



BRIDGES
FAMILY PROGRAMS

ANNUAL GENERAL MEETING

2025-2026

October 13, 2026 | 6:00 PM



403.526.7473



www.BridgesFamilyPrograms.com



Agenda

Date: October 13, 2026

Time: 7:00pm -

Place: Bridges Family Programs, 477 3rd Street SE

1. Welcome
 2. Introduction
 3. Adoption of the Agenda
 4. Adoption of the Minutes of the Previous AGM
held October 14, 2025
 5. Adoption of the Annual Report
 6. Adoption of the 2025/2026 Audited Financial
Statements
 7. Appointment of the Proposed Auditor
 8. Election of the Board of Directors for 2026-2027
 9. Installation of the Board of Directors/Oath of
Board of Directors
 10. Staff and Volunteer Recognition and
Appreciation
 11. Closing Remarks
 12. Adjournment
- 

Date: Tuesday, October 14, 2025

Time: 6:00 PM

Place: 477 3rd Street SE, Medicine Hat, AB

In attendance: Cathy Marco, Lynn Noga, Melanie Harty, Amy Votta, Cindy Mulrooney, Andrea Robbenhaar, Cassidy Rath, Sharon Mickey, Caitlin Hok

Regrets sent by: n/a

1. **Welcome**

The meeting was called to order by President, Cathy Marco, at 6:10pm. Cathy welcomed all in attendance to the Annual General Meeting.

2. **Introductions**

Introductions of all in attendance.

3. **Adoption of the Agenda**

Motion to accept the agenda as presented.

Moved by Cindy, seconded by Amy. Carried unanimous

4. **Adoption of the Minutes of the previous AGM**

Motion to accept the minutes of the Oct 8/2024 AGM as presented

Moved by Amy, seconded by Cindy. Carried unanimous

2025 Minutes

2025 Minutes Con't

5. **Adoption of the 2024/2025 Audited Financial Statements**

Highlights of financial statements provided by Melanie
Motion to approve the audited financial statements for
2024-2025 as circulated

Moved by Melanie, seconded by Andrea. Carried
unanimous

6. **Appointment of Proposed Auditor**

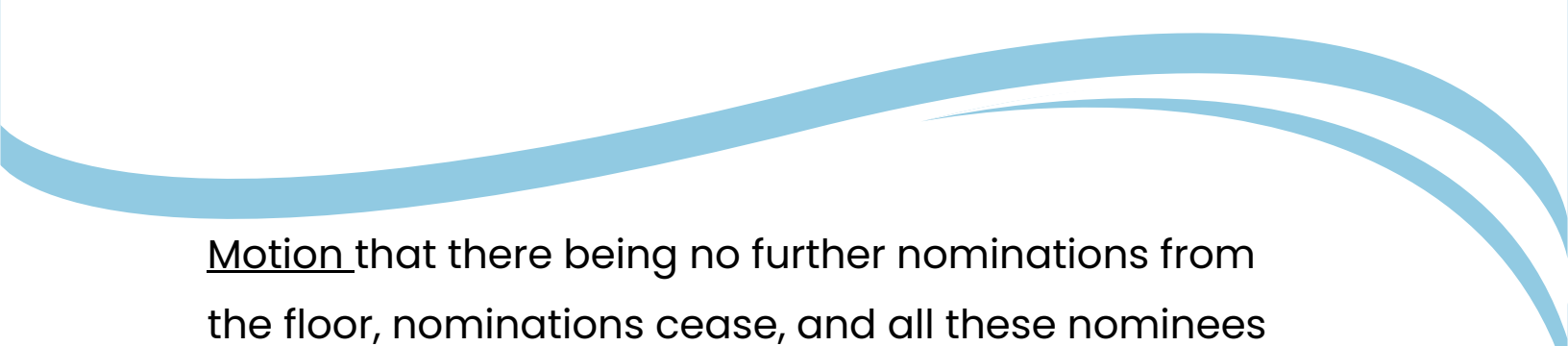
Motion to appoint Johnson, Morrison, Hunter and
Company as the auditor for 2025-2026.

Moved by Melanie, seconded by Cindy. Carried
unanimous.

7. **Election of the Board of Directors for 2025/2026**

Sharon Mickey called for nominations for positions on
the Board of Directors. Melanie Harty, Andrea
Robbenhaar, Cassidy Rath, and Cathy Marco allowed
their names to stand for vacant positions. Lynn Noga,
Amy Votta, and Cindy Mulrooney are continuing in the
second year of their term.





Motion that there being no further nominations from the floor, nominations cease, and all these nominees be declared

Moved by Amy, seconded by Lynn. Carried unanimous.

8. Installation of the Board of Directors/Oath of Board of Directors

Sharon Mickey read the oath and the Board of Directors responded in agreement. The Board of Directors for the 2025–2026 term consists of Cathy Marco, Melanie Harty, Lynn Noga, Andrea Robbenhaar, Cindy Mulrooney, Amy Votta and Cassidy Rath.

9. Staff and Volunteer Recognition and Appreciation

Sharon Mickey thanked the Board, Staff, Funders and Donors for their support and recognized staff years of service.

