



Secwépemc
Child & Family Services Agency

2024/25

ANNUAL REPORT



Secwépemc
Child & Family Services Agency

2024/25

ANNUAL REPORT

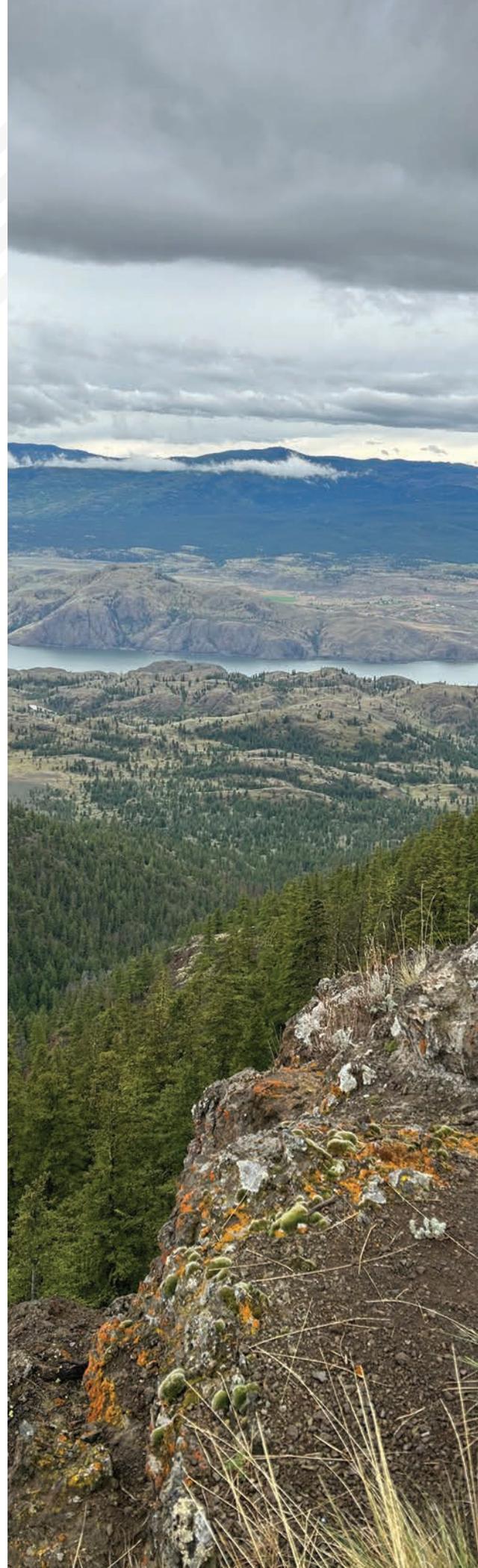


Our Mission Statement

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	6
Executive Summary	8
Board of Directors	10
Organizational Chart	11
Dr. Cindy Blackstock Award	12
Message from Mandy Pozzobon	14
Cultural Integration Team	16
Stet'ex7ém Advisory Council	18
Integrated Support Team	20
Kinship & Roots Team	22
Resource	24
Message from Barb Fedora	26
Mental Health Team	28
Early Years Team	30
Family Support Team	32
Family Preservation	34
Human Resources & Communications	38
Research & Policy Development	40
Financial Statements	42





QWEQWENTSÍN (*GRATITUDE PRAYER*):

Tqeltkúkwpí7 (*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 Indian Band)

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 Indian Band

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



T'keklúps te Secwépemc

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



Pelitq't (Whispering Pines/ Clinton Indian Band)

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



St'uxwéws (Bonaparte First Nation)

Kúkpi7 Frank Antoine
2689A Sage Hill Rd, Hwy 97 N
Cache Creek, BC V0K 1H0
Phone: 250.457.9624



Skitsesten (Skeetchestn Indian Band)

Kúkpi7 Eddy Jules
330 Main Drive
Savona, BC V0K 2J0
Phone: 250.373.2493



Sk'atsín (Neskonlith Indian Band)

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 2024 – April 2025

We want to start out by thanking our amazing team of Elders, our Knowledge Keepers, who share Secwépemc ways and teachings, and who are so essential to the mission of this Agency.

We also continue to be honoured to serve our seven communities and urban Indigenous population as we work together to deliver services that strengthen the family unit and uphold Secwépemc teachings.

Our Agency this year was pleased to welcome new Board of Directors members Vicki Manuel and Myron Thomas, both from Tk'emlúps te Secwépemc.

We also said goodbye to Tk'wem7íple7 Morning-Star Peters and Tk'wem7íple7 Dave Manuel, both from Tk'emlúps te Secwépemc, and Leah Briault, from Pelltíq't (Whispering Pines/Clinton Indian Band). We thank them for their service and contributions to our Board and Agency.

This year saw us gather in ways new and old. The Agency hosted its first-ever conference in October – the Youth Gathering Conference. Former Agency employee and now public speaker Maddy McCallum was the host with the most and she was the perfect complement to the energetic youth who came out for a weekend of culture, music, inspiration and most of all, fun!

All our youth went home with lots of cool memories and stuff, including a specially designed skateboard courtesy Nations Skate Youth, and we can't wait to do it all over again this fall. Kudos to staff who helped organize the conference and who volunteered to make it the great success it was.

We also gathered at Sandman Centre in February for our sixth annual Winter Gathering Powwow. This year saw even more dancers, drummers and vendors, and it was a grand celebration of Secwépemc culture as well as the children and families we are honoured to serve. We were also honoured to have Dr. Cindy Blackstock on hand for some of the festivities – she is a true guiding light for organizations such as ours and we owe such a debt to her and the First Nations Caring Society for their efforts in fighting for the rights of Indigenous children and families across Canada.

With last year's \$7.3-million grant from the National Indigenous Collaborative Housing Inc. (NICHI) in hand, this year we set about to find two appropriate properties for the Living Space projects that the grant money will fund.

This first-of-its-kind, Indigenous-led, culturally informed design project will feature a Rapid Response Living Space for Stmémelt (children) up to 27, and a Transitional Living Space for K'weséltkten (families).

With deeds secured for one property on Coldwater Drive and another on Rose Hill Road, the work is currently under way to see this vision through to provide much needed accommodation and support programs and services to members of the seven communities served by SCFSA.





Work is also underway to help our communities navigate the Final Settlement Agreement (FSA). Information sessions for our seven communities are currently under way by our Research and Policy Development Team to help eligible parties navigate the process.

The \$23.34 billion included in the compensation portion of the FSA is meant to redress discriminatory underfunding practices of First Nations child and family services.

Looking ahead, to make a difference in the future, we need a new Ministry of Children and Family Development (MCFD) funding agreement which allows for a focus on prevention and eliminates funding calculations based on number of children in care.

We also need changes to MCFD's funding model that adequately supports Indigenous child and family service agencies who wish to take on adoption delegation.

One of the brighter developments of this year is that we now have more out-of-care agreements, which means more children and youth can stay with relatives often in community.

Finally, I raise my hands to our incredible team of practitioners who work so diligently every day to support our young people. I also raise my hands to all the caregivers who open their hearts and homes to care for our children and youth when they must be away from home.

And as always, we honour our Board of Directors for providing us with amazing leadership and vision, and we honour our employees and leadership for their hard work and dedication to SCFSA.

Kukwstsetsemc!



Secwépemc Child & Family Services Board of Directors 2024/2025



TK'wenem7i'ple7 Marshall Gonzales
President, Skeetchestn



TK'wenem7i'ple7 Aubin McTaggart
Treasurer, Skeetchestn



Carmen Hance
Vice-President, Simpcw

TK'wenem7i'ple7 Alison Green
Director, Simpcw

Jolene Anderson
Director, Cstélen (Adams Lake)

Kukpi7 Lynn Kenoras – Duck Chief
Director, Cstélen (Adams Lake)

Tk'wenem7i'ple7 Shirley Anderson
Secretary, Neskonlith (Sk'atsin)

Carol August
Director, Neskonlith (Sk'atsin)



TK'wenem7i'ple7 Mathew Lewis
Director, Pelltiq't (Whispering Pines/Clinton)

Vacant
Director, Pelltiq't (Whispering Pines/Clinton)

Vicki Manuel
Director, Tk'emlúps te Secwépemc

Myron Thomas
Director, Tk'emlúps te Secwépemc

Terry Porter
Director, Treasurer, St'uxwtéws (Bonaparte)

Vacant
Director, St'uxwtéws (Bonaparte)

