



Family DYNAMICS

**2022-2023
ANNUAL REPORT**

**STRENGTHENING
RELATIONSHIPS
AND COMMUNITIES
SINCE 1936**

Letter from the Board President and Executive Director

OUR MISSION:

To bring programs, partnerships and resources together to empower and strengthen families and communities

OUR VISION:

Healthy families, strong communities, thriving children, resilient people

2022-2023 Board of Directors

Sharon Walters
Darlene Mager
Krystina Balcaen
Lorianne Kowaliszyn
Kosta Vartsakis
Steve Williams
Soliana Teklehaimanot
Ashlee Charach
Holly Puckall
Dima Vainer

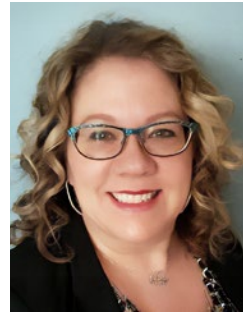
The closing of our fiscal year this past March marked the three year anniversary of Covid-19 entering our lives. While the acute health crisis has faded into the past, we continue to see the lasting social and economic impacts of the pandemic in our community. Inflation and the high cost of food have made it difficult for more families to make ends meet. In response to this reality we significantly increased our efforts to enhance access to food and basic needs. During the past year food was accessed 47,120 times at our family resource centres, and more than 23,000 meals were provided in our breakfast and lunch programs.

Financial hardship, social isolation and changes in daily routines during the pandemic have been linked with worsening mental health. Unfortunately, we see many people, particularly young people, still struggling with ongoing challenges. Those who were already experiencing challenges before the pandemic seem to be having even more challenges now. In response to this reality we invested in various training opportunities to help support our staff as they in turn support our community.

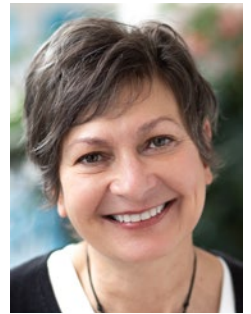
A few other highlights of our work this year include:

- Achieving accreditation with the Canadian Centre for Accreditation, meeting all mandatory and leading practice standards.
- Investing in 4 days of Intentional Leadership Training for all supervisory and managerial staff.
- Receiving an Organizational Development Grant from Heritage Canada's Community Support, Multiculturalism, and Anti-Racism Initiatives Program to support ongoing professional development.
- Hosting an all-staff in-service day facilitated by Celeste McKay and Sandra DeLaronde that guided staff through cultural exercises and team building.
- Developing terms of reference and creating a Diversity, Equity and Inclusion Committee.
- Introducing a Psychological Health and Safety Management System based on the National Standard for Canada for Psychological Health and Safety in the Workplace.

None of our work would be possible without the support of our funders, who not only provide financial resources, but who work with us as partners. Thank you to our volunteer board of directors, our dedicated staff, community helpers, interpreters, volunteers, donors, friends and community partners for your support. Together we can make our vision of healthy families, strong communities, thriving children and resilient people a reality for all.



Darlene Mager,
President of the Board



Millie Braun,
Executive Director

Darlene Mager,
President of the Board

Millie Braun,
Executive Director

Community Settlement Program

Our Community Settlement Program provides settlement services in the southwest zone of the city, offering a range of community connection programs and information sessions, as well as case coordination for newcomers in the zone.

Case Coordination:

233 families, involving 939 people, received case coordination and settlement support, including a comprehensive intake and review of settlement plan goals to assist with identifying needs and making referrals and connection to programs and services.

COMMUNITY CONNECTION PROGRAMS AND INFORMATION SESSIONS:

92 CHILDREN

ages 6-12 participated in online after school programming. There were 71 afterschool sessions during the school year and an average of 31 children attended per class.

211 CLASSES

of English language conversation circles were provided both online and in person; 173 adults attended.

61 NEWCOMER FAMILIES

involving 225 people, attended 3 family community events.

145 CHILDREN

attended 3 summer camps.

156 CHILDREN

attended 3 spring break camps.

823 CHILDCARE FOR NEWCOMER CHILDREN

spots were used by parents attending information sessions and conversation circles. Childcare was provided through a partnership with MOSAIC Newcomer Family Resource Network.

36 TEENS

participated in 67 information sessions at 2 high schools.

541 PEOPLE

attended 71 information sessions on 21 unique topics such as employment, citizenship, financial literacy, COVID-19, parenting, Indigenous history, mental health, housing, and childcare.

60 NEWCOMER FAMILIES

attended gardening programs. These families also participated in information sessions about gardening in Canada and were supplied plots, seeds, and tools.



