



**SCW'EXMX
CHILD AND
FAMILY
SERVICES
SOCIETY**

Annual Report
2020-2021

We are all somebody's 7th generation

nʔeʔkepmxcín: ɣwəzstem tékm he scméniʔt - We Love every child
nsyilxcən: əts ha' stim iʔ scəcmalaʔ - Every Child Matters



Scw'exmx Child and Family Services Society Annual Report 2020-2021

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We are all somebody's 7th generation



Vision

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

Mission

We are all somebody's 7th generation. We are committed to work with our communities and Relations to create 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.

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 out seven generations, doing the right things for the right reasons

HOLISTIC: We utilize community driven and strength-based approach

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

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 towards 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 and bring traditional knowledge, guidance and practices of the nłe?kepmx and syilx 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 (7) generations from now, the need for a child welfare system will no longer exist as our families will be whole and healthy. nłe?kepmx and syilx ancestors have anticipated this change and passed their wisdom and knowledge on 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 and families will remain together and rekindle their cultural ways of being.

Culture of Caring

Change necessitates the priority of healing through the wisdom of our ancestors. We must apply traditional knowledge within practice frameworks as we prioritize culture and language throughout the delivery of our programs and services. As we continue on this pathway, we must engage with Elders and Community Leaders for guidance to ensure nte?kepmx and syilx traditional values are reflected in the development of protocol agreements, policies, governance and laws.

Growing Our People

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





Protection to Prevention

Protection to Prevention

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

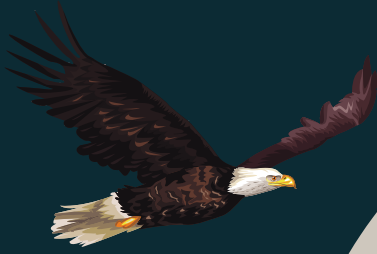
Infrastructure Alignment

Infrastructure Alignment

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

**WE WORK COLLECTIVELY TO EXERCISE
NŁE?KEPMX AND SYILX INHERENT RIGHTS
AS WE EMPOWER CHILDREN, YOUNG
PEOPLE AND FAMILIES.**





Comprehensive Community Plans

25-100 year vision, created by the communities, covers everything, based on values

Community Ethic Agreements

Agreements between SCFSS and the communities for collaboration and services for our communities, families and children

Departmental Work Plans

1-5 year plan, created by Team Leads to add information to high-level goals, to include overall budgets, timelines, deliverables, and responsibilities, gives direction to staff

SCFSS Strategic Plan

5 year plan, created by Chiefs/Council and the Board of Directors, prioritizes from within the CCPs and agreements, gives direction to the managers

Staff Work Plans

1-3 year plan, created by Team Leads and staff members, adds detailed information such as budgets, schedules, deliverables, guides on-the-ground implementation of higher-level goals

BOARD OF DIRECTORS

Olivia Buck, Nooaitch Band - President
William Sandy, Lower Nicola Band - Vice-President
Susan Manuel, Upper Nicola Band - Treasurer
Leah Collins, Coldwater Band - Secretary
Mary Angus (outgoing)/Yvonne Joe (incoming), Shackan Band - Director

heḥte? | way

SCFSS is continuing to provide excellent services to the Indigenous communities within the Nicola Valley through the continued shift from protection to prevention. With the COVID-19 pandemic impacting not only our country but around the world it provided an opportunity for our organization to showcase the capacity to move forward and challenge our operating models. We had to be creative and flexible during this public health crisis in order to continue to provide essential services to our communities, families, children and young people – one of our key focuses was understanding and implementing thorough COVID-19 protocols and procedures. As a Board we recognized there was no defined process for how we navigate and do our work as a board during this time – We need to support our Executive Director in providing leadership and governance and we were able to accomplish this by working together as a team, thinking outside the box and being mindful of the mental and physical health of our entire organization and the needs of our stakeholders.

We participated as a Board, with the kʷúpi? from each community, in a strategic planning session where we developed a strategic direction and plan. The SCFSS strategic plan clearly identifies the top priorities and goals for our organization and is now available to view for all communities. As an outcome to the strategic plan our Board has been working closely with our Executive Director on organizational change management along with updates to policies and procedures so we can continue to move the vision forward in a transparent and accountable way. The Board also participated in Board Governance training to identify and better understand our roles and responsibilities. As an outcome to that training, we formed a Risk Management & Finance Committee that meets quarterly or as needed and reports back to the Board on any risks, liabilities or financial concerns.

We are working hard at changing the powerful and negative narrative of child welfare in our communities. This change does not happen overnight, our call to action was developed to support the organization to start the work of undergoing transformative change. We needed to align our 5 communities' visions for child and families as outlined in the frameworks of practice with our agencies strategic plan, goals and workplans. These living documents must be connected and working towards the same goals and objectives. There is a lot of work that needs to take place to make the shift from protection to prevention and change management is never easy. We are grateful to our communities, elders, children, and young people for navigating this process with us. As a Board, we will continue to push this direction forward with the goal of having trusted and renewed relationships with communities.

The Board also wishes to acknowledge outgoing Board member Mary Angus from Shackan. Mary has been an integral member of our Board and a fierce advocate for children, young people, and families. Her presence at our Board table will be missed. Kwukwscemxw Mary for all your hard work.

Kwukwscemxw | Limləmt

Olivia Buck, Board President on behalf of the board

EXECUTIVE DIRECTOR

Lisa Post

heh̓e? kw̓, way̓, hello Community Leadership, Community Members and Relations,

We acknowledge the past eighteen (18) months as some of the most challenging in recent history as Indigenous people and particularly as a Society. As the global pandemic halted much of the world to complete standstill due to Covid-19, overdose deaths among First Nations young people surged dramatically and disproportionately in the BC Drug Overdose Crisis. May 27, 2021 entered into Indigenous history as yet another humanitarian and existential crisis of Indigenous peoples; and BC Wildfires devastated and threatened lives, traditional land and food sources, residential and livelihood security as evacuation orders, alerts and fear held our people and communities' captive throughout the summer months.

