



# Table of Contents

MEMORANDUM.....	3
AGENDA.....	4
FROM THE CHAIRPERSON.....	5-11
ANNUAL GENERAL MEETING MINUTES 2022/2023.....	12-16
VISION, MISSION AND VALUES.....	17
LOGIC MODEL .....	18
AUDITED FINANCIAL STATEMENTS FY 2023/2024.....	19-35
MANAGEMENT & OPERATIONS .....	36-46



# MFRC ANNUAL GENERAL MEETING

## Memorandum

### MEMORANDUM

5850-4 (MFRC Chairperson)

12 Aug 2024

NOTICE OF THE ANNUAL GENERAL MEETING (AGM) OF THE MOOSE JAW MFRC INC.

Ref.: Bylaw III. 4. (a) of MFRC of Moose Jaw Inc. May 94

This is to advise you that the Annual General Meeting of the Moose Jaw MFRC Inc. will be held at 5:30 pm, Thursday, September 12th, 2024. Enclosed you will find the agenda and various other documents for your review.

T. Barclay

MFRC Chairperson

Enclosures

Dist List

Action

MFRC Board of Directors

MFRC Executive Director

Info

WComd

WCWO

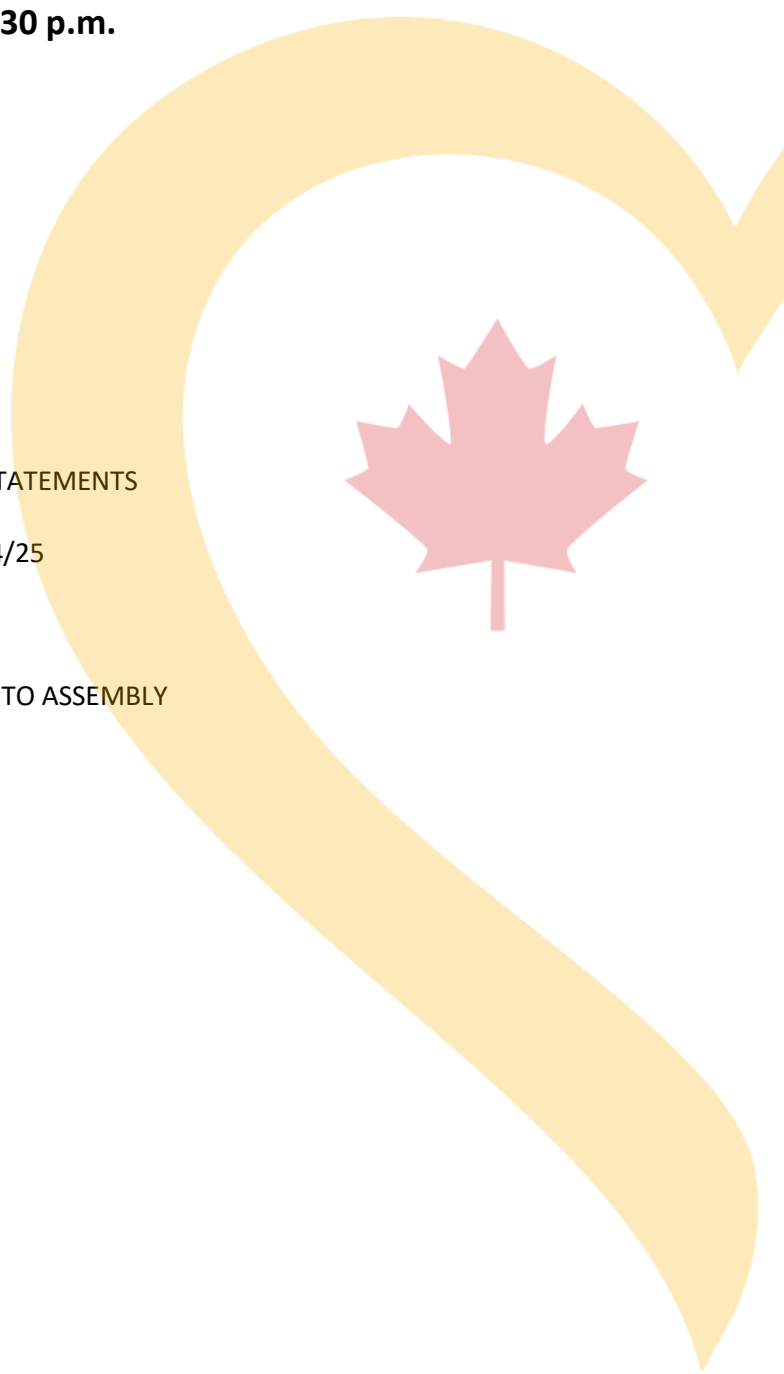


# MFRC ANNUAL GENERAL MEETING

## Agenda

**Date: Thursday, 12 September 2024 at 5:30 p.m.**

1. CALL TO ORDER
2. ADOPTION OF AGENDA
3. GREETINGS FROM WCOMD AND WCWO
4. ADOPTION OF 2023 AGM MINUTES
5. REPORTS
6. ADOPTION OF 2023/24 AUDITED FINANCIAL STATEMENTS
7. APPOINTMENT OF AUDITOR FISCAL YEAR 2024/25
8. DISCUSSION/RECOGNITIONS
9. ELECTION AND PRESENTATION OF DIRECTORS TO ASSEMBLY
10. AGM MEETING ADJOURNMENT





# FROM THE CHAIRPERSON

## Tammy Barclay



This has been a year of introspection with a look to the future as part of the board's succession planning process. Further, as part of the modernization discussion, the board reviewed, discussed and consulted with national and local stakeholders to best determine the future governance model for the Moose Jaw MFRC Inc. After a year of engagement, research and collaborative consultation, the board voted to transition from a Not-for-Profit Organization (NPO) to Non-Public Funds (NPF) entity. The new governance entity under NPF will allow for resource consolidation at both the HR and operational levels in Moose Jaw and Portage, while providing greater synergies with both our key MFS and Wing funders and stakeholders. Further, as the Future Aircrew Training (FAcT) program evolves at 15 Wing and Portage, the MFRC proposal will better align the organization with local stakeholders to create efficiencies and funding opportunities to better transform and parallel the training program in such a way

that site-specific military familial needs will be better supported in an adaptive and fluid manner. MFS has ensured the board that additional resources will be made available to support the transition, as well as ongoing operational costs associated with any amendments to the governance structure, thus resulting in a seamless customer experience WRT program and service access and continued staffing of such. Ultimately, the community will have their voice best determine what the military community prefers with a formal vote on the proposal using an online platform to ensure maximum inclusion and feedback from the Portage and Moose Jaw military communities. Regardless of the outcome, senior leadership and MFRC management remain committed to maintain the same high level of professionalism, standard of care, as well as the unparalleled mandated and site-specific programs and services currently available to the 15 Wing, Portage and southern Saskatchewan military communities, irrespective of the overarching governance decision. Please take the time to review the proposed governance transition synopsis at the conclusion of this report, which includes a NPO vs NPF comparison document, timelines, and additional information to better assist every 15 Wing and Portage member and their partners to best understand the proposed transition. All members and their partners should feel free to express any concerns or ask questions WRT the motion. As well, please vote your conscience, as this item may have members in support of the current org structure (NPO), while others may support the conversion to an NPF entity. The crux of the discussion should be whether the military community is better served under the NPO vs NPF structures.

As part of the continued modernization and governance agenda, we have been able to re-engage in person with MFS (Military Family Services) to continue the critical work of ensuring that MFRCs across the country provide relevant, quality support to our families.



# FROM THE CHAIRPERSON

## Tammy Barclay

Important conversations on key issues such as childcare and continuity of medical care during relocations are ongoing, as we seek to find sustainable solutions and partnerships together to meet these military community needs. To that end, our Executive Director has been working together with Child Care Primary Office (CCPO), a part of MFS, to look at creative and 'out of the box' solutions for the diverse childcare requirements of military families, while a more permanent national solution continues to build momentum for the future. Lastly, as part of the further engagement of community partners to enable better academic transitions for military families, we are also working towards agreements within schools to partner and support neurodivergent military children/youth. This includes advocacy for appropriate assessments (as needed), neurodivergent affirming therapeutic care, and case management in partnership with schools. I look forward to our continued involvement in this forum as we work collaboratively in this endeavor.

On a tactical and operational level, it has been a busy and successful year with numerous programs, services and events executed by an extremely dedicated staff. I encourage you all to take the time to review the 'Management Note' at the conclusion of this consolidated report to view all the services available as part of the revised Military Family Services (MFS) mental health focused mandate and IAW the national logic model. We have been very fortunate to have added some fabulous new staff to compliment the faithful team that has sustained us through the pandemic, recovery, and beyond. It is wonderful to be running at full operational capacity once again. Our well-rounded team have an excellent range of skills and experience allowing us to meet the ongoing needs of the diverse Moose Jaw and Portage communities being served by the Moose Jaw MFRC and 3 CFFTS Portage & Southport Military Family Service Centre (MFSC).

We have also been able to re-imagine and bring to full functionality some of our space to create a beautiful new Wellness Centre - The Hive. This space has been well utilized as a safe place for peer support programs, parenting initiatives, home to workshops and events, as well as counselling services when needed. We are grateful for the support of the Regina Legion, Moose Jaw Legion and Moose Jaw Friends of the Forces Fellowship for their generous support in making the Hive a reality for the military community. Currently, we now have 3 mental health professionals to assist members and families with specific familial needs ranging from child and youth supports, counselling, adult health and wellness programs, transitional supports for members and their families from CAF to Veteran status, neurodiverse-support programs specific to both children, youth and adults, as well as various other activities.

None of this work can be accomplished without the partnership and support of so many. I'd like to thank our Wing Commander, Col Dan Coutts, Wing Chief Warrant Officer, CWO Rachel Fox, and all the Moose Jaw and Portage senior staff for their support and leadership, as well as Military Family Services (MFS) for their continued funding and



# FROM THE CHAIRPERSON

## Tammy Barclay

guidance, along with our many partners here at 15 Wing which include DND, PSP, CAE, PSC and various community organizations. I would also like to acknowledge the tireless support of our dedicated team of volunteers, staff and our Executive Director, Regan Gorski, who demonstrate daily their commitment to our community. And finally, I wish to recognize the passion and service of my fellow Board members as they seek to ensure that our community has what it needs to thrive. My profound thanks to you all.

