

# **BEHAVIOURAL HEALTH FOUNDATION**



## **Annual Report**

**APRIL 1, 2022—MARCH 31, 2023**



*BHF acknowledges the traumatic, generational impact the Indian Residential Schools system has had on many Indigenous persons served by BHF and Indigenous staff persons of BHF. Our work takes place on Treaty One land and the homeland of the Red River Métis nation. It is our responsibility to reflect on the history of Manitoba, and to work and concentrate today with a vision of tomorrow.*





## Our Purpose

*The Behavioural Health Foundation is a therapeutic community with the purpose of providing long-term programming to adults experiencing addiction and co-occurring mental health concerns from a wholistic perspective that integrates socio-economic wellness.*

*Dependents of those attending BHF are also accommodated both in residence and in programs.*

*This long-term approach is designed to offer graduated opportunities for equipping a person with the vocational, interpersonal and communication skills necessary to successfully return to the community.*



## ***Board of Directors***

**2022-2023**

Peter Kingsley, K.C. President

Sachit Mehra, Vice President

Karen Beaudin

Marian Deegan

Lori Van Dongen

Michelle Ducharme

Sean Gallop

Lexus Genik

Naureen Punjani

Dr. Lesia Shepel

Dr. Kent Somers

The Board of Directors would also like to welcome Elder Mike Calder, Brian Chrupalo and Kaitlynd Walker who have stepped up to join the Board in September of 2023.



### **Behavioural Health Foundation Inc.**

Addictions and Co-occurring Mental Health Treatment

Box 250, 35 ave de la Digue

St. Norbert, MB R3V 1L6

Telephone (204) 269-3430

info@bhf.ca www.bhf.ca

#### **Addiction Treatment Services**

Box 250, 35 ave de la Digue

St. Norbert, MB R3V 1L6

Intake Inquiries: : ATSintake@bhf.ca

Telephone: (204) 269-3430

#### **Breezy Point (Women's Program)**

Box 250, 35b ave de la Digue

St. Norbert, MB R3V 1L6

Intake Inquiries: BPintake@bhf.ca

Telephone: (204) 261-6111

Program accreditation provided by  
www.carf.org



***The Behavioural Health Foundation is located on  
Treaty One territory and the homeland of the Red River Métis Nation.***

### ***Thank You For Your Support***

Our programs could not exist without the support of government departments, private businesses, agencies and members of the public. We are grateful for the ongoing support and pledge to continue our work to assist people in becoming productive members of society who can and will pay it forward. The Board of Directors, staff and program members thank you.



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## BHF Philosophy

*The philosophy is based on the belief that no person is an island unto themselves and that self-help comes from helping others. The positive power that resides in everyone can overcome the negative aspects of life. And, if we are to learn and to teach, we must attach ourselves to an environment that is created and dedicated to the betterment of humanity. We cannot cross a desert until we have prepared ourselves. We cannot travel the road of life blaming those about us, but rather we must accept responsibility for ourselves and each other and conquer each situation that we meet. Our pasts have been written and cannot be erased. Therefore, we must work and concentrate for today with a vision of tomorrow.*

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## President's Remarks

*The team at BHF has seen many challenges the past few years. Coming out of the pandemic and returning to a new normal has had an impact everywhere in our communities and the country. Both programs were back to full capacity this year, which is important as the needs increase.*

*Substance use and mental health issues impact so many lives, and we continue to lose too many people to drug related deaths. The need to provide supports for complex mental health and substance use continues to increase. BHF was pleased to see a commitment to increased treatment spaces across the province this year. Our continued focus on wholistic treatment in a Therapeutic Community approach has resulted in 15 one-year celebrations for program members and over 500 outreach visits to River Point Centre. This report further details the important successes for members who have come through the program including mothers whose babies were born while in the program.*

*As BHF began to recover from the pandemic impacts, the onsite K-6 classroom and School Age Day Care was damaged by an accidental electrical fire in August 2022. This also impacted many offices and our multipurpose room. We are thankful that no one was hurt and while the recovery has been significant, the structure remains intact. Water and smoke impacted food stores, program storage and the walk-in freezer in the main facility.*

*Everyone pulled together to respond to the immediate impacts and adapt to the ongoing challenges while keeping the focus on the program for residents. Classes started on time in September in a temporary space, thanks to the Day Care and school staff and the much appreciated collaboration of Early Learning and Child Care and the City of Winnipeg. The Board of Directors is grateful to the team for rising to the challenge and keeping the program running as the recovery continues.*



*Change is constant. This is as true at BHF as anywhere, and we extend our sincere thanks to Marlene Gallagher who has stepped down after her years of commitment to the BHF Board of Directors. Your contributions have been greatly appreciated. As change has us looking forward again, BHF is looking at the bigger picture of substance use and mental health programming. BHF is committed to building on our wholistic approach in the TC by strengthening our work with families and building on supports for the successful transition back to the community.*

*Key to our future direction is honouring the work of the Northwinds Lodge and Indigenous Healing. The Traditional Program has seen increased requests for support and partnering, with community members attending more sweats and new requests for Teachings. Building community makes everyone stronger and lightens the load for each of us. BHF is honoured to collaborate in this journey.*

Peter Kingsley, K.C.

President, BHF Board of Directors



***52 Years in Manitoba***

The background of the entire page is a close-up, slightly out-of-focus photograph of various pieces of traditional beaded jewelry. These include long, vertical strands of small, multi-colored beads (red, white, black, yellow, blue, and purple) and larger, more ornate pieces with intricate beadwork and tassels. The colors are vibrant and varied, creating a rich, textured backdrop for the text.

## Our Mission

*To provide a person-centered culturally aware substance use and co-occurring mental health treatment program based on a behavioural health approach that focuses on holistic healing for adults and families seeking to live healthy and rewarding lives.*

## BHF Core Values

- 1. The Behavioural Health Foundation welcomes and promotes diversity in societal and cultural values.*
- 2. Members have the right to be treated with dignity and respect. They have the right to access services respectful of their race, ethnic origin, age, religion, gender, family status, political belief, and sexual orientation.*
- 3. BHF recognizes that the best interests of the person are sometimes best served by referring them to another agency or professional.*





## Finances & Acknowledgements

**BHF is thankful for the financial support from many private donors as well as the following during the fiscal year 2022-2023:**

**All Charities Campaign, Province of Manitoba  
Assiniboine Credit Union  
Canada Summer Jobs  
Club Oasis  
Early Learning and Child Care  
Jewish Foundation of Manitoba  
Manitoba Business Improvement Grant  
Manitoba Department of Education and Training  
Manitoba Economic Development and Jobs  
Manitoba Families  
Manitoba Mental Health and Community Wellness  
Pic N Pay Shoes  
Running Room  
Thomas Sill Foundation  
William Marks Law Corporation  
Winnipeg Foundation  
WRMG Law**

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## Outcomes & Effectiveness

*BHF uses a variety of performance indicators to measure program efficiency, access, and outcomes. BHF strives to increase lengths of stay to help residents achieve their long-term treatment goals, employment and education goals, reunite families, and reduce homelessness.*

