

Agape House-Eastman Crisis Centre, Inc.

# ANNUAL REPORT

2022/2023



info@agapehouse.ca  
agapehouse.ca  
204.326.6062  
Steinbach, MB

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# **ANNUAL GENERAL MEETING AGENDA 2022-23**

**6:00 PM**

## **Welcome and Introductions - Board of Directors**

**1)** Call to order of 2022-2023 AGM

a) Motion:            Second:            all in favour

**2)** Acceptance of 2022-2023 AGM Agenda

a) Motion to accept agenda:            Second:            all in favour

**3)** Approve Minutes of 2021-2022 AGM

a) Motion to accept:            Second:            all in favour

**4)** Message from Board President

**5)** Auditor's Report & Treasurer Report presented by Tori Morin, Treasurer

a) Motion to approve audit report 2022-2023:            Second:            all in favour

**6)** Appointment of Auditor

a) Motion to appoint GTP as auditor for 2023-2024:            Second:            all in favour

**7)** Message from the Executive Director

**8)** Appointment of new Board Members - none

**9)** Staff Recognition and Community Awards - Executive Director

**10)** Closing Remarks - Board of Directors

**11)** Adjournment of Meeting

a) Time:            Motion:            Second:            all in favour

## **MESSAGES AND THOUGHTS**

### **BOARD OF DIRECTORS' MESSAGE**

Agape House - Eastman Crisis Centre Inc. plays a critical role in Southern Manitoba by providing a safe haven for those who experience domestic violence within a large area of Manitoba. We continue to see a significant number of clients supported by our staff and the services that the shelter provides. These services are a vital part of our neighbourhood, our community and our society that promote healthier families and stronger communities. Domestic violence does not discriminate against age, race, gender etc. and therefore the shelter and its services are instrumental in contributing to a healthier home, neighbourhood and community.

On behalf of the Board of Directors and myself, we would like to formally thank Tracy Whitby for her dedication and commitment to the shelter's fiscal management and overall leadership, the Agape staff for their commitment to carrying out the mission and direction of the Centre, as well as our many generous donors and volunteers. You are all valued contributors of what I feel is one of the most important teams in this city. We truly appreciate all of your hard work and tireless hours you spend going the extra mile to ensure the staff and clients are well served. Without you all, we could not provide the crucial services to our clients.

I would also like to personally thank the entire Board of Directors for their contributions to creating a healthier home which translates to a healthier and happier society. We have a great group of people working together for the "greater good". Your commitment to carry out our mission and to better the shelter is evident in all you do.

This past year Agape has seen some "shuffle" in the Board positions. Val Fehr has moved to Past President while I have assumed the President role. Brittany Friesen is now Secretary and Tori Morin is our current Treasurer. Khrista Vogt and Milaine Rondeau have resigned from the Board and we are actively recruiting new board members. We are excited to experience what this next chapter has in store for us.

The shelter continues to receive public identification, increasing our community presence. This awareness brings increased clients through our doors as well as additional monetary donations that are greatly appreciated and necessary. Together, our mission is carried out on a daily basis. We recognized the need to update our core values within the organization and we have received many grants allowing all of those who are reliant on our services to become better equipped to resume a healthy family life due to the generosity of our donors. This past year we have begun working with our new funding model which has allowed us to double staff where we once could not, and adjust our org structure to best serve our clients. All of these amendments allow us to serve our community from a place of security and sufficiency. This will result in an increase in care, support and programming.

The Board and I look forward to continued success with the organization and are truly grateful for the committed relationships we have developed. Not only within the organization but also within all levels of the government as well as private, corporate and community support.

On behalf of the entire Board of Directors,  
Carrie Sobering - Board President  
Agape House - Eastman Crisis Centre, Inc.

## TREASURER'S MESSAGE

This has been the first year without the pervasive effects of COVID-19 and it has been a welcome change. There has been a positive trend continuing this year as in the previous year. The Shelter continues to work hard to ensure all cleaning and occupancy protocols are being followed which results in consistent expenses for the Shelter. We continue to see our community making donations even during these challenging times of increasing inflation and living expenses. We are truly grateful for our unrelenting community that invests in the work that we do.

Here are the highlights of the fiscal position of Eastman Crisis Centre for the fiscal year ended March 31, 2023.

- We saw our bed nights increase as compared to the previous year. We were busy last year and while we had a couple of slower months in May and August, on average our bed nights each month were slightly higher than last year. In FY2022, our bed nights were 1,821 resulting in \$82,054 of Per Diems compared to this year, of 1,858 bed nights with \$77,204 in Per Diems. Per Diems in FY2022 also included hotel stays due to COVID-19, which caused an increase despite having less bed nights than FY2023.
- Our community continued to come through. We were finally able to host a fundraising event for International Women's Day which was a great success. We received \$18,892, which contributed to a total of \$129,357 donations/fundraising which was a slight decrease from last year's \$134,320. We are truly grateful for our generous community. While donations dropped off in the summer, we saw an increase in December and January.
- Expenses were higher than the previous year (FY2023 - \$870,145; FY2022 - \$702,225). A few expenses were up including advertising from our new initiative, salaries, training, and transportation. While other expenses were down like COVID-19 expenses, repairs and maintenance. Salaries across the board in Admin and Shelter, Children's and Follow Up have increased since the previous year. This is because of new positions and trying to double staff shifts.
- We have invested \$300,000 into SCU's GIC funds with 1.80% in return rates last year and they are currently valued at \$305,450.

The net effect was a FY2023 surplus of \$247,962 (FY2022 - \$18,002).

Respectfully submitted,

Tori Morin

Treasurer, Eastman Crisis Centre Inc.

## EXECUTIVE DIRECTOR'S MESSAGE

We are excited to share that this past year has been one of growth, with much attention spent addressing gaps and building capacity. A new funding model announced by the Province has afforded us the ability to modify our current organizational structure and offer services from a place of sufficiency and security. With a new organizational structure in place, we have enhanced and strengthened our team; introducing new roles and coming together to create a new and improved set of Core Values. Agape House has also expanded in terms of staffing and physical space over the past year and we are excited for new growth yet to come.

