



Scw'exmx Child & Family Services Society

Quarter Two (Q2) Report
July-September 2022





Significance of our Logo

Significant in both nle?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 nle?kepmx and syilx people and water signifies our healing.



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Executive Summary



Scw'exmx Child and Family Services Society (SCFSS) is committed to working with humility, bravery, honesty, wisdom, respect, and love for the continued benefit of the children and families we are privileged to serve. Led by our communities, formerly known as a Delegated Aboriginal Agency (DAA), we are undergoing significant transformation as Indigenous Child and Family Services (ICFS) to support our Member communities in their own journey toward jurisdiction.

At the Federal level, the Dec 31, 2021, Agreement in Principle is a hopeful first step toward compensation and reform package, as Canada's reconciliation measure for persons impacted by the historic underfunding of First Nations (FN) communities and local prevention services. The government's commitment (in principle) to long term systemic reform is another measure intended toward healing and protection from harms for future generations.

While on-reserve communities are provided customized funding, the Urban population also requires flexible and responsive funding that recognizes our role to support people living off reserve in urban areas. Indigenous Urban members in the Nicola Valley have their origins in many Indigenous cultures from across the country. Our Urban Relations must be able to access similarly flexible funding as those on-reserve: whereas they do not.

Since the time of first contact, colonialists have attempted to control Indigenous communities by limiting movements to circle around a single land space known as a "reserve". This forced orientation never met the needs of the communities themselves and continued to create artificial jurisdictional issues that present barriers and limitations to self determination and ability for individuals and families to access what they need – be that from the land or the governments they engage with. Services that cater to one single land base is colonial and inappropriate as a funding strategy for the communities we serve. While the AIP is a step in the right direction toward reconciliation, the decisions made for reform at high-levels were made without consultation of those of us knowledgeable of the impacts of intergenerational trauma. At the national level, First Nations Caring Society's Cindy Blackstock tirelessly advocates for governmental accountability and resists actions such as the dismantling of oversight bodies like the Canadian Human Rights Tribunal (CHRT) until such time as Indigenous communities can advocate and represent our own people. The Province of BC, through the Ministry of Children and Family Development (MCFD) represents a gross and discriminatory funding equation of those living off-reserve and in more specific as it relates to those residing in the City of Merritt. At SCFSS we are committed to mitigate the harm of colonial child welfare practices through innovation under the direction and in partnership with our Communities. The evolution of this has been accomplished to date by focusing on an evolving integration of holistic, prevention-focused services in collaboration with our Communities and Indigenous service partners from across the Nicola Valley. We have been able to

creatively offset and mitigate the harmful impact of child welfare mandates and underfunding through family and community led decisions and engagement. Our commitment toward this crucial change is priority.

Two examples of significant changes in the past six (6) months include the creation, development and implementation of the Community Navigation Team and the evolution of the Reunification Team.

The Community Navigation Team is the first connection to SCFSS regarding services, supports, or inquiries. The Community Navigation Team ensures each community or self-referral is reviewed with familial and traditional guidance to strengthen families through a prevention and strength based lens.

The Reunification Team assumes a traditional, cultural and collaborative approach to preserve and strengthen family. Reunification recognizes the importance family, community and culture has on children. Reunification places the child, family and community at the centre to ensure achievability of wraparound community programs, services and supports that emphasize a three phased approach of stabilization, maintenance and sustainability.

We have exceptional opportunity to reflect upon our collective and progressive journey of change despite numerous challenges as Indigenous people and as a Society. In our critical shift from Protection to Prevention families strengthened, children remain connected and young people reunited with culture, families and communities. Through the wisdom of our Ancestors, we have been taught the way to care for one another.

We are all somebody's 7th generation.

