

Our Mission Statement

Secwépemc Child and Family Services collaborates and advocates for the well-being and cultural continuity and connection of children to their families and communities by honouring the legacy of our Secwépemc ancestors and our Secwépemc Nation.

Our Vision Statement

Secwépemc Child and Family Services works in collaboration with Secwépemc communities to deliver family services that strengthen the family unit and uphold Secwépemc laws and are guided by Secwépemc values.



Our Guiding Values

Respect: We believe that respect is earned and is demonstrated by having an open mind, listening generously and being calm and supportive in our interactions with one another and the Secwépemc people we serve. Respect is honouring our relationships through acceptance, genuineness, and authenticity. It is Yecweminte, "for everything in life."

Courage: We are courageous in allowing ourselves and others to be vulnerable in order to grow and pursue positive change. We act courageously as advocates on behalf of Secwépemc children and families to assist them in overcoming obstacles and promoting their well-being and the well-being of future generations.

Honesty: We are passionate and speak from the heart, being true to our spirit and accepting who we are. We are transparent and accountable and will engage in difficult conversations to advance our purpose and values in a consistent fashion.

Love: We act out of love for the people we serve by conducting ourselves in a caring and empathetic manner. We show love through our teachings and spiritual practices, and through generosity and kindness recognizing we are all emotional beings.

Humility: We believe in practicing humility, knowing that Secwépemc traditional values have taught us that everyone is equal and to be valued. We recognize and give credit for the good work of others, apologize when we err and keep the legacy of our children at the forefront of our work.

Wisdom: We gain wisdom from our Secwépemc stories; to stay grounded in our culture and acknowledge that everyone has a gift to share. We understand and accept our strengths and weaknesses, know what we have to share and always pursue what is in the best interest of our people.

Truth: Our truth is based on the Creator's teachings; it is grounded in our Secwépemc laws. We are truthful with ourselves serve by following our laws and supporting our truth with factual information and real events.

Table of Contents

Member Nations	Ь
Executive Summery	8
Board of Directors	10
Organizational Chart	11
Dr. Cindy Blackstock Award	12
Cultural Integration	14
Community Engagement	16
Stet'ex7ém Advisory Council	19
Family Preservation	20
Mental Health Team	24
Early Years Team	28
Family Support Team	30
Resource	32
Kinship	34
Human Resources & Communications	36
Financial Statements	38





Member Nations















Cstélen (Adams Lake)

Kúkpi7 Lynn Kenoras-Duck Chief PO Box 588, Hillcrest Road Chase, BC VOE 1M0 Phone: 250.679.8841

Simpcw

Kúkpi7 Shelly Loring PO Box 220 Barriere, BC VOE 1E0 Phone: 250.672-9995

Tk'emlúps te Secwépemc

Kúkpi7 Rosanne Casimir #200–330 Chief Alex Thomas Way Kamloops, BC V2H1H1 Phone: 250.828.9700

Pellt'iq't (Whispering Pines/Clinton)

Kúkpi7 Edward LeBourdais 615 Whispering Pines Drive Kamloops, BC V2B 8S4 Phone: 250.579.5772

St'uxwtews (Bonaparte)

Kúkpi7 Frank Antoine 2689A Sage Hill Rd, Hwy 97 N Cache Creek, BC VOK 1H0 Phone: 250.457.9624

Skeetchestn

Kúkpi7 Darrel Draney 330 Main Drive Savona, BC VOK 2JO Phone: 250.373.2493

Sk'atsin (Neskonlith)

Kúkpi7 Judy Wilson PO Box 318 Chase, BC VOE 1M0 Phone: 250.679.3295









SCFSA acknowledges, with deep respect and gratitude, that our work takes place on the traditional, ancestral, and unceded territory of the Secwépemc speaking Peoples. We recognize the past, present, and future generations of the Secwépemc Peoples who help us as stewards of this land, as well as honour and celebrate this place. We honor our connection to this land and the teaching and healing that it offers.

Executive Summary

First of all, we want to acknowledge your resilience, strength and support that has been a constant over this past year of the discoveries. You have our deepest condolences, and continued love and support. We are on the journey together and will continue to support you personally and in your communities.



Looking over the past year there has been amazing progress and significant headway in supporting and growing services as led by our seven member communities and away-from-home community members.

We have been incredibly fortunate to have a number of new staff members join the Agency, helping to strengthen our service delivery by contributing their skills and experience.

Our Human Resources team prioritizes the recruitment of Secwépemc Nation members as well as recruiting for candidates who demonstrate an understanding and appreciation of our Secwépemc service delivery model and approach to child well-being.

As we continue to move forward in the creation of the Secwépemc framework of practice, we strive to ensure our services reflect and are grounded in Secwépemc culture and guide the Agency's practice.

As culture and language come to the forefront in every aspect of service delivery, our Cultural Integration Team continues its work in offering bi-annual Secwépemc 101 orientation, and weekly Secwepémcstín language lessons.

Additional Wellness support has been added, including two more mental health clinicians to assist our member communities. Our team has also been readily available to support our communities and families through the ongoing challenges of this last year.

In efforts to better serve our children and families, the Kinship Team was formed to help support and create permanency and meaningful connections for children and youth, and to ensure family is always our first option for care and support.

Our Youth Intensive Support program, located on the North Shore, is youth friendly, close to other services and is easily accessed by our youth. This new central urban location is meant to reduce barriers for youth accessing services.

The Early Years program support services to families with infants, toddlers and younger children is able to offer speech and language, amongst a variety of services. They have offered amazing outreach services and supports to families living in community and those living urban.

Signs of Safety is fully implemented in all aspects of the Agency and supports family- and community-lead decision making. We are proud to say that SCFSA created our own care-plan tool that is rooted in Signs of Safety and creates care plans that are culturally safe. The Ministry for Children and Family Development (MCFD) has granted SCFSA an exemption to following its practice standards in support of this care plan that was developed in collaboration with our 7 member communities.

We are very excited to support and bear witness to the continued efforts being made by the Simpcw First Nation in the creation and negotiation of their Tcwesétmentem agreement. This will ensure their community members are served without uprooting children from their home, culture and community.

Construction of our new SCFSA building began in 2021 and is fully funded by Indigenous Services Canada. Thanks to the tireless efforts of Dr. Cindy Blackstock and the First Nations Caring Society, another Canadian Human Rights Tribunal (CHRT) order was passed, ordering Canada to provide funding to support capital projects to communities and/or organizations that house child and family services, and to improve service delivery. We look forward to offering our services from this new building in the Fall of 2022. We also want to extend our deep gratitude to Tk'emlúps te Secwépemc for their support in making this building a reality.

We are honoured to have a relationship of reciprocity with our seven Secwépemc bands and are well aware that our greatest success lies in that relationship and the guidance of the communities we serve. This has been evident over the past year and has supported the development of unique and valuable prevention services in each community to meet the specific needs of the families we all serve.