*Tammy Barclay*

### **MFRC Third Party Not-For-Profit (NPO) vs CFMWS Staff of Non-Public Funds (NPF)**

A comparison of governance models as delivery agents of Military and Veteran Family Service Program (MVFSP)

<b>MILITARY FAMILY RESOURCE CENTRES</b>	<b>MFS NPF CENTRES</b>
<b>GOVERNANCE</b> <ul style="list-style-type: none"> <li>Internal: Executive Director responsible to Board Chair as part of Executive BoD</li> <li>External: Executive Director collaborates with CoC, Board Chair meets quarterly with CoC as part of MOU, BoD responsible to MFS for financial and programmatic remits</li> </ul>	<b>GOVERNANCE</b> <ul style="list-style-type: none"> <li>Internal: Senior Manager responsible to Associate Director, MFS Operations as part of MFS division, part of CFMWS</li> <li>External: Senior Manager collaborates with CoC, meets minimum quarterly as part of SLA, local offering determined through collaboration with MFAC</li> </ul>
<b>AGREEMENTS</b> <ul style="list-style-type: none"> <li>Documented Agreements: National MOU between MFRC and DND, local SA between MFRC and local CoC</li> <li>Local Public Support as per APS 110</li> <li>FLO PA</li> <li>Service Provision Agreement with PSP</li> </ul>	<b>AGREEMENTS</b> <ul style="list-style-type: none"> <li>Documented Agreements: SLA between local MFS Centre and CoC</li> <li>Local Public Support as per APS 110</li> <li>FLO PA</li> <li>Service Provision Agreement with PSP</li> </ul>
<b>LEGAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>MFRC as an organization is the employer of record, BoD assume fiduciary responsibility as those charged with governance</li> <li>Volunteer BoD responsible to contract/seek legal advice</li> <li>Insurance for the organization, as well as Director's liability insurance, brokered nationally but purchased and administered locally/independent to MFRC</li> </ul>	<b>LEGAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>CFMWS as employer legally responsible</li> <li>CFMWS (CIP) and/or Crown responsible to provide insurance for SNPF</li> <li>Employee bound by SNPF HR Policy</li> </ul>



# FROM THE CHAIRPERSON

## Tammy Barclay

<b>SUPPORT SERVICES</b> <ul style="list-style-type: none"> <li>Human resources, finance and communications are responsibility of BoD and ED to fund and administer/coordinate</li> <li>Some nationally coordinated supports are available for consultation, coordinated by MFS on behalf of MFRCs</li> </ul>	<b>SUPPORT SERVICES</b> <ul style="list-style-type: none"> <li>Human resources, finance and national communications are support divisions of CFMWS, provided nationally to all NPF entities</li> <li>Local comms is currently supported by a small team of engagement specialists, provides consistent messaging/branding across NPF locations</li> </ul>
<b>FUNDING</b> <ul style="list-style-type: none"> <li>Funding application process as per MVFSP guidelines</li> <li>Receives local funding from CoC for location specific programming needs</li> <li>As a charitable organization, can receive donations, fundraise and apply for municipal and provincial grants and other local funding opportunities as per condition set out in the TB Minute.</li> </ul>	<b>FUNDING</b> <ul style="list-style-type: none"> <li>Funding application process as per MVFSP guidelines</li> <li>Receives local funding from CoC for location specific programming needs</li> <li>As a federally funded organization, cannot apply for municipal or provincial grants</li> <li>Can apply to and/or partner with SOT to offset this disadvantage</li> <li>SOT is a qualified donee and can accept donations directly and provide tax receipts</li> </ul>
<b>FAMILY INFORMED PROGRAM</b> <ul style="list-style-type: none"> <li>BoD must be composed of 51% military family members in order to ensure program 'by families, for families'</li> <li>AGM open to the public allows families to review annual plan and elect new Board of Directors, vote on Bylaws</li> <li>BoD has full access to financial records</li> </ul>	<b>FAMILY INFORMED PROGRAM</b> <ul style="list-style-type: none"> <li>MFAC made up of minimum 51% military family membership in order to inform, review and promote programs and services</li> <li>No legal or financial responsibility</li> <li>Protected as a volunteer of CFMWS (formally vetted and documented)</li> <li>Annual report with option to provide annual family forum to share program plan with families in lieu of AGM</li> </ul>
<b>STAFFING</b> <ul style="list-style-type: none"> <li>Hiring process as per MFRC policies and procedures</li> <li>MFS provided standardized job descriptions and salary scales but as the "employer of record" BoD has the delegated authority</li> <li>Locally established pension (option) and benefits (nationally negotiated program to buy into, coordinated by MFS)</li> </ul>	<b>STAFFING</b> <ul style="list-style-type: none"> <li>Hiring process as per CFMWS national policies (SNPF HRPOL)</li> <li>Job descriptions and salaries established via CFMWS national process and grid</li> <li>Staff participate in national CFMWS pension and benefits package</li> <li>Employer costs approximately 26%</li> <li>In-range increase up to 3% per year until red lined, plus potential annual COLA</li> </ul>





# FROM THE CHAIRPERSON

## Tammy Barclay

<p><b>PARTNERSHIPS</b></p> <ul style="list-style-type: none"> <li>• PSP, CANEX, SISIP all external partnerships to be built independently</li> <li>• Local community partnerships built independently</li> </ul>	<p><b>PARTNERSHIPS</b></p> <ul style="list-style-type: none"> <li>• PSP, CANEX, SISIP all internal partners with shared CoC at national level, local senior managers at same level, multiple access points into CoC</li> <li>• Local community partnerships may also have internal national partnerships to build on (Legion, commissionaires, any company via CFappreciation program)</li> </ul>
<p><b>POLICIES</b></p> <ul style="list-style-type: none"> <li>• Some templates provided by MFS for ease, but BoD/ED responsible for local policy development (contracting, risk management, travel, finance, HR, sponsorship &amp; donation)</li> <li>• MVFSP programs, website content and promotional material must comply with the Official Languages Act, as per the TB minute.</li> </ul>	<p><b>POLICIES</b></p> <ul style="list-style-type: none"> <li>• National policies apply to all CFMWS entities with regard to contracting, travel, finance, HR, sponsorship &amp; donation, health &amp; safety, etc</li> <li>• Risk management and other policies responsibility of division head</li> <li>• Each entity is required to follow organizational policies</li> <li>• Local entities may establish local process policies (build procedures, safety drills, etc)</li> <li>• MVFSP program, service delivery, website content and promotional material must comply with the Official Languages Act, as per the TB minute.</li> </ul>
<p><b>DATA MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>• Funding to be tied to data management and research processes as per the MVFSP logic model</li> <li>• Uses Penelope to collect program data</li> <li>• Falls under Canada's Privacy Act. Must establish any further local privacy policies</li> <li>• Any military family research or promotion of research must go through SSRRB for approval</li> </ul>	<p><b>DATA MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>• Funding to be tied to data management and research processes as per the MVFSP logic model</li> <li>• Uses Penelope to collect program data</li> <li>• Responsible to CFMWS data strategy policies, MFS procedures and privacy act guidelines</li> <li>• All social science research is coordinated through research section, must be approved by SSRRB</li> </ul>



# FROM THE CHAIRPERSON

## Tammy Barclay

### MFS Funding Commitment to the Moose Jaw MFRC Board and Community

25 July 2024

Chair of the Board of Directors  
Moose Jaw Military Family Resource Centre  
P.O. Box 5000  
Moose Jaw SK, S6H 7Z8

Dear Tammy Barclay,

Reference: MFS Meeting with Moose Jaw MFRC Board of Directors – 17 July 2024

Further to our meeting at reference, this letter confirms that should the Moose Jaw MFRC take steps to transition to the Non-Public Property Governance Model, MFS will provide additional public funds if required to offset any additional expenses related to salary and benefits for the new organizational structure. Any questions regarding this matter may be directed to the undersigned.

Original signed by:

Laurie Ogilvie

Senior Vice President Military Family Services  
Canadian Forces Morale and Welfare Services

cc.

Executive Director, Moose Jaw Military Family Resource Centre  
Wing Commander, 15 Wing Moose Jaw



# FROM THE CHAIRPERSON

## Tammy Barclay

### Proposed Timeline of a NPO to NPF Transition

Sequence of Events	Item	Status
Step One	Provide education on both models with ongoing discussion and questions with all stakeholders to ensure optimum outcomes for military families.	Completed: MFS Site Visit – Mar 2023  Board raises a briefing note (BN) and subsequent discussions take place at BoD meetings throughout 2023
Step Two	BOD votes to dissolve the MFRC and support the transition of the MFRC from a provincially incorporated, not-for-profit charitable organization to a Non-Public Funds (NPF) model.	25 Jan 2024
Step Three	Meeting minutes with NPF conversion are approved by the Board and supported in principle by the local CoC.	25 Apr 24
Step Four	Approved and signed minutes with request from the Moose Jaw BOD to change the governance of the Moose Jaw MFRC from a provincially incorporated, not-for-profit corporation to a NPF model. Request is submitted to MFS to raise a BN for the CEO CFMWS to approve.	May-June 2024
Step Five	Community informed/votes to dissolve the MFRC	AGM – August 2024
Step Six	Send letter to Community on the change	Q3
Step Seven	Board engages Legal Counsel to guide the MFRC through the steps of dissolution.	Q3-Q4
Step Eight	CFMWS/MFS hires MFRC Dir (NPF) who drafts local HR structure and financial frameworks for execution. Competitions held for positions with subsequent hires.	Q3-Q4
Step Nine	Dissolution of the Moose Jaw MFRC Inc. as a Not-for-Profit Organization (NPO) with severances for all current MFRC staff coupled with a concurrent and seamless stand up a NPF – MFRC entity.	FYE (TBC)



# MOOSE JAW MFRC

## 2022/23 AGM Minutes

### MOOSE JAW MILITARY FAMILY RESOURCE CENTRE ANNUAL GENERAL MEETING (AGM) MINUTES 16 Aug 2023

5848-4 (15 Wing)  
Moose Jaw, SK  
S6H 7Z8

16 Aug 2023

Dist. List

#### ATTENDANCE:

Tammy Barclay  
Holly Jorstad  
Kyla Peneycad  
Bert Olson  
Melanie Ellis  
Dave Lyons  
Linda Tolmlinson-Seebach  
Kate Niles

Chairperson  
Vice-Chairperson  
Secretary  
MFS WG Liaison  
Member at Large  
Member at Large  
Member at Large  
3CFFTS Portage Rep

Members: 126

#### NOT IN ATTENDANCE:

Nicole Reid  
Joanne Ubell  
Brenna Kahvedjian

Member at Large  
Finance Chair  
Member at Large



# MOOSE JAW MFRC

## 2022/23 AGM Minutes (cont.)

16 Aug 2023

Please note that this event will be recorded. You will be participating in an event where photography, video and audio recording may occur. By participating in the MFRC AGM event, you consent to video recording, audio recording and/or photography and its release, publication, exhibition, or reproduction to be used for news, web casts, promotional purposes, telecasts, advertising, or inclusion on web sites.

