



# 2017/18

## ANNUAL REPORT



**Secwépemc**  
Child & Family Services Agency



# TABLE OF CONTENTS

President's Message	4
Organizational Chart	5
Report Highlights/ "At A Glance"	6
Mission and Vision Statements	7
SCFSA Practice Model	8
Culture & Community Update	9
Family Support Update	10
Intake Team Update	11
Guardianship Update	12
Resource Team Update	13
Wellness Services Update	14
New Services & Programs	16
Financials	18

## A MESSAGE FROM THE PRESIDENT

Weyt-kp Xwexweyt-ep,

Welcome to our 2017 – 2018 Annual Report and Meeting. It has been a fast-paced, productive year for our board and staff. Inside this report you will get a glimpse of both the achievements and goals during this past year. I would like to highlight our Strategic Plan which lays the foundation for the work and changes that we intend to embark on. We are working hard to enhance our relationships throughout the territory through partnerships, training and more of a culturally based approach.

In this report you will note that we are financially on track and expect to see new funding that will be used

to enhance our prevention-based programming. A few of those programs have already been started through the addition of youth workers and cultural engagement workers.

I want to extend a thank you to our outgoing Executive Director, Linda Thomas, who worked hard to achieve her deliverables during her time at the Agency (July 2016 – June 2018). We wish her all the best in her new journey. The board would also like to extend their thanks to the staff for all of their hard work this past year.

**Carmen Hance • Board President • Secwépemc Child and Family Services**

## INTERIM EXECUTIVE DIRECTOR'S REPORT

Weyt-kp xwexweytep. Eva Coles wen skwekw-st.

I have recently stepped into the very large shoes of Linda Thomas (former Executive Director) here at Secwépemc Child and Family Services (SCFS). I am currently filling in as the Interim Executive Director and leading the search for your next Executive Director. I have been working with First Nations and Métis communities in the social work field for over 35 years. During the past 5 years, I have been working with First Nations and Métis Nations as a private Child Welfare Consultant assisting with setting up community-wide child safety plans, as well as assisting in planning for autonomy and independence through jurisdiction. Signs of Safety and Solution Focused Methods are a part of what I bring to my everyday work.

The staff here are SCFS, as well as the band communities, have been welcoming and helpful. I see many exciting initiatives under way that are being created through cooperation, relationships and strategic planning. Most importantly, we are all working towards fewer children in foster care and more opportunities for connection and relationships for the children that are in care.

We invite all communities to join us on the journey, to ask good questions and get involved in children's lives.

**"LOVE, BELONGING AND CONNECTION ARE THE UNIVERSAL SOURCES OF TRUE WELL BEING."**

I appreciate the opportunity to have been part of this team.

**Eva Coles • Interim Executive Director**

# ORGANIZATIONAL CHART



*The Agency wants to recognize all staff who have worked with us over the last year, including our previous Executive Director. Thank you for all your hard work!*

# 2017 – 2018 OVERVIEW

## REPORT & HIGHLIGHTS

In May 2017 the board worked towards achieving the 2017 – 2020 Strategic Plan:

- 1 Improve the Agency's profile in the Secwépemc Nation and achieve positive and productive community relationships.
- 2 Ensure the Agency's admin systems, infrastructure and staffing meets and exceeds Practice Standards and demonstrates service delivery excellence.
- 3 Enhance service delivery so that it is aligned with the Agency's mandate.
- 4 Promote culturally appropriate, child and family centred delivery of services.
- 5 Provide excellence in Agency governance and management.
- 6 Demonstrate leadership in First Nation Child Welfare Services.

The Board of Directors unveiled the draft strategic plan to the SCFSA Staff in April 2017.

In November 2017, the leadership team met to develop an operational plan in response to the board's 2017 – 2020 strategic plan.

The focus of the operational plan was to "wrap the work" around Secwépemc children and their families, by:

- Holding workshops on "Wrapping our Ways Around Them" and the "Secwépemc Laws";
- Gradually reconciling government-designed practice standards with Secwépemc needs and interests;
- Achieving a more integrated cultural practice across the agency; and,
- Moving SCFSA into a leadership position for the delivery of Aboriginal child welfare programs.

### Highlights

- Launch of our new website.
- The Transitions Coordinator **position was created to assist youth who were ageing out of care.**
- In line with the strategic plan, two **youth workers** were hired to engage youth and have their opinions heard.
- Signs of Safety was implemented in September 2017, and is currently being utilized by staff. This practice model is used in five other countries around the world with successful results. The staff are currently working on an evaluation tool to measure the results.