As we reflect on this past year, we have been honoured to continue to walk with our member communities on this journey, providing compassionate services that support the strength and resilience within our communities for generations to come.





Secwépemc Child and Family Services Board of Directors 2021/2022

Carmen Hance

President, Simpow

Councillor Marshall Gonzales

Vice-President, Skeetchestn

Councillor Brandy Chelsea

Secretary, Cstélen (Adams Lake)

Councillor Fay Ginther

Treasurer, Neskonlith (Sk'atsin)

Councillor Matthew Lewis

Director, Pelltiq't (Whispering Pines/Clinton)

Councillor Morning-Star Peters

Director, Tk'emlúps te Secwépemc

Angie Thorne

Director, St'uxwtews (Bonaparte)

Councillor Alison Green

Director, Simpow

Councillor Aubin McTaggart

Director, Skeetchestn

Vacant

Director, Cstélen (Adams Lake)

Carol August

Director, Neskonlith (Sk'atsin)

Orla LeBourdais

Director, Pelltiq't (Whispering Pines/Clinton)

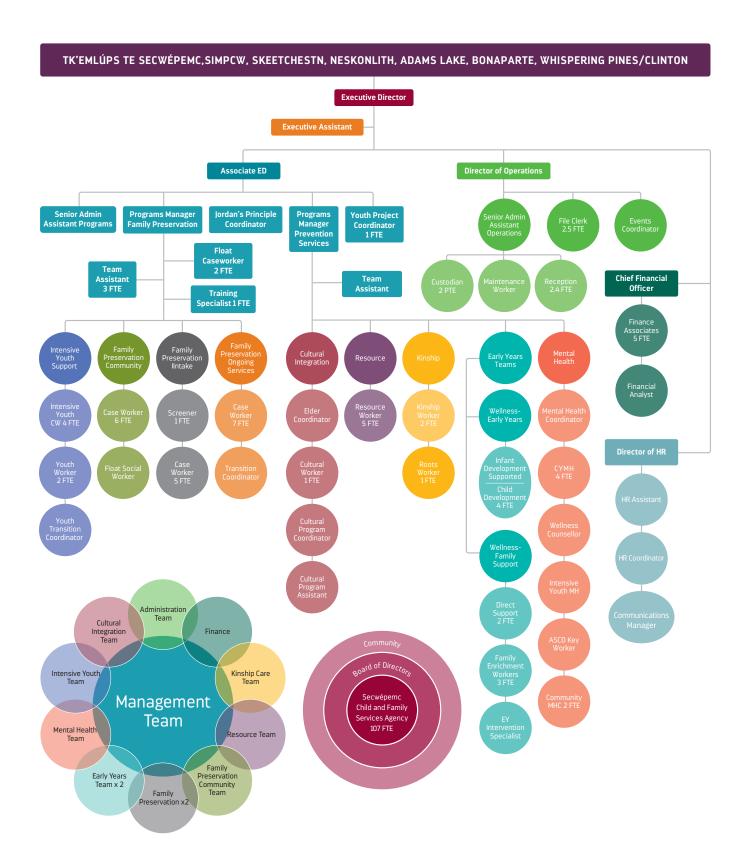
Councillor Dave Manuel

Director, Tk'emlúps te Secwépemc

Vacant

Director, St'uxwtews (Bonaparte)

Fiscal Year 2021/22 Organizational Chart



Dr. Cindy Blackstock Award

Here's what Executive Director Yvonne Hare said about Cindy in her nomination:

"I would like to nominate Cindy Carusi for the Dr. Cindy
Blackstock Award for the exemplary leadership she has shown as
Finance Manager. Cindy has had an enormous yet quiet impact in
her role by leading our amazing Finance department for more than 15
years. She exemplifies the Cindy Blackstock Award in her outstanding
contribution to the children and families whom SCFSA serves and she
shows it in her commitment every day how she models Cindy Blackstock in her
vision of improving the conditions for Indigenous children, families, and their



In her service to the children, families, and communities we serve, Cindy never hesitates to go over and above to ensure we have funding available to meet their needs and more. She founded our annual Funscript Award for families, reducing the stress that our low-income families have in trying to give their children something extra like a bicycle. She spends time ensuring that all of our Christmas hampers for families are done every year so that no one goes without. I always notice that she joins in community and agency events, and she actively helps out participants and represents SCFSA in the most meaningful ways.

Cindy Carusi is undoubtedly one of our greatest unsung heroes and she deserves to be recognized for her countless sacrifices, generous spirit, gentle heart, and last but far from least, the incredible impact she has had over the years in improving the lives of the children, families, and communities we serve.

To you, Cindy, I admire you so deeply and am honoured to be on this incredible journey with you!"



Here's what Cindy Carusi herself had to say about the honour:

"It is an absolute honour to receive this award. Kukwstsétsemc, Yvonne, for the nomination. It feels amazing to give back to our communities and I will continue to dedicate my energy to offer the best service to our children, families, and communities. The employees at Secwépemc Child and Family Services are dedicated and hardworking and I am proud to be part of the team.

Dr. Cindy Blackstock, my hero, has been described as a relentless moral voice for the inequitable provision of child and family services to First Nations. Dr. Blackstock's efforts secured millions of dollars of funding by speaking out against the systemic inequalities of services provided to our children and families and holding the federal government accountable through the legal system. In 2016, the Canadian Human Rights Tribunal ordered the federal government to immediately end discriminatory practices and support First Nations children equally.

The federal government was ordered to increase funding for child and family services and the work of advocating for equality continues. There have been many changes to funding at SCFSA, which have allowed for the development of additional programs and support. Because of the work of Dr. Blackstock our agency now has the funding to work in collaboration with the communities and families we serve to ensure the services are culturally appropriate and community driven, create Prevention programs to provide the much-needed support to families to keep children at home or at least in their communities, and provide equality in salaries and benefits. I am honoured to have been able to contribute to these initiatives."



Cultural Integration

This past year has been exciting as the team started to come back together and work in person. We also had our second TRU practicum student join the team, too – Perry Erickson, from Bella Coola. For Perry the most important things he learned while he was with us was about how he identifies and where his connections come from.

The Cultural Integration Team was able to provide Secwépemc 101 training for our staff once again this year, a program that allows the team to share where we are from and what we have been taught while taking staff out on the land.

As we do every year, we work together to bring awareness for the murdered and missing Indigenous women and girls (MMIWG) on May 5 by hanging red dresses, both in and around our offices. We also work to bring awareness for the Le Estcwicwéy (the Missing) with orange teddy bears, as seen on our fence at Main and the smaller pins you may see others wear. We have also placed 215 lights for the children at the former Kamloops Indian Residential School.