10. Closing Remarks

11. Adjournment

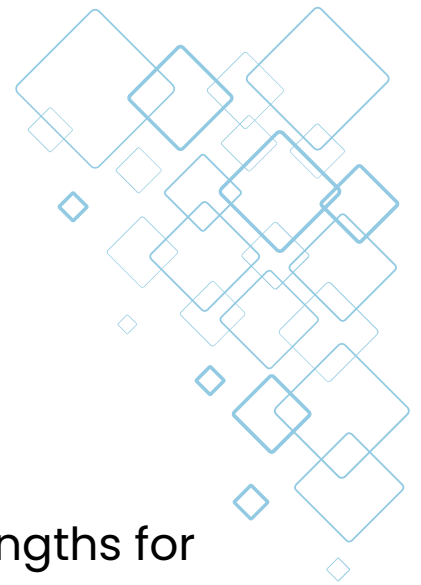
Motion to adjourn at 6:30 PM

Moved by Cindy, seconded by Lynn. Carried unanimous.

2025 Minutes Con't



BRIDGES
FAMILY PROGRAMS



Our Mission

Bridges Family Programs builds on strengths for the betterment of children, youth, families, and the community by providing information, family support, and community connections.

Our Vision

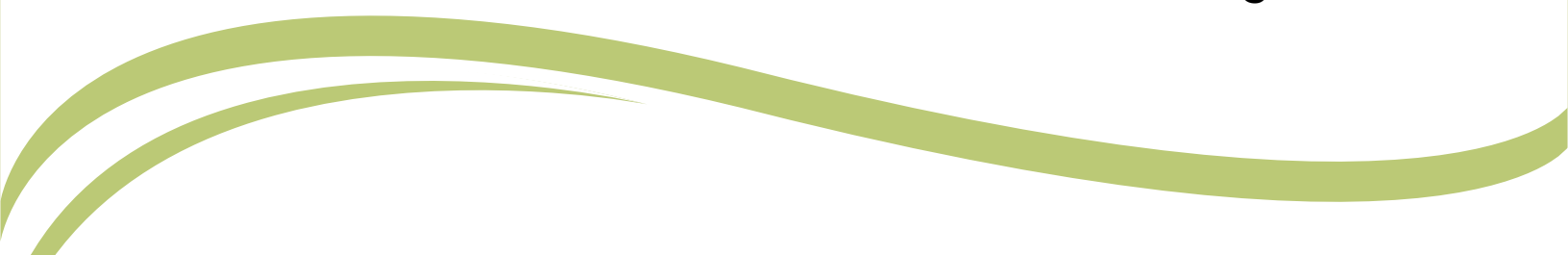
Bridges Family Programs contributes to a strong community by developing self-reliant, resilient, and empowered families.

Our Motto

Family and Community Growing Together

“The greatness of a community is most accurately measured by the compassionate actions of its members.”

— Coretta Scott King





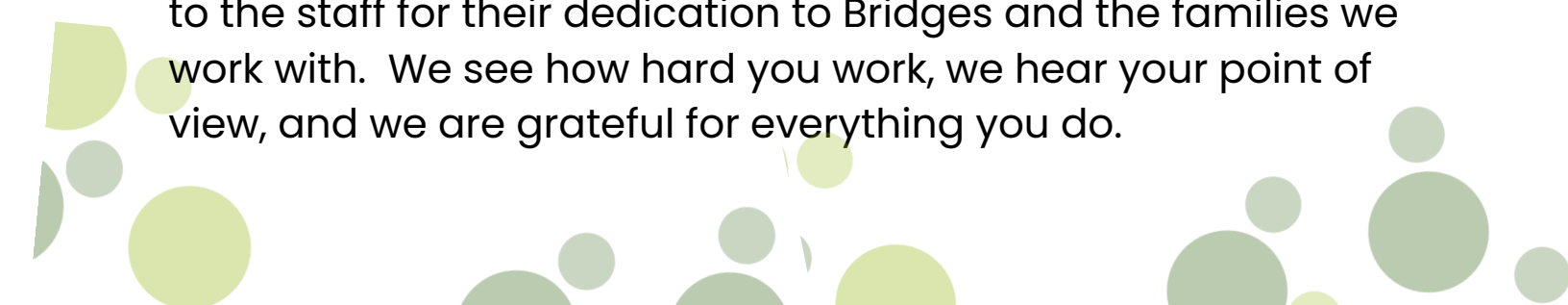
President's Message

Bridges is a dynamic organization. We have undergone many changes and have successfully pivoted for all of them. Lauren Fourrier retired last year, and her position was filled by Sharon Mickey. It was a busy year for Sharon with a steep learning curve and a few funding challenges thrown in as well. Our team was able to pivot with minimal impact on the staff and the community. Sharon eventually chose to take a position elsewhere. We wish her well in her new position. Caitlin Hok then took up the position of Executive Director and has been outstanding in her new role.

Funding continues to be an issue as it is with all nonprofit organizations. Economic restraint is our current issue, and the current political mood seems to be exacerbating things for our staff and families.