Past Directors

TK'wenem7i'ple7 Morning-Star Peters
Director, Tk'emlúps te Secwépemc

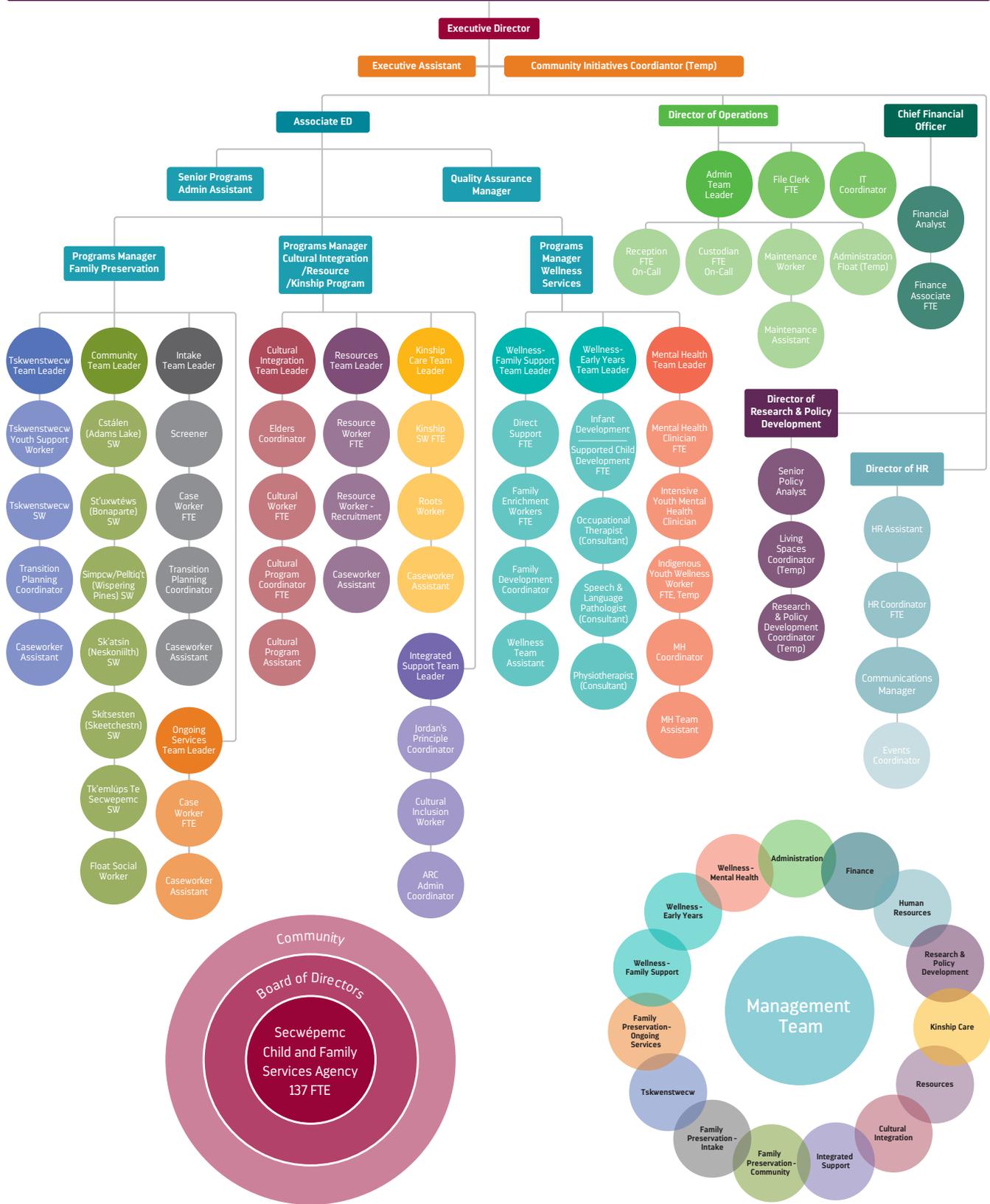


TK'wenem7i'ple7 Dave Manuel
Director, Tk'emlúps te Secwépemc

Leah Briault
Director, Pelltiq't (Whispering Pines/Clinton)

Fiscal Year 2024/25 Organizational Chart

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



Dr. Cindy Blackstock Award



Janessa Atsma of the Youth Support Team (Tskwenstwecw) 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. Dr. Blackstock is tireless in her vision of improving the conditions for Indigenous children and families, notably in education, health care, and child protection.

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

Here's what Jen Kimble, Family Preservation Program Manager, had to say about why she chose to nominate Janessa:

I would like to nominate Janessa Atsma for the Dr. Cindy Blackstock Award.

Janessa was my practicum student in 2017 and instantly I knew she had what it took to be a great advocate for children, youth and families. In our first meeting Janessa came in and asked questions that resulted in me having to question practice and how my practice aligned with the best interest of the children we work with. Janessa showed her ability to challenge policy and legislation in her first interview, which can take workers years to develop.

I chose to accept Janessa as my practicum student after our meeting and in the first day saw someone with compassion, knowledge and drive. There was no doubt in my mind that Janessa lived by Secwépemc Child and Family Services Agency values: Courage/Bravery, Wisdom, Honesty, Truth, Love and Respect.

Courage/Bravery

From Day 1 of her practicum, Janessa showed her ability to step into intimidating situations and conversations. Throughout the years, I have watched Janessa deescalate children, youth, and families while remaining calm. Recently, when her team leader needed to take some time to heal, Janessa stepped into the leadership role without hesitation. Janessa's willingness to do this was due to her understanding that her team would function better with consistency and therefore the youth we work with would also experience their workers at their best.

Wisdom

When Janessa began her practicum she was still quite young, but she showed wisdom right from the start. Janessa's wisdom is intuitive and natural. When working within systems you can see Janessa using her knowledge to navigate her youth through them. Probation officers, health-care professionals, and other supports to her youth often listen to Janessa's insight into the impacts their systems are having on the youth she works with. The youth she works with trust her to be able to use her knowledge to advocate for them and will listen to her due to the way she presents her knowledge humbly.

Honesty

Janessa has always shown that she will always be honest even when it is hard. I have witnessed Janessa sit in meetings and say the hard things to other staff members, support staff, as well as to her youth. Even

when I know she is nervous Janessa shows up and says what needs to be said. Janessa has also shown this in her time as acting team leader by having difficult conversations with staff when they need to hear the truth about the impact their actions are having on youth we serve.

Truth

To me truth is when a person is always authentic and lives with integrity. Janessa shows up as the same person every day. Youth can read a person who is not being authentic in two seconds and will immediately call them on it. Janessa connects with youth because they can see that her words align with her actions. By knowing who she is and what she stands for, Janessa's actions align, which shows her integrity.

Love

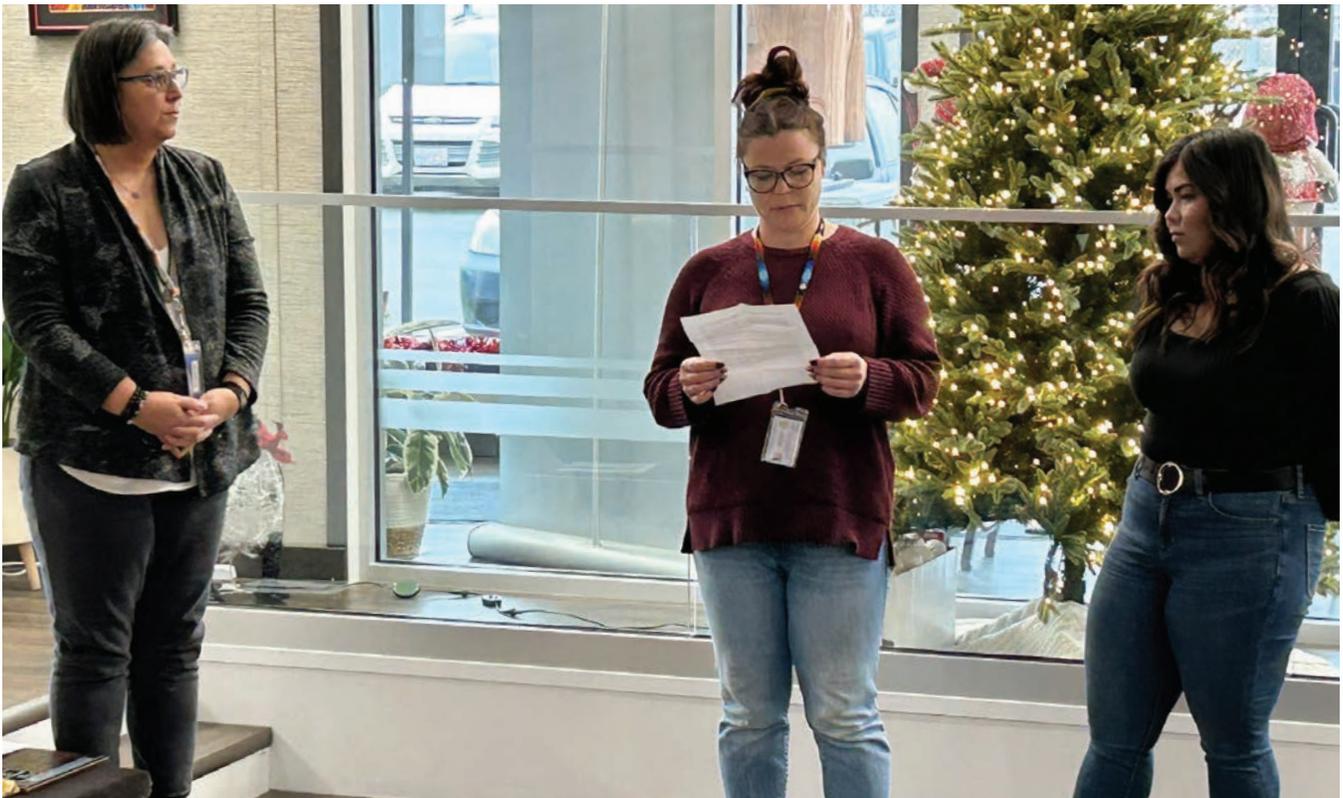
Janessa loves social work and each of her youth has a special place in her heart. You can see Janessa's love for her youth and the work by how she never stops advocating for her youth. I have witnessed Janessa show up for youth who have done everything in their

power to push her away. The level of compassion she has for her youth is a beautiful thing to witness. This is not just a job for Janessa, it is her passion, and it shows up in the relationships she has formed.

