

Scw'examx Child & Family



ANNUAL REPORT

2024 - 2025





TABLE OF CONTENTS

4	SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
5	OUR COMMUNITIES
7	CALL TO ACTION
8	MISSION & VISION
9	GUIDING VALUES
10-13	PRESIDENT'S MESSAGE
14-15	EXECUTIVE DIRECTOR'S MESSAGE
17	STRATEGIC DIRECTIONS
18-19	CULTURE OF CARING
20-23	COMMUNITY TEAM
24-27	CULTURE & LANGUAGE TEAM
28	PROTECTION TO PREVENTION
30-35	DELEGATED SERVICES TEAM
36-39	FAMILY WELLNESS TEAM
40-41	YOUTH WELLNESS TEAM
42-43	CHILD WELLNESS TEAM
45	GROWING OUR PEOPLE
46-47	HUMAN RESOURCES TEAM
49	INFRASTRUCTURE ALIGNMENT
50-51	OPERATIONS TEAM
52-53	FINANCE TEAM
54-71	FINANCIAL STATEMENTS

A close-up photograph of a hand holding a small, round, woven basket. The basket is made of light-colored, natural fibers and is decorated with several rows of colorful beads in shades of yellow, purple, and green. The background is softly blurred, showing more of the hand and the basket's texture.

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY

Scw'exmx Child and Family Services Society (SCFSS) is family-centered and guided by nłe?kėpmx and syilx traditional knowledge and principles. SCFSS utilizes prevention and protection strategies with the collective goal to keep children with their families and communities. If short-term protection services are required, SCFSS engages family, community, and Elders to support cultural identity, 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.

A close-up photograph of a hand holding a small, round, woven basket. The basket is made of light-colored, natural fibers and is decorated with several rows of colorful beads in shades of yellow, green, blue, and purple. A single, larger, reddish-brown bead is visible on the left side. The background is a soft, out-of-focus mix of colors, including shades of blue, purple, and orange, suggesting an outdoor or festival setting.

nk'seytkn | snəqsi'lx^w **OUR COMMUNITIES**

SCFSS serves nłeʔkəpmx and syilx peoples from nćəłetk^{wu} (Coldwater Indian Band), sulú s (Lower Nicola Indian Band), nwéyc (Nooaitch Indian Band), sxéxń x (Shackan Indian Band) sp'aǎʔmín and nłq'ałməlʔx (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 work with all communities and reinforce 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 organization and our communities will support each other to implement action and change.



OUR 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 changes necessary for the communities we represent. For the first time since colonization, our action 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 line of federally and provincially legislated cultural genocidal 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 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 wherein there are more Indigenous children in care now than at the height of the residential school era. While the current system is derived of 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 nłe?kėpmx 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. nłe?kėpmx 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 work 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 n̄te?k̄épmx and syil̄x 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.



MESSAGE FROM THE PRESIDENT

A YEAR OF PROFOUND GROWTH AND TRANSFORMATION

Looking back on the past year, the Scw'exmx Child & Family Services Society (SCFSS) has experienced a period of growth and transformation. This growth is not merely measured in caseload numbers or budget allocations, but in the depth of our community engagement, the strength of our partnerships, and the tangible results of our mission. It is a story of a collective journey towards deeper alignment with our core values, moving from a service provider to a true leader in Indigenous child and family wellness.

A pivotal moment that best reflects this journey was our deep and comprehensive support for the Coldwater's "Calling Our Spirits Home Ceremony & Walk". This was more than a single event; it was the culmination of a year-long commitment, with our Community Manager and Prevention Worker serving as dedicated committee representatives. Our involvement was holistic and unwavering through the provision of staff and resources, logistical support, and venue bookings. Our staff's preparation for the event, guided by the Culture Team, Elders, and knowledge keepers, and their attendance for a tour of the Kamloops Residential School, was an act of truth-seeking and healing. This moment served as a testament to our organizational maturity—the ability to dedicate significant institutional resources not just to service delivery, but to a deeply meaningful, community-led healing initiative. It demonstrates a fundamental shift in how we define our mission and measure our success.

Another significant milestone was the unprecedented expansion of our youth engagement. The success of the Youth Conference,

held from March 25-27, saw a total attendance of 58 youth, including 49 from out-of-area communities and 9 from Lytton, Cooks Ferry, and Ashcroft. This event showcased our growing influence and reach beyond our immediate member communities. Our strategic approach to youth engagement was further validated by a letter of recognition from the Nooaitch Indian Band, which highlighted our Community Services and Child Wellness teams' "collaboration and capacity support" in helping them run a successful 15-week girls' group pilot program. This external validation from a valued community partner underscored that our approach is not only effective but also deeply valued.

The physical expansion of our infrastructure is a concrete manifestation of our growth. We have made significant progress on a number of key building projects, including the successful completion of asbestos remediation, rough-in electrical work, framing, and HVAC material orders at 2099 Nicola Avenue. This progress culminated in the granting of an occupancy permit, with a move-in date set for November. At 1750 Lindley Creek Rd, we submitted a rezoning application while maintaining a month-to-month lease. Furthermore, air quality testing and mold remediation have been completed at 1988 Quilchena Avenue, ensuring the safety and readiness of our existing facilities. These developments are more than just building projects; they are a physical commitment to creating safe, welcoming spaces that align with our mission.

Our institutional growth was also recognized on a national scale. By hosting a national webinar on the "First Nations Child and Family Services Compensation Claims Process" in collaboration with the Our Children Our Way Society, Deloitte Touche, and the PGT, SCFSS took on a national leadership

role. The webinar drew over 100 participants from across the country, showcasing our expertise and positioning us as a leader in the broader Indigenous social services sector. This milestone demonstrates a growing recognition of our work and a willingness to share our knowledge for the benefit of all Indigenous communities.

The milestones of this past year reveal a strategic evolution. Our organizational growth is not measured solely by an increase in caseloads or budget but by the depth and quality of our engagement and the meaningful integration of cultural values. The narrative of our growth is not about getting bigger; it is about becoming more aligned with our core values, and this is the foundation of our long-term vision. This is further illustrated by the fact that the most prominent themes in our reports are the deep, long-term collaboration on cultural events and the external validation from communities, rather than a simple list of quantitative metrics. This reveals a strategic transformation in how we define and measure success—moving beyond a service delivery model to one that is relationship-driven and culturally grounded.

OUR VALUES IN ACTION: WEAVING CULTURE INTO OUR WORK

This past year, our organization's values and vision were not just abstract concepts but were visibly and tangibly embodied in the fabric of our work with children, families, and communities. Our "Culture of Caring" is an operational principle, evident in our high-volume and consistent engagement across all member communities. With dedicated attendance at community meetings, activities, and events in Lower Nicola, Upper Nicola, Nooaitch, Coldwater, Shackan, and Urban areas, we have demonstrated a steadfast commitment to being present and visible.

A key example of this embodiment of values was the "Staycation" event for children in care and their caregivers, which was hailed as the "best yet". Held on Syilx territory, this event provided a culturally safe space for families to connect through hands-on cultural workshops, including ribbon skirt, moccasin, and drum making. This initiative directly reflects our commitment to cultural reclamation and family connection as core tenets of wellness. The impact was underscored by a youth who shared their inspiring recovery journey from grief, loss, and addiction, a powerful testament to the healing and empowerment fostered by the event.

This collaborative, team-based approach was formally recognized by the Nooaitch Indian

Band, whose letter of recognition affirmed that our support provided "full wraparound support" and fostered community well-being, resilience, and healing. This validation confirms that our operational model is not only meeting the needs of communities but is also actively building the strong partnerships that are essential to our mission.

OUR RELATIONS: RESPONDING TO COMMUNITY NEEDS AND VOICES

Our organization's model is founded on an adaptive, localized approach to service delivery, directly responding to the specific needs and voices of the Nl̓eʔkepmx̌ and Syilx peoples. This approach allows us to tailor our support to the unique priorities of each community. For example, while Coldwater's engagement focused on a four-day healing ceremony and walk and on grocery shop programs, Lower Nicola's collaborations were centered on culture camps, women's groups, and addressing youth programming gaps.

Our support for the Shackan Culture Camp was a clear demonstration of our responsiveness. We actively participated in two planning meetings, provided swag and door prizes, created an Nl̓eʔkepmx̌ scavenger hunt, and offered on-site support, including transportation and First Aid. This level of engagement in a community-led initiative showcases our commitment to empowering our member communities to lead their own wellness journeys.

Furthermore, we consistently extended our services to the urban community, recognizing that our relations reside in many places. Our participation in events like the PIT Homeless Count and our support for the International Overdose Awareness Event with Ask Wellness demonstrated our commitment to addressing the diverse and complex needs of all community members, regardless of their location.

OUR GUIDING LIGHT: THE ROLE OF INDIGENOUS KNOWLEDGE

The teachings of the Nl̓eʔkepmx̌ and Syilx peoples and our shared Indigenous knowledge are not mere cultural add-ons; they are the very foundation upon which our service delivery and decision-making are built. The Resident Elders Program stands as a central pillar of this approach, providing invaluable guidance across our teams. The Elders offer advisement on everything from case reviews and trauma support to staff orientation and complaint resolution, formally integrating traditional wisdom into our operational framework. We have also woven cultural protocols into our daily



operations. Regular smudging at all SCFSS facilities, three times a month, ensures that our spaces are cleansed and grounded in our traditions. During staff orientation, new team members receive teachings on traditional self-introduction and medicine bag making, which grounds them in our values from the very beginning of their journey with us.

Our commitment to on-the-land activities reflects a profound paradigm shift towards a land-based healing model. Events such as huckleberry harvesting and a fir bough cleansing ceremony are integral parts of our wellness services. The Culture Team's dedication to teaching community members the canning process to make huckleberry jam, which will be used as gifts for future events, demonstrates a commitment to passing on traditional knowledge in a way that is both practical and culturally meaningful.