Team Leader / Lyle Thomas







What's working well

- Activities for our youth, staff, and families on Pro-D days/in-service days, including Spring Break. Some of this year's activities included fishing and hiking, and facilitators were also brought in to teach flint knapping, cooper art and cedar-bark projects.
- Elders' activities with SCFSA staff, which this year featured day trips to the land to pick various medicines and berries.
- Secwépemctsin language training for the Agency, which helps staff to learn how to introduce themselves in Secwépemctsin, how to count, the names of the months, colours, and family members.
- Christmas party for our youth. The Agency was able to give gifts to 187 youth during this annual event.
- Elders have used their increased technology know-how to support our youth, families, and staff through various online meetings, interviews, and workshops.
- Coffee with an Elder weekly online meetings, which allows staff to interact with our elders, who share stories, answer questions and sometimes even bake traditional Secwépemc treats.
- The elkstwécw program, which is a community driven program, allowing families to gather to share a meal, craft, sew or play lahal. This program is in community every Tuesday and Thursday, and every second and fourth Wednesday it is urban night. This is a night for everyone who isn't attached to one of the seven communities, allowing caregivers and youth to attend a night together to learn about the Secwépemc culture.



What we are worried about

 Difficulties hosting regular programming, like our summer Culture Camps for youth, and in-person meetings with elders due to COVID-19 restrictions. These should ease as the year progresses and restrictions ease.

What needs to happen

- As gathering restrictions lift and we move into our new building, much of the regular in-person programming and elder interactions will resume as before. This includes an elder in residence three days a week in the new SCFSA building.
- The Cultural Integration Team is planning for the first Winter Gathering Powwow since the pandemic in January 2023.
- Powwow Night will also be offered as part of the elkstwécw program, allowing everyone to gather, to learn how to dance, drum, sing, and how to make regalia.

Community Engagement

IORDAN'S PRINCIPLE

Jordan's Principle Coordinator Erin Chillihitzia has been on board for nearly a year, and has worked through COVID-19 protocols to virtually reach out to several communities to promote awareness of Jordan's Principle.

Erin is from the St'latlimc and Secwépemc Nation. She has lived knowledge of the legacy of the Indian Residential School system and the intergenerational impacts it may have with families with which we work. Erin approaches each family in a curious and humbling way to make sure discussions around the substative equity principles are done in a safe and respectful way.

According to Jordan's Principle, all First Nations children, on and off reserve, and Indigenous children ordinarily living on reserve, must be provided with publicly funded benefits, supports, programs, goods and services in a manner and according to a standard that meets their particular needs and circumstances, on a substantively equal basis with non-First Nations children.

When COVID-19 protocols allowed, Erin attended community events in person to promote awareness of her roles within Kamloops territory, and she has been in regular contact with several teams at Interior Health and Royal Inland Hospital, as well as School District 73 Aboriginal support workers to ensure all families who potentially need Jordan's Principle assistance are reached.

In a short time Erin has completed two Jordan's Principle applications, and mitigated one application back to the local school district to provide services so the application process was closed due to the need being fullfilled.







We have maintained a consistent and familiar presence in all of our communities, including responding to requests from communities to provide skilled support for members during events in the aftermath of the '215' discovery at TteS.

Adams Lake Indian Band "Walking Our Spirits Home" | June 11, 12, 13

More than 15 Agency staff assisted with registration, set up and take down, and meal distribution as well as shuttle transportation. Tobacco ties and gift bags were presented to all survivors attending the event, which SCFSA also supported with wellness support.

Neskonlith Summer Solstice/Girls Group Event | June 20

We provided tobacco ties and meals to the Neskonlith Firekeepers as well as gifts to the Girls Group. Agency staff also attended the teepee raising and provided wellness support.

Bonaparte "Bringing Our Spirits Home" | June 20 and 21

SCFSA provided transportation and staff participated in Bonaparte's two-day canoe journey from LaFarge to Pioneer Park. SCFSA also provided wellness support during the community lunch, which the Agency also provided. Tobacco ties were also provided.

TteS "215" Recovery Announcement

Agency staff attended the Sacred Fire and Survivors Healing Circle in the wake of the "215" discovery to provide support, which included wellness support. Lights were provided by SCFSA and set up by Lyle Thomas and his family in memory of the "215". SCFSA also helped provide meals to the Fire Keepers and staff assisted with manning the TteS switchboard.

TteS Wildfire Evacuee Support

Staff worked in the kitchen and arbour to provide lunch and helped with distribution of air purifiers for TteS elders.

Simpcw Jurisdiction Gatherings

SCFSA staff participated in these historic events and continue to attend and support Simpcw with these jurisdiction gatherings. The resulting document is a fully executed, historic agreement between the Ministry of Children and Family Development and Simpcw First Nation, which all Delegated Aboriginal Agencies must now follow.

Secwépemc Landmarks Trailhead Post Workshop

SCFSA was invited by Adams Lake Indian Band in January 2022 to share in the Secwépemc Landmarks Trailhead Post Workshop. This project will offer Secwépemc children, youth and their families an opportunity to stay connected to their culture, language, and communities as well as encouraging personal development.

The purpose of the Secwépemc Landmarks project is, in the spirit of reconciliation, to create awareness of Secwépemc presence in Secwepemcúl ecw through a series of landmark sculptures. These landmarks were designed with the guidance of the Pespeséllkwe Elders Advisory Committee, and by a team of Secwépemc and settler sculpture artists. They are situated at key, highly visited areas, and have viewing

portals that identify Secwépemc place names, culture and stories throughout the Shuswap Lakes region.

Food Infrastructure Grant

SCFSA applied and was successful in receiving a Local Food and Infrastructure Grant through Agriculture and Agri-Food Canada.

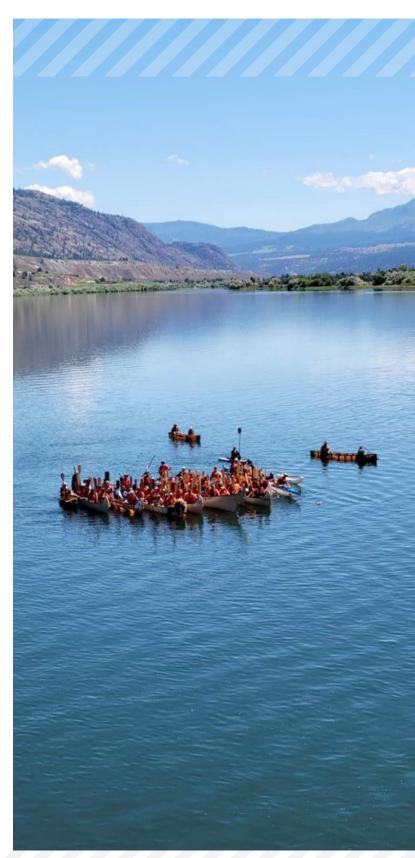
The grant's purpose is to help prevent hunger through investments in infrastructure needs, addressing food insecurities and increasing accessibility to healthy, nutritious, and ideally local foods within our seven communities. Items purchased through the grant will support canning, storage and preservation of traditional foods and medicines.