Respect

One of my favourite stories that summarizes the respect Janessa shows to the families we work with was the work she did with 3 of our youth and their grandma. This group of youth are from one of the communities we serve and their grandma continued to live in their family home. When Janessa was newly delegated she spent an entire day helping Grandma around the yard, which earned Grandma's trust and therefore her grandchildren's trust.

Janessa shows up for her youth in the good times and the bad times. Due to Janessa's values aligning with decolonizing child protection practice, anyone who supervises her can trust the work she is doing in the field. I can say with full confidence that Janessa will be fighting the systems impacting Indigenous children for decades to come. It is her fighting and compassionate spirit that has led me to nominate her.



Cultural Integration/ Integrated Support/ Kinship/Resource

Mandy Pozzobon / Program Manager

Weytkp xwexwéytep,

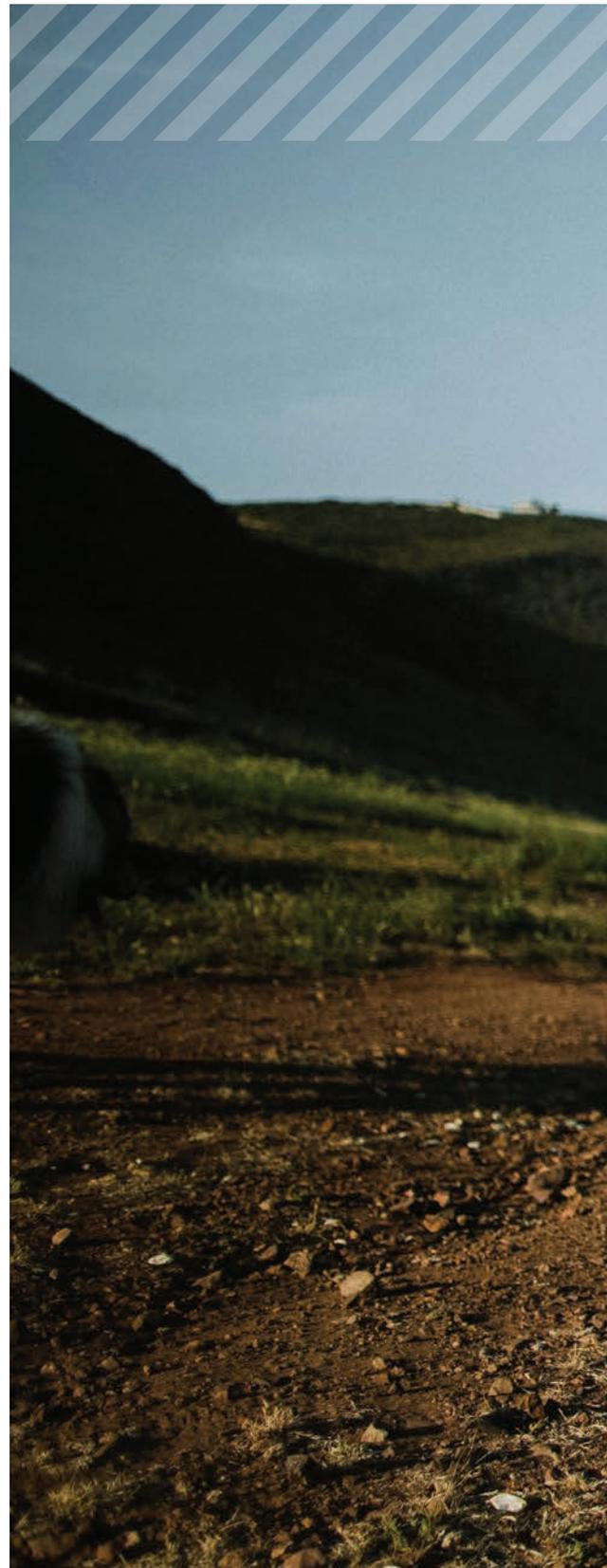
Mandy Pozzobon Ren skwekwst. Ren tsétsewe7 re Program Manager. I work alongside our Cultural Integration Team & Respected Elders, Kinship & Roots, Resource, and Integrated Support (Jordan's Principle & ARC Funding, and CLBC Partnership).

Although our program areas are multifaceted, their interconnectedness is where we find ourselves committed to innovative, culturally appropriate, and continuity practices. The Cultural Integration Team and Elders help guide our programming in a good way and keep us anchored into why we are here.

Grounded in the belief that all Indigenous children, youth, and adults, deserve inclusion, cultural identity, an equitable access to opportunities, our program area encompasses vital initiatives such as Jordan's Principle, CLBC Partnership, and ARC funding. Together we are redefining support systems to better reflect the needs and values of our children, families, and communities. All my program areas are well versed in each other's work and maintain strong channels for sharing information across programs.

Our focus is on integrity of programming. Examples of our interconnected work include promoting equity across the continuum of care and celebrating all caregivers. Resource, Kinship, and Integrated teams support families to continue care into CLBC home-sharing. Additionally, prevention is central to our work, demonstrated by Jordan's Principle and Enhanced Out of Care to support Kinship families.

Yeri7 re stsukws





Cultural Integration Team

Respecting that we are located on the ancestral lands of the T̓kemplúps te Secwépemc, within Secwepemcúlecw.

ELKSTWÉCW PROGRAM

Our programs work together to support our children, youth, families, caregivers, and communities in accessing cultural ways of life, removing barriers and providing supported access.

Our focus this past year was providing opportunity for our children in care to learn powwow dancing, making regalia, and how to understand the teachings. After months of preparation and encouraging confidence, many were included in our Annual Winter Gathering Powwow, where they danced in their first powwow and in their own regalia. Cindy Blackstock, T̓kemplúps leadership, Kamloops mayor, and MLAs welcomed our children and families this year.

Our Elkstwécw program rotates through our eight communities every Tuesday throughout the year. Our program is dedicated to offering workshops to gather our community members in a safe environment, allowing everyone to share a meal, a story, a laugh, and a craft. We have hosted a variety of workshops, including drum-making, rattle-making, beading, storytelling, and regalia belts.

Our Elkstwécw program hosts powwow workshops every first and third Wednesday of every month. For our powwow nights, we had a T̓kemplúps band member youth come in and teach our children and families how to powwow dance, the different styles of dance, and the history of each dance. Our powwow nights also include regalia-making and this past year we made boys grass regalias and girls jingle-dress regalia.



Elkstwécw also provides urban workshops every second and fourth Wednesdays of each month. These workshops are open to all and are encouraged for youth in care to attend. This past year we have had the most youth attending our workshops. We have made a variety of different cultural crafts and have shared many stories with everyone who attends.

Annual Winter Gathering

Grounded in values of generosity, SCFSA hosts a Winter Gathering (not for profit and non-competitive) every year. This was the second year we hosted our gathering at the Sandman Centre in downtown Kamloops. We had 40 craft vendors, 12 drum groups, and an estimated 230 dancers. We kicked it off with mothers and grandmothers leading and carrying in the colours, then the fathers and grandfathers did the same later that day. On the last day, it was the youth and kids carrying in the colours as that day is dedicated to children and our teddy bear round dance. For the dance each child received a teddy bear, dressed in ribbon skirts and shirts made by our team. We were also able to supply teddy bears to our youth (up to age 18) and we gave all our dancers honorariums. As well, our youth and tiny tots received extra honorariums in the form of coupons for lemonade, cotton candy, mini donuts, shaved iced, and mini toys.

Culture Programming

We provided drums and drumsticks to three community daycares in Tkemlúps, Skitsesten, and Neskonlith. We also made ribbon skirts and matching vests for Skitsesten Daycare and bought teddy bears as a surprise for them.

