



Secwépemc
Child & Family Services Agency

2022/23

ANNUAL REPORT



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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.

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QWEQWENTSÍN (*GRATITUDE PRAYER*):

Tqeltkúkwpi7 (*Creator*),

Kukwstéc-kuc re pyin te sit'qt

(Thank you for today),

Kukwstéc-kuc ren k'wséltkten-kuc

(Thank you for my family/relatives),

Kukwstéc-kuc te xwexwéyt te stem

(Thank you for giving us

everything we need),

Kukwstsétsemc

(Thank you)

Member Nations



Cstélen (Adams Lake)

Kúkpi7 Lynn Kenoras-Duck Chief
PO Box 588, Hillcrest Road
Chase, BC V0E 1M0
Phone: 250.679.8841



SIMPCW FIRST NATION
People of the North Thompson River

Simpcw

Kúkpi7 George Lampreau
PO Box 220
Barriere, BC V0E 1E0
Phone: 250.672-9995



Tk'emlúps te Secwépemc

Kúkpi7 Rosanne Casimir
#200-330 Chief Alex Thomas Way
Kamloops, BC V2H 1H1
Phone: 250.828.9700



Pell't'iq't (Whisping Pines/Clinton)

Kúkpi7 Edward LeBourdais
615 Whisping 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 V0K 1H0
Phone: 250.457.9624



Skeetchestn

Kúkpi7 Darrel Draney
330 Main Drive
Savona, BC V0K 2J0
Phone: 250.373.2493



Sk'atsin (Neskonlith)

Kúkpi7 Irvin Wai
PO Box 318
Chase, BC V0E 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

March 2022 – April 2023

This past year was filled with new beginnings, landmark agreements, and some new faces on our Board of Directors. We continue to provide services that respect and support the inherent authority of our Indigenous nations and families to provide care and protection for our children based on culture, tradition, values, beliefs, and customs.



The year began with the signing of Simpcw’s historic Tcwecetmentem “Walking Together” 92.1 Agreement. It will inform child welfare decision making and ensure the Simpcw First Nation is involved in the protection, planning and placement of Simpcw children and youth who come into contact with the child welfare system. We will be walking side-by-side with our partners at Simpcw as they implement this agreement and helping however we can.

Another historic announcement came in the form of a Canadian Human Rights Tribunal ruling implemented by ISC that requires Canada to pay for proper buildings for child and youth services. This played a huge part in helping build the new Secwepemc Child and Family Services Agency building on Kootenay Way in Kamloops — the first new building for Indigenous child and family services in Canada completely financed by ISC.

The CHRT ruling came quick on the heels of a final settlement agreement on compensation in a class action lawsuit against Canada for knowingly underfunding child and family services for Indigenous children for decades. A \$20 billion settlement was agreed upon and will be distributed once a protocol is developed.

We welcomed a new Board director this year — Adams Lake Kukpi7 Lynn Kenoras-Duck Chief — and named a new president of our Board of Directors, too. We thank Carmen Hance for her years of service as Board President as she steps into the Vice-President role and we look forward to the direction the Agency takes under new President, Skeetchestn TK’wenem7i’ple7 Marshall Gonzales.

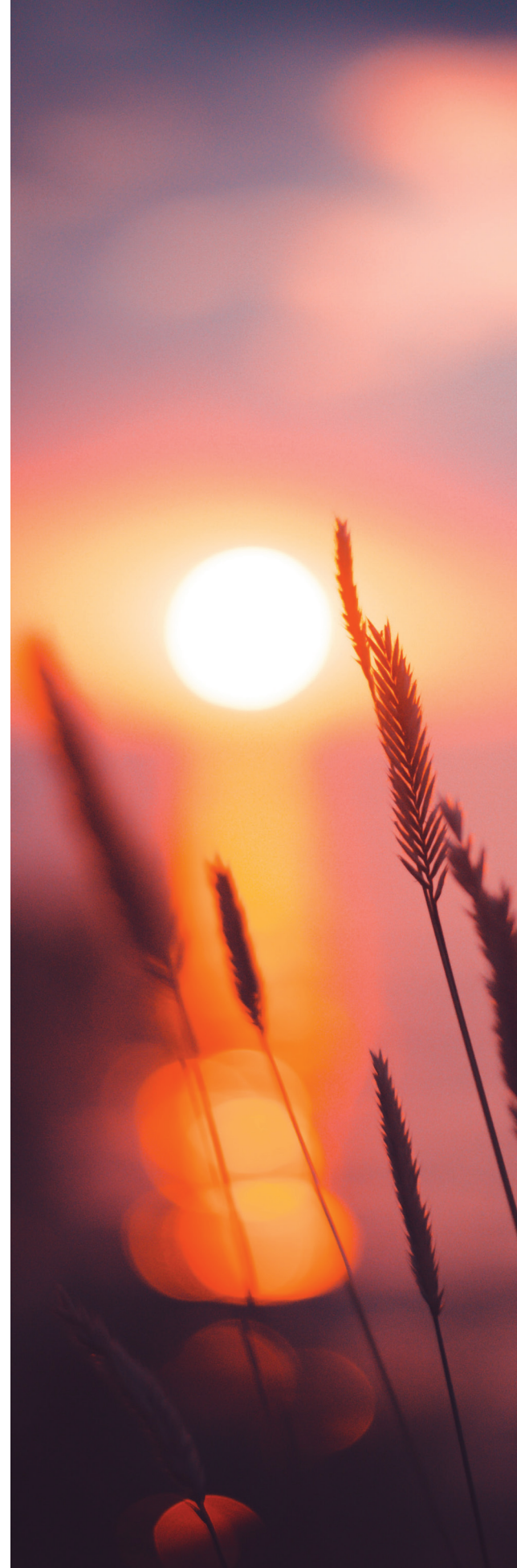
Our Board, community partners, Elders and media were all on hand in October as we hosted a well-attended Grand Opening for our new building on Kootenay Way — a new building and a new start for SCFSA, which brings our families together and gives us a greater sense of our work and the bonds we share. It will also increase opportunities to gather and build relationships, collaborate, and find new ways to meet the needs of the communities we serve.



One of the first events to be hosted in the new building was the Indigenous Child and Family Services Directors Forum and Partnership Forum meetings. We look forward to hosting many events like these in the future thanks to the increased space, both indoors and outdoors, at the Kootenay Way office.

Keeping with the theme of change, the Change Management Strategy got underway this year with the establishment of the Change Management Committee in the fall. The hope is that this committee will help bring positive changes within the Agency, guided by the objectives laid out in the Strategic Plan and the voices of Agency staff.

Finally, I hold my hands up in tribute to our staff, Elders, caregivers and Band Representatives for their tireless work amidst change and their continued commitment to the health and well-being of the children, families and communities we serve.