Our communities impacted, Scw'exmx Child and Family Services Society (SCFSS) mobilized resources in every way possible. We aimed to provide support during these significant environmental changes while undergoing critical change management within four (4) strategic priorities as identified in our Board of Director's **Call to Action** and **2021-2026 Strategic Plan**, developed in coordination with Community Leadership: **Culture of Caring, Protection to Prevention, Growing our People and Infrastructure Alignment**

In midst of these challenges our SCFSS Family demonstrated humble tenacity on behalf of our cultures, communities, families, young people, children and one another.

The shift from **Protection to Prevention** emphasizes collective and holistic connections between teams and communities, as:

- Families and communities are supported to keep and bring children and young people home;
- Elders lead us in prayer, community representation, guidance, and consultation according to community and traditional knowledge;
- Decisions are made by family, community and Elders not SCFSS employees or local authorities;
- Family Circles are held at every crucial decision making point to ensure decisions reflect family, community and traditional values;
- We work together; for the health of our families, our communities and each other;
- We engage with community, traditional values and language as part of our practice, and our existence.

We worked with communities toward the development of consistent engagement and fiscal support to identify needs and priorities through a prevention and community lens. We continued to move from the historical approach of protection services toward a collective approach that seeks to build community capacity and resources. We acknowledge there is much to be done to change the current position and perception of SCFSS as a delegated agency. We continue to evolve as a Family of professionals, community members and Relations who advocate for overall health and wellness of family and community through traditional values for the sake of our children and young people. We take action alongside our communities to identify key roles and responsibilities of SCFSS to support inherent rights over children and family. We continue to work in collaboration with Band representatives, community Members, Relations and Elders to ensure our approach remains respectful, meaningful and representative of the unique needs of n̓e?kepmx and syilx people.

Despite significant changes *within* SCFSS, environmental challenges brought on by the global pandemic and BC Wildfires, and re-traumatization of findings at residential schools across the country, we demonstrate endurance to maintain the vision set before us by our Ancestors. We remain connected and united: as healing does not exist in isolation nor silos. It is imperative we draw together in these precarious times as our journey unfolds to *work collectively to exercise n̓e?kepmx and syilx inherent rights as we empower children, young people and families.*

I wish to express sincere gratitude to our SCFSS Family for their good work on behalf of our people and communities. To show up each day despite unprecedented challenges is admirable. Our Board of Directors demonstrated crucial guidance, leadership and support during these trying times and I am personally appreciative for their commitment and unique community perspective. Finally, I would like to reinforce great respect and lift my hands to our Elders, Community Leaders, Community Members, and Relations. To those who walked tirelessly in this journey together, I am so very grateful our path is woven.

We are all somebody's 7th generation. kwukwscemxw | liml̓əmt | thank you.

HUMAN RESOURCES

Janessa Collins, Human Resources Manager
Heather Crozier, Human Resources Assistant

BACKGROUND

The Scw'exmx Child and Family Services Society (SCFSS) Human Resources team was developed in September 2020 with the hire of an HR Manager, Janessa Collins, and expanded in March 2021 with the hire of an HR Assistant, Heather Crozier. As Human Resources for an Indigenous organization, our priority was to build capacity within our communities, grow our people, and decolonize the traditionally Western world of Human Resources.

GROWING OUR PEOPLE

In alignment with our Strategic Direction of growing our people and supporting our communities' shift from protection to prevention, HR prioritized community members for hiring and promotion, with most of our hires and promotions being community members.

Staff (as of March 31, 2021)	#
Community Member	31
Indigenous (non-community)	16
Non-Indigenous	12
TOTAL	59

Staff (April 1, 2020)	#
Community Member	20
Indigenous (non-community)	14
Non-Indigenous	9
TOTAL	43

New Hires (April 1, 2020 - present)	#
Community Member	16
Indigenous (non-community)	8
Non-Indigenous	3
TOTAL	27

Promotion within SCFSS (April 1, 2020 - present)	#
Community Member	6
Indigenous (non-community)	2
Non-Indigenous	3
TOTAL	11

KNOWING OUR COMMUNITY

SCFSS participated in NVIT's Practicum Fair in October 2020. SCFSS facilitated a Virtual Job Fair in June 2021, with attendance from bands and organizations. We supported our communities in developing HR documents. Community tours were part of our orientation process, and we engaged with community contacts. We exercised our adaptability in a virtual setting during the global pandemic with online recruitment and virtual hiring. HR supported the Lower Nicola ESS for the Lytton wildfire, with the HR Assistant, Heather Crozier, lending her Emergency Management expertise. HR helped lead SCFSS's Emergency Operations Centre as Planning Chief and Public Information Officer to support the wildfire evacuation alerts/orders in our communities.

BC Wildfire SCFSS Participation	#
Staff at LNIB ESS	54
Staff on SCFSS EOC	15
TOTAL STAFF	69
Hours for LNIB ESS	396.5
Hours for SCFSS EOC	489.5
TOTAL HOURS	886

ORIENTATION AND ONBOARDING

HR developed and implemented a full-week Orientation for all new hires and staff returning from leaves. The emphasis was on community, culture, and language engagement. In Orientation Week, staff spend five full days learning about SCFSS. They spend two days with the Culture and Language Team and our Elders. They engage with our communities for one day through the support of our Community Planner, and complete their internal HR and Operations orientation. The staff finish the week with an engagement session with the Executive Director to reinforce the SCFSS Call to Action, Strategic Plan, and Vision. By building these connections early, we supported staff in creating long, healthy, trusting relationships with all teams, our Resident Elders, communities and each other.

HOLISTIC WELLNESS

We supported the Wellness Spending Account rollout for staff, designed to provide financial support to team members for their holistic wellness in all aspects of the medicine wheel: spiritual, emotional, mental, and physical wellness. To continue supporting employees' holistic health, HR coordinated the first Staff Wellness Challenge in May 2021. We challenged staff to walk 103km in one month, which is the distance to all our communities. We had 26 staff register with a total of 1832 km walked during the month.

OPERATIONS

HR created 86 documents and is in the midst of a complete HR Policy Manual revision, with estimated completion for late Fall 2021. The HR Team developed Retention Evaluations and Annual Performance Reviews to ensure individual, team, and agency goals aligned with our Strategic Plan priorities of Community, Culture, Language, and the shift from Protection to Prevention. SCFSS also transitioned to a "pay for performance" model based on the quality of performance through demonstrated effort and skill.

nłe?kepmxcin & nsyilxcen

As we decolonized our HR model, SCFSS HR incorporated culture and language into processes and documents. We included opening prayers and introductions into interviews and engaged community members, Elders, and Culture and Language staff in our hiring panels. Job descriptions and postings used nłe?kepmxcin and nsyilxcen and emphasized the requirement for knowledge of nłe?kepmx and syilx culture, traditions, and values. We looked for experience and traditional knowledge in our candidates, and used a holistic lens over a Western one when hiring, with a willingness to train the right candidates, especially our community members.

