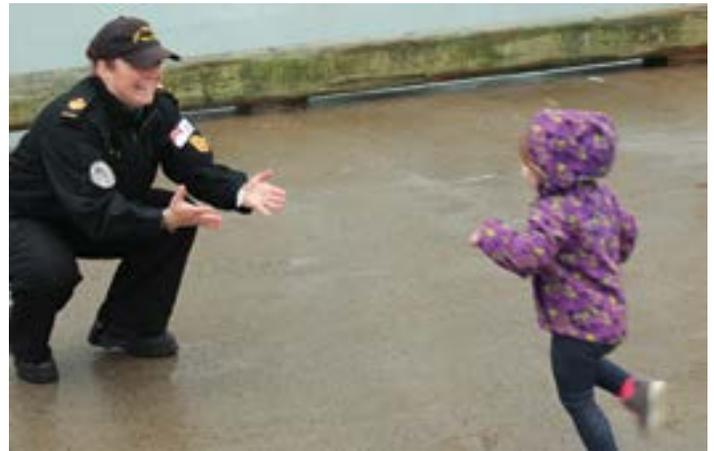


ANNUAL GENERAL REPORT OF THE BOARD OF DIRECTORS 2016 – 2017



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H&R MFRC ANNUAL GENERAL MEETING 2017 AGENDA

Wednesday, June 14, 2017

1. Call to Order – Chairperson
2. Welcome and Introduction of Board Members – Chairperson
3. Welcome and Introduction of Staff – Executive Director
4. Year in Review – Vice Chairperson
5. Approval of Minutes: Annual General Meeting June 2016 – Secretary

Motion to approve the minutes from 2016 – Secretary

6. Financial Report Fiscal Year 2015/16 – Treasurer/Accountant

Motion to approve auditors report as presented – Treasurer

7. Presentation of Approved Budget 2017/2018 – Treasurer/Accountant
8. Appointment of Auditor for 2017/2018 – Treasurer

Motion to approve the appointment of Etter MacLeod & Associates Inc. as the auditor for 2017/2018 – Treasurer

9. Report of Recruiting Committee – Committee Chair
10. Election of Officers – Committee Chair

Motion to approve the Board of Directors as presented – Recruiting Chair

11. Bylaw Changes – Chairperson

Motion to approve the Bylaws as presented – Chairperson

12. ESPRIT Staff Award - Chairperson
13. Call for Other Business – Chairperson
14. Commanding Officer's Remarks – Base Commander and Wing Commander
15. Closing Remarks – Chairperson
16. Call for Adjournment – Chairperson

Motion for adjournment – Chairperson

H&R MFRC ANNUAL GENERAL MEETING MINUTES 2016

A meeting of the Board of Directors of the Halifax & Region Military Family Resource Centre was held on Wednesday, June 15, 2016 at 1730hrs at Halifax site.

CALL TO ORDER

The Chair called the meeting to order at 1730hrs

Welcome and introduction of the head table and Board Members by Barbara Corbett

Welcome and introduction of MFRC Staff by Colleen Calvert, Executive Director H&R MFRC

YEAR IN REVIEW

Presented by Colleen Calvert. H&R MFRC video and presentation

APPROVAL OF MINUTES FROM 2015 AGM

The 2015 AGM minutes dated June 17, 2015 were reviewed (in Annual Report)

Motion to approve the minutes:

Motion by: Brenda Fancy Second: Annie Dori Motion carried

AUDITORS REPORT – FISCAL YEAR 2015/16

Introduction of John Benson, Accountant for MFRC by Carolyn Mercer

Presentation of Fiscal Year 2015/2016 – Annual Audited Financial Statement

Motion to accept the financial report as presented:

Motion by: Carolyn Mercer Second: Darlene Pomroy Motion carried

APPOINTMENT OF AUDITOR FOR FISCAL YEAR 2015/2016

Motion to appoint Dave Etter as the Auditor for FY 2016/2017

Motion by: Carolyn Mercer Second: CWO Michael Whitman Motion carried

REPORT OF RECRUITING COMMITTEE

No new recruitment within the board for the fiscal year 2015/2016

Presentation of the elected Executive Board members: Darlene Pomroy – Chair, Jacquelyn Stevenson – Vice Chair, Rendell Witzell-Ratelle – Secretary, Barb Corbett – Advisor to the Chair.

Motion: To accept the Board of Directors as presented:

Motion by: Erica Parrill Second: Annie Dori Motion carried

ELECTION OF SLATE OF OFFICERS

Presented by Melissa Bryden

Motion: To accept the members as presented to the Board of Directors for 2015/2016

Motion by: CPO Lee Brown Second: Leading Seaman Carol Mullins Motion carried

PRESENTATION TO DEPARTING BOARD MEMBERS

Barbara Corbett presented Annie Dori with a thank you for her commitment to the Board

BYLAW CHANGES

Motion: To accept the changes to the by-laws as presented

Motion by: Melissa Bryden Second: Darlene Pomeroy Motion carried

PRESENTATION TO DEPARTING BOARD MEMBERS

Barbara Corbett made a presentation to departing board members:

Lara Mousley, Melissa Bryden and Margaret Hache

PRESENTATION OF ESPRIT STAFF AWARD & ENTREPRENEUR CLUB AWARD

The 2016/2017 Esprit Award was presented to: Daniel MacPhee (MFRC Staff) and Shauna Berrigan (Daycare Staff)

The 2016/2017 Entrepreneur Spirit Award was presented to Linda Picard

CALL FOR OTHER BUSINESS

Vice Chairperson: Barbara Corbett

No business from the floor.

COMMANDING OFFICERS' REMARKS

Wing Commander Colonel Allen thanked the Board of Directors for their service to the MFRC and the MFRC staff for the support of military members and their families.

CLOSING REMARKS

Barbara Corbett thanked everyone for their support and commitment. Barb also provided a special thank you to Colleen Calvert for all of her dedication to the MFRC as this would be Colleen's final AGM as the Executive Director of the H&R MFRC with her pending retirement in 2016.

CALL FOR ADJOURNMENT

Motion to adjourn made by Barbara Corbett.

Meeting Adjourned at 1815hrs

Motion: To accept

Motion by: Janna MacGregor Second: Jacquelyn Stevenson Motion carried

GENERAL INFORMATION

MISSION

To strengthen the well-being of all those who share the unique experience of military life.

VISION

Strong, connected, resilient military families.

VALUES (CARE)

Collaboration – We work in partnership with families, the community, military leadership and the Canadian Armed Forces.

Accountability – We demonstrate integrity, fiscal responsibility and performance measurement.

Respect – We respect the uniqueness and diversity of the military community.

Excellence – Our programs and services are flexible, responsive, strength-based, diverse, inclusive and relevant to those we serve.

REPORT FROM CHAIR

Jacquelyn Stevenson – Board Chair

It's true, what a difference a year makes! It has been an incredible year at the Halifax & Region Military Family Resource Centre. Every challenge presented was met with enthusiasm and hard work by both the Staff and the Board.