The ED reports demonstrate a deliberate strategy to move from a culturally sensitive organization to a culturally embedded one. The formalization of the Elders' role and the deep integration of cultural teachings into staff training and program delivery signify a systemic change. This is a move from a one-time cultural event to a full institutional commitment. By actively building an internal, Indigenous-led infrastructure for cultural knowledge and practice, we are laying the groundwork for a truly sovereign organization. This structural work is a prerequisite for achieving true self-determination in child and family wellness.

THE FOUNDATION FOR THE FUTURE: STRATEGY, LEADERSHIP, AND RESILIENCE

The past year was marked by pivotal shifts in leadership, governance, and strategy that were instrumental in advancing our mission. The most significant of these was our assertive stance on fiscal autonomy. Faced with a request from Indigenous Services Canada (ISC) to return unexpended surplus funds, we made a principled decision not to submit the requested agreement. This decision was based on the fact that ISC owes us for prior years' deficits and has not completed its audits past 2019–2020. This was more than a financial decision; it was a strategic move to assert our right to financial self-determination and to challenge the colonial funding model that has historically undermined Indigenous organizations.

A less visible but equally powerful change was the transfer of the Occupational Health & Safety (OHS) reporting line to the Executive Director, effective March 31st. This move elevates staff safety and well-being to a senior leadership priority, a direct reflection of our commitment to the "Growing Our People" principle. This change ensures that OHS is not just a procedural matter but a core component of our leadership agenda.

In a world increasingly dependent on digital infrastructure, our shift from external to in-house IT support was a critical strategic investment. A 120-day work plan was implemented to manage the transition, which is now in its final phase. This decision to bring IT in-house and to secure our Scwexmx.com domain represents a commitment

to data sovereignty and operational independence, ensuring that our organization has a robust, self-sufficient infrastructure that we can fully control. These strategic moves—from financial to operational—are not isolated actions. They are components of a single, long-term vision to build institutional resilience and self-governance. The decision to manage our own finances and IT and to elevate staff well-being to a senior leadership priority demonstrates a deliberate, multi-pronged strategy to reduce dependence on external, colonial systems. This is the institutional prerequisite for exercising full jurisdiction.

LOOKING FORWARD: THE LEGACY OF A VISION

This past year's accomplishments are a vital contribution to our long-term vision of child and family wellness and SCFSS's Call to Action. The data from our reports provides irrefutable evidence of our successful transition from a reactive protection-based model to a proactive prevention-based one. This is demonstrated by the sheer volume of "Least Disruptive" measures taken—60 in March-April and 59 in May-June. These measures, which focus on keeping children with their families and within their communities, are the core of our approach.

The shift is further reflected in our placement data. In August, we had 30 kinship care arrangements compared to only 9 foster care placements, a clear preference for keeping children within their broader family networks. The organization also completed reunification trips, including a third trip to Port Hardy in March. The success of our work is not just in preventing removals but in actively reunifying families and ensuring children are surrounded by their relations.

Programs like the Puberty Rites camp represent a foundational investment in future generations. By reconnecting youth with their culture and traditional ways of being through on-the-land activities and teachings on personal responsibility, we are addressing wellness at its root. This is the ultimate form of prevention and healing. All of these efforts are an integral part of our Call to Action, as we are building the relationships, trust, and capacity necessary to take full control of child and family wellness services within our Nłe?kepmx and Syilx territories.

REFLECTING ON OUR STRATEGIC JOURNEY AND CHARTING OUR PATH FORWARD

As we approach the conclusion of the 2021–2026 Strategic Plan, we can reflect on the progress made and draw valuable lessons to guide our future. The past year has shown that our strategic tenets—cultural integration, community partnership,

and institutional capacity building—are not just theoretical concepts but are achievable, measurable, and deeply impactful. The insights gathered from this journey—the power of unwavering community collaboration, the necessity of financial and operational independence, and the profound impact of culturally-grounded programs—will be the new direction of our communities moving forward. The past year has set the stage for a future of full self-determination, one where our organization can manage its own finances, data, and operations, all for the benefit of our children and families.

A MESSAGE OF GRATITUDE AND VISION FOR THE JOURNEY AHEAD

As the President, it is with a full heart that I look back on this journey. This past year has been one of challenge, resilience, and growth. I am filled with a deep sense of gratitude for our community members, Elders, and leaders for their unwavering trust and for guiding us with their teachings. Your voices are our true north, and it is in your resilience that we find our purpose.

To our incredible team, your work this year has been nothing short of extraordinary. Your commitment to the "Culture of Caring" is evident in every meeting you attend, every hand you reach out to, and every ceremony you support. You are the heart of this organization, and it is through your tireless efforts that we can do this vital work. Your willingness to grow, to learn, and to adapt has made this year of unprecedented progress.

When I reflect on this journey, I see an organization that has found its footing and its voice. We have moved from being an organization that simply serves our people to one that is a true partner in their healing and a steward of their traditions. We have demonstrated that the path to true wellness lies not in removing children from their culture, but in grounding them more deeply within it. We have faced systemic challenges and operational hurdles with quiet strength, proving that we have the capacity to govern ourselves.

The legacy of this past year is a beacon of hope. It is a promise that our vision of a future where every child is safe and connected to their family, culture, and community is not just a dream but an undeniable reality. I look forward to continuing this sacred work with all of you.

k^wuk^wscémx^w | limlám̄t (thank you)

William Sandy | SCFSS Board of Directors President



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Families, Elders, Youth, Community Leaders,
and Partners,

As I prepare to step away from my role as Executive Director, I find myself reflecting on a journey that has been both humbling and transformative. Nearly six years ago, I was given the honour of returning home to serve our children, families, and communities. Today, I write to you with deep gratitude, a full heart, and a spirit of hope for what lies ahead.

This organization has never been just a workplace—it has been a living, breathing vessel for healing, advocacy, and cultural reclamation. Together, we have walked through fires—some literal, some systemic—and emerged stronger, more rooted, and more aligned with our original vision. That vision, held by our founders over 30 years ago, was clear: to return decision-making to our communities, to protect our children through prevention, and to infuse every aspect of our work with culture and care.

This past year was one of profound milestones. We faced a service evaluation audit from the Ministry of Child and Family Development—a process that tested our resolve and reaffirmed our values. We stood firm in our refusal to be delegated under provincial legislation, choosing instead to walk alongside our communities, guided by their frameworks and teachings. We did not bend to fear-based systems. We led with love, accountability, and cultural strength.

We experienced a period of transition within our social work team that placed immense pressure on our capacity. These moments tested our endurance, but they also revealed the depth of commitment within our staff. Our team leaned in, supported one

another, and continued to hold space for families with grace and dedication. We rebuilt, we trained, and we created a Delegated Services Work Plan that is now being looked to as a model across the province. Even those who once questioned our approach now ask, “How are you doing it?”

The answer is simple: we listen. We listen to hear, not just to respond. We listen to our Elders, our youth, our families, and our communities. That is our strength.

We moved into new spaces this year—physically and spiritually. Our interim home at KLC is tight, but it holds us. And soon, we will open our Culture is Healing centre on Nicola Avenue—a dedicated space for traditional counsellors, Elders, and cultural programming. It is more than a building. It is a home for our healing work, our teachings, and our community-led vision. It is a place where our values are not just spoken—they are lived.

We also deepened our governance. The Delegated Services Review Committee, with representation from all five member communities, recommended that Scw'exmx become an Indigenous governing body. That moment—rooted in history, wisdom, and community voice—was a powerful affirmation of our path. We are not here to build an empire. We are here to grow wide, build capacity, and return that capacity to our communities.

Some communities are walking steadily toward establishing their own laws. Others are just beginning that journey. Our role is to walk alongside each community with honour, to support and mentor in establishing jurisdictional rights. That is the essence of our work.

We have also challenged funding models that

discriminate against our people. We have pressed boundaries, advocated for equity, and reminded decision-makers that if you are Indigenous and you come to us—we will help you. That is our responsibility. That is our legacy.

I want to acknowledge our Board of Directors, especially William Sandy, whose leadership has been wise, grounded, and unwavering. I want to thank Olivia Buck for her years of service, and all board members past and present who have helped guide this organization with integrity and heart. Your commitment to governance—not politics—has helped us stay focused on what matters most: our children, our families, and our future.

To our staff—you are the heartbeat of this organization. You have shown up in ways that cannot be measured on paper. You have held families through grief, celebrated their joys, and carried the weight of this work with grace. I see you. I honour you. I have watched many of you grow into leaders, mentors, and cultural carriers. That growth is the true measure of our success.

To our Elders—thank you for your teachings, your patience, and your presence. You have reminded us that healing is not a program—it is a way of being. Your wisdom has shaped our policies, our practices, and our hearts.

To our youth—you are our future. You are the reason we do this work. Your voices matter. Your stories matter. Your dreams matter. We see you, and we believe in you.

To our communities—thank you for trusting me. Thank you for challenging me. Thank you for walking this path together. Your strength, your teachings, and your vision have guided every decision I've made. You are the reason this organization exists, and you are the reason it will continue to thrive.