Secwépemc Child & Family Services Board of Directors 2022/2023

Carmen Hance

Vice-President, Simpcw

TK'wenem7i'ple7 Alison Green

Director, Simpcw

TK'wenem7i'ple7 Marshall Gonzales

President, Skeetchestn

TK'wenem7i'ple7 Aubin McTaggart

Director, Skeetchestn

TK'wenem7i'ple7 Brandy Chelsea

Secretary, Cstélen
(Adams Lake)

Kukpi7 Lynn Kenoras – Duck Chief

Director, Cstélen (Adams Lake)

Vacant

Neskonlith (Sk'atsin)

Carol August

Director, Neskonlith (Sk'atsin)

TK'wenem7i'ple7 Mathew Lewis

Director, Pelltiq't
(Whispering Pines/Clinton)

Orla LeBourdais

Director, Pelltiq't
(Whispering Pines/Clinton)

TK'wenem7i'ple7 Morning-Star Peters

Director, Tk'emlúps te
Secwépemc

TK'wenem7i'ple7 Dave Manuel

Director, Tk'emlúps te
Secwépemc

Angie Thorne

Director, Treasurer, St'uxwtews
(Bonaparte)

Vacant

Director, St'uxwtews
(Bonaparte)

Past Directors

Fay Ginther

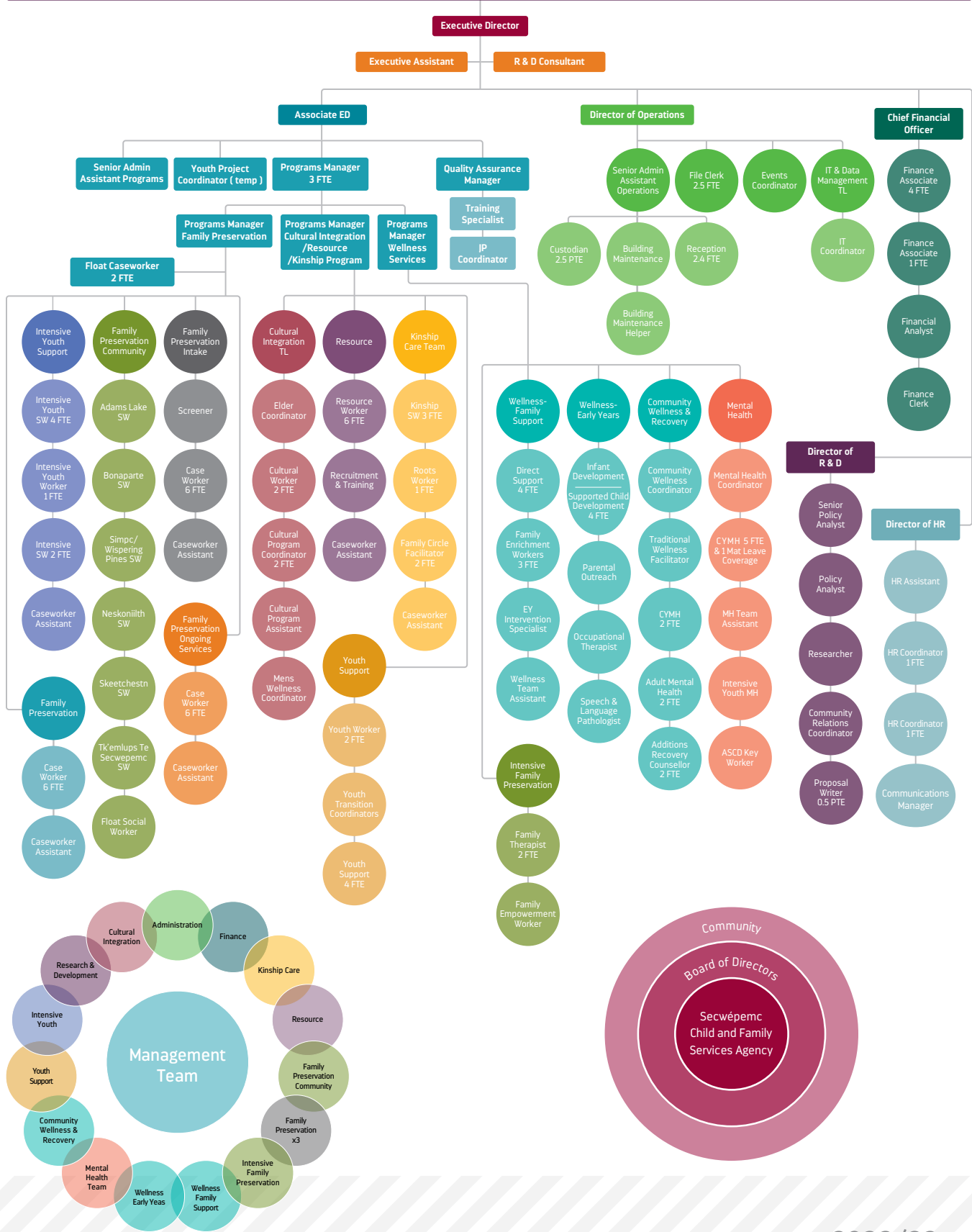
Board member for
Neskonlith & Treasurer
April 2015-December 2022

Howard Nordquist

Adams Lake Board Member
November 2022-February 2023

Fiscal Year 2022/23 Organizational Chart

TK'EMLÚPS TE SECWÉPEMC, SIMPCW, SKEETCHSTN, NESKONLITH, ADAMS LAKE, BONAPARTE, WHISPERING PINES/CLINTON



Dr. Cindy Blackstock Award



Bernie Charlie is this year's recipient of the Dr. Cindy Blackstock Award, a Distinguished Service Award that was created in Dr. Blackstock's honour in 2018.

The Dr. Cindy Blackstock Service Award is given to an employee in recognition of their outstanding contribution to the children and families who are served by Secwépemc Child and Family Services and in appreciation for their commitment/dedication towards realizing Dr. Blackstock's vision for all First Nations children.

Bernie recently made the courageous decision to leave the Agency and follow her heart to work with the children and families from her home community, but we were able to make this presentation to her before she left.

Here's what Sharon Edwards had to say about why she chose to nominate Bernie:

"I nominate my beautiful colleague, **Bernie Charlie, for the 2022 Dr. Cindy Blackstock Service Award.** Bernie is a contributing member to our awesome Resource Team. Bernie is an Aboriginal Social Worker (she is Carrier and Gitksan heritage) who uses her cultural teachings in her social work practice. Bernie generously shares her cultural teachings with us and explains the meaning behind her cultural practices/beliefs. She explains the connections between the cultural practices and how this impacts the family and community in ways of looking after each other (which in turn makes the statement of a community raising a child so true).

"Bernie is courageously truthful and believes in telling the truth or exploring for the truth. She believes people she works with and for deserve the truth and it is respectful and honorable to be truthful."

"She was a fierce advocate for the foster parents she worked with and worked to ensure there was open, honest, and fair communication with foster parents. One foster parent described Bernie as an extremely

dedicated, caring, nurturing soul, who always had a positive outlook on situations.

"Here's an example of Bernie's cultural practice while advocating for foster parents:

"While discussions were ongoing about a transition of a child to parents, the foster parents had a difficult time understanding the process and felt their voices were not heard. Bernie explained to the team that the foster parents are Indigenous, they know the family dynamics, have had the child for several years and have information to share that would help the team with the plan to transition the child safely.

"She further explained that the last thing the foster parents want is for the child to be returned quickly, due to the parents not understanding the child's needs, and with the child ending up back in foster care. Bernie encouraged the foster parent to use his voice to explain his frustration and she would be there to provide support. Bernie encouraged the team to listen with respect and listen to understand. With open respectful communication, the foster parent was heard. This open communication was based on Bernie's cultural practice of respect and telling truths. A transition plan was developed with all involved and developed for the best interest of the child.

"I respectfully submit my nomination for my beautiful caring colleague, Bernie Charlie, for the Dr. Cindy Blackstock Service Award 2022. Bernie lives her culture and incorporates her culture in her social work practice. Bernie is deserving of this award as an Indigenous social worker. Bernie carries herself with dignity and is approachable and shows respect to her team and to our Resource Team when she is acting Team Leader for Gail."