Collectively, the Board of Directors dedicated an incredible amount of volunteer hours over the past year. We have an exceptional Board who bring remarkable skill-sets to our table. Personally, I would like to thank you for your time and dedication. Without you, we would not have been able to achieve our goals and surpass our challenges. The Board has played an active governance role in building and enhancing programs and services which the Centre provides to military families.

In the fall of 2016, the Board formed a volunteer committee to recruit a new Executive Director for our Centre. The committee worked tirelessly throughout the hiring process from reviewing resumes to interviewing a finalized list of candidates. I would like to take this opportunity to welcome Shelley Hopkins to the role of Executive Director. Shelley has been with the Centre for a number of years and many of you may remember her from the Shearwater Children's Centre. This was a major undertaking for our Board and we are thrilled with our end result. Welcome Shelley!!

Our Centre continues to champion pilot project such as the Veteran Family Program and the RCAF Sponsorship program. We achieved Accreditation in 2016 and continue to incorporate the new Military Family Services Parameters for Practice document into the delivery of programs and services for military families.

This year marks the 30th anniversary for the H&R MFRC. From our earliest days on Gottingen Street to our facility in Windsor Park the Board and Staff embrace the unique everyday happenings and truly are "the strength behind the uniform."

The last year has been truly exciting! Again, a huge thank you to all Board members for your support and dedication. I can't wait to see what the next year will bring for our Board and Centre.

RECRUITING COMMITTEE REPORT

Brenda Fancey – Committee Chair

At this year's AGM, the community will be electing six new board members. We welcome our new members to the table to help us continue to support military families, and the Military Family Resource Centre through diligent governance best practices. As our Board is made up of military family members and military members, it is expected that we will lose a few board members every posting season. At this time, we are saying farewell and thank you to CPO1 Lee Brown and CWO Mike Whitman, Rendell Witzell-Ratelle, Darlene Pomroy, Lt(N) William Degg, Julian Morrison, Janna McFtridge, and Brenda Fancey for their hard work and dedication in the service of military families and the Military Family Resource Centre.

We would like to welcome three newly appointed military members to the board: MWO Rock Beaulieu, 5th Canadian Division, CWO Dave Hepditch, Wing Chief, and CPO1 Dave Steves, Base Chief.

We would also like to welcome our six new board members:

Colleen Mitchell

Martin Constantine

Kathy Willis

Mora Giovannetti

Tracey McDonald

Jillia Pritchett

The following members will remain on the Board:

Jacquelyn Stevenson – Chair

Barbara Corbett – Past Chair

Erica Parrill – Secretary

Carolyn Mercer – Treasurer

Meghan Maher – Board Development Chair

Amy Braye – Policy Chair

Exofficio - non voting:

Shelley Hopkins – Executive Director

Cdr (Ret'd) Wayne Dipersio



BOARD DEVELOPMENT AND EVALUATION COMMITTEE REPORT

Meghan Maher – Committee Chair

The role of the Board Development committee is to provide opportunities to develop the skills of the Board and secondly, to evaluate the Board with the intention of improving Board effectiveness.

The 2016/2017 season of the Board of Directors was fully complimented with the same members from the previous year with only a few changes among the Executive members and Committee Chairs. Our annual Board Training session was held mid-October and focused on the Board's stewardship role in relation to our Executive Director as well as developing a comprehensive evaluation tool to measure the performance of our Executive Director.

One of the roles of the board members is to be aware of the services and supports that are provided by the H&R MFRC. As with previous years, the talented staff from the centre took the opportunity to educate the board members. A staff member would attend the monthly meetings to present information and answer questions about their program area.

The committee also implemented mini-training sessions for each Board meeting. These sessions are designed to spend less than five minutes discussing a variety of topics related to the Board as suggested by Board members throughout the year.

Our annual Board evaluation tool will undergo an overhaul throughout the summer and will be completed semi-annually. We have also initiated a shorter monthly evaluation tool to be distributed and completed by the attendees at each meeting.



Members of the Board were also provided opportunities throughout the year to attend training and network with staff and Board members from other MFRCs. A number of board members also attended the Atlantic MFRC Conference in Greenwood, NS this month.

This year, we are sad to say good bye to a few Board members and wish them well in their future endeavours. We are excited to welcome new members to the team and look forward to a 2017 – 2018 season full of growth and development opportunities for all members!

POLICY & ACCREDITATION

Amy Braye – Chair, Policy and Accreditation Committee

The 2016 – 2017 year was quiet on the policy front. So much work had been done the previous year in preparation for accreditation that revisions have been unnecessary.



As a result of our Accreditation work, we entered this year knowing that our efforts would be focused on two important new committees: Executive Director Evaluation, and Board Evaluation.

Many thanks to the chairs and participants in these committees. The creation of Terms of Reference and associated processes for both areas of evaluation are important contributions to our ongoing efforts to remain effective, accountable, and transparent in service of our membership.

PROPOSED BYLAW AMMENDMENTS

ARTICLE 1 – HALIFAX & REGION MILITARY FAMILY RESOURCE CENTRE

The name of the Society shall be is the Halifax & Region Military Family Resource Centre hereafter referred to as the Halifax & Region MFRC.

ARTICLE 4 – BASE, FLEET, 5 DIV AND WING CHIEF PARTICIPATION

Given the unique needs of the Maritime Forces Atlantic community, it has been decided by the Society that the Base Chief Petty Officer, Wing Chief Warrant Officer for 12 Wing Shearwater, 5th Division Chief Warrant Officer and the Fleet Chief Petty Officer, or permanent appointed representatives, will be members of the Board. The 5 Division Chief Warrant Officer and the Fleet Chief are nonvoting members. These positions will not be voted in.

ARTICLE 6 – DEFINITIONS

h. Family member means any person who is legally married to or the common-law spouse of or in a long-term relationship with of a military member or the parent of a single member.

ARTICLE 8 – BOARD

a. **Composition of the Board** – The Board shall consist of at least 51% family members of military members and may also include one member of the community at large. Non-voting members may include the Base Chaplain, MARLANT Chief Petty Officer, MARLANT Office of Primary Interest representative, 12 Wing Commander representative, and the Executive Director of the Centre. Non-voting status of the chaplain does not preclude their election to the Board as Regular members.