*Welcome to all the special guests and most importantly our volunteers and community members, as we celebrate not only another successful year at this AGM, but also the 32nd anniversary of the Moose Jaw MFRC's incorporation.*

*The MFRC has been transitioning to meet the Military Family Service's strategic mandate and modernization agenda, which includes the implementation of the Penelope client management system and new financial reporting framework. Further, the new MFS strategic mandate re-prioritizes services with a focus on the unique stressors of the military lifestyle as addressed through the mapping of community resources, targeted navigation to said resources, as well as other expansions of on-site mental health and intervention services. Subsequently, funding to MFRCs has been linked to support military family transitions, deployments, and mental health services. Trust that the MFRC board, staff and senior chain of command are working diligently to ensure the MFRC meets the new modernization agenda, while maintaining other site-specific programs that are valued, cost effective and meet the needs of the local military community.*

I would now like to formally call this meeting to order with an acknowledgment that the Moose Jaw MFRC is located on Treaty 4 Territory, the original lands of the Cree, Ojibwe, Saulteaux, Dakota, Nakota, Lakota, and on the homeland of the Métis Nation.

1. **CALL TO ORDER:** This AGM meeting is called to order at 6:15PM.
2. **ADOPTION OF AGENDA:** Has everyone had a chance to review the agenda in the AGM report? We require a motion to approve the AGM agenda. A motion is made by Holly Jorstad seconded by Bert Olson. All in favour. All opposed. MOTION CARRIED.
3. **GREETINGS FROM WCOMD/DESIGNATE:**  
Col Coutts and Wing Chief Warrant Officer Fox came forward to say a few words of welcome.
4. **REVIEW AND APPROVAL OF THE FY 2021-22 AGM MINUTES:** Has everyone had a chance to review the previous AGM minutes in the AGM report? We require a motion to approve the FY 2021-22 AGM minutes. A motion is made by Bert Olson and seconded by Dave Lyons.  
Discussion. All in favour. All opposed. MOTION CARRIED.





# MOOSE JAW MFRC

## 2022/23 AGM Minutes (cont.)

### 5. REPORTS:

The 2022-2023 AGM Highlights brochure includes a financial summary, as well as financial and strategic priorities. A more comprehensive AGM report is also available for your information, which includes the complete audited financial statements and attached management note. For a review of last year's programs, pls review the operations and management note. Further, the Military Family Services modernization of MFRCs and related strategic transition is summarized in the included MFS logic model. Additional information as to its specific impact on local operations at Moose Jaw MFRC is summarized at the conclusion of the management note.

### 6. ADOPTION OF 2022/23 AUDITED FINANCIAL STATEMENTS:

Has everyone had a chance to review the audited financial statements in the AGM report? Are there any questions? We require a motion to approve the 2022/23 audited financial statements. A motion is made by Kate Niles and seconded by Bert Olson.

Discussion. All in favour. All opposed. MOTION CARRIED.

**7. APPOINTMENT OF AUDITOR FOR FISCAL YEAR 2023/2024:** We also require a motion to approve the appointment of Sheila Roy as auditor for FY 2023/2024. A motion is made by Kyla Peneycad and seconded by Kate Niles.

Discussion. All in favour. All opposed. MOTION CARRIED.

### 8. DISCUSSION:

#### Any questions from the community.

Trust that all questions will be answered to the best of our ability at this time; however, understanding there may be questions that are beyond the scope of this forum that may require additional information and/ or research prior to response.

### 9. ELECTION/PRESENTATION OF NEW BOARD TO THE COMMUNITY:

Recruitment orientation was completed 06 Mar 2023 for two individuals including a 3 CFFTS Portage rep. Present nominees for vote:

Linda Tomlinson-Seebach: *Linda currently serves as the 38 CBG Brigade Chaplain. She has served in the CAF since 1982 as a reserve logistics officer, regular force public affairs officer and reserve chaplain. Linda has lived on three CAF bases, where she was a stay-at-home mother and former spouse of a military member. She is interested in becoming a MFRC board member because of her passion and love for military families.*

Linda has participated in a policy-required board orientation. A motion to approve the nomination of Linda Tomlinson-Seebach to the MFRC Board of Directors as presented was made by Bert Olson and seconded by Kyla Peneycad. All in favour. MOTION CARRIED.

Kate Niles (Portage): *Kate was born & raised in Manitoba. She spent time trying out other parts of Canada, but decided Manitoba was home. Her husband Mark & her have been together for 4 years. They have two kids, one daughter, eleven years old & one son, one year old, as well as two dogs & three cats. As a mom who works from home as an Empowerment Coach, she does not get out very much. Kate is very excited to meet new faces & dive deeper into the military life.* Kate has participated in a policy-required board orientation. A motion to approve the nomination of Kate Niles to the MFRC board of Directors as presented was made by Dave Lyons and seconded by Holly Jorstad.

All in favour. MOTION CARRIED.



# MOOSE JAW MFRC

## 2022/23 AGM Minutes (cont.)

Chair thanks the community, chain of command and fellow board mbrs for their ongoing support.

Introduce new board:

Tammy Barclay  
Brenna Kahvedjian  
Bert Olson  
Linda Tomlinson-Seebach

Holly Jorstad  
Dave Lyons  
Joanne Ubell  
Melanie Ellis

Nicole Reid  
Kyla Peneycad  
Kate Niles

**VOLUNTEER OF THE YEAR:** Chair thanks the community for their support, as well as the Canex for their support of the MFRC/ PSP 'Partners for a Better Community' volunteer program.

Volunteer of the year – Call on Nicole Fudge to join us to present this year's recipient.

This year's recipient is Kyla Peneycad.

Kyla is the secretary on the MFRC board, as well as being an active member of the local community. She is also a representative on the Military Family Services - child care primary office working group in Ottawa as it relates to license daycare solutions and projects for military families across Canada. In addition, she has participated in national governance conferences, framing the way forward for MFRC's as part of the national modernization strategy. I would like to thank her for her dedicated effort to military families, not only at 15 Wing, but throughout Saskatchewan.

**10. ADJOURNMENT:** We require a motion to adjourn the AGM. A motion is made by Dave Lyons. All in favour. CARRIED. The meeting is adjourned at 6:27PM.



# MOOSE JAW MFRC

## 2022/23 AGM Minutes (cont.)

Prepared by:

---

Kyla Peneycad

Secretary, Moose Jaw MFRC Inc.

Reviewed by:

Comments:

---

K.D. Tipper, Lieutenant Colonel

Commanding Officer, 15 Wing Operational Support Squadron

Reviewed by:

Comments:

---

D.S. Coutts, Colonel

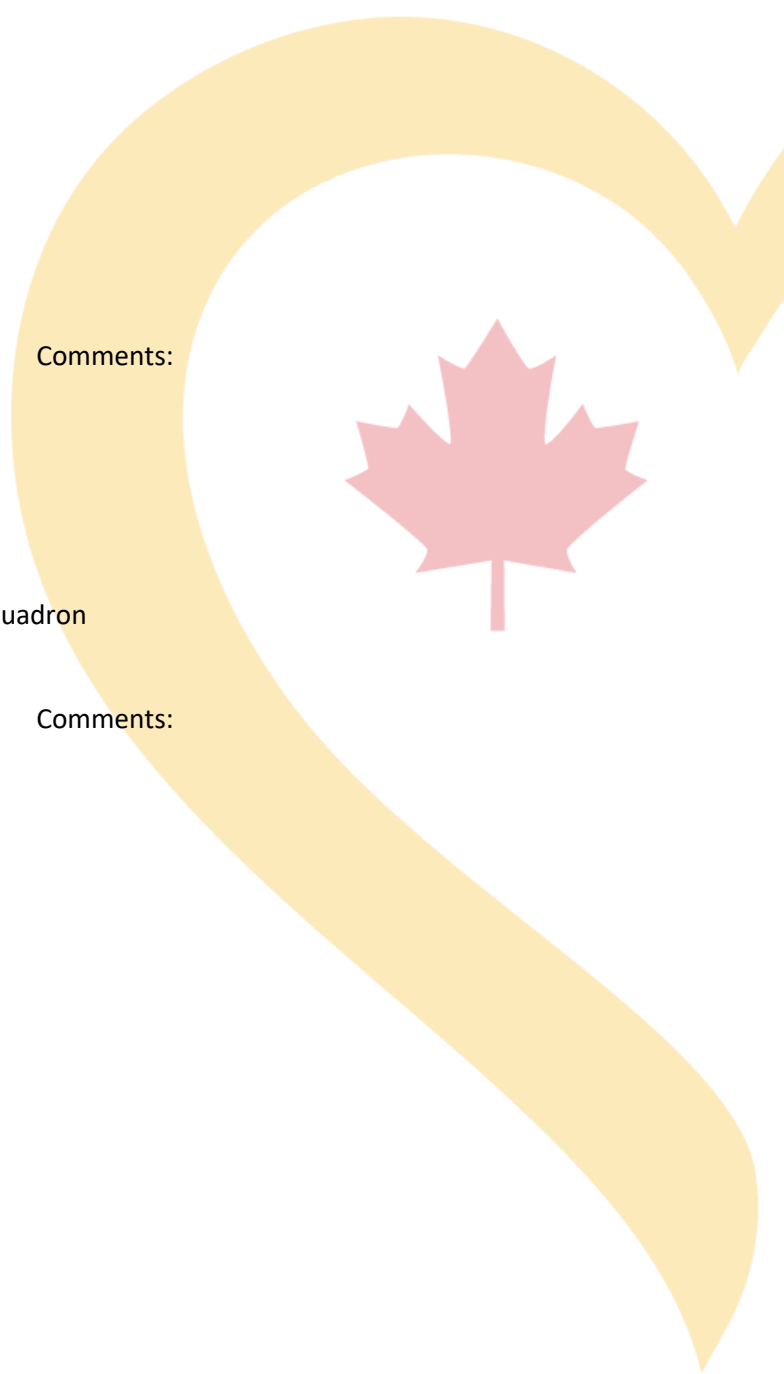
Commander, 15 Wing Moose Jaw

Approved by:

---

Tammy Barclay

Chairperson, Moose Jaw MFRC Inc.



