



ÊTRE BIEN DANS SA LANGUE

Under the banner of
collaborative leadership



Annual report **2018-2019**

Message from the Chair and the Executive Director

Dear Santé en français partners:

The 2018-2019 year marked a decisive turning point in Santé en français's activities. We have maintained our focus on sustaining and increasing the offer of French-language health and social services, but we have done this in the changing context of the Manitoba health care system transformation. Equipped with a new five-year strategic plan based on these circumstances, in April 2018 we adopted an ambitious operational plan that reflects our vision: "Manitoba's French-speaking community is able to receive a full range of French-language health care services." In our opinion, the scope of the impact of developing this

roadmap will strengthen the ties we have established with our partners and the communications we have with them. Our plan was designed to ensure that we fulfill our mission: "[...], provide collaborative leadership that engages and supports partners." We believe that by promoting constant and mutual collaboration between government, educational and community bodies, we are enhancing the scope of our actions. Santé en français's achievements during the year are attributable to the ties that we maintain at the national, provincial and local levels.

MANDATE: COLLABORATE, SUPPORT, INFLUENCE AND INNOVATE

Santé en français's mandate includes four complementary and interdependent components. Some examples of this year's initiatives are provided below to illustrate how we fulfill our mandate.



“Collaborate – We promote collaboration and teamwork between health and social services partners.”

In June 2017, Kelvin Goertzen, at that time Minister of Health, Seniors and Active Living, announced the creation of a new provincial health organization known as Shared Health-Soins communs with the mandate to coordinate planning, establish standards and ensure the governance of the provincial health system. We immediately started to work with this organization to ensure that French-language services are part of its planning and that the organization is designated bilingual.

By means of two projects approved by Société Santé en français (SSF) in the

summer of 2018, we are working closely with Shared Health-Soins communs and the Francophone Affairs Secretariat to ensure the integration of French-language services within Shared Health-Soins communs and to establish a provincial strategy for bilingual human resources. Santé en français is proud of this major accomplishment, where it is actively involved in Shared Health-Soins communs's planning in order to include French-language services from the outset when strategies are developed!

“Support – We help our partners develop and implement initiatives and provide them with technical and professional services.”

The maintenance and management of reliable data are valuable assets in implementing French Language Services Plans and in assessing their performance. In Manitoba, there are no data collection standards, so the content of reports submitted by Regional Health Authorities (RHAs) varies. In addition, some data are still difficult to obtain. A solution at the provincial level would be ideal.

Santé en français’s Health Management Table has formed a working group that is exploring the possibility of adapting the OZi portal developed by the Réseau des services de santé en français de l’Est de l’Ontario (French Language Health Services Network of Eastern Ontario) to the Manitoba context and implementing it in our province. During the year, a prototype of the tool was developed and members of the working group received training to test it.

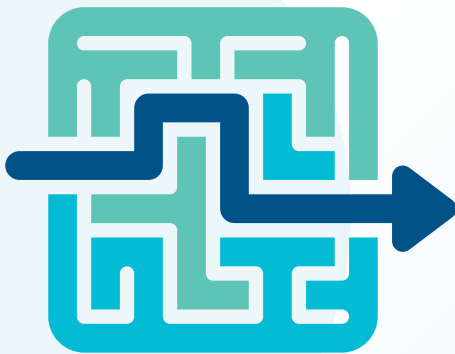


“Influence – We identify critical issues in the French-speaking community and encourage service providers and governments to find solutions.”

In the spring of 2018, the Manitoba government enacted the *Health Sector Bargaining Unit Review Act*. The purpose of this legislation is to reduce the number of union bargaining units in the province. What impact could this restructuring have on designated bilingual positions? To share our concerns, we sent a letter to Robert Pruden, the commissioner appointed by the province, “to ensure that the process is fair and consistent” (media release from the province, May 10, 2018). He assured us that he was sending a copy of our letter to employer representatives. We therefore had meetings with the

heads of Provincial Health Labour Relations Services. Supported by a working group, Santé en français is keeping a close eye on this matter.

At Santé en français, we have also kept in close contact with the Winnipeg Regional Health Authority (WRHA) regarding the restructuring and relocation of health services in hospitals in Winnipeg. A prime example is the transfer of the geriatric unit from St. Boniface Hospital to Victoria Hospital to ensure that the bilingual designation of these services is also transferred and updated.