- 1) Spouse or Common Law Spouse of serving CAF Member;
- 2) Parent of Single serving CAF Member;
- 3) One (1) Parent of a child enrolled in H&R MFRC daycare (Shearwater or Halifax); and
- 4) Equal Representation from all ranks for both civilian partners and military members;

b. **Responsibilities of the Board** – Responsibilities These shall will include:

- 1) Identifying social and community needs of the military families living / working within the geographical area supported by the Maritime Forces Atlantic Formation,
- 4) Planning projects / programs / services in response to the priority needs as established by the Board in consultation with the Executive Director;
- 5) Approving the establishment of funding new programs to meet the changing needs of the community;
- 6) Approving policies for the Centre as developed by the committees of the Board or the Executive Director;
- 9) Ensuring responsible expenditures of all funds awarded / held by the MFRC;
- 11) Ensuring the active participation of all partners at all stages in the development and operation of the Centre
- 14) Developing hiring and termination policies only on the professional and non-professional staff of the Centre, and Ensuring that liability insurance coverage has been obtained for all Board members, staff members and volunteers;

c. Election of Board Members

- 1) A slate of officers will be put forward by the Nominating Recruiting Committee. and There will be no nominations entertained that have not been previously considered by this committee;
- 2) **The Term of office:** for Board members shall be fulfil a two-year term, and members shall be eligible to offer re-election;
- 5) **Removal of Board Members:** A General Meeting shall be called for this purpose and through a resolution, the voting attendees present by at least 75% of the vote cast, shall remove any Board member before the expiration of his/her their term of office and may, by a majority vote cast at that meeting, elect any person to fill the vacancy for the remainder of the term. Failure to attend three consecutive Board meetings, without sufficient reason accepted by the Board, shall be cause for the Board to propose the removal of the Board member in question. Also, failure to attend 75% of the Board meetings during the year without compensatory activity on Board committees or other Board functions may be cause for the removal of a Board member;

ARTICLE 9 – EXECUTIVE BOARD

1. Duties of the Executive Member(s)

- a) The Chairperson shall;
- b) The Vice-Chairperson shall, in the absence of the Chairperson, perform the duties of the Chairperson and other duties as assigned from time to time by the Board. In the event that the Chairperson is required to resign from his/her their duties, the Vice-Chairperson shall assume this duty;
- c) The Past Chair shall, support the Chairperson in the performance of their duties.
 - 1) Chair the Nominating Recruitment Committee, and assist with the recruitment and orientation of new Board members;
- d) The Treasurer shall
 - 7) Preference should be provided to a board member with a strong financial background;
- e) The Secretary shall

ARTICLE 11 – STAFF APPOINTMENTS

2. The Executive Director shall ensure that civilian partners are involved in the decision-making process at all stages in the establishment and operation of the Centre

ARTICLE 12 – FINANCIAL MANAGEMENT

2. c) The Executive Director and designated staff members can sign for the staffs pay cheques except that of the Executive Director; and

ARTICLE 13 – AUDITORS

The voting attendees at each Annual General Meeting shall appoint an auditor to audit the accounts of the MFRC. This individual will hold office until the next Annual Meeting. If the office of auditor becomes vacant before the term is complete the vacancy shall be filled by an appointment made by the Board of Directors. The Board shall fix the remuneration of the auditor.

ARTICLE 14 – EXECUTION OF CONTRACTS

The Chairperson or his/her their designate and one other member of the Executive shall sign all contracts, documents or any instruments in writing requiring execution by the Board. In the case of contracted personnel whereas the contract negotiated between the Board and contractor must be signed by the Chairperson or his/her their designate and one member of the Board as outlines by Supply and Services regulations. All such documents, once signed are binding upon the MFRC without any further authorization or formality. The Board may, from time to time, appoint any Board member on behalf of the MFRC either to sign documents generally or to sign specific documents.

ARTICLE XVII – MEMBERSHIP

~~Membership in the Association shall cease upon the death of a member, or if by notice in writing to the Association, he or she will resign his or her own membership or if he or she ceases to qualify for membership in accordance with these by-laws.~~

ARTICLE 17 – SEAL OF THE SOCIETY

The seal of the Association Halifax & Region MFRC shall be in the custody of the Executive Director and must be affixed to any document upon approval of the Secretary and one other signing authority.

ARTICLE 18 – AMENDMENTS

Amendments of the Memorandum of Association and/or By-Laws may be made in accordance with the following:

This By-Law shall come into force without further formality upon enactment.

Enacted as By-Law Number 1 of the Board of Directors at a meeting duly called and held with a quorum present on the 17th day of June 2015.



HIRING COMMITTEE

Committee Chair – Barb Corbett

The Hiring Committee consisted of five members of the board and was tasked with conducting the hiring process for a new Executive Director. The job description was reviewed and the job posting was published in August. There were over 100 applicants. An initial screening of all applicants was conducted focusing on the major requirements. The list was reduced to approx. 35 and a second vetting was conducted. A third and more detailed vetting resulted in five candidates contacted for an interview.

All five candidates were required to do a 10–15 minute presentation and were asked a series of questions by the committee. Reference checks were also completed. All five candidates were very impressive. The committee reported back to the board with a recommendation. Shelley Hopkins was the successful candidate and started her new position of Executive Director on December 16, 2017. Congratulations Shelley!

This committee took a serious commitment of time and dedication. I would like to thank Jacquelyn, Darlene, Julian and Wayne for their invaluable assistance and willing participation!

EXECUTIVE DIRECTOR EVALUATION COMMITTEE

Committee Chair – Janna McFatridge

Members – Jacquelyn Stevenson, Rendell Witzell-Ratelle, Amy Braye, Julian Morrison

The role of the Executive Director Evaluation Committee is two-fold. First, it is to work with the Executive Director to develop a clear, effective procedure and timeline for measuring her job performance, with input from board members and MFRC staff. Second, it is to deliver those results in accordance with the dates recommended in the Review Process document.

The committee's first meeting was held on January 18, 2017, and we sat down with Carla Anglehart to define our objectives and discuss the structure of the three evaluation components we would be working on: the Review Process, Evaluation Tool, and Terms of Reference,

Each are critical components of the evaluation procedure, and we met monthly to document steps involved in creating a fair and thorough review of the work our Executive Director is doing. The Executive Director was present at these meetings, and we discussed the steps with her at every stage of development.

The three documents were completed at our final committee meeting on May 17, with a vote on approval of the Terms of Reference scheduled for our regular board meeting on May 29.

We hope the work done by the committee on the evaluation procedure will be easy to carry forward and implement when the MFRC Board reconvenes in September 2017.



EXECUTIVE DIRECTOR'S REPORT

Shelley Hopkins – Executive Director

Wow, a lot can happen in a year! The 2016–2017 year has been a time of change and growth at the H&R MFRC. It's my pleasure to highlight the many significant accomplishments made, all to meet the evolving needs of our military families.



The H&R MFRC played a substantial role in supporting operations, including the homecoming of HMCS Charlottetown and the departure of HMCS St. John's, the deployment of two MCDVs: HMCS Moncton and HMCS Summerside, and supported other ongoing operations through the world.

We continued work on several pilot projects for many national initiatives, including Veteran Family Program and the RCAF Sponsorship program. In April 2016, we became the first MFRC to receive accreditation from the Canadian Accreditation Council in the areas of Governance and Program, for our Family Information and Referral Services Team (FIRST).

A major change happened in the fall when our Board of Directors set about out to replace the Executive Director, who was retiring in December 2016 after 17 years. Having been with the H&R MFRC for many years, starting as a university student and becoming the Director of Shearwater Children's Centre/Shearwater Site Manager, I was excited to accept the position!

Launched this year was the new MFS Parameters 4 Practice, which is the guiding document for the delivery of programs and services to families. We took the opportunity to review several programs, ensuring they met program and families' expectations. Thank you to those families who engaged in these reviews, your feedback was essential and invaluable.

Community engagement continued to be a priority as we established new partnerships with many local community agencies so we can better assist families to navigate NS systems. Challenges included health care and spousal employment, just to name a few. These partnerships have helped us raise the profile of the H&R MFRC, by educating them about the unique challenges and strengths of living the military lifestyle, and the wealth of services provided to military members and their families.