As Agape House and the Family Violence (FV) sector recover from the COVID-19 pandemic, we are now beginning to finalize the many grants we had received to support us through that challenging time. Fortunately, the Agape Houses team has grown, and with our renewed capacity, we have been able to continue to seek funding to maintain the progress we made in supporting those impacted by violence throughout the pandemic. We are pleased to have new grants to fill the voids that will be left by the older grants. This capacity-building ensures Agape House's expanded ability to support those experiencing abuse continues.

Communities, families, and individuals all benefit when we work together to address gender-based violence. Our mission is to ensure participants receive the resources and supports they need and that families are equipped to make healthier choices. We have expanded our expertise and skills to provide trauma-informed care and implement best practices that our survivors deserve.

To the members of the Board of Directors, thank you for your trust, dedication, and active participation which has made Agape House the thriving organization that it is today. To my colleagues, each one of you bring different strengths and gifts to the team; together we strive to inspire trust, grow together, and move forward united as One Team. Additionally, I'm grateful for the ongoing encouragement received from our funder Gender-Based Violence Program (GBVP) and from the Manitoba Association of Women's Shelters (MAWS) members. Many thanks to all!

Agape House is grateful for our generous community that supports our work through financial contributions, volunteering, and sharing our message. In 2022-2023, almost \$135,000 was donated to help us serve individuals impacted by violence. Thank you for supporting this important work; you are supporting change, growth, and opportunity. Essentially, you are helping to transform lives.

I am honoured to serve Agape House as Executive Director. I look forward to the opportunities this new year will bring and am focused on continuing to benefit Agape House, its participants, board, staff, and the communities of southeastern Manitoba.

Respectfully submitted,

Tracy Whitby, Executive Director  
Agape House-Eastman Crisis Centre, Inc.



## **GENDER BASED VIOLENCE PROGRAM MESSAGE**

The Gender-Based Violence Program and Gender Equity Manitoba Secretariat would like to thank Agape House-Eastman Crisis Centre, Inc. for your continued efforts and commitment in supporting women and their children who have been impacted by gender-based violence.

We recognize the challenges agencies face, and want to acknowledge and commend the staff, volunteers, and the board members for your dedication and ability to be creative in providing quality services.

We would like to congratulate you on a successful year and thank you for all the work you do. We look forward to continuing to work together.

Jamie Carnegie, Executive Director, Gender Equity Manitoba



## OUR TEAM

### BOARD OF DIRECTORS

#### Board Executive

Val Fehr - President (Moved to Past President October 2023)

Carrie Sobering - Vice President (Moved to President October 2023)

Tori Morin - Treasurer

Brittany Friesen - Secretary

Heartfelt thanks and appreciation to our outgoing board member, Khrista Vogt & Milaine Rondeau

#### Board Members

Cyndy Friesen

Milaine Rondeau

Joyce Plett-Vogan

Constable Dennis Redikop

Ashley Hayward

### AGAPE HOUSE STAFF

#### Management

Tracy Whitby - Executive Director

Melissa Decelles - Program Manager

Gianna Froese - Volunteer Manager

Andrea Berg - Clinical Supervisor

Andrea Plett - Team Lead

#### Administration

Tabitha Goodman - Office Administrator

Sandra Parris - Fundraiser/Events

#### Counsellor Advocates

Helen Weins-Laing - Counsellor Advocate

Lisa Fast - Community Counsellor Advocate

Adidja Rugema - Counsellor Advocate

Amy Hertes - Children's Counsellor Advocate

#### Shelter Support Workers

Marjorie Ammerman, Cynthia Aucayelle, Nicole Barber, Jerusha Bergen, Abigail Dessler, Rebekah Dueck, Lois Loewen Epp, Allyson Friesen, Alexis Letran, Melanie Martens, Sydney McAlpine, Evelyynn Miller, Melanie Plett, Heidi Wohlgemuth.



## **TO OUR SUPPORTERS**

### **HIGHLIGHTS AND SUCCESSES**

We are thrilled to reflect on the past year and share the exciting developments that have unfolded as we navigate a post-pandemic world. Through the support of Women and Gender Equality (WAGE) Canada, we secured funding that enabled us to hire a dedicated full-time Clinical Supervisor. This allowed us to implement a long-awaited clinical framework, enhancing the quality of services and support we offer to our community.

The return to pre-pandemic intake allowances has allowed us to expand our reach and provide shelter support services and continued/follow-up care to a greater number of clients. We are also delighted to have resumed in-person events like our International Women's Day celebration, Teddy Bear Fun Day, and face-to-face support groups and activities for our clients.

In terms of accomplishments in 2022, we were thrilled to offer the renowned Caring Dads program in partnership with Child and Family Services. This initiative broadened our reach to assist not just our clients but their entire families, promoting healing and growth together. Furthermore, through the ongoing Transforming Together grant from the Manitoba Association of Women's Shelters, we received standardized educational and training materials for our staff. These valuable resources, accessible digitally and at no cost, have enabled us to address any knowledge gaps and contribute to a cohesive and supportive network within the Manitoba shelter system.

Looking ahead to the coming year, we are excited about the upcoming shelter renovation that will enhance our capacity and improve the delivery of support services. We are eager to expand our work in the Southeast region and continue providing client-centered and trauma-informed care. Another highlight is the significant increase in our general budget from the provincial government. This boost in funding allows us to double up on staff during shifts, reducing the strain on our support workers and fostering a positive organizational culture. Moreover, it presents opportunities to develop new programs and outreach initiatives that will benefit our community.

We are grateful for the progress we have made and the support we have received, and we are excited about the journey ahead as we strive to make a lasting impact on the lives of those we serve.

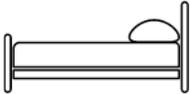
# OPERATIONS - PROGRAMS AND INFORMATION

Agape House is a charitable, non-profit organization funded through a grant from the Provincial Government Department of Family Services, as well as through community donations. We are governed by a volunteer Board of Directors. As one of 10 women’s shelters in Manitoba, Agape House- Eastman Crisis Centre, Inc. serves an area that extends north to Beausejour, south to the U.S. border, west to Winnipeg and east to the Ontario border. Agape House opened its doors in December 1985, out of a three-bedroom bungalow. Today, the shelter has 16 beds, and in an average year sees over 200 clients and responds to over 1,000 crisis calls from the area.