The Culture Team ran a BBQ for Skitsesten Community School's big lahal tournament and their Rattlin Ramble 5K run. This year was the biggest attendance yet for Rattlin Ramble and we cooked hot dogs and hamburgers for roughly 575 youth and teachers.

The Cultural Integration Team has made signs that designate Secwépemctsin names to each of our boardrooms based on specific geographical features around the area. These signs include the writing of the word and a QR Code so employees and visitors can scan and hear how the word is pronounced in the language. We will be adding buttons to our signs for people who can't scan the QR code.

We have employee Secwépemctsin classes every Friday for an hour and drumming and singing on Tuesdays and Thursdays with our staff.

Each year we host our Culture Camp, and last summer we hosted in Salmon Arm with Neskonlith. Our camp is a weeklong in August for our youth in care with some youth from the partnering community. This year we spent most of our time in the lake but also took our youth for a hike to see a waterfall and to Kelowna, where the youth were able to play on the Wibit obstacle course on the lake and eat gelato.

The Culture Team offers one-to-one teaching with youth and staff. Some crafts include ribbon skirts, drums, rattles and drum bags. There is also Bannock-making, and on-the-land gathering of sage, berries and bitter root.



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.

Our respected Elders continue to offer cultural teachings, wisdom, and invaluable insights. Our Elder-In-Residence program allows space for employees, leadership, and caregivers to access an Elder at the Agency, daily. The intention is to provide space for appropriate consultation, integration, and understanding. Our Elders come with a wide range of wisdom, experiences, and teachings. Some teachings they have generously shared are medicine-making, bannock, beading, history, plants and language.

Our Elders also support all our events. We are proud of our Elders who dance, offer activities and teachings with our children and youth at our Wintering Gathering, and support our events in many ways.

Our Elders Council:

Ronnie Jules (Adams Lake/Cstélen)

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

Louisa Celesta (Simpchw/North Thompson/Chu Chua)

Eddie Celesta (Simpchw/North Thompson/Chu Chua)

Rock Denault (Neskonlith/Sk'atsín)



Vacant (Skeetchestn/Skitsesten)

Della Fellhauer (Whispering Pines/Clinton/Pelltiq't)

Diane Sandy (Bonaparte/St'uxwtews)

Colleen Seymour (T'kemplúps te Secwépemc)

Evelyn Gottfriedson (T'kemplúps te Secwépemc)



Integrated Support Team

Sekúsen'temc (Star Person): "The Creator placed us on this land to take care of our people, the Elders, babies, unborn, and our displaced. Children born different are gifted, they see spiritual beings that see the things we don't see. They see the world in a way we never could, and it is a power we uphold, the ones that walk with the stars are sacred and we are chosen to help them so they can teach us" (Elder Iris Jules).

JORDAN'S PRINCIPLE & ARC FUNDING

The ARC Funding and Coordinator was implemented in April 2024. This allows for ISC approved Jordan's Principle applications to be paid directly from SCFSA vs ISC issuing the funds. Before this program, families paid out of pocket and reimbursement wait times were up to 3 months. Additionally, given delays, many of our community healthcare providers refused to accept Jordan's Principle applications without ARC funding in place.

Fiscal year (2024-25) totals for Jordan's Principle applications:

- 2024-25: 112 applications, \$446,227.21 approved, through Jordan's Principle-ARC funding



Community Living British Columbia (CLBC) Partnership

This fiscal year our CLBC program has had amazing growth.

Our Integrated Support team lead and manager attended the Indigenous Disability Awareness Conference in Victoria, where we were acknowledged by CLBC leadership for our innovative partnership and learned a lot from the panels that highlighted advocacy and government movements in disability rights across Canada.

Our unique Outreach program gives our very vulnerable street-entrenched people constant opportunity to exit houselessness in ways other CLBC providers are unable to. In 2024, we had three people exit houselessness and we helped them secure stable housing in a Home Share with family, and in subsidized housing.

We had another family living within our 7 communities reach out for help facing risk of breakdown. We advocated and secured innovative solutions for them to access respite and serve the family in a way that works for them. This is not typical of a standard CLBC service provider, but thanks to our ongoing collaboration with CLBC leadership, we were able to help the family in ways that they needed. Now they are pursuing independence with our support.

Our Cultural Inclusion program has been busy, with lahal games, beading clubs, traditional cooking classes, and

drum making as well as other ongoing events. Working alongside the Cultural Integration Team, our first Culture Camp was a great success. Our kids helped with camp set up, clean up, and basic mentoring duties. This was very meaningful to the kids as they felt full inclusion in the camp experience and had opportunities to let their skills shine.

Work experience or honorarium program for workdays has been a great success. We've had people step into helper roles alongside staff throughout SCFSA events and honoured them for their assistance while also helping them gain valuable work experience for their resumes. We look forward to expanding this into a potential work experience program in the future with collaboration efforts with ATEC and Work BC in the works.

Our team will continue to anchor our work in culture, innovation and change.

The ARC Funding model is wonderfully successful in assisting in the breakdown of barriers for the families



Kinship & Roots Team

This past year the team has continued to focus on building relationships with our Kinship Caregivers; completing out-of-care studies — Kinship Assessment Tool (KAT) and legal permanency; and supporting children and families in homecomings, ceremonies, community connections, and cultural needs. We currently have 44 Kinship Caregivers and 60 Kinship children.

Kinship and our Integrated Team work alongside each other to support continuity of care for our CLBC-eligible individuals post 19-years-old. We have had a couple of our Kinship Caregivers become home-share providers for our Sekúsen'temc.

In addition to the many referrals for cultural agreements, family finding, genealogy, genograms, and DNA testing, our new Roots worker and team have set a goal for all our children in care to receive a genogram. Our Roots worker has been working closely with our Elders to bridge history and learn about Secwepemcúl ecw.

We continue to stay committed to integrating culture and continuity into all the work we do. We find the relationships and wrap-around we are doing now are leading to better outcomes for children and families.

The 2025 Winter Gathering Powwow included many regalia and dance lessons leading up to the event to remove barriers for our children to connect to culture. With 13 big drum groups and 200+ dancers, our mayor and MLAs and community leaders welcomed our children in a good way. We supported our Kinship Caregivers to attend our cultural event at the Sandman Centre by providing concession gift cards, ribbon skirts, and shirts for any children who did not make the weekly powwow night.



Enhanced Out of Care: Homecomings, family and community connections, assessments, behavioral intervention, counselling, genealogy, training, camps, vehicle repairs, inclusive programming, and emergency measures to help children avoid coming into specialized resources.

The Kinships team’s goal for the coming year is to bring increased family-finding to our frontline teams. While staff are doing their best to provide this service within the work they currently do, having a dedicated individual will allow a stronger focus that is solely dedicated for the purpose of family-finding, connecting with family members who are interested in building a

connection to the children and youth in their family and may be in a position to provide care to them. This is very much an area that requires more attention, and we are excited to support all of those involved.

We know that children and youth are better off when they are cared for by their families.



Resource

44 Caregivers + 18 Contracted Agencies

HIGHLIGHTS

- Resource continues to plan with Kinship and our Integrated team for our Caregiver Appreciation event that includes Foster Caregivers, Kinship Caregivers, and our Home Share providers; honouring all caregivers and families caring for our children in ways that work for them. We have 44 Foster Caregivers and 18 Contracted Agencies.
- The Caregiver Event 2024 was held at the Delta Kamloops Hotel. Great turnout of 117 caregivers. This included a hoop-dancer and storyteller, offering cultural teaching to our caregivers.
- Recruitment continues to be a priority for our team. Our recruitment attends many events, including a recruitment event at SCFSA, Family Day at TCC, in our 7 Communities alongside Wellness Teams, and Blazers games, including Indigenous Night. As a result, four home studies started this year, and one new home opened.
- The Resource team is responsible for conducting SAFE home studies for foster care applicants. The team also supports Kinship by helping with KAT assessments for families taking care of kinship.
- This year we distributed emergency books and fire blankets to all caregivers.
- Started preparations for our Caregiver Appreciation in October 2025, which will feature an Elaine Alec book signing.





- The past year we have focused on auditable administration, file documentation, and organization. In the absence of software, we designed a Resource Case Assistant position specific to resources for tracking purposes. This role has created greater efficiency by ensuring documentation and file management are maintained consistently. As a result, Resource workers have more time to focus on direct engagement with caregivers, while we work towards files being organized and succinct.
- We are also looking forward to the new temporary recruitment position to encourage more foster parents to apply with SCFSA. We hope for measurable outcomes and a recruitment plan.