And we turned 30! Opened as the Military Family Support Centre on Gottingen Street, it was the first of its kind in Canada. Today, we have the same mission of strengthening the well-being of all those who share the unique experience of military life.

I have to thank the amazing team of professionals who work incredibly hard. I am excited to work with this entire group to strengthen connections with our military family community.

I would like to recognize the dedication of the volunteer Board of Directors for their support and guidance. The skills, experience and knowledge each member possesses has made the Board a leader in governance with a strong commitment to our mission, vision and values.

To our H&R MFRC volunteers: thank you! We could not possibly have accomplished what we did this year without you! Our 120+ volunteers pitched in in all areas, from briefings, to fundraising and program facilitation.

Finally, thank you to Colonel Allen, Capt. (N) Sutherland as well as Capt. (N) Forget, who have shown me great leadership and sincere support for the well-being of families. The backing of the Commanding Officers of CFB Halifax, 12 Wing Shearwater and 5th Canadian Division has made what we do to support families possible.

We are set to move the yardsticks in many areas in 2017 – 2018 including technology, community engagement, partnerships and Road 2 Mental Readiness. We will continue to engage families using a "Family Centred" approach to program delivery. We are excited for a new year and welcome all of you to come and check out what's new at the H&R MFRC!

CURRENT STAFF LIST

BOTH SITES

Chevrier, Tanya
Clarke, Jill
Dominie, Trish
Hopkins, Shelley (Executive Director)
Landon, Jennifer
Saldon, Chris

SHEARWATER SITE

Belanger, Nancy
DeCoste, Natasha
Jacques, Andrée
Rye, Holly
MacNeil, Cindy
Sharpe, Nicole
Thomas, Elizabeth

HALIFAX SITE

Alarie, Danielle
Brownridge, Llaesa
Chambers, Kathryn
Clairmont, Julia
Dewing, Christine
Irving, Cynthia
Lamrock, Kayla
Letourneau, John (Sandy)
MacNeil, Kara
Mannette, Sarah-Jean
McCabe, John
Miller, Yolanda
Ronaldson, Andrew
Sampson-Roach, Anne
Skinner, Matthew
Stewart, Myrna

ON LEAVE

Sweeney, Andrea

F.I.R.S.TEAM

Larose, Nathania
MacDonald, Teresa
McPhee, Daniel

CAPE BRETON

Reid, Charlie

HALIFAX DAYCARE

Bullerwell, Katie
Currie, Susan
Jo, Minkyong
Kent, Jessica
Kohestani, Monir
MacPherson, Maureen (Janice)
Muise, Jenna
Newell, Lisa
Ritchie, Deanna
Sparks, Diana
Sparks, Shelley

ON LEAVE

Graham, Tracy

SHEARWATER CHILDREN'S CENTRE

Anderson, Aime
Berrigan, Shauna
Bowen, Audrey
Brenton, Jillian
Clark, Melissa
Creber, Nikki
Creer, Dena
DeGrace, Katelyn
Ellsworth, Natalia
Gates, Alana
Glantz (Cox), Shanda
Hamon, Donna
Hazelden, Stefanie
Jackson, Nae
Johnson, Mary
King, Kathleen
Longmire, Chelsea
Lynds, Ashley
MacDonald, Reanna
Martin-Burns, Roseann
Russell, Kathy
Wainwright, Amanda

ON LEAVE

Bard, Nataly
Saunders, Danielle

ADMINISTRATIVE & RECEPTION SERVICES AND FAMILY INFORMATION & REFERRAL SERVICES TEAM

Families feel informed and connected to community services.

SUCCESES

- FIRST and Administrative Services cross trained resulting in more consistent service standard between Halifax and Shearwater.
- New mail wrapping station in Halifax well received by the community making it easier for them to send packages to their loved ones.
- Streamlined telephone intake process for daytime PSI phone calls.
- Emergency apartments were refreshed with new furniture and décor.

CONNECTING WITH FAMILIES

- FIRST Incidents of Support — **15,293**
- Shearwater Site Reception Incidents of Support — **4,389**
- Duty padre calls — **233**

OUR COMMUNITY SAYS



100% of families utilizing emergency apartments agreed that access to these accommodations helped them better handle their difficult situation. Families noted that the location being close to hospitals and the provided amenities were excellent and met their needs. Having a home like setting to use was noteworthy for many.

"Je suis venue de Quebec pour être présente pour ce beau moment du retour de nos militaires. J'ai adoré ma visite dans votre magnifique ville et province. Merci pour votre accueil chaleureuse et de m'avoir offert un appartement confortable and sécuritaire."

TRENDS

Top Three requests for support:

1. Information & Registration — **65%**
2. Services (i.e mail drop) — **27%**
3. Emergency/Social services — **7%**



COMMUNICATION SERVICES

Increased family and unit awareness of MFRC programs & services.

SUCCESES

- Created several videos for promotional use and to increase engagement: Military Families: Strong, Resilient, Proud to raise awareness of the unique challenges military families face, and their resilience; A recap of the 30 year history of the H&R MFRC; and Thank you for being a friend salute to our volunteers.
- Executed well-received awareness campaign "Family, what does it mean to you?" to raise awareness on the various ways people define family.
- Increased # of views, likes, comments, and shares on Facebook.
- Increased engagement by posting more diversified Facebook posts to include MFRC specific programs/ services in combination with topical/trending posts for local events.
- Used MARLANT splashpage and All-MCAN emails to promote programs and events.
- Used Facebook ads as a cost-effective method of advertising.
- Developed Halifax MFRC page on CAFconnection.ca, an MFS initiative to have one site for all MFRC and PSP content.

CONNECTING WITH FAMILIES



2,309
LIKES



5,350/WEEK
ENEWS SUBSCRIBERS



26,251
UNIQUE SITES VISITS



28 BRIEFINGS
2,418 ATTENDEES

TOP THREE MOST VIEWED WEBSITE PAGES

1. Vacation Lottery Extravaganza
2. Job Postings
3. Children's Programs



Share your story at
www.halifaxmfr.ca
or use #myCAFfamily

WHAT DOES IT MEAN TO YOU?



ADULT & COMMUNITY INTEGRATION/ WELCOME PROGRAM

Families feel supported in their personal growth, and connected to others.

Families feel supported in the relocation process.

SUCCESES

- Coffee Connections remained a vital relevant community support for participants.
- Attracted new adult military family members through a wide variety of adult programs (Book Club, Ghost Walk, Board Room Café, Pizza & Skate, Crafting Connections, Salsa Dancing).
- Community integration events including Apple Picking, Holiday cookie making and Swimming at the Canada Game Centre well attended by families.
- Offered Standard Level First Aid three times this year, facilitated by volunteers.
- Selected as one of four pilot sites for the RCSF Family Sponsor program. Analysis revealed that our extensive existing welcome program already met the goals and requirements of the program in informing and integrating relocated Newcomers.
- Reached over 700 new families in advance of their relocation to this region through our multi-step welcome program.
- Over 400 Welcome calls made by volunteers, before and after relocation.
- Continued participation and connection with the Shearwater Community Council.

