



Réseau Compassion Network

ANNUAL REPORT
2022-2023

Sponsorship Accountability Framework

Beyond Measurement, we're Creating Dialogue

Réseau Compassion Network has developed a new process to enter into conversation with sponsored Network organizations as it relates to ensuring mission fidelity. The renewed Sponsorship Accountability Framework assessment process is entering its second year as a pilot project. Last year, we began our pilot with St.Amant, which supports children and adults with developmental disabilities and autism. This year, we moved on to Sara Riel, an organisation providing supports to those with mental health and addictions via counselling, housing and employment services.

Sponsorship Accountability Framework



Beyond measurement, this new assessment tool is intended to spark reflection and conversation. Our goal is to understand where our network organizations are as it relates to our shared commitment to the healing ministry of Jesus. Perhaps more importantly, we plan to use this as a platform to grow together, as we all share a responsibility for ensuring that our values, which are deeply rooted in the Catholic tradition of our founding congregations, will guide and inspire us for years to come.

"After the important feedback we received from St.Amant last year, we're narrowing in on the final way we'd like organisations to report back," shares Stéphane Dorge, Director of Governance Services and Corporate Secretary.

"What's most exciting to us is that this tool is helping to give us a clear sense that our Catholic identity is alive and well. As we work towards including all of our sponsored works in this process, we are already encouraged and uplifted by the themes and stories coming from this new framework."

In the case of Sara Riel, many exciting opportunities for growth and development were identified. As an example, a call to create curriculum for all staff that fosters compassion for self and for others. There was also a call to share the learning modules developed at Sara Riel on Compassion Fatigue and Burnout with the larger network. Continued efforts to create a diverse and inclusive board and staff, stronger governance practices around evaluation and an invitation to explore the Health Ethics Guide were also included. Overall, as always, Sara Riel and its staff live their values daily: compassion, respect and recovery.



photo: Sara Riel

Participants enjoy arts and crafts in community.

Supporting our Network Members

How We Care for the Caregivers

Just as our network members are accountable to our mission and values, we are accountable to our members by providing them important supports and resources. Our role as an ally to their causes, programs and goals is a critical component of our relationship, and ensures that the many experts in our network are heard and have the chance to lead innovation in our province. There were several areas of focus this year:

Reconciliation

We had an opportunity to bring our network members together for a gathering in the fall of 2022. A group of over 60 board members, leaders and employees spent a day together committing to our collective journey. Each organisation is at a different point on their path to reconciliation, and all are seeking ways to engage more meaningfully and create safer spaces for Indigenous people within their programming and services.

After the gathering, we better understood the ways we can support this work across the network. We've engaged an Indigenous consultant who is helping three of our organisations, along with Réseau Compassion Network itself, dig deeper into what meaningful reconciliation can look and feel like for their individual missions. We've committed to another gathering and to keeping our hearts and minds open to all the ways that we can and should move towards true reconciliation.

"We truly want to applaud the Vatican and the Pope for having come to Canada to apologize to Indigenous people," shares CEO Daniel Lussier. "This was another important step for the church in its journey towards reconciliation here in Canada, and it paved the way for us to continue our work."

Lussier was invited to attend the Papal visit to

Alberta in July 2022, with a delegation led by Archbishop Albert LeGatt that included many residential school survivors. "It was a humbling experience to learn directly from those most impacted from this legacy of harm and hurt. What resonated with me in the Pope's apology was his call to move forward with processes that penetrate the heart so that we don't remain indifferent," he continues. "That was a powerful request and one that has been helping guide our work ever since. We have important work to continue."



photo: Archdiocese of St. Boniface

Members of First Nations communities in Manitoba join in ceremony with Archbishop Albert LeGatt during their trip to hear Pope Francis speak in Alberta.

Another important reconciliation activity to highlight, among many across the network, is a new Social Impact Bond that Réseau Compassion Network has invested in through Marymound that focuses aims to decrease the number of days Manitoba's youth spend in custody, while increasing connections to their cultures and identities. Marymound has developed an approach to programming that blends Western interventions with Indigenous cultural, ceremony and knowledge practices that heal the whole person.