What Bernie had to say in her own words and her own language:

Hadeeh, Dinee Zeh, Dza kiy zeh, ski zeh, Si Bernie Charlie sadnee.

Gitdimden habilh dzeeh dzilh. Gilantan haba dza dzilh get. Sneh, Violet Charlie dey hiyilhnee. Wellow sileh. En be bah lats uze, "Del Dza Tse Kiy" Sbeb, Ben Charlie Sr. Dzut nein. La mal yas isleeh. Sc'iy Dan Manuel hayilhnee Siskak tahnee zeh `indzin.

Syez Chelsea tl'a Kenzie tla' Violet Rose habatnee. Syez `at Erika hilyilhnee tl'a syunden Moad hilyilhnee. S chiy yu Tamara tl'a Layla habatnee. Wagoos be winic'l'ehn gen Tk'emlups te Secwepemc haba yintah.

Weyt-kp Xwexweyt-ep Bernie Charlie, ren skwekst. Le7 te swiktle m ne7e leye ne Secwépemculucw. (wah elk wa welk stwen) te Secwépemc Child and Family Services, Kinship Team Leader.

Greetings, Chiefs, noble people and my relatives.

My name is Bernie Charlie, I come from the Bear Clan of my people. My father clan are the Cariboo clan. My mother and father are both now in the spirit world. I am married to Dan Manuel.

I have three children, Chelsea, Kenzie and Violet Rose. My daughter-in-law is Erika and my son in law is Moad. My granddaughters are Tamara and Layla. Thank you to the Tk'emlups te Secwépemc people for allowing me to be a guest on their unceded and ancestral lands.

Dr. Cindy Blackstock and I have a few things in common. First, we are both Gitxsan. My maternal great grandmother's lineage originates from the Hazelton area.

She is Gitxsan — Wetsuweten. Secondly, we both were born in Liksilyu territory, the area around Burns Lake. And third, we both know the value of advocating for children and family under a heavy colonial blanket of policies that do not serve Indigenous People.

Not one Indigenous Person alive today is not affected by these colonial policies. From 1831 to 1996, many colonial policies such as Residential Schools, the '60s Scoop, leading up to our current child welfare system, has impacted and traumatized Indigenous people. In 1973, almost 50 years ago, I was just a baby when my parents were already involved in child welfare by taking on additional children, nieces and nephews to prevent them from being adopted out into the care of strangers.

My parents, who by the government standards of the day were "too poor" and living in poverty, were not the first choice of the Indian Agents and "Welfare Administrators" to place my cousins with. Fortunately, they had strong advocates in the community to stand up and say, "These children belong with family".

This been the historical practice of child welfare. The important work that Dr Cindy Blackstock is doing in calling upon governments in the unequal distribution of funding for Indigenous children and families inspires me in the work that I do in child welfare. I am so grateful for people like Dr. Cindy Blackstock for blazing trails for so many people to advocate for equality and equal access of resources for Indigenous children and families in modern society. Because of the work that she has done inspiring people in this realm of child welfare, little people like my 5-year-old cousin is safely back in the care of her big sister and out of foster care as of last year. The ways of our Ancestors are slowly being acknowledged. Our way of life of in caring for our children and families, our language, our songs and our dances are finally being acknowledged in federal legislation through Bill C-92. I am proud to be among the many good people who do this work for our children and families — our Elders council, our youth advisory council, my colleagues who do this thankless work for our children and families. I see you, I hear you and I respect you for walking this path with us. Most importantly, to the communities we serve, thank you for trusting us to walk along side you as we do our best to "not make the same mistake twice." I want to acknowledge my mentor, my inspiration and now my chosen Aunty, Sharon, for this nomination. Thank you for teaching me all that I know in doing this work,

Awitzeh, Mesiy, kukwstsétsemc, all my relations.



Cultural Integration

Team Leader / Lyle Thomas

With our staff fully back in our new office, the Cultural Integration Team is in full swing, offering various programs that allow people to gather to learn, to share and to take part in various cultural activities. The Cultural Integration Team and the Elders are there to offer support and teachings for the children in care, care providers, people who may be linked to the Agency, our communities and their members, and our staff. The programs offered by the Cultural Integration Team and our Elders are what we have learned from our grandparents, parents, aunts, uncles, and others who took the time to share with us and, most importantly, we took the time to listen what they shared.

Our Elders have adjusted to the point they are accessible most times without hassle. Elders can now sit one-on-one, offering knowledge, laughter, and the best is that they are there to listen.

One development we are excited for is having our Elders present at our Agency's newest building on the North Shore. Our Elders share, laugh, but mostly they offer the needed support of listening to the youth. The reward of offering support to our youth — the next generation — is that they may just find answers to questions they may not be asking.





With returning to the office and people gathering, the Cultural Integration team held its fifth (and third in-person) Youth Christmas Party in December. This year we had 87 youth 0-12 years of age who all received a gift, and 100 youth aged 13-19 who received an Aberdeen Mall gift certificate.

As for the rest of the year, we were busy with arranging Pro-D Day activities with youth from School District 73, and during Spring Break the Agency hosted events for each Tuesday, Wednesday, and Thursday of the two-week break.

This year's Youth Summer Camp was held in the Bonaparte/Loon Lake area the week of Aug. 8-12. We had 8 youth-in-care attend and activities ranged from sharing of language, cultural activities, flint knapping, jewelry making, and rejuvenating by being on the water.

With the return to the office, Secwépemctsin has become more open and welcoming now that it is offered in person, allowing individuals to hear the words properly. Drumming has also started to be in-person, allowing cultural workers to teach songs and dances, which then can be shared by the staff and brought to events the Agency offers.

For our new staff, we have started offering Secwépemc 101 in a different setting, in a new time, without all the restrictions. This allowed us to be together and have the Cultural Integration Team share who they are, our teachings and how we shared with our youth, community members and staff.

Such exciting times for our Elkstwécw program! It started slow but now we are in full swing. We attend eight communities — we are in Bonaparte and Skeetchestn the first Tuesday and Thursday of the month; Tk'emlúps te Secwepemc and Whispering Pines the second Tuesday and Thursday; Simpcw the third Tuesday and Thursday; and then the last Tuesday and Thursday it is Adams Lake and Neskonlith. Each of these Elkstwécw nights — other than at TteS, which averages 25-30 people — averages about 15-20 people.

The Elkstwécw program has gone through some teaching, learning and growth but now we are running a program in our communities which are community driven, and allows the community to have their members have a say in what they would like to see at their next event.

Powwow Night is every first and third Wednesday of the month, followed by our Urban Night every second and fourth Wednesday. These has grown so fast and quickly with such high interest that there is some nights where we are over our arranged registration of 50 people.