## STATISTICS

### Our Impact

Based on 2022-23



**1858**

Bed Nights



**80**

Clients Helped



**1217**

Crisis Calls

\*This is the highest number of bed nights recorded since 2014-15

## OUR SERVICES

Our focus is to promote healthy relationships and a future free from violence. We support our clients from a trauma informed, intersectional perspective.

- **Support 24/7** - We operate 24 hours per day, 7 days per week, 365 days per year providing a safe place for those experiencing family violence - all services are provided at no cost.
- **24-Hour Crisis Line** - We answer a 24-hour, toll-free regional crisis line which offers crisis counselling and referrals to appropriate resources.
- **Shelter Support Services** - for those in shelter, we offer crisis and ongoing counselling, assistance with medical, legal, and social services, and the basic daily provisions: food, clothing and personal care items.
- **Community Support** - We run empowerment groups for women on various topics, including dealing with abuse, parenting support, self-esteem and more.
- **Counselling and Care** - For those who may not need to stay in shelter - we offer free counselling and support around issues related to family violence and abuse.
- **Outreach** - We offer counselling, information, referrals, resources, and groups for women and youth in our catchment area. Outreach promotes general awareness of our shelter and services, and aims to connect with community organizations and other service providers.
- **Transition Homes** - We have two interim housing units which are in place to help women make the transition toward independent living, while allowing for access to support services.
- **Educational Services** - We offer no-cost public education workshops, and presentations in our region - Topics include: Family Violence Awareness, Healthy Relationships, Supporting Survivors Within a Faith Community, Family Violence Awareness for Police/RCMP, and more. We are able to adapt our material to suit any audience.

We aim to promote awareness of family violence issues within a variety of contexts, as well our shelter, services and programs.

We work proactively with other agencies in the South Eastman region, Winnipeg and within the Province of Manitoba to address issues of domestic violence and abuse.

## EXCERPTS FROM SHELTER VOICES

### Special Issue: Labour Issues and the Impact they have on VAW Shelter Staff

Read the entire report at: <https://endvaw.ca/shelter-voices-2022/>

“Survey data shows that many shelters have seen turnover of staff and/or management over the last year. In total, 1300 frontline staff and 126 executive directors or managers left their organizations over the last year.

- The issue of staffing is exacerbated when organizations are unable to find replacement staff quickly. More than half (56%) of survey respondents indicated that staff vacancies were being left unfilled longer than the previous year. At the time of the survey, there were 469 unfilled frontline positions and 54 unfilled management positions.
- Comments revealed that shelters/THs find it difficult to compete with other industries for employees. For example, they are unable to provide the pay or benefits of the public or for-profit sectors. Shelters feel as though they are operating as a “training ground,” with staff moving on once they have sufficient qualifications.
- Two years later, this survey shows an increase in requests for shelter spaces and outreach services. For example, more than half (60%) of shelters/THs reported that requests for shelter space increased and 73% saw an increase in demand for outreach services since March 2020.
- However, the impacts on staff are taking a toll. These growing demands, the ensuing workload, and navigating the pandemic professionally and personally have had an effect on the wellbeing of staff. The majority (64%) of survey respondents indicated that they had witnessed a decrease in the mental health of staff.
- Consistent with other VAW shelter sector reports, one of the key issues raised was ongoing funding difficulties. Current core funding for shelters/THs does not enable them to offer competitive salaries and benefits to employees. This leaves organizations struggling to attract and retain staff. Respondents pointed to the importance of the federal pandemic funding and the need for this type of stabilization to be ongoing, especially as costs of living continue to increase.

While organizations are struggling with labour issues, they are also proactively working to support their staff and are developing solutions that support retention. Among the practices being implemented are personal or mental health days, revised salary grids, pandemic top-ups, and salary increases.”

# THANK YOU

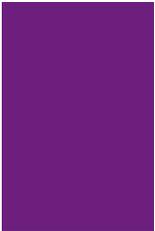
## DONORS

Abundance Canada  
Accountant Inc  
Alexandra Broesky  
Alvin & Eileen Funk  
Anita Reimer  
Anne Barkman Law Corp  
Annette C. Schewe  
Barkman Concrete Foundation Inc.  
Bev Penner  
Beverly Penner  
Brittany Friesen  
Charissa Sawatzky  
Church of the Way  
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John & Christiane Neufeld  
Ken & Doreen Penner

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Mitchell Community Fellowship Inc.  
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Santa Lucia  
Sarah Beaver Chartered Professional  
SDM/PHX Life Foundation  
SGI  
Sheldon Neufeld  
Southeast Truck Show  
St. Paul's Evangelical Lutheran Church  
of Steinbach Inc.  
Steinbach Community Foundation  
Susan Dankwart  
Taste of Summer Charity  
The Village Connection Inc.  
Val Hiebert  
Xplore Mobile

**Agape House is grateful to all donors - every donation makes a difference! The listed donors have donated a value of \$500 or more in the past year.**

