel Tremblay**



**Dr. Mamadou Ka**



**Nicholas Brzak**



**Christophe Rodrigue**



**Dre. Gisèle Morier**



**Michelle McPike**



**Sherrisse Augustyn**

## Management Team

**Tara Snider,**  
Executive Director

**Michelle Tillett,**  
Finance Manager

**Jacqueline Bertie,**  
Property Manager

**Candice Kirton,**  
Assistant Executive Director

**Daniel Omolola,**  
Team Lead

**Janet Layte,**  
Team Lead

**Cameron Tindall,**  
Manager of Mental Health Services

**David Stewart,**  
Manager of Mental Health Services

**Kim Hyatt,**  
Executive Assistant

# THANK YOU



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