CONNECTING WITH FAMILIES

- Coffee Connections — **58** unique participants
- **3,389** people attended **23** special events
- Welcome emails — **1,215**, Welcome postcards — **214**, Welcome packages — **537**
Welcome calls — **438**

OUR COMMUNITY SAYS:

"I really appreciated that there was no cost to this class so I only had to get a sitter. Super fun! Good choice in program". Intro to Salsa Participant

"What I like most about Coffee Connections is the camaraderie of the other wives. I love that we can talk about anything in our lives and we aren't judged. Some of the women would never have met or even began friendships if it wasn't for CC. I like that no one asks the rank of someone's husband, so there is no class definition. It is like our own little private room, and I think it is very important to keep it that way. I love the casual chats but having guest speakers is a wonderful motivator to keep coming and hopefully to bring new wives. What I like the most is the laughter we share each Friday!"

"I took a look through your website and the online welcome package and there is some really good info there...I will have significant divisional responsibilities...and I will undoubtedly encounter situations with some of my sailors and their families who will need assistance and I will be able to better assist them by having the list of the many resources available at MFRC in my toolbox. Thanks for all you do for the military members and their families in the Halifax region. Cheers!"



TRENDS

- Healthcare and lack of physicians reported as the number one dissatisfier for families new to the area.
- Increasing requests and usage of electronic welcome and community information via welcome emails, MFRC newcomers website, and community event posts on Facebook.
- Families are increasingly moving to outlying communities such as Cole Harbour, Hammonds Plains, Sackville/Enfield so newcomers portion of website is essential.

EMPLOYMENT

SUCCESES

- Military Spouses overwhelmingly reported that they appreciate the one-on-one Employment Support Sessions that are provided to them through the MFRC.
- **57** Spouses registered and are currently enrolled in the METSpouse program which connects Military Spouses with National Employer partners.
- Two facilitation training sessions held.
- Another successful year partnering with Dalhousie's Enactus program which enabled our Entrepreneur's access to some amazing discussions with Dalhousie Faculty and subject matter experts. Some of the Entrepreneurs also participated in the Prince's Operation Entrepreneur workshops to further their education on small business ownership.

CONNECTING WITH FAMILIES

- New employment services clients — **310**
- Entrepreneur Club members — **21**
- **48%** of family members had relocated in the past 12 months, **56%** of family members accessing services were unemployed and **32%** were under-employed
- **38** participants attended the two day Take Control of Your Career Conference in May

TRENDS

- Accessing support and services virtually remains an emerging and popular alternative service delivery request. Employment Support found a way to manage multi-site service delivery through this method – addressing client barriers such as transportation and childcare.

OUR COMMUNITY SAYS

"Being able to access support in a one-on-one confidential environment made the process a lot easier for me. I have been out of the workforce for more than 5 years and dreading the transition back. The one-on-one support I got was not only a confidence booster but I felt that (she) truly had my best interest and was there to help me succeed."

"It's great to be recognised for not only being a military spouse but for being a professional who has a lot to offer an employer. The METSpouse program is an opportunity to finally have meaningful employment with a company that I can grow and move with."

"Thanks to all the team at the MFRC for putting this conference together. Holly and Katie were amazing presenters and kept the sessions informative and fun. I feel like I finally have a resume that works for me! Having the chance to speak to recruiters face to face and asking their advice was really helpful. Hopefully this will lead to a great job opportunity."

FRANCOPHONE SERVICES

Families have opportunities to interact with members of their own first language community.

SUCCESES

- New families welcomed to Café Français resulting in new connections, friendships and communities of support (dinners together, babysitting exchange, carpooling, etc.).
- Offered 3 sessions of ESL- some of the participants were young adults without children, the class allowed them to discover the MFRC and what supports and services were available to them. Another successful outcomes of the program was that some of the participants, upon the completion of the class were able to find a job.
- Réveillon Francophone continued to be a signature event, 89 military family members participated and appreciated the opportunity to participate in a cultural event where they could meet new families during the holiday season.
- Responded to community feedback to offer Francophone night out, providing military family members an evening of social and community engagement, averaging 10 participants per month.
- Francophone prenatal Class with Capital Health provided necessary and relevant information on pregnancy, childbirth, care options and services available to expecting mothers in French.

CONNECTING WITH FAMILIES

- Café Français — **41** unique families
- Parent et Bambin — **25** unique families
- Rosetta Stone — **39** participants.
- Francophone family events — **101** participants

OUR COMMUNITY SAYS:

« Le Café Français m'a donné l'occasion de rencontrer d'autres femmes qui vivent la même situation que moi, j'ai pu me faire des amies et je me sens vraiment bien intégrée dans ma nouvelle communauté. »

« Je suis contente de venir au cours d'anglais car maintenant, je peux mieux me débrouiller, j'ai même pu parler 45 minutes avec une personne anglophone! »

« C'est une belle occasion pour fêter ensemble et les enfants ont la chance de pouvoir parler avec un Père Noël francophone! »

« Mes enfants aiment venir au Parent-Bambin parce qu'ils ont la chance de se faire des amis francophones! »

TRENDS

- Top Referrals: Conseil Communautaire, French Language Training, YMCA employment
- Continued demand for French Prevention Support and Intervention Services, limited mental health resources for francophone families.



CHILD, YOUTH & FAMILY SERVICES

Children and youth have opportunities for increased social interaction, education and support. Parents are provided with support related to unique military aspects of the CAF lifestyle.

SUCCESES

- Increased Gymboree in Halifax to two days per week, participation increased.
- Shifted positions on the team, creating one Casual Care Coordinator position for both sites. This created more consistent practice between sites.
- Offered deployment program related child care to larger numbers of children.
- Provided care to families experiencing exceptional circumstances.
- Continued referral of families to the MFRC from schools.
- Sold out Family Halloween and Easter Parties.
- In partnership with Autism Nova Scotia, offered three Sip and Connect sessions for parents of children with Autism.
- Increased youth participation at the Youth Centre.

CONNECTING WITH FAMILIES

- Supported families through casual care — **779** sessions of weekday and Saturday care and **574** hours of program related childcare
- Families accessed casual child care — **283** families (**473** children-unique users)
- Parent & Tot — **73** unique families in Shearwater
- Gymboree — **56** unique families in Halifax
- Children attended summer day camp — **131**
- Youth accessed a youth centre drop in or program — **199**
- School Outreach — **136** children and youth
- Emergency child care accessed by **15** families (totalling **407** hours)
- Respite child care accessed by **42** families (totalling **886** hours)

OUR COMMUNITY SAYS

“I just wanted to take a moment to thank your summer camp staff for a job well done. My two daughters had an awesome time there and enjoyed every adventure they were taken on.”
— Halifax Summer Camp parent

“The topics on Girl Gab are wonderful and my daughter's having a great time.” — Girl Gab Parent

“Casual Care allows me to be able to get to appointments and provides a much needed mental health break when I am parenting on my own.” — Casual care parent

“The Gymboree program has been great for my kids. They love having the big space with lots of ride on and obstacle toys, especially in the winter when it's harder to get outside play time. They've made new friends through the program that they look forward to seeing every week.” — Gymboree family

TRENDS

- Families looking for active programming.
- Increased need for casual care.
- Families identifying the need for youth services in Halifax.
- Increased need in families requesting special needs supports.