**THANK YOU!**



## SUPPORTERS

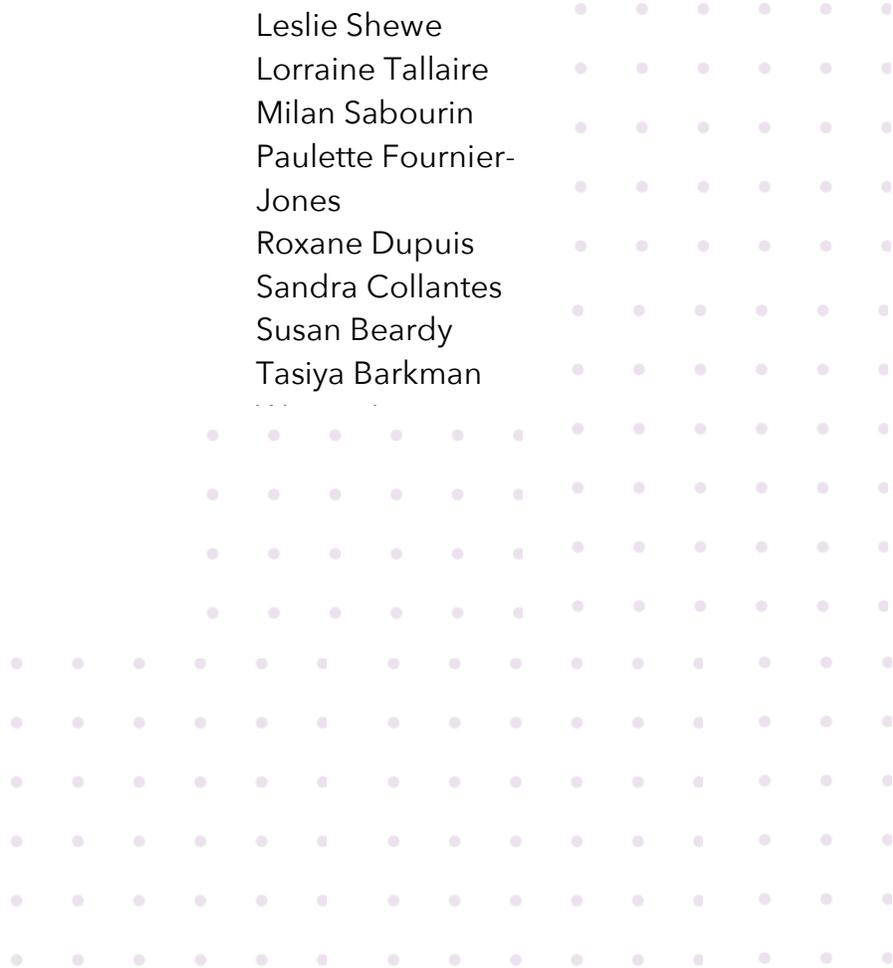
Hello Taxi  
 KFC Harvest Program  
 Local Matters Thrift Shop  
 MCC Thrift Store - Steinbach  
 Mennonite Central Committee Steinbach  
 Second Harvest  
 Southeast Wellness Pharmacy  
 St. Paul's Evangelical Lutheran Church of Steinbach Inc.  
 St. Paul's Lutheran Church  
 Steinbach Bible College  
 The Public Gallery and Brewhouse.



## VOLUNTEERS

Adrienne Buhler  
 Adrienne Penner  
 Alexandra Penner  
 Amanda Decelles  
 Angela Nault  
 Annette Schewe  
 Annie Wilby  
 Breanne Paquette  
 Carrie Sobering  
 Cheryl Beyak  
 Claire Lord  
 Cyndy Friesen  
 Cynthia Aucaylle  
 Dale Kristiuk  
 Darlene Wieler  
 David Ammerman  
 Gianna Froese  
 Ginette Gagnon  
 Janessa Dubois  
 Jeannette Anderson  
 Joanne Paillé  
 Kathy Penner

Leslie Shewe  
 Lorraine Tallaire  
 Milan Sabourin  
 Paulette Fournier-  
 Jones  
 Roxane Dupuis  
 Sandra Collantes  
 Susan Beardy  
 Tasiya Barkman



## COMMUNITY PARTNERS

Addictions Foundation Manitoba

Borderland School Division

Child and Family Services Steinbach

Community Legal Education Association

Crisis Stabilization Unit Steinbach

Eastman Immigration Services

Eastman Region Assessment Committee (ERAC)

Family Violence Consortium of Manitoba

Family Violence Prevention Program

Ginew Wellness Centre

Hanover School Division

Headstart Steinbach

Healthy Child Coalition-South East

John Koop Harder

Local Matters Thrift Shop

Manitoba Association of Women's Shelters

Manitoba Housing

Manitoba Moon Voices

Pat Porter Active Living Centre

RCMP Steinbach Detachment

Red River College Polytechnique

Roseau Valley School

Second Harvest

Seine River School Division

Sexual Exploitation Strategy Manitoba  
(Tracia's Trust)

South East Helping Hands

Southern Chiefs Organization

Southern Health-Santé Sud

Southland Church Distribution Centre

Steinbach Community Outreach

Steinbach Cultural Arts Centre

Steinbach Family Resource Centre

Steinbach United Church

Survivor's Hope Crisis Centre

Today House

Women's Shelters Canada



# AGM MINUTES 2021-22

## Welcome and Introductions - Board of Directors

6:33PM

**1. Call to order of 2021-2022 AGM**

Motion: Carrie Sobering, Second: Joyce Plett-Vogan, all in favour

**2. Acceptance of 2021-2022 AGM Agenda**

Motion to accept agenda: Brittany Friesen, Second: Cyndy Friesen, all in favour

**3. Approve Minutes of 2020-2021 AGM**

Motion to accept: Cyndy Friesen, Second: Carrie Sobering, all in favour

**4. Message from Board President**

**5. Auditor's Report & Treasurer Report presented by Brittany Friesen, Treasurer**

Motion to approve audit report 2021-2022: Carrie Sobering, Second: Joyce Plett - Vogan, all in favour.

**6. Appointment of Auditor**

Motion to appoint GTP as auditor for 2022-2023: Cyndy Friesen, Second: Carrie Sobering, all in favour

**7. Message from the Executive Director**

**8. Appointment of new Board Members - none**

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## Staff Recognition and Community Awards - Executive Director

Helping Hands - David Ammerman

Lead with Love - Ray Heidinger

Community Partner - St. Labre 200

5 Year Loyalty Award - Melanie Martens

## Closing Remarks - Board of Directors

## Adjournment of Meeting

Motion to Adjourn: (6:56 pm) Carrie Sobering, Second: Joyce Plett-Vogan, all in favour

# AUDITOR'S REPORT

## EASTMAN CRISIS CENTRE INC.

### FINANCIAL STATEMENTS

March 31, 2023

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## **INDEPENDENT AUDITOR'S REPORT**

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To the directors of **Eastman Crisis Centre Inc.**,

### **Opinion**

We have audited the financial statements of Eastman Crisis Centre Inc., which comprise the statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Eastman Crisis Centre Inc. as at March 31, 2023, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### **Basis for Opinion**

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

### **Other Matters**

The budget figures presented have not been audited, and are presented for informational purposes only. The schedules presented have not been audited, and are presented for information purposes only.