Mental Health / Early Years / Family Support

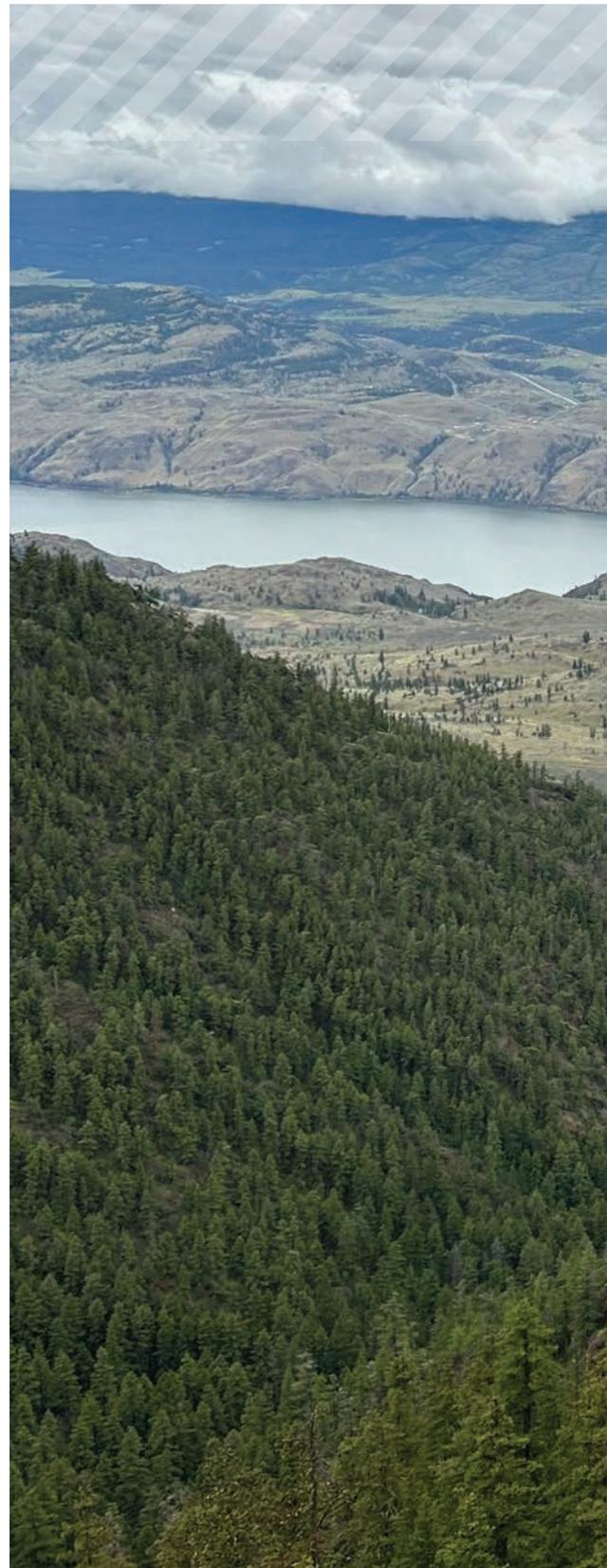
Barb Fedora / Wellness Program Manager

I am proud to share the continued growth and success of the Mental Health Team and Early Years Team programs. Both teams have made significant strides in expanding their reach across various communities, ensuring that vital supports, education, and programming are available where they are most needed.

The Mental Health Team has demonstrated exceptional dedication and responsiveness, providing immediate support during critical incidents and offering crisis intervention services whenever required. Their commitment to accessible and compassionate care continues to strengthen the mental wellness of individuals and families within our communities.

The Early Years Team has also shown outstanding initiative, actively engaging with parenting programs and participating in prevention and wellness booths across all communities. Their ongoing efforts in prenatal and parenting support, as well as child development services, have been instrumental in promoting healthy starts for children and families. In collaboration with Occupational Therapy (OT), Speech-Language Pathology (SLP), and Physiotherapy (PT) services, they continue to provide comprehensive, wrap-around supports that meet families where they are.

Together, these teams exemplify a holistic and community-centered approach to wellness, prevention, and early intervention—ensuring that individuals, families and communities receive the care that is needed.





Mental Health Team

The Mental Health Team provides culturally attuned mental-health services, which are sensitive to the needs of children, youth, families, and communities. These voluntary services strive to meet individuals where they are at, and understands that context, community, and cultural backgrounds are avenues of healing. We follow a client-led, trauma-informed process where people are in the forefront of decision-making about their mental health needs, treatment, and therapeutic direction. Our approach is to combine Western therapeutic modalities with traditional healing practices. The Western therapeutic models we use respect the unique lives of our clients and may include trauma informed/trauma-specific counselling, Narrative Therapy, Eye Movement Desensitization and Reprocessing treatment (EMDR), Cognitive Behavioural Therapy (CBT), Solution-Focused Therapy (SFT), Internal Family Systems (IFS), Dialectical Behavioural Therapy (DBT), Land Based Healing, alongside Art and Play Therapy approaches — all of which are dependent upon the person we are working with. Traditional healing practices include smudging, drumming, prayer, language circles, healing circles, beading, and other cultural crafts.





HIGHLIGHTS

- **Land Based Healing:** This program is intended to support youth in wellness on the land. The program involved drawing out leadership skills and helping youth to find belonging while providing regulation skills and mental-health tools. The program centred around hiking, fishing, and life/ outdoor skills. This program was so successful that further funding has been applied for to expand the program and delivery options.
- **Mind Medicine program in partnership with the YMCA:** Funded though the YMCA and designed to support youth 13-18 experiencing mild to moderate anxiety. This program is based on Acceptance and Commitment Therapy and teaches skills to address living with anxiety. We delivered this program this spring. We were able to support Secwépemc youth in attending and accessing this program.
- **The Team Clinicians have led the way on how to provide services in community and in schools.** The approach and integration in the Skeetchestn School have been a demonstration and model of how SCFSA Clinicians can build relationship to provide relevant and meaningful counselling services to a community. We have duplicated this model and have started visiting other schools in our 7 communities to improve and expand the mental-health care for our Secwépemc children and young people.
- **The Mental Health Team has added two Indigenous Youth Wellness Workers.** The new IYWWs have been very successful in providing the team with support and valuable knowledge around Secwépemc practices for mental health. We appreciate and look forward to their ongoing presence on our team.
- **Ongoing Professional Registration:** As the province considers regulating mental health and psychotherapy, SCFSA is well-placed in front of any new legislation with almost all our team now being professionally registered. This meets the industry standard, increases valuable oversight in our work, while providing increased support for those receiving care from the team.
- **We have managed to restructure our waitlist and lower the wait times.** We now have dedicated clinicians for each community. The ongoing competition with private sector for talented and dedicated staff has been challenging. Over the last year, the mental-health teams have lost 4 clinicians to private practice. This is due to significant wage differences, and the increase in autonomy afforded in the private sector. As we see an increased societal investment in mental health, this struggle will likely continue to grow. Due to the lack of available clinicians to hire, our main focus is to provide services to children, youth and their families. All other individuals have been referred to FNHA or private resources for counselling.
- **Our building provides the team with therapeutic space.** Each clinician has an office to provide individual and small group counselling. We also have a Play Therapy Room for additional complex therapies. This allows us to pivot slightly away from an outreach-based model and increase the quality-of-service provision by increasing access to tools and modalities available.

Early Years Team

Our Early Years Services are specialized intervention and prevention services for Indigenous children 0-6 years of age and their families. The Aboriginal Supported Child Development and Family Enrichment positions work with 0-12 children mostly but up until their 19th birthday. We work directly with parents and caregivers to offer infant massage, parent coaching, Circle of Security, autism awareness, and cultural parent groups. Participation is voluntary, family-centred and parent-driven for all programs.

Aboriginal Infant Development (AIDP) provides support to Indigenous children from pregnancy to 3 years old and sometimes up to school age if the developments sit in the 0-3 years category. Aboriginal Infant Development and Aboriginal Supported Child Development (AIDP/ASCD) 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. We use multiple early child assessments to identify where the focus is needed not only for development, but for health, too. We then make referrals to speech and language, occupational therapy, and physiotherapy services as well as Family Support and Direct Support.

HIGHLIGHTS

- This past year Early Years participated in the ABC Family Literacy Day; Simpcw, Skeetchestn, Bonaparte, Adams Lake, and Whispering Pines health fairs; met with Whispering Pines/Clinton Health Director to discuss early years/prenatal/postnatal supports; attended various family meetings with band reps, professionals, and natural support networks; participated in the SCFSA Winter Gathering Pow Wow and TRU Pow Wow; and sat on various community committees including: ABC Family Literacy Day planning, Perinatal Working Group, Early Childhood Mental Health Community of Practice, Make Children First, Early Learning and Child Care Engagement Group.
- Hosted Cultural Group with Little Shuswap Child and Family Centre; Gathering and Sharing Circle (prenatal and postnatal); Pro-D Day workshops; Summer Camp with kids for inclusion; and Child and Youth Gathering.