Each of the seven communities will receive: two upright deep freezers, two large 25-litre canners, two burner Camp Chef stoves, two Bradley smokers and an ice machine. The Cultural Engagement team has started to deliver to each community and is hoping to finish by the end of Summer 2022.

Band Protocol Revision

Work began in January 2022 to engage member bands in the development of band/SCFSA protocols, with our partner communities taking the lead and with SCFSA at the table to develop documents that speak to the unique strengths and values of that Band and acknowledges the importance of Secwépemc culture and traditions in the lives of community members. All protocols are now in various draft stages and we hope for signatory ceremonies and celebrations in Fall 2022.

SCFSA applied and was successful in receiving a Local Food and Infrastructure Grant through Agriculture and Agri-Food Canada.



Steťex7ém Advisory Council

Our Stet'ex7ém act in an advisory capacity to provide guidance and encourage all Agency staff towards a more meaningful and culturally knowledgeable approach to our work with the children, families, and communities we serve in the Secwépemc Territory.

They focus on creating a positive, safe, and respectful environment that is grounded in cultural values, protocols, traditional ceremonies, and genealogies. They work hard to promote and provide advice to SCFSA staff in the area of their personal knowledge, strength and experience.

Our Elders Council:

Ronnie Jules (Adams Lake/Cstálen)

Iris Jules (Nlaka'pamux & Adams Lake/Cstálen)

Louisa Celesta (Simpcw/North Thompson/Chu Chua)

Eddie Celesta (Simpcw/North Thompson/Chu Chua)

Joyce Manuel (Neskonlith/Sk'atsin)

Janet Deneault (Skeetchestn/Skitsesten)

Della Fellhauer (Whispering Pines/Clinton/Pellt'iq't)

Diane Sandy (Bonaparte/St'uxwtews)

Colleen Seymour (T'kemlups te Secwépemc)



Family Preservation

KAYLEE PHILLIPS, PROGRAM MANAGER:

As the Family Preservation program manager, the areas that I support and oversee are our four Family Preservation Teams, and Signs of Safety Integration. The four family preservation teams include Community Family Preservation Team, Intensive Youth Support Team, and Intake Family Preservation, and the Ongoing Services Team.

We experienced tremendous growth, change, and development over the course of the last fiscal year. I continue to inform practice, process, and implement change in a way that I hope has and will lead to greater effectiveness and efficiency within our service delivery system. The following reflects the efforts, accomplishments, and functions of the teams that I have the privilege of working alongside of.

SIGNS OF SAFETY INTEGRATION

Signs of Safety is a leading practice approach that was adopted by SCFSA to promote strength-based, solutionfocused, and family-led casework. The underpinning value of this approach is that children, youth, families, and communities have existing strengths and the ability to create safety. Our job is to empower families, children, and youth to recognize the strengths that are inherent to them to resolve the present safety issue. This approach allows the family to be experts of their own lives, and masters of their own challenges. Through Signs of Safety mapping, we create plans with the family instead of for them that are realistic, time specific, and promote meaningful change to ensure that the family unit remains intact, and that the children and youth who reside within that family are free to experience life without worries about their own safety.



Signs of Safety Integration is the professional responsibility of all staff within our agency as it is our adopted approach to practice. However, we are fortunate to have the integration of the approach be largely supported by our Training Specialist, Shirley Selski. Shirley has been with the agency for 18 years and has had a variety of roles within the organization. Shirley promotes, guides, mentors, and educates our staff in the ongoing integration of Signs of Safety, with a primary focus on family preservation functions.

The following are the different endeavours that our staff undertook to promote the strengthening of **Signs of Safety** practice within the organization:

- 2-year Family Preservation leadership training for 12 staff within Family Preservation
- Consistent Signs of Safety Group Supervision and Appreciative Inquiry Practice
- Signs of Safety Care Planning Exception Implementation beginning in December 2021
- The practice of Signs of Safety mapping around organizational decision-making
- The use of Signs of Safety to strengthen our performance management and performance development discussions

One important **Signs of Safety** accomplishment noted above was the Care Plan Exception that we gained from the MCFD. Our agency was successful in the creation of a Care Plan tool that is rooted in **Signs of Safety**, reflects our mission, vision and values, and accounts for changes in child welfare service delivery that are inspired by new Federal Legislation. We implemented this tool in December 2021. The agency has moved dramatically in compliance for the completion of care plans and were most recently at 80 per cent completion in March 2022. We look forward to further exceptions to the provincial framework created by MCFD and are presently working on an exception to two Structured Decision-Making tools to gain better consistency with **Signs of Safety** practice.

URBAN FAMILY PRESERVATION TEAMS: Ongoing Services Team and the Intake Services Team

There are two Urban Family Preservation teams, and they are led by Team Leads Leanna MacKenzie and Nicole Hale. Nicole Hale is the Team Leader responsible for the Intake Services Team, and Leanna Mackenzie is responsible for the Ongoing Services Team. The past fiscal year these two teams went from specialized to generalized practice, with the goal of creating service continuity for our children, families, and youth. After endeavouring the restructuring, our agency underwent a review process where it was determined that this change did not enhance service delivery for our children, families, youth and communities and created difficult practice conditions for our Family Preservation Workers. As an agency we decided to return to the previous structure of Intake Services and an Ongoing Services team.

Nicole and Leanna's teams oversee protection, support, and guardianship services to our urban Indigenous population within the Kamloops service region. The primary objectives of these teams are to ensure child safety while promoting overall family wellness. They investigate, assess, case-manage, advocate, educate, provide support, and collaborate with children, families, youth and communities to achieve this objective.

The Intake Services Team is comprised of Nicole Hale (Team Leader), an Intake Screener, six Intake Family Preservation Workers, a Float Family Preservation Worker, and a Case Assistant. Over the course of this fiscal year, this team experienced vacancies that resulted in increased workload. Even though they were low staffed, they demonstrated perseverance, resilience, and talent -- all to the benefit of exceptional service delivery in the face of adversity. Our Intake Services Team is effective, efficient, and grounds their work in the principles of prevention. As a result of their efficiency, they can support our other Family Preservation teams when they are having difficulty in managing vacancies. The plans that they establish with the children, families, youth and communities they work alongside are family-led, innovative, creative, and result in lasting change.