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

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

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

*Gislason Targownik Peters*

**CHARTERED PROFESSIONAL ACCOUNTANTS LLP**

Winkler, Manitoba September  
29, 2023

# EASTMAN CRISIS CENTRE INC.

## Statement of Operations and Changes in Net Assets

For the year ended March 31, 2023

	GENERAL UNRESTRICTED	EXTERNALLY RESTRICTED SURPLUS FUND	EDUCATION FUND	EQUIPMENT REPLACEMENT FUND	INVESTED IN CAPITAL ASSETS	2023	2023 Budget (Unaudited)	2022
<b>REVENUE</b>								
Province of Manitoba								
Province of Manitoba - grant	\$ 681,600	\$ -	\$ -	\$ -	\$ -	681,600	\$ 681,600	\$ 388,400
Income security - per diem	77,204	-	-	-	-	77,204	70,000	82,054
Security system funding	1,671	-	-	-	-	1,671	-	-
Fundraising	33,982	-	-	-	-	33,982	6,000	7,113
Donations	95,375	-	-	-	-	95,375	87,900	127,207
Womens Shelters Canada	168,616	-	-	-	-	168,616	87,202	63,108
Government of Canada -								
Health Canada	21,326	-	-	-	-	21,326	21,500	22,221
Other Grants	22,955	-	-	-	-	22,955	97,953	23,140
Investments	5,709	-	-	-	-	5,709	4,500	1,828
Miscellaneous	8,769	-	900	-	-	9,669	1,500	5,153
	1,117,207	-	900	-	-	1,118,107	1,058,155	720,224
<b>OPERATING EXPENSES (Page 6)</b>	862,294	-	-	-	7,851	870,145	1,058,155	678,455
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	\$ 254,913	\$ -	\$ 900	\$ -	\$ (7,851)	\$ 247,962	\$ -	\$ 41,769
<b>NET ASSETS, beginning of year</b>	501,329	7,837	1,519	4,351	(4,301)	510,735	-	492,735
Interfund transfers	900	-	(900)	-	-	-	-	-
<b>NET ASSETS - Ending</b>	\$ 757,142	\$ 7,837	\$ 1,519	\$ 4,351	\$ (12,152)	\$ 758,697	\$ -	\$ 534,504

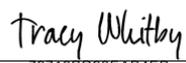
# EASTMAN CRISIS CENTRE INC.

## Statement of Financial Position

For the year ended March 31, 2023

	GENERAL UNRESTRICTED	EXTERNALLY RESTRICTED SURPLUS FUND	EDUCATION FUND	EQUIPMENT REPLACEMENT FUND	INVESTED IN CAPITAL ASSETS	2023	2022
<b>ASSETS</b>							
<b>CURRENT ASSETS</b>							
Cash	\$ 838,165	\$ -	\$ -	\$ -	\$ -	838,165	\$ 349,909
Accounts receivable (Note 3)	28,030	-	-	-	-	28,030	30,986
Prepaid expenses	5,093	-	-	-	-	5,093	4,099
Investments (Note 4)	101,850	-	-	-	-	101,850	100,000
	973,138	-	-	-	-	973,138	484,994
<b>INVESTMENTS</b> (Note 4)	203,600	-	-	-	-	203,600	200,000
<b>CAPITAL ASSETS</b> (Note 5)	-	-	-	-	4,459	4,459	12,310
	\$ 1,176,738	\$ -	\$ -	\$ -	4,459	\$ 1,181,197	\$ 697,304
<b>LIABILITIES</b>							
<b>CURRENT LIABILITIES</b>							
Accounts payable and accrued liabilities (Note 6)	\$ 67,972	\$ -	\$ -	\$ -	\$ -	67,972	\$ 59,632
<b>DEFERRED REVENUE</b> (Note 7)	20,000	-	-	-	-	20,000	20,000
<b>DEFERRED CONTRIBUTIONS</b> (Note 8)	294,528	-	-	-	-	294,528	66,938
<b>LONG-TERM DEBT</b> (Note 9)	40,000	-	-	-	-	40,000	40,000
<b>DUE TO INTERFUND</b>	(2,904)	(7,837)	(1,519)	(4,351)	16,611	-	-
	419,596	(7,837)	(1,519)	(4,351)	16,611	422,500	186,570
<b>NET ASSETS</b>							
Invested in net capital assets	-	-	-	-	(12,152)	(12,152)	(4,301)
Externally restricted	-	7,837	1,519	-	-	9,356	9,356
Unrestricted	757,142	-	-	4,351	-	761,493	505,680
	757,142	7,837	1,519	4,351	(12,152)	758,697	510,734
	\$ 1,176,738	\$ -	\$ -	\$ -	4,459	\$ 1,181,197	\$ 697,304

Approved on Behalf of the Board:

  
79713BD93EAB4EB... Director

DocuSigned by:

  
CCD3EFF0D7124E5... Director

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**EASTMAN CRISIS CENTRE INC.****Statement of Cash Flow**

For the year ended March 31, 2023

	2023	2022
<b>OPERATING ACTIVITIES</b>		
Excess of revenue over expenses	\$ 247,962	\$ 18,002
Non-cash items affecting operations:		
Amortization	7,851	7,331
Net change in non-cash working capital balances	237,893	56,425
	493,706	81,758
<b>FINANCING ACTIVITIES</b>		
Proceeds of loans payable	-	20,000
Reduction of loans payable	-	(10,000)
	-	10,000
<b>INVESTING ACTIVITIES</b>		
Acquisition of capital assets	-	(4,201)
Investments	(5,450)	(300,000)
	(5,450)	(304,201)
<b>INCREASE (DECREASE) IN CASH AND EQUIVALENTS</b>	<b>488,256</b>	<b>(212,443)</b>
<b>CASH AND EQUIVALENTS - Beginning</b>	<b>349,909</b>	<b>562,352</b>
<b>CASH AND EQUIVALENTS - Ending</b>	<b>\$ 838,165</b>	<b>\$ 349,909</b>

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# EASTMAN CRISIS CENTRE INC.