# MOOSE JAW MFRC

## About Us

### VISION STATEMENT

Strong, capable and resilient families in a supportive Canadian Armed Forces community.

### MISSION STATEMENT

The Moose Jaw MFRC Inc. is collaboratively engaged with our military families and community and defence partners, which affects positive community transitions and relevant and adaptive family services, programs and resources for military families.

### VALUE STATEMENTS

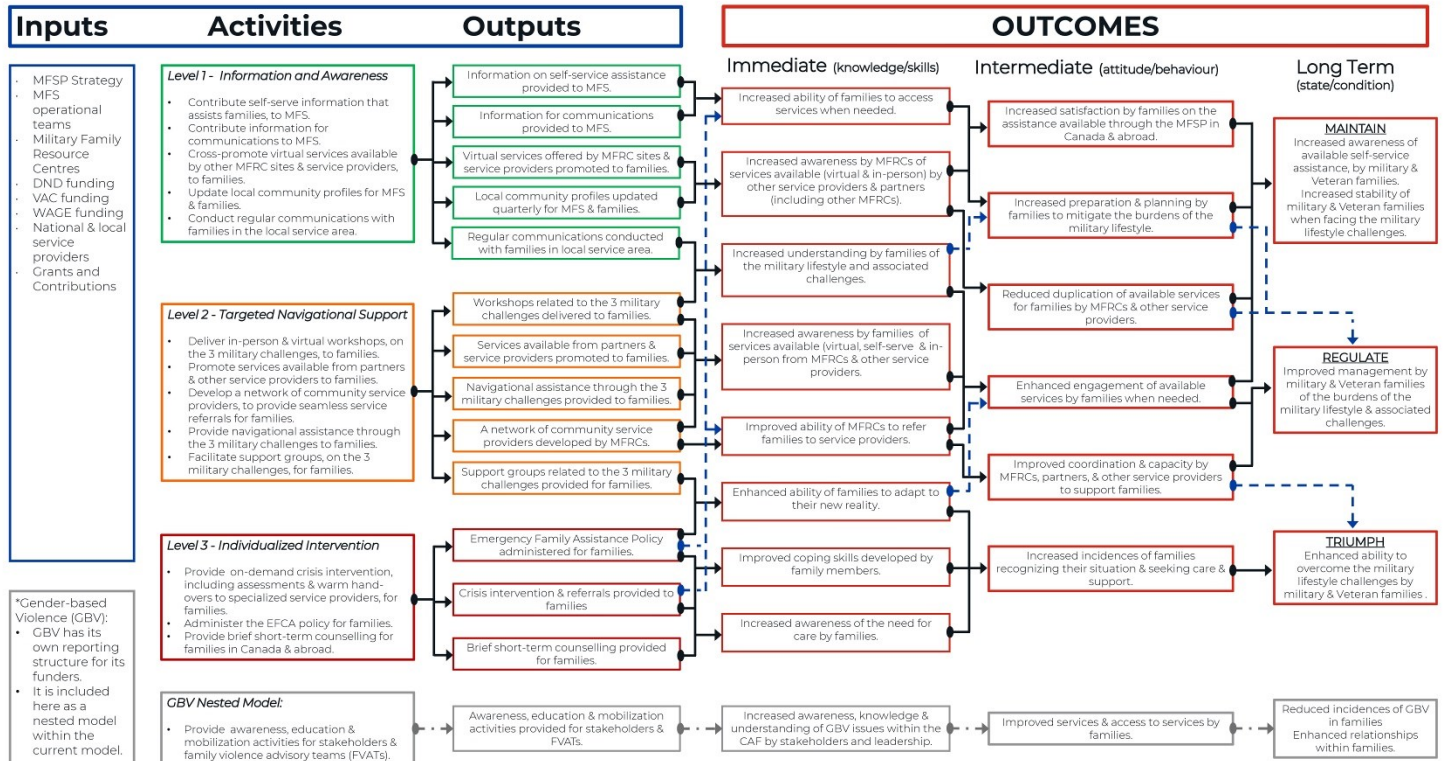
- We believe that there are unique stressors placed upon military personnel and their families.
- We believe that all people are equal and we value their ideas, concerns, needs, feelings, input and feedback.
- We believe that our programs should be accessible and reflect the input of community members.
- We believe that all people are to be treated with respect and dignity.
- We believe strongly in each person's right to privacy and confidentiality, as long as it doesn't endanger oneself or others.
- We believe that when people are given access to resources and support, they are capable of taking responsibility for their own problems.
- We believe in respecting the unique cultural diversity found within the community.
- We believe that all members of this community have an effect on the overall quality of the Canadian Armed Forces and the extended community.
- We believe in people's need to belong and experience stability.
- We believe that the decisions made should take into account the needs of the total community.



# MOOSE JAW MILITARY FAMILY RESOURCE CENTRE



## MILITARY AND VETERAN FAMILY SERVICES LOGIC MODEL





# **Moose Jaw Military Family Resource Centre Inc.**

## **Audited Financial Statements**

**March 31, 2024**

# Moose Jaw Military Family Resource Centre Inc.

For the Year Ended March 31, 2024

## CONTENTS

	<u>Page</u>
<b>Financial Statements</b>	
Independent Auditor's Report	1
Statement of Financial Position	3
Statement of Operations	4
Statement of Net Assets	5
Statement of Cash Flows	6
Notes to the Financial Statements	7
Schedules	13

PRIORITY ACCOUNTING SERVICES CPA PROF. CORP.  
2144 CORNWALL STREET  
REGINA, Saskatchewan S4P 2K7  
306-565-2777

## **Independent Auditor's Report**

---

*To the Board of Directors of Moose Jaw Military Family Resource Centre Inc.*

### **Opinion**

I have audited the financial statements of Moose Jaw Military Family Resource Centre Inc., which comprise the statement of financial position as at March 31, 2024, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, except for the possible effects of the matter described in the Basis of Qualified Opinion paragraph, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 2024 and its financial performance and its cash flows for the year then ended in accordance with accounting standards for not-for-profit organizations (ASNPO).

### **Basis for Qualified Opinion**

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. I am independent of the Entity in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

1. In common with many Non-for-Profit Organizations, the Organization derives revenue from donations and other fundraising activities, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, my verification of these revenues was limited to a comparison of recorded revenue with bank deposits and we were unable to determine whether any adjustments might be necessary to revenue, excess of revenue, assets and net assets.

2. I was unable to determine whether any adjustments might be necessary to deferred income. The management of the organization has deferred unspent portions of grants received.

### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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. In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

PRIORITY ACCOUNTING SERVICES CPA PROF. CORP.  
2144 CORNWALL STREET  
REGINA, Saskatchewan S4P 2K7  
306-565-2777

### **Independent Auditor's Report**

#### **Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit.

I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. My conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during our audit.

**Mariya Sporysh CPA**  
**Chartered Professional Accountants**

September 11, 2024

# Moose Jaw Military Family Resource Centre Inc.

## Statement of Financial Position

As At March 31, 2024

	Note	2024	2023
<b>Assets</b>			
<b>Current Assets</b>			
Cash	2.	\$ 1,010,215	\$ 813,326
Accounts receivable, net of allowances	3.	3,458	4,621
Long term investments	4.	264,812	651,607
Prepaid Insurance		9,521	9,083
<b>Total Current Assets</b>		<b>1,288,006</b>	<b>1,478,637</b>
<b>Total Assets</b>			
		<b>\$ 1,288,006</b>	<b>\$ 1,478,637</b>
<b>Liabilities and Net Assets</b>			
<b>Current Liabilities</b>			
Accounts payable and accrued liabilities	6.	\$ 11,361	\$ 6,142
Deferred income/revenue	7.	1,229,295	1,139,297
Deposit		-	280,000
<b>Total Current Liabilities</b>		<b>1,240,656</b>	<b>1,425,439</b>
<b>Net Assets</b>			
Unrestricted net assets		47,350	53,198
<b>Total Liabilities and Net Assets</b>		<b>\$ 1,288,006</b>	<b>\$ 1,478,637</b>

Approved on Behalf of the Board:

\_\_\_\_\_  
\_\_\_\_\_

The accompanying notes are an integral part of these financial statements.



# Moose Jaw Military Family Resource Centre Inc.

## Statement of Operations

For the Year Ended March 31, 2024

	2024	2023
<b>Revenue</b>		
Non School Day/Break Prgm/Misc income	\$ 340	\$ 8,208
VFP Revenue	-	6,394
United Way	-	8
MVFSP	1,249,803	1,061,767
Other grants	147,660	110,000
Donations	29,650	12,405
ELC/Youth Phychosocial Rev/KK/Wellness	16,327	12,860
DND Funding	174,817	228,479
Interest income	37,515	14,929
<b>Total revenue</b>	<b>1,656,112</b>	<b>1,455,050</b>
<b>Expenses</b>		
Wages and benefits (Schedule 1)	1,317,050	1,150,479
Administrative (Schedule 2)	123,418	80,452
Activity expense (Schedule 3)	221,492	228,513
<b>Total expenses</b>	<b>1,661,960</b>	<b>1,459,444</b>
<b>Excess (deficiency) of revenues over expenditures</b>	<b>\$ (5,848)</b>	<b>\$ (4,394)</b>

The accompanying notes are an integral part of these financial statements.

# Moose Jaw Military Family Resource Centre Inc.

## Statement of Net Assets

For the Year Ended March 31, 2024

	2024	2023
Unrestricted Net Assets	\$ 53,198	\$ 57,592
Excess (deficiency) of revenues over expenditures	(5,848)	(4,394)
<b>Unrestricted Net Assets</b>	<b>\$ 47,350</b>	<b>\$ 53,198</b>

The accompanying notes are an integral part of these financial statements.