### Board of Directors from the seven communities

(April 1, 2017 – March 31, 2018)

- 1 **Simpcw**  
Carmen Hance, President  
Jules Philip, Director
- 2 **Bonaparte**  
Cara Basil, Secretary  
Delores Shintah, Director  
(April 2017 – February 2018)
- 3 **Skeetchestn**  
Marshall Gonzales, Director  
Charlotte Singh, Director
- 4 **Neskonlith**  
Suzy Christy, Vice-President  
Fay Ginther, Director
- 5 **Tk'emlups te Secwépemc**  
Eagle Casimir, Treasurer  
Sarah Candido, Director
- 6 **Whispering Pines/Clinton**  
Debbie Van De Mosselaer, Director
- 7 **Adams Lake**  
Norma Manuel, Director



## MISSION

Secwépemc Child and Family Services Agency protects the rights of children, ensures their safety, and maintains their connection to family, culture, and community.

## VISION

Secwépemc Child and Family Services Agency delivers a standard of care for children and their families that is rooted in cultural practice and that genuinely acknowledges the importance and role of families and communities. The Agency seeks to create an environment that is inclusive and safe.

## VALUES

Secwépemc Child and Family Services Agency honours the seven sacred laws in the delivery of its programs and services, including:

courage/bravery; wisdom; honesty; humility; truth; love; and respect.

# PRACTICE MODEL

Weyt-kp!

Ren skwest Shirley Selski and I am honored to work on the unceded traditional territory of the Tk'emlups te Secwépemc. My mother is Gladys Howe from Binscarth Manitoba and my father is Orië Swedberg from Langenburg Saskatchewan. I have worked at SCFS for 14 years but the position I now have at SCFS is the role of Signs of Safety Practice Lead. This brand new role is responsible for leading the implementation of Signs of Safety across all teams within the agency. My position began in January of 2018 and it has been a whirlwind of activity. Here is a brief overview of Signs of Safety.



Signs of Safety was developed twenty years ago in Western Australia by child protection workers who realized working successfully with Indigenous people required a more respectful assessment model, that was family friendly with simple language, and that provided a clear understanding of what the concerns are. Signs of Safety is now being practiced in 5 countries and is described as the world's best child protection risk assessment model. SCFS is very excited to be implementing this framework!

Some highlights so far include myself, Natasha Marshall and Lisa Brown attending a 5-day training in Alnwick, Northumberland England in April 2018. This was an amazing experience as we learned from our UK colleagues how they are implementing the framework and the difference it has made with families. Andrew Turnell, the co-founder of Signs of Safety led the training and was very passionate about how this approach allows for more family participation and includes the voices of the children. It was a wonderful experience and I am so grateful to the agency for providing this opportunity so our implementation is successful!

I was also able to attend another 5-day training in Burlington, Ontario in June 2018, where I studied the Signs of Safety tools and received a solid understanding of how the tools work and when to use them. This knowledge allowed me to return to the agency and begin coaching the protection teams and their team leaders on the various tools and how to use them. I most recently have begun working with the Guardianship team to demonstrate how Signs of Safety can help them in the work they do. It has been a very exciting time!

## Key Goals

- continually be available to teams for coaching and mentoring;
- offering "lunch and learns", where staff can come and learn more about various tools and ask questions they may have;
- work closely with our Wellness and Resource teams so everyone understands the model and the tools that will be helpful for their specific roles; and,
- delivering presentations to communities to begin informing them of our new practice and to highlight what they can expect from SCFS.

Looking into the future, I will continue to support the staff in practicing the model and will stay ahead of any changes to the model. I look forward to attending our communities we serve to offer presentations about the new model and how it will change our work with the families we currently serve.

## CULTURE & COMMUNITY

Weyt-kp, Lyle Thomas and Julianne Peters ren skwekwst, cultural workers for Secwépemc Child & Family Services Agency.

This past year has been very exciting, with various workshops held throughout the year. For the cultural program, we aim to bring people together during school in service days, spring break and for nightly workshops. These workshops have great meaning to the cultural program and show how important culture is for our youth, parents, caregivers and staff.

The workshops we hold include various teachings, some of which are pine needle or birch bark baskets, cedar rose, arrow head, moss bags, and birch tree tapping. Other seasonal programs include fishing, medicine gathering, and berry picking. Although these programs may not always produce fish, medicine or berries for everyone, the most important part of culture is that we are all together, laughing, sharing a meal, watching the children play and listening to stories being shared.

### Highlights

- Received criminal record checks for cultural workshop facilitators, past and present.
- Met with Rhona Bowe from the Secwépemc Health Caucus to do some cultural planning for the children in care.
- During Spring Break – March 19-23 – daily activities included: Fishing School with Ed Jensen, Secwépemc Song & Dance with Kamloops Aboriginal Friendship Society, baby baskets with Nicole Williams, cedar roses with Lydia Peter, and ended the week making baby blankets with Caregiver Robyn Shiels and Ribbon Skirts/Shirts with Ashley Williams.
- Held a workshop on Lahal & coil baskets.
- Sent 4 youth and a chaperone to Gathering Our Voices 2018 conference in Vancouver, BC.
- Drum-stick making workshop with the Family Service Team.