SCFSA Stet'ex7ém (Elders Council)

Diane Sandy, Bonaparte, **Janet Denault**, Skeetchestn, **Della Fellhauer**, Whispering Pines, **Eddie** and **Louisa** Celesta, Simpcw, **Ronnie** and **Iris Jules** Adams Lake, **Colleen Seymour**, Tk'emlúps

Stet'ex7ém 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 (Simpchw/North Thompson/Chu Chua)

Eddie Celesta (Simpchw/North Thompson/Chu Chua)

Joyce Manuel (Neskonlith/Sk'atsin)

Janet Deneault (Skeetchestn/Skítsesten)

Della Fellhauer (Whispering Pines/Clinton/Pell't'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, Intake Family Preservation, and the Ongoing Services Team. We experienced tremendous growth, change and development over the course of the last fiscal year, with the most significant trend being several changes to our leadership group that had been stable since 2020. 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, solution-focused, and family-led casework. The underpinning value of this approach is that children, youth, families, and communities have both 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. Our Agency has done a lot of work to promote the strengthened integration of the approach to practice. The following are endeavours that were achieved:

- 2-year Family Preservation leadership training for 12 staff within Family Preservation
- Consistent **Signs of Safety** Group Supervision and Appreciative Inquiry Practice
- The development of a Family Preservation Procedure that reflects how **Signs of Safety** tools and methods have replaced previously mandated Structured Decision-Making Tools
- **Signs of Safety** Introduction Training, Risk Assessment Map Training, and Domestic Violence and Signs of Safety Training for front-line staff
- Signs of Well-Being Training with Band Representatives from our 7 member communities
- 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 Family Preservation Procedure document that was created in Summer 2022. Our Family Preservation Leadership team responded to the province's decision to discontinue the use of the Vulnerability Assessment and the Reassessment of Vulnerability tool by replacing them with **Signs of Safety** Tools and Methods. We also took this as an opportunity to incorporate minimum standards organizationally where **Signs of Safety** Mapping would show up in the Family Development Response and Family Services work. This was to promote that we are meeting provincial standards in a way 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 our Family Preservation Procedure in September 2022. As a result of this change the Agency has moved towards

increased consistency in practising with children, youth, families, and communities through the approach. Both our front-line workers and team leaders have a system of informing their joint decision-making using **Signs of Safety** and can further strengthen their clinical judgment when making collaborative choices on behalf of our service population. We look forward to further exceptions to the provincial framework created by MCFD and are presently working on an exception to the Reassessment of Reunification 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 were previously led by Team Leaders Leanna MacKenzie and Nicole Hale. Nicole Hale was the Team Leader responsible for the Intake Services Team, and Leanna Mackenzie was responsible for the Ongoing Services Team. The past fiscal year these two teams have experienced a change in leadership. Leanna made the courageous and necessary decision to join her front-line practice team with Ongoing Services and work directly with our children, families, youth, and communities. She was replaced in this fiscal year by Alexis Wiltse, an 8-year veteran of Family Preservation practice at Secwepemc Child and Family Services. Alexis has been working on becoming a leader at SCFSA since Spring 2020. She was previously the Family Preservation worker for Adams Lake with our Agency's Community Family Preservation Team. Alexis has demonstrated tenaciousness, the skills to be influential, and the intelligence to bring forward necessary change to promote service excellence. Her commitment to our Agency's mission and vision will lend to the success of the Ongoing Services Team.

Nicole Hale left our agency in March 2023 after celebrating 5 years of service with SCFSA. Over the course of her career as a social worker, Nicole has been with the agency for approximately 14 years. She has held a variety of positions with the organization and performed within those to excellence. She is leaving us as an Intake Team Leader and she has done an incredible job of educating, mentoring, creating structure, and developing cohesion amongst the team. She will be missed amongst those she supervised, and the colleagues she worked alongside. She has moved onto another opportunity within Kamloops

outside of child and family services. Acting in her place during this fiscal until her permanent replacement can be determined is Britnie Marelli, our Agency Screener and 9-year employee with Family Preservation.

The Intake Team and the Ongoing Services Team 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 a Team Leader, Intake Screener, 6 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. Despite being low-staffed, they demonstrated perseverance, resilience, 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 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 a Team Leader, 8 Family Preservation Workers, a Transition Planning Coordinator, and a Case Assistant. Our agency is grateful for the Family Preservation workers who we have been able to recruit and retain. They are all skilled, intelligent, committed, and passionate in their pursuit of supporting our service population achieve 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 the strengths of the children, youth, families, and communities that we serve. The Ongoing Services Team also struggled with managing vacancies and the challenges that come with low staffing. Despite the increased workload they were able to create plans for several children and youth who were in care to return to their families. We are incredibly proud of this team's dedication to the principle that children and youth belong with their families and in their communities, and their focus on ensuring that this is possible.

Community Family Preservation Team

Our Community Family Preservation Team is in its third year of operation and has contributed greatly to strengthened relationship and practice within our 7 member nations. This team provides child safety and family enhancement services to our 7 communities primarily. The purpose of this team is to create service continuity within community. There is a Team Leader, Jen Kimble, and 7 Family Preservation workers who make up this team and 6 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 all the unique challenges that each of our 7 communities encountered over the course of this fiscal 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 the 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 of how child-welfare services should look to be 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 7 communities are the following:

- There were 0 removals from our 7 communities in the last fiscal year. If a child required out-of-home care for safety, we were able to enter into an appropriate out-of-care agreement that was voluntary and necessary for the parent, family, and the community.

- The Agency was able to send two families, with their children, to a comprehensive and culturally sensitive Family Treatment program in Saskatchewan. As a result of this support, these families have been able to address issues of safety for their children while remaining together.
- We were able to secure a van and a power wheelchair for one of our children from a member community who will have this equipment for life.
- Situations where a child(ren) 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.
- We were able to partner with CLBC to create housing options within a community for youth leaving our care and requiring further supports into adulthood.
- Most children and youth that remain in SCFSA care that belong to our 7 member nations reside with family or reside with community members.

Intensive Youth Support Team

Another team that is in its third 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 something needed to be different. 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 4 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 the North Shore of Kamloops. This creates presence in the area that our youth frequent and allows the youth 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. Over this fiscal year we were able to get youth centre policy created and approved. We are working towards opening this service to Indigenous youth in Kamloops and anticipate high numbers of youth participation in the upcoming year.

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: 3
- Youth returned to family: 1
- Youth with plans to return to family: 1
- Youth who have transitioned out of care into adulthood: 5



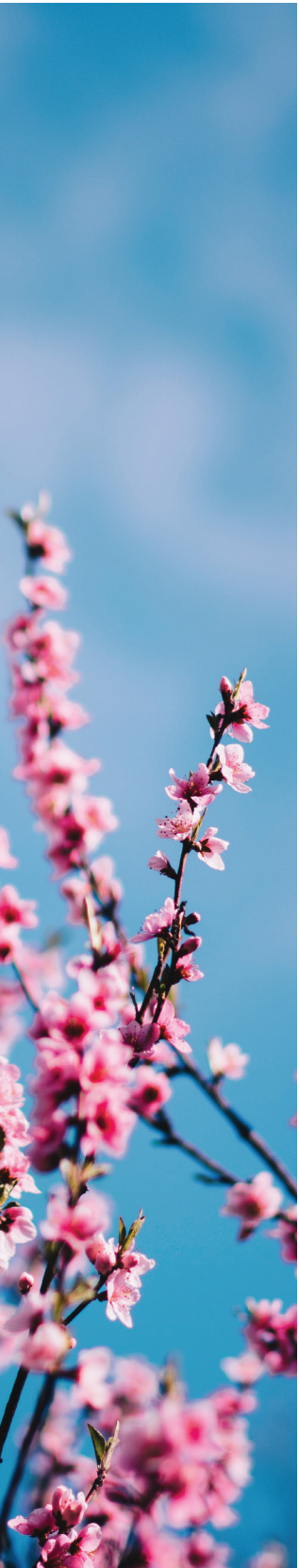
Mental Health Team

Nicole Tourangeau / Mental Health and Wellness Team Lead/Clinician

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, crisis intervention, behavioural challenges, and a wide range of other concerns that impact the lives of families.





