

Scw'exmx Child and Family Services Society

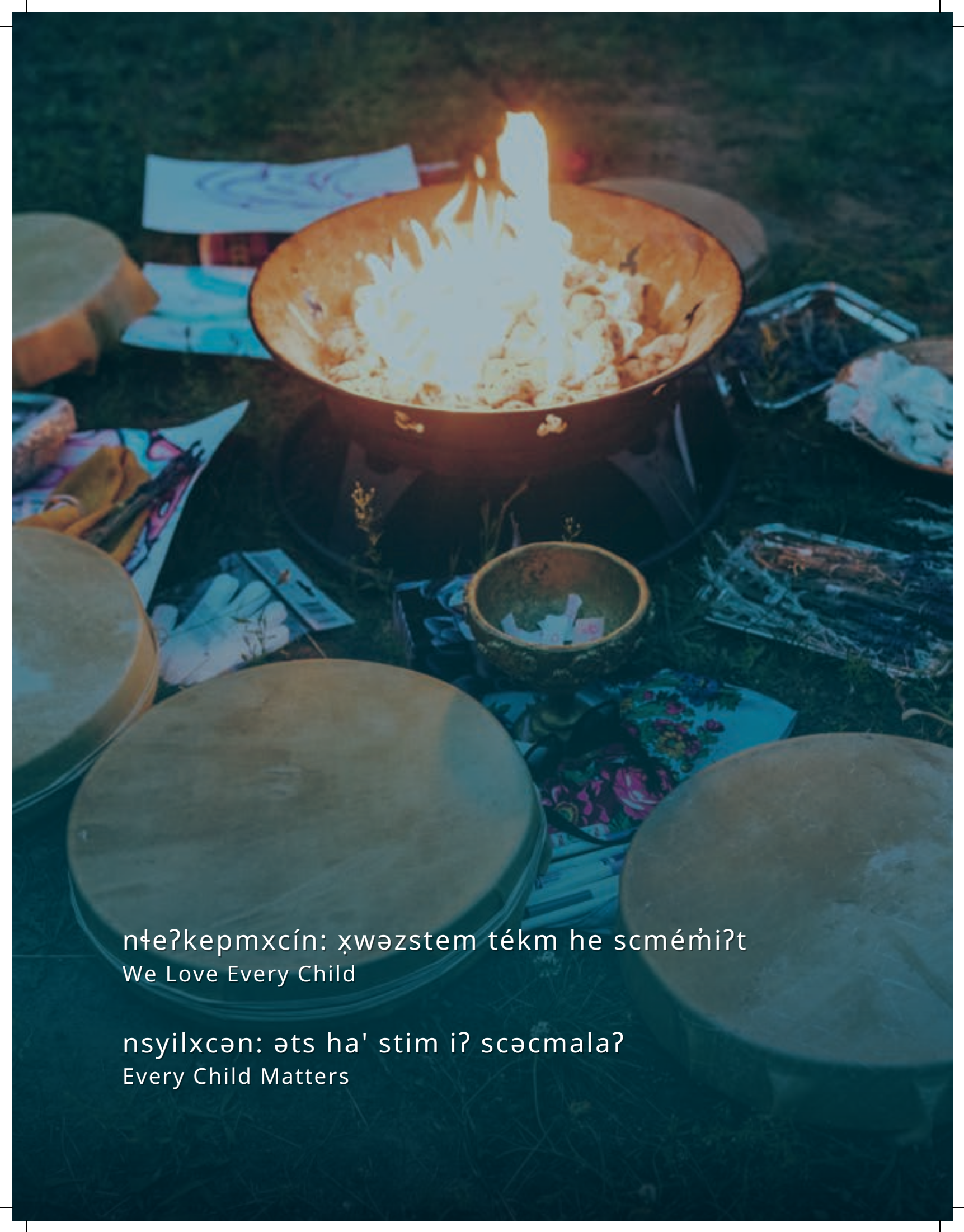
annual report

2023/2024



www.scwexmx.com





nʔeʔkepmxcín: ɣwəzstem tékm he scméʔiʔt
We Love Every Child

nsyilxcən: əts ha' stim iʔ scəcmalaʔ
Every Child Matters

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We are all somebody's 7th generation.

scw'exmx child & family services society

Scw'exmx Child and Family Services Society (SCFSS) is family-centred and guided by nte?kepmx and syilx traditional knowledge, values and principles. SCFSS uses prevention and protection strategies with the collective goal of keeping children with their families and communities. If short-term protection services are required, SCFSS engages familial and territorial connections with the purpose of bringing and keeping children home. SCFSS recognizes historical challenges and is guided by traditional strength and wisdom to build family and community capacity in a monumental shift from protection to prevention.

yé te swiktímn - (it is) good to see you all (nte?kepmxcin)

n'kseytkn | snəqsílwx our communities

SCFSS serves nte?kepmx and syilx peoples from nčətkʷu (Coldwater Indian Band), sulús (Lower Nicola Indian Band), nwéyc (Nooaitch Indian Band), sxéxn̓x (Shackan Indian Band) sp'aǰ'mín and nṭq'aṭməl̓x (Upper Nicola Band), and the urban Indigenous population of the Nicola Valley.

SCFSS works with community representatives and leadership to establish, understand and follow protocol and community agreements to implement strategies toward our collaborative vision. SCFSS is committed to working with all communities and reinforcing teachings and language throughout our services. Our communities guide us on this pathway of change toward our vision that we are all somebody's seventh generation. Through respectful and meaningful collaboration, our society and our communities will support each other to implement action and change.



call to action

We are at a critical moment in time.

A great deal of change is taking place within the current political climate in which we exist.

Bold steps are required to actualize the change necessary for the communities we represent.

For the first time since colonization our actions will fundamentally alter the foundation upon which outside governments have imposed political interests of assimilation through the systemic removal of our children.

For generations, our children have been the ones on the front lines of federally and provincially legislated cultural genocide regimes. Our families and communities were fractured but never broken.

To achieve healing, justice and hope for each child ever removed from their parents, families and communities, it is up to us to provide a new reality for the generations to come.

Through the wisdom of our ancestors, we have been taught the ways to care for one another. We must work toward a future markedly different from the current state, where there are more Indigenous children in care now than at the height of the residential school era. **While the current system is derived from legislation and policy, not of the Indigenous origin at a community level or otherwise, we undertake the process of decolonization to bring traditional knowledge, guidance and practices of the n̓eʔkepmx and syilx people forward in collaboration and guidance of our communities.**

It is our responsibility to create the necessary change to ensure children currently in care have the advocates they deserve, and seven generations from now, the need for a child welfare system will no longer exist as our families will be whole and healthy. n̓eʔkepmx and syilx ancestors have anticipated this change and passed on their wisdom as we respond to this call to action.

This very legacy is now ours to nurture and protect as we build a new platform where today's children, young people, families and communities will remain together and rekindle their cultural ways of being.

mission

We are all somebody's seventh generation.

We are committed to working with our communities to create the necessary change to ensure children currently in care have the advocates they deserve, and seven generations from now, the need for a child welfare system will no longer exist as our families will be whole and healthy.

vision

Work collectively to exercise n̄eʔkepmx and syilx inherent rights as we empower children, young people and families.



guiding values

LOVE

Supporting families by loving and nurturing our children.

ACCOUNTABILITY

We are honest and ethical in all our interactions.

RESPECT

We role model respect and actively engage in solution-oriented dialogue.

CULTURE & LANGUAGE

We practice our cultural teachings and identity.

RESPONSIBILITY

We look forward seven generations, doing the right things for the right reasons.

HOLISTIC

We utilize a community-driven and strength-based approach.

ADVOCACY

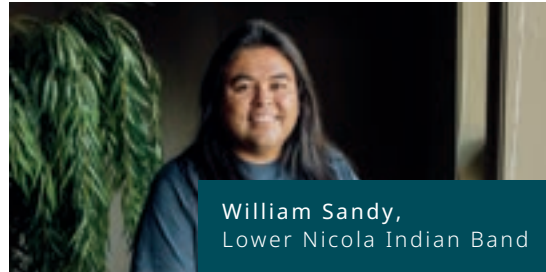
We advocate for community rights and responsibilities with culturally grounded prevention supports.

Hide Scraping

message from the board



Carol Smith,
Coldwater Indian Band



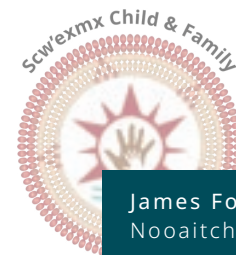
William Sandy,
Lower Nicola Indian Band



Susan Manuel,
Upper Nicola Indian Band



Jordan Joe,
Shackan Indian Band



James Fountain,
Nooaitch Indian Band

We are proud of the Scw'exmx Child and Family Services Society (SCFSS)'s efforts to further the strategic directions over the last year, specifically by facilitating an agency-wide movement away from the colonial protection model of care and towards a prevention-based model that centres cultural practices and the wisdom of community. Protection is not a practice we believe in, and we are committed to decolonizing the care of Indigenous children, young people, and families.

However, we do not intend to do it alone. Part of the SCFSS's shift includes a shift towards greater collaboration with community. Ultimately, it is community that is making decisions regarding the care of children, young people, and families. As a Board, we want the Chief, Councils, and Leadership to understand that we are on this journey together and must walk side by side.

Additionally, we want to affirm our commitment to supporting the return of jurisdiction for the care of children, young people, and families in the community. SCFSS's intention is not to exist in the long term but rather to serve as a short-term bridge to support youth and families until jurisdiction is rightfully restored. In addition to moving towards prevention, the Board has worked to align SCFSS with the funders by implementing financial policies and procedures at all levels, using the Financial Management Board's Policies and Procedures as a guide. Additionally, the Board is working on creating a more strategic approach to partnership with primary funders, including the Ministry of Children and Family Development and Indigenous Services Canada.

We would like to acknowledge all levels of contribution at SCFSS over the last fiscal year, including the contributions of the young people we work with, the five founding Bands, the Board of Directors, and the Staff who are our frontline workers. In particular, we want the Staff to know we appreciate and see the skills, knowledge, and gifts they bring, and we understand the huge practice shift they have had to accommodate in the movement from protection to prevention. For that, we are grateful.

WILLIAM SANDY, Vice President

message from the executive director

Scw'exmx Child & Family Services has been providing child and family services to the five (5) member Communities in the Nicola Valley for over 30 years. We were founded as an interim step on the pathway toward the full exercise of Indigenous inherent rights of self-determination. While over 30 years since our inception, we provide services and offer programs to generate a Culture of Caring in an incremental shift away from protection toward prevention as we grow our people and build localized capacity through the insertion and priority of traditional values over the historically damaging western approach influenced through years of colonization. The past five years, despite the lingering mental health affects in the aftermath of devastating environmental and drug crises centred within the Nicola Valley, we reflect upon our collective journey of change amidst monumental milestones in Indigenous history within the political arena that moves us closer toward jurisdiction and self-governance.

Our efforts remained focused on the three tiers of prevention: primary, secondary and tertiary. Through advanced definition of roles, we refined our work to focus on building community capacity so we support where needed most as directed by community. This redefinition of roles is congruent with our original intention to exist only as a bridge, supporting our communities until the authority of children, young people, and families is rightfully returned.

Scw'exmx Child & Family began its commitment to move toward a prevention model grounded in traditional values five years ago, thereby rejecting the colonial protection-based model. In that time, we shifted decision-making back to families and communities where it belongs. In the last fiscal year, the Ministry conducted an audit on our delegated services and took issue with this reallocation of responsibility. Unwilling to bend to the colonial practices we have worked tirelessly to decolonize, SCFSS focused on enhancing its capacity to engage with and empower communities and families. This accomplishment is a testament to our commitment to localized practice frameworks while representing a key shift in how we approach service delivery within the provincial political landscape. As we move forward, SCFSS is eager to share the steps we have taken and the lessons learned with other organizations and mandates facing similar challenges so that we may collectively build stronger, more resilient, and culturally responsive systems.



Lisa Post, Executive Director



Charleen Beloin, Executive Assistant

While our journey in the past twelve months afforded us opportunity of meaningful lessons to equip us for the path ahead, we have great distance to cover alongside our communities. Through our Ancestors, we have been taught how to care for one another. This is truly our advantage over every western system or philosophy as we undertake the process of decolonization to bring traditional knowledge, ancestral wisdom and guidance of n̓eʔkepmx and syil̓x practices in collaboration with our communities. We call upon our Elders and Ancestors and turn their wisdom into our action.

I wish to thank long-term President Olivia Buck (2016-2024) for her caring and wise approach to leading SCFSS through significant change over the past several years. Her heart, mind and spirit are linked closely to ensure we power through the numerous challenges faced during her tenure. Combined with the remaining four Board of Directors, their leadership guided difficult decisions, innovative approaches and commitment to lift the voice of the communities and responsibility to create the change necessary to ensure n̓eʔkepmx and syil̓x children, young people, families and communities have the advocates they deserve.



Rhonda Dunn, Executive Admin Assistant

kʷukʷscemx^w | liml̓mt to the Board, Community Leadership, Members and Relations for your support and willingness to embark upon this journey collectively. I raise my hands to our amazing employees who sincerely care deeply for our Relations and Communities, and demonstrate their tenacity and love as they show up daily, during even the most difficult of times.

We must come together, unite amongst communities within the various mandates we carry: child & family, health, justice and education. We must centre ourselves around the most influential change mechanism accessible to us: our traditional values. **Culture is Healing.**

huṇeł | way
Lisa Post, Executive Director



TeePee Pole Harvesting

A close-up photograph of a person's hands peeling the bark from a tree trunk. The bark is thick and textured, and a layer of green moss is growing on the exposed wood. The background is blurred, showing another person in a dark shirt. The overall color palette is dark green and blue.

strategic directions

strategic directions

Our four Strategic Directions reflect the needs of the communities we serve. SCFSS recognizes the circle of priorities mirror the circles within our communities.





culture of caring

"It's very important that we take the younger generation out as the Elders are slowly leaving us and passing away. Going out to harvest any kind of plants, medicines, anything, just to show the younger generations, so we don't forget the things that we do."

- Resident Elder Cathy Jameson | nćáłetkʷu (Coldwater Indian Band)

culture of caring

COMMUNITY SERVICES TEAM



COMMUNICATE WITH ONE VOICE

- Establish Community Presence
- Support Community Prevention
- Promote Community Advocacy
- Gather Feedback and Share Success

COMMUNICATE WITH ONE VOICE

Since last fiscal year, the Community Services Team has grown from a small Team of just two Team members to a larger Team with Community Prevention Workers designated for each community.

Further, in alignment with the other Teams at SCFSS, the Community Services Team is shifting from working reactively to working proactively to ensure community needs are met by focusing on identifying trends, fostering relationships, and supporting programs and services in communities that promote long-term wellbeing.

q' wi tmi ?st, translates to 'pulling our hearts and minds together to strengthen ourselves to face unknown challenges' (nsyilxcən)

COMMUNITY SERVICES TEAM

The Community Team provides support by building relationships with each of the Communities with Band Representatives as key contacts within each of the five communities and partner organizations within the Nicola Valley.