On top of programs and workshops, the cultural team is responsible for opening prayers, drumming, and singing for various events. Julianne attended meetings regarding cultural camp business planning, Transition Planning Circles for our youth in care, and also set-up a cultural presentation table for Minister Conroy's visit.

Lyle was fortunate enough to travel to Nisichwayasihk Cree Nation (Nelson House, Manitoba). He was able to learn about their culture, see their community, and participate in their culture camp. Being able to share with their youth about sockeye, our medicine of xsúsem (soap berries), learning from their Elders and people about culture and language was so important.

Lyle also travelled to the Gitxsan Nation, to be trained on how to run a camp, and learn about their culture and territory.



“Our family units were like a big circle, just the way we were treated as children – the mothers and fathers, the aunts and uncles, the grandparents, the cousins. We were all on the outside of that circle. In the middle was the little ones, and each one of them had the responsibility to help those little ones become part of the outer circle. And that builds the families really strong.”

— Dr. Mary Thomas  
Secwépemc Elder

## FAMILY SUPPORT SERVICES

Weyt-kp!

The Family Service team provides services to Aboriginal families within the seven (7) Secwépemc communities and those residing in the Kamloops urban setting. Services are offered to families following contact with SCFS's Intake team or when referred by an external child protection agency.

Our team is comprised of six (6) delegated caseworkers and one team leader. All six delegated workers are working towards serving families within the seven communities and in the Kamloops urban area.

Our service plan strives to emphasize the strengths of family and community with acknowledgment of valued culture and traditions. Implementation of the Signs of Safety risk assessment tool continues to ensure that children, parents and their communities are placed at the centre of planning, with family identifying those individuals who make up their support network and creating plans that ensure the safety of their children. This strength-based practice involves collaborative casework with the agency and community programs. The Family Service team draws on the expertise of specialized services and the natural networks of the families that they serve.

Transition planning for families from either Intake or in preparation for long-term Guardianship is essential to ensure consistent planning and achievable outcomes. Collaborative casework continues to be key in addressing the needs of families.

This past year has seen the agency provide Signs of Safety (SoS) training to staff and community partners in an effort to begin using this tool to better serve and support families and their communities. A Signs of Safety lead was also created to assist in training and supporting the use of SoS within the agency.

The year ahead will continue to see this practice incorporate the principles of Signs of Safety at every level.

We continue to focus on providing innovative and culturally appropriate services and work to strengthen our working relationships with families and their communities.

Kukwstsemc.



# INTAKE

The Intake team responds to child protection reports and requests for support services/community referrals for the seven communities that our Agency serves, as well for the urban Aboriginal population.

The Intake team has a team leader, screener and seven (7) intake case workers. The screener receives the child protection reports and completes the initial assessment in consultation with the team leader. The screener completes the intakes that do not include a child protection response, while the intake case workers complete intakes that require a child protection response as well as assess a family's need for support services. The screener is also responsible for maintaining statistics for the number and nature of calls received.

All members of the intake team are fully delegated according to child protection legislation and have completed all required training to ensure proficient use of the computer program used to document their work. The intake team meets weekly to reconnect and review/discuss any emerging concerns/questions about service provision. The intake team is provided with the opportunities to participate in training that will strengthen practice and many team members have taken advantage of these learning opportunities throughout the year.

Here is a list of the training/community events completed/participated in:

- Signs of Safety Training (Intake specific and around the implementation of the Framework)
- Leadership Training
- Domestic Violence Training
- Secwépemc Law Training
- Wrapping our Ways around Them
- Motivational Interviewing
- Forensic Interviewing
- Developmental Evaluation
- Culturally Restorative Practices
- Naloxone Training
- Partnership meetings with Kamloops Aboriginal Friendship Society and White Buffalo Indigenous Services
- Community BBQ's

The intake team has demonstrated that they are open and ready to embrace the Signs of Safety Framework as a way of working in a strength based, solution focused manner that will support stronger collaboration with families/community partners and provide better outcomes for children.

The intake team acts in a liaison role for *Communities and Schools Together* (CAST), a partnership initiative between the School District and community agencies, and for the *Big Bear Child & Youth Advocacy Centre steering committee*.

The Intake Team's goal for the next year would be to continue to focus on practicing in a manner that is grounded in the Agency's mission statement and strategic plan objectives, established by the Board of Directors. We believe that the Signs of Safety Framework, along with other upcoming initiatives will support us in doing so.