### Addiction Treatment Services:

- *The average length of stay of adults who exited in the fiscal year was 89 days.*
- *53% of adults who exited completed primary treatment.*
- *94% of adults were free from substance use and 100% reduced their substance use at exit from the program.*
- *27% of adults were employed or in another productive role upon exit.*
- *100% of adults had no new criminal justice system involvement during their treatment stay.*
- *10% of adults attended education during their treatment stay.*
- *47% of adults exited into stable or transitional housing.*

### Breezy Point:

- *The average length of stay of women who exited in the fiscal year was 64 days.*
- *51% of women who exited completed primary treatment.*
- *85% of women were free from substance use and 100% reduced their substance use at exit from the program.*
- *21% of women were employed or in another productive role upon exit.*
- *100% of women had no new criminal justice system involvement during their treatment stay.*
- *37% of women exited the program into stable or transitional housing.*

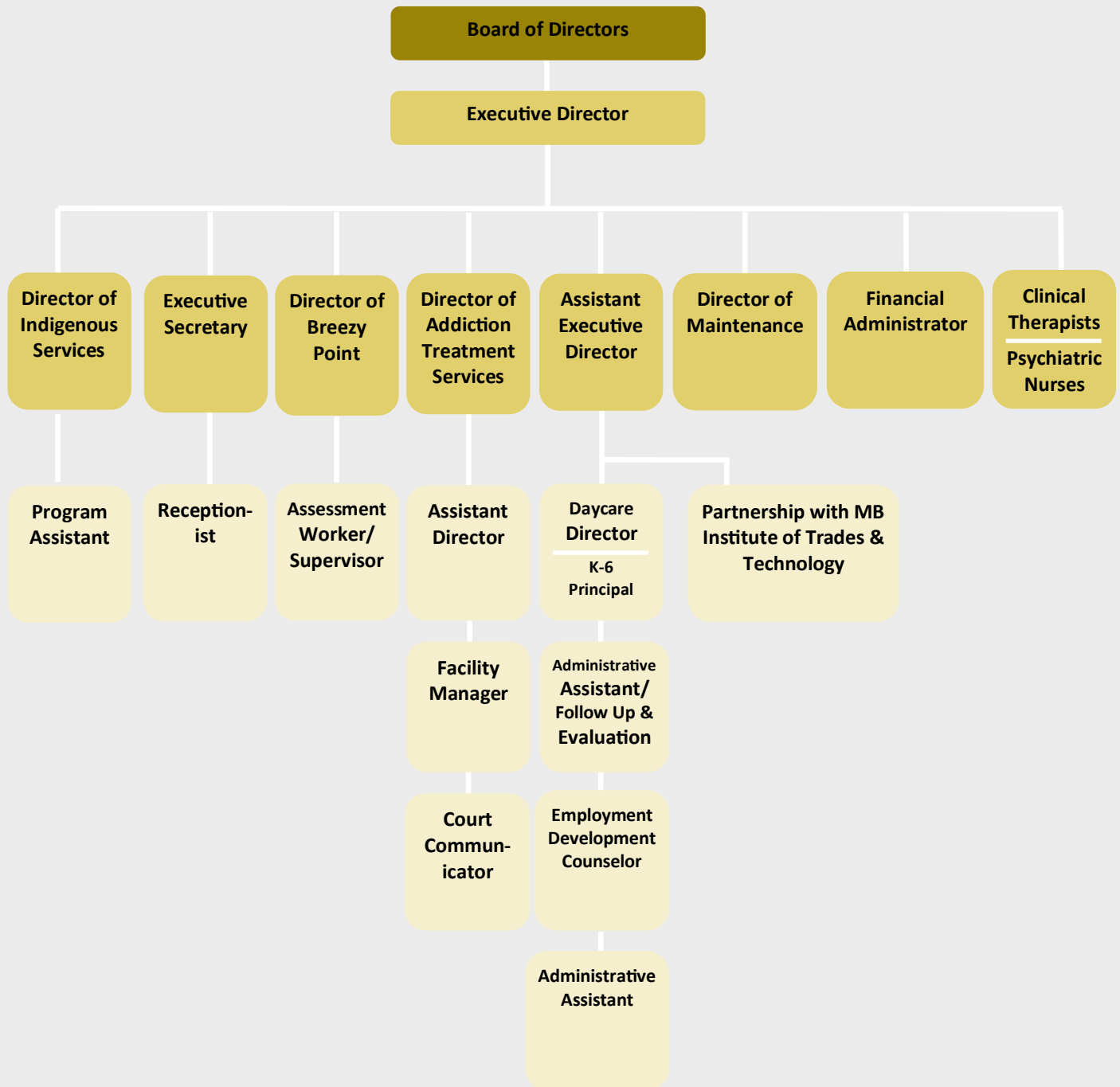
*BHF performs Consumer-Based Program Evaluations twice yearly in all of its programs and asks residents to complete an Exit Questionnaire upon leaving the program. The summary of results for this reporting period showed positive results overall.*





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HEALTH  
FOUNDATION**

## Organizational Chart



 Represents Senior Management

# Management, 2022-2023





# Staffing

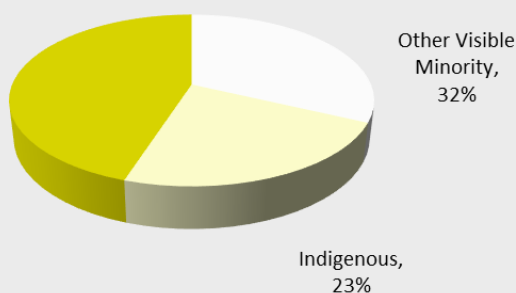
BHF's array of services provides a variety of employment opportunities. In addition to program directors, other management and front line staff including Keyworkers and Support Workers for residents in treatment, BHF employs office, kitchen and maintenance staff, follow-up and outreach workers, program assistants, an Employment Development Counsellor, two Psychiatric Nurses, two Clinical Therapists, Early Childhood Educators, Child Care Assistants, a Teacher/Principal and education support workers. All staff have a variety of skill sets and they work together across BHF's departments and facilities to contribute to the treatment experience for individual adults and children of members.

## Staff Demographics

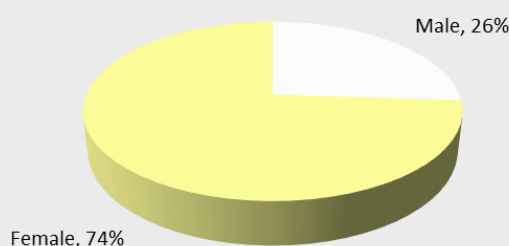
As of March 31, 2022 BHF had 69 staff; 53 were full time and 16 were part time.

Non-Indigenous, Non-Visible Minority, 45%

### Staff Ethnicity



### Staff Gender



## Staff Training

In addition to attending numerous community-based workshops and courses including Trauma Informed Care, BHF staff regularly participate in a number of internal training sessions including:

- Indigenous Awareness and Cultural Competency
- Blood Spill Clean-up & Medical Emergencies
- Crisis Prevention Intervention
- Critical Incident Debriefing
- FASD Training
- Fire Extinguisher Training
- Fire Panel Training
- First Aid/CPR/Defibrillator Training
- Individual Treatment Plan Development
- Medication Management
- Mental Health Disorders
- Motivational Interviewing
- Naloxone/Overdose Training
- New Hire Training/Orientation
- Power Outages
- Staff Code of Ethics, Professional Conduct
- Suicide/Self-Harm Prevention & Intervention
- Therapeutic Community Training
- WHMIS
- Workplace Threats

Over the fiscal year affected by the pandemic, the delivery and cadence of training on many occasions had to be adapted in accordance with Public Health recommendations and safety.