The Team supports primary prevention activities such as culture camps, boys' and girls' groups, youth groups, ribbon skirt and shirt and beading workshops. We build capacity and community readiness through work planning, training, skills development, collective education and ongoing evaluation and feedback. Community debriefing sessions have been successful as our communities continue to develop their capacity. The Community Services Team is small yet mighty and we are working on developing capacity and strategic plans with initiatives to support better communications out to communities and our partners.

"We're here to support from a place of empowerment. Whatever structures and footings you need in place, let's work on those together so we can set a timeline for all of those different pieces to eventually be led by community."

- Lacey McRae Williams | Community Manager



Women's Wellness Retreat

"We are building our own capacity and learning how to set healthy boundaries as a Team, so we are not jumping into chaos, rather we are learning how to take care of ourselves in order to take care of others."

- Lacey McRae Williams | Community Manager

collaborating with community: meetings and events

Highlights from the last year include an increase in planning and collaboration within the organization as well as within each of the communities. One particularly noteworthy event took place in Coldwater. There, the Team collaborated with the community's internal Culture Team to plan a three-day Coldwater Culture Gathering in mid-August which hosted 80 participants and staff. We contributed by supporting planning, budgeting, preparing, attending, and post-event debriefing. Additionally, the Team brought in key supports such as First Aid and traffic control through connections with partner organizations.

Another major event was the Indigenous Peoples' Day event, hosted at the Lower Nicola Indian Band Arbour. The Team took the lead in bringing agencies and communities together to facilitate and execute an event alongside several collaborators. The event drew nearly 1,000 attendees and was a powerful opportunity to further the Culture of Caring strategic direction by communicating with One Voice.

In addition to providing support for activities and events, the Team worked to help communities build internal capacity, developing their unique readiness based on traditional frameworks of practice and ethics agreements centred on culture and protocols. For example, in Upper Nicola, the Team mentored a Junior Prevention Manager.

Looking forward, as more communities build internal capacity, the Team plans to be more strategic in allocating resources to ensure the Team's resources are going to the communities where they are most needed.



Cedar Harvesting

"We're going to be creating video recordings on anything related to culture and language and making them available to our staff and community."

- Resident Elder spec?ci (Little Bear) | nwéyc (Nooaitch Indian Band)

Youth Conference

COMMUNITY TEAM ENGAGEMENT APRIL 2023 - MARCH 2024

	COMMUNITY						
	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Events/Programs Support	61	18	47	19	24	32	201
Collaboration Meetings	36	11	25	9	26	15	122
TOTAL	97	29	72	28	50	47	323

COMMUNITY TEAM ENGAGEMENT APRIL 2024 - OCTOBER 2024 (YTD)

	COMMUNITY						
	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Events/Programs Support	49	43	25	15	43	20	195
Collaboration Meetings	41	27	14	13	62	18	175
TOTAL	90	70	39	28	105	38	370

CULTURE & LANGUAGE TEAM



INTEGRATE LANGUAGE & TRADITIONAL TEACHINGS

- Weave nłe?kepmx and syilx culture into all aspects of SCFSS
- Immerse nłe?kepmxicin & nsyikxcen



Coldwater Cultural Gathering

"I'm very proud that we're able to deliver our puberty rights training. It was a seasonal camp that was focused on empowering our youth and getting them rooted in the culture."

- Resident Elder spec?ci (Little Bear) | nwéyc (Nooaitch Indian Band)

culture and language

CULTURE & LANGUAGE TEAM

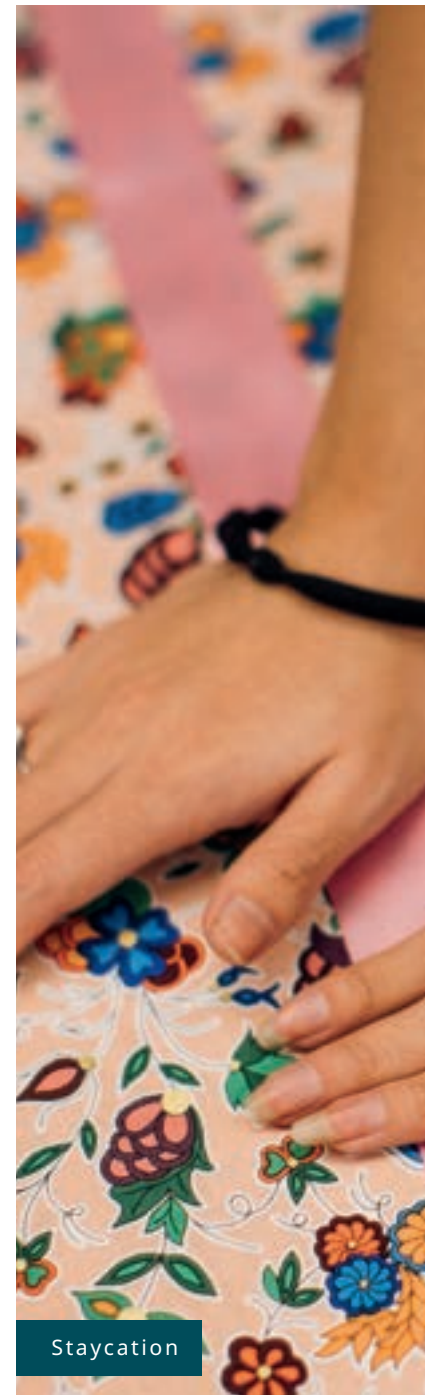
The Scw'exmx Child & Family Services Society's Culture and Language Team works to fulfill our strategic commitment by aligning the programs, events and services with the Culture of Caring and Growing Our People strategic directions.

Over the last fiscal year, the Team has focused on Growing Our People by supporting staff and Relations, integrating Culture and Language into the programs and services, and ensuring we uphold those committed to our vision. To achieve this, the Team worked with the Resident Elders to proactively anticipate and address the needs of each team, ensuring teams were supported while eliminating the need to specifically request support. We are working collectively to promote respect, empathy and support where individuals feel valued and heard.

In a move that enhances efficiency and collaboration, the Culture and Language Team has recently relocated to a new physical space. This larger, more accessible space allows more staff to work closely together, fostering a more dynamic and collaborative environment.

The new location also provides an exciting opportunity for the Culture and Language Team to share space with the Prevention Team, streamlining workflows and encouraging cross-team collaboration. By working in proximity to one another, the teams are better positioned to align their efforts, strengthen communication, and share resources to better serve the needs of our Relations.

Finally – in furtherance of the strategic objective of “incorporating learning from Elders and Knowledge Keepers,”– SCFSS leaned on the Resident Elders to support newly developed teams and programs. Resident Elders sat in with teams on meetings to guide program development, onboarding, and other important logistical processes.



Staycation

INTEGRATE LANGUAGE & TRADITIONAL TEACHINGS

Over the last year, SCFSS has successfully carried out culturally-centered events to further the Culture of Caring strategic direction through establishing a community presence, sharing traditional knowledge, and reclaiming cultural identity.

One program that has shown tremendous strength and continued growing was "Feel the Beat." Feel the Beat is an interactive cultural education event where Relations learn singing, drumming, regalia making, and more. The event will continue to take place two to four times each month, allowing more community members to immerse themselves in these enriching experiences. The program has deepened participants' sense of belonging and fostered stronger connections across our communities.

An event to highlight is our Staycation event, where Relations are supported in their culture and language journey. During the most recent event, each relation was set up successfully, creating ribbon skirts, baskets, moccasins, drum bags, drums, and more; all were celebrated and uplifted by the Elders in attendance. Similarly, we offered a Youth Gathering, providing another opportunity for youth and Elders to connect to help nurture intergenerational relationships and allow young people to learn from the Elders to further strengthen connections within the community.

One notable event was the Elders Gathering, which offered our Elders a safe and supportive space to share moments of joy, laughter, and connection. The event focused on their overall wellness, ensur-

ing that their emotional, mental, and physical needs were met. Elders were deeply appreciative of this opportunity, and feedback has been overwhelmingly positive, with many already looking forward to the next gathering.

The Team continues to host "On The Land" events, where our Resident Elders provide invaluable guidance on harvesting, preserving, and connecting with the land. These experiences foster a deeper understanding of traditional knowledge, allowing participants to learn directly from those who hold this wisdom. These events enhance our connection to the land and create a sense of shared responsibility for its care and stewardship.

We are excited to announce plans to expand our language education initiatives. To support this growth, we are in the process of hiring a dedicated Language Team whose goal will be to offer structured language learning opportunities to community members. By increasing access to language education, we aim to strengthen our cultural foundations and ensure that language continues to thrive for generations to come.

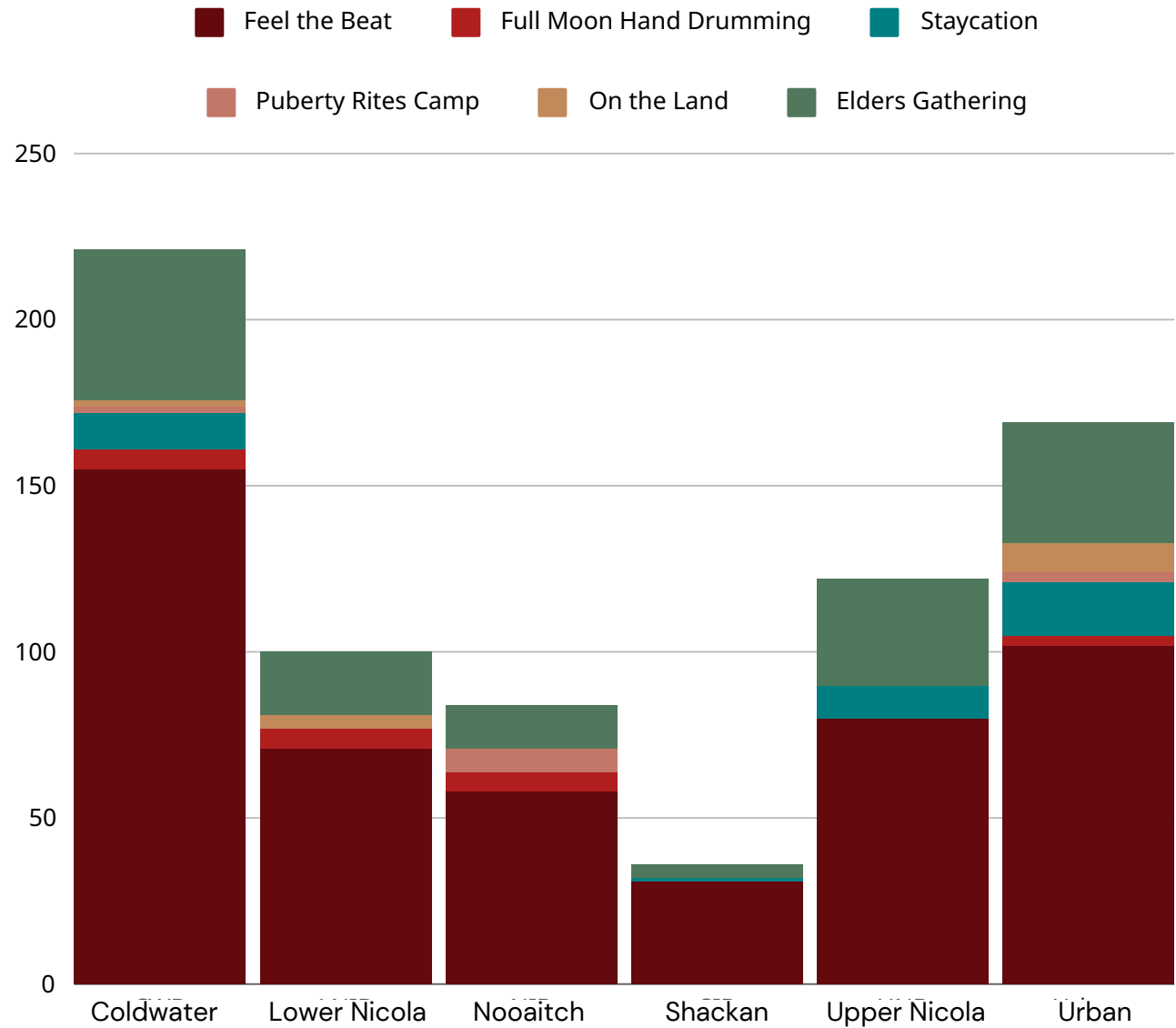


Elder's Conference

sharing traditional knowledge: culture and language programs & events

CULTURE AND LANGUAGE EVENTS/PARTICIPATION IN 2023/24*
(Does not include Cultural and Language team support for community planned events or 1:1 cultural support with Relations)

	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Participation in Culture & Language Events	196	90	77	34	105	152	654



KNOWLEDGE KEEPERS TEAM



Corrina Manuel,
Elders' Champion



Nettie Ernst,
Resident Elder



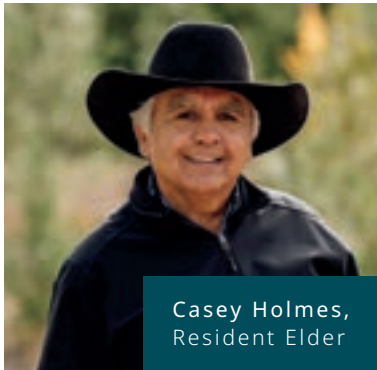
Ronald Ned,
Resident Elder



Amelia Washington,
Resident Elder



Dorothy Clarke,
Resident Elder



Casey Holmes,
Resident Elder



Keith Jager,
Resident Elder



Cathy Jameson,
Resident Elder

knowledge keepers

Under the guidance of the Knowledge Keepers, SCFSS is moving away from the Ministry-mandated "Care Plans" to the development and implementation of holistic "Cultural Plans" for each Relation. This shift in practice embraces a community-guided approach to care that aligns with Indigenous ways of knowing, being, and doing while honouring culture and traditional knowledge. The focus on "Growing Our People" emphasizes the importance of nurturing individuals within the community by fostering cultural identity, connection to Elders, and traditional teachings. Further, by moving toward community-guided frameworks, SCFSS aims to transition from the provincial care model (focused primarily on protection) to a proactive one that emphasizes traditional values embedded throughout our work of prevention.

Lastly, we are working on establishing "Protocols and Guidelines for working alongside our Resident Elders. These guidelines ensure that the wisdom and teachings of Elders are incorporated in meaningful ways while also maintaining a framework for mutual respect, care, and collaboration that demonstrates our commitment to embedding their wisdom into organizational practices.

message from the elders

Our work together at Scw'exmx Child and Family Services Society is a journey of connection, growth, and healing. We bring unique skills and backgrounds to our community, whether that's through making traditional regalia, beading, or learning to work with other nations. Each of us has something special to offer, and together, we are stronger for it. We are proud to be role models and provide a safe, supportive space where everyone feels seen, valued, and understood.

Our vision for our youth is to guide them with love, helping them know who they are and where they come from so they don't feel lost. We understand the importance of helping our youth connect with who they are and where they come from. Programs like "Feel the Beat" empower our young people to embrace their culture and traditions, inspiring pride and confidence. We know that being visible, gentle, and trustworthy role models build a foundation of safety and security for the children in our care.

We also recognize the intergenerational traumas many of our families face—challenges rooted in painful histories like residential school, the foster care system, and loss of culture. Healing is a journey, and we are committed to this path for ourselves and future generations. The faster these traumas are addressed, the sooner our families can find peace, strength, and pride.

