NOBODY’S PERFECT PARENTING
MANITOBA ANNUAL REPORT
2016 - 2017

By: Carmen Paterson-Payne  Provincial Coordinator  Youville Centre
"I was able to make the participants feel comfortable in my group, and, as a result, motivated them to share their parenting experiences with the other parents. The parents were so happy to meet others who share similar problems. They met new friends and learned something new at the same time."

- NPP Facilitator
The NOBODY’S PERFECT PARENTING PROGRAM is a community-based parenting education and support program developed specifically for parents of children (birth through age five) who may be young, single, socially, culturally or geographically isolated, or who may have limited formal education and low income. The program has been offered in every Canadian province and territory and has been one of the most popular parenting programs in the country for nearly 30 years!

NOBODY’S PERFECT goal is to improve participants’ capabilities and to improve and maintain the health of their children. It is a Canadian best practice, with clear measured impacts on positive parenting which can be readily adapted to all cultures.

The objectives are to:

⇒ promote positive parenting;
⇒ increase parents’ understanding of children’s health, safety and behaviour;
⇒ help parents build on the skills they have and learn new ones;
⇒ improve parents’ self-esteem and coping skills;
⇒ increase self-help and mutual support, and;
⇒ bring parents in contact with community services and resources.

NOBODY’S PERFECT is generally offered by trained facilitators to parents in weekly sessions. It is based on adult learning principles using a learner-centered and strengths-based empowerment model where the parents’ own experiences are recognized and valued. The program builds on their existing knowledge and skills through interactive group discussion and problem-solving learning activities.

At Nobody’s Perfect Manitoba, we are funded by Healthy Child Manitoba to provide support, training and coordination of the program within the province, through Youville Centre. We liaise with the Public Health Agency of Canada and the other provinces to ensure that quality assurance standards are achieved.
The new Parent kits were released and we distributed over 1200 of them to partner agencies this year.

NPP Manitoba has worked hard over the year offering program facilitators information. Our 2016 series of My Dad Matters Workshops engaged over 200 practitioners across the province! From those, ten new agencies and / or organizations have either sent staff for Nobody’s Perfect Facilitator Training, or are interested in doing so.

In winter of 2017, we held 4 Professional learning workshops for all family resource practitioners in our “Father Fact” series, partnering with All Nations Family Resource Centre and Bookmates Inc.

We successfully co-hosted a National Dad Central Canada fatherhood Conference! See inside for more details!

There was an increase of fathers attending a Nobody’s Perfect group! (6% increase from October to March alone)

“I learned how important it is for kids to have a routine. I also learned how important is to spend time with my kids and then they actually behave better” – dad

**WHAT’S INSIDE THIS REPORT?**
- WHAT IS NOBODY’S PERFECT?
- HIGHLIGHTS OF 2016 – 2017
- MESSAGE FROM PROVINCIAL COORDINATOR
- DELIVERABLES AND NUMBERS
- WEBSITE
- EVALUATION AND QUALITY ASSURANCE
- FACILITATOR, TRAINER AND STEERING COMMITTEE NEWS
- AGENCY PARTNERS AND AWARD WINNERS
- DAD CENTRAL CONFERENCE AND LOOKING AHEAD FOR 2017 - 2018
Coordinator Message

I am very proud to report that by bringing awareness about the importance of fathers in the healthy development of children, and building capacity of our Nobody’s Perfect (NPP) facilitators, more dads are now attending a group! Nobody’s Perfect Parenting Manitoba working with Dad Central has promoted the program across Manitoba. The NPP Manitoba Steering Committee supports the work I do to help build skills/knowledge of the program facilitators and trainers. Not only have I been able to facilitate workshops for NPP facilitators, but I also present to and collaborate with other family service providers and coordinators in the province and across Canada.

The biggest highlight this year for Nobody’s Perfect Manitoba was helping Dad Central host their National Conference in March of 2017. The Second Canadian National Fatherhood Conference brought together over 185 clinicians, social services and front-line workers as well as non-profit agency staff from across Canada, to Winnipeg. This was a great opportunity not only to build capacity in facilitators, but to highlight the work NPP does across the province and nation.

I want to specially thank the facilitators who deliver NPP in Manitoba. Facilitators hold the key to the success of Nobody’s Perfect. They are the ones who draw parents into the program and enable them to become equal partners in the learning process. This participant-centred approach has been proven to work and create stronger, more positive parents!

I have had the honor to be the Provincial Coordinator for 10 years now, and I am looking forward to many more year! Did you know that NPP will be celebrating 30 years in 2017? Imagine the impact the program has made to Canadian families over those 30 years! 😊

-Carmen Paterson-Payne-

Did you know?