In-Home Family Support

The In-Home Support Program assists families within a protective factors framework that supports parent-child attachment, parental resilience and wellbeing, social connections, improves knowledge of parenting and child development, provides concrete support in times of need to reduce stress, and enhances children's social and emotional competence.

The goals of the program are to:

1. Provide hands-on, practical support so that a family can continue to function during difficult times e.g. childcare, meal preparation, household tasks.
2. Strengthen parent/child relationships.
3. Assist families to promote the physical, cognitive, social and emotional development of their children.
4. Overcome isolation, alienation and the absence of natural supports by helping families locate and access available community resources and supports.

Who We Served:

- Single Parents - 51%
- Two Adults parenting - 49%
- Families with a combination of difficult circumstances - 69%
(e.g., fragile mental health concerns - 47%, a history of trauma - 42%, and a child with developmental concerns - 32%.)

Presenting Challenges:

- Mental wellbeing/health - 90%
- Risks related to meeting basic needs and household functioning - 76%
- Childcare needs - 68%
- Parenting challenges - 47%
- Children with developmental concerns - 40%

Support Provided:

Families received a combination of supportive assistance to address their needs and build coping and parenting skills to manage in new ways:

- Case Coordinators provided families with referrals, system advocacy and navigation; parental guidance and solution focused counselling, and crisis intervention.
- 57% of families received between 6-12 months of assistance from an In-Home Support Worker. Eleven families received over one year of service, due to very complex circumstances and needs.

Types of Support:

- Childcare for errands to meet basic needs - 78%
- Support with household tasks - 76%
- Childcare for appointments - 76%
- Childcare for rest/recovery in the home - 65%
- Building parental coping skills and emotional resilience - 60%
- Reinforcing healthy routines - 42%

HIGHLIGHTS



144

Families received an In-Home Family Support Worker



249

Families admitted / connected to the program



594

Families received intake, assessment, information, referral



39,688

Total Family Support Worker Direct and Indirect Service Hours



82

Families Ended Service Between April 1, 2022 and March 31, 2023



Outcomes:

Progress made at end of service plan	Challenges Resolved	Good Progress	Some Progress
Mental health/wellbeing	3%	38%	59%
Sources of Significant Stressors Reduced	7%	30%	63%
Household/Family Functioning	2%	28%	70%
Resilience and Coping Strategies	2%	31%	67%
Confidence and Independence	5%	31%	64%
Access to Childcare Secured	65%	8%	27%
Support Child(ren)'s Development	0%	45%	55%

Overall Increase in Wellbeing:

Very Significant Increase	Significant Increase	Some Increase	No / Minor Increase
8%	29%	46%	17%

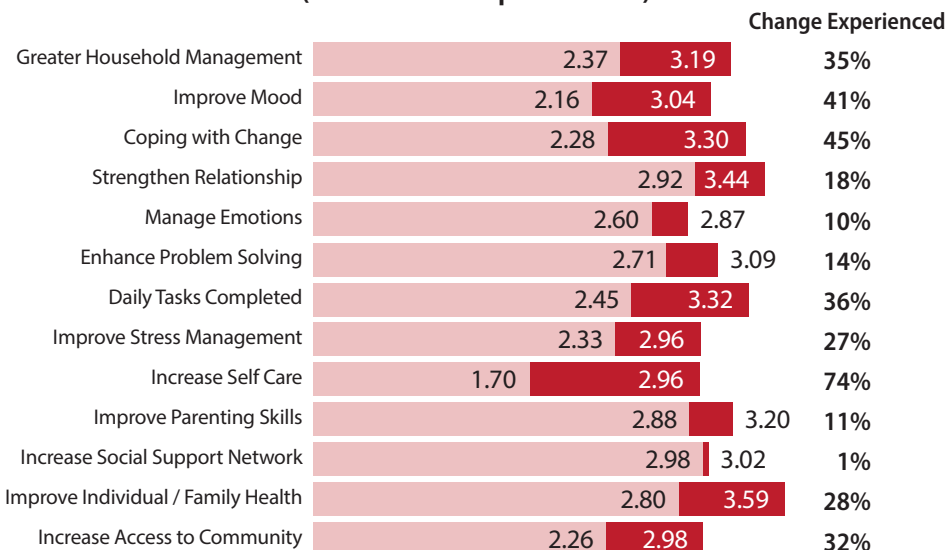
Overall Increase in Capacity:

Very Significant Increase	Significant Increase	Some Increase	No / Minor Increase
7%	33%	43%	17%

How LIKELY is it that the circumstances will improve longer term?