Prevention is at the heart of protection. We strive to create a community where youth feel safe, caregivers feel respected, and every person—young or old—knows they are part of something bigger. Our hope is to be that gentle, reliable presence that helps our community members heal, grow, and feel better about themselves.

Together, we learn, we heal, and we build the future.

spec?ci (Little Bear), Cathy Jameson, and Nettie Ernst



COMMUNITY CAREGIVER TEAM



Brenda Emery,
Community Caregiver Team Leader



Emilie Thurber,
Community Caregiver Coordinator



Natasha Nuefeld,
Community Caregiver Coordinator

DEVELOP COMMUNITY CAREGIVER PROGRAMS & SUPPORT NETWORKS

- Recruit community caregivers
- Develop community-advised caregiver resources
- Integrate culture to strengthen community caregiver supports

COMMUNITY CAREGIVER TEAM

The primary objective of the Community Caregiver Team is to provide unwavering support to caregivers as they care for the children and young people in our community. While we offer financial assistance, our focus extends beyond that to also help caregivers maintain connections for young people within their families, cultures, and communities. We collaborate closely with other SCFSS programs and partner organizations to enhance the resources and services available to caregivers.

The 2023-2024 year has been exceptionally busy for the Community Caregiver Team. We've worked tirelessly to create meaningful opportunities and provide ongoing support to the dedicated caregivers who nurture and care for children and young people. In our efforts to strengthen the relationships between caregivers and our Team, we focused on events, activities, and initiatives that celebrate and highlight the vital role caregivers play in the lives of the children and families they support.

One of the key events this year was the Staycation, which encouraged relaxation while offering cultural learning. Caregivers had the chance to engage in activities such as drum-making, ribbon skirt-making, crafting, and language lessons. This was particularly beneficial for non-Indigenous caregivers who sought to deepen their cultural understanding while building stronger relationships with staff from the Culture and Language Team.

Another highlight was the Summer Fun BBQ, where we hosted a fun-filled day featuring bouncy castles, a petting zoo, food, and even a magic show. Despite all the activity, the event was designed to be a relaxing experience, offering caregivers and children a much-needed day of enjoyment and connection.

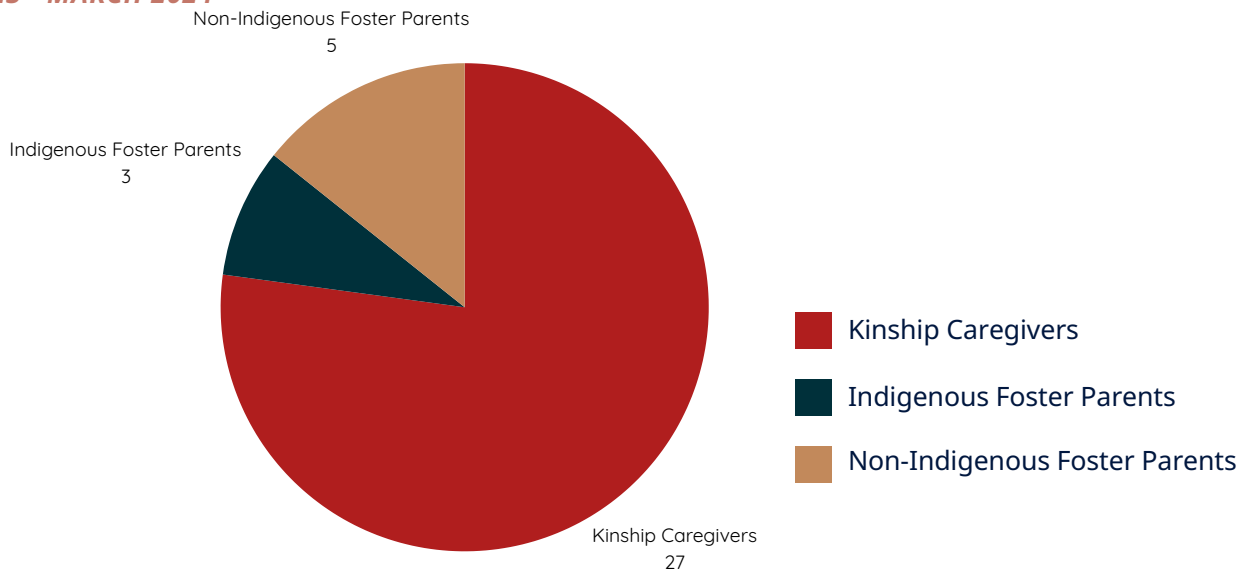
The Team also placed a strong emphasis on building caregiver capacity through various training opportunities to ensure caregivers are prepared to handle various situations. This included Crisis Intervention training for emergency support, comprehensive Fetal Alcohol Spectrum Disorder (FASD) training to enhance understanding, First Aid and Safe Babies.

The BC Foster Parents Association (BCFPA) Conference in Penticton was a significant opportunity for networking and peer support. This event offered caregivers valuable learning opportunities and a chance to connect with other caregivers to share knowledge and build their networks.

We increased our financial support to caregivers during the back-to-school and holiday seasons while sharing our gratitude by sending gifts and cards. We held contests offering gift certificates to further recognize caregivers' efforts and encourage participation in monthly reporting. In addition, we provided regular spaces for caregivers to come together, share resources, discuss important topics, and complete their monthly reports, fostering a sense of community and support.

Looking forward, the Community Caregiver Team remains committed to providing caregivers with the highest level of support. We will continue to find creative ways to strengthen relationships and enhance the services we offer, ensuring that caregivers feel supported, recognized, and equipped to provide the best care for the children and young people in their care. Our commitment to enhancing reunification efforts will remain a priority as we work to strengthen connections between children and their families through culture and community. We will also continue prioritizing training and resources, organizing culturally meaningful events and activities, and focusing on long-term planning for youth. Additionally, we will work to build both team and caregiver capacity in the Nicola Valley, ensuring we have the support structures in place to meet the evolving needs of children, young people, and families.

CAREGIVERS
APRIL 2023 - MARCH 2024



governance & laws

GOVERNANCE & LAWS

- Increase Understanding
- Create Partnerships
- Establish One Voice
- Return Authority to Community

Helping First Nations reclaim jurisdiction of child and family services is a top priority for SCFSS, particularly considering the Canadian Supreme Court affirmed and recognized Indigenous jurisdiction over children and families through An Act Respecting First Nations, Inuit & Metis children, youth & families in February of 2024, also known as Bill C92. SCFSS actively communicates with communities to identify each community's desired path to a return of jurisdiction and how SCFSS can best support that outcome.

SCFSS is also working diligently to decolonize its own practices – moving away from Federal mandates and frameworks, and instead, we continue to embrace traditional frameworks. To achieve this, we work with each community to understand the laws, stories, traditions, and frameworks that guide every aspect of our work with the community. One specific example is the shift from quarterly case file reviews to quarterly “Caring for Our Relations” reviews, which utilize a traditional framework to determine how to best care for youth and families.

We played a key role in preparing the Nicola Valley 5 Chiefs for the recent Special Chief's Assembly, where Chiefs were asked to vote on the Draft Final Settlement Agreement (FSA) on Long Term Reform of the First Nations Child & Family Services Program. Thanks partly to SCFSS's research and educational initiatives, several Chiefs voted to reject the FSA.

These efforts further the Protection to Prevention strategic direction by transitioning from provincial practice to community-guided frameworks and returning rights and responsibilities to our people through the development and implementation of Governance and Laws.



Cedar Harvesting

"We are working towards an intentional, cultural approach to everything we do. We are all colonized, and we all live in a very colonial system, so it takes presence and recognition to take a pause and understand if you are upholding the status quo or if, alternatively, you are able to shift to a traditional framework."

- Lacey McRae Williams | Community Manager



protection to prevention

"Thank you for helping bring our children
home to our care."

- Community Member | Family Circle

BRING AND KEEP OUR CHILDREN HOME



Lisa Post,
Acting Delegated Manager

PROTECTION TEAM



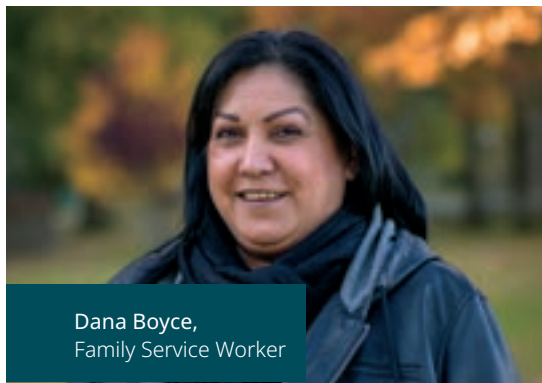
Kristen Stewart,
Protection Team Leader



Gail Peterson,
Social Worker



Tamara Pidwerbeski,
Social Worker



Dana Boyce,
Family Service Worker



Charmaine Clark,
Reunification Coordinator



Mark Coutlee,
Reunification Coordinator

ALIGN PROGRAMS AND SERVICES WITH OUR VISION

- Strengthen & Preserve Culture & Language
- Promote prevention as a family and community responsibility
- Support family and community through prevention activities
- Transition from provincial practice to community-guided frameworks

Historically, as a protection-based agency from government-imposed policies, procedures, and practices, our Board of Directors and Community Leadership have prioritized an urgent and immediate transition to the use of culturally reflective prevention-based strategies across all SCFSS programs and services.

ALIGN PROGRAMS / SERVICES WITH VISION

In the last year, an audit by the Ministry provided an opportunity for the Society to solidify its commitment to prevention-based, rather than protection-based, services.

The Society began its commitment to a prevention-based model, thereby rejecting the colonial protection-based model five years ago. In that time, the Society moved decision-making away from the Society itself and back to the families and communities where it belonged. Thus, when the Society receives a referral, the Society immediately interacts with the family and community to determine the best path forward for the child. In the last fiscal year, the Ministry conducted an audit of the Society and took issue with this reallocation of responsibility.

Unwilling to recolonize the practices it fought so hard to decolonize over the last five years, the Society managed to shift practices in a way which meets Ministry standards while still centring traditional practices, community decision-making, and placement of youth in community and with family or community. This is a significant accomplishment, and the Society looks forward to sharing the steps it took to accomplish this with other agencies in similar positions.

"In early September, we had a Team that took a young person home to the Island. They were able to meet their family for the first time. They were able to put their feet on their territory. They were able to go out onto the water and experience where they were from. These are the kinds of things we have been working on alongside our communities to be able to facilitate reunification."

- Emilie Thurber | Community Caregiver Coordinator

BRING & KEEP OUR CHILDREN HOME

The Protection Team supports children and young people who are not able to be with their families. The Team works with family and community to ensure they remain within family, and community and connected to their culture.

The Team supports a holistic approach for children, young people and their families, connected to the community, aiming for long-term stability and safety. By working with families to strengthen skills and address safety concerns, the Team focuses on the well-being of the child or young person and empowering the family unit as a whole. This approach aligns well with the Protection to Prevention strategic direction, as it emphasizes early intervention and prevention of future issues, ensuring a child or young person can remain safe in their environment or when they return home should families or communities need to intervene.

ałí axá l tńx'úla?xw | we are beautiful because our land is beautiful (nsyilxcən)



"We are proud of our ability to collaborate with community so community can make the decisions for their kids. Ultimately, these are the community's children. So, we work hard to communicate and collaborate with the Band Representatives and community leadership so they can make plans for their kids."

- Kristen Stewart | Protection Team Leader

The Team offered many trips for Relations, both to strengthen families and build life skills. For example, the Team completed several successful family reunification trips, furthering the Protection to Prevention strategic direction by reunifying children in care with families and communities. One trip was so successful that, once the Relation met with her biological family, her family gave her a naming ceremony and invited her back to the community. Plans are underway for this young person to move home as a result of this connection.

Over the last year, the Team shifted to significantly greater collaboration with Band Representatives and community leadership to ensure the communities ultimately make decisions regarding their young people. To achieve this, the Team hosts regular community meetings. This shift aligns with the Culture of Caring strategic direction, as it places decision-making and authority on the family and community where it belongs.

By working closely with Band Representatives, the Team can foster a deeper understanding of SCFSS's role and build stronger partnerships with Indigenous communities. Education around SCFSS's processes and how decisions are made can help bridge any gaps in knowledge, ensuring that Band Representatives feel empowered to make informed, culturally appropriate decisions regarding the care of their children.

SCFSS also went through an audit process this past year, creating an opportunity to strengthen administrative processes and documentation practices to better demonstrate the complex work the Team is doing.

In the next fiscal year, the Team plans to work even closer with Band Representatives to foster a deeper understanding of decision-making processes regarding the care of children that will empower and support communities.

"As we continue to empower our children, youth, families and communities, our goal is to educate our relations to fill these jobs: to grow, protect, and heal these nations for the next upcoming 7 generations."

- Shay Lee Jack | Youth Transition Program Coordinator

BRING & KEEP OUR CHILDREN HOME STATS

Services Provided to Relations under Protection Services
(Utilizing prevention approach and least intrusive measures)

April 2023 - March 2024

ON/OFF Reserve	Incidents	Memos	S/R	FS	CS	CYIC	RE	Kinship	PMSS
ON	13	7	7	5	11	7	2	11	1
OFF	38	21	19	18	16	24	6	16	4
TOTAL	55	30	26	23	27	31	8	27	5

2023-2024 twenty-nine (29) children/youth in stages of REUNIFICATION

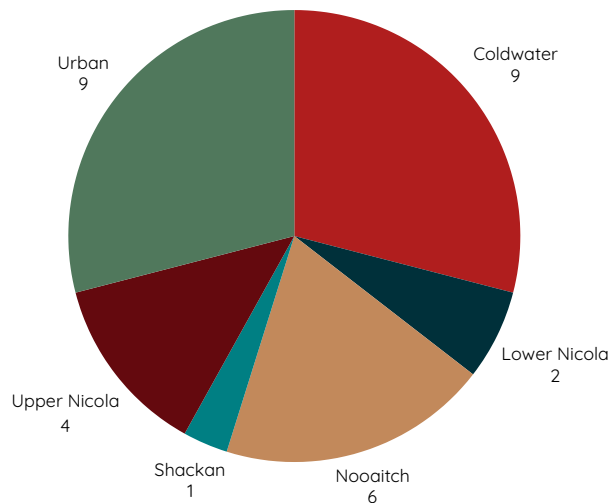
April 2024 - October 2024 (YTD)

ON/OFF Reserve	Incidents	Memos	S/R	FS	CS	CYIC	RE	Kinship	PMSS
ON	13	2	13	8	13	7	2	13	1
OFF	42	13	16	20	19	20	6	16	3
TOTAL	55	15	29	28	32	27	8	29	4