# Moose Jaw Military Family Resource Centre Inc.

## Statement of Cash Flows

For the Year Ended March 31, 2024

	Note	2024	2023
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Excess (deficiency) of revenues over expenditures	\$	(5,848)	\$ (4,394)
Trade accounts payable		5,219	4,757
Deferred liability/deposits		(190,002)	280,000
Increase (decrease) in receivables		1,163	(1,325)
Increase (decrease) in prepaid expense and other assets		(438)	(388)
<b>TOTAL CASH FLOWS FROM OPERATING ACTIVITIES</b>		<b>(189,906)</b>	<b>278,650</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Purchase of investments		-	(10,266)
Proceeds from investments		386,795	-
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
<b>OTHER ACTIVITIES:</b>			
<b>Net cash increase (decreases) in cash and cash equivalents</b>		<b>196,889</b>	<b>268,384</b>
Cash and cash equivalents at beginning of period		813,326	544,942
<b>Cash and cash equivalents at end of period</b>	<b>\$</b>	<b>1,010,215</b>	<b>\$ 813,326</b>

Cash and cash equivalents consist of the following:

Cash	2.	\$ 1,010,215	\$ 813,326
------	----	--------------	------------

The accompanying notes are an integral part of these financial statements.

# Moose Jaw Military Family Resource Centre Inc.

## Notes to the Financial Statements

For the Year Ended March 31, 2024

### 1. Significant Accounting Policies

#### a. Nature of business/basis of preparation

Moose Jaw Military Family Resource Centre Inc. (organization) is incorporated under the provincial business corporations act. The Moose Jaw Military Family Resource Centre Inc. operates as a non profit organization that provides support services to military members and families, as well as members and families of civilian partners and contractors. It operates core programs funded by the Department of National Defence. It also operates other programs internally funded.

The Organization is exempt from income taxes under paragraph 149(1)(l) of The Income tax Act.

These financial statements are prepared in accordance with the Canadian Accounting Standards for Not-for-Profit organizations.

#### b. Cash and cash equivalents

Cash and cash equivalents includes chequing and savings accounts, short-term investments and highly liquid investments in money market instruments which are carried at the cost and market value with a maturity date of three months or less from the acquisition date. These are valued at cost which approximates market value.

#### c. Property, plant and equipment

Capital assets are stated at cost and amortization is recorded at 1% per month.

Machinery, equipment, furniture and fixtures and other assets - 1% straight-line method

#### d. Impairment of long lived assets

In the event that facts and circumstances indicate that the organization's long-lived assets may be impaired, an evaluation of recoverability would be performed. Such an evaluation entails comparing the estimated future undiscounted cash flows associated with the asset to the asset's carrying amount to determine if a write down to market value or discounted cash flow value is required. The organization considers that no circumstances exist that would require such an evaluation.

#### e. Financial instruments

All financial instruments are measured at fair value on initial recognition. Measurement in subsequent periods depends on whether the financial instrument has been classified as held for trading, available for sale, held to maturity, loans and receivables, or other financial liabilities.

Investments are classified as held-for-trading and are recorded at fair market value.

Accounts receivable include financial instruments categorized as loans and receivables and are reported at amortized cost.

# Moose Jaw Military Family Resource Centre Inc.

## Notes to the Financial Statements

For the Year Ended March 31, 2024

### 1. Significant Accounting Policies

#### e. Financial instruments

Accounts payable include financial instruments categorized as other liabilities and are reported at amortized cost.

Transaction costs on acquisition, sale or issue of financial instruments are expensed when incurred.

#### f. Revenue recognition

Moose Jaw Military Family Resource Centre Inc. follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Investment income is recognized as revenue when earned.

#### *Contributed surplus*

Volunteers contribute a significant amount of their time each year. Because of the difficulty in determining their fair value, contributed services are not recognized in the financial statements.

#### g. Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for not for profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and may have an impact on future periods.

#### h. Economic dependence

The Organization received approximately 75% of revenues for services from DMFS(Director of Military Family Services) funded by the Department of National Defence. These core programs operate on renewed contracts for services.



# Moose Jaw Military Family Resource Centre Inc.

## Notes to the Financial Statements

For the Year Ended March 31, 2024

### 2. Cash

#### a. Accounts by period

Cash and cash equivalents consist of the following:

	2024	2023
Petty cash	\$ 400	\$ 400
Equity cash available	20	20
Tangerine bank account	764,160	510,719
Conexus operating bank account	245,635	302,187
<b>Total</b>	<b>\$ 1,010,215</b>	<b>\$ 813,326</b>

### 3. Receivables

#### a. Accounts by period

Accounts receivable consist of the following:

	2024	2023
GST receivable	\$ 2,371	\$ 3,581
Trade accounts receivable-ELC	1,087	1,040
<b>Total</b>	<b>\$ 3,458</b>	<b>\$ 4,621</b>

# Moose Jaw Military Family Resource Centre Inc.

## Notes to the Financial Statements

For the Year Ended March 31, 2024

### 4. Investments

#### a. Accounts by period

Investments consist of the following:

	2024	2023
<b>GIC</b>		
Conexus one year non redeemable term deposits maturing July 17, 2024. Interest paid annually @ 3.950%	261,753	-
Conexus one year non redeemable term deposits maturing July 17, 2023. Interest paid annually @ 3.200%	-	253,638
Conexus one year non redeemable term deposits maturing January 24, 2024. Interest paid annually @ 3.950%	-	164,490
Tangerine one year non redeemable term deposits maturing February 7, 2024. Interest paid annually @ 5.07%	-	225,000
Accrued interest receivable	3,059	8,479
<b>Total GIC investments</b>	<b>264,812</b>	<b>651,607</b>
<b>Total investments</b>	<b>\$ 264,812</b>	<b>\$ 651,607</b>

# Moose Jaw Military Family Resource Centre Inc.

## Notes to the Financial Statements

For the Year Ended March 31, 2024

### 5. Property, plant and equipment

#### a. Cost less accumulated depreciation/impairment - net book value by period

Property, plant and equipment consist of the following:

			2024	2023
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Toy lending library	\$ 947	\$ (947)	\$ -	\$ -
English library	550	(550)	-	-
Machinery, equipment, furniture and fixtures	80,760	(80,760)	-	-
French Resources	2,101	(2,101)	-	-
<b>Total</b>	<b>\$ 84,358</b>	<b>\$ (84,358)</b>	<b>\$ -</b>	<b>\$ -</b>

### 6. Accounts payable

#### a. Accounts payable by period

Accounts payable consist of the following:

	2024	2023
Audit fee payable	\$ 5,500	\$ 4,800
Social fund payable	1,019	1,345
Group benefits payable	42	(3)
S.N. Roy & Associates	4,800	-
<b>Total</b>	<b>\$ 11,361</b>	<b>\$ 6,142</b>

#### b. Government remittances payable

### 7. Deferred projects

#### a. Funds have been received for projects that have yet to be completed

	2024	2023
Deferred projects/wages	\$ 1,229,295	\$ 1,139,297

# Moose Jaw Military Family Resource Centre Inc.

## Notes to the Financial Statements

For the Year Ended March 31, 2024

### 8. Credit risk

#### a. No significant credit risk exposure

Exposure to credit risk, interest rate risk and liquidity risk arise in the normal course of the Organization's operations.

#### (a) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Organization's principal financial assets are cash, accrued interest receivable and guaranteed investment certificates. The carrying amounts of financial assets in the statement of financial position represent the Organization's maximum credit exposure at the balance sheet date. The amounts disclosed in the statement of financial position are net of allowance for doubtful accounts, estimated based on previous experience and an assessment of the current economic environment. The Organization does not have significant exposure to any individual customer and has not incurred any significant bad debts during the year. Dealing with institutions that have strong credit ratings minimizes credit risk related to cash and guaranteed investment certificates.

#### (b) Liquidity risk:

Liquidity risk is the risk that the Organization will not be able to meet a demand for cash or fund its obligations as they come due. Liquidity risk also includes the risk of the Organization not being able to liquidate assets in a timely manner at a reasonable price. The Organization monitors its cash flow throughout the year to ensure its revenue collecting practices take into account the timing and level of its cash obligations. The Organization has sufficient funds from which to operate and this risk is considered to be low.

### 9. Employee benefits

The employees of Moose Jaw Military Family Resource Centre Inc. are entitled to participate in group benefits to contribute to TFSA with matching payments from the organization and RRSP plan. In 2024 the expenses of organization for the benefits amounted to \$102,438 for RRSP and \$76,625 for TFSA account.

# Moose Jaw Military Family Resource Centre Inc.

For the Year Ended March 31, 2024

## Schedule of Wages and benefits expenses

	2024	2023
Wages, ELC Transitional Childcare	\$ 76,980	\$ 47,320
Wages, Youth Psychosocial	3,289	7,929
Wages, EFCA (ECC, CCCC & ERCC)	5,365	4,026
Wages, Non School Day/Break Prgm	2,658	5,418
Wages, Parenting Support & Ed.	9,393	3,008
Wages, VFP Coord	66,704	66,275
Wages, Navigational Support	50,250	35,000
Wages, Translation	28,000	14,000
Wages, Management & Admin.	135,179	129,821
Wages, Child & Youth Services	67,650	50,666
Wages, Family Sep. & Reunion Serv.	72,500	63,750
Wages, Info Ref & Com Int.	90,375	45,000
Wages, Intervention	191,375	170,000
Wages, 3CFFTS Portage	54,133	46,900
Wages, FLO (TC)	60,099	79,000
CPP & EI Expense	62,942	54,656
Workers Compensation SK & MB	12,660	8,885
Group RRSP Expense	102,439	61,403
Group Benefit Premium	42,034	33,999
Group TFSA Expense	76,625	82,500
Wages, Psychosocial Serv	106,400	140,923
<b>Total operating expenses</b>	<b>\$ 1,317,050</b>	<b>\$ 1,150,479</b>

The accompanying notes are an integral part of these financial statements.



# Moose Jaw Military Family Resource Centre Inc.

For the Year Ended March 31, 2024

## Schedule of Administrative expenses

	2024	2023
Professional Expense	\$ 5,500	\$ 10,675
Promotion & Advertising	-	3,008
AGM	6,862	6,250
Membership, Fees, Dues	5,869	3,779
Third party liability Insurance	9,083	9,195
Admin. & Logistical Support Exp.	817	1,105
Board Training & Development Exp.	12,704	2,135
Food & Beverage Expense	7,482	4,955
Staff Professional Development	32,792	6,158
Miscellaneous Expense	1,170	50
PST Expense	8,812	9,195
OH&S/PPE/Supplies exp	305	475
Information Technology Expense	24,207	17,237
GST Expense	4,539	4,633
Employee Benefit Insurance Exp.	1,602	1,602
Staff Team Building Expense	1,674	-
<b>Total operating expenses</b>	<b>\$ 123,418</b>	<b>\$ 80,452</b>

The accompanying notes are an integral part of these financial statements.