"This is an example of reconciliation and what needs to change," shares Lussier. "This program is designed by leading with

Indigenous cultural and knowledge practices based on the guiding principle that traditional cultural interventions in treatment can help heal the whole person – spirit, heart, body, and mind. Western therapeutic interventions are there to complement when and if needed.”

Support for Rural Organisations

Ste. Rose Health Centre and Winnipegosis and District Health Centre are two smaller but vital organisations to the communities they serve, which located approximately 350 kilometres from Winnipeg.

While there are human resource related challenges in healthcare across the country, they show up most acutely in our rural communities. There’s a significant concern about how we’ll be able to care for residents and how we’ll be able to attract professionals to serve those communities.



photo: Michelle Quennelle

Community members and Réseau Compassion Network staff attend a workshop to determine the human resource needs of the Ste. Rose Health Centre.

Réseau Compassion Network has been working closely with both organisations to determine ways to increase incentives, opportunities, and the marketing of their communities, including creating new partnerships with economic development offices and First Nations communities.

We hope we will be successful in supporting these communities, but if the challenges prove too complex to overcome, we are committed to asking the right questions around the quality of care now and into the future.

Future of Aging

Many of our network members are deeply invested in care for the elderly. As demographics in Canada continue to shift and the Baby Boomers ease towards the time in their lives when they will need more supports, our network members are committed to ensuring we’re providing the best care possible.



photo: Actionmarguerite

Residents of Actionmarguerite participate in Christmas activities.

We are in an exploratory phase, both in terms of what is possible and who might work with us to make those possibilities come to life. There have been productive meetings with members of government and connections made with other like-minded organisations. Some of the questions we’re currently discussing:

Is there a better way to provide supportive housing in various settings to help seniors retain as much independence and autonomy as long as possible, while reducing the burdens on long term care homes? Do we really want to institutionalize our elders in long-term care homes? How can we transform the long-term care models that currently exist? What is our role in that? Who can we gather to help make these changes?

Ethics Services

Bringing our Mission and Vision to Life

Ethics in health care continues to be a valued part of our identity and indeed our activities. Réseau Compassion Network currently employs a Clinical Ethicist who is based out of St. Boniface Hospital, and who provides supports to other network members as required.

“From a very practical perspective, ethics are the ways that the mission, vision and values of an organisation show up,” explains Clinical Ethicist Katarina Lee-Ameduri. “We all know that these statements matter but what do they mean? How do we treat someone with compassion? What does it mean to innovate? What are solutions and supports for the unhoused? These questions help us understand what makes faith-based organisations so special. These are the principles that make it a community and not just a workplace.”

In this most recent fiscal year, Lee-Ameduri rolled out the Health Care Code of Ethics, a companion to our previously developed Health Care Ethics Guide. “Not everyone who works here will read the guide entirely, so our goal was to create something very user-friendly to help staff see themselves in ethics,” she explains. “It stems from us being clear on what it means to be a Catholic organisation and the expectations we have on how we interact. The code discusses conflict resolution, notions of solidarity, respect and dignity for our patients and for each other.”

“In the end, I hope this provides an opportunity for staff to really identify with our mission and vision at the hospital,” Lee-Ameduri continues. “What do our mission and vision mean in practice to the people who carry them out every day? How can we best live those, for ourselves, for our patients and for the larger community?”

So far, feedback from staff has been very positive. With plans on the horizon to have the code of ethics become part of onboarding new staff and creating an expectation that existing staff will sign off in agreement with the code, Lee-Ameduri is pleased with the rollout and looking forward to what’s next.

“Nothing in this code is ground-breaking but it’s a supportive tool that is shifting awareness towards the larger ways we’re called to do our work,” shares Lee-Ameduri. “My hope is that now that we’ve seen success here, other organisations will adopt this model. We’ve created something entertaining, engaging, visually interesting and it covers important topics. It can only be a value-add to other members of the network.”



photo: St. Boniface Hospital

A screenshot of the Health Care Code of Ethics video.