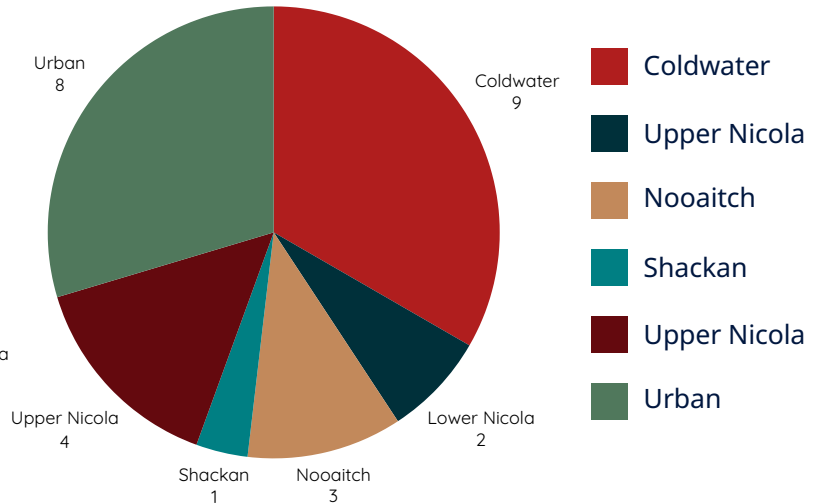
2024 - 2025 forty-two (42) children/youth in stages of REUNIFICATION

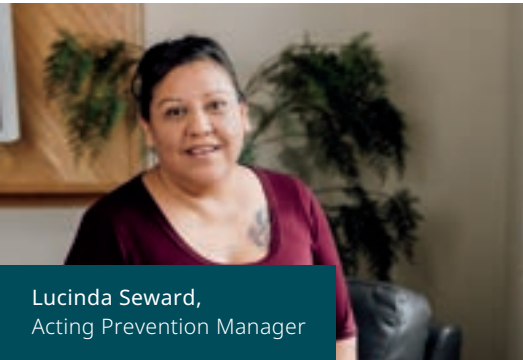
Family Service (FS): Least Intrusive Intervention Support for Parents
 Child Services (CS): Child/young person "Out-of-Care" reside outside home of origin with extended family or community
 CYIC: Child/Youth "In Care" under SCFSS legal guardianship & reside in family/community or foster care placements
 RE: Foster Caregivers who provide care to a child/young person removed from parental care
 Kinship Caregivers are extended family or community members who assumed the primary caregiver role
 Post-Majority Support Services (PMSS): Independent Living Agreements, Adult Youth Agreements ages 16-27 yrs

**CHILDREN IN CARE
APRIL 2023 - MARCH 2024**



**CHILDREN IN CARE
APRIL 2024 - OCTOBER 2024 (YTD)**





PREVENTION TEAM

In the last fiscal year, we have dealt with disasters affecting the community, particularly in relation to the opioid-toxic drug crisis affecting high-risk youth. SCFSS continued to be prepared for the impacts of fire and flood, and the Youth Wellness Team stepped up to provide support around drug and alcohol use.

Additionally, access to services increased in the last fiscal year, largely thanks to our new Community Services and Child Wellness Teams, which engage directly with the community. The new Child Wellness Team launched early this year with 1-1 services and will provide group programming in the next fiscal year, filling a critical service gap.

There were also efforts made to increase internal effectiveness and capacity. In the last fiscal year, SCFSS continued to measure the impact of the Youth Team's work and strategize how to best adjust services to meet the needs of high-risk youth. Additionally, a new program, Post Majority Support Services (PMSS), supports youth aged 19-27 who were previously in care and those approaching the age of majority.

SCFSS's work was made more powerful in the last fiscal year thanks to a growing relationship with the Band Representatives. We had the opportunity to spend more time with Band Representatives this fiscal year, meeting with them on a regular basis and incorporating their feedback into every aspect of work.

Also adding to the strength of our prevention work is increased collaboration with the Resident Elders.

Finally, over the last fiscal year, it became apparent that the communities served have a comprehensive understanding of the work SCFSS does. This is a significant win as it prepares communities to assume jurisdiction over child and family services.

CHILD WELLNESS TEAM



BUILD COMMUNITY ENGAGEMENT/CAPACITY

- Engage in community prevention
- Advocate for the community
- Facilitate community planning and development
- Ensure traditional research in policy development

CHILD WELLNESS

The Child Wellness Team began its roots last year with a single Child Wellness Navigator under the Youth Team's leadership, fully established in February 2024. It was created as a response to the priority of the community to further the Protection to Prevention strategic direction by engaging in very early wellness interventions to support parents with their children. The Team is quickly growing and now has its own Team Lead and three highly adaptable Child Wellness Navigators.

This fiscal year, the Team focused on developing the roles of the new team members, building skills, engaging in fact-finding, determining community needs, and identifying what role the Team will play within the scope of the Strategic Plan. The Team has seen parents building strengths with children, as evidenced by the reduction/elimination of self-harm incidents since beginning work with a Child Wellness Navigator.

Plans are underway to collectively host a Child Wellness Conference with Communities, including workshops for parents and children.

This program intends to help parents develop, build and enhance traditional parenting skills to support the overall wellness of the family through the specific lens of children ages 0-12 years.

The Team will further develop to support specialized services and group programming, i.e., Special Needs, pre-post natal, single fathers/mothers groups, behavioural development and other needs identified by the Communities.

"Historically, there has been a lot of fear about what our agency is, what our agency does, and who we are. I want to share that we really are here to improve the lives of our children, families, and communities. We might not get it right at every step, we are all learning, but I hope that the Team we put together for Child Wellness is one that can help to alleviate that fear and support the community to feel safe in trusting us as an Agency"

- Kelly Hanson | Child Wellness Team Leader

YOUTH WELLNESS TEAM



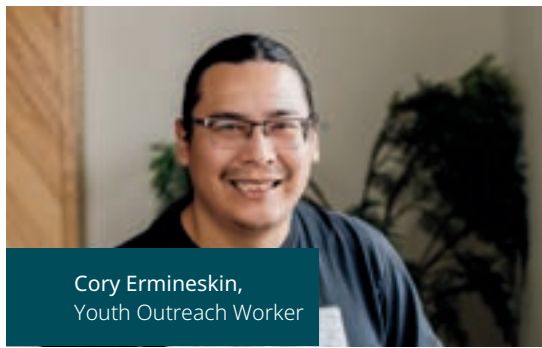
Terry McRae,
Acting Youth Team Leader



Travais Oppenheim,
Youth Wellness Navigator



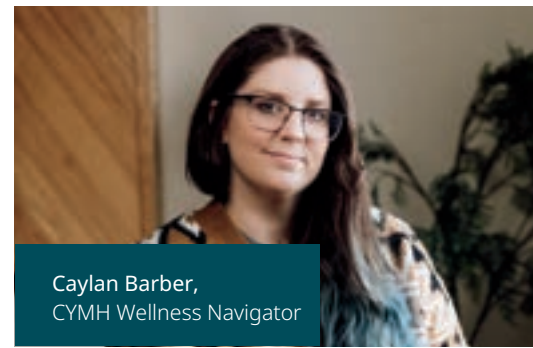
Shay Lee Jack,
Youth Transition
Program Coordinator



Cory Ermineskin,
Youth Outreach Worker



Paula Moyes,
Youth Wellness Navigator



Caylan Barber,
CYMH Wellness Navigator

YOUTH WELLNESS

- Promote community & parent advocacy
- Follow community direction
- Engage with community

The Youth Prevention Team supports young people 13 to 27 years. The Team provides prevention support, including working on addiction recovery, building life skills, and strengthening mental health/wellness.

Beginning at 16, the Team offers Relations support through Transition Circles. In Transition Circles, families and communities are brought together to determine how best to support youth in both life skills – such as how to apply for a job and learn how to do taxes – and in important cultural practices – such as how to pray and how to be on the land. Transition Circles help support the strategic direction of Culture of Caring by incorporating learnings from Elders and Knowledge Keepers, weaving culture into all aspects of the work, and by creating partnerships with community.

The Team focused on increasing Youth's capacity by building trusting relationships and increasing their involvement in programming within their communities. For example, we paid several Youths an "income" to support their community and SCFSS events. This provided exceptional work experience for the young people and built stronger relationships.

The Team also offered a Wellness Day, providing youth with the skills and tools necessary to support their own wellness, furthering the Protection to Prevention strategic direction.

message from the youth wellness team

The Youth Prevention Team's approach focuses on empowering youth by integrating culturally safe practices with a holistic model of care. This framework addresses immediate needs and considers young people's long-term well-being and success as they transition into adulthood.

Over the last fiscal year, the Youth Prevention Team has offered an incredible amount of high-impact programming.

The Team hosted a remarkable trip during our Spring Break gathering with a "Traditions Over Addictions" theme. Afterwards, one youth in attendance moved forward to successfully complete treatment at a youth treatment center.

Additionally, the Team accompanied nine youth to the multi-day "Gathering our Voices" event in Victoria, took youth on a full-day canyon river rafting trip to strengthen the relationship between staff and Relations, brought several high-risk youth to the Coast Salish Language Conference in Spokane, provided Splash Passes to several youth to encourage movement over the summer months, and partnered with the Merritt Centennials to make it possible for youth to attend games. Each activity moves forward in the Protection to Prevention strategic direction by building trusting relationships or strengthening culture and language.

The Team has also offered a number of life skills, support, and educational programs. For example, the Youth Transition Program Coordinator hosts a Lunch and Learn program each week at CLC, the alternative school in Merritt through School District 58. During that program, attendees learn life skills such as education, employment, and culture skills. Outside experts regularly attend to teach special topics such as resumes, financial literacy, and art therapy. To further support life skills, the Team generated a series of life skills worksheets and planners, including a cultural interest form to help support youth who are interested in getting back into culture but don't know where to start, an independence planner which explains what life skills are and which life skills can be developed, and a bingo-style wellness sheet to encourage wellness practices. Youth who complete the bingo board unlock \$1000, which they can use to purchase anything that supports their wellness.

"I want to thank the staff and students at CLC for sharing their space and for trusting me as I continue to work with them on the life skills program."

- Shay Lee Jack | Youth Transition Program Coordinator

Educational opportunities offered by the Team over the last year include a Food-Safe Certification Program, continuing studies through Nicola Valley Institute of Technology, first aid training, a Stay Safe Certification, and a learner's license workshop offered in partnership with Scw'exmx Tribal, where ten youths completed. Additionally, the Team offered a babysitting course. Several youths successfully completed the course and are now working as childminders for community events. We are currently exploring a collaboration with NVIT to sponsor young people in the culinary program. All of these educational opportunities further the strategic direction of Protection to Prevention by prioritizing prevention and early intervention measures to keep children with families and community.

The Team also provided tangible support throughout the year. Over Christmas, the Team provided 38 boxes of food to 38 homes, accommodating 52 youth. Throughout the year, the Team helped Relations find housing by taking them to rental reviews and writing reference letters to support them in obtaining a lease. Finally, the Team worked 1:1 with Relations to write cover letters and resumes.

The Team intends to continue providing Relations life skills and support activities in the upcoming year. Already in the works are a family portrait opportunity led by a local photographer, another round of holiday food boxes, another trip to Gathering Our Voices, a youth and elder mentorship program, volunteer opportunities – such as chopping and delivering wood to elders – for Relations, and the development of a Youth Committee to further the strategic direction of Communicating with One Voice. The Youth Committee will have one youth representative from each Band and one additional youth representing urban youth. The Team also plans to carry out an "On the Land" themed youth gathering in March, a 7-day life skills program called Building Young Warriors, and a College Knowledge Tour where youth aged 15-27 will visit universities and colleges.

The Team ensures that, as it creates and implements so much programming for Relations, it also commits to its own growth. In the last year, the Team completed trainings such as a Critical Incident Stress Management Certificate program, a Fetal Alcohol Syndrome training, an Indigenous-focused trauma-healing workshop, and a Core Strengths Program to learn how to communicate with coworkers and Relations more effectively.

"I want to send out a friendly reminder on how important life skills are for our people – for youth and even adults. Life skills are essential tools and skills that follow Scw'exmx's strategic directions."

- Shay Lee Jack | Youth Transition Program Coordinator

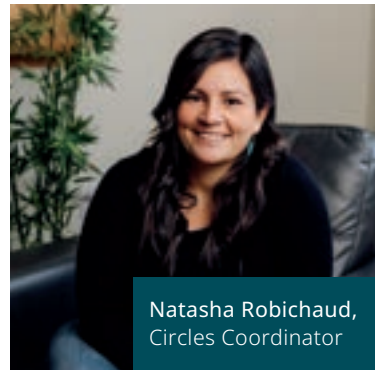
FAMILY WELLNESS TEAM



Shelley Tomkinson,
Acting Family Team Leader



Allyson Sterling,
Women's Group |
Relationship Navigator



Natasha Robichaud,
Circles Coordinator



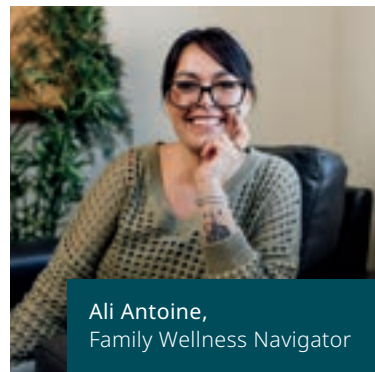
Amray Grinberg,
Family Wellness Navigator



Krystal Lanagager,
Family Wellness Navigator



Jaycee Wudrich,
Family Wellness Navigator



Ali Antoine,
Family Wellness Navigator



Jason Ermineskin,
Men's Group Coordinator

FAMILY WELLNESS TEAM

The Family Wellness Team supports community and self-referrals that seek to build strong, healthy families working 1-1 with Family Navigators and parents or caregivers in what is referred to as Secondary prevention. We continue to build upon the Family Circle program, which supports children and families in a way that centres on family and community-led decisions.

Prevention events and activities last fiscal year included a Women's Conference, which was well attended by community members and individuals from outside communities, and attendance at the Women's retreat. The women who participated in the retreat had an opportunity to enjoy a meaningful break from daily life stressors and immerse themselves in cultural and wellness practices.

There were also monthly Men's and Women's groups for community members to come together and stand strong with one another in the presence of Elders. In the women's group, this space is perceived as a safe space to build relationships with other women, and these relationships continue to exist beyond the group. As a result of the good work of several men across the Nicola Valley, we recently formalized a Men's Group program within SCFSS to work with all five (5) of the member Communities. In this Men's group, men can experience a safe and healthy space with other men.

Relations that Received Support Under Early Intervention Services (1:1)

APRIL 2023 - MARCH 2024

PROGRAMS	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Family Wellness Team	20	21	9	8	4	12	74
Child Wellness Team	8	3	5	4	3	8	31
Child/Youth Mental Health Clinician	2	2	1	1	3	13	22
Youth Wellness Team (13-29)	34	33	8	5	11	28	119
TOTAL	64	59	23	18	21	61	246

APRIL 2024 - OCT 2024 (YTD)

PROGRAMS	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Family Wellness Team	1	6	0	4	2	9	22
Child Wellness Team	4	2	5	0	0	10	21
Child/Youth Mental Health Clinician	3	3	2	0	3	3	14
Youth Wellness Team (13-29)	8	4	1	0	1	3	17
TOTAL	16	15	8	4	6	25	74



Staycation

"I'd just like to let everyone know that we're doing a good job, and the best that we can."