CHILD CARE SERVICES – HALIFAX DAYCARE & SHEARWATER CHILDREN'S CENTRE

SUCCESSSES

- Department of Education and Early Childhood Development provided Wage Support Funding to increase wages for NS Early Childhood Educator's to meet the national average-as part of the Child Care Review Action Plan.
- Playground enhancements started in the Halifax.
- Child Care Centres and Child and Youth team offered joint training focusing on Mental Health in the Workplace and Autism 101.
- Continued to grow and develop inclusive programming. Continued to work with the whole family and their support systems to provide the highest quality care for their children.
- Utilized volunteers and community partnerships to help enhance program (PSP skating/swimming/bowling, staff from HRM library in to read, etc).

CONNECTING WITH FAMILIES

Halifax Daycare

- Licensed capacity of **62** children
- **7** children with Special Needs enrolled requiring Inclusion Support

Shearwater Children's Centre

- Licensed capacity of **161** children
- **10** children with Special Needs enrolled requiring Inclusion Support

OUR COMMUNITY SAYS



"Child absolutely loves her teachers and loves going to daycare. MFRC is an amazing support to our family, couldn't feel more at ease that child attends daycare here every day. Thank-you all MFRC staff." — Toddler Parent

"Thank you for the excellent standard of care the MFRC has given our daughter over the last two years. We are sad to leave but grateful for the wonderful memories she will take with her!"

"Thank you so much for everything you have all done for our daughter. She has always felt welcomed at your centre-even from her first day. Everyone there has been an important part of her growing up. Thanks for everything! She will miss you all!"

TRENDS

- Increased requests/enrollment for care for children with special needs.
- Lengthy waitlist for the Infant/Toddler Programs in Halifax, wait list for all age groups at Shearwater Site, especially infant room and school age.
- Families looking for short term child care during deployments when other child care fails or when a family member becomes ill.



DEPLOYMENT SERVICES

Families feel connected to others.

Families are informed and know the resources available to them.

SUCCESSSES

- Supported military families during another high tempo year- many units were busy with training and operations. HMCS FREDERICTON, HMCS CHARLOTTETOWN and HMCS ST. JOHNS were involved with 6 months + deployments.
- Offered five Road to Mental Readiness workshops providing valuable deployment and mental health education.
- Hosted 12 CO's Briefs where families were updated and informed about the recent activities of the deployed ship- average attendance 51 family members.
- Donation of new VTC and conferencing equipment for the Large Multi-Purpose Room and VTC room. Increased capacity to connect with families and to provide families with the CO's Brief via video call.

CONNECTING WITH FAMILIES

- Warm-line calls — **125**
- Averaged 45 families at monthly CO's briefs
- Cape Breton Mental Health Showcase — **130** family members
- Offered over **116** deployment activities, workshops, and briefs to **2,374** participants
- Briefed **695** family members at CAF recruiting ceremonies

OUR COMMUNITY SAYS



"Once again thank you for the fantastic care packages. Truly brought in the Christmas spirit. Truly appreciated it." — Op We Care Recipient

"Your updates have been very informative and appreciated. Our family is located on the west coast, so we have not been involved in any of the social aspect, but I feel that even being far away, we are included."

"I've met so many friends during this deployment and I'm so thankful for everything that everyone has done to make this sail go a little smoother than the seas our loved ones are on. "

TRENDS

- Continued demand by families to be informed and connected via technology (targeted emails, Facebook).
- Families interested in activities that they can be active together or experience together.
- Casual child care continued to be an important offering for deployed families when participating in activities.



PREVENTION, SUPPORT & INTERVENTION

Clients feel informed, supported and equipped to manage lifestyle stressors. Families are aware of support & intervention services offered by the MFRC in a crisis.

SUCCESES

- Offered consistent and continuous service to deployed family members by assigning a designated PSI staff member to deployed ships.
- Partnered with FS&R to deliver R2MR programming.
- Partnered with Child Youth & Parenting to offer Prenatal (Maternal Mental Health), and Supporting Children through Deployment.
- Built solid working relationship with Health Promotions to co-facilitate the Inter-Comm Program.
- Ongoing positive partnership between Family Liaison Officer IPSC/JPSU and service partners.
- Growing relationship with Veteran Family Program and Family Liaison Officer, as well as in increased collaboration with service partners both internal and external to the CAF, including Dept. Community Services – Child Protection, Chains of Command, SISIP Financial, OSISS, OSI Clinic, etc.
- Increased one-on-one individual support for clients, increased confidence in discussing MFRC programs and services and knowledge of the community.
- Programming responsive to trends and presenting issues identified in practice-included the huge success of a 'sold-out' Winter Wellness Break program, Op Dasher, Spring Clean Your Finances, Staying out of the Red, MFRC briefs to CAF units (UFR's, SCAN, Road Show, DA brief), Mental Health presentations, Family Violence briefs, Marriage Prep courses and internal training for MFRC staff.

CONNECTING WITH FAMILIES

- **522** new PSI clients, **66** on-going PSI clients
- Disbursed **\$3,700** in emergency funds supporting **36** families
- SISIP disbursements — **16**
- Emergency apartments — **749** total nights
- **33** families were supported during the holiday season through Operation Dasher
- **119** new PSI clients through JPSU/IPSC, **64** on-going PSI clients through JPSU/IPSC, **1** disengagement

OUR COMMUNITY SAYS

"This experience has been so hard. You have been there for me the whole time. I know now I can get through it and yes I will remember to breathe."

"I just wanted to say thank you for your services. I was really impressed with your guidance and relaxed atmosphere that you provided for myself and my sister. I loved the fact that you set aside an entire morning to help us and it felt like time was no issue which added to the comfort level. Thank you for all of your time and efforts!"

*"This by far was one of the most eye opening courses that I have had the pleasure of taking. I can truly say even though I never had any intentions of taking this course I took so much from it. This course has allowed me to take down many of the communication barriers I had allowing me to be open up to all communication styles. Even though everyone's style is different, you can learn from how effective their style is or a style you wouldn't want to follow. My personal goal is to share what I know and hear what I don't know."
— Inter-Comm Participant*

TRENDS

- Top Three reasons for seeking PSI services:
 1. Stress
 2. Couple Relationship
 3. Mental Health/Depression
- Top three PSI referrals:
 1. Canadian Forces Members Assistance Program
 2. Base Psychosocial services
 3. Medical Doctor
- Increase in supports to military children throughout deployments.
- Presenting issue increases in: child protection and child support; child and youth mental health resources; couple short- term support counseling and family supports pre and post deployment.
- FLO trends/presenting issues identified throughout the fiscal year include: Transition/Adaptation Difficulties; Grief & Bereavement; PTSD; Stress.
- Ongoing high number of referrals to OSISS by FLO.

VETERAN FAMILY PROGRAM

Supporting medically releasing members and their families prepare for and transition to civilian life.