That said, Réseau Compassion Network, as with all Canadian healthcare providers, is competing for a small number of trained Clinical Ethicists. During the last fiscal year, we focused our attention on trying to recruit another staff member to broaden our scope, but despite the services of a reputable recruitment firm, we were unsuccessful.

"Trying to find someone to work in faith-based ethics anywhere in Canada is always challenging," admits Lee-Ameduri. "There is only one fellowship program that is faith-based, and that program serves institutions across the country. We are competing for a very small pool of candidates. To begin with, there aren't many trained Ethicists, then not too many who are faith-based, and then who might want to make their lives and homes in Manitoba. Lastly, other provinces in Canada have more funding support from their provincial government."

Lee-Ameduri looks forward a time when the Ethics Service will be able to provide more proactive support in a broader context, as well as supporting more organisations across Manitoba. She remains optimistic: "There is a Manitoban in the faith-based fellowship program at the moment, so there's hope!"



Katarina Lee-Ameduri

Réseau Compassion Québec

Continuing our Work in La Belle Province

As indicated in last year's report, since 2022, Réseau Compassion Québec (RCQ) has been the sole responsibility of Catholic Health Sponsors of Manitoba. This year, RCQ began operations and its aim is to support religious organizations in preserving their legacy and continuing their charitable work, in keeping with the Catholic values of compassion and openness.

More specifically, RCQ intends to:

- foster dialogue and collaboration between religious organizations;
- provide sympathetic support to religious organizations in the process of completion or transformation;

- ensure the governance of funds entrusted to us by religious organizations, in keeping with their transformation strategy and community wishes, in order to pursue their mission and support their members.

In its activities as in its governance, the organization respects the principles of Canon Law of the Catholic Church, the principles of the Church's social doctrine and the Guide to Health Ethics, as approved by the Canadian Conference of Catholic Bishops. RCQ also works closely with the Canadian Religious Conference.

Important New Projects

Answering the Call of our Communities

Réseau Compassion Network is incredibly proud of the work each sponsored network organization does in our community. We are also recognizing, more and more, the special ability that Réseau Compassion Network has to act as a catalyst for change in Winnipeg and beyond.

Over the past year, Réseau Compassion Network has developed a strategy statement that will help provide additional guidance to our mission activities and the direction we want to set for the future. We've aimed to encompass our values, our legacy and the ways we know we can continue to innovate and make impactful change in our communities. The following statement has been approved by the Board of Réseau Compassion Network and by the Members of Catholic Health Sponsors of Manitoba.

Over the next 10 years, RCN will expand its mission activities by developing responses that provide meaningful and impactful outcomes for people in Manitoba who are facing barriers related to complex poverty. To do so, we will:

- engage the capabilities and expertise of our Network organizations;
- build relationships with other community partners who can help us with our strategy;
- refine our ability to think through challenges;
- maximize the use of our funds.

The following are examples of projects that have been inspired by this new strategy statement.

Housing

Les suites Marion is a mixed-use, mixed-income rental property in the heart of St. Boniface featuring 20 affordable and 28 market rate suites. Since September 2023, the

affordable suites have been ear-marked by three of our network members who had placed clients in the building alongside wrap-around services such as counselling, social workers and direct support workers. The 28 market rate suites were fully rented less than a month after being put in the market.

Another exciting project involves the McLaren Hotel, a long derelict building in Winnipeg's downtown core. Tenants living in the building pay a small amount for access to a small private room and one shared bathroom and kitchen per floor. The living conditions are simply unacceptable, but both the building's owner and the tenants had very few other options.



The McLaren Hotel in downtown Winnipeg.

The owner was worried that any large-scale renovation would push out the hundred tenants as rents would increase. The tenants themselves often have nowhere else to go. "I was able to tour the building and speak to some of the tenants," shares Daniel Lussier. "I was truly shocked to see the conditions they're living in, but I also quickly understood that for many,

the choice is between an old, run-down former hotel or living on the street. We knew we could do better.”