Fortunately, Caitlin and our staff are making tremendous efforts to cope with this and make the best of things. We are fortunate to have such a capable team to make the best use of resources and continue to provide high-quality programming to our clients.

On behalf of myself and the Board of Directors, thank you to the staff for their dedication to Bridges and the families we work with. We see how hard you work, we hear your point of view, and we are grateful for everything you do.



Our Board

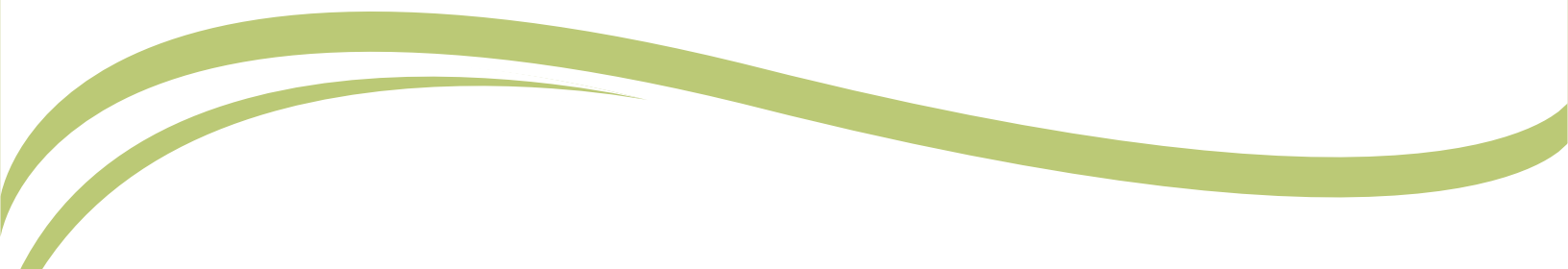
President: Cathy Marco

Vice President: Andrea Robbenhaar

Secretary: Lynn Noga

Treasurer: Melanie Harty

Directors: Amy Votta
Cassidy Rath
Cindy Mulrooney



Our Programs



The HUB

Bridges Family Programs is part of the Ministry of Children & Family Services Family Resource Network (FRN) and is the Family Support 'Hub' for Medicine Hat, Cypress County, Oyen, Cereal, Acadia, Empress, and surrounding areas. The physical Hub location is in Medicine Hat and provides outreach services to the remaining rural communities in the FRN. The intensive services by providing information, support, community referrals, and coordination for both expectant parents and current parents/caregivers with children between 0-18 years old.

Hub Navigators can help with:

- Basic needs
- Child & youth safety
- Parenting strategies
- Child & youth development
- Budgeting
- Connection to services
- Advocacy
- ... and more!

Additionally, The Hub engages with community partnerships and supports. These partnerships are known as "Spoke" partners.

Who are our "Spoke" partners?

- Best Babies
- Building Blocks
- Bridges In-Home Support
- Bridges Parent Education
- McMan Youth, Family and Community Service Association
- Miywasin Friendship Centre
- YMCA of Southeastern Alberta

Our Programs

Bridges



The Bridges program offers in-home family support to individuals who are expecting a child or have children under the age of 18 years.

Bridges can help with:

- Advocacy, support, and service coordination
- Accessing community and government services
- Parenting strategies
- Household routines
- Parent - child mediation
- Information on child/youth development
- ... and much more!

Participant comments:

"I appreciated the instant communication, help and information. The follow through and dedication to my needs has been greatly helpful."

"Without Bridges I wouldn't be where I am today and I wouldn't have been able to accomplish what I have"

Our Programs

Best Babies



The Best Babies program offers in-home family support for pregnant moms and those with infants up to 12 months who are experiencing adverse challenges (i.e meeting basic needs, declining mental health, stressors, etc.)

Best Babies can help with:

- Pre/postnatal information
- Assessment of child growth and development
- Parenting information and educational support
- Health, nutrition, physical activities, and safety questions
- Prenatal vitamins & food coupons (if eligible)
- Connection to community services

Participant comments:

"Having a sounding board with all I have going on, it's helped me to be a better parent."

"Coupons are a huge help. Resources are really helpful, I can get support when needed"

Our Programs



Building Blocks

The Building Blocks program offers in home family support for expectant mothers and families who have children aged 0-6 years old, who are experiencing adverse challenges (i.e. meeting basic needs, declining mental health, stressors, etc.)

Building Blocks can help with:

- Pre/postnatal information
- Assessment of child growth and development
- Parenting information and educational support
- Health, nutrition, physical activities, and safety questions
- Prenatal vitamins & food coupons (if eligible)
- Connection to community services

Participant comments:

“Everything was good but the best part was to have someone check on me and ask me how I am doing. I love the support and visits especially after I had baby. Thank you!!!”