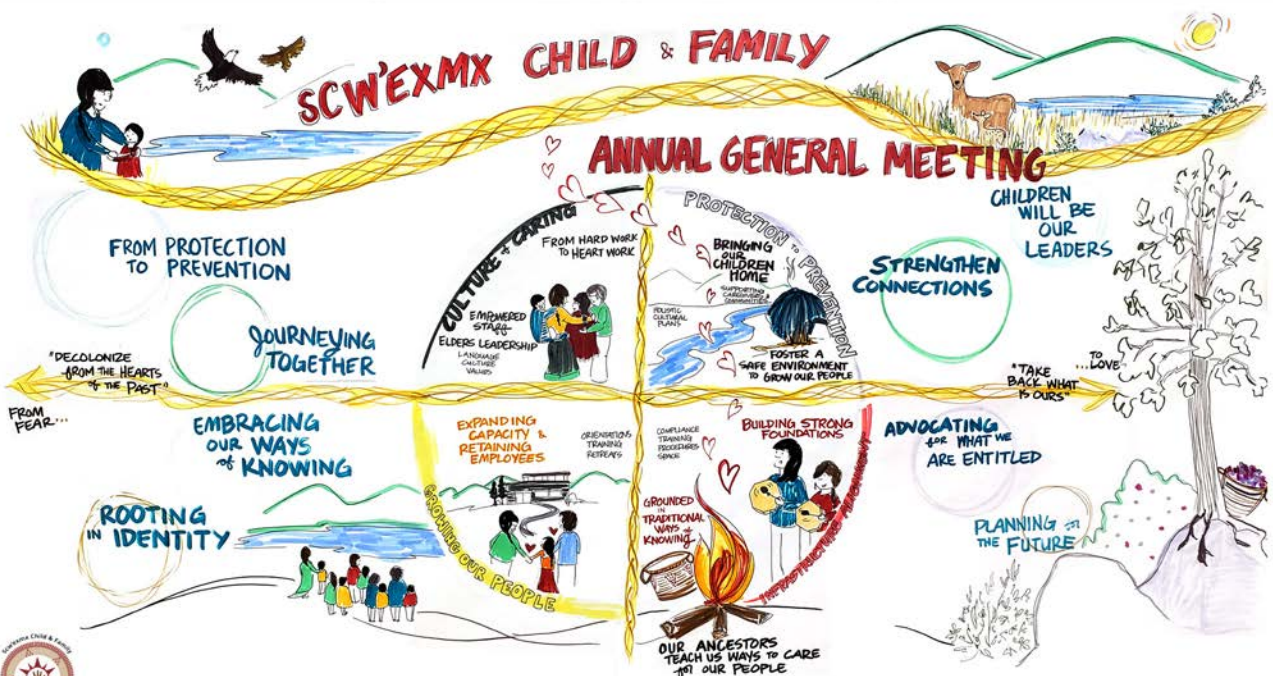
This transition is not easy. It is emotional. But it is also right. I did not seek this next opportunity—it found me. And after much prayer, I knew it was time. I remain committed to our mission, our vision, and our call to action. I will always cherish the time I spent home. I will always carry the teachings, the relationships, and the spirit of this place.

As I step away, I do so with confidence in the people who will continue this work. The foundation is strong. The vision is clear. And the momentum is real. I believe in this organization. I believe in our communities. And I believe in the legacy we are building together.

I encourage each of you—staff, board, community members—to keep asking the hard questions. Keep listening to hear. Keep walking with humility and courage. The work ahead is not easy, but it is sacred. It is rooted in love, in land, and in the teachings of those who came before us.

Thank you for believing in me. Thank you for allowing me to serve.

kw'uk'wscémx'w | limlám't (thank you)
 Lisa Post | Executive Director



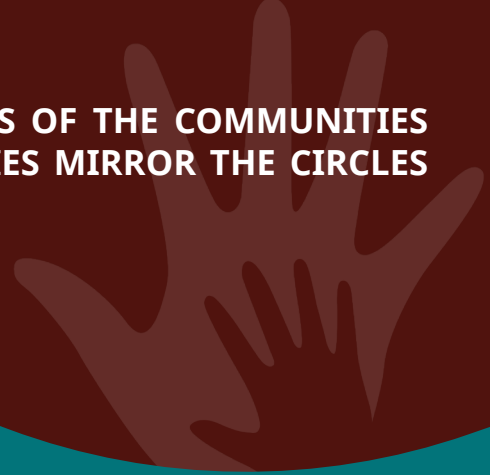
Scw'Exmx Child & Family Services Annual General Meeting | November 14, 2024

LIVE GRAPHIC RECORDING
 Melissa Kendzierski | Drawing Change

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**



**PROTECTION
TO PREVENTION**



**GROWING OUR
PEOPLE**



**INFRASTRUCTURE
ALIGNMENT**



CULTURE OF CARING



CULTURE OF CARING


COMMUNITY TEAM

PREVENTION, PROGRAMMING, AND PRESENCE

In the 2024/2025 fiscal year, the Community Team has deepened its commitment to walking gently and intentionally alongside the Nl̓eʔkepmx and Syilx peoples. Through ceremony, relationship-building, and cultural integration, the team has worked to dismantle colonial systems and uplift the inherent leadership, knowledge, and values of the Nations we serve.

Central to this work has been a growing partnership with the Culture and Language Team. Together, we've listened to Elders, Knowledge Keepers, and cultural leaders—learning how to care for them, how to be vulnerable, and how to trust the teachings passed down through generations. These teachings have shaped our protocols, guided our communications, and informed our events and programs. From incorporating seasonal language into newsletters to practicing introductions and prayers in both languages, we are actively unlearning colonial habits and re-learning how to walk in a good way.

The Community Team has honoured the voices of ancestors through weekly intention meetings, quarterly reviews with kʷu stəmtímaʔ (Our Grandmothers), and the integration of cultural planning into assessments and orientations. These practices ensure that Relations are connected to community events, traditional caregivers are



- Establish community presence**
- Support community prevention**
- Promote community advocacy**
- Gather feedback and share success**

supported in their healing, and new staff are grounded in the Nl̓eʔkepmx and Syilx frameworks from day one. Our quarterly staff orientations now include reflection sessions where team members share how they've woven cultural policy into their daily work—making the teachings lived, not just learned.

We are building a future where children grow up surrounded by love, culture, and community by healing together. We make space for laughter, tears, and growth. We see conflict as an opportunity to strengthen our work and relationships.

ESTABLISH COMMUNITY PRESENCE | SUPPORT COMMUNITY PREVENTION
PROMOTE COMMUNITY ADVOCACY | GATHER FEEDBACK AND SHARE SUCCESS



“Having Elders come to us to share stories, to help communicate their needs, and to trust us to follow through—that has been one of our highest achievements.”

– Lacey McRae Williams



CULTURE OF CARING

COMMUNITY TEAM

We celebrate each other's gifts and show up with humility and joy. This is the work of cycle-breaking—so that future generations do not carry the same burdens, but instead inherit strength, connection, and cultural pride.

Our cultural presence in community has grown through the leadership of Community Prevention Workers. In Nooaitch, a Girls Group was launched with training shared across staff to build capacity. In Coldwater, a Women's Group was developed with sharing circles, meals, and cultural activities. Our Prevention Workers have also stepped up to lead beading, lahal, and sewing workshops—ensuring that cultural knowledge is passed on in interactive and meaningful ways.

This year, the Community Team also supported governance and policy work that affirms self-determination. From briefing leadership on Bill C92 and the Long-Term Reform Agreement to attending conferences and sharing best practices, we've helped ensure that communities are informed and empowered. We've learned that jurisdiction is not just about policy and legislation—it's a daily practice of culture, care, - it's the law of the land.

Trust and compassion have been nurtured through circle-based debriefs, responsive communication, and a commitment to showing up in a good way. When mistakes happen, we gather to reflect and learn. We track community requests and respond with openness and accountability. This relational approach has led to meaningful feedback from communities, including letters of appreciation and heartfelt comments from Elders and leaders.

A major milestone this year was the expansion of our Communications Team. With the addition of a Communications Team Leader, we've begun tracking trends, visualizing data, and sharing engaging content across platforms. We are seeing increases in online engagement from 1,000 views to 4,500 views, with a shift to more visually engaging content that resonates with our communities.

The Community Team continues to walk with intention, guided by the teachings of the land and the wisdom of the people. Together, we are building a future rooted in culture, care, and collective strength.

"We really pride ourselves on showing up to support communities in primary prevention activities. Hearing from community members and Elders that our presence is felt and appreciated is one of the greatest affirmations of our work."

~ Lacey McRae Williams

INCREASE UNDERSTANDING | CREATE PARTNERSHIPS | ESTABLISH ONE VOICE |
 RETURN AUTHORITY TO COMMUNITY



2024/2025 FISCAL YEAR COMMUNITY MEETINGS/EVENTS

	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL
EVENTS/PROGRAMS SUPPORT	80	59	34	28	61	28	290
COLLABORATION MEETINGS	84	48	26	20	91	36	296
TOTAL	164	107	60	48	152	64	586

CULTURE OF CARING

CULTURE & LANGUAGE TEAM

CEREMONY, LANGUAGE, AND LAND-BASED PRACTICE

In the 2024/2025 fiscal year, the Culture & Language Team has continued to be the heartbeat of SCFSS—infusing every program, meeting, and moment with the teachings of the Nłeʔkepmx and Syilx peoples. Through ceremony, storytelling, and land-based practices, the team is on a path to dismantle colonial systems and restoring cultural identity, connection, and pride across the organization and the communities we serve.

The team's work is rooted in meeting people where they are. Monthly cultural programs are delivered in-community, guided by the voices of Elders, traditional counsellors, and cultural program coordinators. These offerings include medicine making, smudging, brushing off ceremonies, water teachings, and rites of passage—all designed to support healing, reconnection, and the transmission of ancestral knowledge.

Family reunification is supported through culturally grounded gatherings that bring children, caregivers, and extended family together to learn and practice traditional ways. Whether harvesting medicines, smudging in provincial buildings, or learning canoe teachings, these experiences help reignite cultural identity and restore the bonds that colonial systems have tried to sever.

The team has created core cultural memories for children—moments filled with love, ceremony, and the gentle presence of Elders. These memories are seeds of resilience, helping children remember who they are and where they come from. Events are designed to reflect family unity, with the Culture Team modeling what it means to be a family rooted in traditional values.