## Program Description



The Behavioural Health Foundation Inc. is a therapeutic community (TC) providing long-term residential treatment for adults and family units experiencing issues related to substance use and co-occurring mental health concerns. The TC approach provides a highly structured environment with well-defined boundaries emphasizing moral and ethical accountability, community imposed sanctions, and contingencies such as privileges and attainment of status. Also emphasized is the idea of being a part of something greater than oneself to counter the pattern of isolation and narcissism often found amongst the substance abusing and co-occurring mental health population. (De Leon, 2000). A person is thought of as a resident member of the therapeutic

community, rather than as a client/patient, and the therapeutic community itself is defined as the physical and social environment within which the members live.

Therapeutic communities are deliberately designed to offer graduated opportunities to equip residents with the vocational, intellectual, emotional and spiritual skills necessary for successful reintegration into society. The peer hierarchy of work and community status defines the roles, functions, and relationships that mediate socialization and therapeutic change, while the peer culture encourages the norms, values, and beliefs of right living which guides the change.

## Member Profile

Although BHF residents have varied backgrounds, they initially share problems such as self-defeating behaviours, thoughts and emotions, non-productive interactions with others, and distorted perceptions of themselves and the world. In the TC model, substance use and co-occurring mental health problems are seen as disorders of the whole person. The array of life problems, the number of substance use issues, and motivation to change are different for each person entering treatment. There are however, some common themes that reflect the BHF population:

- Many new members arrive with histories of family dysfunction – including sexual, emotional and physical abuse, familial substance abuse, generational poverty, parental neglect, multiple experiences in foster care, and generational trauma from residential schools.
- Drug related arrests and hospitalizations prior to entry are common.
- Many members have histories of unemployment or under-employment. Many arrive from communities where skill development and employment opportunities are very limited.
- Membership in the Behavioural Health Foundation is sometimes an alternative to being remanded or sentenced to a period of incarceration.
- Finally, the desire to improve the quality of one's life is a prerequisite to living at BHF. To achieve this, members come to BHF voluntarily.





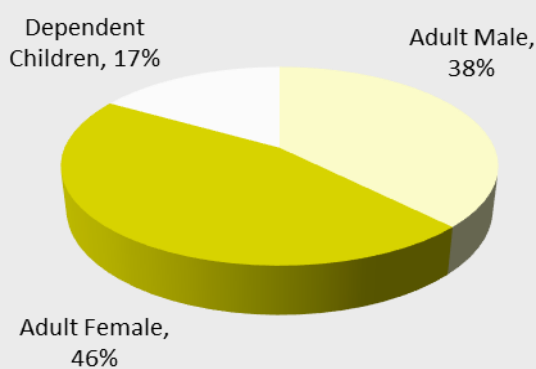
**BEHAVIOURAL  
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## Total Intakes BHF Programs 2022-2023

## Intake and Days Care

Adult Males <sup>1</sup>	132
Adult Females <sup>1</sup>	160
Dependent Children	58
<b>Total Intakes</b>	<b>350</b>

## Total Intake in all Programs



## Days of Care Provided

Adults	25,146
Dependent Children	8,603
<b>Total Days of Care Provided</b>	<b>33,749</b>

## River Point Intake/Outreach Services

The Behavioural Health Foundation has two Intake/Outreach Workers working primarily at the River Point Centre on Magnus Avenue in Point Douglas. BHF's RPC offices provide information, support and solution-focused counselling to persons contemplating entering treatment and to those who have exited BHF's residential programs. BHF's workers collaborate with AFM staff, Main Street Project and women's detox. The collaboration has resulted in many clients completing the shorter-term AFM program prior to entering longer term treatment at BHF. Persons on the wait list can attend BHF outreach groups prior to entering BHF, which helps them become familiarized with BHF and more prepared for the program.

Over the fiscal year, BHF Intake/Outreach staff received 788 calls, had 546 outreach client visits at RPC, and presented at 40 speaking engagements. Twenty-three Outreach/Grad groups were held at RPC for ex-residents of BHF.

<sup>1</sup>Members are categorized with the gender to which they identify. If members do not identify with traditional gender definitions, BHF reports information in a manner that best protects their personal information.



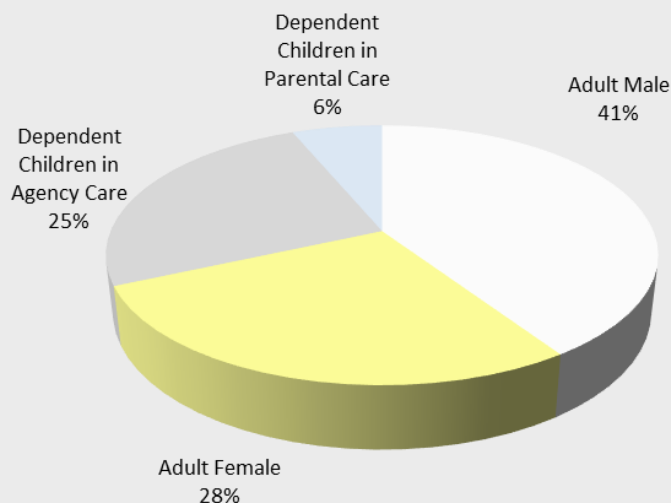
The Behavioural Health Foundation Addiction Treatment Services is internationally accredited. The residential addictions and co-occurring mental health treatment facility accommodates adults and dependent children. Members are housed in the main building, located in the community of St. Norbert, as well as in 6 transition houses in the nearby community. The maximum occupancy is 100 adults and children.

The Addiction Treatment Services team has faced a big challenge in 2022-23. The K-6 classroom/Daycare fire impacted this program most of all. Many staff were displaced and had to share space. Storage of everything from cribs to Christmas decorations was affected by fire or water. The ATS team worked diligently to keep programming on track as every day brought a new challenge. The 15 one-year celebrations this year speaks to the effort of residents and staff alike to keep the focus on their program. Miigwetch!

## Referrals & Wait List

A total of 1,583 referrals of adults and dependent children were made to the Addictions Treatment Services program in the 2022-2023 fiscal year. These referrals consisted of 643 men, 439 women, 100 children in their parents' care, and 401 children in the care of Child & Family Services agencies. For referrals who were admitted into the program, the average time spent on the waiting list was 42 days.