# Moose Jaw Military Family Resource Centre Inc.

For the Year Ended March 31, 2024

## Schedule of Activity expense

	2024	2023
FLO/IPSC PD & Resources	\$ 6,661	\$ 17,135
FLO/IPSC Travel	3,976	4,808
TC: Casualty Support Childcare	-	313
EFCA (ECC, CSCC & ERCC) Exp.	1,600	1,827
3CFFTS Portage Travel, PD, Training	8,992	3,933
3CFFTS Portage Program & Resource	27,265	9,650
Youth Psychosocial	1,000	9,336
GBV Expense	11,596	26,550
ELC Transitional Childcare Exp.	7,752	8,803
Kids Klost Expense	7	272
Prev. Sup. Intervention Expense	8,545	17,382
Parenting Support & Ed. Expense	3,877	3,019
Community Integration Expense	39,484	38,811
Info & Referral Expense	12,434	4,281
Volunteer Sup. & Dev. Expense	8,882	17,360
SLT Expense	52	3,280
Wellness/Family Sep Prgm Expense	18,068	13,187
Regina/Reserve Units Exp	3,602	15,499
VFP Exp.	18,051	14,083
SOT - Medical/Dental Travel	2,078	3,990
Vehicle Insurance/Main/Repair Exp.	36,245	8,805
Non School Day/Break Prgm Exp.	1,310	3,572
Youth Centre Exp.	-	2,509
Volunteer Childcare Exp.	15	108
<b>Total operating expenses</b>	<b>\$ 221,492</b>	<b>\$ 228,513</b>

The accompanying notes are an integral part of these financial statements.

# MOOSE JAW MFRC

## MANAGEMENT & OPERATIONS

**Vision:** *Strong, capable and resilient families in a supportive Canadian Forces community.*

**Mission:** *The Moose Jaw MFRC Inc. is committed to enriching the lives of its individuals, families and community through positive action, education and support.*

### AIM

1. The aim of this report is to present the significant operational successes of the year.

### OVERVIEW/ROLE

2. Through the execution of integrated military family-centric services, as delivered by the Military Family Resource Centre (MFRC) staff at 15 Wing Moose Jaw and southern Saskatchewan, and the Military Family Service Centre (MFSC) staff at 3 CFFTS Portage, the organization has been able to deliver effective virtual and in-person programming resulting in the engagement of all military families, in a challenging mandate transition environment.

### OPERATIONS

3. A full complement of MFRC staff is in the office at 15 Wing Moose Jaw (B80 & B95) and 3 CFFTS Portage (Portage Family Services Bldg) every M-F from 0830-1630.
4. Apr-Jun 23
  - a. Early Learning Centre, casual respite childcare (ages 0-5): Mon, Tues, Wed & Fri - 9:00am-12:00pm, Thursday - 1:00-4:00pm;
  - b. Youth Centre every Tuesday in April & May, 6:00-8:00pm; Special Youth Out Trip to ArtisaN Grounds for painting/crafts on 27 April and a spectacular year-end wind-up party on 30 May;
  - c. Parents & Tots every Thursday, 10:00-11:30am; parents and their children also enjoyed monthly out trips to GymTastiks and Monkey Bars this quarter;
  - d. Bi-weekly Welcome Wednesday;
  - e. Our monthly Wellness Wednesday/Deployed Social Peer Support Group enjoyed a paint night with a focus on mindfulness, a Parent Info Night and Equine Therapy at Carousel Riders;



- f. Stay & Play Saturday, respite care (ages 0-5 and grades K-5), offered one Saturday a month - 9:00am-12:00pm;
- g. The MFRC Family Navigator team visited the units on 15 Wing, spreading awareness of all MFRC programs, services and events;
- h. Student pilot briefings delivered to incoming 2 CFFTS courses;
- i. The Family Liaison Officer program staff/ MFRC Mental Health staff functioned as a link to the MFRC suite of programs and collaborated with the Veteran Family Program Coordinator to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Units, RCMP, Legions and other DND partners;
- j. The Veteran Family Program Coordinator acted as a link to the MFRC suite of Veteran Family Programs and collaborated with the Family Liaison Officer program staff/ MFRC Mental Health staff to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Veterans, Units, RCMP, Legions and other DND partners;
- k. Liaise with various stakeholders, such as Legions, BPCC, PSP, SIS, DND and community partners to provide varied program offerings and/or targeted navigational services;
- l. Family referrals to Strongest Families Program;
- m. RCAF Family Connection Program briefings upon every member clear-in;
- n. Distribution of Rosetta Stone language software;
- o. Administration of the Support Our Troops Medical/Dental Travel benefit for CAF families;
- p. Our Spring Break program took place from 11-14 April; child/youth staff planned spring-themed crafts, gym activities and lots of outdoor play!
- q. The MFRC staff hosted a Family Easter Party for all military members and their families on Sunday, 02 April at the Mess Social Centre. Over 170 attendees enjoyed taco-in-a-bag, easter goodies, crafts, a magic show, and a visit from the Easter Bunny!
- r. Our Gender Based Violence (GBV) Committee coordinated "Dare to Lead" virtual training sessions every Monday from 12 April-31 May with 55 participants;
- s. In May we hosted a "Kick off to Summer" family BBQ. Over 170 Community members enjoyed a picnic style dinner with delicious sandwiches, games, face painting and more!
- t. Over 180 community members attended our June outdoor Welcome Wednesday Summer Carnival. Attendees were able to partake in a free supper, a magic show, balloon animals, face painting and more!
- u. Outdoor Parents & Tots commenced in June to a great response! Parents were able to connect with each other while engaging with their children in various crafts and activities outside;
- v. 3CFFTS families were treated to a Family Easter Party hosted by the Portage MFSC
- w. In April, the Portage MFSC Family Navigator participated in the 3CFFTS unit Ruck March;
- x. Portage MFSC hosted a Mother's Day Brunch in May with 44 people in attendance; Dad's were honoured in June with a Father's Day BBQ;



5. Jul-Sep 23

- a. Early Learning Centre, casual respite childcare (ages 0-5): Mon, Tues, Wed & Fri - 9:00am-12:00pm, Thursday - 1:00-4:00pm;
- b. Outdoor Parents & Tots every Thursday, 10:00-11:30am; our monthly outings this quarter included trips to the 15 Wing Fire Hall, Monkey Bars and the Splash Pad at Elgin Park;
- c. Bi-weekly Welcome Wednesdays;
- d. Monthly Wellness Wednesday/Deployed Social Peer Support Group; special outing to Battle Creek Adventure Park;
- e. Stay & Play Saturday, respite care (ages 0-5 and grades K-5), offered one Saturday a month - 9:00am-12:00pm;
- f. The MFRC Family Navigator team visited the units on 15 Wing, spreading awareness of all MFRC programs, services and events;
- g. Student pilot briefings delivered to incoming 2 CFFTS courses;
- h. The Family Liaison Officer program staff/ MFRC Mental Health staff functioned as a link to the MFRC suite of programs and collaborated with the Veteran Family Program Coordinator to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Units, RCMP, Legions and other DND partners;
- i. The Veteran Family Program Coordinator acted as a link to the MFRC suite of Veteran Family Programs and collaborated with the Family Liaison Officer program staff/ MFRC Mental Health staff to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Veterans, Units, RCMP, Legions and other DND partners;
- j. Liaise with various stakeholders, such as Legions, BPCC, PSP, SISP, DND and community partners to provide varied program offerings and/or targeted navigational services;
- k. Family referrals to Strongest Families Program;
- l. RCAF Family Connection Program briefings upon every member clear-in;
- m. Distribution of Rosetta Stone language software;
- n. Administration of the Support Our Troops Medical/Dental Travel benefit for CAF families;
- o. The GBV Committee offered a virtual Lunch & Learn in August focusing on how to prepare your neurodiverse child for the beginning of the school year;
- p. Our Annual General Meeting took place outside at the Bushell Park Splash Pad on 16 Aug. After the meeting, military families were treated to a delicious BBQ, a sundae bar, sand pits, and cool experiments from the staff of the Saskatchewan Science Centre! Over 200 15 Wing community members attended;
- q. MFRC staff operated a concession stand in support of the 15 Wing Family Day event. Goodies included, popcorn, snow cones, cotton candy, a fun photo booth and MFRC swag;
- r. In September we hosted the grand opening of our new Family Learning Centre, The Hive. September programming featured an Adult Neurodiversity Resilience Group and a "Power of Positive Parenting" parent info night;
- s. Portage MFSC hosted a Pool Party for military families in Portage la Prairie. Over 60 people attended;
- t. Portage MFSC partnered with PSP to execute a successful Family Day event in September;



6. Oct-Dec 23

- a. Early Learning Centre, casual respite childcare (ages 0-5): Mon, Tues, Wed & Fri - 9:00am-12:00pm, Thursday - 1:00-4:00pm;
- b. Parents & Tots every Thursday, 10:00-11:30am. Monthly out trips to Monkey Bars were enjoyed in September and November; our Parent & Tot Halloween walk-around was a huge success with our friends at the OB Philips' building handing out treats for all!
- c. Bi-weekly Welcome Wednesday;
- d. The Wellness Wednesday Deployed Social Peer Support Group enjoyed a Paint Night in October and a mindful Christmas flower arrangement class in November;
- e. Stay & Play Saturday, respite care (ages 0-5 and grades K-5), offered one Saturday a month - 9:00am-12:00pm;
- f. The MFRC Family Navigator team visited the units on 15 Wing, spreading awareness of all MFRC programs, services and events;
- g. Student pilot briefings delivered to incoming 2 CFFTS courses;
- h. The Family Liaison Officer program staff/ MFRC Mental Health staff functioned as a link to the MFRC suite of programs and collaborated with the Veteran Family Program Coordinator to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Units, RCMP, Legions and other DND partners;
- i. The Veteran Family Program Coordinator acted as a link to the MFRC suite of Veteran Family Programs and collaborated with the Family Liaison Officer program staff/ MFRC Mental Health staff to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Veterans, Units, RCMP, Legions and other DND partners;
- j. Liaise with various stakeholders, such as Legions, BPCC, PSP, SISF, DND and community partners to provide varied program offerings and/or targeted navigational services;
- k. Family referrals to Strongest Families Program;
- l. RCAF Family Connection Program briefings upon every member clear-in;
- m. Distribution of Rosetta Stone language software;
- n. Administration of the Support Our Troops Medical/Dental Travel benefit for CAF families;
- o. The MFRC Fall Festival was held in the Mess Social Centre on 29 Oct with over 250 attendees; guests enjoyed family photo sessions, horse drawn wagon rides, lunch, a hot chocolate bar, crafts and more!
- p. The Portage MFSC Family Navigator hosted a Family Thanksgiving celebration with 55 people in attendance;
- q. Portage MFSC hosted 3CFFTS families at their annual Halloween Party; over 50 people were in attendance;
- r. On 26-27 Oct, the MFRC partnered with the Canadian Mental Health Association to host a Mental Health First Aid course with a focus on Veterans. This event was held off-site and was very well received and appreciated by those attending;
- s. In November, the GBV committee offered a virtual Hold Me Tight - Couples Workshop Lunch & Learn in partnership with the Shilo MFRC;