The Ongoing Services Team is comprised of Leanna Mackenzie (Team Leader), eight Family Preservation Workers, a Transition Planning Coordinator, and a Case Assistant. Our agency is grateful for the Family Preservation workers whom we have been able to recruit and retain. They are all skilled, intelligent, committed, and passionate in their pursuit of supporting our service population in achieving their full potential. The Family Preservation teams use both Structured Decision-Making tools and the Signs of Safety Framework to inform their clinical judgement and optimize on the strengths of the children, youth, families, and communities that we serve. The Ongoing Services Team also struggled with managing vacancies and experiencing the challenges that come with low staffing. Despite the increased workload they were able to create plans for 22 children and youth in care to return to their families. We are incredibly proud of this team's dedication to the principle that children and vouth belong with their families, and their focus on ensuring that this is possible.

Community Family Preservation Team

Our Community Family Preservation Team is in its second year of operation and has contributed greatly to strengthened relationship and practice within our seven member nations. This team provides child safety and family enhancement services to our seven communities primarily. The seven communities are Simpcw First Nation, Bonaparte, Whispering Pines, Tk'emlúps te Secwépemc, Skeetchestn, Adams Lake, and Neskonlith. The purpose of this team is to create service continuity within community. There is a Team Leader, Jen Kimble,

and seven Family Preservation workers who make up this team and six have community assignment. There is a Family Preservation float who is assigned to support coverage and staff shortages to prevent multiple workers within communities providing differing practice to children, families, and communities.

Despite a pandemic, and all the challenges that our communities encountered over the course of the year, the relationships and service delivery model that was built through the development of this team has created strength in how we partner with our communities to build capacity and enhance the strengths of families within community. There is a heavy focus on prevention and how we can partner to ensure that children, families, and youth do not require protective services to meet the safety needs of their children.

This team strives to provide service that is consistent with each community's individual values for children, families, and youth. They work in collaboration with Band Representatives to ensure that they are upholding our agency's mission, vision, and values while adhering to the community's expectations for how child-welfare services should look to be deemed successful in the lives of their community members. This team is committed to ongoing learning as it relates to community standards, values, beliefs, and expectations. We are looking forward to a future where our processes are rooted entirely in the values of our communities and our partnership can flourish further in "Indigenizing" child-welfare practice.



Some important successes to report on that reflect the type of service our agency wants to promote within our seven communities are the following:

- 13 children and youth were returned to family and are no longer in SCFSA care
- 3 removals were completed amongst our seven communities in the fiscal year. Two of three were a result of gaps in legislation that required a removal to support a preferred out-of-care arrangement. One removal was conducted by another Child and Family Services Agency, and we were able to return in two weeks with a plan for safety.
- Situations where a child or youth could not remain safely in the home resulted in a family and community plan that was successful, reducing instances where a removal may be necessary.
- The majority of children and youth who remain in SCFSA care and who belong to our 7 member nations reside with family or reside with community members.

Intensive Youth Support Team

Another team that is in its second year of operations is the Intensive Youth Support Team. This team was the vision of Team Leader Jesse Adamson. Through her work with SCFSA, Jesse recognized that our youth were experiencing high volumes of bad outcomes and that there needed to be a change in how we dealt with them. There were a disproportionate number of youths who were experiencing drug addiction, gang involvement,

sexual exploitation, mental health difficulties, and as a result were in danger of being seriously harmed or losing their life

The team is comprised of four Intensive Youth Support Workers, a Team Leader, and two Youth Support Workers. They support between 10 to 15 youth each, which allows them to be responsive, creative, engaged, and to shift the service delivery to be what the young person requires instead of what the minimum practice standards suggest is offered.

This team is situated in a newly secured building in the North Shore of Kamloops. This creates a presence in the area that our youth frequent and allows them to have quick access to support as they require it. This new building holds the promise of comprehensive youth-based programming and hopefully engagement with this population that will help them meet their full potential through our service delivery.

Some important successes to report on that reflect the type of service our agency wants to promote through the development of this team are the following:

- Youth graduated: 1
- Youth returned to family: 1
- Youth with plans to return to family: 3



Mental Health Team

The Mental Health Team believes in the intergenerational strength and resilience of Indigenous people and their communities, which is why we approach our practice in a way that is sensitive to the unique needs of families, children, and youth. In our practice, we acknowledge and honour the community, cultural backgrounds, beliefs, and traditions of the people we work with.

Our program primarily offers individual counselling, group counselling, specialized groups (boys groups, girls groups), and family counselling for a wide range of mental health and wellness concerns/challenges. For example, people have benefited from counselling services here that address mental health challenges, addictions, trauma, crisisintervention, behavioral challenges, and a wide range of other concerns that impact the lives of families.

Nicole Tourangeau / Mental Health and Wellness Team Lead/Clinician





Highlights

- Hired Nicholas and Trisha, who were practicum students with the agency
- Hired two new mental-health clinicians for the community mental-health team and they have now started working in community
- Continued to support the community through participating in events and offering mental-health support services
- Enhanced clinical skills through participating in various trainings such as Responding to Suicide Risk Assessment Training and ASSIST Training; Dialectical Behavioral Training; Teen Mind Medicine Facilitator Training through the YMCA; Indigenous Focused Orientating Therapy
- Kayla and Isabella continue to offer Teen Mind Medicine, which has been successful with the youth
- Ran an art group at the Youth Intensive office with facilitator Erik Prytula

What's working well

- Offering virtual mental-health programming such as Teen Mind Medicine, which has assisted us in reaching youth who may otherwise not be able to participate in programming
- Offering programming like Teen Mind Medicine in conjunction with Elders which has been very popular with the youth
- Flexibility in services and meeting clients for land-based sessions or in settings such as schools and communities
- Throughout the pandemic we were able to continue to offer in-person sessions as needed
- Offering mental-health supports to community in times of need has allowed us to develop great working relationships and offer much needed supports to communities in times of need
- Enhancing programming through virtual record-keeping
- Continued mental-health trainings that are evidence-based and culturally sensitive, such as Dialectical Behavior Therapy (DBT) and Indigenous Focused Orientating Therapy
- Hiring dedicated community mental-health clinicians who will develop close working relationships with the communities they work in
- Offering practicum placements to master's level students. We have hired our last three practicum students that has allowed us to train and retain excellent candidates who have great skills to offer the community

