

Towards a new beginning: building the next decade



**Santé en
français**

ÊTRE BIEN DANS SA LANGUE

Message from the Chair of the Board and the Executive Director

Dear Santé en français partners:

2023-2024 is a highly significant year for Santé en français because March 31, 2024, marks the 20th anniversary of our incorporation. Twenty years of success, influence and impact for French-language health care in Manitoba! This is no small feat, and when we look back, we are proud of the work we have accomplished.

It is also a special year characterized by major changes including the arrival of a new Executive Director of the organization and changes resulting from the provincial elections. This is also the first year in which our new funding cycle was implemented, with great opportunities arising for our community. In short, it is a year where Santé en français has continued to stand out through its collaborative approach and shared leadership to achieve its strategic directions.

Provincial election: the importance of continuing our outreach and influence

The New Democratic Party came to power in the October 2023 provincial election. A new government represents new opportunities to increase our visibility and also reminds us of the importance of continuing our outreach, positioning and influence efforts in order to ensure that French-language health care remains a priority and our achievements are preserved. Through its structure and its designation as the official representative of Manitoba's French-speaking community in matters of health and social services, Santé en français embodies a model where the community is involved in the governance of support services provided to designated bilingual service delivery organizations, facilities and programs. This model also fosters dialogue with the community to monitor the achievements of the various multi-year strategic plans for French-language services, regulated by government authorities. This innovative model was introduced more than 20 years ago to ensure a French-language voice and lens on initiatives and responses to our French-language health and social services issues, needs and aspirations. We shared our health care priorities with the Société de la francophonie manitobaine, and they were fully supported by the New Democratic Party during the election campaign. Following an initial meeting with the Honourable Uzoma Asagwara, Minister of Health, and the Honourable Glen Simard, Minister responsible for Francophone Affairs, in February 2024, Santé en français is ready to work with the government.



Santé en français works in the ancestral lands of the Anishinaabeg, Ininew, Anishininew, Dakota and Denesuline peoples and the Métis nation.

We respect the Treaties that have been made regarding these lands, acknowledge the wrongs and mistakes of the past and are committed to moving forward in partnership with Indigenous communities in a spirit of reconciliation and cooperation.

Protect, promote and collaborate: a new funding cycle for official languages

2023-2024 marks the first year of implementation of the *Action Plan for Official Languages 2023–2028: Protection-Promotion-Collaboration*, where the *Official Languages Health Program* (OLHP) funding was slightly increased for the next five (5) years, in order to continue essential activities for improving access to health care services for official language communities. Through the OLHP, *Société Santé en français* and the *16 French Language Health Networks* across the country have therefore worked with their partners to implement the national *Convergence 2028* program. This roadmap aims to continue Santé en français's outreach and positioning efforts with the new Manitoba government, in order to strengthen the health and social service system's ability to deliver French-language services. The OLHP primarily targets human health care resources, networking and access to quality, safe and equitable French-language health care services.

2023-2028 Santé en français Projects: New Partnerships to Strengthen Access

As part of a new funding cycle, Société Santé en français issued a request for proposals on August 31, 2023, for 2023-2028 Santé en français projects. Santé en français encouraged its partners to respond and so as to provide support for submitting two growth-generating projects for the next five (5) years:

- *Vitalité Santé!* – *Former, recruter, maintenir*; (Train, Recruit, Retain) led by the Réseau Compassion Network,
- *Application of health knowledge for the French-speaking LGBTQ2* community and dissemination of best practices at the provincial and national levels*; led by the Collectif LGBTQ* du Manitoba.

After the process was completed, these two projects were selected and launched in winter 2024. These new French-language health care partnerships within our French-speaking community demonstrate the maturity of our community and our desire to act collectively by, for and with one another in response to our French language health and social services issues, needs and aspirations. For us, working together is a key to success and part of a vision of shared leadership!

**Vitalité
santé!**
Former | Recruter | Maintenir

COLLECTIF
LGBTQ* DU MANITOBA



Continuing the integration of French-language services within Shared Health/ Soins communs

Although the tripartite project between Shared Health/Soins communs, the Francophone Affairs Secretariat and Santé en français ended on March 31, 2023, 2023-2024 was marked by efforts to sustain the project within Shared Health/Soins communs. The [synthesis of the tripartite project](#) clearly highlighted the need to continue efforts to ensure the sustainability of French-language health care services and identified future priorities. The governance structure of *Francophone Health* was therefore submitted to Manitoba Health for approval. The advisory committee has been formalized and given a new name: *Conseil provincial des leaders francophones en santé* (Provincial Council of Francophone Health Leaders). The terms of reference were finalized and then adopted by the Council. Following its leadership and support in implementing the project, Santé en français is proud to be co-chair of this Francophone Health (Shared Health) body.