Our Programs

Parent Education



The Parent Education program provides evidence-based education classes for parents and caregivers who have children under the age of 18 years. Our goal is to help increase their confidence by helping them to develop their parenting skills, gain knowledge in child development, and foster resiliency

Parent Education offers the following groups:

Nurturing Parenting and Nurturing Fathers
Triple P Parenting, Teen, and Baby
Triple P Parenting Fear-Less, Family Traditions, and Stepping Stones
Active Parenting and Active Parenting: Teens
Active Parenting: Cooperative Co-parenting
Through Separation & Divorce
Grandparents, Solo Parenting, and Dad's Groups
Affirming Families (families who are raising an LGBTQ+ child)
Attachment for Life
Pancakes, Playtime and Parenting
Sensory Groups
... and more!

Participant comments:

"Great facilitation, delivery of information was well paced, digestible, and personalized through group discussion"

"The most helpful part was learning how to encourage my child through avoiding labeling them, and using encouraging affirmation instead"

"So beneficial for all parents!"

Our Programs



FASS

FASD Assessment & Support Services

The FASS program helps families who have children under the age of 18 that have (or are suspected to have) Fetal Alcohol Spectrum Disorder (FASD). They also facilitate an FASD diagnostic clinic through Medicine Hat that serves children and adults throughout Southeastern Alberta. Our multidisciplinary team assesses, diagnoses, and develops intervention plans for individuals impacted by prenatal alcohol exposure.

FASS can help with:

- Providing information about FASD
- Identifying appropriate interventions
- Helping to access available supports related to FASD
- Advocating for the child with other service providers
- Facilitating case conferences with other service providers
- Fostering collaboration to ensure optimal service delivery for the child

Participant comments:

"Giving parents and caregivers not just help but understanding that the troubles they face they don't need to face alone"

"Staff make things easy to understand and find resources to help child and family"

Our Programs



First Steps

The First Steps program provides services to moms who are pregnant or have a baby under 12 months of age and have used alcohol or other substances during pregnancy

First Steps can help with:

- Setting goals and identifying steps to achieve them
- Obtaining alcohol/drug treatment and staying in recovery
- Information regarding family planning options
- Accessing child health care and immunizations
- Connection to community services
- Providing transportation to important appointments
- Sorting out housing and child custody issues
- Addressing domestic violence and assistance with resolving system services barriers

Participant comments:

"I really enjoy being able to be myself and talk truthfully and honestly with my worker"

"[advocate] came into my life when I needed help the most. I am a better person for the extra support"



BRIDGES
FAMILY PROGRAMS

Our Team

Administration

Executive Director

Sharon Mickey, Caitlin Hok

Bookkeeper

Ivy Strategies, Lynne Palmer

Office Manager

Mandy Metz

FRN Operations Manager

Caitlin Hok, Amanda McKinley

Hub Program

Program Manager

Caitlin Hok, Amanda McKinley

Navigators

Jill Forsythe, Jillian Downey,
Tanya Long, Jaynie Burke,

Bridges Program

Program Manager

Sophie Wheeler, Amanda McKinley,
Inge Bennie

FSW's

Kayla Hullman, Tori Doughty, Ama
Boamah, Weston McKay, Taylor

Gould, Hayley McClelland, Jessica Eresman, Carolina
Trujillo, Nassim Gibril, Taylor Bodin, April-Rose Kezer, Rayo
Odule, Danielle Fitz-Simon, Akhacia Anderson



Our Team

Best Babies & Building Blocks

Program Manager	Amanda McKinley, Vanessa Schaeffer
FSW's	April Tosh, Taylor Bodin, Braelynn Almeida Camberio, Jocelyn Moore, Tanya Long, Roxann Ball, Twila Whidden

Parent Education

Coordinator/Facilitator	Kyle Bitschy
Program Facilitator	Kyle Bitschy, Brooke Simon

FASD Assessment Support Services

FASD Programs Manager	Louisa Clapper, Rebecca Robertson, Inge Bennie
FASS Clinic Coordinator	Sarah Eresman, Michelle Deminick, Inge Bennie

First Steps

FASD Programs Manager	Louisa Clapper, Rebecca Robertson, Inge Bennie
First Steps Advocate	Treena Morrison