“Innovate – We encourage our partners and allies to develop and implement innovative solutions and models that meet the needs of the French-speaking community.”

Santé en français has influence on the decision-making processes that impact French-language services and, with its partners, it is exploring innovative models that facilitate the offer of French-language services. For example, in consultations held in 2018 to develop strategic plans for French-language services, we discussed new approaches with planners, including:

- Designating whole units, such as surgery or medicine, instead of designating individual positions;
- In long-term care facilities, exploring the concept of creating and designating mini units where 10 or so people would receive their services in French.



The following overview of accomplishments by strategic focus provides many other examples of collaboration, support, influence and innovation. All these accomplishments were achieved through the network that surrounds us at Santé en français: the Société Santé en français, the 15 other provincial and territorial networks, our board of directors, regional round tables and management tables, the provincial and federal governments, as well as the professionals and Manitoba health and social services agencies and facilities. We thank you all for your remarkable and very often volunteer support. Finally, we thank Santé en français’s committed and conscientious staff who focus on achieving our strategic objectives.

Chair of the Board of Directors

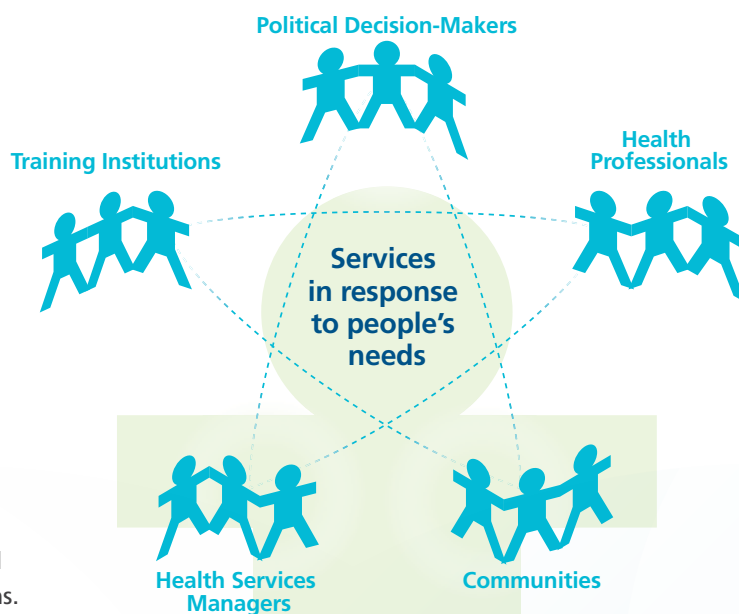
Francis LaBossière

Executive Director

Annie Bédard

A climate of consensus

Santé en français works with various partners to insure French-language health and social services are offered and meet the needs of Manitobans.



Santé en français Board of Directors

Left to right, 2nd row: Pierre Beaudoin, Vice President; Denis Collette; Francis LaBossière, President; Diane Gosselin; Lisa Balcaen; René Déquier. Front row: James Ryan, Treasurer; Diane Poiron-Toupin, Secretary; Annie Bédard, Executive Director; Chantal Saint-Pierre.

Missing from photo: Teresa Collins, Executive Director, Francophone Affairs Secretariat



The Société Santé en français (SSF) is a national leader that provides better access to quality French-language health services. It works closely with the Santé en français networks in every province and territory, including ours in Manitoba. Pierre Beaudoin represents us on the SSF Board of Directors, and we play an active role in various national issues, including standards for language access and recording the language variable.