- Resident Elder Cathy Jameson | nčəłətkʷu (Coldwater Indian Band)

PROGRAMS AND SERVICES

APRIL 2023 - MARCH 2024

PROGRAMS	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Women's Group	91	79	11	9	18	38	246
Relationship Group	9	12	4	4	9	3	41
Men's Group	27	24	7	6	20	19	103
Women's Retreat	7	6	1	1	1	3	19
CLC Youth Lunch and Learn	7	27	22	0	17	61	134
TOTAL	141	148	45	20	65	124	543

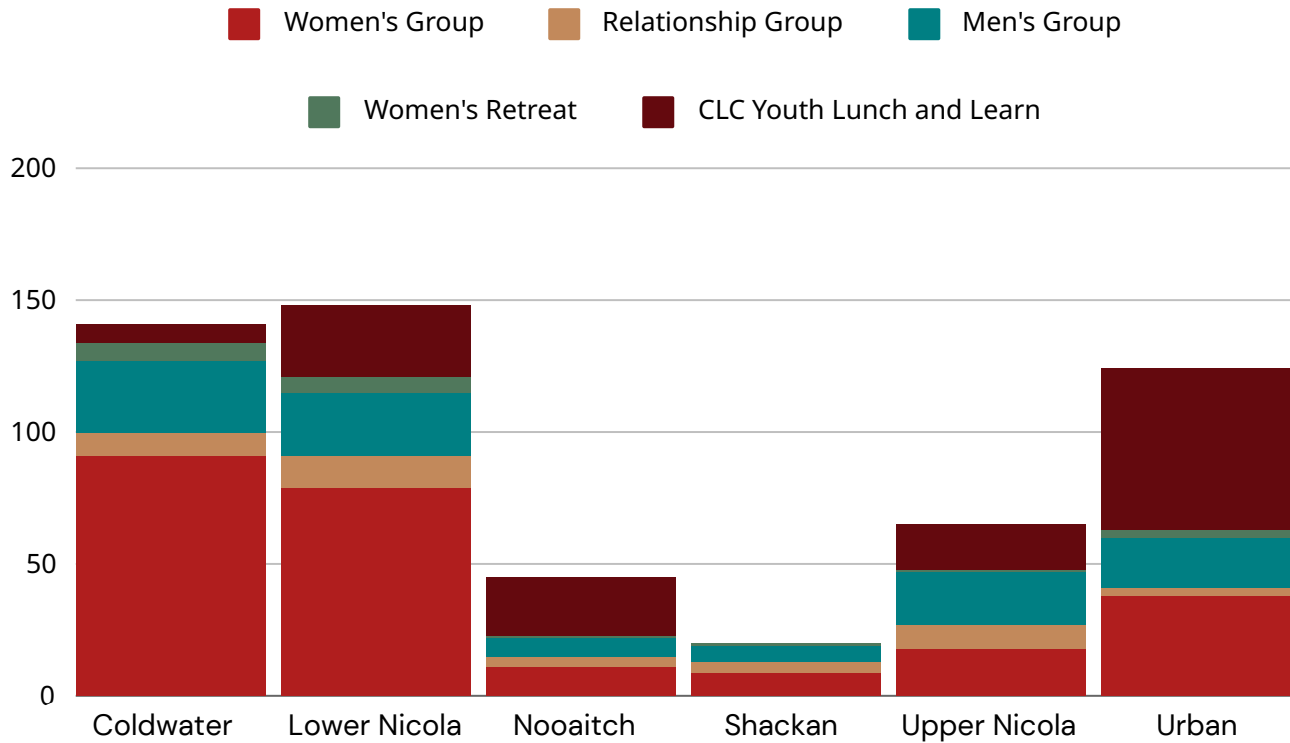
APRIL 2024 - OCT 2024 (YTD)

PROGRAMS	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Women's Group	48	39	4	3	11	21	126
Relationship Group	6	24	9	3	12	12	66
Men's Group	10	9	1	0	4	8	32
CLC Youth Lunch and Learn	20	26	14	0	10	76	146
TOTAL	84	98	28	6	37	117	370

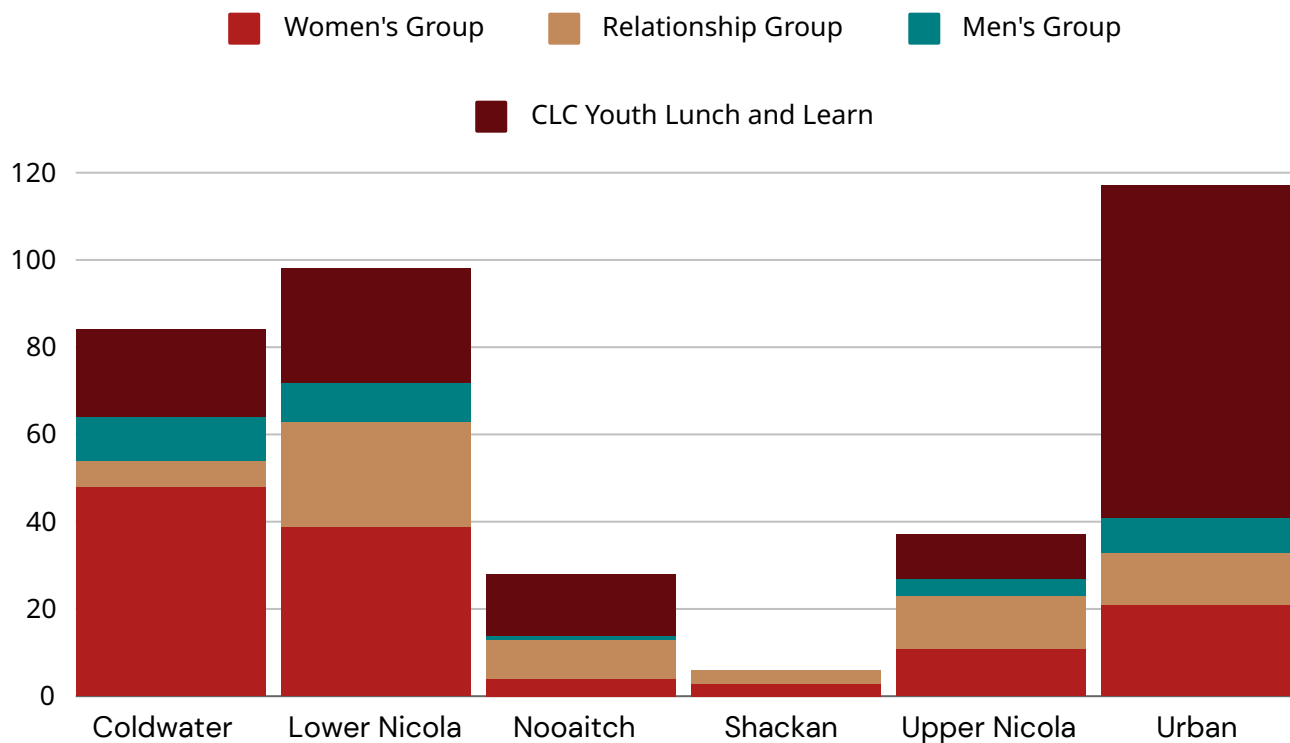


Staycation

GROUP PARTICIPATION APRIL 2023 - MARCH 2024



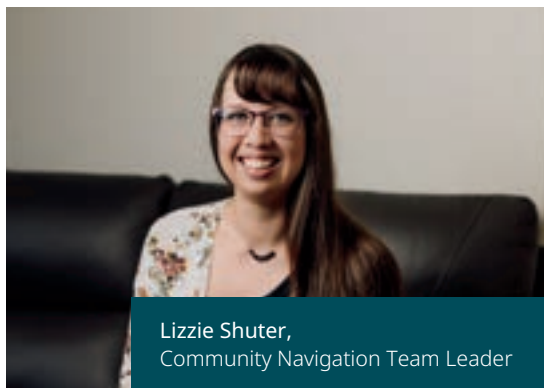
GROUP PARTICIPATION APRIL 2024 - OCTOBER 2024 (YTD)





Coldwater Cultural Gathering

COMMUNITY NAVIGATION TEAM



Lizzie Shuter,
Community Navigation Team Leader



Jessica Reed,
Sr. Community Navigator



Lori Earle,
Community Navigator

SHIFT OUR FOCUS FROM FEAR TO LOVE

- Ensure effective change management strategies
- Humanize client experience
- Ensure transparent and respectful communication

The Community Navigation Team at SCFSS was created in June 2022 to support families with a preventative approach that honours our Elders' teachings and our communities' traditions. The team serves as the first point of contact for families who are reaching out about child and family wellness, program information, or support services.

The SCFSS's work is a deep respect for Indigenous culture, values, and ways of life. The services offered are community traditions, ensuring that families receive care that feels familiar, respectful, and safe.

The Community Navigator's role is to provide a welcoming, culturally appropriate space where families can seek help while staying true to the values of strength, kinship, and community central to our traditional values.

When a family reaches out for help, the Community Navigator works closely with an Advisory Committee of SCFSS team leaders, Designated Band Representatives, and Elders. This committee offers guidance that draws on traditional knowledge and community wisdom, ensuring the approach is tailored to the family's unique strengths and needs. The process respects the collective nature of decision-making in culture to create a culturally informed and community-supported plan.

Once the family's needs are understood, the Community Navigator connects them to the most appropriate services, including SCFSS's prevention programs, community-based supports, and partner organizations. This collaborative approach ensures that families receive immediate help and long-term, sustainable support.

More than just providing short-term assistance, the Community Navigator builds lasting relationships with families. They work with families to bring everyone together for important decisions, often involving Family Circles or other culturally reflective processes where the family comes together to discuss needs, priorities, and solutions.

"I'm very proud to be part of the Team of Resident Elders. We all come from different experiences. I feel that we really enhance the programs because we are rooted in culture and language."

- Resident Elder spec?ci (Little Bear) | nwéyc (Nooaitch Indian Band)



Elder's Conference

Prevention is a key focus for SCFSS and is approached from a holistic, culturally-informed perspective. This means that prevention is not just about addressing problems before they escalate but about fostering strong and resilient communities through education, community engagement, and support systems that reflect traditional values. SCFSS believes in the power of ancestral Indigenous knowledge and the importance of working together to create a safe and supportive environment for children and families.

Ultimately, SCFSS's goal is to educate our communities about the services we offer in a way that feels relevant and respectful. Through a focus on prevention and culturally grounded practices, we strive to strengthen families, support the wellness of children, and maintain the cultural traditions that define us as Indigenous peoples. By working together and drawing on our collective wisdom, we aim to create a sustainable support system that empowers families, promotes resilience, and ensures the well-being of future generations.

APRIL 2023 - MARCH 2024

Incoming Calls	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Partners	4	1	3	0	0	17	25
Self-Referrals	8	9	4	2	1	52	76
Community Referrals	11	11	7	1	3	42	75
Total	23	21	14	3	4	111	176

Incoming Calls	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Inter-Agency Referrals	12	12	11	4	9	84	141
External Partner Referrals	7	7	6	0	1	29	50

APRIL 2024 - OCTOBER 2024 (YTD)

Incoming Calls	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Partners	1	1	0	0	0	2	4
Self-Referrals	1	2	1	1	0	11	16
Community Referrals	4	4	1	2	6	29	46
Total	6	7	2	3	6	42	66

Incoming Calls	Coldwater	Lower Nicola	Nooaitch	Shackan	Upper Nicola	Urban	TOTAL
Inter-Agency Referrals	5	9	1	5	9	59	88
External Partner Referrals	0	0	0	0	4	2	6

growing our people

“We are a really good Team. We learn together, and we heal together. We come from different intergenerational traumas and different life experiences, and that just helps who we are. We have that trust and ability to heal within, so we are really good role models for the ones we provide help to.”

- Resident Elder spec?ci (Little Bear) | nwéyc (Nooaitch Indian Band)

HUMAN RESOURCES TEAM



afi kwu swiwi-numtax | we are beautiful (nsyilxcən)

growing our people

We support the wellness, growth and healing of our community members. One Voice is necessary as SCFSS and Member communities introduce a new way of thinking. We recognize that Post-Traumatic Stress Disorder (PTSD) through intergenerational trauma continues to impact generations of our people. We acknowledge Post-Traumatic Growth (PTG) as the healing that occurs when we share and collaborate with each other and our communities. This philosophical change will shift our practice models, programs, services, and work culture as we ensure that our people possess the tools and skills to embrace change.

BUILD PROFESSIONAL CAPACITY

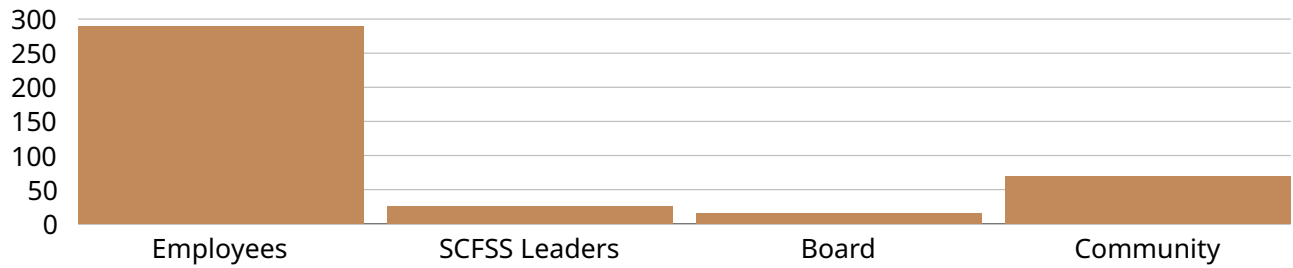
- Ensure culture and language are integrated into training & professional development
- Strengthen Human Resources Policies programs and ethical practices
- Access expertise to strengthen community capacity expertise

BUILD PROFESSIONAL CAPACITY

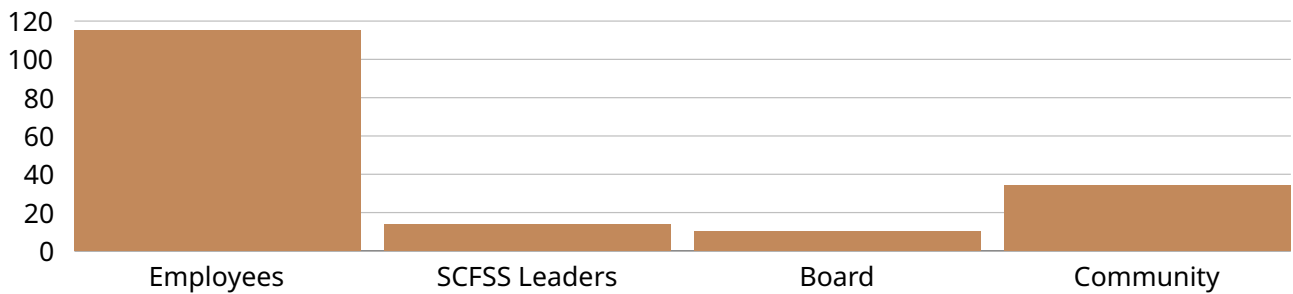
To support our commitment to cultural competency, we have facilitated various trainings, including IFOTT, Signs of Safety, Integrated Case Management (ICM), Our Children Our Way, Child Wellness, the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), Indigenous Governance, Gathering Our Voices, the National Indian Child Welfare Association (NICWA), Indigenous Wellbeing, Salish Coast Language, Elders Conference, and the 4 Food Chiefs program and Loving Justice Conference. These initiatives reflect only some of our ongoing training and conferences dedicated to fostering a dynamic and inclusive workplace that empowers our employees and ultimately enhances the services we provide to our community.