SUCCESES

- Completed the first year of the Veteran Family Program.
- Focused on outreach so that we can provide the best possible services for medically releasing CAF members & medically released veterans and their families.
- Connected with a variety of community partners- OSISS, UN NATO, Royal Canadian Legions, Veteran Transition Network.
- Offered workshops Mental Health 1st Aid and Wills & Estates.

CONNECTING WITH FAMILIES

- **150** military members at the SCAN seminar
- Wills & Estates workshop — **17** participants
- Mental Health First Aid — **2** sessions (**30** participants total)

OUR COMMUNITY SAYS

"Very Informative. It covered all kinds of information on estate planning, well done."



VOLUNTEER SERVICES

Families have increased motivation to contribute to the MFRC programs & services.

SUCCESES

- Strong volunteer team supporting deployment programs.
- Used volunteers in leadership roles, proved to be mutually beneficial and rewarding for staff, volunteers and participants.
- Talented and dedicated volunteers contributed to the success of the Welcome Program.
- Volunteers contributed on a daily basis to the many activities and services that the MFRC offered including administrative tasks, event management, program facilitation, parades and more.
- Investment in a new volunteer database, 'Better Impact'.
- Conducted staff and volunteer surveys as part of the ongoing program review which resulted in updated volunteer processes.
- Added admin volunteers to the front desk in Halifax, resulting in a more engaging and consistent volunteer experience for three volunteers

CONNECTING WITH FAMILIES

- **137** volunteers, welcomed **24** new volunteers
- Close to **3,000** volunteer hours

OUR COMMUNITY SAYS

"It's my family away from home - I love helping because I know it makes a difference."

"When I think of the MFRC I think of a safe place for families, members and individuals to go to seek help and support. I enjoy my time volunteering, seeing staff, volunteers I don't see on a regular basis and meeting families. I feel welcomed and I also feel like I'm helping others!"

"I love being able to help families that are going through a deployment and giving back to the military community for all they do for us whether in service or supporting those that are. My volunteer experience so far has been great and I look forward to volunteering for many years to come."

TRENDS

- General volunteer population continues to be engaged and responsive in their support of military families.
- Volunteers are looking for more meaningful volunteer opportunities where they can use their skills.
- Episodic volunteerism continues to be popular.
- Volunteers are seeking a more reciprocal relationship with the MFRC.



FUND DEVELOPMENT

SUCCESES

- Created opportunities and invitations to discuss sponsorship with new organizations.
- Carlson-Wagonlit Harvey's Travel signed on again as the Travel Sponsor for the Vacation Lottery Extravaganza 2017 – 2018.
- Continued strong support from Happy Harry's with a donation of **\$17,058.11**.
- Raised **\$2,800** from a new fundraising event by Esprit de Corps, Commandos Hockey Challenge.
- Developed new **\$2,500** partnership with CUA (Credit Union Atlantic).
- Added new Welcome Package sponsors.
- Received **\$10,000** donation from the Toronto Maple Leafs as part of an alumni game played in September at the Scotiabank Centre.
- Received **\$5,000** grant from Lockheed Martin to support our emergency housing.

TRENDS

- Continuing to educate the community that we are a charity.
- Ongoing competition for donations and sponsors in the community.
- Utilize social media to provide funding.
- Explore new fundraising opportunities that raise public profile and funds for H&R MFRC.



THANK YOU TO ALL CORPORATE, COMMUNITY & INDIVIDUAL DONORS, SPONSORS AND PARTNERS:

Individuals

- M.E. Arsenault
- Craig Baines
- Victoria Barrie
- Thomas Birchall
- Christopher Blois
- Emily Bowen
- Mike Butler
- L.C. Cassidy
- Mario Charron
- Mark Chinner
- Alex Considine
- J.E.C. Conway
- D.A. Degaut
- Gary Dittman
- Dan Forget
- A.J.R. Fry
- Scott Galbraith
- Brenda Gatto
- G.A. Hamilton
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- Paul Hinkins
- Carolyn Holland
- Francis Hope
- Nikita Kouizmine
- Cathy Langberry
- Gerry LeBlanc
- Wanda Leclair
- Jessica Lemesurier
- D.L. Letourneau
- Anne Lundrigan
- Gerard MacCormick
- Melissa MacIver
- D.M. MacDonald
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- Shauna Masson
- Kevin McKay
- Richard McKenster
- Neil McCarthy
- Jean-Paul Melong
- Dan Mercier
- Michelle Muir
- Bonnie Nadeau
- Lori Rudderham
- Jeff Reid

- Scott Rose
- Nancy Setchell
- Michael Silver
- F.P. Stewart
- Peter Stoffer
- Anne Teasdale
- Barry Thomas
- John van Oosten
- Francois Verville
- Marie Weatherbee
- Todd Young
- Jeffrey Zwicker

Military Units

- St. Michel's Chapel
- 3 Intelligence Unit Company Halifax
- 5th Canadian Brigade Group
- 12 Wing
- Canadian Association of Veterans, in United Nations (C.A.V.N.) Peacekeeping
- CFNOS
- Chief's and PO's Mess
- DWAD
- Formation Chaplains – MARLANT
- Nova Scotia/Nunavut Command of the Royal Canadian Legion
- PMO MHP TDT
- St. Brendan's Chapel
- Stadacona Band of the Royal Canadian Navy
- 36th Canadian Brigade Group



Corporate and Community

- Allstate Insurance
- Boyne & Clarke
- Bromoc
- Callow Golf Tournament
- Carlson Wagonlit Harvey's Travel
- Capriet
- Cole Harbour
- CUA (Credit Union Atlantic)
- Daniel Cyr Realty
- Doc Braces
- Do Life Holdings
- DSM Nutrition
- Fog Off Clothing
- General Dynamics Mission Systems
- T. Chandler Haliburton Real Estate
- H.H. Distributing

- Halifax Bridge Commission
- Happy Harry's Affordable Building Centre
- IMP Group Limited – Aerospace Division
- Irving Shipbuilding Inc.
- Jollytails Doggy Daycare Inc.
- Loblaws Inc.
- Oxford Properties Group
- Manulife
- Sears Canada
- Seven Lakes Developments
- Royal Canadian Legion Branch 164
- TD Bank
- The Personal Insurance
- Tim Hortons
- Ultra Electronics Maritime Systems
- 4 Paws Veterinary Hospital