The Equal Housing Initiative was born; a partnership involving many organisations working in the non-profit sector that has created a plan to renovate the building while ensuring affordable rents, meaning tenants will not lose their homes. Réseau Compassion Network has contributed by funding some of the initial feasibility studies to get the project off the ground.

“We now have floor plans and architectural drawings at the ready, and those were created with the help of the tenants themselves,” continues Lussier. “For example, they shared that while they would appreciate their own washrooms, they preferred communal kitchens. Gathering spaces and welcoming reception spaces mattered, too, so that’s what has been designed. Their agency and dignity come first. This is their home and they deserve to have a say in its creation.”

Réseau Compassion Network has also continued to serve congregations in Manitoba, and the Sisters of St. Benedict’s moved into their new monastery in St. Boniface over the summer of 2023.

Their former home, located just outside Winnipeg, in West St. Paul, included a conference centre and over 80,000 square feet of facilities. With 11 Sisters remaining in the congregation, many well into their 70s and 80s, they knew it was time to find a new space that would allow them to continue to study, pray and live together in community.

The new St. Benedict’s Monastery was purposefully designed for their use, including a chapel, study room and communal living spaces, as well as private rooms for each sister that feature a washroom and personal outdoor space.

“This was an opportunity to support women religious, which we are very pleased to be able to do, but it has also allowed us to dream the future where the building may be repurposed for other mission activities,” explains Lussier. “This is a beautiful contemplative space for the Sisters to continue their journey, but when they are no longer in need of the building, it could become a hospice or a palliative care facility. There are so many possibilities for the ways this building could fill an unmet need in our community.”



The new St. Benedict's Monastery

Caring for our Common Home

Our Response to Laudato Si

As Canada encounters more climate-related disasters such as forest fires and flooding, Laudato Si has been much discussed and considered here at Réseau Compassion Network. Our organisations and the Sisters have heeded the words of Pope Francis and continue to seek ways to care for our common home.

Recently, a group of congregations approached Réseau Compassion Network to receive assistance in selecting a way to make what they have called an “impact donation.” Instead of smaller donations from each congregation to different non-profit organisations, the seven congregations pooled a total amount of \$100,000 to help bring about change about in Manitoba.

With the support of our Director of Strategic Initiatives, Paul Vermette, the Sisters were able to review a selection of organisations and goals. They eventually settled on Climate Change Connections (CCC), a charitable non-government organization working to educate Manitobans about climate change and facilitate climate solutions.



Sister Cathy Laviolette

With the impact donation, CCC was able to hire another staff person, launch a food waste reduction strategy and create a stronger online presence. The organisation has also provided presentations on climate change to the Sisters, as well as others in their assisted living complex.

Sister Cathy Laviolette, a member of the selection committee, shared that: “As religious communities, we’ve been implicated in the care of our common home for a long time now. This isn’t a new issue for us, but the more education and the more outreach we can do, the more people can get involved. To me, the environment is integral to our faith and our daily lives.”

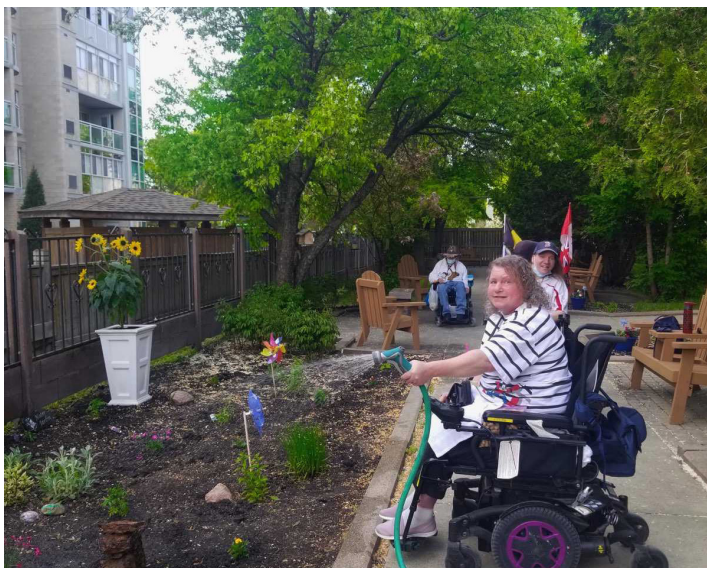


photo: Actionmarguerite

Residents at Actionmarguerite work on creating beautiful spaces in their courtyard.