Highlights

- Continued to support communities through participating in events and offering mental-health supports and services
- Enhanced clinical skills through participating in various training such as Responding to Suicide Risk Assessment; Observed Experiential Integration Therapy; Trauma Focused CBT; Detriments to Health Care for Indigenous People; Indigenous Focused Orientating Therapy; and Foundational and Adolescents and Families Dialectical Behavioural Therapy, which focuses on mindfulness, emotional regulation, distress tolerance, and interpersonal effectiveness skills
- Deanna and Trisha, Community Mental Health clinicians, provided a variety of mental health services to Skeetchestn, Neskonlith and Adams Lake bands while volunteering at community events in Bonaparte and Simpcw. Deanna and Trisha provided individual and group counselling and facilitation, group programs in schools, workshops on beading, Naloxone training, and a Well-briety 12-week program.
- Isabella and Kayla, with the support of Iris Jules as Elder/co-facilitator, offered Teen Mind Medicine in partnership with the YWCA Y Mind Medicine Program, which was well received by the youth in attendance.
- Continued to support the education and practical learning of four master's practicum students and were fortunate to hire Trisha for a full-time position as a Community Mental Health Clinician, and both Alex and Shawna to fill maternity leave positions.
- Through their practicum placement, Shawna and Alex attended events in Bonaparte and Kamloops while providing support, implemented Feedback Informed Treatment to measure treatment outcomes and service, supported the Kinship Team's workshop on intergenerational trauma, conducted art groups/workshops for youth, and with supervision provided individual counselling to youth and children.
- Isabella, Nick, and Maureen continued to offer individual counselling services to children and youth, to include suicide-risk assessment and safety planning, while supporting families and caregivers.
- Nicole continued to offer supervision, direction, and support to a diversified team while building and supporting relationships with other agencies and communities.
- Lauralee completed the programming of Sharevision to fit the mental health team's needs while troubleshooting the program, uploading the necessary information, and coordinating and training the team on its use.

What's working well

- Offering virtual mental-health programing and services, which has allowed us to reach youth who may otherwise not be able to participate in programing and counselling.
- Participating in consultations with other teams to include transition planning, Agency mapping, and Parkview case-conferencing.

- Working in conjunction with Elders, which has been very popular with the youth.
- Sharing our team meetings, consults, and programs/ workshops with attending Elders.
- Offering flexibility in service delivery and meeting clients for land-based sessions or in settings such as schools, homes, and communities.
- Offering client-centred, in-person counselling, group programming, and feedback opportunities with the lifting of COVID restrictions.
- Offering mental-health supports to communities in times of need which has allowed us to develop greater working relationships and offer much needed supports.
- Enhancing programming to include client case files and waitlists through the online program management system of Sharevision.
- Continuing to value, support, and offer ongoing mental-health trainings that are evidence-based and culturally sensitive such as Dialectical Behaviour Therapy and Indigenous Focused Orienting Therapy.
- Hiring dedicated clinicians who strive to develop close working relationships with the children, youth, families and communities, as well as within the Mental Health Team itself.
- Offering practicum placements to master’s level students. We have hired the last four practicum students — Nick, Trisha, Alex and Shawna — which has allowed us to support and retain excellent candidates who have acquired and enhanced their skills to offer individuals, families, and communities.
- The community mental-health clinicians have successfully provided integrated workshops, programming, and resources such as books, art supplies, and crafts to foster personal development and cultural practices.
- “Skeetchestn school staff often say how much they appreciate a mental-health clinician being based in their school and say they have seen an improvement in the areas of behaviour, mood, and school performance in the children with one-to-one counselling,” Trisha

What we are worried about

- The ongoing impacts of intergenerational trauma for individuals, families and communities
- Youth engagement in services, especially regarding high-risk youth and ensuring that we offer services to meet them where they are at
- The ever-growing number of referrals, the high demand for more clinicians, and the resulting waitlist for mental-health services



- Continued collaboration with other agencies, teams, organizations, and services to enhance the holistic support we provide our children, youth, families and communities
- The need for increased wraparound supports for families to include formal mental health services for adults

What needs to happen

- Continue to complete trainings and offer increased range of services for our clients, families and communities
- Continue to partner with agencies such as the YMCA
- Offer drop-in groups for youth at the Tranquille Office
- Increase development of possible groups/ workshops for children, youth, families and communities to possibly include grief and loss, addiction, neurodiversity, healthy relationships and boundaries, and “who is in your canoe”
- Partnering with local artists to offer workshops with children and youth
- Increasing connection with teams at our agency and professionals in community to enhance collaboration and knowledge sharing while strengthening connections
- Incorporating Signs of Safety into our counselling practice, supervision and intake procedures
- Working with Elders to understand how we can improve our practice and ensure that they align with the cultural values and practices of the communities
- Continue to work with communities to develop the community mental-health team and understand how they see those positions working for them
- Continue to offer practicum placements and ensure that students are leaving with transferable skills and knowledge
- Increase mental-health staff to meet the growing demand for mental-health services



Early Years Team

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

Our Early Years Services are specialized intervention and prevention services for Indigenous children 0-6 years of age and their families.

Aboriginal Infant Development (AIDP) provides expert support to Indigenous children with early identification and support of developmental delays or at risk for developing special needs.

Aboriginal Infant Development and Aboriginal Supported Child Development dual consultants (AIDP/ASCD) provide expert support to Indigenous children with identification and support of developmental delays or at risk for developing special needs. To build the ability for inclusion in childcare or social settings supporting the right of all children of diverse abilities to participate actively up to the age of 18 years.



Highlights of the Year

- *Le Estcwicwey*; Calling Our People Home with Bonaparte; Bear Witness Days; Elders in Residence; all our groups; Literacy Day involvement from our staff in community; Trailhead Post workshop; moccasin-making workshop; Kindergarten Readiness; basket-making; Team Day; Christmas Party; and delivering services in person again
- Finding housing for a family and then stabilizing them through Jordan's Principle applications and covering the costs upfront when taking too long to sustain the circumstances through illness that a mother encountered.
- Successful participation, communication, sensory and emotional needs addressed, routine, development, progress in the areas children struggle with. And discharged children because the goals were accomplished with the supports and resources needed.

What are we worried about?

- Risks or failure to families and the way they are handled by staff
- Language classes
- Coffee with an Elder and traditional teachings
- Consultant caseloads increase more often than the consultants leaving us working with 1.5EFT's all the time and putting out fires rather than doing proper intervention support
- Playgroup space too small to be hosted inside the Agency for winter months once group size increases
- Jordan's Principle applications taking too long to get approval and then payment
- Housing crises and crises in general needs for families have increased across the board
- Wait time for pediatricians and IHCAN assessments
- Limited or net to no funding for families off reserve and having to use Jordan's Principle applications
- Limited summer programming for children with high needs in the community and no special-needs funding left by summer to support those needs
- Location on reserve is hard to access
- Support running groups and especially evening groups on our team such as Men's Group (only three people volunteering regularly)
- Lack of storage for our supplies
- Playroom not being cleaned and toys returned to their spaces; people using it without booking it out when families come to meetings here; staff opening it and leaving children in there while meeting in other rooms
- Liability in transporting
- Proper consents to transport including height, weight, and age
- Using agency car seats for transporting children so they are guaranteed safe and training Agency workers in car-seat training
- Groups coordinator needs to be hired for support to be able to focus on caseloads
- Early Childhood Education resident to be hired for the entire agency while not helping with groups; social workers could also check for availability (a need throughout the agency)
- Families can be difficult to reach
- Children-in-care finding forever homes and not moving around
- Travel barriers, caseload and waitlists to physiotherapist and constraints to private therapy
- Speech-app purchases are tricky and take several months, typically which follows sometimes the delay in ordering as well on top of that

What's working well?