PROFESSIONAL DEVELOPMENT

- Atlantic Canada Military Family Resource Centre Conference
- Board Governance Fundamentals
- Career Development
- CBCT for PTSD Training
- Dealing with Difficult People
- Dr. Sue Johnson – Emotionally Focused Therapy Webinar
- Essential Workplace Skills – Time, Organization and Productivity
- Ethics & Intersectionality
- First Aid
- From Matchmaker to Supervisor – How to be a Great Manager of Volunteers
- High Conflict Divorcing & Separating Military Couples
- Human Resources for Anyone with Newly Assigned HR Responsibilities
- Human Rights Training
- IPM Conference
- Joint Personnel Support Unit – Indoctrination Training
- Management & Supervision the Crucial Skills
- Managing Change
- Maximizing the Strategic Impact of your Volunteer Program
- Mental Fitness & Suicide Awareness
- Mental Health Presentation – Colonel Jetty
- Mother's Mental Health Toolkit
- NS "Culture of Drugs & Alcohol" How are our children being influenced? A Sharing for ECE's
- Online Learning Theories
- Premiers soins en santé mentale
- Presentation Training
- Psychologically Healthy Workplaces
- Resume/Cover Letter/Interview Preparation
- Self-Care for the Child Care Provider & Yoga Techniques for ECE Classrooms
- Supporting Children's Wellness
- The Explosive Child: Understanding and Helping Behaviourally Challenging Children
- Virtual Scholarship Workshop – Finding the Hidden Door
- Volunteer Management Professionals of Canada 2016 Conference
- Working with Traumatized Couples: Facing the Dragon Together

SPECIAL EVENTS, ACTIVITIES AND PARTNERSHIPS

- The 36 Canadian Brigade Group Band rocked the H&R MFRC in April 2015 with a family spring concert. Over 80 people attended, with all proceeds supporting military families.
- CFB Halifax and the H&R MFRC proudly hosted the Pan Am Games Torchbearer Event in June 2015.
- The H&R MFRC participated in DND Family Days in June 2015. We provided a variety of themed games and family activities during the two-day event.
- H&R MFRC Beach Day in August 2015 was a summer welcome event for CAF families at MacDonald Beach. More than 250 family members attended and participated in a variety of games and activities, including the ever popular sand castle contest.
- The CANEX sponsored the annual H&R MFRC and PSP Volunteer Recognition Event took place on October 2015. The Halloween-themed evening was a great opportunity to recognize the over 150 volunteers who play a valuable role.
- The H&R MFRC Holiday Fest was held at the Dartmouth Sportsplex in December 2015. More than 300 military family members participated in the fun-filled day, which included swimming, skating, crafts, activities, live music, and of course, a visit from Santa.
- Garrison Brewery partnered with the H&R MFRC during their annual Oktoberfest in September 2016. We ran family-friendly games and hosted the Base Commander. Proceeds went to supporting military families.
- The H&R MFRC was surprised by a huge donation from Sears Canada. Through the company's Operation Wish initiative, both sites received over 30 brand new toys, and were delivered by Santa and his elves.
- The 36 Canadian Brigade Group Band decked the halls with music at the H&R MFRC in December 2015 with a family holiday concert. Over 80 people attended, with all proceeds supporting military families.
- Trident-MFRC partnership: The H&R MFRC continued its partnership to publish monthly program information in the Trident newspaper, which is mailed to over 5,000 homes per month.



PARTNERSHIPS AND STAFF APPOINTMENTS

- Réseau Santé Committee.
- NS Non Profit Director's Association
- Southeastern Community Health Board
- HRM Youth Connections Committee
- Community Support Network Advisory Committee.
- Canadian Forces Members Assistance Program
- Health Promotions
- CAF Family Violence Crisis Team
- Metro-interagency committee on Family Violence
- CANEX
- OSSIS
- SISIP
- PSP
- VAC
- Mental Health Awareness Working Group
- True Patriot Love
- IPSC
- CAF Recruiting Centre
- Canadian Accreditation Council
- Shearwater Community Council
- CKRH FM 98.5
- Alliance Français
- Conseil Communautaire du Grand-Havre
- The Personal Insurance
- Nova Scotia Works
- Job Search Services
- Base Personnel Selection Office
- Canada Company
- IWK Early Intensive Behaviour Intervention Program (EIBI)
- Nova Scotia Public Health
- Health Promotion Advisory Committee
- Strongest Families
- Calian
- METSpouse – Canada Company
- La Pirouette
- La Leche League
- Military Police Unit
- Canadian Corps of Commissionaires
- Prescott Services
- Volunteer Management Professionals of Nova Scotia (VMPNS)
- Autism Nova Scotia

BRIEFINGS

- HMCS Halifax PD Day
- HMCS Montreal PD day
- Designated Assistance Training course
- CFAEP
- South Eastern Community Health Board
- PD: Region Cadet Support Unit Atlantic
- Canada Veterans Ombudsman - briefing
- Drug and Alcohol / MFRC Brief
- Brief for HMCS Halifax
- PSI Wellness: Mental Health Speaking Tour
- HMCS Scotian's 'Welcome Back' info night
- Deployment training NPF employees
- Coxswain briefing
- Command team briefing
- Briefing for Nova Scotia Highlanders
- Briefing for First Field Regiment
- Color Me Green – Mental Health Awareness Week
- Metal Health Showcase
- Chaplains Visit
- Formation CPO1 Tour
- MP complaints
- Chief of Military Personnel LGEN Whitecross
- Occupational Stress Injury Clinic staff
- Policy Officer Recruitment Program
- Premier Stephen McNeil, MLA Joy Treen, Honorary Col and Wing Commander
- Halifax Armoury Briefing
- Halifax Rifles Briefing
- Col Harris Director, MFS Visit
- HRSB High School Program Co-Op Visit
- Designated Assistant training course

EVENTS

- Autism Event (Autism NS)
- RCN Chaplains Exercise
- Tins for Tunes
- CFNES- Electrical training QL6B
- Spring Pops Concert
- SCAN seminar
- UN Peacekeeping Day
- Family Fun Run
- Veterans and Those Who Serve Parade and Village on Main Celebration
- Lieutenant Governor's Prince's Trust Charity
- Shearwater Family Bike Rodeo Day
- MFRC AGM
- MET SPOUSE Conference
- CF Health Services Case Managers: VFS Brief
- Unit Visit to Halifax Rifles
- Table Head Days
- Black Battalion Ceremony
- Branch Service Officer Seminar
- Canada Veterans Ombudsman - Stakeholder meeting
- Mental Health First Aid
- Family Days
- HMCS Charlottetown Family and Friends Daysail
- Pride Parade
- Seaside Daze 2016
- Natal Day Pancake Breakfast
- Eastern Passage Cow Bay Summer Parade
- Cape Breton Farmers Exhibition

- HMCS Toronto Family Fun Day
- Wing Fly Day
- Beach Day
- Callow Golf Tournament (Peter Stoffer)
- DEFSEC Atlantic 2016
- Commando Challenge Hockey Game
- Cole Harbour Harvest Parade
- Café Rencontre
- CUTLASS FURY - Sail Waterfront
- SHEARWATER COMMUNITY COUNCIL BBQ
- NDWCC Kick-off events (3)
- Hantz County Exhibition
- Leafs Hockey Fundraiser
- 2016 Support the Troops CoEd Softball Week in Shellburne County
- Halifax Mooseheads DND Appreciation Night
- SCAN seminar
- Conference Presentation: Caring for the Military Child and other Transitional Families
- H&R MFRC 30th Birthday
- Sydney Mental Health Roadshow
- CANEX Volunteer Recognition Event
- Official Languages Act Summit
- HISF spousal program
- Holiday Parade of Lights
- Parent Health and Wellness Recourse Fair
- Panel discussion for FSGN 2015
- Festival of Nine Lessons
- Soldiers Appreciation Dinner
- Holiday Fest