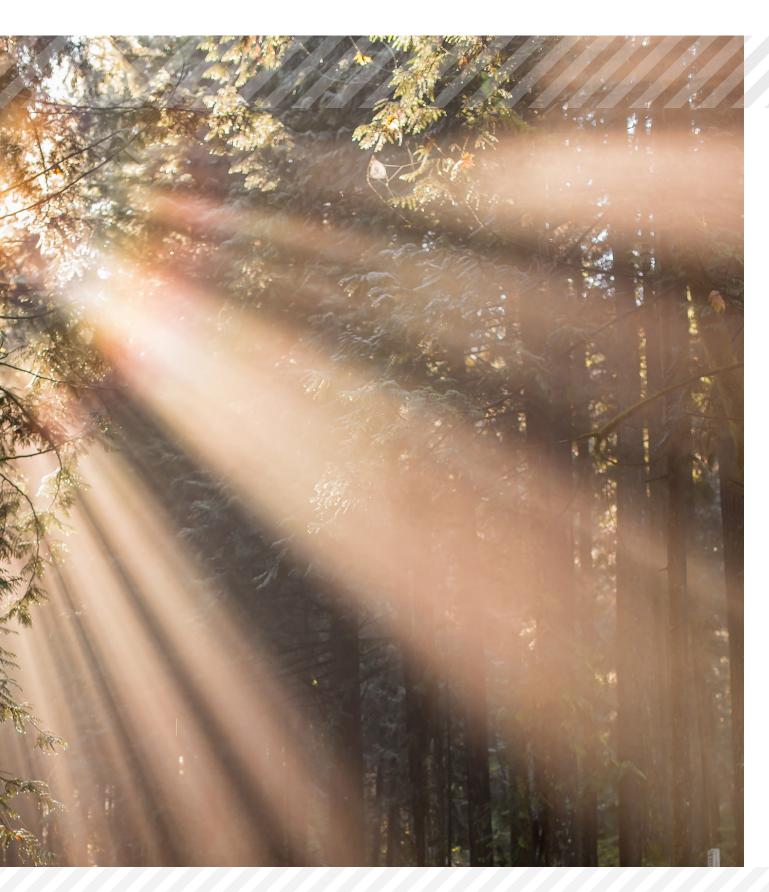
What we are worried about

- The impacts of COVID-19, "215", and the fire seasons have continued to put increased pressure on families and communities. However, as a team, we have come together to support our families in various creative ways and have learned a lot along the way. One major advantage is that we have incorporated virtual programming and sessions into our regular work, which has allowed us to creatively meet the needs of families and youth that may not otherwise have been able to access our services.
- However, some youth struggle with virtual programming and we look forward to offering increased services such as group work and in person sessions to meet their needs.
- Youth engagement in services especially regarding high-risk youth and ensuring we offer services to meet them where they are at. We look forward to offering in person group programming in conjunction with one-to-one services.

What needs to happen

- Continue to complete trainings and offer increased range of services for our clients
- Continue to partner with agencies such as the YMCA and offer Teen Mind Medicine, which has been very successful for our team
- Offering drop-in groups for youth at the new Tranquille Office
- Partnering with local artists to offer workshops with youth
- Increasing connection with teams at our agency and professionals in community
- Incorporating Signs of Safety into our counselling practice and intake procedures
- Working with the Elders to understand how we can improve our practice
- Work with communities to develop the community mental-health team and understand how they see that position working for them in the future
- Continue to offer practicum placements and ensure that students are leaving with transferable skills and knowledge

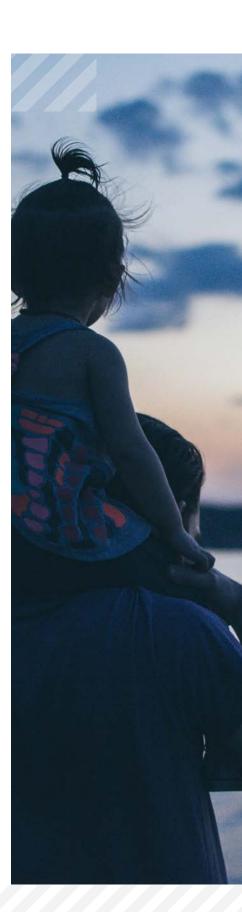




Early Years Team

The Early Years Team offers specialized intervention and prevention services for Indigenous children 0-6 years of age and their families. We work directly with parents and caregivers to offer a wide range of family-centred, culturally appropriate and parent-driven programming.

Nicole Williams / Early Years Team Leader and Aboriginal Infant Development Consultant



What's Working Well

- Team Leader completed Autism Spectrum Disorder (ASD) training, which provided new information to help with our work with ASD clients
- Collaborative nature of our agency and having most services under one roof, e.g., Team Leader, Occupational Therapy and Speech and Language all collaborating on a file
- Contracted work with our Occupational Therapist, Mary Godin, and Speech and Language Pathologist Lauren Chidgzey
- Increased funding to purchase items/resources/ therapy tools for children e.g., weighted blankets, headphones, weighted animals, body socks, sensory swings, etc.
- Being able to order items in advance for families and get reimbursed by autism funding or Jordan's Principle (helps families when they cannot afford some of these items)
- Newly trained staff in Circle of Security (attachment-based parenting)
- Staff starting Play Therapy Training. This training helps parents to learn how to provide playful engagement, empathic responsiveness, and clear guidance, which can lead to secure attachment
- Postpartum support group with new parents who are struggling
- Transition planning with the school district to reach desired outcomes for children entering the school system
- In-person meetings with connection

What are our worries

- High caseload numbers
- Number of children needing direct support
- Long waitlist for services in the community (especially IHCANs and private assessments)
- Long waitlists for pediatricians

- Lack of family physicians (leading to even longer wait times for children to receive diagnoses and support services)
- Lack of stable housing available
- Prevention and support services declined during COVID-19 in the community and have not returned to the pre-COVID-19 capacity or level of services, if at all
- New standards of COVID-19 protocol to cancel when sick is creating higher cancellations in visits than ever before from staff and the families
- Trying to return to in-person groups after doing virtual for so long

What needs to happen

- A budgeting workshop would be good as a lot of our families are struggling with the cost of things increasing
- A program for co-parenting strategies would be amazing as a lot of families are struggling with these challenges
- More Early Years Consultants, Direct Support and Family Enrichment Workers
- More parenting programs offered in community, ideally monthly
- More attendance in community Head Start programs
- · Settling into our new building
- Returning to in-person groups to offer peer support/ connection and greater working capabilities between staff and families

Family Support Team

The Family Support Team offers prevention and intervention services for families of Indigenous children. We work directly with parents and caregivers to offer parent coaching and cultural parent groups. Participation is voluntary and programs are family-centred and parent driven.

Barb Fedora / Early Years Team Leader – Family Support Team & AIDP/ASCD Dual Consultant

ACHIEVEMENTS

- Motivational interviewing
- Legal Aid BC Training Session the new Provincial Court Family Rules
- Various webinars virtually to improve knowledge and skills (COVID-19)

WHAT'S WORKING WELL

- Teamwork and communication within our Wellness Team
- In-person meetings
- Strong working relationship within the team which works as a holistic approach with our families
- Being able to reach out to families and communities in person
- Home visits are enjoyable and nice to connect with families one on one
- Direct Support was able to provide a Summer Program for July/August 2021
- We were granted some one-time funding and were able to offer a "Medicine Wheel Program"



The Medicine Wheel Program offered six biweekly sessions for 10 girls and 10 boys between 7 to 12 years old who are currently waiting for services/or additional direct support from Aboriginal Supportive Child Development. It was designed to provide in-person sessions for children and youth that introduces them to cultural teachings around the Medicine Wheel as well as providing opportunities for using and incorporating that knowledge into the wellbeing of the individual. The smaller size groups provided opportunities for individualized attention to enhance and strengthen learning outcomes. Various tools to maintain wellness, such as hand drums, feather darts, songs, stories, etc., were made, created, or built by the children to help in the maintenance of their wellbeing and sense of belonging.