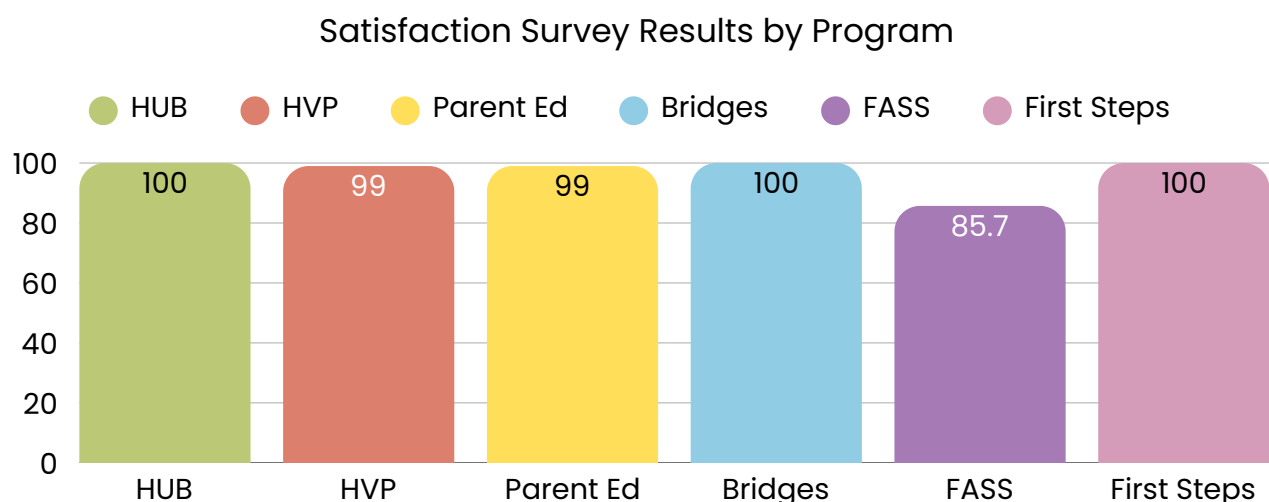
Our Successes & Outcomes

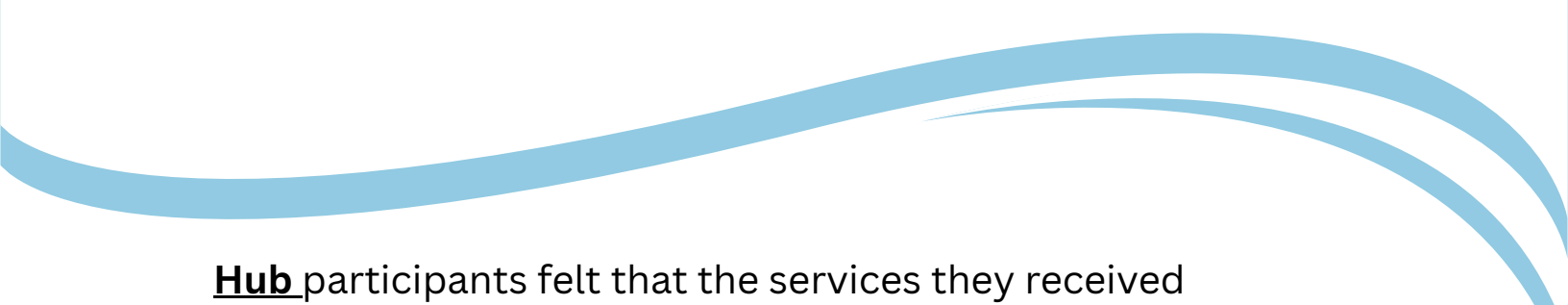
In 2026, we served 5,425 **unique individuals** throughout **Southeastern Alberta**.

We offered **564 groups** in **Medicine Hat, Cypress County, Oyen, and surrounding areas**. Additional groups were offered this year to meet family and community needs (i.e. Parent Connect) We also focused on offering groups in our rural communities through strategic partnerships.

29 FASD assessments were completed this year and **135 unique individuals** received **FASD consultation services**.

We focused on promoting our agency programs, community programs and events, and the FRN. A big thank you to our Marketing Committee for their hard work and to Mandy for our social media campaign. The results of the Satisfaction Survey give to our clients are shown below, separated into individual programs. As shown, all programs have more than 85% of clients saying they are satisfied with the support they received.





Hub participants felt that the services they received **benefitted their family**, and that **their needs were met** after receiving services from the Hub.

Home Visitation Program participants were **satisfied with the quality of services** provided, and felt that **services were based on their needs**. The program has **helped their family** and participants said they would refer families in the future.

Bridges participants felt the program helped them **learn about community resources**. Their needs were met through support, services and service coordination. They were more able to **cope with the stressors** in their life while better **managing their needs independently**.

Parent Education participants reported they were satisfied with the group program that they attended, and that it was **beneficial to themselves and their family**. They feel more **competent and confident in their parenting skills** after attending a group, and their **knowledge of child development increased**.

FASS participants reported that they feel **connected to people and services** that can help, and that the program **provided quality resource material on FASD**. FASS has benefited their family and they would recommend FASS.

First Steps participants reported that they are **taking better care of themselves**, and that their advocate **helped them to set goals** and celebrated their achievements. They could **speak openly and honestly** about their needs and priorities, and that this program **helped them to manage and/or abstain from their addiction**.

*Our Successes
& Outcomes*



BRIDGES
FAMILY PROGRAMS

2025 - 2026

Audited Financial Statements

Prepared by:

JMH & CO. *est.*
CHARTERED PROFESSIONAL ACCOUNTANTS 1916

BRIDGES FAMILY PROGRAMS ASSOCIATION OF SOUTHEASTERN ALBERTA

**Statement of Financial Position
March 31, 2026**

	General Fund	Bridges Fund	Casino Fund	2026 \$	2025 \$
Assets					
Current					
Cash and cash equivalents	16,346	229,296	23,041	268,683	263,368
Short-term investments (Note 3)	79,929	-	-	79,929	79,929
Accounts receivable	395	12,499	-	12,894	2,517
Goods and services tax receivable	127	3,330	-	3,457	3,436
Prepaid expenses and other current assets	2,623	3,439	-	6,062	6,062
Due from Casino Fund	372	384	-	756	756
Due from Bridges Fund	<u>16,466</u>	<u>-</u>	<u>-</u>	<u>16,466</u>	<u>16,104</u>
	<u>116,258</u>	<u>248,948</u>	<u>23,041</u>	<u>388,247</u>	<u>372,172</u>
Capital Assets (Note 4)	7,425	-	1,800	9,225	13,381
Intangible Asset (Note 5)	<u>-</u>	<u>24,600</u>	<u>-</u>	<u>24,600</u>	<u>24,600</u>
	<u>123,683</u>	<u>273,548</u>	<u>24,841</u>	<u>422,072</u>	<u>410,153</u>
Liabilities					
Current					
Accounts payable and accrued liabilities	5,039	52,985	207	58,231	41,662
Source deductions payable	-	32,420	-	32,420	35,276
Due to General Fund	-	16,466	372	16,838	16,476
Due to Bridges Fund	-	-	384	384	384
Deferred contributions (Note 6)	<u>5,040</u>	<u>111,947</u>	<u>22,078</u>	<u>139,065</u>	<u>133,502</u>
	<u>10,079</u>	<u>213,818</u>	<u>23,041</u>	<u>246,938</u>	<u>227,300</u>
Deferred Capital Contributions (Note 7)	<u>-</u>	<u>-</u>	<u>1,800</u>	<u>1,800</u>	<u>3,481</u>
	<u>10,079</u>	<u>213,818</u>	<u>24,841</u>	<u>248,738</u>	<u>230,781</u>
Commitments (Note 8)					
Fund Balances					
Unrestricted	<u>113,604</u>	<u>59,730</u>	<u>-</u>	<u>173,334</u>	<u>179,372</u>
	<u>123,683</u>	<u>273,548</u>	<u>24,841</u>	<u>422,072</u>	<u>410,153</u>

Approved by the Board

Director:

X Cathy Marcel

Director:

X Melanie Harty

The accompanying notes are an integral part of these financial statements

BRIDGES FAMILY PROGRAMS ASSOCIATION OF SOUTHEASTERN ALBERTA
Statement of Financial Position
March 31, 2026

	Total Program	2026 CAPC	2026 CPNP	2025
Assets				
Current Assets				
Cash and cash equivalents	5,675	-	5,675	24,530
Accounts receivable	12,108	12,108	-	-
Prepaid expenses and other current assets	128	-	128	125
	<u>17,911</u>	<u>12,108</u>	<u>5,803</u>	<u>24,655</u>
Liabilities				
Current Liabilities				
Bank advances	10,301	10,301	-	-
Accounts payable and accrued liabilities	11,417	3,510	7,907	8,933
Deferred contributions	-	-	-	18,349
	<u>21,718</u>	<u>13,811</u>	<u>7,907</u>	<u>27,282</u>
Fund Balances				
Unrestricted	<u>(3,807)</u>	<u>(1,703)</u>	<u>(2,104)</u>	<u>(2,627)</u>
	<u>17,911</u>	<u>12,108</u>	<u>5,803</u>	<u>24,655</u>

Approved by the Board

Director: *Cathy Marco*

Director: *Melanie Hartley*

BRIDGES FAMILY PROGRAMS ASSOCIATION OF SOUTHEASTERN ALBERTA

**Statement of Changes in Fund Balances
For The Year Ended March 31, 2026**

	General Fund	Bridges Fund	Casino Fund	2026 \$	2025 \$
Balance, beginning of year	117,774	61,598	-	179,372	181,665
(Deficiency) of revenue over expenses for the year	<u>(4,170)</u>	<u>(1,868)</u>	<u>-</u>	<u>(6,038)</u>	<u>(2,293)</u>
Balance, end of year	<u><u>113,604</u></u>	<u><u>59,730</u></u>	<u><u>-</u></u>	<u><u>173,334</u></u>	<u><u>179,372</u></u>