Through an advanced definition of roles, we've refined our work to focus on building community capacity to support only where we are most needed, letting community members lead the way. This redefinition of roles is congruent with our original intention to exist only as a bridge, supporting our communities until the authority of children, young people, and families is rightfully returned.

TRAINING PARTICIPANTS APRIL 2023 - MARCH 2024



TRAINING PARTICIPANTS APRIL 2024 - OCTOBER 2024 (YTD)



"I want our staff to feel proud of themselves for the work that has been done. It's the kind of job where it feels like you've never done enough... but it's really because this is a very forward, fast-moving agency. Staff should feel proud of the work they've done in this last year."
 - Madison Holmes | Sr. HR Generalist

- ENGAGE COMMUNITY EXPERTISE TO SUPPORT OUR VISION**
- Attract and recruit community members
 - Ensure community & culturally-advised recruitment
 - Build professional capacity through community expertise

As part of our commitment to the strategic objective of "Growing Our People," we have made significant strides over the past year to enhance our internal capacity, support long-term growth and more effectively retain employees.

In our efforts to engage community expertise, we have successfully built external and internal capacity. Externally, we have strengthened Prevention, Family Wellness, Child Wellness, Youth, and Protection teams, ensuring that we effectively address our community's diverse needs.

Internally, we developed dedicated IT, Human Resources, Finance, and Operations teams, enhancing our operational capabilities and ensuring we attract and retain the best talent to support our mission. We recruited local experts to expand our capacity and share our resources within the community.

"If we are coming from a place of supporting our adults and making sure our adults are okay, our kids will be okay, too."
 - Madison Holmes | Sr. HR Generalist

GROWING OUR PEOPLE

Recruitment April 2023 - March 2024

Job Postings: 33

	Member Community	Indigenous Other	Non-Indigenous	TOTAL
Applicants	42	18	54	114
New Hires	15	13	15	43

Recruitment April 2024 - Sept 2024 (YTD)

Job Postings: 16 | Screenings: 49 | Interviews: 20

	Member Community	Indigenous Other	Non-Indigenous	TOTAL
Applicants	13	11	56	80
New Hires	1	3	6	10

RETAIN THOSE COMMITTED TO OUR VISION

- Establish training and development programs
- Uphold employee Relations

RETAIN THOSE COMMITTED TO OUR VISION

Recognizing the value of our existing staff, we have invested in their professional development by providing training and resources to help them advance into leadership roles. This investment strengthens our workforce and fosters a culture of growth and empowerment, where we focus on an advisory and empowering approach that encourages staff to take initiative and contribute meaningfully to our mission.

Moreover, we have made a deliberate shift from reactive to proactive planning. This approach enabled us to anticipate needs and implement strategies that align with our long-term goals, ensuring that we are prepared for future challenges and opportunities.

Together, these initiatives reflect our ongoing dedication to fostering a dynamic and inclusive workplace that empowers our employees and ultimately enhances the services we provide to our community.

"We're working towards overall healing. We're healing within, healing ourselves, and then passing that on."

- Madison Holmes | Sr. HR Generalist

"I want the community to know that the work we are doing, we are doing for them."

- Madison Holmes | Sr. HR Generalist

RETAIN THOSE COMMITTED TO OUR VISION

We recognize that our employees are our most valuable asset and actively foster a supportive and inclusive environment that aligns with our organizational values. By providing ongoing professional development opportunities, mentorship programs, and a culture that prioritizes collaboration and open communication, we empower our staff to grow personally and professionally. Additionally, we celebrate the diverse perspectives and experiences within our Team, ensuring that everyone feels valued and integral to our mission. Through these initiatives, we cultivate a workplace where dedicated individuals can thrive, remain engaged, and contribute meaningfully to the success of our organization and the community we serve.

At SCFSS, our Orientation Week is dedicated to setting new staff up for success through a comprehensive, week-long program that showcases how we welcome new employees into the heart of our organization. Held monthly, this orientation provides a thorough introduction to SCFSS, including key HR information, financial training, and an in-depth overview of our operations. New team members engage with culture and language, participate in "Out on the Land" activities, and spend meaningful time with our Resident Elders, all while building connections with the communities we serve. This holistic approach equips our new staff with essential tools and resources and fosters a sense of belonging that enhances retention. Providing this dynamic orientation experience ensures a strong foundation for our new team members as they embark on their journey with us.

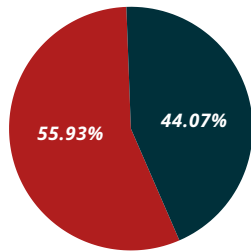


Coldwater Cultural Gathering

RETENTION APRIL 2023 - MARCH 2024

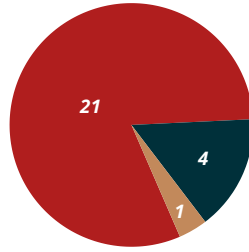
Total Employees	# of Staff
April 1, 2023	59
March 31, 2024	68

RETENTION 2023-2024



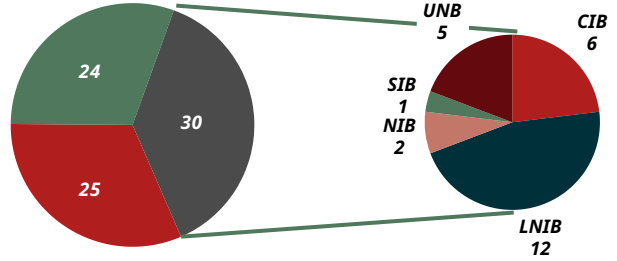
Retention Rate
Turnover

EMPLOYEE TURNOVER 2023-2024



Voluntary
Involuntary
Retired

MARCH 2024 STAFF DEMOGRAPHICS

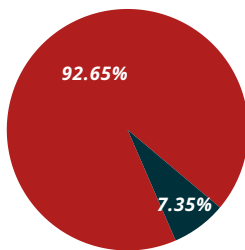


Non-Indigenous
Other Indigenous
Member Community

RETENTION APRIL 2024 - SEPT 2024 (YTD)

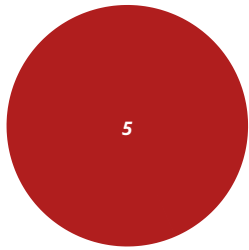
Total Employees	# of Staff
April 1, 2024	68
Sept 30, 2024	79

RETENTION 2024 YTD



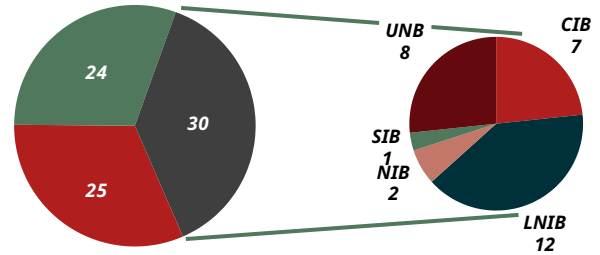
Retention Rate
Turnover

EMPLOYEE TURNOVER 2024 YTD



Voluntary
Involuntary
Retired

SEPT 2024 STAFF DEMOGRAPHICS



Non-Indigenous
Other Indigenous
Member Community

ADOPT / EMBRACE / IMPLEMENT CULTURAL FRAMEWORKS

- Lead effective change management
- Integrate culture and language
- Decolonize Human Resources policies and practices expertise

ADOPT / EMBRACE / IMPLEMENT CULTURAL FRAMEWORKS

Our goals include leading effective change management initiatives that prioritize integrating culture and language into all aspects of our work, ensuring that our services resonate with the communities we serve. We are also focused on decolonizing our Human Resources policies and practices, drawing upon expertise that honours Indigenous knowledge and perspectives. By embedding these cultural frameworks into our organizational structure, we aim to create an environment that supports our staff in their professional development and fosters a sense of belonging and empowerment within the communities we serve.



POST TRAUMATIC GROWTH

- Develop PTG education
- Provide Intergenerational Trauma support

ACKNOWLEDGE POST TRAUMATIC GROWTH

In alignment with our cultural framework, we have adopted, embraced, and implemented practices that acknowledge post-traumatic growth (PTG). Our leadership team participated in a Team Development Program during the SCFSS Leadership/Fiscal Planning session, focusing on effective change management, integrating culture and language, and working towards decolonizing our Human Resources policies and practices. Additionally, leaders have engaged in Brené Brown's Dare to Lead program to foster healing within, while staff and leaders participated in the Laura Grizzly Paw training, which provided a cultural perspective on trauma-informed practice.

infrastructure alignment

nłe?kėpmx kt – we are Nlaka'pamux (nłe?kepmxcin)

ałi kwu suknaqinx | we are Okanagan (nsyilxcən)

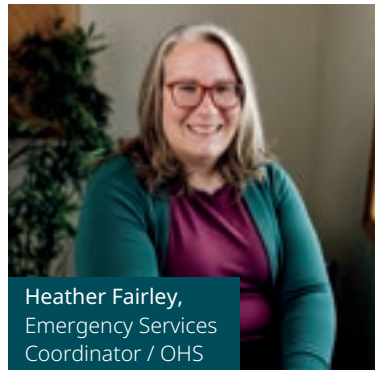
OPERATIONS TEAM



Kelly Donaldson,
Operations Manager



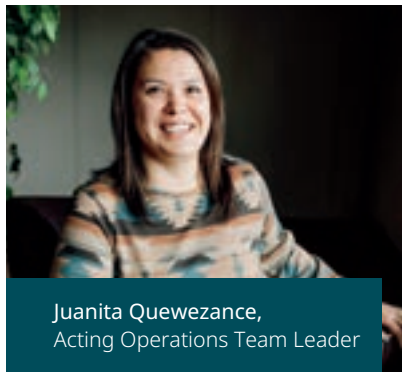
Sarah Dickie,
Building Procurement
Facility Planner



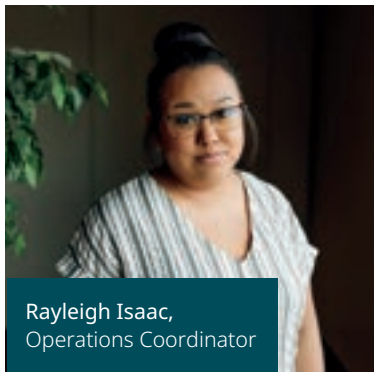
Heather Fairley,
Emergency Services
Coordinator / OHS



Marcus Ouimet,
Acting IT Team Leader



Juanita Quewezance,
Acting Operations Team Leader



Rayleigh Isaac,
Operations Coordinator



Wilson Smith,
Vehicle / Maintenance



Tim Sterling,
Security Guard

IMPROVE INFORMATION TECHNOLOGY SUPPORT IN CURRENT AND POST COVID-19 ENVIRONMENT

- Mobilize work environments
- Expand connection through virtual platforms
- Enhance IT services in community

INFRASTRUCTURE ALIGNMENT

Nomadic for years, SCFSS seeks to establish roots and infrastructure stability. Community consultation is crucial as we reassess our infrastructure in support and proximity of our five guiding communities. This change must encompass the needs of our communities and presents an opportunity to work collaboratively with our communities and entertain space-sharing potential aimed at increasing community capacity.

For 2023-24, SCFSS continues to prioritize the strategic goals of Infrastructure Alignment to continue to build capacity that supports culturally meaningful service provision for children, youth, and families in the Nicola Valley.

IMPROVE INFORMATION TECHNOLOGY (IT) SUPPORT IN CURRENT AND POST-COVID ENVIRONMENT

Despite the global pandemic being behind us, effective Information Technology (IT) remains a priority for SCFSS. With the addition of IT specific staff, SCFSS has worked diligently to bring IT-related programs and tools in-house rather than relying on third party contractors. Improved connectivity has allowed SCFSS to streamline systems leading to improved efficiency for on-boarding and off-boarding and less manual IT support required throughout the day. Additionally, with the multiple office locations, meeting spaces, and engagement in community, we continue to focus on staff mobility to be able to “plug-in and connect” with virtual platforms in case we ever find ourselves in a work from home situation ever again. This investment into resources (both human and technological) will allow us to not only grow the organization, but allow for continuity in supporting our member communities.

SCFSS has been working hard to enhance its internal technological capabilities, but still recognizes the need and value of external expertise for specific, project-based needs. Engaging skilled contractors for specialized tasks, like website development, videography, and photography, provide fresh perspectives and ensure that the organization's unique promotional needs are met with high-quality results.

INTEGRATE PROGRAMS AND SERVICES TO BUILD COMMUNITY CAPACITY

- Remove silos through collaboration
- Locate employees in community
- Explore space-sharing potential

INTEGRATE PROGRAMS AND SERVICES TO BUILD COMMUNITY CAPACITY

With the growth of the Community Services Team, the Operations Team continues to explore opportunities that support staff working in collaboration with communities. This includes ensuring office mobility through providing the appropriate equipment, in-community office space (like Quilchena), and access to safe and reliable fleet vehicles. With the anticipated Legacy Build Project becoming a reality, SCFSS aims to have a permanent space to offer services and programs to our Relations in the Nicola Valley.

IMPROVE PROMPT MANAGEMENT REPORTING

- Redesign management reporting framework
- Integrate community guidance & decisions

IMPROVE PROMPT MANAGEMENT REPORTING

SCFSS's 2021-2026 Strategic Plan guides the management reporting framework tool. This collective approach to reporting involves leaders working with their teams to gather and collate updates to report on each strategic direction to the Executive Director on a monthly basis. Reporting involves organizing information in a succinct and clear manner for presentation to the Board of Directors to ensure regular and consistent updates.

EMERGENCY SERVICES

SCFSS has recently experienced two urgent situations where our Emergency Operations Centre (EOC) was activated. Although the situations were somewhat contained to our organization, it gave us the opportunity to assess and examine our internal processes so we would be ready when needed. Since the initial activation earlier in the year, SCFSS has implemented a number of new strategies to better support the large and expanded Team in case of emergency. This includes updating of internal guiding documents, the introduction of an emergency notification system through text messaging, and ongoing training for EOC staff through First Nations Emergency Services Society. With the addition of an Emergency Support Services (ESS) and Occupational Health and Safety (OHS) Coordinator, SCFSS continues to build capacity internally, which will improve how we mobilize to support communities when called upon.

CHANGE MANAGEMENT

- Engage other agencies to support change
- Define change and measure the change process
- Develop a communications strategy



Harvesting TeePee Poles

CHANGE MANAGEMENT

SCFSS is structuring change management to achieve the collaborative vision by ensuring all foundational systems and processes are in place to seamlessly support sustained growth. We have seen areas of growth in IT, administrative, and financial processes and continue to make gains that support the Agency's anticipated projected growth with people, programs, and services.

With growth in mind, SCFSS continues to experience insecurity with long-term office space. Still on the heels of the global pandemic and the lingering environmental crises in 2021 that have limited the availability of suitable commercial space, we are still seeking a permanent, long term office space. Given the short-term leases we continue to find ourselves in, change management remains inevitable for new locations that result in the reorganization of spaces and teams. SCFSS will continue to pursue funding opportunities through streams like the Canadian Human Rights Tribunal (CHRT) 41 to see the long term vision of a legacy build come to fruition.