### Addiction Treatment Services Referrals

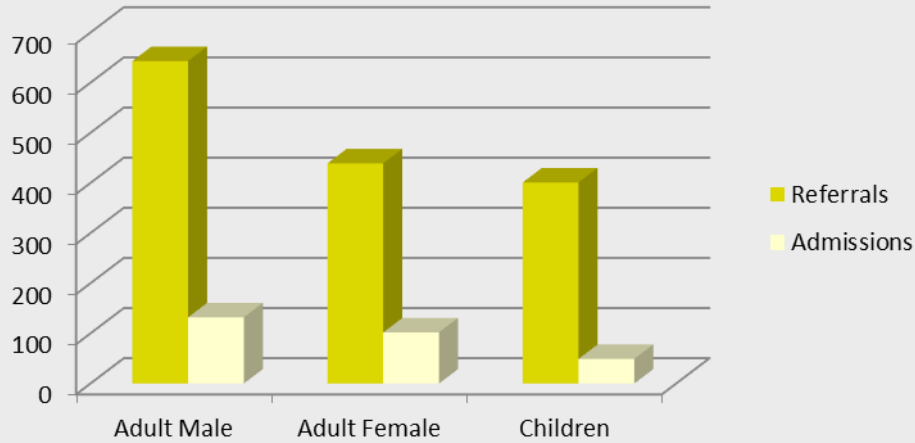


There are numerous reasons that referrals did not enter the program. Applicants

- experienced long waiting periods decided to seek other treatment or had changed their mind about attending treatment when bed space became available.
- were not eligible for the program due to histories of sexual offence, arson, other serious offences, active gang involvement, or the client being deemed a flight risk.
- could not navigate the program due to serious and persistent health/mental health or mobility concerns.
- had a previous history of poor program performance.
- presented as not having addiction issues.

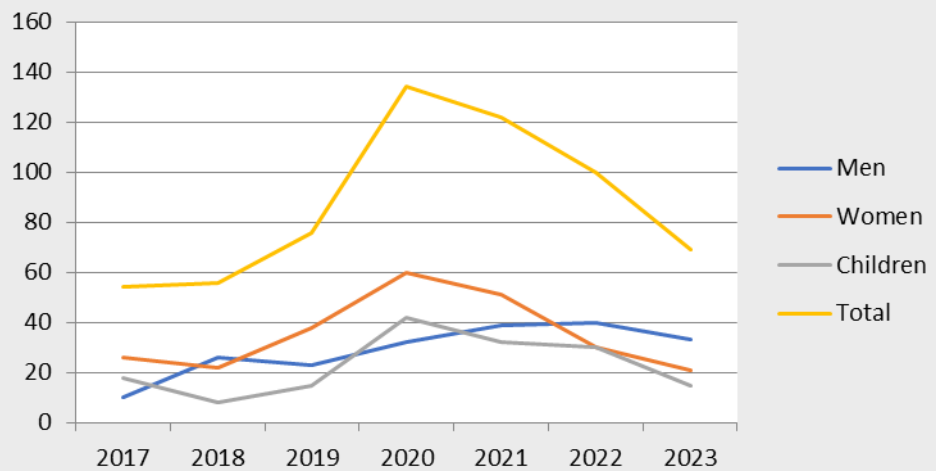


## Referrals vs. Admissions

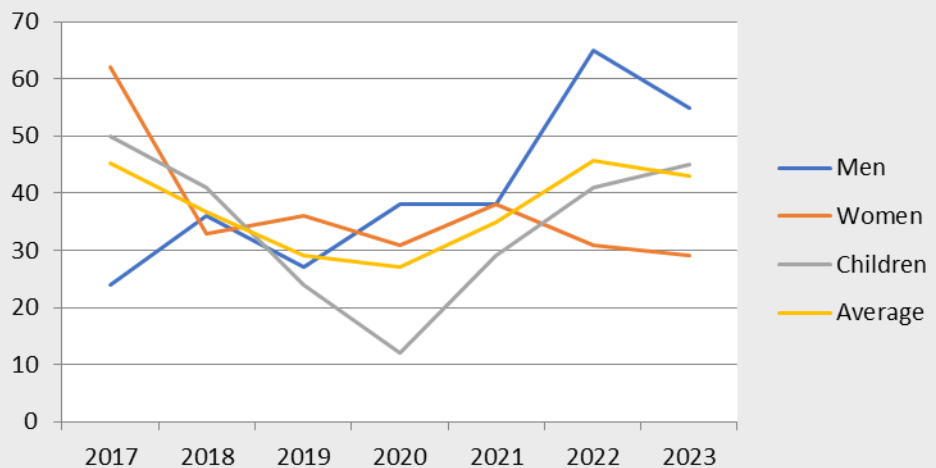


## Waiting List Statistics: a 7-Year Comparison

**Average Number  
of Clients on  
Wait List at  
Month-end**



**Average Number  
of Days Spent on  
Wait List, for  
Clients who  
Entered**

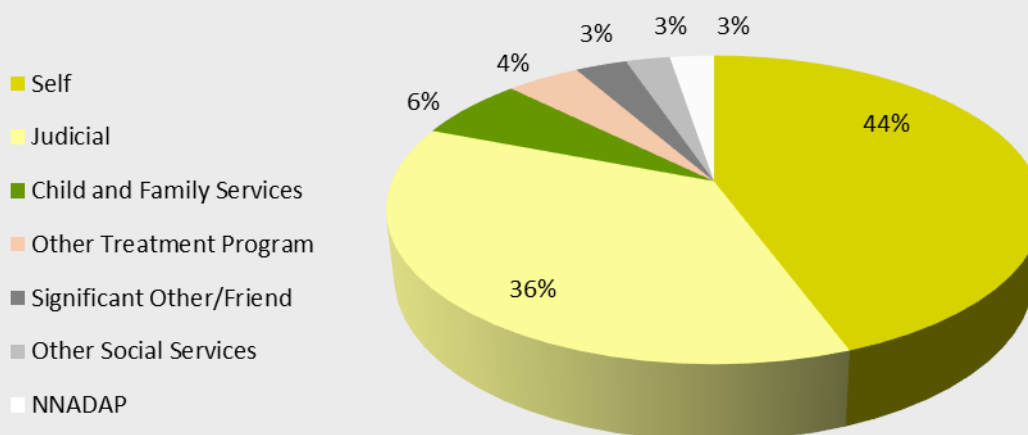


## Client Detail, Addiction Treatment Services

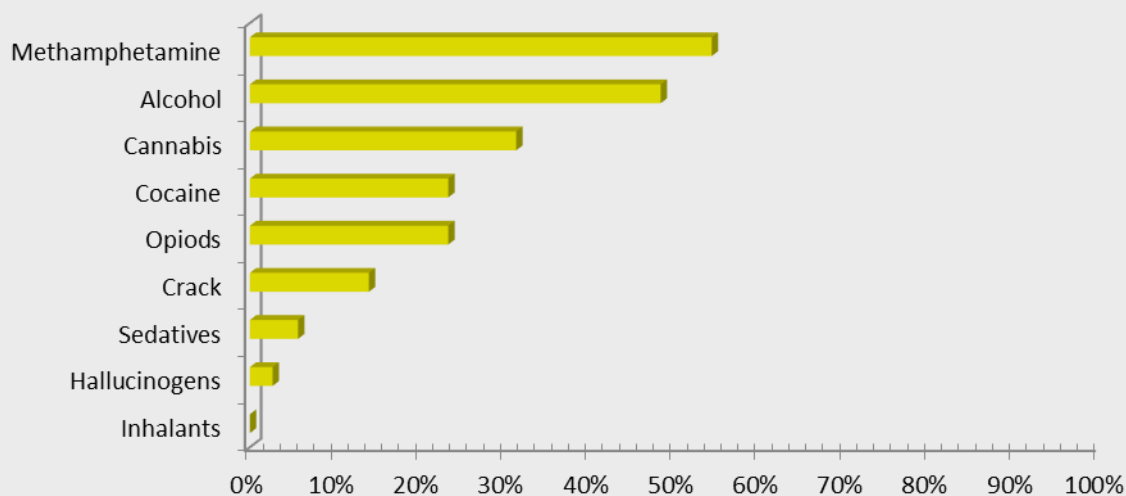
<b>Total Intakes, Addiction Treatment Services</b>		<b>Average Age</b>	<b>33</b>
<b>Adult Males</b>	<b>132</b>	<b>Age Range</b>	<b>19-63</b>
<b>Adult Females</b>	<b>102</b>	<b>Average Length of Stay*</b>	<b>134 days</b>
<b>Total Adults Admitted to Program</b>	<b>234</b>	<b>Completed Primary Treatment (30 days)</b>	<b>130 (56%)</b>
<b>Children of Members</b>	<b>49</b>	<b>Stayed over 90 days</b>	<b>73 (31%)</b>
<b>Total Residents</b>	<b>283</b>		