The establishment of Francophone Health within Shared Health/Soins communs does not mean that Santé en français's work is done. Quite the contrary. Our work is evolving, but continues to involve networking and outreach to properly represent the community within Shared Health/Soins communs and all government bodies. Santé en français remains the voice of francophones, and we must vigilantly monitor the development and implementation of French-language health and social services in Manitoba. Whether this involves supporting the implementation of Health Authorities' French-language services plans or developing and implementing the provincial bilingual recruitment strategy, Santé en français is ready and committed to properly representing the community. Governments and bureaucrats change periodically, but French-language service obligations remain.

Santé en français remains the voice of francophones, and we must vigilantly monitor the development and implementation of French-language health and social services in Manitoba.

Shared Health/Soins communs received an invitation from Health Canada to submit a project within the framework of the OLHP. The *Expanding access to and the quality of French-language health care services* project was therefore submitted, and it was selected by Health Canada. This innovative project, which takes up the tripartite cooperation structure, will most certainly provide the *Francophone Health* team with the tools it needs to ensure that a French-language lens on health and social services is thoroughly integrated within Shared Health/Soins communs. Santé en français is proud to see this new partnership between Manitoba Health and the federal government. This project demonstrates the positive results of the systemic work that we have done to properly position French-language health care when the creation of Shared Health/Soins communs was announced in 2017. It is another sign that we are building our collective capacity to take charge of and participate in the governance of our French-language health care.

Our Executive Director is passing the torch: recognizing a significant contribution and building on our achievements

The Santé en français team made a major change in leadership this year. Our Executive Director, Annie Bédard, decided to pass the torch after 17 years of good and loyal service. We therefore took the time to recognize her contribution to the advancement of French-language health care in Manitoba. The organization owes her a great deal in her role as Executive Director, following in the footsteps of Léo Robert, who established the foundations and governance. Ms. Bédard therefore leaves a significant mark through her numerous accomplishments and her vision of the importance of systemic work. These gains and results have contributed to access to quality, safe and equitable care for Manitoba's French speaking community.



The Board of Directors welcomes Jérémie Roberge who has been selected to take the torch. With his professional background in health and social services and knowledge of the Mouvement Santé en français, the members of the board welcome him and give him their support so that he can continue to build on the organization's achievements.

A huge thank you from the bottom of our hearts

Finally, we would like to thank our members, contract staff, staff and Board of Directors without whom the progress we made on Santé en français's priority issues would not have been possible. They have always been there, standing fast and ready to give us wise counsel. We thank them for their trust and commitment. A special thank you to our members of the Regional Round Tables and Managerial Round Tables for their contributions and expertise in the field, which enabled Santé en français to identify and target the Manitoba French-speaking community's health and social services issues, needs and aspirations.

The following pages provide an overview of our initiatives, projects and delivery of our support services to the designated bilingual Regional Health Authorities, Family Services Authorities and facilities.

Diane Poiron-Toupin
Chair

Jérémie Roberge
Executive Director

A handwritten signature in black ink that reads "Diane P. Toupin".

A handwritten signature in black ink that reads "Jérémie Roberge".



Vision

Manitoba's French-speaking community can receive a full range of French-language health care services.

Mission

In order to improve access to quality French-language health and social services, Santé en français provides collaborative leadership that engages and supports partners.

Mandate



Collaborate –

We promote collaboration and teamwork between partners in the health and social services system.

Support –

We help our partners develop and implement initiatives and provide them with technical and professional services.

Influence –

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

Innovate –

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



**Société Santé
en français**

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, which plays an important role in a variety of national issues.

Strategic Focus



Positioning and Anchoring –

Provincial government health and social services agencies take the French-speaking community's needs and priorities into account in their decision-making process.

Human Resources –

Manitoba health care system partners implement a common provincial strategy to ensure that the necessary bilingual human resources are available to serve the French-speaking population, and partners in Manitoba's social services system have the tools they need to recruit and retain bilingual human resources.



Evidence –

Provincial government health and social services agencies introduce provincial mechanisms for ongoing data collection and analysis to determine the needs of the French-speaking population and the system's ability to provide French-language services in Manitoba.