Beyond the proven technological improvements SCFSS has made in support organizational growth, we have also made gains in building procurement and fleet management to ensure staff are supported with the necessary infrastructure to fulfill their responsibilities.

"The work that is being done is to be very transparent in the communities, to be there for events such as funerals and to be there to offer our supports to the communities as their loved ones are passing through."

Resident Elder Nettie Ernst | (Upper Nicola Band)

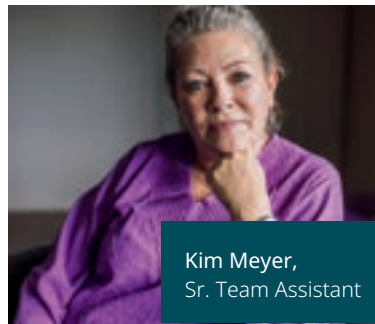
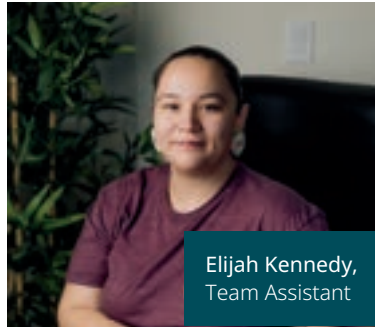
Since last fiscal, SCFSS renewed the leases for 10 (ten) vehicles and acquired 2 (two) additional vehicles to aid the growing teams. This includes a larger SUV with enhanced safety features to support the service provision of the Community Services Team. In 2024-25, five (5) additional vehicles are approaching the end of their lease terms.

This past year, SCFSS moved two teams from the Language Nest in Lower Nicola and entered into a two-year licensing agreement with School District 58 for the former Kengard Learning Center (Kengard/KLC). The acquisition of Kengard/KLC allowed SCFSS to improve the organization of programs and services at each location. Due to the size and collaborative space of Kengard/ KLC, it quickly became our "prevention hub" and features the Culture and Language Team, Child Wellness Team, Family Wellness Team, Youth Team, and Community Services Team. The Lindley Creek location houses operations, including the Operations Team, Administration Team, Finance Team, and Human Resources Team. Lastly, the downtown location on Quilchena Avenue remains public-facing with office space for the Protection Team. SCFSS continues to lease space in Quilchena on Highway 5A. This beautiful, self-contained office space allows SCFSS to have a community presence as well as provides a space for team building activities, specialized meetings, project planning, and Board and Committee meetings.



Women's Wellness Retreat

ADMIN TEAM



Kaitlyn Adams,
Agency Navigator



Aligning infrastructure involves ensuring that behind-the-scenes systems operate as efficiently as possible, empowering front-line workers to perform their roles to the fullest. This includes ensuring that fleet vehicles are safe and readily available, offices are well-equipped and mobile, and administrative responsibilities are managed in a way that reflects the high quality of the work we do.

SCFSS remains committed to assigning 90-95% of the front-line workers' administrative responsibilities to support staff, enabling them to concentrate more fully on the people we serve while reinforcing our Culture of Caring.

As a result of SCFSS's growth and evolving needs, the work of the Admin Team continues to adapt. With three fully staffed offices and the organization's significant growth over the past year, the Admin Team has refined its processes and systems to better reflect the quality of work we do.

While members of the Admin Team may be the welcoming voice on the phone or the friendly face that greets you at our doors, the core of their work revolves around recording and maintaining the stories behind each open file.

Despite ongoing changes and expectations as a result of the most recent Ministry Service Evaluation, the Admin Team remains flexible, ensuring that the efforts of our front-line staff meet the standards set by governing bodies. At the same time, we remain committed to telling the stories of the children, young people, and families we serve with the utmost care, compassion, and respect.

Developing an organizational communications strategy remains a priority for the upcoming fiscal as we seek to build the capacity of the internal communications team and finalize contractor projects like the new SCFSS website.

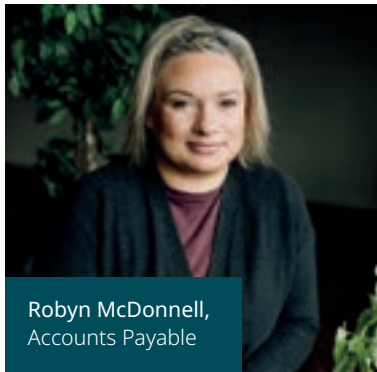
FINANCE TEAM



Samantha Minnabarriet,
Finance Manager



Crystal Leier,
Payroll Clerk



Robyn McDonnell,
Accounts Payable



Kaylynn Dixel,
Financial Analyst

In the last fiscal year, we moved to a new space that better served its needs. The new space is particularly significant as it creates an opportunity for relations to visit us and spend time with staff in person, furthering the strategic objective of Protection to Prevention by humanizing the client experience. It also provides much-needed space for our growing number of staff, furthering the strategic objective of Growing our People by creating an opportunity to recruit and retain aligned staff members. While the new space has dramatically improved the quality of life and work for us, its impact on the bottom line is minimal; lease-related expenditures only increased by \$15,000 in the last fiscal year.

“When you’re healing, start with the person who went through the trauma of being in a home or a residential school.”

- Resident Elder Cathy Jameson | nćá4etkʷu (Coldwater Indian Band)



Staycation

FINANCE

Over the last year, the small-but-mighty Finance Team worked diligently to improve the SCFSS's overall fiscal health, direct funds into critical programming as per the approved annual budgets, and ensure compliance with reporting standards.

Thanks to these efforts, the SCFSS's financial reporting has continued to improve. The Consolidated Statement of Operations shows the annual budget has increased by almost \$2,000,000, including a \$789,000 increase in wages and benefits to the SCFSS's growing number of team members. Operational costs are also up by over \$2,000,000, demonstrating increased investment in meaningful community programming.

Additionally, SCFSS's Management Letter shows there are no deficiencies in reporting, reflecting a commitment to exceeding all requirements. To ensure further compliance, the Finance Team spent significant time restructuring the accounting departments to move towards alignment with the reporting requirements of Indigenous Services Canada and the Ministry of Child and Family Development. This effort is ongoing.

Other ongoing and future efforts include refinement of SCFSS's Chart of Accounts and work to streamline accounting processes to create more easeful and transparent reporting opportunities.

These efforts by the Finance Team are furthering multiple strategic objectives. The increased investment in community programming, in particular, demonstrates a commitment to creating a Culture of Caring by supporting community prevention and sharing traditional knowledge. The Finance Team's efforts also further the strategic goal of Protection to Prevention by ensuring transparent communication and further the strategic goal of "Growing our People" by creating the fiscal foundation necessary to grow the Team.

k^wuk^wstéyp - thank you from all of us (nłe?kepmxcin)



REALIGN BUDGETS TO SHIFT FROM PROTECTION TO PREVENTION

REALIGN BUDGETS TO SHIFT FROM PROTECTION TO PREVENTION

- Assess community demographics
- Work with funding agencies to ensure community & prevention funding expertise

Canada discriminated against First Nations children and families for decades by underfunding the First Nations Child & Family Services (FNCFS) Program in the manner it was designed, managed and controlled. In 2016, the Canadian Human Rights Tribunal (CHRT) substantiated a human rights complaint filed by the First Nations Child & Family Caring Society (Caring Society) and the Assembly of First Nations (AFN). The CHRT ordered Canada to cease discriminating and to reform the FNCFS program, and issued numerous additional orders to drag Canada into compliance with the 2016 merits decision.

The Final Settlement Agreement stems from the 2007 Canadian Human Right Tribunal (CHRT) case bought by the AFN and First Nations Caring Society (Caring Society) alleging Canada's inequitable and discriminatory provision of First Nations Child and Family Services (FNCFS) and improper implementation of Jordan's Principle. CHRT 2016 decision found Federal funding policies resulted in adverse impacts and discrimination for First Nations families, and ordered reform to the FNCFS Program, Jordan's Principle and the 1965 Indian Welfare Agreement to eliminate discrimination. An "Agreement-in-Principle" was signed December 2021 that implemented several "Immediate Measures": new funding structure for Prevention Services, Post-Majority Support Services, and Capital Funding, while the Chiefs of Ontario (COO), Nishnawbe Aski Nation (NAN), Assembly of First Nations (AFN), Canada and the Caring Society (who later withdrew) negotiated a draft Final Settlement Agreement (FSA).

The following represent significant legal and political milestones with other negotiations still underway:

A revised Final Settlement of \$23.34 billion was reached July 26, 2023 to compensate First Nations children and families impacted by Canada's discriminatory funding from 1991 to 2022. While compensation by Canada is not yet available, further details can be found at fnchildcompensation.ca.

The AFN and Canada, along with the interested parties [the Chiefs of Ontario (COO) and Nishnawbe Aski Nation (NAN)] completed a \$47.8 billion draft Final Settlement Agreement on long-term reform of the FNCFS program and released it on July 11, 2024 for motion. The AFN sought endorsement of the draft agreement at Special Chiefs Assembly on October 18th, 2024 where it was rejected by the Chiefs, sending Canada back to the table to "do better". The Chiefs call for a new negotiation process for the long term agreement and to be developed and approved by the First Nations-in-Assembly based on the spirit and intent of this resolution. Negotiations for amendments are currently underway.

The rejected FSA did not respect First Nations' rights holders, nor does it stop Canada's discrimination toward First Nations children and families or prevent it from happening again. The five (5) member Communities were not duly consulted in the preparation of the FSA and now require sufficient time to review Canada's amendments based on negotiations to include a revised process that is transparent and inclusive of Nation leadership from across Canada and local child and family technical experts.

'Jurisdiction isn't something you sign, it's something you do. Each of us every day makes choices about how we can use our heart and use our love for children as an expression of jurisdiction.'

- Dr. Cindy Blackstock, Executive Director of First Nations Caring Society



Harvesting Bitterroot

An aerial photograph of a mountainous landscape. The foreground shows a dirt road winding through a valley covered in low-lying vegetation. The middle ground features a dense forest of evergreen trees. In the background, there are rolling hills and mountains under a cloudy sky. The overall color palette is muted, with greens, browns, and greys.

audited financial statements

“As the years pass, things are looking a lot better. The more we work together, the better things are going to be.”

- Resident Elder Cathy Jameson | nćáłetkʷu (Coldwater Indian Band)

audited financial statements

Scw'exmx Child and Family Services
Society
Financial Statements
For the Year Ended March 31, 2024

**Scw'exmx Child and Family Services Society
Statement of Financial Position**

March 31	2024	2023
Assets		
Current		
Cash	\$10,002,554	\$ 11,432,531
Temporary investments (Note 3)	-	941,990
Accounts receivable (Note 4)	2,101,731	260,048
Prepaid expenses	30,737	94,433
	<u>12,135,022</u>	<u>12,729,002</u>
Tangible capital assets (Note 5)	<u>340,886</u>	<u>668,669</u>
	<u>\$12,475,908</u>	<u>\$ 13,397,671</u>
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities (Note 6)	\$ 1,047,753	\$ 2,178,660
Deferred revenue (Note 7)	1,705,534	90,000
Current portion of deferred capital contributions	10,976	13,756
	<u>2,764,263</u>	<u>2,282,416</u>
Deferred capital contributions	<u>43,566</u>	<u>54,542</u>
	<u>2,807,829</u>	<u>2,336,958</u>
Net Assets		
Invested in tangible capital assets	286,347	600,374
Unrestricted	9,381,732	10,460,339
	<u>9,668,079</u>	<u>11,060,713</u>
	<u>\$12,475,908</u>	<u>\$ 13,397,671</u>

Commitments and Contingencies: Note 8

On behalf of the Board:

Director


Director

The accompanying notes are an integral part of these financial statements.

Scw'exmx Child and Family Services Society
Statement of Changes in Net Assets

For the year ended March 31	Invested in Capital Assets	Unrestricted	2024 Total	2023 Total
Balance, beginning of the year	\$ 600,374	\$10,460,339	\$11,060,713	\$ 12,066,732
Deficiency of revenues over expenses	-	(1,392,634)	(1,392,634)	(1,006,019)
Amortization	(123,498)	123,498	-	-
Purchase of tangible capital assets	35,715	(35,715)	-	-
Disposal of tangible capital assets	(240,000)	240,000	-	-
Amortization of deferred capital contributions	13,756	(13,756)	-	-
Balance, end of the year	\$ 286,347	\$ 9,381,732	\$ 9,668,079	\$ 11,060,713

The accompanying notes are an integral part of these financial statements.

6

Scw'exmx Child and Family Services Society Statement of Operations

For the year ended March 31	Budget (unaudited)	2024	2023
Revenue			
Indigenous Services Canada:			
Operations	\$ 9,994,028	\$ 8,760,928	\$ 8,760,928
Maintenance	4,175,693	849,623	594,892
Recoveries	-	-	(139,727)
Post majority care	685,686	67,215	-
Prevention	5,236,681	-	-
Child/life necessities	-	11,200	-
Child Special Allowance	-	50,613	203,432
Ministry of Child and Family Development	2,597,815	3,824,593	2,765,691
Recovery	-	(166,199)	-
First Peoples' Heritage, Language and Cultural Council (recovery)	-	-	(15,000)
Other	-	-	2,702
Amortization of deferred capital contributions	-	13,756	17,246
Secondment	-	26,924	85,474
Investment income	-	565,782	90,260
Donations	-	1,500	-
Gain on disposal of assets	-	8,567	-
	<u>22,689,903</u>	<u>14,014,502</u>	<u>12,365,898</u>
Expenses			
Advertising and promotion	175,000	96,833	132,275
Amortization	80,000	123,498	72,161
Building repairs and maintenance	219,375	52,525	37,267
Contractors/consultants	350,000	976,050	224,706
Cultural	341,600	42,748	252,009
Equipment lease	-	20,819	21,154
Equipment service and maintenance agreements	330,000	251,294	123,534
Exceptional circumstances	-	62,178	63,966
Honoraria	-	43,672	18,653
Impairment loss on tangible capital assets	-	-	211,888
Insurance	134,000	126,622	97,892
Interest and bank charges	-	7,515	16,543
Leases	214,295	139,469	115,584
Materials and supplies	295,121	275,652	295,889
Meetings and conventions	5,486,681	4,574,958	4,617,419
Subtotal	<u>\$ 7,626,072</u>	<u>\$ 6,793,833</u>	<u>\$ 6,300,940</u>
Expenses, carried forward	\$ 7,626,072	\$ 6,793,833	\$ 6,300,940

The accompanying notes are an integral part of these financial statements.

7

**Scw'exmx Child and Family Services Society
Statement of Operations**

<u>For the year ended March 31</u>	<u>2024</u>	<u>2023</u>	
Occupational health and safety	-	21,258	70,958
Professional development and training	390,475	218,593	59,208
Professional fees	25,000	59,684	26,650
Relocation	-	-	122,796
Secretariat	35,000	35,000	25,000
Staff wellness	-	5,742	41,982
Telephone and utilities	170,000	119,506	98,415
Travel	180,941	70,378	40,635
Vehicle expenses	321,000	191,215	164,788
Wages and benefits	11,359,361	5,470,232	4,681,671
Workshops	2,378,912	2,421,695	1,738,874
	<u>\$22,486,761</u>	<u>\$15,407,136</u>	<u>\$13,371,917</u>
Deficiency of revenues over expenses	\$ 203,142	\$ (1,392,634)	\$ (1,006,019)

The accompanying notes are an integral part of these financial statements.