The accompanying notes are an integral part of these financial statements

BRIDGES FAMILY PROGRAMS ASSOCIATION OF SOUTHEASTERN ALBERTA

**Statement of Operations
For The Year Ended March 31, 2026**

	General Fund	Bridges Fund	Casino Fund	2026 \$	2025 \$
Revenue					
Contract income - Family Resource Network	-	1,190,995	-	1,190,995	1,163,751
Contract income - Alberta Health Services	-	-	-	-	293,847
Contract income - South East Alberta FASD Service Network Society - FASS	-	386,631	-	386,631	398,544
Contract income - South East Alberta FASD Service Network Society - First Steps	-	101,199	-	101,199	101,352
Contract income - Public Health Agency of Canada	-	206,331	-	206,331	197,453
Contract income - Prevention of Family Violence and Abuse	-	52,557	-	52,557	-
Fundraising and donations	5,040	-	-	5,040	4,352
Interest	2,823	-	-	2,823	3,809
Sundry	209	-	-	209	61
Casino earnings	-	-	12,787	12,787	10,059
Amortization of deferred capital contributions	-	1,081	600	1,681	2,763
	<u>8,072</u>	<u>1,938,794</u>	<u>13,387</u>	<u>1,960,253</u>	<u>2,175,991</u>
Expenses					
Wages	-	1,310,034	-	1,310,034	1,471,876
Employee benefits	-	141,353	-	141,353	174,063
General expenses	-	691	2,095	2,786	1,901
Food	-	2,463	-	2,463	2,043
Supplies - direct cost	-	10,618	-	10,618	32,042
Travel	-	28,285	860	29,145	26,856
Rent	-	97,818	-	97,818	97,723
Utilities	-	9,692	-	9,692	11,008
Repairs and maintenance - building	-	7,654	-	7,654	10,882
Supplies - facility	-	2,485	-	2,485	2,275
Insurance	-	13,431	-	13,431	13,582
Office	108	17,268	-	17,376	11,769
Computer expenses	4,920	-	9,832	14,752	11,597
Telephone	-	21,541	-	21,541	13,577
Staff training	-	13,567	-	13,567	7,431
Therapy assessment services	-	84,000	-	84,000	84,000
Psychological assessments	-	83,100	-	83,100	81,250
Doctors fees	-	16,032	-	16,032	17,246
Board expenses and staff appreciation	3,286	-	-	3,286	5,557
Contracted bookkeeping	-	27,158	-	27,158	27,158
Advertising	-	6,036	-	6,036	7,175

The accompanying notes are an integral part of these financial statements

BRIDGES FAMILY PROGRAMS ASSOCIATION OF SOUTHEASTERN ALBERTA

Statement of Operations (Continued)
For The Year Ended March 31, 2026

	General Fund	Bridges Fund	Casino Fund	2026 \$	2025 \$
Professional fees	1,399	14,385	-	15,784	15,016
IT support	-	-	-	-	4,882
Licences, dues and fees	-	286	-	286	101
Accreditation	-	-	-	-	377
Workers compensation benefits	-	22,920	-	22,920	26,496
Translation	-	8,764	-	8,764	15,009
Interest and bank charges	54	-	-	54	154
Amortization of capital assets	2,475	1,081	600	4,156	5,238
	<u>12,242</u>	<u>1,940,662</u>	<u>13,387</u>	<u>1,966,291</u>	<u>2,178,284</u>
(Deficiency) of Revenue Over Expenses For The Year	<u>(4,170)</u>	<u>(1,868)</u>	<u>-</u>	<u>(6,038)</u>	<u>(2,293)</u>

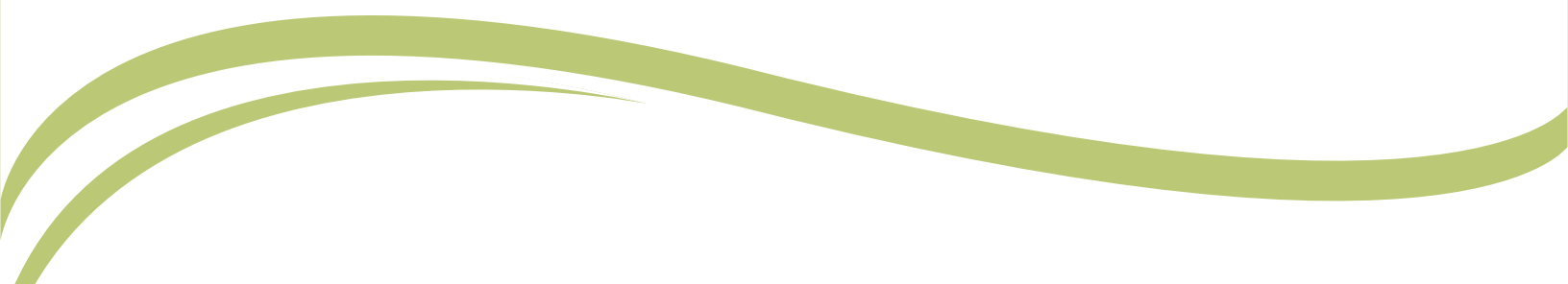
Finances & Funders

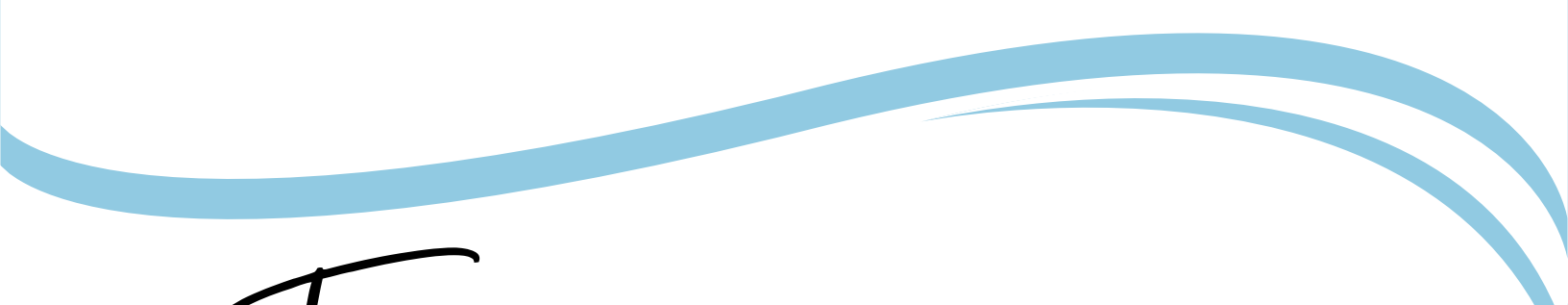
Government Funders

Family Resource Network
Ministry of Child and Family Services
Southeast Alberta FASD Network Service Society
Public Health Agency of Canada
Ministry of CFS Prevention of Family Violence
and Abuse