# GUARDIANSHIP



The Guardianship Team is responsible for the care, safety and well-being of children aged 0–19 who are in care under a permanent order. Our goal is to build strong connections between children and their families, culture, and community, with the ultimate goal of finding permanency. Permanency planning is completed with the input and support of family members, the child’s band, and any other people who play a significant role in the child’s life.

The guardianship team is comprised of a team leader, seven guardianship social workers, as well as one youth transition coordinator.

The guardianship worker aims to develop meaningful relationships with the children, as well as their families, caregivers, and communities. We work to ensure that the child’s emotional, physical, spiritual and mental needs are addressed through comprehensive planning, and monitored on an ongoing basis to ensure that we continue to support the children to the best of our ability.

There is also a focus on helping youth who are approaching their 19th birthday secure supports and skills needed to succeed in adulthood. Youth 19–25 who qualify can be set up with a worker on an Agreement with Young Adults (AYA), which can support them to access funding for post-secondary education.

This past year, our team has had the honor of celebrating a number of youth as they transition out of care and into the next part of their life. We hope to continue this practice, potentially creating a larger event that will facilitate a gathering for everyone involved in a youth’s life; next year we have 9 youth turning 19! We have also been privileged to be a part of some children finding their “Forever Home”, and celebrating adoptions in a personal and meaningful way.

Over the next year, the team is working to incorporate the Signs of Safety practice framework in to their everyday work with children, families, and community. By using tools such as words and pictures, family mappings, and the Safety House exercise, we are hoping to amplify children’s voices to ensure that the people around them are able to best hear the needs and wishes. Our relationship as individual staff members with the communities that we serve is invaluable, and there is an ongoing focus on respectful and thorough communication, in personal conversations, and participation in community events.

## RESOURCE & KINSHIP TEAM

**Greetings from the Resource Team. Our team consists of ten staff that together comprise approximately one hundred and twenty-two years of combined social work experience! Throughout the year we persevered through changes and transitions which is quite typical in child welfare. Despite all this we were able to support each other in our two program areas - resource and kinship.**

Training that was completed by our team this fiscal year included:

*Signs of Safety Model • Secwépmc Law • Wrapping our ways around them • Naloxone training • Parent Resources for Information, Development and Education (PRIDE) • Structured Analysis Family Evaluation (Safe) Home Study*

Resource social workers have many duties and responsibilities including compliance of twenty-two standards in supporting our foster parents. We actively recruit people to fulfil the role as surrogate families that we refer to as “foster parents” or “caregivers”. A new policy directive from Ministry of Children and Family Development that was implemented in March 2017 called “Resource Work Policy” has intensified the screening of potential foster parents. The new policy of the “Safe Home Study” includes the same preliminary checks, which is then approved to be moved into the next Safe Home Study assessment.

We have worked diligently to provide cultural workshops and educational opportunities for foster parents to gain more knowledge about Indigenous culture. These workshops were well attended by the caregivers and children in care. Some of the cultural workshops offered this fiscal year included:

*Medicine gathering • Ribbon skirt and ribbon shirt making • Baby cradle boards • Drum making • Basket making • Fishing*

We have an ongoing partnership with Interior Community Services to offer training opportunities for foster parents. Some of the workshops offered included:

- Pre-service training
- Naloxone Training
- Secondary Trauma – Dr. Linda O’Neil
- Safe Babies specialization training
- FASD – Myles Himmelreich: Success. Challenge. Reality. Possibility
- Building Bridges Through Understanding the Village – Kathi Camilleri
- Traditional Baby Swing Teachings as a Cultural Healing – Beverly and Frank Hope
- Adapting and Thriving – Dr. Vanessa Lapointe
- Sleep Clinic and our babies – Safe Babies group

### Highlights

- “Foster Parent Appreciation Dinner” on October 20th, 2017. We honored the caregivers in a special cultural ceremony for their thankless work they do every day in a “Sacred Hoop Ceremony”.
- Annual Christmas Hamper Drive, co-sponsored with the local BC Foster Parents Association, Ministry of Children and Families, Lii Michif Otipemisiwak, and Interior Community Services – Support to Foster Parent. Each group collected Christmas gifts and we prepared sixty hampers for youth on independent living.
- “Year-end Barbeque” to celebrate the end of the school year for our children and caregivers.

Our goal for the next fiscal year is to work on recruitment of new caregivers. Our list of foster parents continues to dwindle due to some that are retiring, some that move out of our region and others that choose not to continue to foster. Our ongoing goal is to find family placements for children in care, along with cultural orientation training, to help caregivers understand the importance of culture and to help keep children connected to their families and communities.