- t. The Hive Family Learning Centre hosted weekly social drop ins, a Self Esteem Family Workshop and an Anxiety Family Workshop; all programs were met with rave reviews and were very well attended;
- u. Our Family Support Services team participated in a Remembrance Day wreath laying ceremony on November 11<sup>th</sup>;
- v. Portage MFSC introduced a quarterly peer support group called "The Well". The first session featured the creation of a gratitude journal;
- w. 15 Wing military members and their families were invited to a Holiday Brunch hosted by the MFRC and held in the Hub. Guests enjoyed good food, conversation and were invited to make a festive holiday craft. This was a wonderful way for CAF members and their families to connect with one another before the holiday break;
- x. In December, over 560 regular and reserve force members and their families were treated to Christmas cheer! Thanks to our MFRC staff for the special delivery of stockings and holiday treats!
- y. Portage MFSC partnered with PSP to hold their annual Christmas Party. 65 people were in attendance;

## 7. Jan-Mar 24

- a. Early Learning Centre, casual respite childcare (ages 0-5): Mon, Tues, Wed & Fri - 9:00am-12:00pm, Thursday - 1:00-4:00pm;
- b. Parents & Tots every Thursday, 10:00-11:30am; in January we had a special guest: "Music with Cora". Children, along with their caregivers enjoyed singing songs and playing a variety of musical instruments. In February, parents and their children met at Monkey Bars to burn off some winter energy and in March we headed to the Yara Centre for toddler turf time;
- c. Bi-weekly Welcome Wednesday;
- d. We launched our francophone peer support coffee group, "Café Causette", in January; French speaking community members were able to enjoy an informal gathering with friends twice a month. This event is also a great opportunity for anglophones to practice their French speaking skills;
- e. Our Wellness Wednesday/Deployed Peer Support Group events for this quarter included a Valentine's Day flower arrangement class and a trip to Lion's Creek for delicious olive oil samplings;
- f. Stay & Play Saturday, respite care (ages 0-5 and grades K-5), offered one Saturday a month - 9:00am-12:00pm;
- g. Student pilot briefings delivered to incoming 2 CFFTS courses;
- h. Penelope client software tracking training attended and implemented by staff;
- i. The Family Liaison Officer program staff/ MFRC Mental Health staff functioned as a link to the MFRC suite of programs and collaborated with the Veteran Family Program Coordinator to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Units, RCMP, Legions and other DND partners;
- j. The Veteran Family Program Coordinator acted as a link to the MFRC suite of Veteran Family Programs and collaborated with the Family Liaison Officer, program staff/ MFRC Mental Health staff to respond to the needs of families of CAF personnel assigned to or supported by the CAF Transition Centre, including briefs to Veterans, Units, RCMP, Legions and other DND partners;



- k. Liaise with various stakeholders, such as Legions, BPCC, PSP, SISP, DND and community partners to provide varied program offerings and/or targeted navigational services;
- l. Family referrals to Strongest Families Program;
- m. RCAF Family Connection Program briefings upon every member clear-in;
- n. Distribution of Rosetta Stone language software;
- o. Administration of the Support Our Troops Medical/Dental Travel benefit for CAF families;
- p. The Portage MFSC wellness support group were treated to the “Pillars of Wellness” workshop;
- q. Our “Sweets & Treats” in-person community integration event was a popular occasion held on 08 Feb;
- r. In January we celebrated the birth of babies born to our military families in 2023 by showering them with goodies and playing some fun games;
- s. The GBV Committee offered a virtual Conscious Dating Lunch and Learn in February featuring Jean-Eva Dickie. Participants were invited to engage in a discussion on current trends in dating;
- t. On 08 March, the GBV committee hosted International Women’s Day in the atrium of the OB Philps’ Building. The event featured brunch, prizes, and refreshments. Guest speaker Kim Mills, creator of “She Is Fierce”, shared some empowering and enriching stories about being a military spouse; Capt. Margaret Carey shared her musical talent, and guests were treated to an all-female piloted fly past!
- u. The Hive hosted the Circle of Security Parent Workshop in January and continued with the Adult Neurodiversity Resilience Group. In February, the MFRC Social Worker offered “Insight Sprites”, a once monthly program designed to embrace neurodiversity in children and youth;
- v. 15 Wing families were invited to the Mess for the MFRC Easter Party on 24 March. Guests enjoyed a wide variety of yummy appetizers, easter goodies, visits with special Marvel and Disney characters and of course, the Easter Bunny;
- w. 3CFFTS families had a blast at the Portage MFSC Easter Party. Over 50 people were in attendance;
- x. The MFRC Family Navigator team visited the units on 15 Wing, spreading awareness of all MFRC programs, services and events;
- y. The MFRC staff hosted the DND/CAF Ombudsman team for a staff and community meet and greet on 15 Jan;

#### 8. Recognitions: The HIVE

- a. We have also been able to re-imagine and bring to full functionality some of our space to create a beautiful new Wellness Centre – The Hive. This space has been well utilized as a safe place for peer support programs, parenting initiatives, home to workshops and events, as well as counselling services when needed. We are grateful for the support of the Regina Legion, Moose Jaw Legion and Moose Jaw Fellowship for their generous support in making the Hive a reality for the military community. Currently, we now have 3 mental health professionals to assist members and families with specific familial needs ranging from child and youth supports, counselling, adult health and wellness programs, transitional supports for members and their families from CAF to Veteran status, neurodiverse-support programs specific to both children, youth and adults, as well as various other activities.



- b. @ the Hive, our MFRC counsellors offer therapeutic services, neurodivergent affirming care, resource connection, and crisis support through our on-site Family Wellness Centre (The Hive). We also host workshops and other group-based events. Our social workers offer confidential, short-term general counselling services. They can assist with assessment processes/connecting to appropriate psychology services for acquiring assessments for both adults/children and youth, and external referrals, liaising with community resources and supports. They work with couples, individuals, children, youth, and families.
- c. @ the Hive, we look at neurodivergent care in 3 levels:
- 3 - requiring intervention - one-one support with family involvement and education/potential medical team/school partnership.
  - 2- mixture of referrals to specialized programs - specialized group-based programs - and independent plans. Funding support/advocacy.
  - 1 - short-term support - group referrals - community based referrals.
- d. InSight Sprites: Embracing Neurodiversity Pride in Children and Youth  
Parent and Child Group for children in grades 1 to 5.
- This is a 5-session monthly group that runs every second Monday of the month from February to June, 2024. It is derived from the Sea Bridge: Bridges Learning System.
  - “Our curricula, products, and trainings are centered around building bridges of understanding and empowerment for the autism community. Our approach is unique from other organizations out there: we are community-driven and founded on feedback, research, and opinions of autistic individuals. This allows us to create fun, engaging, and life-changing content with our students always at the forefront of our minds. We are not a one-size-fits all organization, instead we strive to meet and support individuals where they are in their educational journey.”
  - This learning opportunity is focused towards embracing neurodivergence in children along with building a bridge of understanding towards acceptance and respect towards diversity in all forms.
- e. Neurodiversity Speaker Series:
- This initiative is to provide a learning experience for both parent and child/families to attend to further build on their knowledge and understanding of how to both support and be an ally within the neurodivergent community. We noticed that most parents enjoy bringing their kids to these learning experiences and so we decided to develop a hybrid learning system where they can attend in person and virtually and be involved in this opportunity within the capacity they feel most comfortable to do so. This learning initiative will focus on: embracing authenticity in neurodivergence, learning tools/concepts around neurodiversity and neurodivergent communities, developing healthy conversations around diversity and how we can celebrate our differences, and finally looking at the outcomes of having accessible supports and tools in learning and developmental needs in neurodivergent communities.