\* Thirty-one clients who entered during the 2022-2023 fiscal year remain in the program at the time of this report. These figures will increase until all clients exit the program.

### Intake Referral Sources



### Most Frequently Used Substances





## Children of Members (Addiction Treatment Services)

During the 2022-2023 fiscal year, 49 children came to live at BHF Addiction Treatment Services program while their parents participated in treatment. At entry, 23 (47%) children were in agency care. The average length of stay of children was 72 days, the average will increase until all children who entered over the fiscal year exit the program. Fourteen (29%) children had regular visitation with their parents at BHF prior to moving in. Of the 23 children who entered BHF in the care of Child & Family Services, 21 (91%), to date had successful reunifications where the parent regained custody of their child(ren) while in the program.

## Post-Treatment Follow-Up

The Behavioural Health Foundation conducts a continuous 6-month follow-up study of program participants. The information below is based on clients who attended treatment during the fiscal period of April 1, 2021 to March 31, 2022. The fiscal 2022-2023 follow-up year (at the time of this report) is in progress, and the results will be available in the Systems Evaluation Report in early 2024.

Ex-residents are contacted 6 months after completion of primary treatment. They are asked a variety of questions such as whether or not they are using substances and to what extent, their employment status, educational pursuits, and if they have new criminal justice system involvement. Residents who participated in BHF's programs are asked to participate in a Satisfaction Survey. The comprehensive results of the ongoing follow up study are available in the annual Systems Evaluation Report. The following is a brief summary of some results of the 2021-2022 study.

### Substance Use Reduction

Of the 38 clients located and interviewed 6 months after completion of primary treatment, 28 (74%) significantly reduced their use of substances. The average reduction of substance use was 15.3 points on the World Health Organization's ASSIST Scale, equating to the reduction of two substances used on a daily basis.

### Criminal Justice System Involvement

Sixty-one percent of all residents who entered in the 2021-2022 fiscal year had involvement with the criminal justice system. They were on bail, probation or serving a conditional sentence. At the time of follow-up, 89% of located clients reported having no new involvement with the law.

### Employment

Upon entry, 96% of clients were unemployed. Only 4% had full or part time employment, were participating in full time vocational education programming, or were the homemaker of a household. At the time of follow-up, 61% of the clients located had become involved in these successful pursuits, a significant increase.

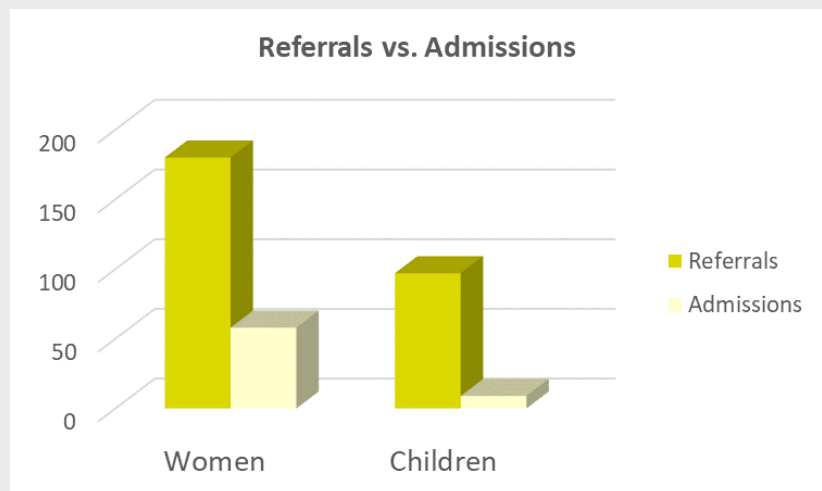
### Education

In this reporting period, 20 residents took advantage of the on-site Adult Education Centre. Four of the 38 (11%) residents who were successfully contacted at 6 months were involved in educational pursuits, either at the St. Norbert Adult Education Centre, other centres, colleges, or universities. Many of these clients were pursuing their education in conjunction with full or part time jobs and/or while homemaking.



Breezy Point moved to providing service for adults identifying as women who may have children up to the age of 4. This has allowed for more flexibility in accepting residents into this environment who need to feel the safety of a female identifying space while dealing with their substance use and lived experiences. The need for gender specific spaces is an identified need in the sheltering and treatment community. BHF offers an important treatment environment by offering a program that is not time limited, where parents can feel safe and focus on treatment and past trauma as well as on their children, whether they enter as a family or reunify while in the program. Breezy Point is a 14-bed facility.

## Referrals & Wait List



Wait List	2020-2021	2021-2022	2022-2023
Average Days on Wait List for Women who Entered	43	39	29
Average Days on Wait List for Children who Entered	20	15	11
Average Number of Women on Wait List at Month end	21	22	19
Average Number of Children on Wait List at Month End	0	4	3

## Client Detail

Average Age of Women	30
Age Range	19-50
Average Length of Stay in Treatment*	63 days
Completed Primary Treatment	32 (55%)
Women who stayed over 90 days	19 (33%)

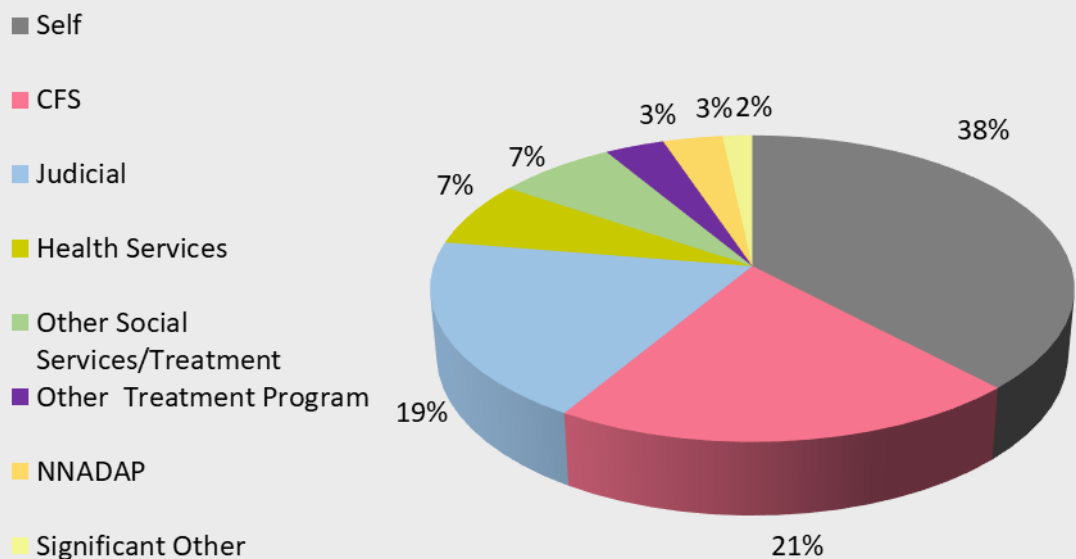
*\*Five clients who entered during the 2022-2023 fiscal year remain in the program at the time of this report. This number will increase until they exit the program.*