Language and teachings are woven into every initiative. Programs like “Feel the Beat,” on-the-land gatherings, and support for community culture camps are all directed by community requests. The team also supports other SCFSS departments by identifying cultural gaps and offering teachings that improve cultural safety and awareness.

Self-determination is nurtured by creating safe spaces where Relations can learn, grow, and lead. Many individuals who began with little cultural knowledge are now facilitating workshops and sharing teachings with others. The team encourages culture to be felt as essential as breath—something that lives within every Indigenous person.

Staff orientation includes two full days of cultural teachings, covering history, protocols, language, and traditional self-care. Resident Elders participate in team meetings and initiatives, offering guidance and support. The team also outsources workshops to local knowledge holders, ensuring that community expertise is valued and shared.

“Culture is like the air we breathe—a lifeline we need to survive, thrive, and something that lives within us daily.”

~ Barbara Huston

SHARE TRADITIONAL KNOWLEDGE | RECLAIM CULTURAL IDENTITY
ESTABLISH ELDERS AS ADVISORS AND DECISION-MAKERS

Professional development is approached as a living journey. Staff learn through mentorship, storytelling, and ceremony. Healing is embedded into daily work—through quiet spaces, flexible scheduling, and leadership that models humility and care. The ripple effect of these teachings is felt across the organization.

Infrastructure has been strengthened with the move into a larger office space, now open for Relation visits and cultural programming. The team supports communities during times of loss and collaborates with other departments to ensure wraparound support. Monthly meetings and reporting help maintain transparency and accountability.



“Creating relationships with children, families, and community is rewarding. Witnessing the pride and celebration that comes from learning cultural teachings and gifting handmade crafts is heartwarming. It’s an honour to be part of that growth.”

~ Corrina Manuel

CULTURE OF CARING

CULTURE & LANGUAGE TEAM



	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL
PUBERTY RITES TRAINING CAMPS	13	0	4	0	0	0	17
ON THE LAND	3	5	1	0	0	2	11
FEEL THE BEAT	100	150	58	8	52	61	437
CULTURE STAYCATION	28	16	1	2	6	14	67
ELDERS RECRUITMENT DINNER	0	4	0	0	0	3	7
TOTAL	144	175	64	18	58	80	539

Additionally, 44 Team Members participated in on-the-land cultural harvesting, supporting SCF's goal of deepening cultural understanding across teams and embracing cultural practice frameworks.

WEAVE NĒE ʔKEPMX AND SYILX CULTURE INTO ALL ASPECTS OF SCFSS |
IMMERSE NĒEʔKEPMXCIN AND NSYILXCƏN





PROTECTION TO PREVENTION



PROTECTION TO PREVENTION

DELEGATED SERVICES TEAM

BRING AND KEEP OUR CHILDREN HOME

The Delegated Services Team continued its journey toward community-led child and family wellness, guided by the teachings and leadership of the Nłe?kepmx and Syilx peoples. While still operating under provincial legislation, the team has made significant strides in shifting decision-making power back to communities—honoring traditional governance, cultural protocols, and relational accountability.

One of the most impactful developments has been the integration of Elders and community members into planning for children-in-care. Through partnerships with groups like Kʷu Stəmtíma? in Upper Nicola, the team has established committees that guide cultural planning, safety considerations, and community involvement. These meetings, held quarterly with band representatives, ensure that children's care is shaped by both policy and traditional knowledge.

The team has prioritized placing children with family members and within their home communities. This shift away from disconnected foster placements has been transformative. Most children are now in family care homes, supported by cultural plans developed collaboratively with families, social workers, and community members. These plans ensure that cultural identity for each Indigenous child is not only preserved but actively nurtured.

Prevention efforts have focused on reconnecting children in care—especially those most isolated—with community events and cultural teachings. The team recognizes that these children are often the most vulnerable and works to ensure they are

included in healing and cultural programming. This approach helps restore belonging and interrupts cycles of disconnection.

Supporting caregivers has also been a central focus. The team acknowledges that successful placements require wraparound support—from respite care and cultural access to funding and staff engagement. By listening to caregivers and responding with thoughtful, holistic support, the team helps foster stability and reduce the risk of placement disruptions and the emotional impact they can bring.

Internally, the team has worked to create a culturally grounded workplace. Morning smudges with Elders, cultural teachings during orientation, and opportunities for staff to explore their own healing journeys have helped build a strong foundation of empathy and cultural safety. Staff are encouraged to engage in ceremony and reflection, recognizing that healing must begin within before it can be offered to others.

Training and daily work have been enriched by cultural practices. One powerful example involved a young girl in crisis who received a water ceremony and cleansing from Elders, including one from her own community. The transformation in her spirit was visible and profound, reminding the team that emotional safety and cultural connection are just as vital as physical placement.

“It’s not about jumping in—it’s about taking baby steps, doing thoughtful planning, and bringing it back to community. Saying, ‘This is what we used to do. What do you want to see now?’”

~ Kristen Stewart

REUNIFY CHILDREN IN CARE TO FAMILIES AND COMMUNITY | DEVELOP COMMUNITY CAREGIVER PROGRAMS AND SUPPORT NETWORKS

System improvements have included the creation of collaborative care planning processes, referral committees, and monthly reporting structures. These tools help ensure transparency, accountability, and alignment across teams. The team is also taking thoughtful steps toward jurisdiction, recognizing that rushing the process could lead to harm. Instead, they are asking communities what they want to see and building systems that reflect those visions.

The biggest achievement this year has been rebuilding the team. After a difficult period during the MCFD Delegated Services Evaluation, the Delegated Services Team has successfully recruited a full staff—most of whom are Indigenous. This has led to lower caseloads, deeper cultural inclusion, and a renewed sense of strength and readiness.

The Delegated Services Team continues to walk with humility, strength, and cultural integrity—building systems that reflect the wisdom of the land and the voices of the people.

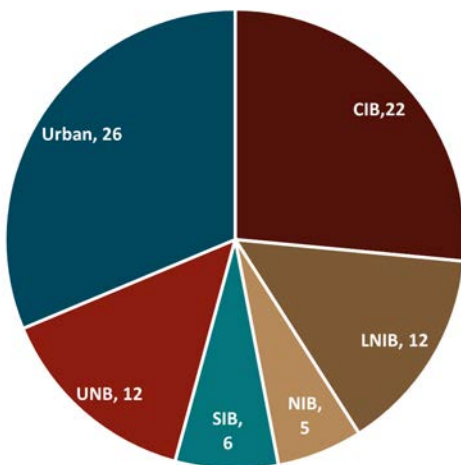


PROTECTION TO PREVENTION

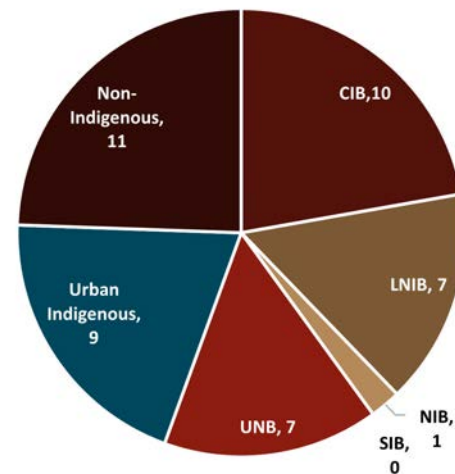
DELEGATED SERVICES TEAM

ALIGN PROGRAMS AND SERVICES WITH OUR VISION

Total Children/Young People involved with Delegated Services



Total Caregivers (Kinship and Foster)



SERVICES PROVIDED TO RELATIONS UNDER PROTECTION SERVICES 2024-2025

ON/OFF RESERVE	INCIDENTS	MEMOS	S/R	FS	CS	CYIC	RE	KINSHIP	PMSS
ON	26	22	21	13	19	10	10	13	1
OFF	64	69	26	32	28	19	9	19	3
TOTAL	90	91	47	45	47	29	19	32	4

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 Extended family or community members who assumed primary caregiver role

Post-Majority Support Services (PMSS): Independent Living Agreements, Adult Youth Agreements ages 16-27 yrs

STRENGTHEN AND PRESERVE CULTURE AND LANGUAGE | PROMOTE PREVENTION AS A FAMILY AND COMMUNITY RESPONSIBILITY | SUPPORT FAMILY AND COMMUNITY THROUGH PREVENTION ACTIVITIES | TRANSITION FROM PROVINCIAL PRACTICE TO COMMUNITY-GUIDED FRAMEWORKS

PROMOTE COMMUNITY AND PARENT ADVOCACY

This year, the Circles Coordinator Team has continued to walk alongside families, Elders, and communities with a deep commitment to cultural restoration, healing, and empowerment. Grounded in the teachings of the Nłeʔkepmx and Syilx peoples, the team has focused on dismantling colonial systems by centering language, tradition, and relationships in every aspect of their work.

At the heart of the Circles approach is the belief that healing begins when families are heard. The team has created safe spaces where people can speak their truths, reclaim their voices, and reconnect with their power. Family Circles are family-led, meaning decisions are made by those most impacted, with support from Elders, Knowledge Keepers, and cultural leaders. This model honors ancestral

“The goal is to build up our people by laying down the foundational boxes of culture, tradition, power, language, and confidence. These are the roots that ground us.”

~ Natasha Robichaud

governance and restores collective responsibility. Throughout the year, the Circles Team has prioritized reunification through culture. By engaging Elders, families, and communities in shared ceremonies, teachings, and land-based practices, the team has helped maintain cultural identity and territorial ties. Programs such as the Relationship Group, Men's Group, Women's Group, and Youth Programs have offered trauma-informed, prevention-centered support rooted in traditional values.