<b>TOTAL FOSTER HOMES</b>	<b>URBAN HOMES</b>	<b>48</b>
<b>115</b>	<b>FIRST NATIONS HOMES</b>	<b>23</b>
	<b>OUT OF CARE CAREGIVERS (children placed in family homes)</b>	<b>44</b>

## KINSHIP CONNECTIONS

The Kinship Connections program started in May 2014 in response to the high number of Indigenous children in care. The goal of the program is to find family for children in-care and create permanency plans, and to strengthen their connection to family, community, and culture. Permanency planning looks different for every child but focuses on the following four domains: legal permanence, physical permanence, relational permanence, and cultural permanence. We work collaboratively with all teams within the Agency (SCFSA) in creating permanency.

This past year, fourteen (14) children transitioned to out-of-care placements such as the Extended Family Program and Temporary Custody to Other options. There were also three (3) children who moved to permanent out-of-care placements which included one (1) adoption and two (2) permanent transfers of custody.

Our Family Finder developed over 23 genograms and found numerous family and community connections for children. While it is not always possible to find family care for children, we work hard to involve and support family members in children’s lives, so that the children know who they are and where they come from.

Unfortunately, we were unable to meet all our targets for the year. This was partially due to plans changing for children as well as meeting expectations set out by the Aboriginal exceptions committee. We believe that we will meet our targets for the next fiscal year as we have several children already placed in their forever homes awaiting legal permanence. There is no shortcut to permanency planning as we are always making sure that children’s best interests are the priority.

## WELLNESS TEAM

The wellness team is guided by our understanding of the intergenerational strength and resilience of the Indigenous people we serve. Over the last seven years, our team has grown and evolved at Secwépemc Child & Family Services, and now employs 11 team members. We provide family-centered, non-mandated services and support for children, youth, and their families through a number of programs, including the Aboriginal Infant Development and Aboriginal Supported Child Development (ASCD) Programs; Family Enrichment Work; and, Mental Wellness Services. The most exciting addition to our team this year is our ASCD Cultural Support Worker position, and that we received funding to enrich our mental health services with the addition of two mental health clinicians.

We are honoured to work with children and their families, either individually or in groups. All wellness team programs include a flexible and responsive outreach approach. Services are offered at home, daycare, school, community and agency settings. Mental Wellness clinicians and counsellors work to co-create comprehensive wellness plans, offering one-with-one counselling and therapy.

Our weekly playgroup for parents with children aged 0 to 6-years-old has grown in popularity, as it provides a wonderful opportunity for parents to come together and play with their children in a developmentally enriched environment. The Boys' Group, Girls' Group and Growing Minds' Group are play and activity-based. The facilitators actively participate, model, demonstrate and coach all activities, with a specific focus upon social, emotional and physical responses. Our team offers the Circle of Security Parenting Program for parents and caregivers, either individually or in groups. This program is successful because it is relationship-based and focusses upon the *attachment* between parents and children. Parents' learning in Circle of Security serves to enrich their relationship with their children, while providing opportunities to reflect on and share their experiences. We are enthusiastic about this training for parents, as we believe it promotes cultural safety in its reflection of Indigenous values and ways of knowing and being.

We are inspired by so much of what we have seen and experienced with children, youth, elders, families and colleagues at Secwépemc Child & Family Services. Our team members were fortunate to have participated in many training opportunities, and numerous cultural activities and ceremonies. Some of the more memorable experiences include a blanket ceremony for a young person heading off to university; a women's sweat lodge ceremony attended with a group of girls; and a team-building day at Sun Peaks. Our Wellness Counsellor was Chair of the Culturally Restorative Practices Committee formed this year. The objective of this committee is to ensure that cultural awareness, safety, competency, and practice underly all aspects of the work we do at



Secwépemc Child & Family Services. One of its most rewarding initiatives is the drum group that meets twice weekly. All staff are invited, and some members of the Wellness Team have embraced this cultural practice. Other team highlights include celebrating young children reaching developmental milestones in playgroup; a youth successfully returning to school; and a family re-connecting in a Family Cultural Gathering. A few of our team members attended the first annual Secwépemc Culture Camp, and it was inspiring to see the youth in their territory with their people, engaging in cultural activities.

In our efforts to be of service, a number of staff members participated in Circle of Security Facilitator Training this year. Other staff development included FASD training for our new mental health clinician and continued learning regarding the effects of Adverse Childhood Experiences (ACE's Study). Early Years staff completed Infant Mental Health certification; attended the Regional AIDP/ASCD In-Service, *Connecting Circles: Connecting children and families, connecting community and connecting to each other*; and attended the University of British Columbia Early Years Conference: *Strengthening Resilience in Today's World – Leading with Kindness and Understanding*. Wellness team members also engaged in Signs of Safety Protocol Training, and Tree of Life and Wrapping Our Ways Around Them workshops.