- Having our own SLP and OT and the openness to invite them into the home, access support, varieties of supports and approaches. High skills and family centred approach.
- Having collaborative, holistic support for families
- Being flexible in communication; meeting the needs
- Kindergarten transitioning prior to starting school
- Jordan's Principle applications enabling inclusion some supports include rent, bills, respite, direct support, private assessments, child care, behavior intervention, safety equipment, resources, therapy tools, private assessments not taking 2 years on the waitlists
- Swanson and Associates prioritizing or Jordan's Principle private assessments and providing inclusion and supportive assessment environment
- Training to support newborn infants and feeding, Safe Babies, CPR, and first aid
- Giving children who are non-speaking devices to be able to communicate.
- Creating inclusive and culturally implemented supports tailored to the needs of each family and community
- Communities inviting us to show them how to run groups over the summer that tailor to the needs of the children and with our expertise.
- The Social Committee events

What needs to happen?

- Continue to support new referrals and families on caseload
- Continue to brainstorm ideas to get speech devices working for each child in settings
- The strategic plan has a Prenatal Outreach worker in the Early Years that needs to be hired, another AIDP/ASCD as of two months ago, and a groups co-ordinator who will do that Early Years screening like we had before but that was a temporary position about 7 years ago
- Getting out to the communities to run more child-centered groups
- Providing specialized supports in Prevention work and bus passes to get to and from the groups and other supports and priorities
- Increased collaboration/ networking with Protection teams like before the pandemic
- Creating or finding more culturally relevant games, creating cultural programming and Indigenizing resources more
- A space designated for winter months where things are age appropriate, fit the needs of Playgroup and individualized groups, such as single play therapy, more spaces available because of booking conflicts



Family Support Team

Ashley Rankin / Family Support Team Lead

The Family Support Team specializes in supporting Indigenous children and families by providing voluntary, comprehensive intervention and prevention services, transition planning, screening, and assessments with an attachment-based, culturally focused, and family-centered lens. We work directly with parents and caregivers to offer parent coaching, family support, and direct support for children in various settings.

HIGHLIGHTS FOR THE YEAR

Men's Group; Summer Camp Program; Medicine Wheel Group; Indigenous Parenting Program; 5 Days of Fun Spring Break Activities; Fatherhood is Sacred, Motherhood is Sacred Parenting Program; Elders in Residence

WHAT'S WORKING WELL

- We regularly meet and network within the communities to discuss programming, delivery of services, and the process of referrals. We participate in several community committees for Early Years and Family Support services.
- Our team is committed to finding new ways to include culture and language in our programming. Our direct support workers have implemented Moe the Mouse teachings using traditional animals and stories, as well as traditional songs and dance during play therapy.
- To counter a lack of inclusion for children on the spectrum within our communities, our team organized and implemented a 4-week summer program for these children who were unable to register for mainstream programming without one-to-one support. This will continue to be a recurring program offered in the future.



- After identifying a gap in services for children ages 7- to 12-years-old, we now have one Direct Support Worker designated to this age group specifically. This includes one-to-one support as well as group support. The caseload for this role is at capacity.
- Including Elders in parenting groups was well-received by participants and offered dynamic opportunities for parents to explore traditional ways of parenting and cultural teachings.
- The engagement in our newly developed Men's Group has exceeded expectations and has been well accepted in all communities served.
- We now have contracted an Occupational Therapist and a Speech and Language Pathologist, and they are both working at full capacity.
- Our EYIS is now trained as a Nobody's Perfect Parenting Program facilitator, and this program will be offered this summer.
- Our team has developed a new life skills program for parents, "Fill My Basket", which will be facilitated in the upcoming months.

What are we Worried About?

- A significant challenge that we face right now is moving from the Urban area to the Reserve. Housing, cost-of-living, and transportation are still major barriers to our families.
- Our team is currently struggling to keep up with the demand of maintaining caseloads along with the extensive preparation and facilitation of groups.
- Direct Support Workers often provide services in understaffed daycares and are expected to provide support that is beyond their roles. Additionally, many children who require Direct Support need full-time one-to-one support, which we are not currently able to provide for most cases.

What Needs to Happen?

- In moving forward, it will be necessary to have additional EYIS, FEW, and Direct Support working in community, schools, and daycares. This will ensure we can continue providing exceptional services with our rising caseloads.
- Our team and families served would greatly benefit from a new position to assist with programs and group facilitation, such as a Group Coordinator and/or an on-call driver to help clients get to and from programming. We would also like to explore options for assistance with child-minding during parenting groups.
- We have identified a need for a prenatal outreach worker to run groups and do one-to-one support with pregnant youth and at-risk mothers.
- Our team needs consistent and comprehensive training in areas such as child-development assessments, trauma-informed practice, emotional self-regulation, Duty to Report, Financial Literacy, FASD, autism, ADHD, facilitation skills, learning disabilities, and parenting approaches to remain up to date with current Early Years/Family Support research and strategies.
- To increase community engagement, our team will be offering boys and girls groups in the communities we serve over the summer. Our team is currently working on this program and will soon be extending the invitation for all communities to host groups over the summer. The hope is for these groups to rotate through communities regularly throughout the year.

Resource

Gail Peterson / Resource Team Leader

RESOURCE STATS

Resource foster homes: 50

Contracted Resource agencies: 4

Total care homes and contracted agencies: 54

Within this total number of care homes, 12 are First Nations homes.

Our caregiver numbers have dropped over the past few years, as several children have returned home, or transitioned to Kinship transfer of custody, as well as caregivers deciding to retire.

We currently have 13 Safe Baby Care Homes, specially trained to care for children aged 0-5 years. These care homes also provide emergency respite for families of young children and are active providing support and visits with birth families. These homes are also involved with pediatricians, Aboriginal Infant Development, physical/occupational therapists, as well as speech and language therapists as needed. The Safe Babies Care Group meets once a week to provide support and to continue with ongoing training. During COVID lockdown it was very challenging for this group of caregivers as they were not able to meet and support each other. Our Agency has been very fortunate to hold most of the Safe Babies Care Homes in Kamloops and they have been able to provide support to our agency as well as our partner agencies, which are Lii Michif Otipemisiwak (LMO) and Ministry of Child & Family Development (MCFD). This group and their children attend many cultural programs offered by the Agency.