- Playgroup has continued swimming once a month and on Pro-D days the children have been able to get out on the land. The families look forward to this playgroup and we love seeing the full interaction of the parents with their children with no electronic devices. The families also visited the Fire Hall, Wildlife Park, and water slides in Salmon Arm. Qwemtsin Health also came to bring oral hygiene and showed how to brush with high-needs children.
- Sunnyhill Positioning & Mobility Clinic: A couple of children were referred by our Therapy Team to this specialized clinic this year. Adjustments to current equipment were made, and we also tried new equipment to help meet children's mobility needs and improve their quality of life, such as power wheelchairs. It was so exciting to see children explore movement in a way they haven't yet been afforded and witness the excitement and pride on parents' faces as they watched their children succeed.
- A family was approved for a wheelchair-accessible van through Jordan's Principle, as well as other seating, mobility and play equipment. This will allow them to safely transport their child and attend community cultural events.
- Specialized training was taken to make very early detection of cerebral palsy possible. By assessing babies' spontaneous movement (newborn until 5 months old), this tool assists trained clinicians in recognizing pathological patterns of movement that require referrals to BC Children's Hospital for diagnostic work-up. It also prompts earlier and more frequent intervention from therapists to help improve functional outcomes.
- 6 children have received iPads with communication apps this year, giving a voice to children with complex communication needs.
- Increased collaboration with Interior Health's audiology department has resulted in better care and support for our children who are hard of hearing.
- Increased collaboration with Indigenous community partners, such as the Full Circle Youth Centre as well as individual band offices.
- The rate of referrals from the SCFSA Social Work team has increased, enabling us to provide consistent therapeutic services for children in care. This supports continuity and relationship-building in therapy and helps us identify and address developmental needs earlier.
- Families have come to trust us as meaningful partners in their child's health and development. They regularly share updates and successes related to their child's developmental goals.

What's working well

- Keeping the child at the centre of the circle of support, using this to collaborate with other professionals and systems in a good way, and advocating to meet the child's needs in the best possible way.
- We continue to offer flexible appointment locations to support comfort and accessibility for families. While many prefer in-home visits, we also provide services at the Agency, playgroups, community programs, or outdoor spaces like parks — wherever families feel most at ease and able to participate.
- Continued collaboration with community resources and pediatricians to support referrals to specialized services such as feeding and swallowing studies and the hip surveillance program.
- Therapists now have a lending library of equipment and supplies that are prescribed for advancing development. Equipment is loaned to families when they need it, for as long as they need it. Without this program, families must wait for other funding sources, which often have very lengthy wait times (more than 1 year) and by the time these are approved, the equipment is often no longer relevant.

Family Support Team

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.

Mandate: To provide holistic and wrap-around services, promote inclusion and empowerment, and uphold cultural connections for indigenous children and families in the Secwépemc territory.

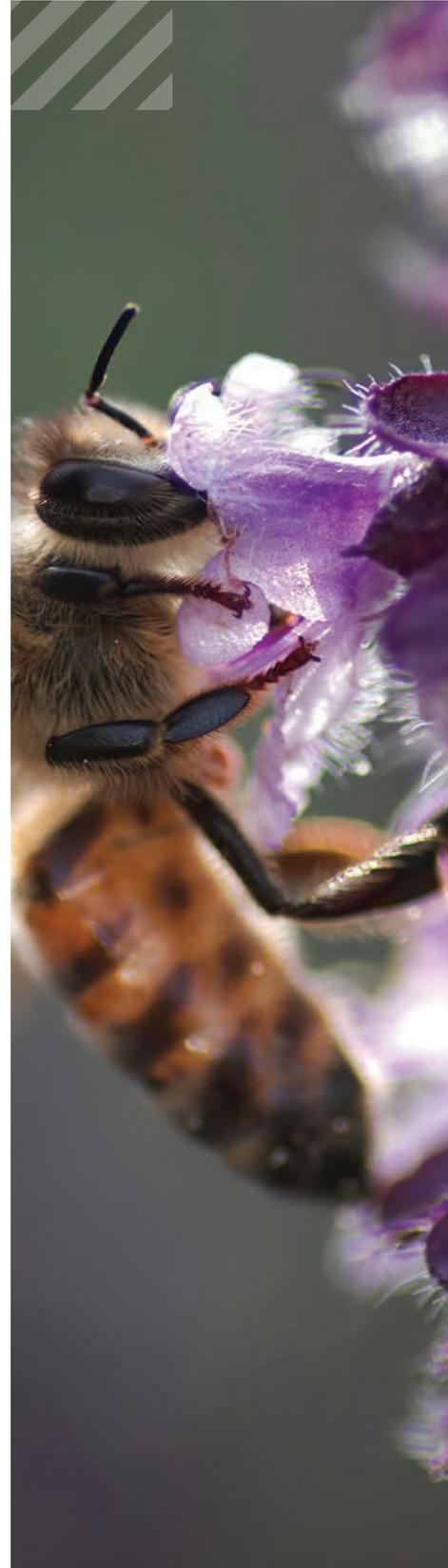
HIGHLIGHTS

Family Support Team collaborated with many of our 7 communities and offered a Wellness and Prevention Fair in-community; facilitated Circle of Security training for families; monthly Women's Social Group; Summer Camp program; Life Skills and Food Sovereignty (canning salmon); Fill My Basket parenting program; Mother Goose; Pro-D Inservice Day Camps; Budgeting Workshop; Drum-Making Workshop; and food hampers to families at Thanksgiving and Christmas.

Distributed to our 7 communities: Christmas activity bags, Spring Break activity bags, and Halloween safety bags.

Elders in Residence daily

Direct Support Workers visiting community daycares offering cultural craft and stories.



What's Working Well

- Our team is committed to finding new ways to include culture and language in our programming. Our Direct Support Workers have implemented Mother Goose teachings using traditional songs. We fostered cultural connections across all our programs by actively integrating traditional teachings, elders, and cultural aspects. Our parenting strategies were firmly rooted in culture, involving guidance from the Elders, language and drumming teachings, traditional foods and the values of Secwépemc.
- To counter a lack of inclusion for children on the spectrum within our communities, our team continues to organize and implement a 4-week summer program and Pro-D Inservice Days Camp for these children and offered an after-school program once a week for those children who were unable to register for mainstream programming without one-to-one support.
- Having a Direct Support Worker fills the gap for services for children ages 7-12. This includes one-to-one support as well as group support.
- Our Family Enrichment Worker (FEW) is now trained in Circle of Security and will be offering to facilitate the program in communities.
- Including Elders in our parenting groups continues to receive positive feedback from participants and offered dynamic opportunities for parents to explore traditional ways of parenting and cultural teachings.
- The engagement in our ongoing Women's Social Group has exceeded expectations and has been well accepted, offering a turkey dinner to participants and their families once the program was completed.
- Our new Family Development Coordinator has been facilitating training in FASD 2-day workshop and the Circle of Security Program.
- Our team offered a Food Sovereignty, Food Skills canning workshop with salmon donated by SNTC.
- Our Family Enrichment Workers have been working above capacity to connect families with essential resources and alleviate financial, transportation, housing and food security barriers as much as possible.
- Our Family Support Team brought into the Agency a professional who was able to help with the status renewal/application process.
- We have FEW going into some of our communities once a month to offer community members assistance filling out forms (status, child tax, daycare subsidy), information about on- and off-reserve resources, parenting skills, budgeting and cleaning skills, and referrals to our Secwépemc Child and Families Aboriginal Supported Child Development and Aboriginal Infant Development Program.



Family Preservation

Jen Kimble / Program Manager

Our Family Preservation Team is made up of five individual teams: Community Family Preservation Team, Youth Support Team (Tskwenstwecw), Intake Family Preservation Team, Ongoing Family Preservation Team, and we are very excited to have our Guardianship Team back. As the manager for the five Family Preservation Teams, I continue to strive to create an environment that encourages continuous learning and growth. Child protection has a history that cannot be denied, and we must always work towards greater effectiveness and efficiency within our service-delivery system. More importantly I aim to develop empathy, understanding, and honesty within my teams. The following reflects the efforts, accomplishments, and functions of the teams I have the privilege of working alongside of.



COMMUNITY

The Community Family Preservation Team has significantly contributed to strengthening both practice and relationships across our seven member nations. The team's primary focus is to provide child safety and family enhancement services to members of these communities — whether they reside on-reserve or away from home — with the goal of creating consistent and culturally aligned service delivery within community.

The team includes Team Leader and six Family Preservation Workers — five of whom are assigned to specific communities, with one float position — as well as one Case Assistant who provides essential administrative support.

Service delivery is guided by the Signs of Safety framework, which supports collaborative safety planning and empowers families and communities to make informed decisions that build on their strengths. This approach promotes community-led solutions and

enhances local capacity. As a result, we have seen the development of stronger, more trusting relationships between the Agency and our member nations.