Our Team

Board of Directors



Diane Poiron-Toupin
Chair



Joanne Colliou
Vice-chair



James Ryan
Treasurer



Diane Gosselin
Secretary



Carmell Saint-Brave
Director



Daniel Gagné
Director



René Déquier
Director



René Piché
Director



Yvonne Rowe
Director

Resource Members:

- Annie Bédard, *Executive director until November 3rd 2023*
- Jérémie Roberge, *Executive director as of October 2nd 2023*
- Teresa Collins, *Francophone Affairs Secretariat*

Santé en français Staff



Annie Bédard
Executive Director until November 3rd 2023



Jérémie Roberge
French-language Services Analyst until September 29th, 2023, Executive Director as of October 2nd 2023



Natalie Gagné
Programs and Operations Manager



Renée Beaudry
Training and Communications Coordinator



Maryse Gagné
Coordinator – French Social Services

Maryse Gagné joined the team in April 2024 as Coordinator – French Social Services. She was quickly able to perform her work and contribute exceptionally to the team. We are proud that she is now part of the Santé en français family and are delighted to work with her.

Our Innovative Projects

Healthy Early Years Program

This Canada-wide program was initiated in 2019 and is funded by the Public Health Agency of Canada. It aims to improve the health and overall well-being of children aged 0 to 6 and their families from French Speaking and Acadian Minority Communities. In Manitoba, the Fédération des parents de la francophonie manitobaine (FPFM) is leading the “Grandir en santé 2022-2024” (Growing up healthy 2022-2024) project, and Santé en français is coordinating between the FPFM and Société santé en français (SSF). The HEY project was renewed in March for the period 2024-2029. We are pleased that this funding has been renewed

for our community which will receive a total investment of \$378,809 for early childhood initiatives. To this end, Santé en français contributes in many ways to support its partners and raise public awareness of the benefits provided by the projects. Some of Santé en français's contributions are listed below:

- **Met with** the Steering Committee of the Coalition francophone de la petite enfance du Manitoba (Francophone Early Childhood Coalition of Manitoba) and confirmed the submission of a project that continues the efforts already underway for the 2024-2029 period. The Manitoba component of the Healthy Early Childhood Community Services Plan will be updated during this period.
- **Participated** in the national HEY Project evaluation meeting and meetings with the FPFM and the SSF to update the 2023-2024 HEY Project.
- **Set up a** booth at the two Healthy Early Years and Wellness Fairs in Winnipeg and Ste. Agathe, where we presented the interactive social and health services map from our website and spoke about the importance of requesting French-language services.

Franco-Santé

The objectives of the Franco-Santé project are to identify the bilingual (French and English) students in English-language post-secondary health programs, and equip and encourage them to provide French-language health care services during their internships and when they enter the job market. This project provides Santé en français with a procedure that outlines the steps to be taken to identify these students and influence a strategy for the health care system.



In 2023-2024, we participated in SSF meetings where information and good practices are shared, as well as the meeting with a national consultant responsible for evaluating the project. In conjunction with Shared Health/ Soins communs, we are continuing our discussions with the Rady Faculty admissions software managers at the University of Manitoba to explore the possibility of adding other programs (other than medicine) where applicants can self-declare as bilingual using the admissions software. We have also developed a communication strategy with bilingual students in order to communicate with them periodically and share outreach tools for actively offering French language services.



Two promising and structuring activities – Francophone immigration health

Two activities were implemented in the fourth year of the *Building Capacity to Safely Receive Francophone Immigrants* project:

- Training on grief, trauma and mental health for French-speaking immigrants and newcomers.
- Training on navigating the Manitoba health and social services network.

These two activities were carried out in conjunction with the Réseau en immigration francophone du Manitoba (RIF MB).

Better understanding to provide better support

Inspired by the comments of Garine Papazian-Zohrabian, Ph. D., speaker at the [Summit on the health of francophone immigrants in western and northern Canada](#) in February 2023, Santé en français invited her again to provide a full day of training on the issue of pre-, peri- and post-migration bereavement and trauma. In conjunction with the Réseau



en immigration francophone du Manitoba (RIF MB) and in partnership with Centre de santé Saint-Boniface, the training was for stakeholders and professionals in the health care, social services and community sectors working with immigrant

youth and families. Entitled *Mieux comprendre les réalités psychosociales, éducatives et culturelles des familles et des jeunes immigrants, réfugiés et demandeurs d'asile pour mieux les accompagner*, (Better understanding the psychosocial, educational and cultural realities of families and young immigrants, refugees and asylum seekers to better support them), the training was provided for 81 people on February 14, 2024. Centre de santé Saint-Boniface has also included this training as part of one of its four annual training days provided to all its staff.