- Very likely - 24.14% (14)
(the main challenges have been resolved / will resolve themselves shortly)
- Likely - 47.13% (41)
(the main challenges are beginning to resolve themselves)
- Unlikely - 24.14% (21)
(significant challenges remain for the family)
- Very unlikely - 4.60% (4)
(very significant challenges remain for the family)

**Impact of Family Support Service 2022-23
(Number of Responses - 85)**



Based on 5-point Likert Scale Averages Pre Post



Client Quotes

“Being in the Support Workers presence, watch her, watching her play with my child – I’ve learned from her how to be a better parent for my child”.

“Working with Family Dynamics as inspired me to parent my child in the way that I needed to be parented when I was a child”

“Knowing that my Support Worker is coming makes me feel like I can manage a few more days until she comes”.

“My Support Worker was kind of like Mary Poppins – she came in and got our baby to sleep!”



Parent Coach Program

Our parent coach program provides support to parents who want to strengthen their parenting, or home management skills. Parents identify their goals and through regular home or virtual visits with the Parent Coach, receive information, strategies and resources to help them parent at their best.

The goals of the program are to support parents to:

1. Build strong relationships within their family.
2. Learn strategies to guide and support their children's behaviour.
3. Identify, acknowledge and manage their child's emotions as well as their own.
4. Understand typical development and form developmentally appropriate expectations.
5. Ensure parents have access to necessary components for a healthy family.
6. Connect with resources and supports in their community.
7. Strengthen home management skills.

In the past year, 141 families received parent coach services, and 54 families who received information/assessment/referral.

Two Nobody's Perfect Parenting Groups were offered and 18 participants attended.

Impact of Parent Coach Service 2022-2023 (Number of Responses - 62)

	Change Experienced		
Greater Household Management	2.47	3.12	26%
Improve Mood	2.35	3.06	30%
Coping with Change	2.12	3.12	47%
Strengthen Relationship	2.61	3.58	37%
Manage Emotions	2.20	3.07	40%
Enhance Problem Solving	2.27	3.43	51%
Daily Tasks Completed	2.28	3.39	49%
Improve Stress Management	2.16	3.02	40%
Increase Self Care	2.06	2.98	45%
Improve Parenting Skills	2.39	3.60	51%
Increase Social Support Network	2.59	3.26	26%
Improve Individual / Family Health		3.15	0%
Increase Access to Community	1.29	1.69	31%

Based on 5-point Likert Scale Averages Pre Post

HIGHLIGHTS



141
Families who received parent coach service



51%
Enhance problem solving



45%
Improvement in self care



47%
Coping with change

Client Quotes

"This helped me understand my children much more than I ever thought I would. It also opened my eyes to my own self and how to help my own inner feelings feel validated. Thank you"

"I had an excellent validating experience and felt much more capable and confident going forward"

"We would like to say a BIG THANK YOU to the program. It gave us more insights on parenting and understanding more on children's behaviour!"





An additional 25 families whose service plan ended showed the following outcomes:

Understanding children's behaviour was a goal for 24 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
4 Families (17%)	10 Families (42%)	8 Families (33%)	2 Families (8%)

Acknowledging emotions was a goal for 24 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
3 Families (13%)	11 Families (46%)	7 Families (29%)	3 Families (12%)

Co-regulation was a goal for 23 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
3 Families (13%)	10 Families (44%)	6 Families (26%)	4 Families (17%)

Adult-child relationships were a goal for 22 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
2 Families (9%)	9 Families (41%)	9 Families (41%)	2 Families (9%)

Self-regulation was a goal for 22 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
3 Families (14%)	7 Families (32%)	7 Families (32%)	5 Families (22%)

Developing self-reflective capacity was a goal for 22 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
3 Families (14%)	9 Families (41%)	5 Families (23%)	5 Families (22%)