**\*Sponsors who with their generous support made the HIVE a reality for the military community at 15 Wing Moose Jaw!**

**Foundation Partner:** Region Legion Branch 001

**Major Supporter:** Moose Jaw Friends of the Forces Fellowship,  
Moose Jaw Legion

**Donors:** Wadena Legion, Yorkton Legion



## EXECUTIVE DIRECTOR'S ASSESSMENT

### 9. Military Family Services (MFS)/ MFRC Modernization and Governance Update:

- a. As part of the modernization discussion, the board reviewed, discussed and consulted with national and local stakeholders to best determine the future governance model for the Moose Jaw MFRC inc. After a year of engagement, research and collaborative consultation, the board voted to transition from a Not-for-Profit Organization (NPO) to Non-Public Funds (NPF) entity. Ultimately, the community will have their voice best determine what the military community needs with a formal vote on the proposal at this AGM. Regardless of the outcome, senior leadership and MFRC management remains committed to maintain the same high level of professionalism, standard of care, and support to the military communities at Moose Jaw and Portage, irrespective of the overarching governance decision.
- b. The board of directors is responsible for ensuring the overall financial sustainability and stability of our organization, which includes maintaining a Not-for-Profit Organization (NPO) industry standard of 6-9 months of restricted, non-operational Reserves. (Military Family Services (MFS) requires proof of a minimum 3-6 months restricted, non-operational Reserves.) Currently, the Moose Jaw MFRC maintains an industry standard of ~ nine (9) months of restricted Reserves to support deficits arising from maintaining non-mandated programs and services deemed essential by the 15 Wing and Portage military communities, in consultation with the local senior command teams.
- c. Budgetary considerations play a critical part of all the services the MFRC can execute in support of both mandated and site-specific, locally supported programs. National funding is allocated along three key strategic priorities – Level 1: Information & Awareness; Level 2: Targeted Navigational Support, and Level 3: Individualized Intervention. While national Public funding has been relatively static over the medium-term, there has been additional funds made available in support of specific mental health and MFS Child Care Primary Office (CCPO) initiatives for families with neurodiverse children, as well as those military families with special familial needs.
- d. Nationally, Military Family Services (MFS), a division of CFMWS, Public funding is not available to support MFRC childcare (unlicensed and licensed) and/ or school-aged children's programs, which impact the following local services:
  - Respite and casual childcare (ages 0-5)
  - School PD and Break programs (ages 6-11)
  - Summer Fun program (ages 6-11)
  - Parents & Tots peer support group (ages 0-5)
  - Youth program/centre (ages 6-11)
- e. However, MFRC operations will continue unabated for non-school aged children (ages 0-5), as well as targeted parent-child (ages 0-11) programs, including mental, emotional and peer social support activities. Mitigation of funding deficiencies for FY 2024-25 in support of these site-specific programs will be pursued through a combination of other Child Care Primary Office (CCPO), government, and community funds, as well as user fees and MFRC restricted Reserve funds.
- f. Summer camps, before and after school programs, non-school day programs (day camps) and other school-aged children/teen initiatives are all within the purview of PSP, and as such, their organization has secured additional local and national Public funds for Community Recreation in support of school-aged initiatives, including day camps. Community members and families requiring information in this regard should engage our sister organization, as the MFRC fully transitions to align with the national model of operations.



- g. MFS Public funding for counselling restricted to 1-3 sessions, resulting in operational deficit to fund support beyond those parameters to mitigate against putting vulnerable military members and their families at risk due to cessation of MFRC mental health services, coupled with long queues to access civilian mental health providers.
10. MFRC/ MFSC operations will fully transition from a child & youth-based program model to a national strategic model based on information and awareness (communications), targeted navigation, and individualized client intervention in support of military families, while mitigating for negative transitional impacts to the 15 Wing community through the use of effective change management processes. As part of the new mental health services mandate, the MFRC/ MFSC team remain focussed on strategic organizational goals and tactical objectives for the upcoming fiscal year, specifically to transition the local operational framework with programs such as Wellness Wednesdays and targeted support for military families with a neurodiverse member to better align with the Military Family Services (MFS) modernization strategy.
11. Through GBA Plus analysis, the MFRC/ MFSC will continue to strive to ensure that programs and services are equitable to all wherever possible, while ensuring every attempt is made to reduce barriers for individuals that comprise marginalized demographics of Canadian Society located at 15 Wing Moose Jaw, 3 CFFTS Portage and throughout southern Saskatchewan. GBA Plus is an analytical process that provides a rigorous method for the assessment of systemic inequalities, as well to assess how diverse groups of women, men, and gender diverse people may experience policies, programs and initiatives. The “plus” in GBA Plus acknowledges that GBA Plus is not just about differences between biological (sexes) and socio-cultural (genders). GBA Plus considers other identity factors such as race, ethnicity, religion, age, and mental or physical disability, and how the interaction between these factors influences the way we might experience government policies and initiatives. Using GBA Plus involves taking a gender- and diversity-sensitive approach to our work. Considering all intersecting identity factors as part of GBA Plus, not only sex and gender, is the Moose Jaw MFRC’s commitment to all military families.
12. Strategic organizational resources and assets will be efficiently deployed to position the MFRC congruent to national determinants of Military and Veteran familial health and wellness through adherence to the following three themes:  
Realign - Reduce - Collaborate & Engage.
- a. Realign MFRC services to the MFS modernization framework within a revised Non-Public Funds (NPF) governance framework (if approved by the general membership), where subsequent funding to MFRCs has been strategically linked to specifically support military family transitions and positive outcomes (postings, info and referral and spousal employment), deployment (family separation) support and mental health services, with extensive mapping and referrals to community programs to avoid duplication of services.
- b. Reduce MFRC programs and/or events that benefit only a small portion of the military community, and/or are not financially or operationally viable, and/or have low mental health and wellness benefits.
- c. Collaborate & Engage utilizing a team effort that includes staff, board members, volunteers, community partners, and military families in a continuous 365 feedback and communications loop to ensure the MFRC meets the new Military and Veteran Family Services Program (MVFSP) modernization agenda, which includes information and awareness campaigns, targeted navigation for families, and individualized intervention. In this manner, the MFRC will continually engage military families through strategies employed as stated in the operations management note, while continuing to meet local community requirements through effective resource management in support of mandated and site-specific services that are valued, cost effective and meet the unique needs of the military community.

R. Gorski, Executive Director  
Moose Jaw MFRC Inc.  
2274





## **ANNEX A**

### **Moose Jaw MFRC Child Care Q & A**

#### **What are MFRCs mandated to provide in regard to childcare services?**

MFRCs are provincially incorporated, and for the most part, publicly funded not-for-profit organizations authorized to deliver the mandated Military Family Services Program (MFSP) to families of CAF personnel. Effective 01 Apr 2022, Military Family Services (MFS), a division of CFMWS, announced national public funding will not be made available to support any MFRC childcare and/ or school-aged children's programs, as they were deemed to fall under provincial legislation. The decision impacts the following local services:

- Respite and casual childcare (ages 0-5)
- School PD and Break programs (ages 6-11)
- Summer Fun program (ages 6-11)
- Parents & Tots peer support group (ages 0-5)
- Youth program/centre (ages 6-11)

As the board has deemed the majority of services listed above as essential to the local military community, mitigation of funding deficiencies for FY 2024-25 will be pursued through a combination of other government and community grants, as well as user fees and MFRC reserve funds.

#### **Why is there no full-time licensed daycare at 15 Wing as part of MFRC operations?**

As licensed childcare is regulated by the provinces, MFS has never funded and/ or supported licensed childcare operations. Despite the local pursuit of having a licensed facility at 15 Wing throughout the years, there have always been barriers to execution ranging from lack of suitable infrastructure, local community capacity, available funding, CAE-DND contract limitations, etc. Further, current infrastructure would not meet the ongoing requirements and quantifiable demands that exist for a full-time daycare facility in a manner that would be cost effective or without incurring significant annual deficits, as capacity would be limited to fifteen (15) children.

Therefore, the childcare situation at 15 Wing remains unchanged since the inception of the NFTC program. Given appropriate daycare is available within the city of Moose Jaw, the current position of DND is that licensed day care is not included in the MFRC provision of services and RP Ops has more pressing operational objectives than available funding. If local Wing leadership and/ or community members would like to pursue a provincially licensed, full-time daycare, it would require an independent board of directors (BOD) to create a separate legal and corporate entity. The BODs would need to negotiate with the Wing to provide a physical location, a service level agreement (SLA) in regard to specific support requirements, as well as secure provincial grants and other sources of revenue (fundraising, user fees, other donations).





**I still require full-time licensed daycare. Can the MFRC help in some other way?**

The MFRC liaises with local full-time licensed daycares in Moose Jaw and can provide a contact list of all providers. However, the MFRC will not offer endorsements of one daycare provider over another one.

<http://findingqualitychildcare.ca/saskatchewan>

<https://www.saskatchewan.ca/residents/family-and-social-support/child-care/find-a-child-care-provider-in-my-community>

**I use the MFRC's Early Learning Centre (ELC), but it is only open three (3) hours per day. Why isn't it open longer to support full-time daycare?**

Current infrastructure would not meet the ongoing requirements and quantifiable demand that exists for a full-time daycare facility in a manner that would be cost effective or without incurring significant annual deficits, as capacity would be limited to fifteen (15) children. As an unlicensed childcare facility and program, the ELC cannot operate in such a way that emulates a licensed facility. So, although the ELC is staffed with trained early childhood education staff and adheres to the points system for children participating in the program as prescribed by the provincial government, the childcare provided is intended to support casual childcare requirements only. Thus, the reason why the ELC can only accommodate a maximum of three (3) hours of childcare per day, per family.

**I only require casual childcare for occasional evenings and on some weekends. Can the MFRC assist me in this regard?**

The MFRC offers "Stay and Play" at the ELC one Saturday a month. It is available to all military families with priority given to families experiencing family separation due to training, operations or deployments.

**Can the MFRC provide direct childcare for Mess events such as TGIF or related events?**

The MFRC cannot provide direct childcare for such events, as such operations do not meet risk management or insurance policy exclusions (below).

Ref. Halpenny Insurance, the MFRC's insurance carrier: Liquor liability exclusion.

"Please be advised that there is a liquor liability exclusion on your insurance policy. We would like to remind you that any type of activity/event where there is alcohol present is excluded under your policy."

**My children go to school, but I am really stuck for quality childcare during teacher professional development (PD) days, winter and spring breaks, and some of the summer.**

PSP, in conjunction with MFRC in specific instances, offers a program for Teacher PD/non-school days and school breaks for ALL the school division calendars. In summer, City of Moose Jaw and YARA Centre offer summer fun programs for children aged 8-12yrs.



**This page is intentionally left blank.**



# MOOSE JAW MFRC

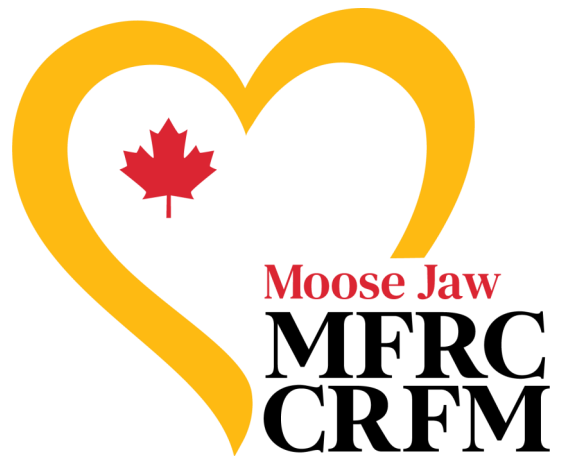
Box 5000

Moose Jaw, SK S6H 7Z8

Tel: 306.694.2273

Fax: 306.694.2845

[registrations@moosejawmfrc.ca](mailto:registrations@moosejawmfrc.ca)



**Did you know? The Moose Jaw MFRC is a charitable organization!**

Consider us when making your next charitable donation.

Registered charity number 132517384 RR001