Our annual Inspiration Grant program has also been amended to include what we refer to as a Green Category. We offer organisations up to \$50,000 to help the innovative ideas of staff come to life. This new category allows for creative programming that serves the wellness of participants, as well as educates about and cares for the Earth.

In 2022, three projects were selected: an outdoor classroom to encourage land-based learning for Indigenous youth at Marymount, a community garden at Centre Flavie, and revitalized outdoor spaces at three long-term care homes operated by Actionmarguerite.

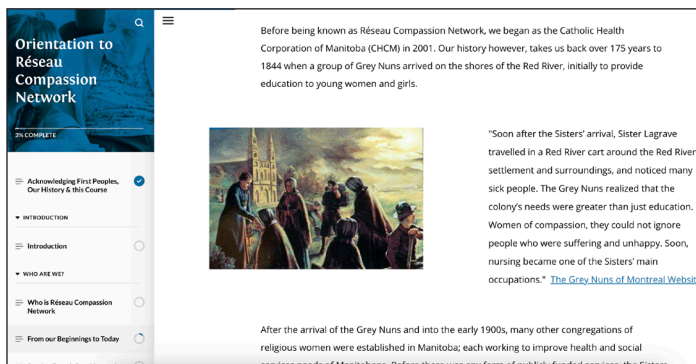
Education and Formation

Creating Conditions for Compassion to Flourish

As a sponsor of 13 agencies in Manitoba, and two in the Province of Québec, we have created many ways to help staff, volunteers and leaders within the network, learn and grow in ways deeply inspired by the charisms of the Sisters who have entrusted their missions to us.

Formation

This is the program we have created that is required training for all board members and senior leaders across the network. This year, our formation focus was on our General Orientation course, which is a 2.5-hour online self-study, educating leaders on our history, the charisms of our founding congregations and how we, as lay leadership, live our Catholic values focusing on our Sponsorship Accountability Framework and its reporting framework.



A screenshot from our formation portal.

This orientation course and the other series of online courses are an accessible way to educate the majority of our roughly 50+ senior managers and 200+ board members throughout the network, when the commitment of the 8-day Mission Leadership Program retreat is not feasible. Each year we ask each of these roughly 250 leaders to take at least one course within the series of four courses, which together cover most of the Mission Leadership Program curriculum. Those leaders who are able to attend the Mission

Leadership Program must travel to take the course with our colleagues at the Catholic Health Sponsors of Ontario. This year, another contingent of our senior leaders were able to attend this formative 8-day program.

"It's very powerful to be able to share our experiences and learnings across provinces," affirms Director of Culture and Compassion, Jennifer Kilimnik. "One of the most cherished parts of these retreats is the chance to hear from Sisters, who are invited to share their experience working in health and human services. A number of participants mentioned that they had never actually met or spoken to a Sister before, and it was really valuable for them."

This coming year's focus will be Ethics, through our Introduction to the Health Ethics Guide Course. This online course is a review of the content of the Health Ethics Guide published by the Catholic Health Alliance of Canada, providing leaders with tangible examples of how they should be applying this important guide to their governance and leadership decisions.

Training and Offerings

As the world continued to open to in-person gatherings post-pandemic, we were able to expand our offerings to include more options. A mix of online and in-person, daytime and evening, and a broad array of subjects has increased our reach and engagement across the network.

Courses offered throughout the year included Mindful Practice for Direct Support Professionals, Short Course – Mindful Self-Compassion, Day of Centreing retreats, as well as other gatherings to learn about and reflect on reconciliation, service, compassion and self-care.