OPERATIONS

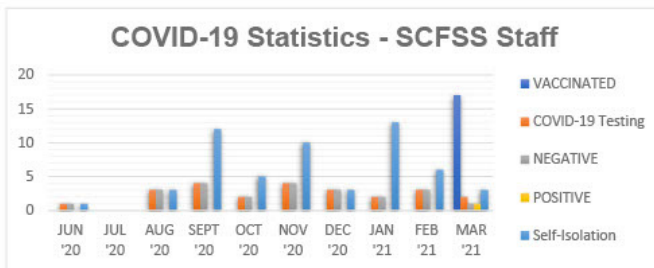
Cely-Rae Street, Operations Manager
Kim Meyer, Raleigh Isaac & Loretta Oppenheim - Administrative Assistants
Arnold Meyer, Programs Support Worker & Driver

MEET THE TEAM

Specialized operational team to support the diligent and essential work that occurs on the frontline in the shift from protection to prevention, including improving information technology support in current and post COVID-19 environment.

HEALTH & SAFETY

While each business, agency, organization, and company are required to create, implement, and abide by COVID-19 safety plans, as mandated by the government, SCFSS has taken a more dutiful and rigorous approach to protecting the health and safety of not only our staff, but our children, families, and communities alike. The stringent measures we have continued to practice and uphold have led us to only 1 single case of COVID-19 amongst staff. This single case had no correlation to lack of safety precautions in the workplace, rather it occurred due to personal contact.



In addition to our staff's ongoing commitment to adhering to PHO Orders and Province-wide restrictions, in both personal and professional life, our symptom and exposure reporting guidelines have undoubtedly played a significant role in reducing the risk of staff contracting COVID-19 in the workplace, not to mention the recent acquisition of Occupational Health and Safety contracting services from OH and S Canada. This contractor will play a key role in ensuring that our agency's safety and security is appropriately evaluated, and suitable measures implemented.

We are grateful and pleased to report that we have had zero outbreaks at SCFSS, and zero cases contracted through the workplace. We are confident that our enhanced and diligent safety protocols have been essential in protecting ourselves, our colleagues, and those with whom we work closely. At the onset of the pandemic, all SCFSS staff were sent home to continue to provide services remotely, by virtual means. We were creative, courageous, and at times chaotic, but our commitment to our children, families, and communities prevailed and continue to guide us as we provide support services to those in need.

INFRASTRUCTURE ALIGNMENT

In seeking to establish roots and infrastructure stability, SCFSS has been working closely with a contracted building procurement company in formulating a plan for a legacy project, entailing construction of a brand-new office space. The primary goal of this project is to accommodate the unique needs of our communities and identify space-sharing potential with our communities and local Indigenous organizations aimed at strengthening community capacity and partnerships.

CLIENT & COMMUNITY CONNECTION

In seeking to have prevention, cultural engagement, and collaboration at the forefront of the support and services we provide, a document was produced, titled the Working Together Agreement, which outlines the roles, responsibilities, and expectations for providing our services within each community. These agreements were developed in partnership with each community representative and provides a starting point to the ongoing practice and implementation of Bill C-92, An Act respecting First Nations, Inuit and Métis children, youth and families.

COMMUNITY ENGAGEMENT

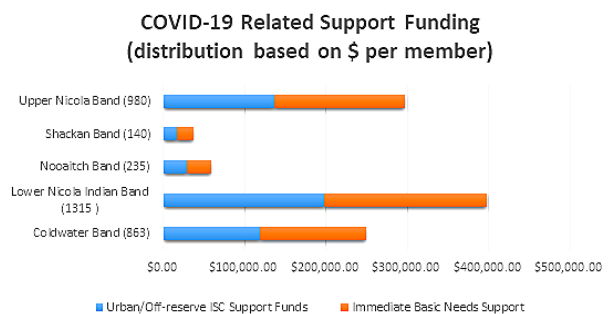
Chloe Price, Community Planner
Stephanie Tourand, Community Planner

Scw'exmx Child and Family Services (SCFSS) Community team operates in an environment of engagement and interaction with our stakeholders: five (5) Member Communities, plus the Urban Indigenous population of the Nicola Valley, community service partners, agencies, Elders and Knowledge Keepers. The Community Team currently consists of a Community Prevention Services Team Leader (under development in September 2021) and Community Planner (November 2020). The Community team was created to align with our agency's vision, and our continued emphasis to shift from the protection model towards our prevention-based model which centers on family, culture and community. We recognize the importance of growing our Community team to better serve the communities we represent. We envision our team growing to encompass roles both in Community Engagement and Community Prevention activities, and Community Development which encompasses community planning, policy support, communications and traditional research. All of these roles will strive to uphold our community guidance, traditional practices and protocols as we continue to take bold steps to actualize change necessary for the communities we represent.

The future development of the team will expand upon and encompass the following priorities: Community Prevention, Advocacy, Mediation and Education, utilizing strong communication strategies in the facilitation, planning and coordination of traditional research at each community level.

Some of the Team's accomplishments with Communities include: SCFSS Covid-19 funding to address immediate basic needs as result of Provincial Health Officer lockdown in April 2020, Working Together Plans within each of our communities to accommodate unique community needs in midst of Covid-19, additional funding support to Urban & Off-Reserve members (Table 1), Upper Nicola Band's

Table 1: COVID-19 Support funds



Kwu Stemtima? monthly engagement meetings, Child and Family Services through in-person and virtual gatherings, finalization of the 2021-26 Strategic Plan as determined by our five (5) Community Chiefs and Board of Directors, support in the development of protection and prevention response to UNB Relations through Captíkwł Ethic Agreement (formerly known as the UNB/SCFSS provincially imposed Protocol Agreement) and establishment of regular Community Engagement meetings and child/family file reviews with Community representatives, Resident Elders and Protection & Prevention teams.