The team places a strong emphasis on prevention, working in partnership with communities to ensure children, youth, and families are supported in ways that reduce the need for protective intervention. Services are delivered in alignment with each community's unique values, cultural context, and vision for the well-being of their children and families.

Collaboration with band representatives is central to the team's work, ensuring that our services uphold the agency's mission, vision, and values while respecting and aligning with the standards and expectations of each nation. The team remains committed to continuous learning to better understand and respond to community values, beliefs, and practices.

As we look to the future, we are excited to continue walking alongside communities as they develop and assert their jurisdiction in child and family services. We are committed to supporting this important work and look forward to a future where all processes are fully grounded in the values and direction of our nations.

The Community Team is a vital part of our Agency. Our Family Preservation Workers are skilled, compassionate, and deeply committed to building long-term, meaningful relationships. They are present not only in times of crisis but also in moments of celebration, regularly participating in community events and contributing to the everyday life of the families they serve.

We have witnessed a meaningful shift in how our services are perceived — trust is growing, and the relationships we've nurtured with families and community reflect a shared commitment to the safety, wellness, and self-determination of our member nations.

Some important successes that reflect the type of service our Agency wants to promote within our 7 communities:

- We rescinded a continuing custody order for 2 children that were in permanent care for five years. They were returned to their mother. We celebrated their success, and the community led this celebration alongside us. There were lots of happy tears, even the judge was emotional.
- We continue to focus on priority placement. The majority of children who have had to be outside the parental home because of safety concerns have been placed with family or in community.
- There has been a heavy focus on connection and belonging this year. We have focused on connecting those children who are away from home, and this has led to better outcomes for these young ones.

We worked alongside one of the communities to make a plan for a sibling group because their parent was unable to care for them. The family and community came together to make a plan that was in the best interests of the children. We were fully in support of the family making the plan while we supported in the background. We want to empower families and communities to make those decisions.

- Most of the children and youth who remain in SCFSA care that belong to our 7 member nations reside with family in their community or reside with community members.



INTAKE

The Intake Team is composed of a Team Leader, Intake Screener, 6 caseworkers and a case assistant. The team is comprised of the most experienced social workers with the majority having 4-plus years of seniority. The Intake Team enjoys the assessment process of the work and are all highly skilled at their jobs, which reflects the good work they are accomplishing with families. The mandate of the Intake Team is to assess child protection reports for the Urban Indigenous population. If it is determined that there is child-protection concerns that require further work, then the file is transferred to the Ongoing Services Team.

Highlights

The Intake Team has welcomed 2 new members to the team this year. Intake continues to be dedicated to building their knowledge and skills in the Signs of Safety (SOS) framework. This year, the team has focused on building the strengths of each family into their planning with families. Later this year the team will be working with Peney Turnell, who is known worldwide for her expertise in working with families experiencing violence. The Intake Team is resilient and has continued to show up every day doing their best to support families even through all the changes.

What's working well

The Intake Team can be described as cohesive, productive and collaborative. A huge strength of the team is that they are a tight knit group and can rely on each other for support and guidance. Each member brings their own experience, ambition and special skill set to the table which helps drive the Intake Team's overall performance. Throughout the year the Intake Team has been able to assist and support the other Family Prevention teams when extra support was needed. The Intake Team is highly skilled in SOS practice, and this shows up in their ability to create strength-based and solution-focused plans with families. The team is often able to have children with family members or keep the children in the home with the plans they create with parents.

YOUTH SUPPORT (TSKWENSTWECW)

The Youth Support Team (Tskwenstwecw) is made up of a Team Leader, three fully delegated caseworkers, two youth support workers, and a case assistant.

The team was created with the intention to give more intensive support to youth ages 12+, with exceptions to serve younger children on a case-by-case basis. The caseworkers are intended to have smaller caseload numbers with the goal to have no more than 10 files, so that they can build meaningful relationships with the youth, care team, family, community and other professionals. The hope is that the caseworkers can be present in the youth's lives not just for the worries, but to also celebrate the good. Our caseworkers typically see their youth once a week. As the population we support is primarily youth, we work on preparing for independence in a good way. We often work alongside CLBC, Youth Probation, Interior Health, other community support agencies and contracted specialized resources. The team provides more intensive and individualized wrap around supports, while maintaining connection to family, culture, and self. This is to ensure we are providing effective supports to young people who experience risk factors such as: mental health, problematic substance use, risk of gang involvement and/or trafficking, complex behaviours/ needs, risk of homelessness, and justice-system involvement.

What's working well

We continue to work with our community partners and long-term caregivers to provide CLBC support hours, and home-share beds, allowing for a continuity of care. The Signs of Safety framework is being used with youth in a tailored way that makes the process more comfortable for them. We focus primarily on asking good questions to gather information, supporting youth to build safe networks, and helping achieve goals through trajectories. Our team leans into our advocacy roles and have had many meaningful conversations with community partners around addressing systemic barriers that lead to gaps and have since noticed improved responses and outcomes in times of crisis. We have had several youth return to their home communities and reconnect with family after being displaced to Kamloops while in care. The Youth Advisory Council has continued to grow, and we attended the International Prevention of Youth Homelessness in Toronto in February 2025. The YAC also planned and executed an amazing "We Back" Barbecue at the Agency that was well-attended and received positive feedback. Some of our youth are attending post-secondary programming, including TRU and Emily Carr Institute. A member of our team

runs a weekly Dungeons & Dragons group, our Youth Workers facilitated a Financial Literacy Group at the office, and we continue to support the weekly nutrition and cooking class with Eve Ridler.

ONGOING

The Ongoing Family Preservation Team works with Indigenous families within urban Kamloops area. The Ongoing Team focuses on concurrent planning as we focus on children returning to their parents, family and community. Plans are made in alignment with the Signs of Safety framework. The Ongoing Team Leader is passionate about ensuring families stay connected and children know who they are and where they come from.

Throughout the year the team has collaborated with communities across Canada to ensure that families have the support of their community while involved with SCFSA. This year the team has moved to having meetings only online with communities outside of the Kamloops area to travelling to communities a distance away to ensure that relationship is built. Due to the enhanced ability to build relationship with in-person meetings we have seen more children return to family and community this year than prior years. The team has also worked hard on developing timelines to support other professionals, families, and parents in understanding what steps need to occur prior to SCFSA ending involvement. These timelines have been essential to families and SCFSA working together as both parties are clear on expectations. Building the teams capacity on creating strong timelines alongside families will continue to be the main goal of the Ongoing Team throughout 2025.

The Ongoing Family Preservation Team continues to be committed to children and youth remaining with family and friends. This team is passionate about children and youth being connected to their family, communities, and culture. We continue to see increases in children and youth returning home or to family. Also this year, we saw an increase in children being connected to community and culture at the beginning of their time in care which is the most effective way to create safety for children and youth who are in care.



Human Resources & Communications

Kaylee Gillespie / Director of Human Resources

Human Resources and Communications Team is responsible for:

- Recruitment and retention
- Orientation, training, and development
- Occupational health and safety
- Employee Wellness
- Organizational Communication and employee relations
- Performance management, succession planning, and compensation
- Records and information management
- HR policies and procedures
- Internal and external communication strategy
- Offer safe and culturally specific events to our Elders, community members, persons served, families, children, and staff.



HIGHLIGHTS

- Hosted the first Youth Conference to provide an opportunity for the youth to come together, connect and let their visions be heard
- Supported the organization to host successful annual events such as Kids in Care Christmas Party, Caregiver Appreciation Day, Youth Journey Celebration, and Winter Gathering Pow-wow
- Hired 37 new employees and 16 internal transfers
- 5 employees completed C6 delegation training and 7 staff completed C4 delegation training

What's working well

- Staff meetings provide an opportunity for staff to connect, feel recognized and proud of their achievements reminding us all why we have chosen this work

- Building procedures to support cross training
- Hiring employees who are a great fit for their position and the organizational culture
- Disability Management — supporting employees through the process

What are we worried about

- Managing expectations around variable employee benefits tied to funding availability

What needs to happen

- Conduct employee engagement survey to identify reasons why staff remain with the Agency
- Review of Strategic Communications Plan
- Work with research student to review SCFSA Recruitment process and improve upon the established process and integrate culturally appropriate practices