- CTV Morning Live contacted us through a social media post by the St Vital Parent Child Coalition regarding a NPP parent group starting at the South Winnipeg Information Centre? Through that contact, the coordinator and a steering committee member did a segment regarding NPP. Watch here: [http://winnipeg.ctvnews.ca/video?clipId=1058450](http://winnipeg.ctvnews.ca/video?clipId=1058450)

- The [New Facilitator Tip Sheets](#) developed by NPP Quebec are now posted on the website?

- The [New Arabic Tip Sheets](#) and other resources are available on our website?

- All illustrations (by Claire Fletcher) in this report and on our website are from our new parent kits? They were made possible with funding to FRP Canada from the Public Health Agency of Canada. To use some for your own posters etc, go to [http://www.frp-images.ca/](http://www.frp-images.ca/)
In accordance to our service agreement with Healthy Child Manitoba, NPP Manitoba goals and objectives are to:

#1 improve the capability of parents in providing for the health and development of their 0 - 5 year old children through the delivery of a preventive, parenting program

#2 coordinate the delivery of the Nobody’s Perfect Parenting Program throughout the province

#3 develop, monitor and evaluate the effectiveness of program implementation

#5 coordinate the training and development activities of trainers and facilitators

#6 maintain ongoing communication with the Nobody’s Perfect Parenting Program Advisory Committee

"I enjoyed what we did. Childcare was wonderful! My son has learned to be away from me!" - Mom
84 Groups offered in 5 different languages

1236 Parent kits were distributed

623* Parents attended NPP

25% Males & 75% Females

55% Indigenous, 25% Newcomer & 20% other

45 Different Agencies offered NPP

581 sessions, 1743 hours

38 new facilitators trained in 2 trainings

6 New Agencies at training

40 Facilitators and 1 Trainer received certificates

7 professional learning opportunities for facilitators

1 NPP Trainer retired

*It is important to note that not all groups and data get reported to provincial office.
WE UPDATED OUR WEBSITE THIS YEAR!

The Nobody’s Perfect knowledge sharing forum www.nobodysperfect.ca has allowed practitioners a centralized network to access current child health promotion information and resources, free of charge, since 2012. Currently we have over 400 members who use the facilitator’s only pages. With the release of new Nobody’s Perfect materials in March 2016 and the increase use of on-line communication, there was a need to develop an interactive and inclusive landing page for each province and territory. NPP Manitoba obtained a small grant from the Public Health Agency of Canada to create new the landing pages. Templates were created to help NPP P/T coordinators and practitioners across the country to not only connect and share knowledge about best practices in educating parents, but also to be a conduit of data collection. This includes a self-regulating data base tool for facilitators, trainers and master trainers of Nobody’s Perfect, nationally and internationally!

“Nobody is perfect. Thank you NOBODY’S PERFECT!” - Dad
EVALUATION AND QUALITY ASSURANCE:

Our National impact evaluation demonstrated that Nobody's Perfect program participants experience increased:

• confidence in their parenting skills
• self-sufficiency and independence
• frequency of positive parent-child interactions
• use of positive discipline techniques
• access to peer/social/community support
• ability to cope with stress
• ability to problem solve
• resiliency

Nobody's Perfect is reviewed in a chapter of a new text book Evidence-Based Parenting Education: A Global Perspective (2015) edited by James J Ponzetti. Our NPP Manitoba evaluation study (2002) and our 1:1 Virtual group project created by Families First Home Visitors in 2013 are highlighted in the book, citing the Coordinator and emphasizing our Manitoba programs, the website and Youville Centre.

The Public Health Agency of Canada NPP Committees have been working hard on the NPP Training Standards and NPP Evaluation. A logic model, a literary review, a new performance measurement tool and standards have been developed and was shared in November. Plans for national performance measurement data is planned to start this spring.

To help monitor program quality standards and evaluation of facilitator training in Manitoba, facilitators must complete the new standards facilitator feedback forms and need to return this form before receiving their certificate. These new forms include Self-reflection and feedback on training. NPP Manitoba has started to collate the training information for on-going assessment.

NPP Manitoba recognizes the need for best practice in professional development, based on adult learning principles for the facilitators and trainers. Workshops and adjustments in facilitator training are constantly being made based on these. NPP Manitoba stays current with emerging research related to child development, and uses these findings to inform and update facilitators on an ongoing basis.
THANK YOU TO THE FOLLOWING ORGANIZATIONS AND AGENCIES THAT REPORTED RUNNING A NOBODY’S PERFECT GROUP IN 2016 – 2017!