• Early Year IS offered two unique Parenting Programs:

Indigenous Parenting Program

6 sessions with 8 families and 12 children 6 sessions with 5 families and 8 children (hybrid)

Fatherhood is Sacred, Motherhood is Sacred (2- to 6-week sessions)

5 families, 4 children (virtually) 8 families, 14 children (hybrid)

- Kindergarten Celebration/BBQ in June with 6 children participating
- We hired our first Male Family Enrichment Worker!
- New performance reviews

What are our worries

- Getting back to normal after pandemic
- · High caseloads
- Moving into new building space and having enough space
- Funding opportunities for future programming and space

What needs to happen

- More Early Years Consultants, Direct Support and Family Enrichment Workers
- More in-community interactions with teams
- More funding for more Medicine Wheel Programming
- Lunch club for families information sessions by Family Enrichment Workers
- · Safety Fair at new building
- Men's Support Group
- More monthly parenting programs offered in community



Resource

Gail Peterson / Resource Team Leader

RESOURCE STATS

Resource Foster homes - 51

Contracted Resource Agencies - 6

WHAT'S WORKING WELL

- The Resource and Kinship team has been divided into two teams
- Gail will continue as the Resource Team Leader
- New Kinship Team leader is now Bernie Charlie effective January 2022
- Two new Resource workers joined the team in February 2022 Jamie transferred in from the Family Preservation team, and our newest hire, Suzette, will focus on recruitment and training



- Other changes to the team we had two resource workers leave the team in January 2022 — one transferred to the Intensive Youth team, and our Resource home study specialist has retired
- Orientation and training of new resource workers —
 training includes orientation, job shadowing, Secwépemc
 101 cultural training, Safe Training, Guardianship &
 Resource Delegation, Fundamentals of Federal Act, Signs
 of Safety overview, and privacy training
- All resource forms and contracts were updated to support electronic submissions
- Team meetings have all remained virtual, as well as case network meetings
- Staff ability to work on a rotation schedule in office, as most offices are shared to prevent COVID-19 exposure and risks
- Duty Resource worker schedule, to support placement requests

NETWORKING

- Provincial Recruitment Meetings (monthly)
- Resource Network of Practice calls (monthly)
- Band Representative meetings
- Networking with Resource teams, LMO, MCFD, Scw'exmx C&FS (monthly)
- ICS Support to Foster care (monthly)
- Foster parents (monthly)

SUPPORTING OUR CAREGIVERS

- Foster parent appreciation was celebrated in October virtually through our agency Facebook page
- Caregivers were honoured and gifted an Agency hoodie, orange T-shirts, certificates, and a gift card
- Fruit baskets were provided to support caregivers impacted by COVID-19
- Caregivers also have received emergency preparedness kits for children in their care

 Online virtual training offered to caregivers – PRIDE training, Safe Babies training, trauma training, transition training, and cultural training

What are our worries

- COVID-19 has impacted many staff and has heightened our worries for our personal health and safety, as well for our clients and caregivers
- Caregiver shortages, within our agency and the province
- Increasingly, we have had to work virtually due to provincial guidelines and restrictions around COVID-19.
- Challenges not being able to schedule in-person training and cultural workshop due to provincial health guidelines and restrictions
- Worried that this pandemic is taking to long to get back to normal, and our caregivers need more support
- Increased costs for food, and gas is creating more hardships for our families and caregivers

Resource Team Vision

- Cultural Celebrating and recognition of our caregivers in person
- Focus on a recruitment strategy for recruiting new caregivers
- In-person training
- Staff working together in our new building, face-toface meetings
- Caregiver cultural workshop
- In-office agency training for caregivers
- Update Resource pamphlets and posters to help support recruitment
- Supporting our communities with recruitment and caregiver training

Kinship Team

The Kinship Team's goal is to reduce the number of children in care by establishing meaningful permanency for children and youth creating the space for them to grow up within their families of origin.

Bernie Charlie / Team Leader

HIGHLIGHTS

- March 2021: there were 54 out-of-care caregivers, with one or more family placements.
- March 2022: there were 32 children returning to the care of their families and 20 placements secured.



What is working well

- The Kinship Team is separate from the Resource Team, which is great because these are two different mandates. The Kinship workers accept referrals from social workers and continues to respond to reciprocal requests.
- The Kinship workers remain committed to continuity despite organizational restructuring.
- The Kinship Team provided support to the caregivers throughout the pandemic in a hybrid environment.
 After the news of the recovery of the remains outside of the former Kamloops Indian Residential School, the Kinship Team provided emotional support, educational resources and referrals to mental health supports for all individuals in the family unit.
- Support to the caregivers during a record season of natural disasters, such as wildfires and flooding in the region. Each child and youth were provided with a 72-hour emergency backpack.
- Providing workshops to caregivers and families, such as ribbon-skirt making, that provides cultural awareness.
- While working on various interventions, such as genograms and transfer of custody agreements, many families are reconnecting with each other after years of displacement. And more so through the services such as the Elders Advisory Council at the Agency. An example of this is a Kinship worker invited an Elder to be present to offer support to the family as this individual was experiencing grief and loss due to separation from culture. It proved to be successful and positive for the children because they now have lifelong connections to family and community.
- The Agency is meeting the demands of programs and services by hiring a Roots Worker, formerly called a Family Finder, and most recently hiring another Kinship Worker.

- Some of the training completed were Bill C-92 Federal Act Training, SAFE study training, IFOT Training, and Adoptions training.
- The Kinship Team hosted an event called "Kinship Connections" that offered cultural workshops to out-of-care caregivers and their families.

Worries

- Some families that entered into out-of-care agreements do not have the financial resources to meet the needs of children and youth.
- Some families do not have the skills and capacity to meet the needs of the children and youth, therefore, the placements are at risk of breaking down and the children and youth may return to foster care.

What needs to happen

- Educational workshops on the various needs of caregivers, such as budgeting, life skills and training in parent/teen conflict.
- Community Kinship engagements to respond to the needs of the seven communities that we serve in addition to the urban Indigenous population.
- Cultural awareness workshops on the following topics

 the history of genocide of Indigenous Peoples in
 Canada, Residential Schools, the 60s Scoop, the
 history of MCFD and DAAs, Jordan's Principle and other
 financial support opportunities within the region.

Support to the caregivers during a record season of natural disasters, such as wildfires and flooding in the region. Each child and youth were provided with a 72-hour emergency backpack.