"For this year, we really focused on re-engaging with our CEOs and Executive Directors," explains Kilimnik. "We know that if they don't see the value in participating in these offerings, they won't send their teams. We see that now, as the management of the pandemic has eased, seniors leaders are able to come back to these offerings to reconnect back to the importance of our values and the ways we can each care for ourselves."

To that end, Réseau Compassion Network also offered a leaders retreat at a conference centre in rural Manitoba with views of expansive Lake Winnipeg and surrounded by nature to help find peace and tranquility. "The retreat was truly a highlight of the year," continues Kilimnik. "We have to take care of our people, and we're doing that by helping them build the skills to manage the increasingly complex suffering that people are experiencing. It's not just the people coming in for support who are suffering, the staff experience pressures and stress, as well. We want everyone to be well."

Kilimnik drew inspiration from the Sisters as she planned this first retreat, which included meditation, quiet contemplation or prayer, journaling, time outdoors and mindful movement. "The Sisters always had a contemplative practice that created moments of self-care," she shares. "We know from science and from history that these moments have a protective factor on our well-being. When we are doing well personally, we can better serve those in our community."

Another positive outcome of the retreat was stronger connections between leaders in the network. "Some of them carpooled to the centre, or just had time to be together over meals or in the evenings," Kilimnik says. "This has given them a better sense of what's going on within the network, how they can help each other, and it has led to some of them coordinating their services instead of developing them within a silo. There were truly so many benefits to this time spent in retreat."



Financial Information

Ensuring our Financial Future

Réseau Compassion Network Inc. has an annual operating budget of \$2.8 million. The organization receives its funding from a Foundation, Dorais Charities, managed by Réseau Compassion Network, that holds sufficient endowment funds to secure the future of our mission for years to come.

For the 2023 fiscal year, the combined revenue of our Network organizations is approximately \$650 million CDN. Overall, we continue to be heavily dependent on government funding through service purchase agreements

supplemented by certain business and fundraising activities.

Continued competition for fundraising dollars has resulted in economic conditions that put added financial stress on certain of our organizations. Fortunately, our network organizations have built well respected brands and are viewed favorably by our community. We are grateful that the outcomes of their hard work are enabling them to attract sufficient funding to remain sustainable.

RÉSEAU COMPASSION NETWORK BY THE NUMBERS

PEOPLE SERVED

310,000 +

HEALTH & SOCIAL SERVICES
PROFESSIONALS AND STAFF

7,900 +

VOLUNTEERS

1,100 +

APPROXIMATE TOTAL
COMBINED REVENUES

\$650,000,000
ANNUALLY

TOTAL PERCENTAGE OF HEALTH
SPENDING IN MANITOBA

9%

ANNUAL OPERATING BUDGET OF
RÉSEAU COMPASSION NETWORK

\$2,8 million

Stories from the Network

Community Food Pantries: Youville Gives Back

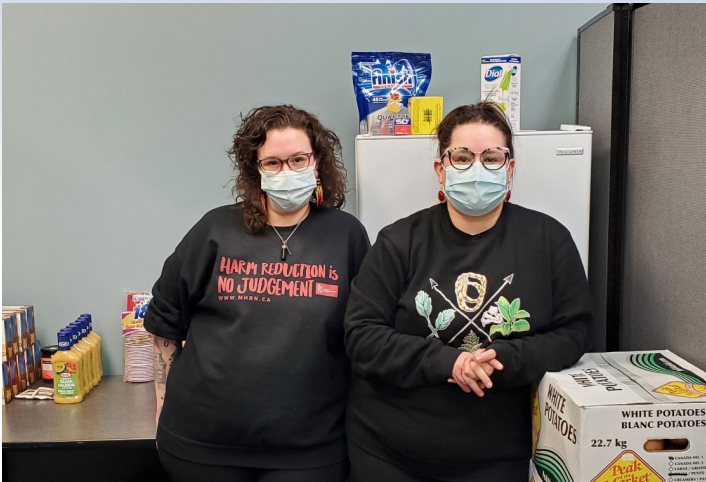


photo: Youville Centre

Amy LaBrash (left) and Brittany Rossong.