Positioning and anchoring focus

Initiate strategic projects

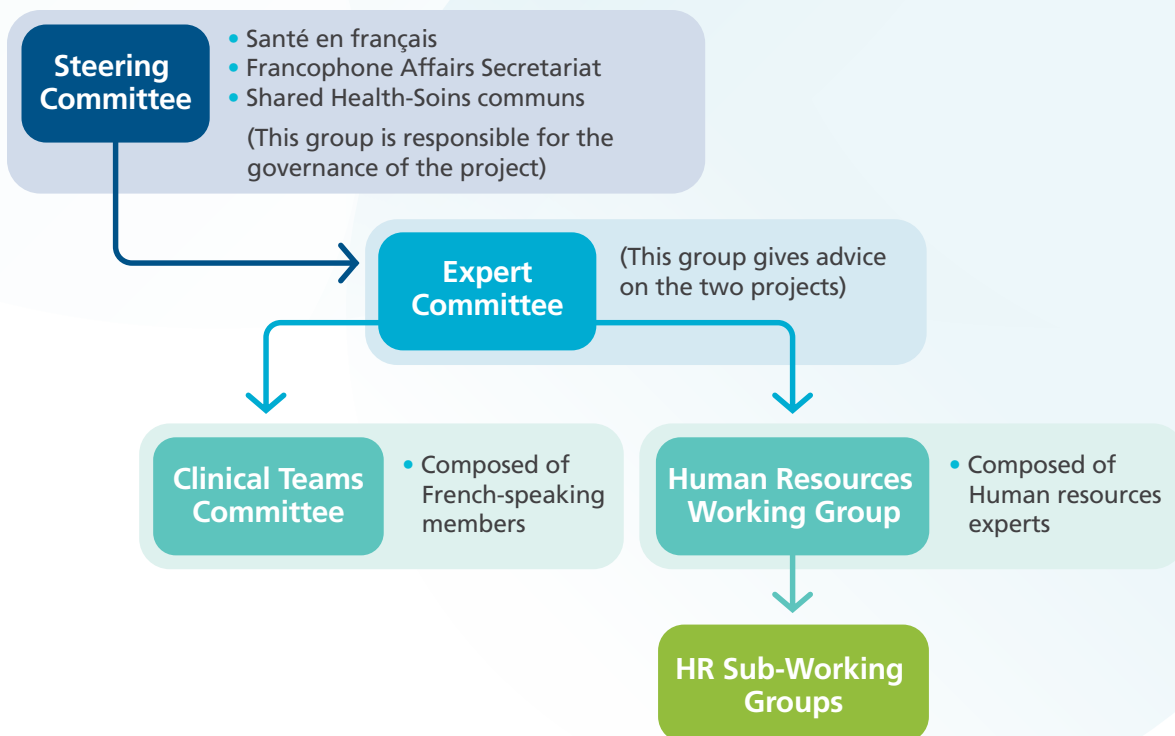
In 2018, three projects received funding from Health Canada over three years under agreements with the SSF:

- Integrating French-language services into the new Shared Health-Soins communs organization;
- Establishing a provincial strategy for bilingual human resources;
- Exploring a respite services model for caregivers. This project is led by the Fédération des aînés franco-manitobains (FAFM).

The first two projects, led by Santé en français in partnership with the Francophone Affairs Secretariat and Shared Health-Soins communs, are at the heart of our “positioning and anchoring” and “human resources” strategic focuses. Several people are actively engaged in these projects and Santé en français has taken many steps to inform key players of the critical importance of French-language services.

Three committees have been formed to ensure that progress is made on integrating French-language services within Shared Health-Soins communs.

- Steering Committee:
 - includes representatives of each of the three partners;
 - is responsible for project governance.
- Expert Committee:
 - is made up of 12 senior RHA officers or heads of large designated bilingual facilities, all known for their experience, knowledge of French-language services and their ability to make progress on key issues;
 - provides advice to guide and implement the project.
- Clinical Teams Committee:
 - is composed of eight French-speaking physicians and health care managers;
 - provides Shared Health-Soins communs with guidance on developing the Provincial Clinical and Preventive Services Plan; and
 - ensures that the francophone perspective is taken into account on the clinical teams to which its members belong.



The work plan for the project has been developed, and some of the results are listed below:

- a status report on French-language services prepared for the Expert Committee;
- a position paper with the foundations of the initiative and its guiding principles;
- an awareness briefing for the Deloitte accounting firm hired by the Manitoba government to make recommendations on restructuring the health care system;
- presentations, including a presentation to the Shared Health-Soins communs provincial forum;
- our participation in meetings held by the Integration Leadership Team whose role is to prioritize transformation initiatives and make recommendations on governance and policy development;

Human resources focus

Provincial strategy for bilingual human resources

A working group of 12 leaders from the health care community was formed to develop a provincial strategy for bilingual human resources. It includes the Assistant Deputy Minister, Health, Workforce, Beth Beaupré (now assigned to Shared Health-Soins communs as Provincial Lead, Health Workforce).

Also, two sub-working groups were formed:

- negotiations and labour relations;
- French-language services provided by physicians.