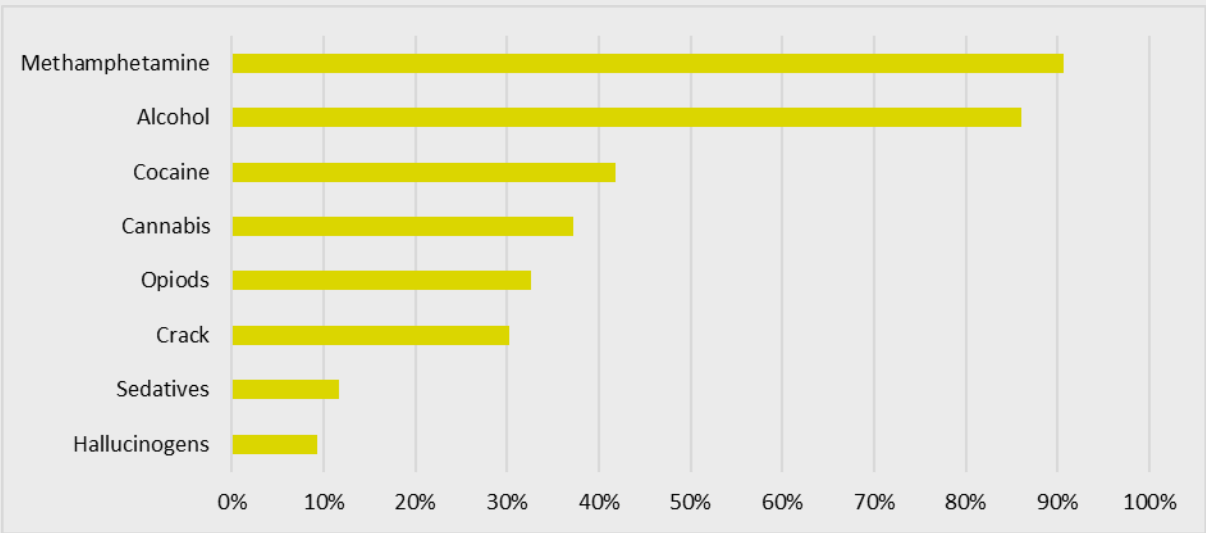
There were 58 intakes at Breezy Point during the 2022-2023 fiscal year. Referral sources included self, judicial, mental health services, other treatment programs including transfers from BHF’s Addiction Treatment Services program, and Child and Family Services. Twenty-nine (50%) of these women were from the City of Winnipeg, 28 (48%) were from elsewhere in Manitoba and one (2%) was from out-of-province. Forty-three women (74%) were Indigenous.

Thirty-seven (64%) of the 58 women were mothers whose children were either in CFS care or the care of extended family. The total number of children among this population was 96, an average of 2.5 children per mother. Five (9%) of the intakes were pregnant women. Fifty-five (95%) of the women who entered Breezy Point were unemployed at entry. At the time of this report, 5 of the women who entered in the last fiscal year remain in the program. The facility also housed 9 children over the fiscal year.

### Breezy Point Referral Sources



### Most Frequently Used Substances



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## Breezy Point Follow-Up

The Behavioural Health Foundation conducts a continuous 6-month follow-up study of program participants. The information below is based on women who attended treatment at Breezy Point during the fiscal period April 1, 2021 to March 31, 2022. The fiscal 2022-2023 follow-up year (at the time of this report) is in progress, and the results will be available in the Systems Evaluation Report in early 2024.

Ex-residents are contacted 6 months after completion of primary treatment. They are asked a variety of questions such as whether or not they are using substances and to what extent, their employment status, educational pursuits, and if they have new criminal justice system involvement. Residents who participated in BHF's programs are also asked to participate in a Satisfaction Survey. The comprehensive results of the ongoing follow up study are available in the annual Systems Evaluation Report. The following is a brief summary of some results of the 2021-2022 study.

### Substance Use Reduction


Of the 14 women located and interviewed 6 months after completion of primary treatment, 11 (79%) significantly reduced their use of substances. The average reduction of substance use was 12.9 points on the World Health Organization's ASSIST Scale.

### Criminal Justice System Involvement

Twenty-two (42%) of all residents who entered in the 2021-2022 fiscal year had involvement with the Criminal Justice System. They were on bail or probation. At the time of follow-up, 11 (79%) of located women had no new involvement with the law.

### Employment & Education

Upon entry to the program, only 4 (8%) of the women had employment or were homemaking full time. Of the 14 women who were located 6 months after completion of primary treatment, 5 (43%) were involved in successful pursuits of working, homemaking, or attending education full time.



***"It was important to me to finish the program. I needed a program where my children could be there. I don't want my kids knowing only the "alcoholic" mom.***

**-Former Resident,  
Breezy Point**





The Behavioural Health Foundation's Indigenous Services and traditional grounds are essential to BHF's programs.

Recently, participants were asked; "How does Traditional make BHF a better program?" and some of the responses included:

- Keeps grounds sacred
- Heals residents & staff
- Helps with grieving & coping skills
- Pass down what we learn to our children
- All teachings & ceremonies
- Gives people insight on the traditional ways
- Learn how to sing & drum
- Teachings on how to build a sweat lodge, how to prepare the sacred fire for sweat lodge ceremonies

Over the fiscal year 2022-2023 residents, staff and children attended Northwinds Lodge to smudge 267 times, residents from both ATS and Breezy Point attended Northwinds to drum 37 times. Nine Full Moon ceremonies were conducted, and 140 residents, staff and community members participated. Seventy-two sweat lodges were conducted and roughly 286 community members, residents, staff and children attended. Forty-five members came out to help pick and clean medicines such as sage, sweet grass and wikis. Everyone who attended these outings also received teachings on what the medicines are used for and proper handling instructions.

Sundance Ceremony was held for the last time in Lac du Bonnet, a total of 14 residents and 6 staff participated. We were grateful to have conducted this ceremony in this community. The upcoming Sundance will be held in a beautiful open field in Teulon, MB. Mike Calder will continue in his role as Sundance Chief. The dates for this Sundance are Wednesday, August 16th to Sunday, August 20th. We welcome all people in society, regardless of ethnicity and beliefs to experience our ceremony by either participating, observing or just coming in and asking questions.



### Therapy, Assessments & Consultations

Of the 292 adult intakes in 2022-2023 (Addictions Treatment Services and Breezy Point combined) 285 were screened for past and present mental health concerns. One hundred and fifty-one (53%) declared a past mental health diagnosis, past mental-health related hospitalization, and/or self-harm or self-harm ideation. Two hundred and one (71%) reported having suffered significant trauma.