Chloe Price joined SCFSS as Community Planner in November 2020 after several months vacancy within the position. Stephanie Tourand joined the team in June 2021 as Chloe Price began her maternity leave in April of 2021. Natasha Fountain returned from her maternity leave in September and assumed the role of Community Prevention Services Team Leader. The team is looking forward to expanding into our Communities and continuing this important work together.

CULTURE & LANGUAGE

Lucinda Seward, Culture & Language Team Lead
Trish Manuel, Cultural Program Coordinator
Cathy Jameson, Sonny Oppenheim, Dan Manuel, Victor York, Amelia Washington,
Sharon Lindley, Nettie Ernst, Rena Sam & Doreen Sterling, Resident Elders
Emma Joe, Language Nest Teacher
Bernice Garcia & Madelaine Lanaro, Language Nest Elders

The Cultural Team is committed to incorporate Nê?kepmx and Syilx language and cultural practice into SCFSS services/programs. To share cultural teachings and language with children, young people, families, caregivers and staff, to utilize the land for culturally significant practices and healing and to consistently increase culturally grounded programs and services using traditional values

ELDER ENGAGEMENT

The scope and quality of work our Resident Elders provided to the team was non-comparable to what was seen in the previous year. They assisted in the completion of family trees for the purpose of reunification and family/child knowledge and awareness, facilitated on the land and traditional teachings, provided one to one support and counselling for children, parents, caregivers and staff among many other valuable contributions. We held a virtual engagement session called the "Elders Zoom Room", which provided access to our Elders in a COVID safe, collective environment.

LANGUAGE NEST

To ensure language continuity, through the safety of our language speaking Elders, our Language Teacher worked remotely and virtually with the Elders. Collectively they developed language learning kits that were distributed to our learners. Our Language Teacher also rolled out Nê?kepmx Language Lessons for our staff with over 80% of staff who participated. We held our very first Language Nest Graduation Ceremony, as our first language learners immersed into our program, moved onto kindergarten. We had 4 graduates: LNIB (1), Nooaitch (1), Shackan (1) and one from another community, connected to an LNIB member.

COLLABORATION

Our team collaborated with both prevention and protection teams to develop and create a framework specific to Reunification, where we ensured Elders played an integral part in all discussions. We also worked in collaboration with our Resource team and the Coldwater Band, to develop a pilot project for a caregiver support network/program. This was a great example of collaboration and communication. In other collaboration efforts between ourselves, Human Resources and the Community team, we developed a week long orientation for new SCFSS employees. Our Culture team facilitated two (2) full days cultural and language experiences and taught the histories of our people through stories, gathering/harvesting and basic language lessons.

COMMUNITY ENGAGEMENT

We created greater visibility and involvement in our communities through various events and activities. We participated in monthly information sharing and quarterly file review sessions. In addition, we participated in opportunities and events within our communities including some of the following as examples:

SPRING - Harvesting on the land with CNA, and Can8 Training with CNA

SUMMER - Harvesting on the Land with CNA, CFCSA Group Training with Kwu Stemtima, Salmon for UNIB families

FALL - Orange Shirt Day, UNIB Welcoming Children Home, UNIB Walk to Remember, LNIB Culture Revitalization connection, SCFSS Annual General Meeting, SCFSS Caregiver Appreciation

WINTER - 12 Days of Christmas Giveaways, CFS Virtual Gathering, MMIW March, UNIB Honoring Youth, SCFSS Elder's Zoom

ELDER ALIGNMENT

Within internal collaborations, there was need to establish a consistency of connection with our Resident Elders. Each Elder possesses and brings unique skills and experiences to SCFSS. As we aligned the Elders' skills and experiences, we identified 1-2 consistent Elders to work alongside each of our teams: Protection, Reunification, Resources and Youth Wellness Teams. The remaining teams will be aligned this fall, as the use of our Resident Elders is paramount, and necessary.

CULTURAL PROGRAMMING

The cultural coordinators planned activities and programming according to each season and program. They met with each teams and program areas to gain an enhanced understanding of what everyone does. They discussed and planned how they could better incorporate culture throughout SCFSS. The creation of an annual cultural calendar is the basis of incorporating culture and language opportunities for our children, our families, our staff and our caregivers. We facilitated a full staff series to teach about Grief and Loss, and how to better understand when a community suffers a loss, the traumas encountered by our people across history, and some of the protocols our families practice during a time of grief and loss.

ném q'wáct e n'cye – "My basket is very full". It has been a very busy time, and I am looking forward to what's on the horizon for our team. ~ Lucinda Seward, Culture & Language Team Lead

PROTECTION

Shawn Bob, Protection Program Manager
Beverly Van der Weide, Social Work Team Leader
Kayla McBee, Chantelle Joseph, Natasha Thys, Dana Boyce & Madison Brown, Social Workers
Tracey Dawson, Interim Social Work Team Leader
Brenda Emery & Serena Yatkowsky, Resource Social Worker
Vivian McBee, Kinship Care Social Worker
Crystal Narcisse, SW Administration Team Leader
Doris Sterling, File Management Clerk

COMMUNITY ENGAGEMENT

The Protection Team meets with Elders and Representatives from each community to conduct Quarterly Case Reviews regarding the progress of each child and family being served. The Elders and Representatives make recommendations to the Social Work Protection Team then implemented into the Plan of Care to determine a collaboration of supports, services, cultural integration and outreach to increase the health and quality of life for the family as a whole.

CULTURE OF CARING

Throughout the year, the Social Work Protection Team stepped up to assist our communities during several crisis situations. This support included outreach and planning with families and communities impacted by COVID-19, support to those affected by Wildfires through evacuation planning for families, caregivers and youth, registration support for Emergency Support Services for local and neighboring communities, and on-the-ground support to those immediately impacted by Evacuation Alerts and Orders.

Throughout Covid-19's heavy restrictions, the Family Day Planning committee made 41 Baskets for Families to participate safely in a Local Family Fun Day, Family Craft Night, a Family Selfie Competition and accommodations to travel separately to Harper Mountain with tubing passes. The committee explored various platforms to allow for family activities so as to break up the monotony of being in isolation for quite a long time.