Research & Policy Development

Caroline Thompson / Research and Policy Team Lead

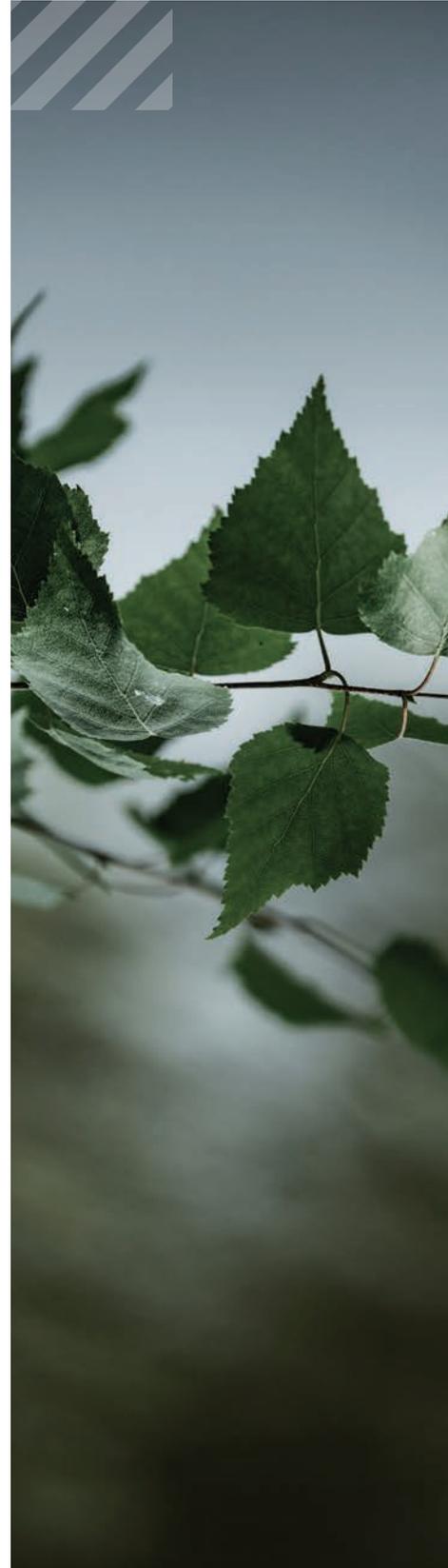
The Research and Policy Development (R&PD) Team was established in November 2023 as part of the SCFSA 2020-25 Strategic Plan under “Priority 2 – Excellence: Ensure that the Agency’s administration and operations demonstrate delivery excellence”. The R&PD Team has expanded to include not just the Director of Research and Policy Development, but a Senior Policy Analyst, Settlement Resource Navigator, and the Community Engagement Coordinator summer position.

The Key Functions of SCFSA’s R&PD Team include:

- Analyzing relevant legislation (e.g., Bill C-92) and its impacts.
 - Leading community engagement initiatives to gather insights for service design and improvement.
 - Collecting data to identify service gaps and community needs.
 - Drafting internal policies that align with Secwépemc laws, cultural values, and legal requirements.
 - Fostering partnerships for shared learning and resources.
-

HIGHLIGHTS

- Continued our work on the National Indigenous Collaborative Housing Inc. (NICH) rapid response and transitional living spaces project.
 - Purchased the rapid response living space that will provide temporary, but immediate accommodation, with supportive services for Stsmémelt (youth) who are at risk of being unhoused.
 - Purchased the transitional living space that will provide longer-term housing that includes wrap-around supports to individuals who are at risk of being unhoused or who are in transition. The goal is to support the K’wséltkten (family) in creating stability and support and get individuals, couples, and/or families on the housing continuum. Stays are up to a maximum of three years.
 - Created the NICH working group.



- Completed ongoing Final Settlement Agreement (“FSA”) for First Nations Child and Family Services and Jordan’s Principle information sessions to provide tailored guidance and support to communities as they navigate the settlement and application processes.
- Provided financial wellness sessions through a collaborative partnership with the Public Guardian and Trustee of BC and Vancity.
- Continued community engagement and ongoing communications to inform communities about long-term reform negotiations from a policy and legislative lens.
- Created a policy development internal framework.
- Completed the Pre-Capital Needs Assessment for the creation of a youth centre.

What’s working well

- Quarterly reporting to Band Reps for projects, programs, and community information.
- Monthly updates to Band Reps on the Final Settlement Agreement (“FSA”) for First Nations Child and Family Services and Jordan’s Principle.

- Community presentations on FSA and Child and Family Services long-term reform.
- The internal policy development framework.

What are we worried about

- Ensuring that the NICHI Living Spaces pilot project will provide the much-needed urgent and unmet accommodation and wrap-around services for the seven member communities as well as the urban away-from-home population.
- Securing sustainable funding for the NICHI Living Spaces beyond the pilot stage of the project (post-Oct. 31, 2025).

What needs to happen

- Short informational video about the FSA and the upcoming claim period—stay tuned!
- Continue to support member communities as they navigate the evolving landscape of First Nations Child and Family Services.
- Operationalize the Transitional Living Space and the Rapid Response Living Spaces.



Financial Statements



SECWEPENC CHILD AND FAMILY SERVICES AGENCY
STATEMENT OF OPERATIONS
Year ended March 31, 2025

	Invested in Tangible Capital Assets	Unrestricted Fund	Externally Restricted Fund	Total 2025	Total 2024
REVENUES:					
Indigenous Services Canada	\$ -	\$ 17,732,061	\$ 9,114,513	\$ 26,846,574	\$ 18,975,863
Prior year reimbursement (recovery)	-	-	(543,662)	(543,662)	33,620
Ministry of Children and Family Development	-	-	21,294,941	21,294,941	18,797,246
Allowance - ISC	-	-	205,625	205,625	168,463
Allowance - MCFD	-	-	994,727	994,727	866,103
National Indigenous Collaborative Housing Inc.	-	-	7,276,174	7,276,174	-
Interest	-	1,339,832	-	1,339,832	1,354,451
Wages and Administration Recoveries	-	297,255	-	297,255	421,214
Other	-	193,419	614,362	807,781	571,416
	<u>-</u>	<u>19,562,567</u>	<u>38,956,680</u>	<u>58,519,247</u>	<u>41,188,376</u>
EXPENSES:					
Agency initiatives	-	731,985	-	731,985	-
Administration	-	2,926	285,145	288,071	185,332
Amortization	613,831	-	-	613,831	566,493
Community initiatives	-	5,563,224	-	5,563,224	-
Community relations	-	237,795	5,463	243,258	290,715
Computer support	-	55,165	15,244	70,409	51,444
Contractual services	-	81,468	42,588	124,056	100,318
Cultural	-	-	182,625	182,625	4,380
Equipment and facility rental	-	193,305	102,078	295,383	399,101
Fees for service	-	-	64,755	64,755	37,682
Insurance	-	283,472	66,536	350,008	320,904
Meetings	-	204,207	46,558	250,765	205,136
Office and miscellaneous	-	240,824	93,243	334,067	363,076
Professional development	-	123,440	74,787	198,227	301,164
Program expenses	-	1,162,447	24,538,498	25,700,945	19,139,005
Repairs and maintenance	-	27,956	52,056	80,012	168,704
Telephone and internet	-	42,203	67,041	109,244	173,023
Travel (recovery)	-	(1,902)	91,198	89,296	62,772
Vehicle	-	23,534	83,483	107,017	137,510
Wages and benefits	-	6,432,236	5,105,240	11,537,476	10,468,857
	<u>613,831</u>	<u>15,404,285</u>	<u>30,916,538</u>	<u>46,934,654</u>	<u>32,975,616</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (613,831)	\$ 4,158,282	\$ 8,040,142	\$ 11,584,593	\$ 8,212,760

SECWPEMC CHILD AND FAMILY SERVICES AGENCY
STATEMENT OF FINANCIAL POSITION
 March 31, 2025

ASSETS	2025	2024
CURRENT ASSETS:		
Cash and cash equivalents	\$ 35,716,319	\$ 26,591,264
Accounts receivable	1,538,045	1,298,003
GST rebate receivable	-	3,272
Deposits	12,044	12,044
Prepaid expenses	148,839	240,021
	<u>37,415,247</u>	<u>28,144,604</u>
 RESTRICTED CASH (Note 4)	 25,163	 25,163
 TANGIBLE CAPITAL ASSETS (Note 5)	 <u>13,746,360</u>	 <u>11,755,498</u>
	<u>\$ 51,186,770</u>	<u>\$ 39,925,265</u>
LIABILITIES		
CURRENT LIABILITIES:		
Accounts payable and accruals	\$ 1,220,407	\$ 1,458,717
Payroll remittances payable	82,952	162,350
	<u>1,303,359</u>	<u>1,621,067</u>
	<u>1,303,359</u>	<u>1,621,067</u>
NET ASSETS		
Invested in tangible capital assets	13,746,360	11,755,498
Internally restricted for trust accounts (Note 8)	25,163	25,163
Unrestricted	34,564,490	24,047,099
Externally restricted	1,552,778	2,476,438
	<u>49,888,791</u>	<u>38,304,198</u>
	<u>\$ 51,192,150</u>	<u>\$ 39,925,265</u>

COMMITMENTS AND CONTINGENCIES (Note 7)

APPROVED BY THE DIRECTORS:

 Director

 Director



Main Office: 153 Kootenay Way, Kamloops, BC V2H 0E6

 250.314.9669  @secwepemcfamilies  @SCFSAgency  secwepemcfamilies.org