What's Working Well

RESOURCE TEAM

- Moving into the new office space and having the ability to meet in person
- Team is at full complement
- All Resource forms and contracts were updated by our case assistant to help support electronic submissions



- Our case assistant supports our team processing criminal record checks and updating our duty Resource calendar monthly. Caregiver contact lists are updated to ensure the supply of our emergency caregiver homes. This position also assists with organizing workshops and sourcing out catering for our events. They also assist in processing and tracking our purchase orders for ongoing resource and kinship expenditures.
- We have a dedicated Recruitment and Retention position

NETWORKING

- Strong connections with partner agencies to share best practices, knowledge, ideas with a view towards service excellence

SUPPORTING OUR CAREGIVERS

- Foster Parent Appreciation celebration was held on Oct. 13. Caregivers were honoured with traditional ribbon skirts and shirts, a catered dinner, musical entertainment, and a wide assortment of door prizes. The Resource and Kinship teams performed an Honour Song with the Cultural Integration Team for our caregivers.
- Restricted and Kinship Caregivers received additional funds at Christmas to support with clothing and groceries
- Online virtual training offered to caregivers: PRIDE training, Safe Babies training, trauma training, transition training, privacy training, as well as cultural teaching through events organized by the cultural team

RECRUITMENT OF CAREGIVERS

- Four pending caregivers in the application and home study process
- Recruitment events attended during this year, Indigenous Peoples Day at Tk'emlups Arbor, Family Day at TCC, and community barbecues

What are our worries

- Contract agencies struggled to recruit and maintain staff, which caused delays securing placements in a timely manner. They also incur a vetting process that takes 1-2 months to complete.
- Caregiver shortages, within our Agency and the province, adds to the challenges in finding new placements. This impacts our ability to return youth to their natural community when family is unable to support or take a child.
- We faced many challenges recruiting new caregivers during the pandemic, like restrictions placed on group gatherings and visitors entering various communities.
- Pandemic issues and shifts in staffing also created a shortage in resources.
- With the pandemic, we witnessed raising costs, for food, clothing, and gas prices but financial supports were not increased during the year. Caregivers had to stretch their funding even further, to care for our children.

Resource Team Vision moving forward

- Focus on a recruitment strategy for recruiting new caregivers
- Offer in-person training to our caregivers
- Having caregivers welcomed back to the Agency to participate in support group meetings as well as participating in cultural events
- Staff working together in our new building, having face-to-face meetings
- Update Resource pamphlets and posters to help support recruitment
- Supporting our communities with recruitment, and caregiver training
- Community engagement to secure placement in their community, as well as provide training and supports.
- Ensuring our Resource program alignment with the Agency's strategic goals.

Kinship Team

Tammy Newton / Team Leader

Bernie Charlie / Former Team Leader

Kinship Team Leader and longtime colleague Bernie Charlie moved on from the Agency in December 2022 to do amazing work in her community. While we miss her greatly, we support her decision to return to support her community.

In March 2023, the Kinship Team named a new Team Leader — Tammy Newton. She has more than 20 years experience in frontline child protection, Resources, and Intensive Youth Support.

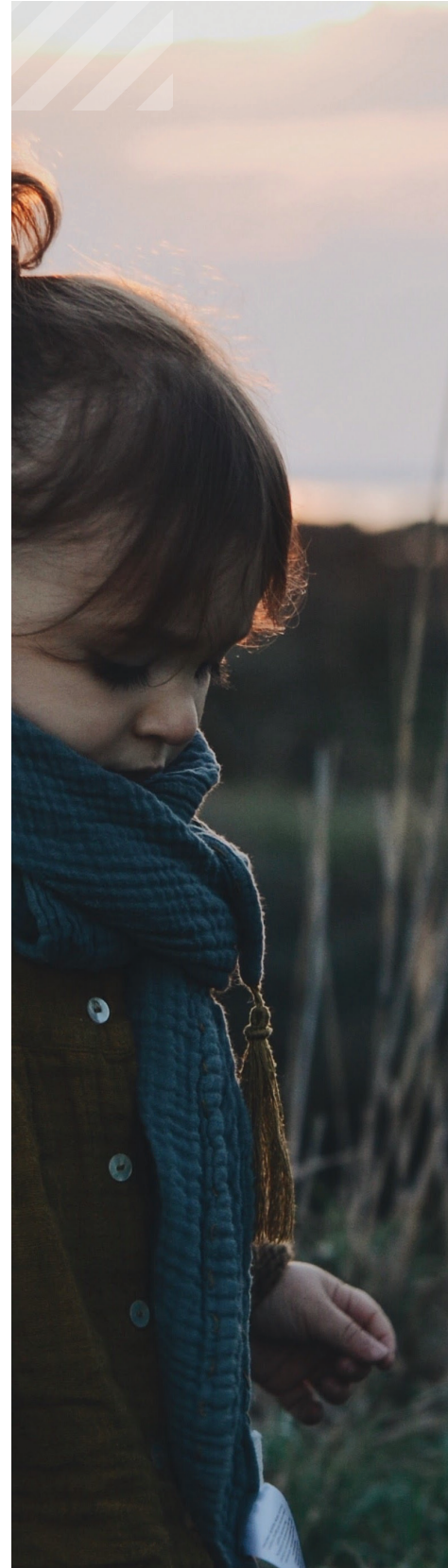
To echo the words of Bernie: “I love the direction the Agency is moving in amplifying the importance of Kinship care for children and youth. There are so many aspects of permanency planning for our children and their families. I also look forward to meaningful work embedded in culture.”

The Kinship team works toward connecting children back to their families, communities and culture through roots connections and kinship assessments of potential kith and kin caregivers.

Willow Peters, Roots Worker

We were equipped with a larger printer which allows us to print large poste-sized genograms when we give to our children and families.

Additionally, Willow’s role as “Family Finder” was changed to “Roots Worker”. Willow has been connecting with other Roots Workers across the province to enhance collaborative practices, streamline Roots work, and establish strong connections with Bands, families, and communities to support children and youth in and from care. We continue to support families, including grandparents that have not had the necessary support since prior to the pandemic.



Georgia Van Rooyen, Kinship Worker

In November 2022, Georgia successfully completed her C4 delegation and in February she completed her SAFE Evaluation and Interviewing Certification, as well as Foundations of Permanency Planning 1 & 2. She successfully supported one caregiver to attend an annual event for a second year in a row and navigated the necessary supports and collaboration to ensure successful travel, accommodations, and attendance.

Magalie Knopf, Kinship Worker

Magalie celebrated 5 years with SCFSA in August 2022. One of her first experiences was conducting a home study for a Kinship caregiver for a transfer of custody of her cousin. Magalie had the pleasure of seeing this young person return to his maternal home with support from the caregiver. The caregiver expressed gratitude for the work our Kinship team completed that supported this amazing success.

The Kinship team also collaborated with the other teams to create a new referral form that will assist the team to track referrals and outcomes for SCFSA children and youth. We are hopeful that we can create a new referral that streamlines Roots requests while creating a separate referral for Out-Of-Care Caregivers assessments and Kinship support. We also saw the creation of a new, joint email that allows each member of the team to access and support request.

With a full return to in-person work in January, our team had reintroduced ongoing Kinship meetings to build collaboration between teams, increase communication, and strengthen our ability to support social workers to further support our children and families within the four pillars of permanency: cultural, relational, physical, and legal.

On March 28, we held our second annual Kinship event. We supported caregivers to gain knowledge about the impact of colonization and trauma on the dynamics between caregivers, the children they are caring for and

the wider family/community. This event was followed by a hands-on, guided traditional medicine-making workshop. This event was both educational and healing and provided participants with tangible ways to navigate their kinship connections.

In the past 3 months alone, the Kinship team supported interventions that prevented 7 children from entering care, 5 children returned to family, and 6 out-of-care placements secured. Our hope is to increase outcomes so that every child is connected to family, community and culture in tangible and concrete ways that increase their safety and well-being.

We are excited to see the changes happening around Out-of-Care assessments as well as the newly created KAT or Kinship Assessment tool. These changes will enhance and streamline assessments to reflect both a culturally and trauma sensitive manner and will result in a greater level of support and services to our Kinship caregivers.

We hope to see our team grow even more so we can provide greater and more timely support to our colleagues and to our families and communities.

Our goal remains to connect children and youth to their families, their communities and their culture in safe, holistic, and supportive ways that create safety and well-being in each of our SCFSA children.