The Social Work Protection Team participated in the journey from Kamloops to the Nicola Valley in Nlë?kepmx Nation's "Escorting our Ancestor's Spirits Home" event and Upper Nicola Band's "Honoring the 215" Sacred Fire. The team participated in both events to honor the 215 children whose unmarked graves were found May 27th, 2021.

PROTECTION TO PREVENTION

Adhering to the Nlë?kepmx and Syilx protocol agreements and practice frameworks are integral in the Social Work Protection Team's approach to early intervention and protection services in the Nicola Valley and surrounding communities. The transition from Protection to Prevention is made with a strong, community based approach where our team strives to work with family and community to preserve families, restore traditional practices, and reunify children with their families and communities. The Social Work team worked through much of this transition with ease while some practices they navigated with some challenge.

To ensure as a team we hold Truth and Reconciliation at the forefront, in alignment with best practice of Child and Family Services, the Social Work Protection Team involved families through regular Family Circles to establish supportive services for the wellbeing of the children, youth, and families.

INFRASTRUCTURE ALIGNMENT

The Social Work Protection Team worked closely with internal and external support services such as the Culture and Language team, Prevention team, Child & Youth mental Health team and Operations team to support children, youth and families in reaching milestones in their wellness plans. The protection team networked with Community and each of the supports outlined in Family Circles in a manner and pace set by the child, youth and family served.

GROWING OUR PEOPLE

A new Social Work Administration team was formed in May 2021 to assist the Social Work Protection teams with administrative duties and ensure all documentation and processes meet and exceed agency, community and government standards. This brand new team will actively work with the Social Work team to take over any and all administrative duties in order Social Workers can focus on the good work with children, young people and families within each of the communities. The Social Work Administration team will also ensure quality assurance and file audit standards are achieved and maintained.

PREVENTION

Chris Pearson-Bronch, Prevention Team Lead
Debra Manuel - Family Wellness Coordinator
Vanessa Buonanno - Family Wellness Coordinator
Allyson Sterling - Relationship Navigator
Daniel Jager - Family Navigator
Meg McKay - Family Circle Coordinator
Elizabeth Bent - Family Circle Coordinator
Monty Joseph, Child & Youth Care Worker
Robin Humphrey - Youth Transition Circle Coordinator

Beginning the year with the COVID-19 global pandemic and concluding with the BC Wildfires, the Family Prevention team worked diligently to connect with families using various approaches during each of these crises. As we supported our cross agency team members in an incremental shift from Protection to Prevention, we experienced an increase of internal and external referrals as evidenced in the chart below.

FAMILY SUPPORT WORKERS

Family Support Workers additionally received referrals from Designated Band Representatives, Social Development Coordinators, Family Preservation Workers, Community agencies, and individual community Members seeking support. The Family Team collaborated to create self-guided family wellness plans. The team also focused on enhanced program development for Family/Parental Life Skills, Gathering Our Warriors, Relationship Wellness, Women's Group and a newly created Strengthening Families program advised by Resident Elders. We participated in *nle?kepmxcin* and *nsyilxcæn* lessons to learn basic introductions. The team hosted a highly attended, cross community Family Fun Night where children and parents enjoyed many activities: face painting, beading, tie-dye shirt making, a game of Lahal and a BBQ..

WOMEN'S GROUP provides a safe space for women to gather; to create connection and identity. The weekly self-voluntary program promoted safety and trust while engaged in traditional and non-traditional crafts: basket making, beading, bannock making, cedar flower making, harvesting, embroidery and creation of self-affirmation pouches. Guest facilitators fostered strength and Elders engaged to reinforce Traditional values and teachings.

Men's Gathering Our Warriors Group, facilitated weekly with over twenty (20) participants. This group focuses on wellness through transparency of past and current experiences and important traditional teachings: medicine wheel lessons, animal medicines, land based and hands on activities. Elders engaged to create balance and knowledge sharing.

RELATIONSHIP WELLNESS PROGRAM

Ten (10) couples participated September to June in a program that operates on the Four Blankets of Resiliency created by Monique Smith; adapted by to reflect *nle?kepmx* and *syilx* traditional values. Participants focused on creating a sense of self, family, community, and culture & language through medicine wheel teachings, family tree mapping, Colours workshop, traditional principles and values, on the land excursions, harvesting, hide tanning and beginner *nle?kepmxcin* & *nsyilxcæn* lessons. Hide tanning offered couples a unique perspective of strengths, struggles and patterns of their relationship.

FAMILY DECISION MAKING (FDM) COORDINATORS

The practice of FDM addresses the historical imbalance between child welfare and families. The process brings families together using a traditional approach, in order the family support network can make decisions that might otherwise be made by professionals. FDM endorses a preventative approach. Our three circles coordinators saw numerous outcomes this year; children returned home with their family and/or community, families received the community support they needed, families' and young peoples' voices were heard and traditional values were incorporated into each circle.

YOUTH WELLNESS

Jacqueline Merritt, Youth Team Lead
Eric Schweig, Youth Outreach Worker
Tim Manuel, Youth Wellness Coordinator
Hiliary Willis, Youth Wellness Coordinator
Tiffany Pop, Youth Transition Coordinator

COMMUNITY ENGAGEMENT

The Youth Team met with Community youth supports, Band Representatives and schools to help bridge the gap in services and resources as we created support plan unique to each community. Each Youth support worker networked within community and sought to engage youth in community programs, activities or events, ie on the land harvesting with Community members and Elders or taking part in Community Ceremonies such as the Bringing Our Children home for Nlaka'pamux and Syilx communities.

CULTURE OF CARING

One of our greatest challenges to date was launching a new team and navigating youth support services through COVID 19: youth did not easily engage in virtual supports and due to PHO orders, group engagements were limited. Despite these challenges, our team was intuitive, very safety orientated and created different opportunities to engage with our youth and families. "On the land" support and created opportunities to utilize the land for various wellness activities that included: Inspire Horsemanship, harvesting traditional foods and medicines, hiking and story telling, bike riding, and paddle boarding. We engaged our youth in different aspects of learning of traditional values and the importance our land and the stories it holds within their own wellness plans and life skill development. Our team held a safe space for the Wildfires and COVID 19 pandemic where we helped to create safety plans for Covid-19 safety, Wildfire alert and evacuation, and ensured basic needs were met and our young people felt supported throughout these trying times.