## Schedule of Operating Expenses

For the year ended March 31, 2023

	GENERAL UNRESTRICTED	EXTERNALLY RESTRICTED SURPLUS FUND	EDUCATION FUND	EQUIPMENT REPLACEMENT FUND	INVESTED IN CAPITAL ASSETS	2023	2023 BUDGET (UNAUDITED)	2022
<b>EXPENSES</b>								
Activities	\$ 3,781	\$ -	\$ -	\$ -	\$ -	\$ 3,781	\$ 800	\$ 622
Advertising	14,452	-	-	-	-	14,452	7,500	5,425
Amortization	-	-	-	-	7,851	7,851	8,500	7,331
Annual meeting	1,804	-	-	-	-	1,804	2,100	1,543
Bank charges and interest	1,496	-	-	-	-	1,496	1,300	1,414
Board expenses	14,504	-	-	-	-	14,504	10,800	866
Client transportation	22,380	-	-	-	-	22,380	15,000	22,962
COVID-19 expenses	22,042	-	-	-	-	22,042	7,200	45,515
Education	11,073	-	-	-	-	11,073	1,500	399
Employee benefits	63,391	-	-	-	-	63,391	76,668	60,167
Food	24,199	-	-	-	-	24,199	21,100	17,444
Fundraising	15,894	-	-	-	-	15,894	6,045	3,808
Household and personal supplies	781	-	-	-	-	781	750	796
Insurance	6,322	-	-	-	-	6,322	5,900	5,265
Janitorial	1,496	-	-	-	-	1,496	1,800	2,081
Medication and health needs	22,528	-	-	-	-	22,528	6,450	13,719
Membership fees	20,754	-	-	-	-	20,754	1,900	1,849
Office	5,968	-	-	-	-	5,968	6,200	4,721
Personal allowance	1,486	-	-	-	-	1,486	1,500	1,936
Postage	724	-	-	-	-	724	600	283
Professional fees	22,688	-	-	-	-	22,688	33,320	16,730
Rent and leases	19,680	-	-	-	-	19,680	23,450	8,200
Repairs and maintenance	10,920	-	-	-	-	10,920	15,030	23,908
Replacement costs	2,988	-	-	-	-	2,988	900	687
Salaries	502,134	-	-	-	-	502,134	778,242	433,411
Staff training	21,123	-	-	-	-	21,123	6,700	7,064
Staff travel	2,421	-	-	-	-	2,421	300	126
Start-up and special needs	-	-	-	-	-	-	-	462
Supplies and miscellaneous	15,399	-	-	-	-	15,399	5,600	6,588
Telephone	6,278	-	-	-	-	6,278	8,100	4,569
Vehicle	3,588	-	-	-	-	3,588	2,900	2,334
	\$ 862,294	\$ -	\$ -	\$ -	\$ 7,851	\$ 870,145	\$ 1,058,155	\$ 702,225

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**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

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**1. PURPOSE OF THE ORGANIZATION**

Eastman Crisis Centre Inc. designs and delivers services and programs which promote the self esteem, independence and individual decision-making of abused women and children.

The purpose of the Eastman Crisis Centre Inc. is to provide a safe and supportive environment for abused women and their children, and to provide opportunities to learn of available resources and alternatives in order to facilitate informed personal choices and decisions.

Eastman Crisis Centre Inc. is an organization without share capital, incorporated under the laws of Manitoba. The organization is a registered charity under section 149 of the Income Tax Act (Canada) and is therefore, exempt from income tax.

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of presentation**

The financial statements of the organization have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

**Fund accounting**

In order to ensure observance of limitations and restrictions placed on the use of resources available to the organization, the accounts are maintained on a fund accounting basis. Accordingly, resources are classified for accounting and reporting purposes into funds. These funds are held in accordance with the objectives specified by the contributors or in accordance with directive issued by the Board of Directors.

The General Unrestricted Fund accounts for the organization's program delivery and administrative activities. This fund reports unrestricted resources.

The Externally Restricted Surplus Fund accounts for any Family Violence Prevention Program (FVPP) of the Province of Manitoba funded program excess of revenues over budgeted expenditures in accordance with the guidelines contained in the Service Purchase Agreement signed by the organization and FVPP. The restricted fund balance can only be spent in accordance with FVPP's surplus/deficit policy, which requires FVPP's prior approval for the use of restricted funds. Expenditures approved by FVPP are presented as expenditures of the externally restricted fund.

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**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

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The Education Fund reports only internally restricted resources that are to be used to support the continuing education of the organization's staff. Expenditures from this fund require approval from the Board of Directors.

The Equipment Replacement Fund reports only internally restricted resources that are to be used for equipment replacement. Expenditures from this fund require approval by the Board of Directors.

The Invested in Capital Assets Fund reports the assets, liabilities, revenue and expenditures related to the organization's capital assets.

**Revenue recognition**

The organization follows the restricted fund method of accounting for contributions. Unrestricted donations are recognized as revenue of the General Unrestricted Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as revenue of the appropriate restricted fund. Restricted contributions, where there is no appropriate fund are reported in the General Unrestricted Fund.

Investment income is recognized as earned.

**Financial instruments**

Financial assets and liabilities are initially measured at fair value. Subsequent measurement of financial assets and liabilities are at amortized cost unless otherwise noted. Financial assets and liabilities measured at amortized cost consist of cash, accounts receivable, accounts payable and long-term debt.

It is management's opinion that the organization is not exposed to significant credit, currency, interest rate, liquidity or market risks arising from these financial instruments, unless otherwise noted.

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**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

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**Capital assets**

Capital assets are recorded at cost and are being amortized on the declining balance basis at the following rates based on estimated useful life, except in the year of acquisition, when one-half of the rate is used:

Buildings	6.67%
Automotive equipment	20%
Furniture and fixtures	20%
Computer hardware	55%
Computer software	100%

The organization reviews capital assets for impairment whenever events or changes in circumstances indicate that the carrying value may not be recoverable.

**Use of estimates**

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities as at the date of the financial statements, as well as reported amounts of revenues and expenses during the reporting period. These estimates are subject to measurement uncertainty, and the effect on the financial statements of changes in such estimates in future periods could be significant.