Through the year, BHF's Clinical Therapy team provided direct mental health services to over a hundred residents. This included individual, group, family, and couple's therapy. In an effort to address systemic challenges, therapy services were not only provided for residents of BHF, but also for the children and families of residents. The therapy dog program, provided through St. John's Ambulance, has resumed once more, and continues to provide regular access to furry companionship for residents and children of residents.

In addition to therapy and assessments, the Clinical Therapy team at BHF is coordinating meditation programming and auricular acupuncture, as well as providing consultation and training to treatment staff in regards to treatment planning, crisis management, staff training, medication management, and collaboration with other agencies for residents with complex mental health needs.

*Elliot, therapy dog with owner, Heather.*

### Medical

As the community and the world moves forward from the Covid pandemic, the BHF medical team continues to advocate hand hygiene and infection control protocols. In addition, the nurses have shifted their focus to the increasingly complex mental and physical needs of those seeking treatment. The medical team has been working to ensure that residents have the proper supports for mental and physical health needs. Proper care from medical practitioners is increasingly important and necessary in working with those who are dealing with substance use concerns. Monitoring and ongoing adjustment of medication is an important part of the treatment plan, and the BHF nurses ensure that they work collaboratively with practitioners and pharmacies. The nurses provide ongoing support for treatment staff in understanding medications and diagnosis, and assist in creating treatment goals surrounding the residents' mental and physical health.

The ongoing partnership with Access Fort Garry, including the onsite weekly clinic, not only supports the goal of improved health for residents in the program, but also supports rebuilding relationships with the health care system. BHF nurses submit referrals to AFG for those residents who are not yet connected with a primary care provider in the greater community. This allows for continuity of care beyond the residents' stay at BHF. Nurses work with Public Health on communicable disease prevention and management, healthy parenting and early childhood development, healthy sexuality and harm reduction, immunizations, mental health promotion, nutrition promotion, tobacco reduction, and other public health issues as they arise. With the help of public health and the local Co-op Pharmacy, the nurses have organized yearly flu vaccine clinics for the residents. Having trusted knowledgeable professionals on site at BHF provides the opportunity for residents to address ongoing health issues, have support for acute and chronic health concerns, which may have gone untreated otherwise.



*Support Services are an array of departments which support the daily functioning of the treatment program or enhance the experience and learning of program participants. Support Services include Education, Child Care, Employment Development, Maintenance, and Food Services.*

## St. Norbert Adult Education Centre

BHF and the Manitoba Institute of Trades and Technologies (MITTT) are partners in the operation of the St. Norbert Adult Education Centre, on-site at BHF. The student body is a mix of BHF residents and adults from surrounding communities. Adults 19 years of age and older may work toward a Mature Student High School Diploma or upgrade credits in preparation for post-secondary education. SNAEC is sensitive to the diverse needs of adult learners and provides a welcoming and intellectually stimulating environment. In June 2023, 18 adults graduated from SNAEC.

## BHF K—6 School

BHF's kindergarten to grade six program is funded through Manitoba Education and Early Childhood Learning as an independent school with one certified Teacher/ Principal and two Education Assistants. The program focusses on students' individual needs and strengths, integrating children's school experience into wholistic planning for families. Unique features of this program include access to on-site Indigenous teachings, a collaborative relationship with BHF Daycare, and a respectful connection between classroom staff and parents. In the course of the 2022- 2023 school year, a total of 19 children were enrolled in the K – 6 classroom, with lengths of stay varying from 1 week to the full school year.

## BHF Daycare

On-site licensed childcare is a unique support for families in treatment. Early Childhood Educators and Child Care Assistants work with parents and the therapeutic community as a whole to provide a safe and developmentally appropriate environment and to foster a positive sense of family and cultural identity. All parents volunteer in the daycare for at least a one week period, providing opportunities for staff and parents to learn from one another. BHF Daycare is licensed for 4 infants, 8 preschoolers and 12 school aged children. In the period April 1, 2022 – March 31, 2023 78 children were enrolled in the daycare, with lengths of stay ranging from less than one week to 12 months (and still enrolled into the next fiscal year). BHF gratefully acknowledges Manitoba Department of Education and Early Childhood Learning whose support and individualized funding arrangement makes the provision of on-site quality child care possible.



## Employment Development

Employability is an important part of wholistic addiction treatment. The majority of adults in treatment at BHF are unemployed at entry and face numerous challenges in preparing to gain employment. Barriers include interrupted or incomplete education/training, poor or non-existent employment histories, repeated experiences of discrimination and diminished self-confidence. Further barriers include lack of ID, dependence on payday lenders, and an inability to pay for work related needs such as bus pass, tools, or safety equipment.

BHF is fortunate to network with other agencies in addressing these barriers. BHF's Employment Development Counsellor assists program members in applying for birth certificates through SEED Winnipeg's Access to ID fund and in setting up bank accounts through the Assiniboine Credit Union's Financial Access Program. As a Canada Revenue Agency Community Volunteer Income Tax (CVITP) site, BHF is able to assist members in filing tax returns which in turn allows them to apply for federal benefits. In 2022, with the support of the Assiniboine Credit Union, BHF was able to work with local consultants to assess the feasibility of expanding the Employment Development program to add social enterprise activities that will both support resident employment and employability skills and provide potential revenue to the programs of BHF. While this is only a first step, the outcomes were positive in terms of future project development.

BHF's Employment Development Counsellor assists members to enter or re-enter the paid work force at whatever point makes sense in their individual treatment plan. In the fiscal year 2022 – 2023, 108 adults enrolled in this programming. Fifty-one of those members secured employment prior to exiting treatment, while a further twenty-four became "employment ready", having identified employment goals and transferable skills, prepared their resumes, discussed job search strategies and learned about workplace rights and responsibilities. During the 2022 – 2023 fiscal year, BHF's employment development project was funded by Manitoba Economic Development and Jobs.

***"I found working in the kitchen gave me a sense of accomplishment and a sense of purpose, I liked making the snacks for the daycare kids."***

***-Former Resident,  
Addiction Treatment Services***



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## Food Services

The BHF kitchen is a vital part of the organization. Kitchen staff ensure meals are nutritious, well-prepared and on time. They supervise Addiction Treatment Services members on the kitchen crew, teaching safe food handling practices, operation and care of kitchen equipment, food preparation and food service. In the course of a year, the staff and crew produce thousands of meals, snacks, and refreshments for special events. BHF's Chef offers monthly Food Handler Safety seminars; in this fiscal year, 26 people earned their provincially recognized Certificates, which provides them with certification to work in any food service program in the Province of Manitoba. Program graduates often comment that experience in the BHF kitchen provided valuable experience and skills. It provides solid training for future employment.

## Maintenance

BHF's numerous buildings and attractive settings help to make possible the breadth of activities and services that make the residential programs truly wholistic. The Director of Maintenance and his helpers are tasked with keeping the grounds, buildings, vehicles and machinery in good repair, ensuring a safe and comfortable environment for staff, residents and visitors. They meet that challenge admirably. Following a fire on site in 2022, the Maintenance Director and team had many additional responsibilities ensuring the safety of staff and residents as staff shifted to alternate work spaces and programs had to adjust to continue providing service safely during restoration. They were able to get the day care and classroom up and running in a different location in a matter of weeks.