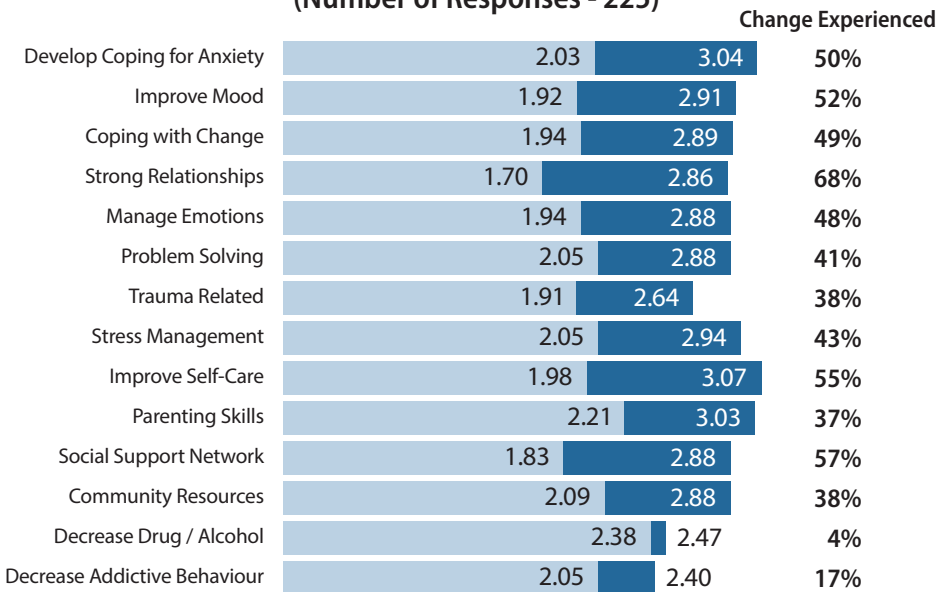
Having age-appropriate expectations was a goal for 21 of the 25 families. Of those:			
Achieved Their Goal	Made Good Progress	Made Some Progress	Did Not Start the Goal or Were Unable to Make Progress
3 Families (14%)	7 Families (33%)	8 Families (38%)	3 Families (15%)

Counselling Program

Our Counselling program provides clients with a safe place to learn new ways to cope, heal from trauma and navigate through life changes. It can support healthy strong relationships with children and adults. Our Counsellors practice a strength-based, holistic approach. Common issues resolved through counselling include: managing emotions, relationship conflicts, separation and divorce, depression, stress, childhood trauma, adult trauma, self-esteem, parenting skills and personal wellbeing.

- A total of 718 families, couples and individuals received Counselling services.
- 5,184 hours of direct counselling service were provided.

Impact of Counselling Services 2022-2023 (Number of Responses - 225)



Based on 5-point Likert Scale Averages Pre ■ Post ■

Client Experience Survey (responses collected over a one month period):

	Responses	Agreed / Strongly Agreed
I had lots of opportunity to express what was important to me; what my goals were	33	94%
I felt listened to and understood	33	100%
I felt valued as a person	33	100%
I always felt accepted without judgment or criticism	33	94%
I am increasing my ability to address everyday challenges	32	88%
I am increasing my ability for my family and myself to live a more harmonious life	33	72%
I am increasing my confidence in parenting skills	18	100%

Victim Services:

Families who are affected by violence access counselling to assist them in recovering from violence in their lives, to help families increase skills to manage emotions and cope with stress management, to promote an increase in healthy family interactions, effective communication and problem resolution.

Total number of families/individuals impacted by violence: 103

Groups:

- Adapting to Change: Reaching Goals - ran thrice (pre-therapy goal setting and psycho-educational group)
- The Mindful Coping workshop - ran thrice (mindfulness-based skills)

HIGHLIGHTS



718

Families, couples and individuals received Counselling services



5,184

Hours of direct counselling services were provided



68%

Strong relationships



Client Quotes

"How can a parent start thanking an organization for this type of assistance and impact in our lives? I will forever be grateful and forever be your advocate."

"There is no exaggeration when I say, your committed people helped save my daughter's life. The valuable counselling you provided her was an avenue of hope and the open conversation that she desperately needed."

Families & Schools Together

Families and Schools Together (F&ST) is a program that empowers caregivers, builds connections within and between families and schools, and creates a network of support for caregivers that is peer-led and supported by trained F&ST facilitators. Each eight-week cycle includes shared meals, family-based activities, and an opportunity for caregivers to connect weekly with their school and with other caregivers. F&ST Program provides opportunities for building connections, communication, and building self-esteem.

- Total families who participated – 41
- Total number of children who participated – 98
- Total number of volunteers who participated – 22

Goals and Outcomes:

1. Create a sense of community
96% of caregivers felt that they were more aware of community resources and supports.
2. Enhance parental empowerment by encouraging children to see their parent(s) as the natural leaders of their family
100% felt that their children developed a greater sense of belonging within the family.
3. Build connections between schools and families
100% of caregivers reported that they felt respected by school staff as a leader within their family.
4. Create a peer network of support that is parent-led
100% of caregivers felt that they made positive connections with other parents/caregivers.
5. Enhance self-confidence
86% of caregivers felt that their confidence as a parent/caregiver had increased.
6. Improve communication and relationships between parents and their children through fun and intentional activities
86% of caregivers felt that lines of communication with their children were more open.