One of our key goals is to continue relationship-building and collaborative practice within this agency and within the seven Secwépemc communities we serve. We are very interested in collaborating with band leadership and community-based wellness teams, and strengthening the connections between communities and service organizations, e.g., healthcare, education, and other government and non-government agencies. We honour and respect the experience of the people we work with, and particularly as this experience pertains to individual, familial, communal, and cultural healing. We are dedicated to improving and adapting our services through community participation and consultation; and in support of this foundational goal, we will continue to learn and to make educational opportunities available to colleagues and community members.



One of our key goals is to continue relationship-building and collaborative practice within this agency and within the seven Secwépemc communities we serve.

# NEW SERVICES & PROGRAMS

## TRANSITION COORDINATOR

The Transition Coordinator position is a new position within the Agency that started in September 2017. Its purpose is to support youth ages 14 – 19 as they either leave care to return to family, or turn 19 – to ensure they have everything they need to be as successful as possible. Each youth's needs are as individual as they are, and this can include: identification, bank accounts, educational needs, disability supports, financial supports, and housing. Cultural identity is at the forefront of every meeting and woven throughout all planning.

The Transition Coordinator brings together a team of people with the help of the youth and their social worker and holds Transition Planning Circles (TPCs). Those invited include the youth's Band Representative and other significant people in their lives, including family and professionals. The idea is the closer the youth gets to 19, the more adult supports will be in place for the youth to ensure they have support when the Agency is no longer involved. TPCs allow the youth to see that they have a team of people who support them, know what services & programs are available to them, and ensure they can get as much as possible completed prior to leaving care.

The Transition Coordinator also organizes a Transition Ceremony for those entering adulthood, which includes anyone the youth would like to invite, members of their community, service providers, and the Agency. There is food and the youth is honoured with speeches and a blanket ceremony. Since January 2018 there have been 7 youth who have been honoured in this way. There are 10 more planned for 2018.

## AGREEMENTS WITH YOUNG ADULTS WORKER

Agreements with Young Adults (AYAs) are available for eligible youth who, on their 19th birthday, were either on a Continuing Custody Order (CCO), or on a Youth Agreement (YAG). Eligible young adults aged 19 – 27 must be enrolled in post-secondary educational program or a vocational training program or attending either a rehabilitation program or a recognized life skills program. There is also several other funding supports available for Indigenous youth and anyone wanting to pursue upgrading or post-secondary should contact the office.

## YOUTH WORKERS

In August 2017, two Youth Support Workers were added to the team. The purpose of the youth support workers is to deliver quality youth support services that focuses on the best interests and needs of Aboriginal youth in the Secwépemc Territory. Furthermore, our goals are to safeguard the youth's well-being, to develop safe environments for their growth and development, to enhance opportunities for youth to reach their full potential, and to assist youth in securing the supports they need to facilitate a healthy, successful transition into young adulthood.

During the year, the youth workers participated in the following training:

- Myles Himmelreich training on FASD
- Dr. Vanessa Lepoint When the Worry Monster Attack – helping children through anxiety
- Trauma Informed Practice Training
- ERASE Strategy Level 1A Enhanced Training: Preventing Bullying and Ensuring Safe and Caring School Communities with the school district
- Participated in hosting a table with the Transition Coordinator at a school resource fair.

## Highlights

This past year the youth workers:

- Supported nearly 40 SCFS youth in various activities, such as: assisting them in applying and attending post secondary education, creating resumes, and applying for jobs.
- Cultivated connections between youth, their families, communities, culture, and traditions.
- Provided crisis support, behaviour management, housing supports, and life skills for youth in care.
- In collaboration with the cultural worker sent three youth in care to Gathering Our Voices (GOV) in Richmond, BC in February.
- Went with youth to the Kamloops Aboriginal Friendship Society's Youth Leadership Conference both in January and March.
- Helped with a song writing workshop for Indigenous youth in care by famous performers Dani & Lizzy.
- Held a Children and Youth in Care Week BBQ Event.
- Nominated youth for the BC Youth in Care Week Awards. The awards included Superstar award, Artistic Award and Education/Athlete Award from the BC Federation of Youth in Care.

This next year the youth workers have moved under the direction of the Community Engagement team led by Natasha Marshall. A goal that will be further established this upcoming year is the Indigenous Youth Advisory Council. Preliminary planning of the council was started this past year and a collaborative meeting with a few youth, social workers, and community partners to collaborate was hosted in February. This upcoming year we are hoping to bring Vancouver Aboriginal Child and Family Services Society Youth Advisory Council down to SCFS to advise us on their practices. Under the new team the youth workers will continue to act as supports for our children and youth in care as well as continue to grow our community connections to further support our youth in various areas of their life.



## MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The financial statements of SECWEPEMC CHILD AND FAMILY SERVICES AGENCY have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. The financial statements include certain amounts based on management's estimates and judgements. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

The integrity and reliability of SECWEPEMC CHILD AND FAMILY SERVICES AGENCY's reporting systems are achieved through the use of formal policies and procedures, the careful selection of employees and an appropriate division of responsibilities. These systems are designed to provide reasonable assurance that the financial information is reliable and accurate.

The Board of Directors is responsible for ensuring that management fulfils its responsibility for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Board meets periodically with management and the members' auditors to review significant accounting, reporting and internal control matters. Following its review of the financial statements and discussions with the auditors, the Board approves the financial statements. The Board also considers, for review and approval by the members, the engagement or re-appointment of the external auditors.

The financial statements have been audited by Daley & Company CPA LLP in accordance with Canadian generally accepted auditing standards.



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Director



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Director



# DALEY & COMPANY LLP

Chartered Professional Accountants

900-235 1st Ave.  
Kamloops, BC V2C 3J4  
p. 250.374.5577  
f. 250.374.5573  
toll free. 1.877.374.5577  
email. admin@daleyllp.ca  
www.daleyllp.ca

Norman Daley, FCPA, FCA  
Paul Mumford, CPA, CA  
Michael Parker, CPA, CA  
Maureen McCurdy, CPA, CA  
Sandra Blair, CPA, CA  
Shawn Birkenhead, CPA, CA  
Kevin Cooper, CPA, CA  
Incorporated Professionals

## INDEPENDENT AUDITORS' REPORT

To the members, SECWEPEMC CHILD AND FAMILY SERVICES AGENCY

### *Report on the Financial Statements*

We have audited the accompanying financial statements of SECWEPEMC CHILD AND FAMILY SERVICES AGENCY, which comprise the statements of financial position as at March 31, 2018 and the statement of changes in net assets, the statement of operations and the statement of cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Society's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Opinion*

In our opinion, the financial statements present fairly, in all material respects, the financial position of SECWEPEMC CHILD AND FAMILY SERVICES AGENCY as at March 31, 2018 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Report on Other Legal and Regulatory Requirements*

As required by the Society Act (British Columbia), we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

### *Other Matters*

Our audit was conducted for the purpose of forming an opinion on the financial statements taken as a whole. The current year's supplementary information included in Schedules 1 to 16 is presented for the purposes of additional analysis and is not a required part of the financial statements. Such supplementary information has been subjected to the auditing procedures applied in the audit of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Chartered Professional Accountants

Kamloops, BC  
July 12, 2018

**SECWPEPMC CHILD AND FAMILY SERVICES AGENCY**  
**STATEMENT OF FINANCIAL POSITION**  
**March 31, 2018**

<b>ASSETS</b>	<b>2018</b>	<b>2017</b>
<b>CURRENT ASSETS:</b>		
Cash	\$ 3,152,603	\$ 2,759,302
Restricted cash (Note 4)	55,650	59,650
Accounts receivable	1,376,446	171,679
GST rebate receivable	13,953	11,462
Deposits	7,751	7,751
Prepaid expenses	65,486	56,154
	<u>4,671,889</u>	<u>3,065,998</u>
 PROPERTY AND EQUIPMENT (Note 5)	 <u>967,965</u>	 <u>970,190</u>
	<u>\$ 5,639,854</u>	<u>\$ 4,036,188</u>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES:</b>		
Accounts payable and accruals	\$ 1,240,482	\$ 766,984
Deferred revenue	12,000	12,000
	<u>1,252,482</u>	<u>778,984</u>
<b>COMMITMENTS AND CONTINGENCIES (Note 7)</b>		
<b>NET ASSETS</b>		
Invested in property and equipment	967,964	970,190
Internally restricted for trust accounts (Note 8)	55,650	59,650
Unrestricted	2,411,597	1,452,226
Externally restricted	952,161	775,138
	<u>4,387,372</u>	<u>3,257,204</u>
	<u>\$ 5,639,854</u>	<u>\$ 4,036,188</u>

APPROVED BY THE DIRECTORS:

  
 \_\_\_\_\_ Director

  
 \_\_\_\_\_ Director

**SECWPEMC CHILD AND FAMILY SERVICES AGENCY**  
**STATEMENT OF CHANGES IN NET ASSETS**  
Year ended March 31, 2018

	Unrestricted Fund	Internally Restricted For Trust Accounts	Externally Restricted	Invested in Property and Equipment	Total 2018	Total 2017
BALANCE, beginning of year	\$ 1,452,226	\$ 59,650	\$ 775,138	\$ 970,190	<b>\$ 3,257,204</b>	\$ 2,116,529
EXCESS OF REVENUES OVER EXPENSES	917,724	-	212,444	-	<b>1,130,168</b>	1,140,675
TRANSFERS:						
Amortization	75,588	-	-	(75,588)	-	-
Purchase of property and equipment	(37,941)	-	(35,421)	73,362	-	-
Transfers from trust accounts	4,000	(4,000)	-	-	-	-
<b>BALANCE, end of year</b>	<b>\$ 2,411,597</b>	<b>\$ 55,650</b>	<b>\$ 952,161</b>	<b>\$ 967,964</b>	<b>\$ 4,387,372</b>	<b>\$ 3,257,204</b>

See accompanying notes to financial statements.

**SECWEPEMC CHILD AND FAMILY SERVICES AGENCY**  
**STATEMENT OF OPERATIONS**  
Year ended March 31, 2018

	Budget (unaudited)	2018	2017
<b>REVENUES:</b>			
Indigenous and Northern Affairs Canada	\$ 3,093,240	\$ 4,721,165	\$ 2,848,262
Prior year reimbursement (recovery)	-	(63,060)	(67,904)
Ministry of Children and Family Development	7,239,144	8,305,319	6,513,736
Prior year reimbursement (recovery)	-	-	(15,400)
Government of Canada Children's Special Allowance - INAC	-	293,927	279,254
Government of Canada Children's Special Allowance - MCFD	552,000	748,421	596,679
Aboriginal Skills Employment and Training Services	6,268	4,492	-
Interior Metis Child and Family	88,000	44,000	88,000
First Peoples' Cultural Council	12,000	12,000	12,000
Gain on the disposal of equipment	-	57,782	-
Interest	8,760	19,539	7,615
Wages and Administration Recoveries	-	319,820	357,796
Other	240,000	31,110	8,000
	<u>11,239,412</u>	<u>14,494,515</u>	<u>10,628,038</u>
<b>EXPENSES:</b>			
Administration	11,659	140,651	116,013
Advertising	8,000	497	704
Amortization	-	75,588	80,423
Community relations	27,834	49,996	3,334
Computer support	47,584	54,524	14,847
Contractual services	37,752	58,971	39,667
Equipment and facility rental	160,272	193,996	185,993
Fees for service	60,000	34,880	39,556
Insurance	17,100	20,197	17,242
Meetings	75,400	37,787	34,004
Office and miscellaneous	294,263	237,920	82,129
Professional development	88,500	136,277	29,252
Program expenses	5,737,605	7,732,696	5,154,079
Repairs and maintenance	213,571	66,511	52,793
Telephone and internet	56,196	62,376	61,680
Travel	61,063	87,437	47,343
Trust accounts	-	4,000	-
Vehicle	59,947	92,676	55,382
Wages and benefits	4,274,879	4,277,367	3,472,922
	<u>11,231,625</u>	<u>13,364,347</u>	<u>9,487,363</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ 7,787</b>	<b>\$ 1,130,168</b>	<b>\$ 1,140,675</b>

**SECWEPEMC CHILD AND FAMILY SERVICES AGENCY**  
**STATEMENT OF CASH FLOWS**  
Year ended March 31, 2018

	2018	2017
<b>OPERATING ACTIVITIES:</b>		
Excess of revenues over expenses (Note 10)	<b>1,130,168</b>	\$ 1,140,675
Adjustment for capital transactions included in operations:		
Amortization of property and equipment	<b>75,588</b>	80,423
(Increase) decrease in:		
Accounts receivable	<b>(1,204,768)</b>	195,684
GST rebate receivable	<b>(2,491)</b>	(2,530)
Prepaid expenses	<b>(9,332)</b>	(26,517)
Deposits	-	2,249
Increase (decrease) in:		
Accounts payable and accruals	<b>473,498</b>	(40,231)
Payroll remittances payable	-	(27,348)
Deferred revenue	-	3,000
Cash from operations	<b><u>462,663</u></b>	<u>1,325,405</u>
<b>INVESTING ACTIVITIES:</b>		
Purchase of property and equipment	<b>(73,362)</b>	(14,436)
Transfer from trust accounts	<b>4,000</b>	-
Cash used in investing activities	<b><u>(69,362)</u></b>	<u>(14,436)</u>
<b>INCREASE IN CASH</b>	<b>393,301</b>	1,310,969
CASH, beginning of year	<b><u>2,759,302</u></b>	<u>1,448,333</u>
CASH, end of year	<b><u>\$ 3,152,603</u></b>	<u>\$ 2,759,302</u>



Main Office: 300 Chilcotin Rd. | Kamloops, B.C. V2H 1G3



250.314.9669



/secwepemcfamilies



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