Amy LaBrash and Brittany Rossong have a lot in common. They're two energetic people who work for Youville Diabetes Centre and Youville Community Health Center, who are passionate about supporting others, and who won't leave a stone unturned if there's a way to further help their clients. Each of them recently came to the realisation that their clients were going hungry or had to make tough decisions about how

to spend their grocery money. Each woman decided to open a food pantry at their location and are now dedicated to growing the program together.

"We've heard clients ask how they are supposed to buy their insulin when they can't afford to pay for groceries," shares Rossong. "The impact was immediate, even though our pantry is still small. This week, I had someone say to me that if it wasn't for the food pantry, he wouldn't have any food on his shelves at home."

It's worth noting that neither employee has "creating a food pantry" as part of their job description; LaBrash is a registered nurse and Rossong is an administrative assistant. But they were called to help where they could, and in ways that align with their values. "The people we support know they should take care of their health in a proactive way, but they don't have many choices due to their financial situation," explains Rossong. "If we can help with that, we will. It's all connected."



Youville Centre offers services such as nutritional education.

A Successful Social Enterprise for Centre Flavie

Centre Flavie has launched a new social enterprise that's creating new revenue and awareness of the work they do to provide household goods and clothing, free of charge, to those in the community who are struggling to make ends meet.

La Boutique Unique, a second-hand and vintage store, is finding success in a 21st century model; it's run as a monthly online auction. The goods sold at auction were all donated, but Vielfaure is quick to point out that the fact that some items are removed from the general inventory to be sold is a trade-off that was thoughtfully discussed by staff, volunteers and the board before the enterprise was launched.

The funds raised at auction represent a significant amount of Centre Flavie's operating budget. "Last year, our overall budget was \$700,000," reveals Vielfaure. "So to say that this enterprise, if it continues the way it's going, could be responsible for nearly 20% of our

budget...it's an opportunity for stability that we can't ignore."



Gilbert Vielfaure standing in La Boutique Unique.

While some donors had questions about the new concept, once they understood the financial impact and the process for selecting items, they came around quickly. "This model makes sense to people, and they're seeing how it's making a difference," Vielfaure shares. "This is about ensuring we can continue to support our community for years to come."



Reconnecting with Indigenous Culture at St.Amant

Michelle Tomchak, Coordinator for Supported Independent Living at St.Amant, understands the importance of connection for everyone receiving services.

For a group of Indigenous people supported by St.Amant, that connection can also be a powerful way to re-engage with their culture and learn more about their history, their families and their traditional ways. “We had a woman in particular who was already quite active in the Indigenous community at St.Amant,” Tomchak reveals. “She wanted to become an Elder and be recognized in the community at large. We started exploring how we could make that happen for her.”

Funded by a \$50,000 Inspiration Grant provided by Réseau Compassion Network, the team at St.Amant worked with Indigenous organisations

to create a series of workshops. Tomchak confirms that it quickly became apparent that many others at St.Amant were walking the same path and were very interested in the activities being offered. “They’re searching for who they are as Indigenous people and this grant has allowed them to do that in a much more meaningful way,” she says.

The workshops have been an overwhelming success, garnering between 10 and 20 people per session, plus their support workers. “What has been so wonderful to see is how much people already know and how much more they want to learn,” Tomchak explains. “This is their chance to truly live their culture in a way that they cannot as much with staff who are non-Indigenous. It’s so impactful and so important. We hope we can find a way to do this again in the future.”



photos: St.Amant

Participants show off the drums they made during an Inspiration Grant-funded workshop.

Réseau Compassion Network

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Stéphane Dorge
Director of Governance Services and Corporate Secretary

Paul Vermette
Director of Strategic Initiatives

Jennifer Kilimnik
Director of Compassion and Culture

Dominique Philibert
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Katarina Lee-Ameduri
Director Of Ethics, Clinical Ethicist, St. Boniface Hospital And Réseau Compassion Network

Bob Lafrenière
Chief Financial Officer

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Muriel Therrien
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Maxine Robert
Executive Assistant & Office Manager

Andrew Terhoch
Spiritual Care Practitioner

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