The working group and its two subgroups each met during the year and drew up their work plan and some documents:

- a presentation to the Provincial Human Resources Leadership Council on the project and Manitoba francophones' situation in terms of French-language health services;
- documents and a presentation on the designation of positions and facilities and the need to go beyond designation to promote access to French-language services;
- a review of bilingual professional capacity in the field of health.

- various meetings with senior managers and officials, including the Deputy Minister of Health, Seniors and Active Living, Karen Herd, who pledged to formulate a statement of commitment from the Department concerning the French-speaking community and French-language services as part of the transformation of the health system.
- formulation of recommendations for clinical and preventive services plans that will provide input for Shared Health-Soins communs' provincial plan.

In conclusion, the basis for project success has been established, and all committees have initiated their work.



Addressing a barrier to the recruitment and training of bilingual nurses

The College of Registered Nurses of Manitoba (CRNM) has increased the language requirements to practice as a nurse in Manitoba. Applicants must now achieve an average result of 7.0 or higher on the International English Language Testing System (IELTS) language proficiency test, a very high score. These new requirements have an impact on nurses from other provinces who wish to practice in Manitoba.

To practice in Manitoba, applicants must successfully complete the IELTS language proficiency test if:

- they did not pass an exam that confirms that they are proficient in English;
- they did not provide evidence of safe professional practice within the past two years;
- they completed a nursing education program delivered in French that did not have any English language requirements at admission.



Bilingual health care facilities like ours are very concerned about the new English requirements imposed by the College of Registered Nurses of Manitoba, because they may hinder the recruitment of French-speaking staff. When Centre de santé Saint-Boniface and other facilities contacted Santé en français to discuss the challenges posed by these requirements, Santé en français immediately became involved in developing a common response strategy to deal with this issue. We are very grateful for their valuable support!”

MONIQUE CONSTANT, EXECUTIVE DIRECTOR OF CENTRE DE SANTÉ SAINT-BONIFACE

In addition, starting January 1, 2020, all graduates of nursing programs will also be required to pass the IELTS language proficiency test before they take the NCLEX, the exam they must pass to obtain their nursing licence.

The CRNM's new language requirements do not seem to take into account the equal status of both official languages and may discourage Manitobans from completing their education in French and French-speaking nurses from other provinces from settling in Manitoba to practice their profession.

To determine the role that individual organizations could play in trying to persuade the CRNM to reconsider its decision, Santé en français brought together its partners, i.e. Université de Saint-Boniface, Centre de santé Saint-Boniface, Société de la francophonie manitobaine and Association des juristes d'expression française du Manitoba. Meetings were held with CRNM management, a task force was formed by the vice presidents of Manitoba post-secondary institutions, and various other follow-ups were made, including contacts with ministers.



Evidence focus

Recording data on the implementation of French-language services

In addition to evaluating and testing the OZi model, Santé en français has initiated discussions with the Department of Families and the Francophone Affairs Secretariat to develop a policy for the designation of bilingual social agencies and services which will be submitted to senior officials and the Minister of Families.

Under this policy, designated social agencies and services would be required to compile

information on the offer of French-language services, including designated bilingual positions within their organization, which would be used to measure their performance in terms of offering French-language services.

Santé en français continues to call for a health card that would identify the French-speaking population as well as other populations such as First Nations. This type of card would be used to link the information to Population Health Research Data Repository databases, which would provide access to fundamental data.

Santé en français's daily activities

Santé en français manages several activities on a daily basis, including support services, and participates on various committees. Support services are provided through a service agreement between the Government of Manitoba and Santé en français regarding health and social services facilities, child and family services authorities and designated bilingual Regional Health Authorities. Below is an overview of our usual activities.

Language training

Santé en français delivers health-related language training courses for staff in designated bilingual and francophone facilities, Regional Health Authorities and social service agencies in Winnipeg and outlying areas through Université de Saint-Boniface. Tutoring sessions are also provided to meet very specific needs.

Area	Registration (spring, fall and winter sessions)	Certificates of Achievement awarded	Certificates for intermediate level 4 and greater ¹
Health	196	95	25
Social services	16	8	2
Total	212	103	27

1. Level of language proficiency needed to interact effectively while actively offering French-language services.

During the 2018-2019 year, an online language training pilot project was developed with Alliance Française to meet the needs of learners who are unable to attend classes in person.



Finally, the French-English booklet of “Useful sentences for the workplace” has been revised and made accessible through the LexiGo app. It is an excellent tool for people learning French and everyone who works in both official languages.

Testimonials from those learning French...