Client Quotes

"I tend to get overwhelmed with just trying to survive in life ... Participating in the program helped me to get to a more grounded level".

"I have really bad anxiety and I come from a past where I haven't had the greatest experiences with relationships with schools and school officials. There's some shame I had held that made it difficult to build a relationship with school. I felt somewhat disconnected from my children's school. It was nice to get to know more people and see friendly faces and establish more relationships within the school".

"We enjoyed connecting with others and sharing resources with one another. This program is a great resource for both parents and kids".

"It was amazing to be able to sit with other parents without our kids for even a small amount of time, realizing that other parents struggle in the same ways I have was so eye opening".

"It was so nice to see, talk with and interact with other parents as well. After such a long isolation for our family, we've suffered with mental health and loneliness. Serious lack of social interactions - so this was huge in helping us to feel like we're normal".

"To hear how other parents and families are navigating everyday life makes me not feel so alone".

"My oldest son got to be a leader to his brothers and still continues it at home".

Family Resource Centres

Our resource centres are located within seven Manitoba Housing communities throughout Winnipeg. We endeavour to be a safe and inclusive place where all individuals are respected, valued, and treated equally. We provide access to information, programs and services while building trusting, responsive relationships. Our programming and services encourage protective factors, minimize negative impacts and respond to current and emerging needs.

Our centres incorporate crisis support, life skills, financial literacy, mental health and well-being, coping with toxic stress, parenting, meeting basic needs and food security.

Our centres provide:

- Enhanced access to basic needs through Helping Pantries, food banks, clothing depots and more.
- A better connected community and reduced social isolation through community outreach and drop in programming.
- Personal growth and development through our Community Helper Program and volunteering opportunities

The long-term outcomes we anticipate are:

1. Resilient people and empowered individuals.
2. Strengthened families.
3. Thriving and resilient children and youth.
4. Strengthened communities.

Across our seven centres:

1. Food was accessed 47,120 times.
2. 23,624 meals were provided in our Breakfast and Lunch programs.
3. 101,342 contacts were made.
4. 1,645 families were provided services.
5. 2,021 children impacted



FAMILY RESOURCE CENTRES HIGHLIGHTS



23,624

Meals were provided in our Breakfast and Lunch programs



2,021

Children were impacted with a total of 101,342 contacts

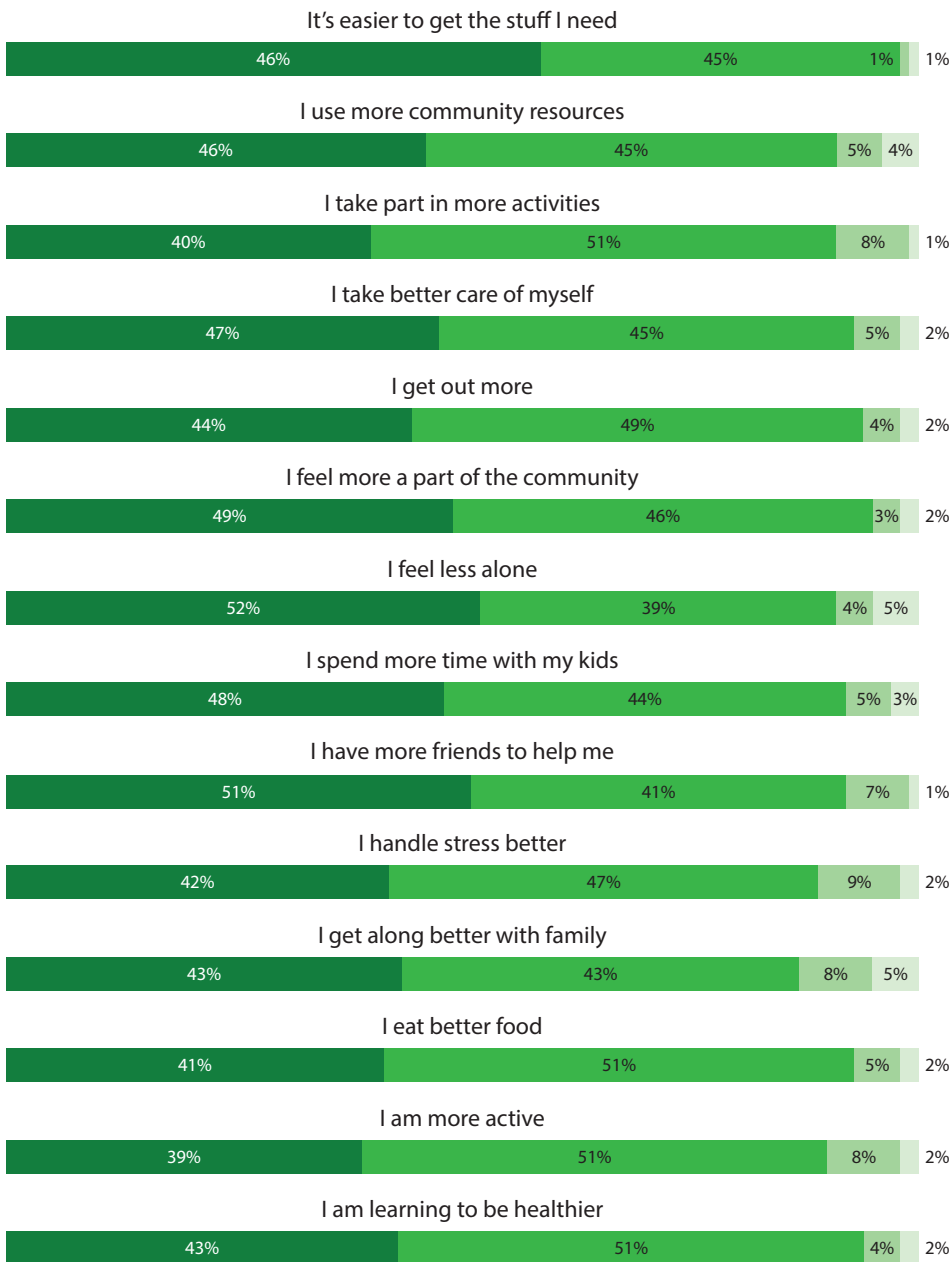
Client feedback from focus groups:

Clients provided a lot of positive feedback for the centres. Staff were frequently mentioned in high regard. Participants find the centre staff to be efficient, knowledgeable, helpful, and non-judgemental. Many participants indicated they feel safe with the staff and have developed a positive relationship with one or more staff members. Several noted that they appreciate the welcoming environment, expertise, connections to needed services and celebrating of successes. Clients also said they like that the centre staff engage the youth and support young people as well as parents and adults, being inclusive of the whole family.

In addition to the quality of staff, supports for youth and families and food-based programming were raised as examples of successful programs. These components tie into each other generating a sense of community within the centres – developing friendships, a healthy rapport with service providers, and involving families in programming. Clients felt that a lot is working in the centres, and that they continue to adapt to the needs of the community. During the COVID-19 pandemic the centres advocated for community members facing increased challenges acquiring employment and accessing vital resources.

Individual Outcomes - Participant Feedback Drop in Survey Results (166 responses over a 2-week period)

Strongly agree ■ Agree ■ Disagree ■ Strongly Disagree ■



Satisfaction with Centre:

	Strongly Agree	Agree	Disagree	Strongly Disagree
The staff are helpful	74%	25%	1%	0%
The staff are friendly	75%	23%	1%	1%
The location is good for me	74%	25%	1%	1%
The hours are good for me	59%	35%	5%	1%
I feel welcome	72%	26%	2%	0%
I feel safe	72%	26%	1%	0%

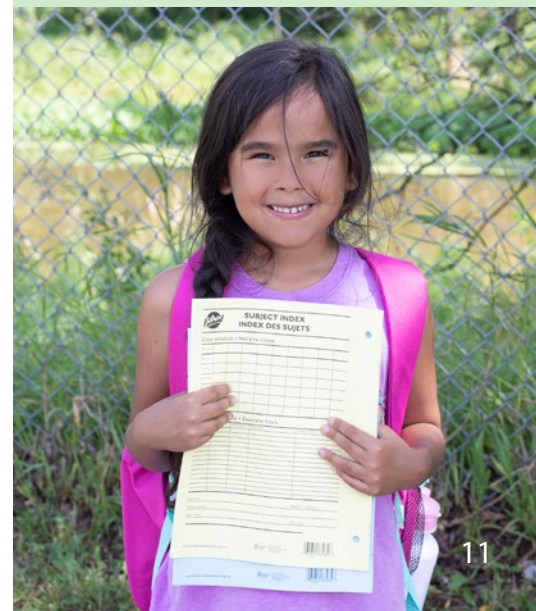


Client Quotes

"I like the people that work there, they're very friendly. I like the fact that nobody there is judgmental!"

"I'm always greeted with a smile and hello!"

"It helps you make friends, and you feel like you have your own community within the community. I like that and my kids like that and everyone watches out for everyone!"