The creation of the Circles Room has been a major milestone—offering a culturally safe, welcoming space for families, staff, and community members to gather, reflect, and heal. This space embodies the team's commitment to transparency, collaboration, and accountability, and serves as a physical representation of the cultural foundation that guides their work.

Staff orientation has also been strengthened to ensure new hires are immersed in cultural learning from the beginning. Through teachings on language, tradition, and the importance of ancestral connection, the Team fosters a workplace that values community expertise, staff well-being, and ethical leadership. The long-term vision is to bring all services—Prevention and Protection—under one roof, breaking down silos and reinforcing unity in service delivery.

The Circles Team continues to grow, guided by the wisdom of the ancestors and the strength of the community. Each circle, each conversation, and each act of listening is a step toward a future where families are whole, culture is alive, and the child welfare system is no longer needed.

“Supporting our people to find their voice and encouraging them to use it—that is my greatest honour and achievement.”

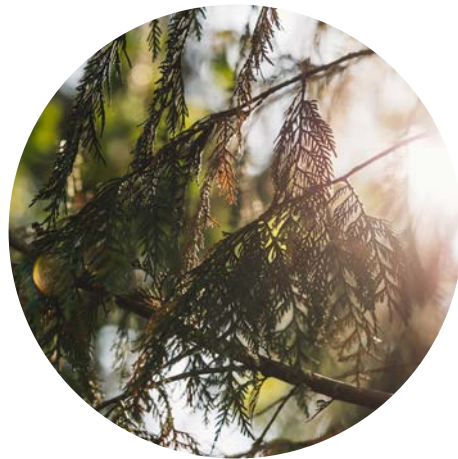
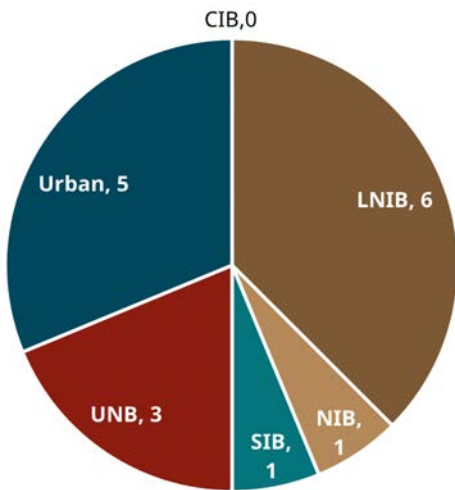
~ Natasha Robichaud

PROTECTION TO PREVENTION

DELEGATED SERVICES TEAM

SHIFT OUR FOCUS FROM FEAR TO LOVE

Family Circles



COMMUNITY NAVIGATION APRIL 2024 - MARCH 2025

INCOMING CALLS	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL
PARTNERS	1	1	0	0	1	3	6
SELF-REFERRALS	4	2	1	0	0	15	22
COMMUNITY REFERRALS	0	0	0	0	0	0	0
INTERNAL REFERRAL REQUESTS	4	6	1	2	7	42	62
TOTAL	9	9	2	2	8	60	90

OUTCOMES APRIL 2024 - MARCH 2025

OUTCOMES	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL
INTRA-AGENCY REFERRALS	5	10	2	6	8	73	104
EXTERNAL PARTNER REFERRALS	0	0	0	0	10	3	13
TOTAL	5	10	2	6	18	76	117

ENSURE EFFECTIVE CHANGE MANAGEMENT STRATEGIES | HUMANIZE CLIENT EXPERIENCE | ENSURE TRANSPARENT AND RESPECTFUL COMMUNICATION



PROTECTION TO PREVENTION

FAMILY WELLNESS TEAM

A CULTURALLY ROOTED APPROACH TO WELLNESS

This year, the Family Wellness Team continued to walk alongside families and communities with deep respect for the teachings of the Nte?kepmx and Syilx peoples. Guided by community-led frameworks and rooted in cultural protocols, the team is working to dismantle colonial systems by returning the responsibility of child and family wellness to the communities themselves. This approach reflects the powerful truth that “it takes a village to raise a child,” and that healing begins when families are supported to reclaim their traditions, languages, and ways of being.

Throughout the 2024/2025 fiscal year, the team focused on empowering families through one-on-one care, wellness supports, and culturally grounded resources. By meeting each family where they are in their journey, the team honoured the unique stories and strengths of every individual. This trauma-informed and relational approach helped restore cultural identity and reunite families, while also breaking cycles of child removal that have long impacted Indigenous communities.

The Family Wellness Team strives to build a future where children grow up surrounded by love, culture, and community. By connecting families with knowledge keepers, mentors, and cultural leaders, the team helps communities strengthen their collective identity and envision a future where cultural replaces colonial practices. Language and teachings were woven into everyday interactions—from simple greetings to participation in culture camps and ceremonies—creating a unified voice that echoes the wisdom of the ancestors. Self-determination was a central theme in the team’s work. Families were supported to make decisions rooted in their cultural values, and

caregiving practices were shaped by traditional knowledge and community needs. The team collaborated closely with band representatives and community navigators to ensure that services were responsive, prevention-focused, and led by the people they serve.

Trust and compassion were fostered through consistent presence and genuine engagement. The team showed up—not with promises, but with presence—and that simple act built meaningful relationships and community leadership. Staff were encouraged to participate in cultural activities, smudging ceremonies, and language classes, nurturing a workplace that values both community expertise and staff well-being.

Infrastructure and systems were strengthened to support culturally responsive service delivery. By sharing responsibility with communities and ensuring access to safe cultural spaces, the team helped families move toward healing and wellness. Communication strategies were adapted to meet the needs of remote communities, balancing accessibility with healthy boundaries to protect both staff and families.



PRIORITIZE PREVENTION AND EARLY INTERVENTION MEASURES TO KEEP CHILDREN WITH FAMILIES AND COMMUNITY



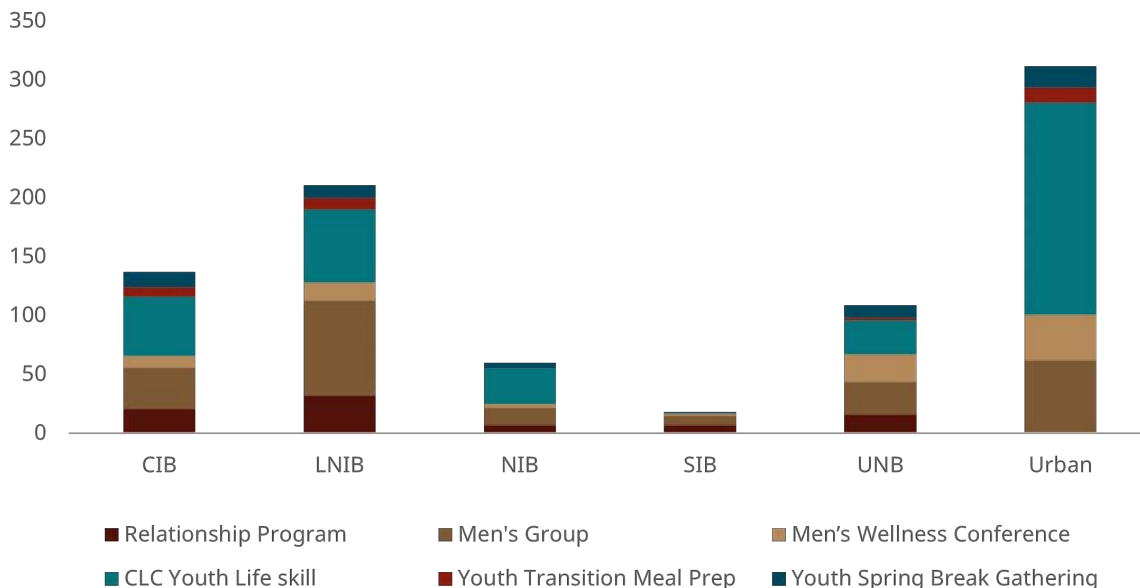
PROTECTION TO PREVENTION

FAMILY WELLNESS TEAM

GROUP ACTIVITIES

GROUPS: WOMEN'S, RELATIONSHIP, YOUTH & MEN'S GROUP ATTENDANCE APRIL 2024 - MARCH 2025								
PROGRAM	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL	
WOMEN'S GROUP	120	136	13	10	37	57	373	
RELATIONSHIP PROGRAM	21	32	7	7	16	0	61	
MEN'S GROUP	35	81	15	8	28	62	229	
MEN'S WELLNESS CONFERENCE	10	15	3	2	23	39	92	
CIC YOUTH LIFE SKILLS	50	62	30	0	29	180	351	
YOUTH TRANSITION MEAL PREP	8	10	0	0	2	13	33	
YOUTH SPRING BREAK GATHERING	13	11	5	1	11	18	59	
TOTAL	257	347	73	28	146	351	1198	