“I noticed that many of my administrative colleagues are bilingual and want to speak French. We practice together and encourage one another.

The French courses helped me understand the French language and culture. I have a deeper appreciation of the importance of services and information presented in both official languages.”

CAROL STYLES

“Learning French has given me a better appreciation of the importance of delivering services in the client’s mother tongue. Staff and clients recognize the effort I’m making when I speak to them in French. In general, people are very patient and kind when I cannot find the right term, and they help me improve my skills.”

BRANDY PANTEL

“Studying French has opened a new world for me. I now have a better understanding that other cultures see the world from a different perspective. Even though my French is not perfect, I have been able to build strong relationships with several clients who are more comfortable in French than in English. People recognize my efforts. We have fun correcting my mistakes and listening to French songs on the radio.

I started at the beginner level and now I’m in an advanced class!”

PATRICIA SYTNICK

Support for recruitment strategies

Santé en français is focusing on career promotion as one of its recruitment strategies. Presentations to high school students are designed to make them aware of French health and social services careers. Below is a status report for the year:

- 21 presentations in five French schools and five immersion schools;
- six rural schools and four schools in Winnipeg;
- 366 students in grades 9 to 12.



We enhanced the tools for promoting careers in health care and social services to high school students by creating the MaCarriereEnSante.ca microsite and a banner, and updating the video used in presentations.

In order to help health and social services providers recruit staff to fill designated positions, we post these positions, at their request, in the job bank on our website.

Finally, we participate in various committees such as the Nursing and Allied Health Recruitment Working Group and the Medical Staff Recruitment and Retention Subcommittee.

Translation service

Designated bilingual and French health and social service providers rely on our translation service to publish documents in French for the public.

Area	Number of documents	Number of words
Health	136	123,502
Social services	12	9,703
Total	148	133,205

Language proficiency assessments

Santé en français performs assessments to measure applicants' ability to meet a position's language requirements.

Area	Number of assessments
Health	16
Social services	6

Strategic plans for French-language services

Santé en français provides social services authorities and RHAs with support in developing their strategic plans for French-language services. The 2018-2019 year was particularly successful because three plans were developed and then approved by our Board of Directors. Plans are then signed by the Minister of Families or the Minister of Health, Seniors and Active Living, and the Minister responsible for Francophone Affairs.

Plan	Approved by the BOD
Prairie Mountain Health 2018-2022	June 21, 2018
Winnipeg Regional Health Authority 2018-2021	December 13, 2018
Interlake-Eastern Regional Health Authority 2018-2023	February 12, 2019

Active offer of French-language services

At Santé en français, we all believe that the active offer of French-language services is of utmost importance in delivering quality services for francophones. We are developing strategies and tools to achieve this objective. For example, we have:

- tailored the province's training program on active offer of French-language services to respond to the needs of the health and social services sectors.

- distributed the "Keys to success: active offer of French-language services in Manitoba" tool that summarizes the principles of active offer of French-language services.
- had bilingual identifiers made, such as BONJOUR lanyards, clips and pins to identify employees at bilingual RHAs and facilities who are willing and able to offer services in French.



From time to time, an experience provides us with a very concrete reminder of the positive impact that the active offer of French-language services can have. This is what Colette Brodeur, Manager of French Language Services and Administrative Support at St. Amant, had to say about an experience she had with “Nico” (fictitious name):

“At St. Amant, we do our best to make people feel welcome and pay special attention to the people we help when they arrive and when they leave. For a long time, I would say hello to Nico and ask him how he was doing (in English). He would look at me out of the corner of his eye, and I would keep talking to him. He listened to me, but did not respond. When I became Manager of French Language Services, I found out that he was French-speaking when I was gathering data for a report.

The next time Nico came to the reception desk, I greeted him in French. To my astonishment, he looked me in the eye, smiled and became very excited. Even though his language skills are limited, it was obvious that he was interested in what I was saying to him and that he felt more comfortable with me. This really confirms how important it is to offer services in the person's mother tongue!

This experience gave me the idea to include a column that clearly identifies French-speaking clients in the new demographics software we use at St. Amant. This will make it much easier for staff to find out whether they prefer French.”