On February 15, 2024, Ms. Papazian-Zohrabian provided this training to some 40 Division scolaire franco-manitobaine (DSFM) staff members who work with children. This second day of training was not directly linked to this project. However, as part of a cross-sectoral approach, more than 120 people benefited from evidence-based data and practices based on research in order to better understand the pre-, peri- and post-migration bereavement and trauma experienced by immigrants in order to better support them in their daily practice.

The presentation is available online, only in French. (santeenfrancais.com)

"The anecdotes and clinical examples throughout the presentation were very concrete and easy to imagine in practice;"

"Personally, I identified with several topics that she addressed. This is an important subject which in my opinion requires awareness and concrete actions on the part of leaders (decision-makers);"

"I loved the day, the theme, host, location, partnership with other agencies, networking, etc."

Excerpts collected from the evaluation survey given to participants having attended the day of training.

Training on navigating the Manitoba Health and Social Services Network

Also in conjunction with the RIF MB, a working group from the [Sector Group – Health and social services](#) worked on developing the [Guide de navigation du réseau de la santé et des services sociaux du Manitoba](#) (Manitoba Health and Social Services Network Navigation Guide – French only). Although the original intention was to deliver training during the 2023-2024 fiscal year, the training was postponed to 2024-2025 due to the complexity involved in producing the guide. This tool is a cornerstone for understanding and becoming familiar with Manitoba's health care system. We are confident that this guide will benefit as many people as possible!

Data capture and analysis tool (OZi):

Health Authorities (HAs) use the OZi tool to capture and analyze standardized data. This tool is used to collect data in order to paint a picture of providers' level of preparedness to provide French-language services in each region of Manitoba. After the data collection was completed on March 31, 2023, a fourth report was submitted in June 2023. The report stands out thanks to the collaboration with Shared Health/ Soins communs. As a result of the report, data collection was extended to more programs, and more detailed and standardized data are being collected on human resources. More specifically, the participation rate in the 2022-2023 collection increased to 98 (facilities, sites, programs) out of a potential 141.

The data from this more robust annual collection will be used to define the ability to provide French-language services in Manitoba. The data will also be used as a tool to support decision making in the planning of French-language health care services.



Previously, this initiative was funded as part of the tripartite project led by Santé en français, with the Francophone Affairs Secretariat and Shared Health/Soins communs. Because this project ended on March 31, 2023, funding to continue this initiative was included in a funding request submitted by Shared Health/Soins communs to Health Canada's Official Language Community Development Bureau (OLCDB) for the *Expanding access to and the quality of French-language health care services* project.

However, planning for the 2023-2024 data collection began in hybrid mode in July 2023 to collect human resources data until March 31, 2024.



Santé en français Support Services

Health and social services recruitment and career promotion strategies

Santé en français supports their partners' efforts to recruit bilingual health and social services professionals. This includes providing tools, opportunities to meet with students, presentations in schools, booths, etc. In the past year, Santé en français has:

- Presented, in conjunction with bilingual recruitment partners, a letter of congratulations to graduates of the Université de Saint-Boniface's School of Nursing and Health Studies. 34 nursing graduates, one Licensed Practical Nursing program graduate and six health care aide program graduates.



This letter encourages recipients to consider employment positions in bilingual settings. It provides links to facilitate their job search and promotes a scholarship for bilingual nurses.

- Coordinated the partners' (Centre de santé Saint-Boniface, Southern Health-Santé Sud, WRHA, Shared Health/Soins communs) participation in the "A World of Choices" day organized by the

Economic Development Council for Manitoba Bilingual Municipalities (CDEM) for approximately 200 high school students from the Division scolaire franco-manitobaine (DSFM).

- Delivered 24 "Ma carrière en santé" (My Health Care Career) presentations between April 1, 2023, and March 31, 2024, in three (DSFM) schools and in four immersion schools. In all, 547 students in grades 9 to 12 in Winnipeg and rural areas benefited from the presentation. All regions are targeted, but presentations are delivered in schools that request them.
- Supported Southern Health-Santé Sud's participation in the *Society of Rural Physicians of Canada* (SRPC) to recruit bilingual physicians by providing information on the bilingual nature of the region and on opportunities for bilingual physicians.