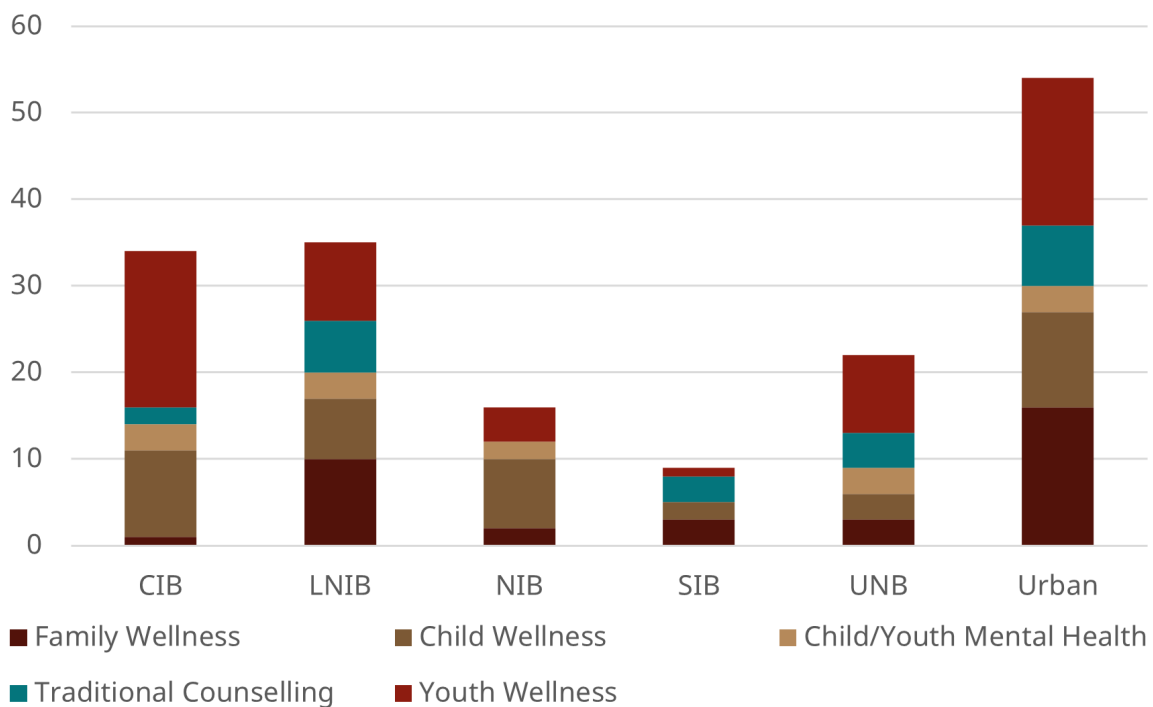
Groups Participation
2024-25



EARLY INTERVENTION

RELATIONS RECEIVED EARLY INTERVENTION SERVICES 1:1 APRIL 2024 - MARCH 2025								
PROGRAM	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL	
FAMILY WELLNESS	1	10	2	3	3	16	35	
CHILD WELLNESS	10	7	8	2	3	11	41	
CHILD/YOUTH MENTAL HEALTH CLINICIAN	3	3	2	0	3	3	14	
TRADITIONAL COUNSELLING	2	6	0	3	4	7	22	
YOUTH WELLNESS (13-29)	18	9	4	1	9	17	58	
TOTAL	34	35	16	9	22	54	170	

1:1 Support 2024-25



PROTECTION TO PREVENTION

YOUTH WELLNESS TEAM

LEADERSHIP, LIFE SKILLS, AND COMMUNITY CONNECTION

This year, the Youth Team has continued to answer the call to restore wellness, culture, and leadership among our young people by grounding every initiative in the teachings of the Nte?kepmx and Syilx Nations. Through land-based learning, language revitalization, and community-led care, the team strives to dismantle colonial systems and build a future where youth are empowered to thrive in their identity, relationships, and responsibilities.

At the heart of this work is a commitment to self-determination. The Youth Team has supported the return of decision-making power to communities, embedding Elders and Knowledge Keepers into every circle, care plan, and policy conversation. Youth are not just participants—they are leaders in training, learning through ceremony, storytelling, and hands-on cultural practices that reconnect them to land, language, and lineage.

Programs such as land-based healing camps, cultural staycations, and Youth & Family Circles have created safe spaces for intergenerational learning and trauma-informed healing. These gatherings are more than events—they are acts of reclamation, where youth build ribbon shirts, medicine pouches, and sweat lodges while speaking their ancestral languages and hearing the stories that shaped their Nations.

The team's holistic approach to wellness includes food sovereignty classes, first-aid training, life skills programs, and employment supports that blend traditional teachings with practical life skills. Youth learn to forage, cook, and care for one another, reinforcing the values of reciprocity and collective care. Academic mentorship and post-secondary



preparation ensure that young people can walk in two worlds—grounded in culture while navigating modern systems with confidence.

A standout initiative this year was the completion of a two-year Life Skills Project at the Community Learning Center (CLC), known as the CLC Lunch and Learn. This weekly program brought together community-led teachings and external facilitators to deliver a wide range of practical and cultural skills, including financial literacy, ribbon skirt and shirt making, art therapy, harm reduction, career cruising, resume and cover letter writing, hygiene, naloxone training, safe party awareness, and access to local resources. Attendance grew from just six students at the program's start to a record 27 relations registered and attending by the end of year two—demonstrating strong community uptake and sustained engagement. One CLC staff member shared, "Thursday's our attendance rates were at its peak due to the program."

“This past fiscal year has been defined by deep community impact, cultural reconnection, and unwavering resilience. Through land-based camps, Medicine Mondays, peer-led advocacy, and family circles, our Youth Team has grounded every initiative in preventative, culturally rooted practices—reminding us all that prevention truly is protection.”

~ Shay Lee Jack

The project blended classroom-style learning with interactive field trips, including mountain tubing, a tour of the UBC campus, and a visit to the Museum of Anthropology. Participants received sweaters, graduation gifts, incentives, and a hot meal every week. This combination of culturally grounded teachings, experiential learning, and tangible supports helped youth build confidence, employment readiness, and stronger connections to community and culture. Due to its success, the Youth Team has rebranded the program as the KLC Learning Lodge. Now hosted out of the KLC office as an after-school group, the program has expanded to welcome participants from the five surrounding communities and urban relations—enhancing access and reinforcing regional connection and learning.

A highlight of the year was the third annual Youth Gathering, which spanned four communities and welcomed youth from neighboring Nations. Activities included Knobby ball games, warrior face painting, drumming, and storytelling circles—all led by Elders and cultural leaders. The impact was immediate: youth self-referred into prevention services and are now actively engaged in volunteer projects, training programs, and meal-prep initiatives. This is living proof that culture heals, and that connection inspires commitment. The Youth Team has also strengthened

infrastructure and systems to support culturally responsive service delivery. A new satellite office in Upper Nicola, unified referral protocols, and community-led planning sessions have ensured that services are accessible, transparent, and rooted in local priorities. Communication strategies now include language integration, live-streamed events, and mobile apps for language learning—bringing ancestral knowledge into the digital age.

Internally, the team has nurtured a culturally grounded workplace where staff well-being and ethical leadership are prioritized. Weekly rituals like Medicine Mondays, paid cultural days, and wellness accounts empower staff to live the teachings they share. Orientation programs immerse new hires in ceremony, land stewardship, and language use from day one, fostering trust and modeling respectful relationships.

Looking ahead, the Youth Team is expanding—guided by the priorities of healing, culture and language, prevention and well-being, and leadership. With each new program, they continue to build a future where youth are not just cared for, but empowered to care for their communities. Seven generations from now, the legacy of this work will be felt in the strength of families, the fluency of language, and the presence of culture in every corner of our Nation.



PROTECTION TO PREVENTION

CHILD WELLNESS TEAM

GENERATIONAL HEALING IN ACTION ROOTED IN CULTURE

Over the past year, the Child Team has made meaningful strides in breaking down colonial structures and uplifting the leadership, knowledge, and values of the Nłé?kepmx and Syilx peoples. This work has been guided by a commitment to cultural integrity, community connection, and the wisdom of Elders.

Internally, language has been intentionally shifted to reflect Indigenous ways of knowing and being, and guidance from resident Elders has been actively sought and applied. With a group largely composed of non-Indigenous members, each individual has worked to shift their lens from western modalities to culturally rooted approaches—blending formal education in child development with traditional teachings and practices.

In honoring the voices of ancestors and communities, the team has focused on helping families strengthen their love for their children through skill-building and safety planning. Children have been connected to their culture and traditions to uphold and reinforce their Indigenous identity, supporting a shift from intergenerational trauma toward generational healing.

Efforts have continued toward building a future where children grow up surrounded by love, culture, and community. This vision is supported by a deepening understanding of empowerment through an Indigenous lens, versus enabling. Decisions are made with the intention of creating environments where families can flourish independently, reducing long-term reliance on services. Children are taught to use their voices, and the significance of those voices is consistently validated.

Cultural presence and unified voice in the community have been strengthened through the use of language, teachings, and relationships. Staff have deepened their own cultural understanding and applied it in practice, using cultural teachings with children to reinforce their connection to community.

Families are supported in attending community events, and relationships with community staff and service partners have been cultivated to ensure a collaborative and culturally aligned approach. Non-Indigenous service partners have also been educated on how to incorporate traditional views and teachings into their work, and how their existing models may not fully honour Indigenous identity.

Self-determination and community well-being have been supported through a family and community-led model, which emphasizes strengthening families' relationships with their traditions and cultural ways of being. Prevention, reunification, and culturally grounded care have been centered in the team's work by empowering parents to lead the support for themselves and their children, and by promoting the community as the primary source of support, with SCFSS staff serving in a secondary role.

Trust, compassion, and community leadership have been fostered through advocacy, engagement, and trauma-informed practices. Staff remained present and accountable to the children and families served by listening to their stories and helping to uplift their voices. Recognizing the ongoing impacts of Residential Schools, active support has been provided to help families build positive relationships with schools, reframing fear and shifting the focus from attendance to well-being and meaningful learning.

**ENGAGE IN COMMUNITY PREVENTION | ADVOCATE FOR THE COMMUNITY |
FACILITATE COMMUNITY PLANNING AND DEVELOPMENT | ENSURE TRADITIONAL
RESEARCH IN POLICY DEVELOPMENT**

Internally, the team has nurtured a culturally grounded and supportive workplace that values community expertise, staff well-being, and ethical leadership. Elders are integrated into all team meetings, and time is allocated for cultural connection and teachings.

Staff well-being is prioritized, with self-care encouraged and supported. Trust between team members and leadership has been cultivated through shared meals, traditional protocols, and open communication.