From left to right: Daniel Lussier, Chief Executive Officer, Catholic Health Corporation of Manitoba; Cheryl Harrison, Executive Director, Southern Health-Santé Sud; Martine Bouchard, President and Chief Executive Officer, St. Boniface Hospital; Réal Cloutier, Acting President and Chief Executive Officer, Winnipeg Regional Health Authority; Peter Dorrington, Vice-President, Academics and Research, Université de Saint-Boniface; Dr. Brock Wright, Chief Executive Officer, Shared Health-Soins communs; Annie Bédard, Executive Director, Santé en français; Suzanne Kennelly, Facilitator.

À notre santé... en français! 2018 Forum

- 62 people attended the cocktail reception;
- The Margaret-Teresa-McDonell Award was presented to Dr. José François;
- 89 people participated in the forum whose theme was "Osez faire une différence" (Dare to make a difference);
- Eight workshops were conducted;
- A round table of health care and community services leaders, including Dr. Brock Wright, Chief Executive Officer of Shared Health-Soins communs, discussed the transformation of the health care system;
- The closing lecture delivered by Pierre Battah focused on the art of leading change.



The forum provided the perfect opportunity to launch the "J'agis, je m'engage à la Déclaration d'Ottawa" (I am taking action, I am committed to the Ottawa Declaration) campaign in the name of a healthy Canadian

Francophonie. Several attendees signed the declaration at the forum, which has since been adopted by St. Boniface Hospital, Actionmarguerite, Centre de santé Saint-Boniface, the Catholic Health Corporation of Manitoba, and of course Santé en français.



Ottawa Declaration

In the Name of a Healthy Canadian Francophonie

If francophones' health and social services needs are important to you, register at <https://jemengage-sante.ca/>.

I am taking action, I am committed to the Ottawa Declaration.

The Margaret-Teresa-McDonell Award laureates are recognized for their commitment to quality French-language health and social services. Dr. José François is no exception!

Dr. Julie Lévesque-Taylor, who nominated this year's laureate, said: "Dr. François has been successful in building collaborative relationships between various organizations [...] to further develop the network of French-speaking physicians in Manitoba. Since he started practising in Manitoba in 1999, we have seen an exponential increase in the number of francophone physicians serving Manitoba's French-speaking community."



Congratulations to Dr. José François who deserves all our gratitude for his tireless efforts to promote French-language services! He has played and continues to play a crucial role in promoting and training French-speaking physicians.

Regional Round Tables

- The round tables bring together representatives from the community and Regional Health Authorities (RHAs).
- Among other things, they establish and maintain strategic and operational ties between the RHAs and Santé en français.
- As part of a pilot project, the Southeast and Central Rural Round Tables functioned as one table, the Southern Rural Round Table.

- To promote greater participation of Local Health Involvement Groups (LHIG) in meetings organized by the RHA and to ensure that the francophone perspective is heard, the Southern Rural Round Table and Southern Health-Santé Sud proposed that a LHIG meeting be included every year at the fall meeting of the table.
- At the Urban Round Table meetings, the members:
 - discussed maintaining and improving French-language services affected by the transfer or closure of services resulting from the restructuring of hospital services;
 - reviewed the WRHA's French Language Services Plan and proposed changes before it was submitted to the Santé en français Board of Directors;
 - worked with the WRHA to organize a LHIG meeting on March 18, 2019 concerning "Mental health, well-being and addiction." In all, 19 participants attended the consultation, which was open to the community and facilitated by Joel Lafond, Regional Manager, French Language Services, WRHA.

Other examples of representation, presentations and contributions to committees

- Participation in the Implementation Committee for the Manitoba Francophone Community's Strategic Plan, including the preparation of the 2016-2018 status report.
- Participation in the Fédération des parents du Manitoba's Advisory committee on mental health in children aged 0 to 5 years.
- Participation in an Actionmarguerite consultation on the future of its community services.
- Presentation on active offer and collaborative health practices at the Institut d'été (Summer Institute) held by Université de Saint-Boniface (USB).
- Teleconference presentation at the Réseau santé en français de la Saskatchewan forum.
- Presentations at the "Regards croisés sur le handicap en contexte francophone" (Diverse perspectives on disability in the francophone context) international conference held at USB.
- Participation in the GRIOPAS committee (groupe de recherche interdisciplinaire sur les pratiques d'offre active de services en français) [interdisciplinary research group on active offer of French-language services).
- Participation in meetings of the Réseau en immigration francophone du Manitoba and the "S'unir pour mieux agir" (Unite for a better response) immigration summit.