**Contributed services and materials**

A substantial number of volunteers contribute a significant amount of their time each year. Due to the difficulty of determining the fair market value, contributed services are not recognized in the financial statements.

Contributed materials which are used in the normal course of the organization's operations and would otherwise have been purchased are recorded at their fair value at the date of contribution if fair value can be reasonably estimated.

**Investments**

The organization records investments guaranteed investment certificates at cost less any reduction for impairment.

Investments are tested for impairment when events or changes in circumstances indicate that there is a possible impairment of value.

**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

**3. ACCOUNTS RECEIVABLE**

	2023	2022
Province of Manitoba	\$ 23,287	\$ 27,968
GST rebate	4,676	2,659
Other accounts receivable	67	359
	<b>\$ 28,030</b>	<b>\$ 30,986</b>

**4. INVESTMENTS**

	2023	2022
Guaranteed investment certificates	\$ 305,450	\$ 300,000
	305,450	300,000
Less: Current portion of investments	101,850	100,000
	<b>\$ 203,600</b>	<b>\$ 200,000</b>

The guaranteed investment certificates bear interest at rates ranging from 1.85% to 4.75% with maturity dates ranging from March 2024 to March 2026.

**5. CAPITAL ASSETS**

	Cost	Accumulated Amortization	Net 2023	Net 2022
Furniture and fixtures	\$ 95,311	\$ 95,311	\$ -	\$ -
Automotive equipment	30,880	27,792	3,088	9,264
Buildings	20,250	20,250	-	-
Computer hardware	11,375	10,004	1,371	3,046
Computer software	7,119	7,119	-	-
	<b>\$ 164,935</b>	<b>\$ 160,476</b>	<b>\$ 4,459</b>	<b>\$ 12,310</b>

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**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

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**6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

	<b>2023</b>	<b>2022</b>
Accounts payable	\$ 29,248	\$ 26,692
Accrued payables	5,240	4,770
Wages payable	11,786	5,674
Vacation payable	21,638	22,303
Damage deposits	60	193
	<b>\$ 67,972</b>	<b>\$ 59,632</b>

**7. DEFERRED REVENUE**

Deferred revenue consists of the forgivable portion of the Canada Emergency Business Account loan program, based on the condition of repayment of the remaining principal of the loan on or before December 31, 2023. See Note 9.

**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

**8. DEFERRED CONTRIBUTIONS**

Deferred contributions represents the unrecognized portion of externally restricted contributions for various projects. The change in the balance of deferred contributions for the period is as follows:

	2023	2022
<b>Caring Dad Grant</b>		
Opening balance	\$ 50,000	\$ -
Add: Restricted contributions received	-	50,000
Less: Expenses recognized	(3,047)	-
Ending balance	46,953	50,000
<b>Teen Saturdays</b>		
Opening balance	14,628	5,628
Add: Restricted contributions received	-	18,516
Less: Expenses recognized	(14,628)	(9,516)
Ending balance	-	14,628
<b>HCC Grant</b>		
Opening balance	679	464
Add: Restricted contributions received	-	1,840
Less: Expenses recognized	(679)	(1,625)
Ending balance	-	679
<b>Crysalis Fund Phoenix Project</b>		
Opening balance	1,631	2,093
Less: Expenses recognized	(1,631)	(462)
Ending balance	-	1,631
<b>Accessibility Grant</b>		
Opening balance	-	-
Add: Restricted contributions received	100,000	-
Ending balance	100,000	-
<b>Womens Shelter Canada Grant</b>		
Opening balance	-	-
Add: Restricted contributions received	316,191	-
Less: Expenses recognized	(168,616)	-
Ending balance	147,575	-
	\$ 294,528	\$ 66,938

**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

**9. LONG-TERM DEBT**

	2023	2022
Canada Emergency Business Account Loan – \$60,000 non-interest bearing until December 31, 2023. Repayment of 67% of the principal on or before December 31, 2023, will result in the remaining balance being forgiven. Beginning January 1, 2024, the loan will bear interest at 5% payable monthly, with the outstanding principal due in full by the maturity date, December 31, 2025. Secured by a government guarantee.	\$ 40,000	\$ 40,000
Less: Current portion of long-term debt	40,000	-
	\$ -	\$ 40,000

Under the present terms and conditions of the loans payable, the estimated annual principal payments that will be required to retire the debt are as follows.

	2023
2024	\$ 40,000

**10. PROVINCE OF MANITOBA - REVENUE RECONCILIATION**

Revenue per Province of Manitoba - Department of Sustainable Development	<b>737,191</b>
Add:	
April 2022 Per Diem revenue received not on confirmation	7,122
January to March 2023 Per Diem revenue receivable not on confirmation	21,488
Less:	
April 2021 revenue on confirmation	<b>(1,700)</b>
Adjusted revenue per Provincial of Manitoba	<b>764,101</b>
Revenue recorded by the organization	<b>764,101</b>

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**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

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**11. SECOND STAGE HOUSING**

The organization collects rent payments from clients of its second stage housing program on behalf of the Province of Manitoba. Given that the organization acts as an agent, amounts collected are not presented as revenue and amounts remitted or due are not presented as expenses in the financial statements of the organization. Total rent collected for the year ended March 31, 2023 amounted to \$3,390 (2022 - \$1,667). Included in accounts payable and accrued liabilities as at March 31, 2023 is a balance due to the Province of Manitoba of \$NIL (2022 - \$NIL) which is for rents collected to that date.

**12. TRANSFER OF LABOUR COSTS BETWEEN COST CENTRES**

The Department of Families grant allocated to the Facility Maintenance cost centre contains a \$1,496 (2022 - \$2,081) component for wages paid to janitorial staff. Since the size of the organization makes it inefficient to hire staff especially for this function, these duties are shared among the employees. In order to match revenue with expenses, an estimate of \$1,496 (2022 - \$2,080) has been allocated from the Shelter Program centre to the Facility Maintenance cost centre.