Human Resources and Communications

Chylane Diablo / Director of Human Resources

The human resource department (HRD) is responsible for

- Recruitment and retention
- Orientation, training, and development
- Occupational health and safety, wellness
- Employee communication and employee relations
- Performance management, succession planning, and compensation
- Records and information management
- HR policies and procedures
- Internal and external communication strategy



Highlights

- HR policy review complete, just needs to be approved and rolled out to staff
- InfoHR training
- Performance evaluation process updates
- Revised orientation process
- True Colours workshop
- Progressive Discipline training
- Communications joined the HR team

What's working well

- Communications efforts bolstered with beefed-up content on Facebook, including a highly successful "12 Days of Christmas" contest that attracted several new followers; updated and improved website that now has pages for News and Videos and Staff Newsletters; increased promotion of programming through social media, email and website; and quarterly newsletters that keep our communities informed about Agency activities.
- Revised multi-year organization chart with shifts in team structures. We looked at what was working and not working from past multi-year organizational charts and made necessary changes.
- Training, including "True Colors" workshop for the
 whole agency; ongoing InfoHR training, soon to be
 rolled out to all staff, which will streamline our records
 management, timesheet, and request for time off
 processes; and progressive discipline training
- More community engagement opportunities and building relationships
- Reviewing and improving all HR processes and policies, including an HR policy review which was presented to the board May 2022; revised employee performance appraisals, which all staff were trained on; and a revised orientation process for all new employees with a more consistent and fulsome introduction and welcoming to the agency and communities.

What are we worried about

- Returning to the office full time for all staff
 We have conducted "mappings" with each team about
 a full return to the office, hoping to understand the
 concerns from each team and working to mitigate
 them as best we can. During these "mappings" we
 stressed the strengths and successes we have had
 during the pandemic and how we have overcome this
 as an agency with zero outbreaks. After conducting
 the "mappings", we developed a transition plan that
 will ease us into a full return.
- More community engagement and more direct mental health support in community. We have hired two Community Mental Health Clinicians to support our communities directly.

What needs to happen

- Hire an HR coordinator to take the lead in improving our recruitment and retention of employees, interviewing, hiring, onboarding etc.
- Develop a change management strategy, improve the overall success and process for any agency changes.

More community engagement and more direct mental health support in community. We have hired two Community Mental Health Clinicians to support our communities directly.

Financial Statements



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INDEPENDENT AUDITOR'S REPORT

To the members, SECWEPEMC CHILD AND FAMILY SERVICES AGENCY

Opinion

We have audited the financial statements of SECWEPEMC CHILD AND FAMILY SERVICES AGENCY (the Society), which comprise the statements of financial position as at March 31, 2022 and the statement of changes in net assets, operations and cash flows for the year then ended, the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conduct our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matters

We draw attention to the fact the supplementary information included in Schedules 1 through 17 do not form part of the financial statements. We have not audited or reviewed this supplementary information and, accordingly, we do not express an opinion, a review conclusion or any other form of assurance on this supplementary information.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

(continued)

Independent Auditor's Report to Members of SECWEPEMC CHILD AND FAMILY SERVICES AGENCY (continued)

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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 misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- -Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- -Obtain an understanding of internal control relevant to the audit 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.
- -Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- -Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- -Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Kamloops, Canada September 22, 2022 Chartered Professional Accountants

SECWEPEMC CHILD AND FAMILY SERVICES AGENCY STATEMENT OF FINANCIAL POSITION March 31, 2022

ASSETS	2022	2021
CURRENT ASSETS:		
Cash	\$ 7,741,215	\$ 8,878,001
Accounts receivable	7,189,606	54,614
GST rebate receivable	6,039	10,265
Deposits	19,794	19,794
Prepaid expenses	177,252_	129,286
	15,133,906	9,091,960
RESTRICTED CASH (Note 4)	25,163	44,263
PROPERTY AND EQUIPMENT (Note 5)	9,286,934	3,818,484
	\$24,446,003	\$12,954,707
LIABILITIES CURRENT LIABILITIES: Accounts payable and accruals	\$ 2,615,686	\$ 1,890,501
Payroll remittances payable	65,228	59,231
\$ 2	2,680,914	1,949,732
COMMITMENTS AND CONTINGENCIES (Note 7)		0
NET ASSETS Invested in property and equipment	9,286,934	3,818,482
Internally restricted for trust accounts (Note 8)	25,163	44,263
Unrestricted	7,400,381	3,945,091
Externally restricted	5,052,611	3,197,139
	21,765,089	11,004,975

APPROVED BY THE DIRECTORS:

Director

Director

SCHEDULE 1

SECWEPEMC CHILD AND FAMILY SERVICES AGENCY COMBINED STATEMENT OF OPERATIONS Year ended March 31, 2022

Schedule	SC	Other Revenues	Total Revenues	Total Expenses	Net	InterFund Transfers	Prior Balance	Net Assets (Deficit)
3 General Administration	·	\$ 320,691	\$ 320,691	\$ 144,637	\$ 176,054	\$ 128,972	\$ 2,026,246	_
4 ISC Operations	15,056,553		15,056,553	4,474,826	10,581,727	(5,578,324)	1,918,845	6,922,248 U/R
5 Child Maintenance	3,609,868	260,915	3,870,783	3,870,783			3,044	3,044 R
6 MCFD Child Maintenance		9,219,071	9,219,071	9,253,652	(34,581)		122,307	87,726 R
7 MCFD Supports		172,400	172,400	172,400	•		85,367	85,367 R
8 Urban Aboriginal Services		3,646,979	3,646,979	3,877,388	(230,409)		240,807	10,398 R
9 ISC COVID 19				45,066	(42,066)		45,066	c ∠
10 Infant Development		143,681	143,681	149,175	(5,494)		5,494	۲ ،
11 Youth		36,163	36,163	45,033	(8,870)		8,870	6 ∠
12 Supported Child Development		188,661	188,661	225,931	(37,270)		37,270	c ∠
13 Individual Service Plan Resourcing		470,415	470,415	641,734	(171,319)		189,261	17,942 R
14 ISC Jordan's Principle	109,000		109,000	109,000			29,544	29,544 R
15 ASI Early Years		298,970	298,970	308,630	(099'6)		11,644	1,984 R
16 ASI Family Kinship		240,883	240,883	240,883			5,101	5,101 R
17 ISC Prevention Needs Based	4,267,401		4,267,401	3,722,399	545,002		2,413,364	2,958,366 R
	\$ 23,042,822	\$ 14,998,829	\$ 38,041,651	\$27,281,537	\$ 10,760,114	\$ (5,449,352)	\$7,142,230	\$ 12,452,992
	Transfers to inve	Transfers to invested in property and equipment	and equipment			\$ (5,468,452)		
	Transfers from in	Transfers from internally restricted for trust accounts	for trust account	ø		19,100		
	Net Interfund Transfers	ansfers				\$ (5,449,352)		