Staff



After six years at Santé en français, Nathalie Sombié left her position as Coordinator of French Language Services – social services sector, at the end of September 2018. We thank her for her valuable contribution in coordinating the Mental Health Commission of Canada's Mental Health First Aid Program and creating an interactive map of available French mental health resources in Manitoba. We wish her and her family all the best in Ottawa.

Since the fall of 2018, Natalie Gagné has been the Program and Operations Manager. Previously, Natalie worked at the Société de la francophonie manitobaine as the Assistant Executive Director. Also, Lynne Lemoine joined the Santé en français team as the French Language Services Coordinator – social services sector. In the past, she worked for the province of Manitoba for the Recreation and Regional Services Department for the Eastern region of the province. She also worked on economic development for the Economic Development Council of Manitoba (CEM). Welcome to Natalie and Lynne who bring us their extensive experience and strong commitment to the offer of French-language services.



From left to right: Natalie Gagné, Program and Operations Manager; Annie Bédard, Executive Director; Kelly Bado-Giesbrecht, Administrative Assistant; Lynne Lemoine, French Language Services Coordinator – social services sector; Renée Beaudry, Training and Communications Coordinator.

Report of the Independent Auditor on the Summary Financial Statements

To Members of the Board of Directors Santé en français Inc.

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2019 and the summary statement of operations for the year then ended and related note are derived from the audited financial statements of Santé en français Inc. for the year ended March 31, 2019.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the note.

Summary Financial Statement

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 27, 2019.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with the note.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, "Engagements to Report on Summary Financial Statements".

BDO Canada LLP

Chartered Professional Accountants

Winnipeg, Manitoba

June 27, 2019

Summary Statement of Financial Position

As at March 31	2019	2018
	\$	\$
Assets	286,002	251,543
Liabilities	46,017	28,806
Net assets	239,985	222,737
	286,002	251,543

Summary Statement of Operations

For the year ended March 31	2019	2018
	\$	\$
Revenue		
Grants and subsidies		
• Province of Manitoba		
– Canada–Manitoba Agreement	296,700	296,700
– Minister of Families	37,901	42,200
– Minister of Health, Seniors and Active Living	250,270	254,500
• Société Santé en français/Health Canada		
– Health improvements	29,375	–
– Health promotion	–	38,206
– Integration of RH	30,000	–
– Linguistic training and cultural adaptation (RH+)	–	25,000
– Networking	225,321	163,739
– Rendez-vous SSF	–	7,700
– Seniors	–	18,076
– Service organization	–	54,580
• Southern Health-Santé Sud	4,141	2,359
Self-financing revenue		
– Forum	15,490	–
– Interest and other	6,639	5,883
– Training registration	9,790	10,400
	905,627	919,293
Expenses		
Advertising and website	13,014	10,699
Annual meeting	6,700	8,568
Audit	9,494	7,898
Bank charges	259	155
Equipment	1,323	4,667
Equipment rental and other	4,030	4,031
Forum	36,044	–
Insurance	1,700	1,699
Language training	60,061	55,989
Memberships	1,083	2,118
Printing, postage, stationary	3,602	7,535
Recruitment	71,047	89,301
Rendez-vous SSF	–	7,700
Rent	36,747	35,528
Representation and meetings	6,414	4,656
Resource persons	124,828	139,092
Salaries and benefits	353,431	371,546
Service contracts	21,905	23,000
Staff training	3,390	2,486
Telephone, fax, Internet	3,062	3,136
Testing	3,562	4,465
Translations	121,089	113,662
Travel	5,594	10,300
	888,379	908,231
Excess of revenue over expenses for the year	17,248	11,062

Note on Basis of Presentation: The summary presented includes only the summary statement of financial position and the summary statement of operations. It does not include the statement of changes in net assets, the statement of cash flows and the notes to financial statements. The summary statement of financial position does not present the details of the elements of assets, liabilities or net assets. The summary statement of operations is reproduced in as much details as the audited financial statements. A copy of the audited financial statements is available at the office of Santé en français Inc.



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This initiative is funded by Health Canada under the Action Plan for Official Languages 2018-2023: Investing in Our Future. The opinions expressed herein do not necessarily reflect those of Health Canada nor those of Société Santé en français.



Santé en français also wishes to thank the Province of Manitoba for its funding through the Canada-Manitoba Agreement, the Department of Health, the Department of Seniors and Active Living and the Department of Families.