**13. EMPLOYEE FUTURE BENEFITS**

The organization is a member of the Community Agencies Retirement Plan which is a multi-employer defined benefit pension plan available to all eligible employees of the participating members of the plan. However, the costs of the plan are not allocated or funded separately by the members and the members cannot identify the underlying assets and liabilities of the plan. As a result, there is insufficient information available to use defined benefit accounting so the organization accounts for the benefit plan in accordance with the accounting standards on defined contributions plans.

Contributions to the plan made during the year by the organization on behalf of its employees amount to \$15,009 for current obligations. The amounts are included in the statement of operations.

**14. ECONOMIC DEPENDENCE**

The ongoing operations of the organization are dependent on funding from the Province of Manitoba.

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**EASTMAN CRISIS CENTRE INC.**  
**Notes to the Financial Statements For the**  
**year ended March 31, 2023**

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**15. SUBSEQUENT EVENTS**

On August 14, 2023 the organization purchased land and building located in Steinbach, Manitoba for a cost of \$255,000. The organization made the purchase through cash payments.

## EASTMAN CRISIS CENTRE INC.

### Schedule of Administration

For the year ended March 31, 2023

	BUDGET	2023	2022
<b>REVENUE</b>			
Province of Manitoba			
Department of Families - grant	\$ 180,500	\$ 180,500	\$ 93,600
Income security - per diem	26,500	26,967	32,100
Women's Shelters Canada	87,202	84,023	63,108
Donations	72,000	73,162	83,781
Fundraising	6,000	27,089	7,113
Other grants	97,953	22,955	23,143
Miscellaneous	1,500	9,669	5,278
Investments	4,500	5,709	1,828
	<b>476,155</b>	<b>430,074</b>	<b>309,951</b>
<b>OPERATING EXPENSES</b>			
Advertising	7,500	14,452	5,425
Amortization	8,500	7,851	7,331
Annual meeting	2,100	1,804	1,543
Bank charges and interest	1,300	1,496	1,414
Board expenses	10,800	14,504	866
Employee benefits	25,789	24,585	21,067
Fundraising	6,045	11,624	658
Insurance	5,900	6,322	5,265
Janitorial	1,800	1,496	2,081
Membership fees	1,900	20,754	1,849
Office	6,200	5,968	4,721
Postage	600	724	283
Professional fees	33,320	22,688	16,730
Rent and leases	22,700	19,680	8,200
Repairs and maintenance	15,030	10,920	23,908
Salaries	268,283	155,312	115,050
Staff training	2,000	1,689	1,439
Staff travel	300	2,421	-
Supplies and miscellaneous	4,300	12,317	4,580
Telephone	8,100	6,278	4,569
Vehicle	2,900	3,588	2,334
	<b>435,367</b>	<b>346,473</b>	<b>229,313</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ 40,788</b>	<b>\$ 83,601</b>	<b>\$ 80,638</b>

**EASTMAN CRISIS CENTRE INC.****Schedule of Shelter Program****For the year ended March 31, 2023**

	<b>BUDGET</b>	<b>2023</b>	<b>2022</b>
<b>REVENUE</b>			
Province of Manitoba			
Department of Families - grant	\$ 292,150	\$ 292,150	\$ 167,000
Income security - per diem	26,500	25,296	32,100
Women's Shelters Canada	-	84,593	-
Donations	15,900	22,213	43,426
	<b>334,550</b>	<b>424,252</b>	<b>242,526</b>
<b>OPERATING EXPENSES</b>			
Activities	300	2,342	316
Client transportation	15,000	22,380	22,962
COVID-19 expenses	7,200	22,042	45,515
Employee benefits	30,450	25,392	24,693
Food	21,100	24,199	17,444
Fundraising	-	4,270	3,150
Household and personal supplies	750	781	796
Medications and health needs	1,150	3,007	2,408
Personal allowance	1,500	1,486	1,936
Replacement costs	500	2,004	588
Salaries	383,133	265,491	221,484
Staff training	2,850	13,246	3,939
Staff travel	-	-	126
Supplies and miscellaneous	600	2,300	813
	<b>464,533</b>	<b>388,940</b>	<b>346,170</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>\$ (129,983)</b>	<b>\$ 35,312</b>	<b>\$ (103,644)</b>

**EASTMAN CRISIS CENTRE INC.**  
**Schedule of Children's Counselling**  
**For the year ended March 31, 2023**

	<b>BUDGET</b>	<b>2023</b>	<b>2022</b>
<b>REVENUE</b>			
Province of Manitoba			
Department of Families - grant	\$ 41,600	\$ 41,600	\$ 23,800
Income security - per diem	17,000	26,612	17,855
Government of Canada - Health Canada	21,500	21,326	22,221
Fundraising	-	467	-
	<b>80,100</b>	<b>90,005</b>	63,876
<b>OPERATING EXPENSES</b>			
Activities	200	1,183	291
Employee benefits	8,029	3,607	6,951
Replacement costs	200	214	-
Salaries	42,275	27,652	33,030
Staff training	950	2,009	1,381
Supplies and miscellaneous	350	356	767
Support groups	5,100	15,292	11,141
	<b>57,104</b>	<b>50,313</b>	53,561
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ 22,996</b>	<b>\$ 39,692</b>	<b>\$ 10,315</b>

**Schedule of Follow-Up Programs**  
**For the year ended March 31,**  
**2023**

	<b>BUDGET</b>	<b>2023</b>	<b>2022</b>
<b>REVENUE</b>			
Province of Manitoba			
Department of Families - grant	\$ 167,350	\$ 167,350	\$ 95,500
Fundraising	-	6,426	-
	<b>167,350</b>	<b>173,776</b>	<b>95,500</b>
<b>OPERATING EXPENSES</b>			
Activities	300	256	15
Education	1,500	11,073	399
Employee benefits	12,400	9,807	7,456
Interim housing	750	-	-
Phoenix project	-	1,631	462
Replacement costs	200	770	99
Salaries	84,551	53,679	63,847
Staff training	900	2,548	305
Supplies and miscellaneous	350	426	428
Support groups	200	4,229	171
	<b>101,151</b>	<b>84,419</b>	<b>73,182</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ 66,199</b>	<b>\$ 89,357</b>	<b>\$ 22,318</b>