Cultural frameworks and healing practices have been integrated into professional development and daily work. A strong sense of community and connectivity has been fostered, creating a safe space for staff to use their voices and seek support. Cultural wellness practices are accessible and encouraged, and when someone is struggling, they are surrounded by support and offered healing practices. Cultural learning is embedded in professional development plans, and accountability is maintained. Success in applying culture is

acknowledged, especially when growth in cultural and traditional application in their work is evident.

While infrastructure and systems to support prevention-focused, community-led, and culturally responsive service delivery remain areas for future development, the foundation laid this year offers promise for continued progress.

This year marked significant evolution. It took time to develop a clear understanding of the team's role and its boundaries. While the group began with ambitious ideas, they quickly learned the importance of slowing down and assessing their actions and intentions. Each member experienced personal growth, and the collective progress has been deeply inspiring. Most importantly, the families and children served have demonstrated immense personal growth, engaging in powerful work toward healing and strengthening themselves. The team looks forward to supporting and witnessing continued success in the coming year.







GROWING OUR PEOPLE

GROWING OUR PEOPLE

HUMAN RESOURCES TEAM

EMPOWERING THROUGH CULTURAL PRACTICE

ENGAGING COMMUNITY EXPERTISE

Community knowledge continued to guide our Human Resources (HR) strategy. We maintained secondments and practicum placements to build local capacity and ensure our work was informed by lived experience. Elders recruitment was a key priority in the Spring, as we sought to bring more cultural wisdom into our programs and decision-making.

Our partnerships with Harbour West and other community-based experts helped us refine our organizational structure and align our practices with both cultural and professional standards. These collaborations were essential to our vision of a responsive, grounded, and community-led organization.

RETENTION AND COMMITMENT

Retention remained strong at Scwexmx, with rates consistently above 98% in the first quarter of 2025. We focused on creating a supportive work environment through wellness initiatives, flexible arrangements, and clear career pathways. Staff were encouraged to grow within the organization, and we celebrated delegation completions and leadership development as key milestones. We prioritized recruitment for high-impact roles like Delegated Manager, Prevention Manager, and HR Generalist, while also filling gaps created by leaves and transitions. Our goal was to retain those

who were committed to our vision and values, and to ensure every team member felt valued and supported in their role.

EMBRACING CULTURAL PRACTICE FRAMEWORKS

Our HR team continued to embed cultural values into every aspect of our work. We recognized that integrating language, tradition, and community knowledge into our policies and programs was essential to building a workplace that reflected who we are. We supported cultural programming through recruitment and orientation efforts, and prepared for the Four Food Chiefs training to deepen cultural understanding across teams.

We also continued to decolonize our HR systems by revising policies and practices to better reflect Indigenous frameworks. These changes helped us lead more effectively and create space for meaningful engagement and leadership development rooted in culture.

SUPPORTING POST-TRAUMATIC GROWTH

Healing and growth were central to our HR philosophy. Through in-house counselling services, we supported staff and community members in navigating trauma and building resilience. Between January and March, our counsellors provided dozens of in-person and virtual sessions, maintained a near-perfect attendance rate, and served both new and returning clients.

We also expanded trauma-informed education and support, recognizing the importance of post-

“Post-traumatic Growth (PTG) is the healing that occurs when we share and collaborate with each other and our communities.” -yilmíxw̓m Harvey McLeod

traumatic growth in both personal and professional contexts. These services helped staff feel more supported and better equipped to serve others with empathy and understanding. We continue to support each of our teams growth as they continue the important work of supporting our communities.



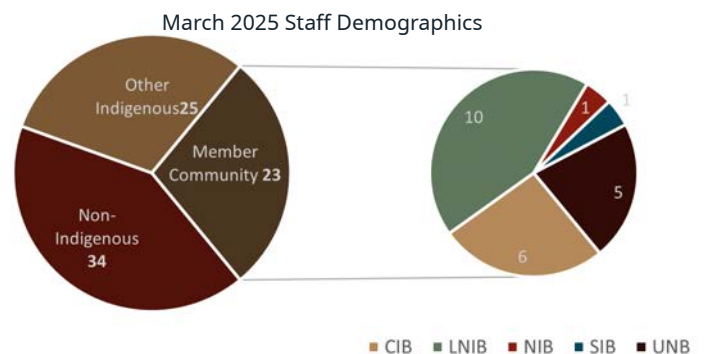
RECRUITMENT APRIL 2024 - MARCH 2025

	Member Community	Indigenous Other	Non-Indigenous	Total
Applicants	17	20	72	109
New Hires	3	6	14	23

Job Postings: 43, Screenings: 58, Interviews 27

RETENTION 2024/2025

	# of Staff	Full Time Equivalent
April 2024	68	64.49
March 2025	86	77.08







INFRASTRUCTURE ALIGNMENT

INFRASTRUCTURE ALIGNMENT

OPERATIONS TEAM

CREATING CULTURALLY RESPONSIVE WORKPLACES | TECHNOLOGY ROOTED IN TRUST AND TRADITION

This year, the Operations, Occupational Health & Safety (OH&S), and Information Technology (IT) Teams have continued to strengthen the foundation of SCFSS by embedding cultural integrity, safety, and responsiveness into every system, space, and service. Guided by the teachings of the Nłe?kepmx and Syilx peoples, these teams have worked behind the scenes to replant roots of self-determination and uplift Indigenous leadership, values, and wellness.

The Operations Team has focused on creating culturally grounded environments that support healing, ceremony, and community connection. From maintaining safe transportation to preparing facilities, their work ensures that families and staff can gather in spaces that reflect traditional values. Major milestones this year were the establishment of our KLC facility, supporting the growth of our Culture and Language, Prevention, and Community Teams, and the renovation of the downtown office, which now includes a purpose-built Circles Room—a safe, welcoming space for reunification, dialogue, and cultural practices. The Operations team also provides compassionate support to our communities during times of grief, including funerals and wakes. These moments are sacred in each of our lives, and we are grateful that our focus on wellness allows us to walk alongside families as they honour their loved ones on their final journey.

Emergency preparedness has also been reframed through collaboration with Indigenous experts, integrating traditional protocols into operational frameworks. These changes support relational accountability and decision making, ensuring that

Healing Spaces, Secure Systems

infrastructure is not only functional but spiritually attuned to the needs of the people.

The OH&S team has expanded its wellness approach to include emotional and cultural safety. Staff now benefit from trauma-informed debriefing spaces, Critical Incident Stress Management-trained personnel, and hazard assessments that consider cultural and psychological wellness. These supports foster a workplace where healing is part of how we work—not separate from it. The OH&S team tracks safety statistics which helps us identify potential hazards our teams may encounter. This data-driven approach enables us to proactively mitigate risks through ongoing training, regular toolbox talks, and the implementation of effective safety protocols.

The IT Team has made significant strides in enhancing data security, operational efficiency, and cultural alignment. Moving to internal IT, has reduced downtime and improved visibility into IT infrastructure, while upholding Indigenous data sovereignty and transparency. The team has started a security awareness training program for staff and their role in protecting community data, reinforcing trust and accountability.

Technology upgrades have also improved safety and communication in remote and land-based settings. Cellular boosters in fleet vehicles and Garmin satellite devices allow staff to stay

“We are building a future where children grow up surrounded by love, culture, and community by maintaining safe transportation and culturally grounded spaces that support full participation in community life.”

~ Heather Fairley

connected even in areas with limited service. A mobile check-in app helps teams track location and availability, while the Emergency Operations Centre’s mass communication platform ensures rapid, organization-wide messaging during critical events.

Together, these teams have supported family and community well-being by aligning infrastructure with culturally grounded care. Their work enables reunification through ceremony, supports prevention-focused outreach, and ensures that every gathering—from healing circles to governance meetings—is logistically supported and spiritually safe.

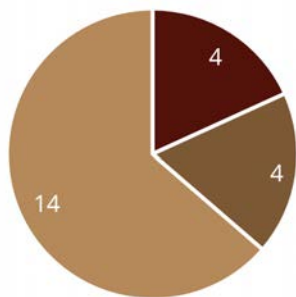
“Our new IT infrastructure and systems respect Indigenous data sovereignty while ensuring future IT capacity, learning and growth.”

~ Marcus Ouimet



OCCUPATIONAL HEALTH & SAFETY
(June 2024-March 2025)

Incidents Reported



■ Near Miss ■ Violence ■ Injuries ■ Other

COMMUNITY FUNERAL/WAKE SUPPORT	CIB	LNIB	NIB	SIB	UNB	URBAN	TOTAL
APRIL 2024 - MARCH 2025	3	4	0	2	4	1	14

INFRASTRUCTURE ALIGNMENT

FINANCE TEAM

HONOURING VALUES, BUILDING TRUST

The Finance Department plays a vital role in ensuring the accurate tracking of funds and expenses allocated to our member communities. This financial stewardship supports the self-determination of each community and strengthens individual relationships.

In collaboration with the Community Department, the Finance Team has actively participated in band representative meetings. These engagements have fostered shared learning and opened doors for future collaboration.

Through the consistent implementation of policies and procedures, the Finance Department supports leadership in decision-making and strategic initiatives. This commitment is reflected in our audit review processes.

Cultural practices remain central to our work. The Finance Team honours tradition by beginning each meeting with an opening prayer, reinforcing our values and connection to community.

Operationally, the team has enhanced internal systems by maintaining up-to-date reporting to funding agencies and conducting regular reconciliations of funding streams and surplus/deficit accounts. These efforts have empowered Management and Leadership to hold Indigenous Services Canada (ISC), Ministry of Child & Family Development (MCFD), and their representatives accountable in current and future agreements.

Additionally, the Finance Team has worked closely with department managers to implement and utilize accounting software. This collaboration has enabled managers to effectively monitor and manage their departmental budgets.

