

- 18 -

***Other Areas to Address in the Devolution of WCFS***

- Community Activities and Involvement
- Agency Members
- Children's Foundation
- Winnipeg Foundation Scholarship Fund
- Christmas L.I.T.E. Sponsorship
- Volunteers
- Winnipeg Education Centre Internship Program

In closing, although there are serious challenges within WCFS, in general I have been very impressed with the willingness of staff to talk openly about their concerns. I have also found that among the generally beleaguered crew who often feel defeated and battered, many are genuinely concerned about the well-being of the children and families they serve. Restructuring consumes considerable time and energy, sometimes at the expense of service and many staff are weary of perpetual change of structure. As we proceed through the upcoming transitions it will be important to listen to the concerns of staff and management about the organizational climate and culture and about day-to-day business.