This year, we entered into a partnership with the Economic Development Council for Manitoba Bilingual Municipalities (CDEM) under which we share the travel costs of their employee, who is also our "My Health Care Career" presentation facilitator. When she travels to outlying areas for her work with the CDEM, she uses the opportunity to deliver presentations in schools in these areas.

New initiatives!

In order to reflect the changes the federal government made to its Skills for Success Program, we have updated the presentation for young people in grades 10 to 12. We also adapted the presentation for a younger audience, young people in grades 7 to 9, in order to expand our target audience starting in the next school year (2024-2025). We have also developed a more robust promotional strategy to showcase this initiative, which contributes to the province's

vision for bilingual recruitment to encourage young Manitobans to consider jobs in health and social services.



- Supported the WRHA's strategy to identify bilingual individuals enrolled in the Rady Faculty's Respiratory Therapy program, and explore the possibility of reserving seats within the program for bilingual individuals.
- Ensured a presence at the Canadian Medical Hall of Fame's Discovery Day, which aims to raise awareness among young people in DSFM and immersion schools about bilingual careers in health care. Eleven immersion or DSFM schools participated, and 35 young people indicated they were able to speak French. Discussions were subsequently held with the Hall of Fame project manager to encourage them to change the question on their form asking what is the participants' first language to "Do you speak French?". Three of the participating schools came from the DSFM (WRHA, SH-SS, Prairie Mountain Health (PMH)) and eight were from the immersion program (WRHA, SH-SS).
- Worked with the Réseau en santé de la Saskatchewan (Saskatchewan Health Network) to promote the "Simulated Patient Clinic" initiative at the Université de Saint-Boniface's School of Nursing and Health Studies and to promote it to bilingual medical students at the University of Manitoba.

Translation

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

Sector	Number of Documents	Number of Words
Health	451	267,066
Social services	153	88,961
Total	604	356,027

- Attended the University of Ottawa's Virtual Health Sciences Career Fair in which the WRHA and SH-SS participated. 14 students visited the booth and eight students submitted their CVs.
- Worked with Shared Health/Soins communs on developing tools and resources to support partners' recruitment efforts as part of the *Difference en français* project, which aims to counter linguistic insecurity among health care personnel and develop strategies for recruiting bilingual personnel.

One of the goals of recruitment efforts is to provide bilingual recruitment managers with the tools they need to facilitate their work. For example, **Job Board EN SANTÉ** is the only platform that posts bilingual jobs, information for people looking for a job and information on active offer.



Language skills testing

Santé en français provides language assessment services to designated bilingual and francophone health and social services facilities, Regional Health Authorities and social services agencies, in order to measure the ability to meet French language requirements for health care positions. From April 1, 2023, to March 31, 2024, Santé en français performed 35 language assessments in the health care sector.

Sector	Number of language proficiency assessments
Health	35

Language resource training and support

Through a partnership with the Université de Saint-Boniface, Santé en français delivers “Training in a health care setting” French-language courses to staff in designated bilingual and francophone facilities and Regional Health Authorities and social services agencies in Winnipeg and

outlying areas. The Continuing Education Division (CED) delivers these courses virtually, which meets the needs of learners, particularly those who work or live in rural areas. For the first time since 2020, one of the three sections of the beginner course was provided in person.

Sector	Registrations for spring, fall and winter sessions	Certificates of Achievement awarded	Intermediate level Certificates of Achievement
Health	183	106	40
Social services	20	8	4
Total	203	114	44

Santé en français is always on the lookout for new ways to complement training in health care settings. This is why we supported the purchase of licences for the Rosetta Stone learning program for designated bilingual Regional Health Authorities and sites. In addition, we provided three

sections of virtual conversation circles led by a professor from the Université de Saint-Boniface’s Continuing Education Division. These two initiatives were provided to employees eligible for the French-language courses French in a Health Care Setting.

Support for Child and Family Services Authorities, Regional Health Authorities and facilities in developing French language Services Plans

Santé en français provides support to Child and Family Services Authorities and RHAs to help them write, develop, evaluate and implement their strategic plans for French language services. Support provided over the last year can be summarized as follows:

Designation of two bilingual agencies in 2023–2024 by the Department of Families:

- Aspen Winds Inc./Vents des trembles
- Community Respite Services Inc./Service de relève communautaire à Winnipeg

Authorities and designation of social services agencies

- Support for the new coordinator of French-language services at the General Child and Family Services Authority, for self-assessment of their services on the Accès éQUITÉ / eQUITY Link platform and development of their new multi-year strategic plan for French-language services 2023-2028.
- Outreach to the Department of Families and the Francophone Affairs Secretariat to support a public forum held by the Manitoba Accessibility Office.
- Development and implementation of an individual meeting plan with the 10 facilities designated bilingual by the Department of Families since 2020.