The Family Supports for Newcomers Program

Our program provides responsive, inclusive, and welcoming services to newcomer populations with high needs. Vulnerable newcomer individuals and families, who are primarily former refugees from war affected backgrounds (including permanent residents, refugee claimants, temporary residents, and naturalized citizens), who have multiple barriers or complex needs, receive access to comprehensive wrap-around case management support to help when settlement and integration are jeopardized because of extenuating circumstances.

We help families to:

- Identify their goals and overcome barriers.
- Strengthen communication and problem solving skills.
- Develop a better understanding of systems.
- Reduce fears and anxieties.
- Increase knowledge of rights and responsibilities.
- Access information and resources.

341 families received comprehensive case management which involved 1,328 people.

With funding provided by Immigration, Refugees and Citizenship Canada:

273 families, with permanent resident status, received comprehensive case management which involved 1,128 people.

Results of Clients' self-assessed progress (after service ended) – 35 total respondents

Area of Focus	Responses	Families who were not able to manage or were poorly managing overall at the beginning of service	Families that had either resolved the issues or made good progress at the end of service
Basic Needs	33	28 (88%)	27 (82%)
Safety	27	17 (63%)	24 (89%)
Health	33	29 (88%)	26 (79%)
Family Relationships	29	24 (83%)	24 (83%)
Legal	22	21 (95%)	16 (73%)
Social Connection	29	21 (72%)	24 (83%)
Language and Literacy	31	27 (87%)	16 (61%)
Preparation for Employment	31	27 (87%)	18 (58%)

Feeling welcome at Family Dynamics	35 out of 35 people (100%) have either felt very welcome or welcome at Family Dynamics
Helpfulness of Family Dynamics	34 out of 35 people (97%) have either felt Family Dynamics was very helpful or helpful



Client Quote

"Family dynamics aided my adjustment to a new country. I received assistance with housing, schools, medical appointments, transportation, interpretation, and letter translation. The most valuable support is the encouragement to keep going -- being a single parent is challenging. My Case Coordinator assisted me in connecting with mental health services to assist my child. A parent coach from Family Dynamics also assisted me in learning new parenting skills."

With additional funding from The Province of Manitoba:

68 families (including refugee claimants, naturalized citizens and temporary residents) received comprehensive case management which involved 200 people.

Results of Clients' self-assessed progress (after service ended) – 12 total respondents

Area of Focus	Responses	Families who were not able to manage or were poorly managing overall at the beginning of service	Families that had either resolved the issues or made good progress at the end of service
Basic Needs	9	8 (89%)	8 (89%)
Safety	9	6 (67%)	7 (78%)
Health	9	7 (78%)	9 (100%)
Family Relationships	7	4 (57%)	5 (71%)
Legal	7	6 (86%)	4 (57%)
Social Connection	5	5 (100%)	4 (80%)
Language and Literacy	7	5 (71%)	6 (86%)
Preparation for Employment	7	6 (86%)	7 (100%)

Partnership with the Newcomer Community Collaborative Mental Health Program

One full-time case management position supports the Newcomer Community Collaborative Mental Health program through Aurora Family Therapy. 14 families were supported through this partnership, involving 34 people.

HIGHLIGHTS



341

Families received comprehensive case management, involving;



1,328

People



100%

of respondents felt either very welcome or welcome at Family Dynamics



Family and Child Care Resources

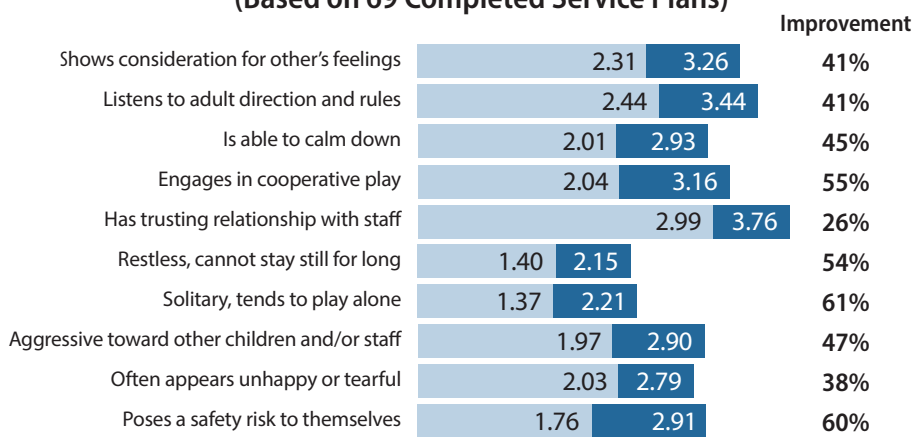
Behaviour Support Program

Our Coordinators work with child care providers, families and community agencies to support children in licensed child care centres, nursery schools and family child care homes where children have behaviour/ social/ emotional challenges. We observe children in their child care facility and/or in their home.