To the following facilitators who earned their certificates in 2016 - 2017!

Abdulkader Reem
Andromidas Tammy
Beck Jessica
Benn Samantha
Bird Marjorie
Bremaud Melanie
Brown Erin
Childs Sheri
Crawford Melanie
Evangelista Ana
Fenner Lesli
Hellyer Angela
Ibrahim Amal
Khani Mina
Kitano Andrea
Kowal Debbie
Laye Daniel
Lee Jackie
Link Jennifer
MacKenzie Nadine
Marasigan Mercedita
Matiowski Hannah
Mentuk Gloria
Mohamed Intisar
Mousseau Wendy
Muskego Janice
Peebles Sheila
Prince Laverne
Proskurnik Marcy
Ritchie Allison
Ross Darlene
Saha Mimi
Sufi Fatuma
Swan Andrea
Thorsteinson Ashlee
Waleed Asra
Wang Jennifer
Wolfe Heather
Wowk Karen
Wright Erin

Congrats to our newest Trainer, Catherine Biaya for obtaining your certificate!
PROGRAM AWARD WINNERS FOR 2016 – 2017 ARE...

- Mosaic Newcomer Family Resource Network
- All Nations Family Resource Centre - ANCR
- Crisis Pregnancy Centre - Terrie Redekopp
- The Pas Family Resource Centre

Most groups offered - City
2nd Place most groups offered
Most 1:1 sessions offered
Most groups offered – Rural

Feedback from participants at a NPP Facilitator Training:

“Leaving inspired and full of knowledge”

“I am eager to run a session to get the whole experience”

“I learned to let parents be the expert and not take on their roles to ‘fix everything’”

“I enjoyed all of the movement, energy, activities and most of all the group discussions”

“Trainers were very easy to talk to. Not intimidating and made sure we understood the information before moving forward”
THANK YOU! TO THE FOLLOWING FOR YOUR ONGOING SUPPORT:

To Healthy Child Manitoba for funding the provincial coordination of the program

To The Public Health Agency of Canada for supporting the program across Canada and Manitoba

To Regional Health Authorities of Manitoba (RHAM) who is responsible for storage and distribution of our resources, and to Materials Distribution Agency (MDA) to implement this task

And a very special thank you to the staff of Youville Centre for your ongoing support and putting up with laughter and the occasional quacking noises during trainings and workshops!

2016 – 2017 FINANCES

Revenue reported was received through core funding from Healthy Child Manitoba, facilitator training registration fees and through registration fees of My Dad Matters workshops.

Expenses reported reflect all normal NPP Manitoba spending along with the My Dad Matters workshops.

A full report can be obtained by contacting the Provincial Coordinator.

NOTICE ABOUT THE NEW PARENT KITS for 2017 – 18.

We distribute 1200+ parent kits a year. With the new parent kits at $25 / each, an extra $30,000 is need for our NPP Manitoba budget. NPP Manitoba has been exploring sustainable long term solutions for this financial challenge. We want to mitigate any barriers for partner agencies to accessing the kit and offering the program, but NPP Manitoba cannot bear this financial load alone. As of April 1 2017, the NPP Steering Committee is asking that agencies help by cost sharing the parent kits when they offer NPP. NPP will continue to order, purchase, house and ship the kits along with the bags. NPP will make subsidies available for groups of $200 / group session offered. These subsidies will only be made available with funds raised by organized fundraising events. NPP recognizes that newly trained facilitators need to run a parent group in order to be certified. We are therefore committed to offering first time facilitators their parent kits for ½ of the cost. We know this will be a challenge for agencies and hope that our core funding will be increased this upcoming year.
THE 2016 - 2017 NOBODY’S PERFECT STEERING COMMITTEE:

Nobody’s Perfect is funded by Healthy Child Manitoba and Youville Centre holds the service agreement with the Province of Manitoba. Provincial coordination of Nobody’s Perfect is done by a part-time Coordinator. The Steering Committee is made up of members from program stakeholders. Members are responsible for making recommendations and advice on the overall strategic direction, goal setting and coordination of Nobody's Perfect in Manitoba. The Steering Committee actively supports and contributes to completing the activities outlined in Schedule A of the service agreement with Healthy Child Manitoba. The committee meets up to 5 times a year.