We were able to renovate the 2 main bathrooms on the 2<sup>nd</sup> and 3<sup>rd</sup> floor of ATS, do a major roof repair on the main building under the fire escape and update kitchen equipment to comply with current safety requirements. The exterior of the adult education building was repaired and painted ready for the fall classes. Work on the food service elevator kept it running for several months, and with successful funding applications the elevator will be replaced soon to ensure the safe transport of food from the kitchen downstairs to the main floor dining room.

The Maintenance and Kitchen Team had a very busy year as a result of the fire and we are grateful to them for adapting to the situation to keep everyone well nourished and the buildings running safely.





**BEHAVIOURAL HEALTH FOUNDATION INC.**  
**SUMMARY STATEMENT OF FINANCIAL POSITION**  
**MARCH 31, 2023**

The following is a summary of the financial position of the Foundation as at March 31, 2023. Audited financial statements are available upon request.

	<b>2023</b>	<b>2022</b>
<b>ASSETS</b>		
Current assets:		
Cash	\$ 728,989	\$ 179,304
Accounts receivable	493,050	265,576
Prepaid expenses and other assets	<u>110,091</u>	<u>87,088</u>
	1,332,130	531,698
Capital assets	1,245,031	1,256,782
Restricted cash – replacement reserve funds	27,847	27,847
Marketable securities – general operations	365,681	1,211,696
Marketable securities – stabilization reserve fund	<u>1,523,518</u>	<u>1,479,106</u>
	<u><b>\$ 4,494,207</b></u>	<u><b>\$ 4,507,129</b></u>
<b>LIABILITIES</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 221,072	\$ 203,104
Current portion of long-term debt	<u>37,000</u>	<u>33,000</u>
	258,072	236,104
Long-term debt	41,649	80,803
Deferred contributions	10,000	10,000
Deferred capital contributions	<u>20,436</u>	<u>8,337</u>
	330,157	335,244
<b>NET ASSETS</b>		
Invested in capital assets	1,145,946	1,134,642
Internally restricted – stabilization reserve	1,523,518	1,479,106
Internally restricted – repairs and maintenance reserve	40,000	40,000
Externally restricted	27,847	27,847
Unrestricted	<u>1,426,739</u>	<u>1,490,290</u>
	<u>4,164,050</u>	<u>4,171,885</u>
	<u><b>\$ 4,494,207</b></u>	<u><b>\$ 4,507,129</b></u>

unaudited summary statement – audited financial statements are available upon request

**BEHAVIOURAL HEALTH FOUNDATION INC.**  
**SUMMARY STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED MARCH 31, 2023**

The following is a summary of the Foundation's operations for the year ended March 31, 2023. Audited financial statements are available upon request.

	<b>2023</b>	<b>2022</b>
Revenues		
Fees for services	\$ 758,954	\$ 650,052
Grants	3,645,802	3,612,627
Donations	13,413	13,487
Investment income	44,412	6,990
Other	434,044	400,317
Canada Emergency Wage Subsidies	-	213,658
Gain on disposal of assets held for sale	-	9,570
Gain on disposal of capital assets	17,213	-
Fire insurance proceeds	<u>30,000</u>	<u>-</u>
Total revenues	4,943,838	4,906,701
Expenses		
Salaries and benefits	2,528,609	2,677,009
Shelter	608,285	526,334
Care	1,612,896	1,456,145
Administration	<u>201,883</u>	<u>256,228</u>
Total expenses	<u>4,951,673</u>	<u>4,915,716</u>
(Deficiency) excess of revenue over expenses for the year	<u>\$ (7,835)</u>	<u>\$ (9,015)</u>

unaudited summary statement – audited financial statements are available upon request



**BEHAVIOURAL  
HEALTH  
FOUNDATION**

## Operating Authorities & Accreditation

- The Behavioural Health Foundation Inc. (BHF) is located on Treaty One land and the homeland of the Métis Nation, at 35 avenue de la Digue in St. Norbert, Manitoba.
- BHF is a federally registered charitable organization (Revenue Canada Charitable Organization Registration Number 12933 3027 RR0001).
- BHF is registered provincially under Section X of the Companies Act of the Province of Manitoba.
- BHF Day Care is licensed by Manitoba Education and Early Learning under the Community Child Care Standards Act.
- BHF's Addiction Treatment Services and Breezy Point program are CARF accredited under the category of Behavioural Health, Integrated Alcohol and other Drugs/Mental Health. Included in this program accreditation are the following Core Program Designations: Community Housing, Residential Treatment, and Therapeutic Communities. BHF's programs have been accredited since 1993.
- In 2021 BHF was again awarded three-year CARF Accreditation, the highest achievable accreditation period.

### What is CARF?



CARF is a private, not-for-profit organization that promotes quality rehabilitation services. It does this by establishing standards of quality for organizations to use as guidelines in developing and offering their programs or services to consumers. CARF uses the standards to determine how well an organization is serving its consumers and how it can improve. The CARF standards are developed with input from consumers, rehabilitation professionals, state and national

organizations, and funders. Every year the standards are reviewed and new ones are developed to keep pace with changing conditions and current consumer needs.

### What Does It Mean to be Accredited?

After an organization applies for accreditation of its services or programs, CARF sends professionals in the field to conduct an on-site survey to determine the degree to which the organization meets the standards. CARF surveyors also consult with staff members and offer suggestions for improving the quality of services. CARF-accredited programs and services have demonstrated that they substantially meet internationally recognized standards. CARF accreditation means that you can be confident that an organization has made a commitment to continually enhance the quality of its services and programs, and its focus is on consumer satisfaction.

### The Benefits of Accreditation to You, the Consumer of Services

Choosing CARF-accredited programs and services gives you the assurance that:

- The programs or services actively involve consumers in selecting, planning and using services.
- The organization's programs and services have met consumer-focused, state-of-the-art international standards of performance.
- These standards were developed with the involvement and input of consumers.
- The organization is focused on assisting each consumer in achieving his or her chosen goals and outcomes.



**BHF is an inclusive and  
welcoming environment.**





**"I'm working full time, I'm sober. I learned a lot about myself at BHF, two of the staff in particular were very helpful to me. I learned I can't control what people do, just how I react."**

**"I think about things first before I do them. I've made mistakes but I've recovered quickly from them and learned from them. I still think of the 3 things I'm grateful for at bed-time."**

**"My family was homeless when we arrived at BHF. I learned patience. I'm independent with my kids and we are doing much better. Our substance use was very hard on them. They aren't embarrassed by their parents anymore in the community. Their teachers say their behaviour is better. At home, they help so much with their younger siblings."**

**"I'm sober now and I have my kid back. I'm not living in a cracked-out place. I'm confident that I can keep this up."**

**"Lots of good changes. I don't get high anymore. The program really helped my behaviour."**

**"It helped a lot. I'm working, keeping busy. The sessions really helped. My keyworker was helpful too."**

**"I got used to getting up and having a normal schedule. I learned a lot from staff, they were helpful."**

**Behavioural Health Foundation Inc.  
Addictions and Co-occurring Mental Health Treatment**