PROTECTION TO PREVENTION

Within the Nlaka'pamux Framework of Practice and Captikwl Ethic Agreement the Youth team worked hard to integrate support grounded in Elders and Community cultural teachings and connection. We utilized our Youth Transition and Family Circle process to engage in more natural, familial supports from each young person to help build deeper and more meaningful connections within Community to formulate a solid network of wraparound support.

INFRASTRUCTURE ALIGNMENT

The Youth Team worked collaboratively within SCFSS teams and externally to ensure community/cultural perspectives and teachings are embedded into our support approach. We worked tirelessly to establish a strong foundation of SCFSS and Community communication in order we create a wraparound approach needed to preserve the foundational roots for our young people. We helped to build capacity across the Nicola Valley and were committed to collaboration within our community network as we cohosted the Nicola Valley Collaboration Youth Committee supported by Nlaka'pamux Health, Scw'exmx Health, School District #58, Interior Community Services, and Merritt Community Policing to bridge gaps and services for young people. We also co-developed a Youth High Risk collaborate with the Child Youth Mental Health (CYMH) team and significant community policing and health partners that identified opportunities for safety of our young people engaged in high risk behaviours and vulnerability to the current drug overdose crisis. Our team is currently working towards establishing a community collaborated, culturally reflected Drug Task Force to support/meet the needs of our young people where other systems fail, ie legal, health, child welfare, etc.

GROWING OUR PEOPLE

The Youth Team is a new support team officially formed in March 2021 with its own dedicated Youth Team Leader. From the original team of two Youth Navigators, the newly formed team of five (5) will create greater capacity through ongoing development of the following priorities: Youth Transition to Adulthood, Youth Outreach and Youth Wellness. The expertise and support our team offers will create wraparound supports for our young people ranging in approximate age of 13 – 25 years, depending on the developmental age and impact of intergenerational trauma of each young person, the needs of our six (6) Member Communities and most importantly the needs of our young people.

CHILD & YOUTH MENTAL HEALTH

Elizabeth Perdok-Waboose/Amy McKibbon, CYMH Team Lead
Joan Fletcher, Child & Youth Mental Health Clinician
Jamie Muchwitsch, Therapeutic Youth Navigator
Tanya Pellett, CYMH Coordinator

From the onset of the fiscal year, the CYMH team made it priority to connect with and develop therapeutic relationships with our clients. The CYMH team was creative and flexible in finding ways to engage with clients and communities during these unprecedented times. We met our clients through virtual platforms as well in person where COVID safety protocols were maintained. Most clients were met on the land when in person, to foster a strong connection to themselves and the Creator.



The CYMH team grew over the course of the fiscal year. We welcomed Jamie Muchwitsch, Therapeutic Youth Navigator in April 2020, who came to us from the Youth Team. We also welcomed Elizabeth Perdok-Waboose as our Clinical Supervisor in January 2021. Since our team has grown, we were able to keep our waitlist at minimum or at zero.

Connecting with communities during lockdown presented challenges for our team but we found ways to engage communities on social media through contests, mental health videos, and contribution through our SCFSS Newsletter.

With Mental Health Week in May, our CYMH team engaged community through a number of activities: colouring contests through Facebook where the medicine wheel was utilized to focus participants on what they did for their physical, emotional, mental and spiritual well-being.

Wellness is an important part of everyone's mental health and wellness. Self-care packages were delivered to clients with the individual clients' preferences in mind. These were well received and welcomed.

In February 2021, the team brought awareness and spread the Pink Shirt Day message: "be kind, everyone is fighting a battle." The impact bullying has on children and youth's mental health is often unspoken. Our team fostered awareness to let young people who have experienced bullying to know they are seen, cared for, and heard.

Our team members participated in Nê?kepmxcin classes. The team attended cultural teachings facilitated within SCFSS and collaborating agencies. Our team is guided by nê?kepmx and sylix traditional values and work within both traditional frameworks.

Each team member dedicated time toward furthering their skills and participated in ongoing specialty trainings to enhance strengths and skill-sets.

Our team is committed to working collaboratively with family, community and one another. The CYMH team recognizes the importance of wrap-around services and regularly participates in Team, Family and Community Circles.

FINANCIAL REPORT

Misty Paquette, Finance Manager
Juanita Quewezance, Senior Finance Clerk
Robyn McDonnell, Finance Clerk
Crystal Leier, Payroll Clerk
Auditors - Grant Thornton LLP

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY

FINANCIAL STATEMENTS

March 31, 2021

INDEPENDENT AUDITORS' REPORT
STATEMENT OF FINANCIAL POSITION
STATEMENT OF CHANGES IN NET ASSETS
STATEMENT OF OPERATIONS
STATEMENT OF CASH FLOWS
NOTES TO FINANCIAL STATEMENTS

INDEPENDENT AUDITOR'S REPORT

To the Members, SCWEXMX CHILD & FAMILY SERVICES SOCIETY

Opinion

We have audited the financial statements of SCWEXMX CHILD & FAMILY SERVICES SOCIETY (the Society), which comprise the statement of financial position as at March 31, 2021, and the statements of changes in net assets, operations and cash flow 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, 2021, and the results of its operations and its cash flow 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 those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matters

We draw attention to the fact the supplementary information included in Schedules 1 through 21 do not form part of the financial statements. We have not audited or reviewed this supplementary information and, accordingly, we do not express an opinion, a review conclusion or any other form of assurance on this supplementary information.

The financial statements of the Society for the year ended March 31, 2020, were audited by another auditor who expressed an unmodified opinion on those statements on August 27, 2020.

Report on Other Legal and Regulatory Requirements

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

-Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

-Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.

-Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

-Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.

-Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Chartered Professional Accountants

Kamloops, Canada
September 23, 2021

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF FINANCIAL POSITION
March 31, 2021

ASSETS	2021	2020
CURRENT ASSETS:		
Cash	\$ 4,703,162	\$ 1,605,153
Temporary investments (Note 4)	979,163	873,765
Accounts receivable (Note 5)	2,833,556	63,955
Prepaid expenses	<u>38,286</u>	<u>555,589</u>
	8,554,167	3,098,462
 CAPITAL ASSETS (Note 6)	 <u>760,700</u>	 <u>732,180</u>
	\$ 9,314,867	\$ 3,830,642
 LIABILITIES		
CURRENT LIABILITIES:		
Accounts payable and accruals	\$ 953,153	\$ 316,018
Deferred revenue (Note 7)	90,000	108,623
Current portion of deferred capital contribution	<u>11,674</u>	<u>13,314</u>
	1,054,827	437,955
 DEFERRED CAPITAL CONTRIBUTION	 <u>95,502</u>	 <u>107,176</u>
	1,150,329	545,131
 COMMITMENTS AND CONTINGENCIES (Note 8)		
 NET ASSETS		
Invested in capital assets	653,526	611,691
Unrestricted	<u>7,511,012</u>	<u>2,673,820</u>
	8,164,538	3,285,511
	\$ 9,314,867	\$ 3,830,642

APPROVED BY THE DIRECTORS:

 Director

 Director

See accompanying notes to financial statements.

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF CHANGES IN NET ASSETS
Year ended March 31, 2021

	Unrestricted Fund	Invested in Capital Assets	Total 2021	Total 2020
BALANCE, beginning of year	\$ 2,673,820	\$ 611,691	\$ 3,285,511	\$ 3,510,711
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	4,879,027	-	4,879,027	(225,200)
TRANSFERS:				
Amortization	105,115	(105,115)	-	-
Purchase of equipment	(133,636)	133,636	-	-
Amortization of deferred capital contribution	(13,314)	13,314	-	-
BALANCE, end of year	<u>\$ 7,511,012</u>	<u>\$ 653,526</u>	<u>\$ 8,164,538</u>	<u>\$ 3,285,511</u>

See accompanying notes to financial statements.

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF OPERATIONS
Year ended March 31, 2021

	Budget (unaudited)	2021	2020
REVENUES:			
Indigenous Services Canada:			
Operations	\$ 5,506,325	\$ 9,284,853	\$ 3,616,674
Maintenance	686,200	922,488	1,001,546
Recoveries	-	(257,451)	(426,204)
Deferred income recognized from CSA	-	108,626	-
Child Special Allowance	213,701	230,588	305,095
Ministry of Children and Family Development	3,528,815	3,360,046	2,453,868
Investment income	45,000	21,811	26,199
First Peoples' Heritage, Language and Cultural Council	100,000	100,000	125,000
Other	-	600	17,334
Unrealized gain on investments	-	92,380	-
Administration recoveries	71,770	81,519	89,481
Amortization of deferred capital contribution	-	13,314	15,257
	<u>10,151,811</u>	<u>13,958,774</u>	<u>7,224,250</u>
EXPENSES:			
Advertising and donations	70,000	30,044	57,126
Administration	71,770	81,519	89,481
Amortization	90,000	105,115	100,536
Bad debts	-	-	3,859
Bank charges and interest	7,100	5,877	13,866
Building repairs and maintenance	5,000	1,104	-
Child family services	2,605,859	2,106,056	2,296,662
Contractors / consultants	223,481	119,883	196,315
Computer equipment	171,617	208	7,745
COVID-19 relief	-	1,130,841	40,245
Culture	-	-	5,012
Equipment lease	16,820	14,069	11,090
Equipment service and maintenance agreements	116,000	47,362	51,132
Exceptional circumstances	-	43,636	-
Events	-	-	7,857
Honoraria	25,800	14,665	48,574
Insurance	14,165	6,681	7,845
Lease	227,821	117,980	127,402
Materials and supplies	237,582	125,874	155,365
Meetings	77,905	80,551	128,225
Occupational health and safety	100,000	-	-
Prevention	1,172,996	1,174,526	572,899
Professional development and training	83,250	65,463	54,934
Professional fees	15,750	15,847	8,517
Scholarships, education and tuition	-	-	3,291
Secretariat	25,000	22,690	22,690
Staff wellness	-	34,039	-
Telephone and utilities	109,240	75,836	48,876
Travel	78,651	18,836	77,677
Vehicle expenses	213,999	182,230	164,881
Wages and benefits	4,037,926	3,455,962	3,122,323
Workshops	152,148	2,853	25,025
	<u>9,949,880</u>	<u>9,079,747</u>	<u>7,449,450</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ 201,931	\$ 4,879,027	\$ (225,200)

See accompanying notes to financial statements.

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF CASH FLOWS
Year ended March 31, 2021

	2021	2020
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess (deficiency) of revenues over expenses (Note 10)	\$ 4,879,027	\$ (225,200)
Adjustment for capital transactions included in operations:		
Amortization of capital assets	105,115	100,536
(Increase) decrease in :		
Temporary investments	(105,398)	-
Accounts receivable	(2,769,601)	92,187
Prepaid expenses	517,303	(528,929)
Increase (decrease) in:		
Accounts payable and accruals	637,136	(152,038)
Deferred revenue	(18,623)	-
Deferred capital contributions	(13,314)	(15,256)
Cash from operations	<u>3,231,645</u>	<u>(728,700)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of equipment	(133,636)	(162,473)
Purchase of investments	-	11,023
Cash flows used in investing	<u>(133,636)</u>	<u>(151,450)</u>
INCREASE (DECREASE) IN CASH	3,098,009	(880,150)
CASH, beginning of year	<u>1,605,153</u>	<u>2,485,303</u>
CASH, end of year	\$ 4,703,162	\$ 1,605,153

See accompanying notes to financial statements.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2021

NOTE 1. NATURE OF BUSINESS:

The Scw'exmx Child and Family Services Society is incorporated under the Societies Act of British Columbia and is a not-for-profit Society and therefore is exempt from income tax under section 149 of the Income Tax Act. The Society provides child and family services to the five bands of the Nicola Valley.

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES:

The financial statements include the accounts of all funds under the direction of Scw'exmx Child & Family Services Society and have been prepared in accordance with Canadian accounting standards for not-for-profit enterprises. Outlined below are those policies considered particularly significant for the Society.

Fund Accounting:

The Society follows the deferral method of accounting for reporting activities related to specific programs. The funds are summarized on the statement of operations with details by fund provided on schedules 1 to 21. A fund is determined for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions or limitations.

Revenue Recognition:

The Society follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year that the related expenses are incurred. Unrestricted contributions are recognized as revenue when they can be reasonably estimated and collection is reasonably assured.