Strategic plans for French-language Services

- Met individually with the Interlake-Eastern Regional Health Authority and Prairie Mountain Health to discuss the renewal of their multi-year strategic plan for French language services.
- Approval of the 2023-2028 French Language Services Plan of the Interlake-Eastern RHA by the Santé en français Board of Directors (February 2024).
- Consulted with Southern Health–Santé Sud as part of their initiative with Accreditation Canada.
- Distributed the subtitled video “De chants et de batailles” (Of Songs and Battles) to those responsible for French-language services to support their efforts to raise awareness about actively offering services.
- Collaborated on the compilation of a survey prepared by Francophone Health (Shared Health/Soins communs) to identify partners’ needs in terms of preference for bilingual identifiers:

313

respondents;

25%

worked for a Regional Health Authority or service delivery organization;

75%

worked for a site or program.

- Participated in the Accès ÉQUITÉ / eQUITY Link community of practice in order to identify ways to overcome challenges in implementing French-language services and to increase access to French-language services.
- Participated in the *New Grad Day for Nurses* where we met nurses who had been employed in the health care system for 18 months or less. Distributed information on language training (French in a health care setting), bilingual identifiers and LexiGo Santé.

Santé en français distributes bilingual identifiers to various partners who request them (LexiGo Santé booklets, badge reels, Hello/Bonjour lanyards, etc.) to increase the visibility of bilingual health and social services employees.

Eleven facilities have been designated bilingual by the province, which demonstrates a desire to act on the accessibility of French-language services.

- St. Amant
- Youville Centre
- Manitoba Possible
- Sara Riel
- Manitoba Adolescent Treatment Centre (MATC)*
- Somerset Villa
- L’Arche Winnipeg
- Regional Occupational Services Enterprise (R.O.S.E)
- SMILE of St. Malo Inc.
- Aspen Winds Inc./ Vents des Trembles
- Community Respite Services Inc./ Services de relève communautaire à Winnipeg

**MATC was designated bilingual and is now under the responsibility of Shared Health/ Soins communs.*

Bonjour
Hello

Independent Auditor's Report on the Summary Financial Statements

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

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2024, 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, 2024.

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 21, 2024.

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 21, 2024

Summary Statement of Financial Position

As at March 31	2024	2023
Assets	\$ 354,124	\$ 392,233
Liabilities	48,307	95,973
Net assets	305,817	296,260
	354,124	392,233

Summary Statement of Operations

For the year ended March 31		2024	2023
		\$	\$
Revenue			
Grants and subsidies			
Province of Manitoba	Canada - Manitoba Agreement	250,000	250,000
	Department of Health	225,661	258,806
	Department of Families	59,521	44,024
Société Santé en français/Health Canada	Safely Receiving Francophone Immigrants (IRCC)	30,000	120,000
	Franco-Health	3,458	5,162
	Early Childhood Health (Public Health Agency of Canada)	15,000	15,000
	Shared Health/Soins communs Project	—	182,515
	Networking	254,442	231,311
Self-financing revenue			
	Forum	—	2,151
	Registrations	8,300	10,900
	Interest and other	7,842	9,989
		854,224	1,129,858
Expenses			
Annual meeting		8,828	10,931
Insurance		1,773	1,994
Audit		11,717	12,623
Service contracts		21,909	22,570
Memberships		1,881	1,615
Travel		6,685	49,023
Equipment		4,152	2,740
Staff training		4,151	3,052
Language training		55,174	54,870
Forum		—	7,418
Bank charges		366	195
Printing, postage, stationery		3,258	2,395
Equipment rental and other		4,047	4,965
Rent		44,893	44,107
Resource persons		143,908	305,722
Advertising and website		20,176	16,940
Recruitment		39,151	47,795
Representation and meetings		15,821	28,061
Salaries and benefits		375,672	387,575
Testing		3,516	3,287
Translations		74,212	102,335
Telephone, fax, Internet		3,377	2,588
		844,667	1,112,801
Excess of revenue over expenses for the year		9,557	17,057

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 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.



**Santé en
français**

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