Patrick Griffith and Nettie Strople  
Sandy Kostyniuk  
Tammy Hossack  
Terrie Redekopp  
Gabriela Galli  
Tricia Robinson  
Vicki Olatundun  
Les O’Neill  
Youville Centre  
Public Health Agency of Canada  
Little Teaching Lodge Head Start, Brandon  
Pregnancy Family Support Services  
Mosaic Newcomer Family Resource Network  
South Winnipeg Family Resource Centre  
Steinbach Family Resource Centre  
Addictions Foundation of Manitoba

We want to thank outgoing member Patrick Griffith and welcome new Youville Centre ED, Toni Tilston-Jones!

A special thank you and Good bye to NPP Manitoba Trainer, Cathy Byard. She has retired from delivering facilitator trainings so that she can spend more time travelling the world with her husband! We will miss Cathy and her sense of humor and die-hard commitment to helping make Manitoba families stronger!

Thank you Cathy! We will miss you!
**WHAT DOES DAD CENTRAL DO YOU ASK?**

Dad Central Canada is a National Network that supports fathers in their key role in raising healthy children. Our Objectives are:

- To identify and establish best practices across Canada and around the world that connect and enhance fatherhood services.
- To support provincial and local efforts focused on engaging fathers by being a portal for information, education and research for fatherhood initiatives.
- To be an advocate on issues affecting fatherhood on a national scale.

**WHY NOBODY’S PERFECT MANITOBA AND DAD CENTRAL?**

As mentioned in the Coordinator message, Nobody's Perfect Manitoba is a partner with Dad Central with the Nobody's Perfect Coordinator representing Manitoba on a National network scale. Our NPP programs have seen an increase of fathers attending this year! We believe it is because of the support, tools and information Dad Central can provide facilitators and their families in their programs. Because it’s participant-centred, Nobody’s Perfect works well for dads – they like it!

In March 2017, we were the host of the 2nd National Fatherhood Conference in Winnipeg. The following is a summary of an article from the Winnipeg Free Press: *Conference helps dads be better dads More men seek advice in new family paradigm* By: Alexandra Paul  03/03/20017

… Carmen Paterson-Payne, provincial co-ordinator for Dad Central Manitoba, said Winnipeg hosted the event after agencies and clinicians here noticed men showing up and asking for parenting advice in growing numbers. “We’re seeing more dads come to our groups,” Paterson-Payne said. Parenting skills were so popular, Paterson-Payne organized a total of six workshops last year in her day job as provincial co-ordinator of Nobody’s Perfect, a parenting program sponsored as a community resource by the Public Health Agency of Canada. “People are hungry for this in Manitoba," Paterson-Payne said. “Families are changing. Dads are taking on a more active role as parents. Up to now, the focus for many (agencies) was on mothers, but we recognize fathers also play an equal role in healthy parenting. There’s a shift now to help the fathers," she said. This year’s conference encouraged discussions about fathers at risk, groups that agencies and professionals have identified as vulnerable, including young dads, immigrant and newcomer dads, aboriginal dads and incarcerated dads.

“It was rewarding to be at a conference dedicated to the work on father involvement and be witness the enthusiasm and dedication by a group of ‘volunteers’ to the cause. Our organization can’t thank you enough for the efforts and energy it took to make this event in Winnipeg a success!” – Manitoba participant

**NPP Manitoba** has applied for two grants to help pilot a project that will help to inform families on the importance of father involvement and how fathers improve children's health outcomes. This will be done through development of educational resources and running of Nobody’s Perfect dad's groups, implemented by trained volunteer 'peer champions' through partner agencies and mentor NPP facilitators. We are hopeful to receive some of this funding for our community development projects in 2017!
“... the interaction. It is unlike other programs we offer. It was very impactful for the men to have an opportunity to talk about their children rather than all the negative issues going on in their lives.”

“The parents liked the fact that the program is a discussion and sharing based rather than lecture”

“We really focused on the parent’s wants and needs. They shared their own experiences of parenting. Different in parenting from their own upbringing”

“Parents liked talking about their obstacles. They realized they all go through the same thing”

“I found it difficult at first to let the parent take the lead and come to their own conclusions without telling them answers. This did get easier as the sessions went on and I see how important it is for me to do so”

“Having a full dinner for parent and kids before the session really helped motivate people to come”

- Newly certified NPP Facilitators
Carmen Paterson-Payne | Provincial Coordinator

Office|Cell: 204.231.3208
Fax: 204.233.1520
Email: carmen@youville.ca

Nobody’s Perfect Manitoba
Youville Centre 33 Marion St
Winnipeg, Manitoba R2H 0S8

www.nobodysperfect.ca

@nppmanitoba

Nobody’s Perfect Parenting Manitoba

Nobody’s Perfect Parenting Manitoba YouTube Channel