8

Scw'exmx Child and Family Services Society
Statement of Cash Flows

For the year ended March 31	2024	2023
Cash flow (deficiency) from operating activities		
Excess of revenues over expenses	\$ (1,392,634)	\$ (1,006,019)
Items not affecting cash:		
Amortization of capital assets	123,498	72,161
Impairment on tangible capital assets	-	211,888
Amortization of deferred capital contributions	(13,756)	(17,246)
	<u>(1,282,892)</u>	<u>(739,216)</u>
Changes in non-cash working capital:		
Accounts receivable	(1,841,683)	(151,772)
Prepaid expenses	63,696	(77,949)
Accounts payable and accrued liabilities	(1,130,910)	661,040
Deferred revenue	1,615,534	90,000
	<u>(2,576,255)</u>	<u>(217,897)</u>
Cash flows from investing activities		
Redemption of temporary investments	941,993	33,242
Purchase of tangible capital assets	(35,715)	(262,600)
Proceeds on disposal of tangible capital assets	240,000	-
	<u>1,146,278</u>	<u>(229,358)</u>
Net decrease in cash	(1,429,977)	(447,255)
Cash, beginning of the year	<u>11,432,531</u>	<u>11,879,786</u>
Cash, end of the year	\$10,002,554	\$ 11,432,531

The accompanying notes are an integral part of these financial statements.

Scw'exmx Child and Family Services Society Notes to Financial Statements

March 31, 2024

1. Significant Accounting Policies

Basis of Accounting The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.

Revenue Recognition The Scw'exmx Child and Family Services Society reports income received from Indigenous Services Canada (ISC) and Ministry of Children and Family Development (MCFD) in accordance with the terms of the funding arrangement. ISC revenues specified as set contributions are reported as revenue as program terms and conditions are met and delivered. Any resulting surpluses are repayable to ISC and any deficits incurred are refundable by ISC. ISC revenues specified as fixed and flexible contributions are recognized as revenue as program terms and conditions are met and delivered. Any resulting surpluses may be retained by the Society provided delivery of the program is complete at March 31 of the current year. Any resulting deficits are the responsibility of the Society. Surpluses resulting from the excess of MCFD revenues over expenses may result in amounts payable to MCFD and deficits may be refunded by MCFD. Unconditional grants received from ISC and MCFD are reported as revenue when received or receivable and collection is reasonably assured. Grants received for the purchase of capital assets are recorded as a deferred capital contribution and amortized to revenue over the estimated useful life of the asset.

Unrestricted contributions are recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured.

Restricted contributions are recognized as revenue in the year in which the funding contract is signed and the unexpended portion is deferred until the related expenses are incurred.

Interest and other income is recorded on an accrual basis and recognized when it is earned.

Scw'exmx Child and Family Services Society Notes to Financial Statements

March 31, 2024

1. Significant Accounting Policies (continued)

Fund Accounting	<p>The Society follows the deferral method of accounting for contributions and uses fund accounting.</p> <p>Restricted contributions are recognized as revenue of the appropriate fund in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue of the appropriate fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.</p> <p>Endowment contributions are recognized as direct increases in net assets.</p> <p>Restricted net investment income is recognized as revenue of the appropriate fund in the year in which the related expenses are incurred. Restricted net investment income that must be added to the principal amount of resources held for endowment is recognized as a direct increase in net assets. Unrestricted net investment income is recognized as revenue when earned.</p>
Financial Instruments	<p>Arm's length financial instruments are recorded at fair value at initial recognition.</p> <p>Related party financial instruments quoted in an active market or those with observable inputs significant to the determination of fair value or derivative contracts are recorded at fair value at initial recognition. All other related party financial instruments are recorded at cost at initial recognition.</p> <p>In subsequent periods, equities traded in an active market and derivatives are reported at fair value, with any change in fair value reported in income. All other financial instruments are reported at cost or amortized cost less impairment. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items measured at fair value and charged to the financial instrument for those measured at amortized cost.</p> <p>Financial assets are tested for impairment when indicators of impairment exist. When a significant change in the expected timing or amount of the future cash flows of the financial asset is identified, the carrying amount of the financial asset is reduced and the amount of the write-down is recognized in results of operations. A previously recognized impairment loss may be reversed to the extent of the improvement, provided it is not greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously, and the amount of the reversal is recognized in results of operations.</p>

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**Scw'exmx Child and Family Services Society
Notes to Financial Statements**

March 31, 2024

1. Significant Accounting Policies (continued)

Tangible Capital Assets Purchased tangible capital assets are stated at cost less accumulated amortization. Contributed tangible capital assets are recorded at fair value at the date of contribution, unless fair value is not determinable in which case contributed tangible capital assets are recorded at nominal value at the date of contribution. Contributed tangible capital assets are subsequently amortized. Expenditures for repairs and maintenance are expensed as incurred. Betterments that extend the useful life of the tangible capital asset are capitalized.

Construction in progress is not amortized until the tangible capital asset is substantially complete and ready for use.

Amortization based on the estimated useful life of the asset is calculated as follows:

	Method	Rate
Office Furniture	Declining balance	20%
Computer equipment	Declining balance	30%
Vehicle	Declining balance	30%
Leasehold improvements	Declining balance	30%

When a tangible capital asset no longer contributes to the Scw'exmx Child and Family Services Society's ability to provide goods and services, or the future economic benefits or service potential of the tangible capital asset is less than its carrying value, the excess of its net carrying amount over its fair value or replacement cost is recognized as an expense in the statement of operations. Any unamortized deferred contribution amount related to the tangible capital asset is recognized in revenue in the statement of operations, provided that all restrictions have been complied with.

When a tangible capital asset is disposed of, the difference between the net proceeds on disposition and the net carrying amount is recognized in the statement of operations. Any unamortized deferred contribution amount related to the tangible capital asset disposed of is recognized in revenue in the statement of operations, provided that all restrictions have been complied with.

Contributed Materials and Services The Society does not record contributed materials and services that are used in the normal course of operations.

Scw'exmx Child and Family Services Society Notes to Financial Statements

March 31, 2024

1. Significant Accounting Policies (continued)

Measurement Uncertainty (use of estimates)	The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include the carrying amount of the capital assets, building under capital lease, and deferred capital contributions. Actual results could differ from management's best estimates as additional information becomes available in the future.
Leases	Leases are classified as capital or operating leases. A lease that transfers substantially all of the benefits and risks incidental to the ownership of property is classified as a capital lease. At the inception of a capital lease, an asset and an obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair value at the beginning of the lease. Assets recorded under capital leases are amortized on a straight-line basis over the term of the lease, which is the estimated useful life of the assets. All other leases are accounted for as operating leases wherein rental payments are expensed on a straight line basis.
Employee Future Benefits	The Society has a defined contribution pension plans. The Society's pension costs are charged to operations as contributions are due. Contributions are a defined amount based upon a set percentage of salary.

2. Incorporation and Nature of Organization

Scw'exmx Child and Family Services Society (the Society) is a not-for-profit organization incorporated in 2000 under the Society Act of British Columbia. The Society provides child and family services to the five bands in the Nicola Valley.

The Scw'exmx Child and Family Services Society is tax-exempt as a non-profit association under Section 149(1)(l) of the Income Tax Act.

Scw'exmx Child and Family Services Society
Notes to Financial Statements

March 31, 2024

3. Investments

The carrying amounts of investments are comprised of the following:

	2024	2023
Mutual Funds	\$ -	\$ 941,990

4. Accounts Receivable

	2024	2023
Indigenous Services Canada	\$ 1,219,610	\$ 148,723
Goods and services tax rebate	89,081	70,222
Ministry of Children and Family Development	696,490	-
Nooaitch Band	32,174	-
Upper Nicola Band	-	41,103
Other	64,376	-
	<u>\$ 2,101,731</u>	<u>\$ 260,048</u>

5. Tangible Capital Assets

	2024		2023	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Office furniture	\$ 297,514	\$ 235,840	\$ 283,660	\$ 223,417
Computer equipment	553,692	379,365	531,831	313,241
Vehicle	154,885	93,740	154,885	67,534
Leasehold improvements	335,104	291,364	335,104	272,619
Britco trailer	-	-	240,000	-
	<u>1,341,195</u>	<u>1,000,309</u>	<u>1,545,480</u>	<u>876,811</u>
	<u>\$ 340,886</u>	<u>\$ 668,669</u>		

**Scw'exmx Child and Family Services Society
Notes to Financial Statements**

March 31, 2024

6. Accounts Payable

	2024	2023
Trade payable	\$ 103,787	\$ 1,433,127
ISC recoveries	389,075	411,011
Wages and benefits payable	466,186	274,727
Source deductions payable	88,705	59,795
	\$ 1,047,753	\$ 2,178,660

7. Deferred revenue

	2024	2023
Ministry of Children and Family Development	\$ -	\$ 90,000
Indigenous Services Canada	1,705,534	-
	\$ 1,705,534	\$ 90,000

**Scw'exmx Child and Family Services Society
Notes to Financial Statements**

March 31, 2024

8. Commitments and contingencies

The Society leases numerous facilities and vehicles with terms commencing from June 2018 to August 2023 ending from November 2023 to October 2027. The Society is committed to minimum annual lease payment as follows:

2025	\$	336,356
2026		158,689
2027		50,170
2028		47,920
	\$	593,135

Pension Plan:

The Society and its employees contribute to a defined contribution pension plan. There is no obligation for past service or periods in which an employee was not employed. Total contributions to the plan during the year were \$315,997 (2023 - \$296,186).

Contingencies:

The Society receives a portion of its funding under a contribution authority with ISC and MCFD which, if unexpended, may be refundable to ISC or MCFD. Further, amounts which are over expended may be reimbursed by ISC or MCFD to the Society. Management records their best estimate of accounts to be refunded as recoveries in accounts payable (note 6). Actual adjustments to the funding could vary and are recorded when they become known. As of March 31, 2024 ISC is still in the process of reviewing the file submissions therefore recoveries are unknown as of year end.

9. Economic Dependence

The Society receives 95% (2023 - 96%) of its funding from ISC and MCFD. Future operations of the Society depend on continuation of the funding agreements with ISC and MCFD.

10. Comparative Figures

The comparative amounts presented in the financial statements have been restated to conform to the current years presentation.

Scw'exmx Child and Family Services Society Notes to Financial Statements

March 31, 2024

11. Employee Renumeration

During the year 14 (2023 - 21) employees were paid in excess of \$75,000 for a total of \$1,299,057 (2023 - \$1,975,341).

During the year total honoraria, meeting, training, and travel paid to members of the Board of Directors was \$102,114 (2023 - \$67,802).

12. Financial Instruments

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Society is exposed to credit risk resulting from the possibility that a customer or counterparty to a financial instrument defaults on their financial obligations; if there is a concentration of transactions carried out with the same counterparty; or of financial obligations which have similar economic characteristics such that they could be similarly affected by changes in economic conditions. The Society's financial instruments that are exposed to concentrations of credit risk relate primarily to its accounts receivable and cash. The majority of the Society's receivables are from government sources and the Society works to ensure it meets all eligibility criteria in order to qualify to receive the funding.

There have not been any changes in the risk from the prior year.

Liquidity risk

Liquidity risk is the risk that the Society will encounter difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the Society will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value, which is less than what they are worth; or may be unable to settle or recover a financial asset. The Society is exposed to this risk mainly in respect of its accounts payable.

The Society's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient cash flows to fund its operations and to meet its liabilities when due, under both normal and stressed conditions. The Society maintains a portion of its invested assets in liquid securities.

There have not been any changes in the risk from the prior year.

HONOURING OLIVIA BUCK | OUTGOING PRESIDENT

Olivia Buck is a member of Nooaitch Indian Band, and the eldest daughter of Joyce Sam and the late Dennis Buck. Her maternal grandparents were Willie Sam from Shackan and Josephine Brown from the Nicola Tribes; her paternal grandparents were James and Nettie Buck. Olivia has six (6) children of whom she models her life for, actively building a legacy for future generations through her example as a leader within many capacities for her Community.

Alongside her life partner Jonah Dick, her children keep her grounded, accountable and fully supported in the work she does, ensuring when making decisions she always looks seven (7) generations ahead. Her family, community and culture are significantly important to her well-being and spirituality. She spent most of her childhood playing under meeting tables of those who walked before her, immersing herself in important conversations at a young age. As she grew older, she took her place at those very tables, learning how to take notes and developing a deep understanding of traditional knowledge, history, and corporate politics. These early experiences fuel her lifelong commitment to the many organizations that continue to serve our people today.

Olivia has an administrative/legal background with dual diplomas and several decades of work experience in her fields of study. She has worked for many Chiefs and councils over her career, starting as a receptionist and working her way to executive assistant. She chose to transition into politics several years ago, and although no longer serves in a political or Board capacity she remains active within Nooaitch as the Community Wellness Manager.



Olivia Buck served on the Scw'exmx Child & Family Services Board of Directors for over eight (8) years as representative of Nooaitch Indian Band from February 2016 – August 2024. As President, her caring and wise approach lead SCFSS through significant change over the past several years. Her heart, mind and spirit linked closely to ensure we powered through the numerous challenges faced during her tenure. Olivia was passionate about our vision, setting the Call to Action in motion to collectively exercise nłe?kepmx and syilx inherent rights as paramount over provincially imposed legislation. She believed in the work of SCFSS to ensure practice is culturally relevant, prevention based and supportive of healing within the communities served. Olivia led boldly in the steps toward healing, justice and hope as we continue to rekindle our cultural ways of being. No other resource is more important than our children, and that it takes a community to raise a child.

Combined with the remaining four Board of Directors, her leadership guided difficult decisions, innovative approaches and commitment to lift the voice of the communities and responsibility to create the change necessary to ensure nłe?kepmx and syilx children, young people, families and communities have the advocates they deserve.



yé meł xwúy – it's going to be good (nłe?kepmxcin)

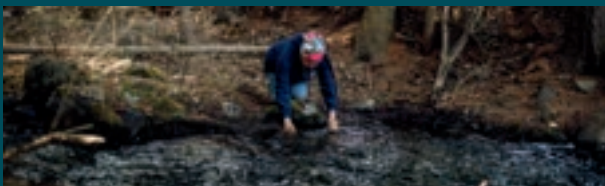
We lift our hands to Olivia and express our heartfelt gratitude for her wisdom, endurance and integrity as we journeyed toward incremental change during her tenure with Scw'exmx Child & Family Services Society in our shift from Protection to Prevention within a Culture of Caring. We honour her dedication and commitment toward unified leadership and wish her the absolute best as she continues to lead in so many other capacities.











scw'exmx child and family services society



1750 Lindley Creek Road, Merritt BC V1K 0A3

Phone: 250-378-2771 Fax: 250-378-2799 Toll-Free: 1-877-378-2773

Child Wellness Concern After Office Hours: 1-800-663-9122

Children's Help Line: 310-1234 (for children and youth)