Amounts received from Indigenous Services Canada (ISC) and the Ministry of Children and Family Development (MCFD) are reported 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 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. Any resulting deficits are the responsibility of the Society. Surpluses resulting from the excess of MCFD revenues over expenses may result in amounts repayable 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 purpose of capital asset purchases 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 of the appropriate fund 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 the accrual basis and is recognized when it is earned.

Contributed Materials and Services:

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

Temporary Investments:

Temporary investments are recorded at fair market value.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2021

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (continued):

Capital assets and Amortization:

Capital assets are valued at cost. Amortization is based on the estimated useful life of the assets and is recorded using the declining balance method at the following annual rates with half a year's amortization being recorded in the year of acquisition and full amortization being recorded in the year of disposition:

Office furniture	20%
Equipment	30%
Computer equipment	30%
Vehicle	30%
Leasehold improvements	30%
Britco trailer	4%

The Society regularly reviews its capital assets to eliminate obsolete items.

Capital assets under construction are not amortized until the asset is available for use.

Impairment of capital assets:

The Society reviews the useful lives and the carrying values of its property and equipment at least annually, or more frequently if events or changes in circumstances indicate that the assets might be impaired, by reference to each asset's contribution to the organization's ability to provide services. When an asset no longer has any long-term service potential to the organization, the asset is considered to be impaired. An impairment loss is measured at the amount by which the carrying amount of the asset exceeds its fair value, which is estimated as the expected service potential of the asset.

Financial Instruments:

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. Transaction costs on the acquisition, sale, or issue of these financial instruments are expensed when incurred. All other financial instruments are subsequently reported at amortized cost adjusted by transaction costs, which are amortized over the expected life of the instrument. These instruments are tested for impairment at each reporting date.

Use of Estimates:

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting periods. By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statements of changes in such estimates in future periods could be significant.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2021

NOTE 3. FINANCIAL INSTRUMENTS:

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate, and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2021.

Credit Risk:

The Society is exposed to credit risk by its funding agencies and suppliers. However, because the majority of funding is from government agencies and there is a large number of different suppliers, credit risk concentration is reduced to the minimum.

Market Risk:

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. The Society is exposed to market risk relating to potential fluctuation in the value of the mutual funds held with Royal Bank of Canada.

NOTE 4. TEMPORARY INVESTMENTS:

	2021	2020
Royal Bank of Canada Balanced Mutual Funds	<u>\$ 979,163</u>	<u>\$ 873,765</u>

NOTE 5. ACCOUNTS RECEIVABLE:

	2021	2020
Indigenous Services Canada	\$ 2,792,127	\$ -
Goods and services tax rebate	41,429	21,986
Accounts receivable general	-	37,500
Travel advance	-	4,469
	<u>\$ 2,833,556</u>	<u>\$ 63,955</u>

NOTE 6. CAPITAL ASSETS:

	Cost	Accumulated Amortization	2021 Net	2020 Net
Computer equipment	\$ 354,194	\$ 248,156	\$ 106,038	\$ 83,901
Leasehold improvements	335,104	207,584	127,520	162,472
Office furniture and equipment	265,602	199,353	66,249	82,811
Vehicles	69,820	60,815	9,005	12,864
Britco trailer	451,888	-	451,888	390,132
	<u>\$ 1,476,608</u>	<u>\$ 715,908</u>	<u>\$ 760,700</u>	<u>\$ 732,180</u>

The Britco trailer is not being amortized because the property has not yet been put into use by the Society.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2021

NOTE 7. DEFERRED REVENUE:	2021	2020
Ministry of Children and Family Development	\$ 90,000	-
Child Special Allowance	<u>-</u>	<u>108,623</u>
	<u>\$ 90,000</u>	<u>\$ 108,623</u>

NOTE 8. COMMITMENTS AND CONTINGENCIES:

Lease Commitments:

The Society leases numerous facilities and vehicles with terms commencing from June 2017 to March 2021 and ending from August 2021 to February 2026.

Future minimum lease payment over the next five years are as follows:

2022	\$ 231,262
2023	116,981
2024	102,630
2025	35,609
2026	<u>5,775</u>
	<u>\$ 492,257</u>

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 \$221,651 (2020 - \$171,540).

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 overexpended may be reimbursed by ISC or MCFD to the Society. No amounts have been recorded in the financial statements as refundable or reimbursable.

NOTE 9. ECONOMIC DEPENDENCE:

The Society receives the majority of its funding from the Indigenous Services Canada (ISC) and the Ministry of Children and Family Development (MCFD). Future operations of the Society depend on continuation of the funding agreements with ISC and MCFD.

NOTE 10. CASH FLOW INFORMATION:

During the year \$21,811 (2020 - \$26,199) of interest was received.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2021

NOTE 11. BUDGET FIGURES:

The budget information disclosed is for information purposes only. The budget has been approved by the Directors but has not been audited.

NOTE 12. EMPLOYEE & DIRECTOR RENUMERATION IN ACCORDANCE WITH THE SOCIETIES ACT

During the year, 8 (2020 - 14 employees) employees were paid in excess of \$75,000, for a total of \$803,914 (2020 - \$1,128,570).

During the year, total honoraria, meetings, training, and travel paid to members of the Board of Directors was \$67,037 (2020 - \$31,680)

NOTE 13. COMPARATIVE FIGURES:

Certain accounts in the prior year financial statements have been reclassified for comparative purposes to conform with the presentation in the current year financial statements.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY

2975 CLAPPERTON AVENUE, MERRITT BC V1K 1G2

TELEPHONE: 250-378-2771

FAX: 250-378-2799

TOLL-FREE NUMBER: 1-877-378-2773

CHILD WELLNESS CONCERN AFTER OFFICE HOURS: 1-800-663-9122

CHILDREN'S HELP LINE: 310-1234 (FOR CHILDREN AND YOUTH)



SCFSS LOGO: Significant in both nłe?kepmx and syilx culture, the basket weaves represent divine creation. The outer circle represents the world around us that gives us support and sustains our people. The inner circle represents the people of the communities that hold us all together in strength and spirit. Our communities are represented by the five points of the basket. The sunburst peaks represent our ancestors who watch over us and guide the work we do. The large hand represents an adult guiding, loving and holding up our most precious gifts – our children. The child's hand is loving, guiding and teaching us along our journey together. The two water lines represent nłe?kepmx and syilx people and water signifies our healing.