Key Achievement:

For the second consecutive year, SCFSS received an audit confirming no significant misstatements and financial records free from material errors. This accomplishment reflects the Finance Team's dedication to upholding strong financial policies and procedures.



**Empowering
Accountability &
Growth**

**REALIGN BUDGETS TO SHIFT FROM PROTECTION TO PREVENTION | ASSESS
COMMUNITY DEMOGRAPHICS | WORK WITH FUNDING AGENCIES TO ENSURE
COMMUNITY AND PREVENTION FUNDING**



Scw'exmx Child and Family Services Society
Financial Statements
For the Year Ended March 31, 2025

Scw'exmx Child and Family Services Society
Financial Statements
For the Year Ended March 31, 2025

Contents

Independent Auditor's Report	2 - 4
Financial Statements	
Statement of Financial Position	5
Statement of Changes in Net Assets	6
Statement of Operations	7
Statement of Cash Flows	9
Notes to Financial Statements	10 - 17



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Independent Auditor's Report

To the Board of Directors of Scw'exmx Child and Family Services Society

Report on the Financial Statements

Opinion

We have audited the financial statements of Scw'exmx Child and Family Services Society (the Society), which comprise the statement of financial position as at March 31, 2025, the statements of operations, statement of changes in net assets and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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

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

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

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

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

2

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Auditor's Responsibilities for the Audit of the Financial Statements

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

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

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

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



Report on Other Legal and Regulatory Requirements

As required by the Societies Act (British Columbia), we report that, in our opinion, the accounting principles in Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

BDO Canada LLP


Chartered Professional Accountants


Kamloops, British Columbia
October 14, 2025

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

March 31	2025	2024
Assets		
Current		
Cash	\$ 7,403,983	\$ 10,002,554
Accounts receivable (Note 3)	294,810	2,101,731
Prepaid expenses	109,732	30,737
	7,808,525	12,135,022
Tangible capital assets (Note 4)	458,648	340,886
	\$ 8,267,173	\$ 12,475,908
 Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities (Note 5)	\$ 1,007,757	\$ 1,047,753
Deferred revenue (Note 6)	1,606,566	1,705,534
Current portion of deferred capital contributions	8,760	10,976
	2,623,083	2,764,263
Deferred capital contributions	34,806	43,566
	2,657,889	2,807,829
 Net Assets		
Invested in tangible capital assets	415,085	286,347
Unrestricted	5,194,199	9,381,732
	5,609,284	9,668,079
	\$ 8,267,173	\$ 12,475,908

Commitments and Contingencies: Note 7

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	2025 Total	2024 Total
Balance, beginning of the year	\$ 286,347	\$ 9,381,732	\$ 9,668,079	\$ 11,060,713
Deficiency of revenues over expenses Amortization	-	(4,058,795)	(4,058,795)	(1,392,634)
Purchase of tangible capital assets	(100,763)	100,763	-	-
Amortization of deferred capital contributions	218,525	(218,525)	-	-
	10,976	(10,976)	-	-
Balance, end of the year	\$ 415,085	\$ 5,194,199	\$ 5,609,284	\$ 9,668,079

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

Scw'exmx Child and Family Services Society Statement of Operations

For the year ended March 31	Budget (unaudited)	2025	2024
Revenue			
Indigenous Services Canada:			
Operations	\$20,395,222	\$ 3,524,172	\$ 8,760,928
Maintenance	685,686	569,624	849,623
Jordan's Principal	1,000,000	-	-
Post majority care	-	188,967	67,215
Prevention	5,236,681	5,236,756	-
Reimbursement	-	58,864	-
Child/life necessities	-	-	11,200
Child Special Allowance	-	166,428	50,614
Ministry of Child and Family Development	2,055,449	3,844,928	3,824,593
Recovery	-	-	(166,199)
Amortization of deferred capital			
contributions	-	10,976	13,756
Secondment	-	128,028	26,924
Investment income	-	485,489	565,782
Donations	-	-	1,500
Gain on disposal of assets	-	-	8,567
	<u>29,373,038</u>	<u>14,214,232</u>	<u>14,014,503</u>
Expenses			
Administration fees	168,639	-	-
Advertising and promotion	183,750	42,745	96,833
Amortization	-	100,763	123,498
Building repairs and maintenance	84,375	171,143	15,586
Contractors/consultants	1,475,000	607,225	392,146
Cultural	300,000	78,978	45,571
Equipment lease	-	15,946	20,819
Equipment service and maintenance			
agreements	404,375	128,517	251,294
Honoraria	91,500	37,099	43,672
Insurance	140,700	161,585	126,622
Interest and bank charges	10,000	11,183	7,515
Leases	394,295	328,243	139,469
Materials and supplies	213,125	241,203	161,439
Prevention: AIP	-	4,687,481	4,104,926
Prevention	5,476,681	1,076,771	1,365,498
	<u>\$ 8,942,440</u>	<u>\$ 7,688,882</u>	<u>\$ 6,894,888</u>

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

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

For the year ended March 31	2025	2024	
Expenses, carried forward	\$ 8,942,440	\$ 7,688,882	\$ 6,894,888
Occupational health and safety	50,000	49,453	12,356
Professional development and training	334,625	174,701	218,593
Professional fees	128,750	50,253	59,684
Secretariat	35,000	50,000	35,000
Telephone and utilities	307,595	126,952	119,506
Travel	180,941	82,448	70,378
Vehicle expenses	\$ 321,000	\$ 215,774	\$ 191,215
Wages and benefits	\$ 8,942,440	\$ 6,941,322	\$ 5,477,286
Child family services	2,378,912	2,893,242	2,328,231
	<u>\$21,621,703</u>	<u>\$18,273,027</u>	<u>\$15,407,137</u>
Deficiency of revenues over expenses	\$ 7,751,335	\$ (4,058,795)	\$ (1,392,634)

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

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

For the year ended March 31	2025	2024
Cash flow (deficiency) from operating activities		
Deficiency of revenues over expenses	\$ (4,058,795)	\$ (1,392,634)
Items not affecting cash:		
Amortization of capital assets	100,763	123,498
Amortization of deferred capital contributions	(10,976)	(13,756)
	<u>(3,969,008)</u>	<u>(1,282,892)</u>
Changes in non-cash working capital:		
Accounts receivable	1,806,921	(1,841,683)
Prepaid expenses	(78,995)	63,696
Accounts payable and accrued liabilities	(39,997)	(1,130,910)
Deferred revenue	(98,967)	1,615,534
	<u>(2,380,046)</u>	<u>(2,576,255)</u>
Cash flows from investing activities		
Redemption of temporary investments	-	941,993
Purchase of tangible capital assets	(218,525)	(35,715)
Proceeds on disposal of tangible capital assets	-	240,000
	<u>(218,525)</u>	<u>1,146,278</u>
Net decrease in cash	(2,598,571)	(1,429,977)
Cash, beginning of the year	10,002,554	11,432,531
Cash, end of the year	\$ 7,403,983	\$ 10,002,554

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

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

March 31, 2025

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, 2025

1. Significant Accounting Policies (continued)

Fund Accounting

The Society follows the deferral method of accounting for contributions and uses fund accounting.

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.

Endowment contributions are recognized as direct increases in net assets.

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.

Financial Instruments

Arm's length financial instruments are recorded at fair value at initial recognition.

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.

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.

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.

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

March 31, 2025

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, 2025

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, 2025

3. Accounts Receivable

	2025	2024
Indigenous Services Canada	\$ -	\$ 1,219,610
Goods and services tax rebate	190,492	89,081
Ministry of Children and Family Development	-	696,490
Nooaitch Band	51,361	32,174
Other	52,957	64,376
	\$ 294,810	\$ 2,101,731

4. Tangible Capital Assets

	2025		2024	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Office furniture	\$ 330,902	\$ 250,744	\$ 297,514	\$ 235,840
Computer equipment	595,557	433,759	553,692	379,365
Vehicle	154,885	112,083	154,885	93,740
Leasehold improvements	478,377	304,487	335,104	291,364
	1,559,721	1,101,073	1,341,195	1,000,309
		\$ 458,648		\$ 340,886

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

March 31, 2025

5. Accounts Payable

	<u>2025</u>	<u>2024</u>
Trade payable	\$ 271,271	\$ 103,787
ISC recoveries	52,431	389,075
Wages and benefits payable	633,450	466,186
Source deductions payable	50,605	88,705
	<u>\$ 1,007,757</u>	<u>\$ 1,047,753</u>

6. Deferred revenue

	<u>2025</u>	<u>2024</u>
Indigenous Services Canada	\$ 1,516,566	\$ 1,705,534
MCFD	90,000	-
	<u>\$ 1,606,566</u>	<u>\$ 1,705,534</u>

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

March 31, 2025

7. Commitments and contingencies

The Society leases numerous facilities and vehicles with terms commencing from October 2021 to March 2025 ending from June 2025 to July 2029. The Society is committed to minimum annual lease payment as follows:

2026	\$ 426,894
2027	248,901
2028	116,533
2029	48,000
2030	16,000
	<hr/>
	\$ 856,328

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 \$427,130 (2024 - \$315,997).

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, 2025 ISC is still in the process of reviewing the file submissions therefore recoveries are unknown as of year end.

8. Economic Dependence

The Society receives 94% (2024 - 95%) of its funding from ISC and MCFD. Future operations of the Society depend on continuation of the funding agreements with ISC and MCFD.

9. 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, 2025

10. Employee Remuneration

During the year 18 (2024 - 14) employees were paid in excess of \$75,000 for a total of \$1,674,906 (2024 - \$1,299,057).

During the year total honoraria, meeting, training, and travel paid to members of the Board of Directors was \$94,408 (2024 - \$102,114).

11. 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.



Scw'exmx
Child & Family

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