Our goal remains to connect children and youth to their families, their communities and their culture in safe, holistic, and supportive ways that create safety and well-being in each of our SCFSA children.

Human Resources and Communications

Chylane Diablo / Director of Human Resources

Responsible Human Resources and Communications Team 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 policies were reviewed and approved by the Board in May 2022. Will continue to review and bring recommendations to the board quarterly and as needed.
- All staff successfully returned to working in-office once our new building was complete
- InfoHR training and rollout scheduled Spring 2023
- Progress on Agency wellness strategy — monthly wellness activities. First activity was group reiki sessions.
- LV2LK train the Trainer sessions scheduled for June 2023
- New committees developed: Change Management and Scholarship
- Leadership meetings are being scheduled regularly

What's working well

- Communications continued to improve externally and internally, keeping our partners, the public and staff informed about events, news, staff recognition, programming, etc. Highlights included another successful 12 Days of Christmas contest on Facebook, which brought new followers and helped raise awareness about the Agency's 7 Guiding Values; and communications around a local screening of the documentary For Love and the Open House of the Agency's new building, both of which were well attended and brought positive coverage in local media.
- Hired new Program Managers to expand our programs
- Hired two new community MHC to better support our 7 communities
- Hired internal IT support for all staff

- Training: New privacy training offered for all staff; ongoing InfoHR training, soon to be rolled out to all staff, which will streamline our records management, timesheet and request for time off processes.
- More community engagement opportunities. Building relationships.

What are we worried about

- More employee communication and engagement, reconnect staff after working remotely and disconnected during pandemic

What needs to happen

- Hire a second HR Coordinator to better support our growing agency.
- Develop a change management strategy, improve the overall success and process for any agency changes.
- LV2LK train the trainer training offered to all leadership to champion lateral kindness. And we can now provide this training annually, internally instead of bringing in external facilitators. Scheduled for June 2023

Communications around a local screening of the documentary For Love and the Open House of the Agency's new building brought positive coverage in local media and sizeable crowds to both events.

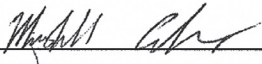
Financial Statements

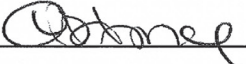


SECWPEMC CHILD AND FAMILY SERVICES AGENCY
STATEMENT OF FINANCIAL POSITION
March 31, 2023

ASSETS	2023	2022
CURRENT ASSETS:		
Cash	\$ 18,125,691	\$ 7,741,215
Accounts receivable	1,271,602	7,189,606
GST rebate receivable	148	6,039
Deposits	19,794	19,794
Prepaid expenses	236,967	177,252
	<u>19,654,202</u>	<u>15,133,906</u>
RESTRICTED CASH (Note 4)	25,163	25,163
PROPERTY AND EQUIPMENT (Note 5)	<u>11,863,836</u>	<u>9,286,934</u>
	<u>\$ 31,543,201</u>	<u>\$ 24,446,003</u>
LIABILITIES		
CURRENT LIABILITIES:		
Accounts payable and accruals	\$ 1,381,084	\$ 2,615,686
Payroll remittances payable	70,198	65,228
Deferred revenue	481	-
	<u>1,451,763</u>	<u>2,680,914</u>
COMMITMENTS AND CONTINGENCIES (Note 7)		
NET ASSETS		
Invested in property and equipment	11,863,836	9,286,934
Internally restricted for trust accounts (Note 8)	25,163	25,163
Unrestricted	15,966,116	7,400,381
Externally restricted	2,236,323	5,052,611
	<u>30,091,438</u>	<u>21,765,089</u>
	<u>\$ 31,543,201</u>	<u>\$ 24,446,003</u>

APPROVED BY THE DIRECTORS:

 Director

 Director

SECWEPEMC CHILD AND FAMILY SERVICES AGENCY
STATEMENT OF OPERATIONS
Year ended March 31, 2023

	Budget (unaudited)	Unrestricted Fund	Externally Restricted Fund	Internally Restricted For Trust Accounts	Total 2023	Total 2022
REVENUES:						
Indigenous Services Canada	\$ 23,150,515	\$ 14,172,657	\$ 8,869,797	\$ -	\$ 23,042,454	\$ 15,857,697
Prior year reimbursement (recovery)	-	-	(138,414)	-	(138,414)	9,485
Indigenous Services Canada - Capital Revenue	-	-	-	-	-	7,175,640
Ministry of Children and Family Development	14,138,631	-	15,257,237	-	15,257,237	13,604,150
Allowance - ISC	-	-	284,922	-	284,922	260,915
Government of Canada Children's Special	-	-	-	-	-	-
Allowance - MCFD	840,000	-	737,117	-	737,117	813,073
Interest	24,000	267,156	-	-	267,156	29,333
Wages and Administration Recoveries	-	238,219	-	-	238,219	283,489
Other	120,000	56,941	120,000	-	176,941	7,869
	<u>38,273,146</u>	<u>14,734,973</u>	<u>25,130,659</u>	<u>-</u>	<u>39,865,632</u>	<u>38,041,651</u>
EXPENSES:						
Administration	103,115	54,959	105,395	-	160,354	164,364
Amortization	-	417,465	-	-	417,465	109,872
Community prevention	4,478,088	-	5,122,663	-	5,122,663	3,215,726
Community relations	121,000	64,230	6,176	-	70,406	33,016
Computer support	59,659	59,587	19,400	-	78,987	54,680
Contractual services	136,533	78,840	61,293	-	140,133	87,350
Equipment and facility rental	405,168	173,394	144,284	-	317,678	400,016
Fees for service	36,000	-	54,128	-	54,128	44,708
Insurance	245,285	205,337	76,376	-	281,713	177,634
Loss on disposal of property and equipment	-	79,383	-	-	79,383	-
Meetings	155,158	107,467	50,670	-	158,137	91,349
Office and miscellaneous	252,319	125,325	87,616	-	212,941	168,545
Professional development	234,683	128,576	113,712	-	242,288	98,036
Program expenses	14,004,836	151,610	14,518,458	-	14,670,068	13,946,435
Repairs and maintenance	143,293	66,349	38,471	-	104,820	61,608
Telephone and internet	140,909	50,190	98,634	-	148,824	149,850
Travel	69,420	6,969	40,712	-	47,681	27,973
Trust accounts	-	-	-	-	-	19,100
Vehicle	195,851	32,497	81,620	-	114,117	150,694
Wages and benefits	14,010,354	4,779,789	4,337,708	-	9,117,497	8,280,581
	<u>37,562,671</u>	<u>6,581,967</u>	<u>24,957,316</u>	<u>-</u>	<u>31,539,283</u>	<u>27,281,537</u>
EXCESS OF REVENUES OVER EXPENSES	\$ 710,475	\$ 8,153,006	\$ 173,343	\$ -	\$ 8,326,349	\$ 10,760,114

Tribute to Alexis Wiltse (1984-2023)

We at Secwépemc Child and Family Services Agency were saddened and devastated by the sudden and tragic passing of longtime employee Alexis Wiltse, who died in a motorcycle accident on May 6, 2023.

Alexis had been with SCFSA for 8 years, and worked extensively with Indigenous communities, allies, children, and families, most recently as a Family Preservation Caseworker for Adams Lake Indian Band. She was just settling into her new role as Family Preservation Team Leader of Ongoing Services when she passed.

SCFSA staff, elders and our Board President and Vice-President gathered to share stories and remember Alexis. The many testimonies reflected the amazing impact that she had on the many lives and hearts that she touched.



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