Financial Donation

Methanex Corp



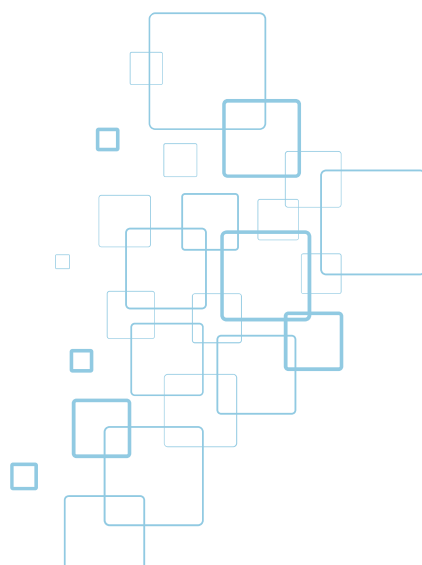


Finances & Funders

In Kind Contributors

Alberta Health Services/
Primary Care AB
Brooks Farmers Market
Brooks Food Bank Association
Brooks Toy Library
Cantara House
Children and Family Services
Community Food Connections
First Assembly Church
Hug/My Place
LEARN
Little Learner's Community
Maternal Mental Wellness Coalition
McMan Youth, Family and
Community Service Association
Medicine Hat Library
Medicine Hat College
Medicine Hat Family Services
Medicine Hat School Division #76
Medicine Hat Women's Shelter
Miywasin Friendship Centre
Mustart Seed
Oyen FCSS
Panago Pizza
Prairie Pride Guild

Redcliff Library
Redcliff Youth Centre
Root Cellar Food and
Wellness Hub
Saamis Immigration
Santa Claus Fund
SPEC Association
Unison Viener Centre
United Way (Tools for School)
Y Parent Program
YMCA of Southeastern Alberta



Thank You

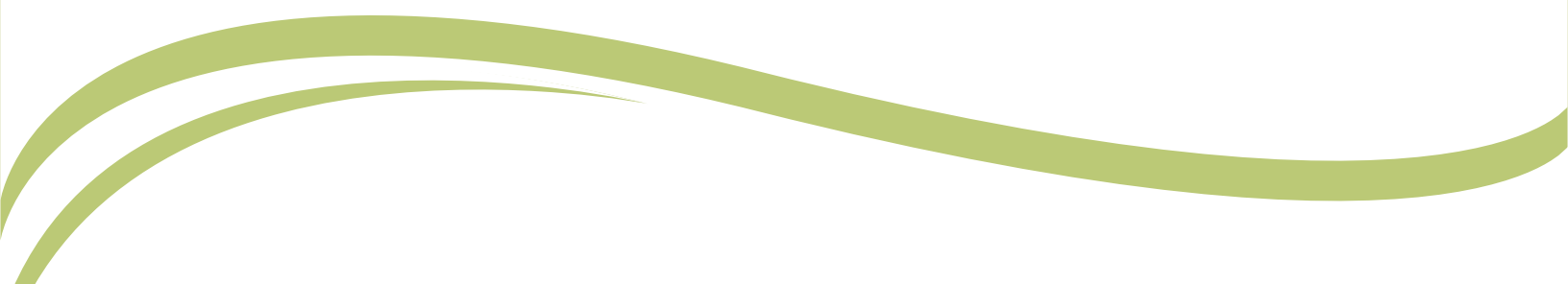
Thank you to the staff of Bridges Family Programs for your continued commitment to bettering the lives of the families we serve. Each employee, both current and former, have made an impact on the organization and community.

Thank you to the Board of Directors for their support, leadership, and guidance. Your commitment & dedication to the Association helped us meet our goals and support the community. Your encouragement & direction during what was a transitional year is so appreciated.

Thank you to all the funders, donors, partners, and supporters, without whom we could not have the impact we do.

We are so thankful for everyone who refers to our programs, shares our social media posts, volunteers, nominates, and recommends us. Thank you as well to the families who allow us into their lives.

We are Thankful for all of you!



Family Testimonials:

"The most helpful part was learning how to encourage my child through avoiding labeling them, and using encouraging affirmation instead"

- Parent Education Participant

"Everything was good but the best part was to have someone check on me and ask me how I am doing. I love the support and visits especially after I had baby. Thank you!!!"

- Home Visitation Program Participant

Contact Information:



403.526.7473



477 - 3rd Street SE, Medicine Hat, Alberta



www.BridgesFamilyPrograms.com