Together with parents and child care providers, a comprehensive plan with specific strategies is developed to support the child's individual needs and challenges.

Our team worked with **85 Licensed Child Care Centres** and **224 children**.

Impact of Behaviour Support Services 2022-2023 (Based on 69 Completed Service Plans)



Based on 5-point Likert Scale Averages Pre ■ Post ■

29 centres received comprehensive support as a whole (not child specific). This involved 45 programs/rooms.

Responses to Surveys at end of Service Plan	Responses	Agreed or Strongly Agreed
The Behaviour Support Coordinator (BSC) really understood our challenges.	14	100%
We always felt accepted without judgment or criticism	14	100%
The BSC helped us to better understand the needs of the child(ren).	14	100%
The BSC helped us to develop useful strategies to support the child(ren).	14	100%
The BSC helped us to become more confident in meeting the needs of the child(ren).	13	93%
We have seen improvements in our ability to prevent and manage challenging behaviours.	12	86%

Client Quote

"This program is very, very helpful for staff. They really go above and beyond to role model, give resources, problem solve and follow up with staff especially in regards to children with difficult/challenging behaviours. The staff love her suggestions and really get quality tips and knowledge to help problem solve and get to the core for these behaviours and how to redirect and try different strategies to help and manage the program as whole. We really appreciate all the hard work and help that this program has provided us. THANK YOU!"



Child Care Centre Director Quote

"We have always appreciated the support for the children in our care. The support and outcome is amazing-- to see the children grow --our children are able to apply coping/regulating skills before going to school -- It is amazing! Our BSC communicates really well with our staff and provides a variety of resources, not only for the child but for parents and staff at our centre."



Family Child Care Training Program

We offered training, mentoring and individualized support for **11 participants** that resulted in the licensing of **4 providers** during the past fiscal year.

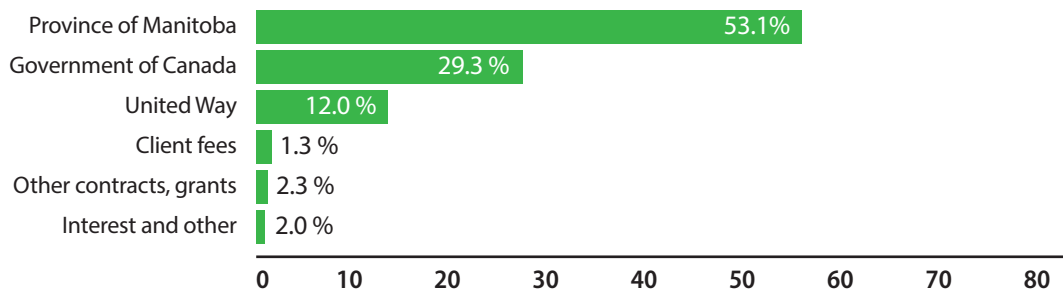
Additionally, **7 participants** were trained and are still in the pre-licensing process.

Currently, **68 trained providers** are operating licensed family child care homes, providing **467 spaces**.

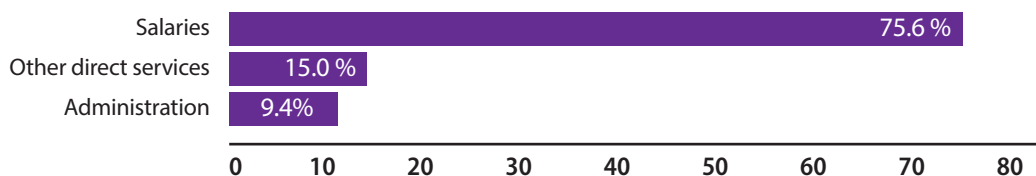


2022-2023 Financial Highlights

REVENUE: \$8,988,025



EXPENDITURES: \$8,414,105





Photography by Diana Rozos

401-393 Portage Avenue | Winnipeg, MB R3B 3H6
p: 204-947-1401 | f: 204-947-2128
email: info@familydynamics.ca | web: www.familydynamics.ca

We are located on the original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and National Homeland of the Red River Métis. We acknowledge the harms and mistakes of the past, and are dedicated to moving forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.



Funded by:  Immigration, Refugees and Citizenship Canada
Financé par :  Immigration, Réfugiés et Citoyenneté Canada

We sincerely thank the Souchay-Gossen Family Foundation for their generous donation.