Lisa Post
Executive Director



Message from k^wúk^wpi? | yilmíx^wm

One voice is necessary as our communities walk together on a new path of reflection, understanding and change. At this crucial moment in time, we reflect on our histories as nłe?kepmx and syłx people, and the trauma brought by colonization. It is time to be healthy and strong people again. We remain watchful as we begin the hard work ahead of us to care for our children, young people, families and communities. We are all somebody's seventh generation. It is through this work our children will not know the same trauma experienced by the seven generations before them.



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 n̄eʔkepmx 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. n̄eʔkepmx 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.

Strategic Directions

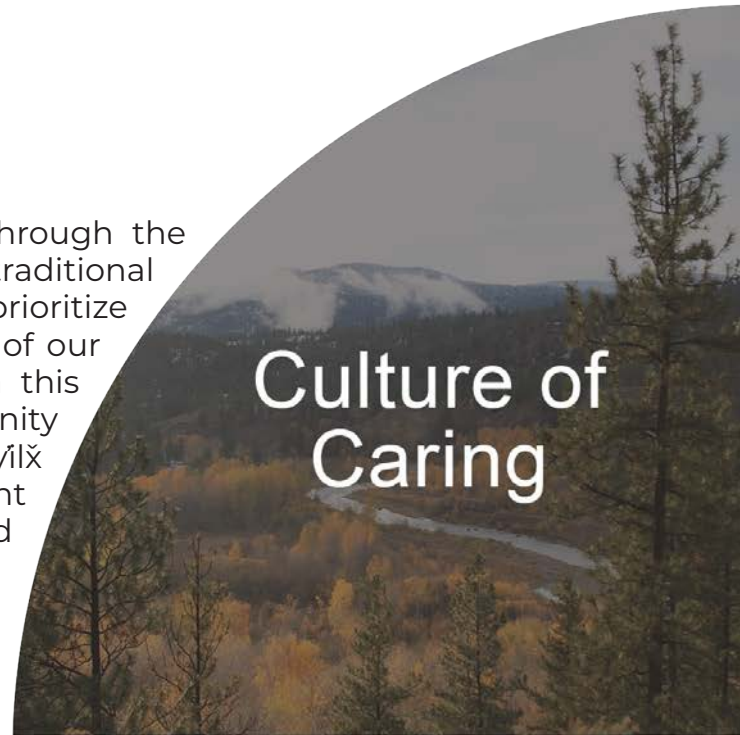


Strategic Directions

Our following four (4) Strategic Directions reflect the needs of the communities we serve:

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 upon this pathway, we engage with Elders and Community Leaders for guidance to ensure *nłe?kepmx* and *syílǵ* 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 that continues to impact generations of our people. Alternatively, 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, our Board of Directors and Community Leadership prioritize an urgent and immediate transition from governmentally imposed policies, procedures, and practices 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 Member 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.

Culture of Caring



Culture of Caring

Communicate with one voice

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

The Community Team took a lead role in organizing the Summer Scavenger Hunt with CNA. The event greatly increased community presence, strengthened our relationship with CNA as a community partner, and allowed us to connect with families we do not typically connect with, especially urban Indigenous families. Our Culture Team also planned with CNA to combine efforts of harvesting on the land and access their language resources for employees and Relations. We continue to attend and support the monthly Nicola Valley Outreach luncheon and various other Nicola Valley wide community events including: the annual Nicola Canoe Pull, SD58 Welcome Back dinner, Every Child Matters/Truth & Reconciliation events at Lower Nicola Indian Band (LNIB), SD58 and NVIT. We also marched with SD58 for MWWG2S awareness. Attendance of these events promoted SCFSS involvement and exposure to ensure we continued to listen and support our communities.

Additional SCFSS community presence included the attendance and support of Upper Nicola Band (UNB) AGA, Glimpse Lake Summer Cultural camps, Cultus Lake trip, UNB's Men's Group and Overdose Awareness session within the community. We attended the Okanagan Nation Alliance (ONA) Child and Family Plan meeting, and met with UNB Director of Relations to review Captikwl Ethic Agreement's roles and responsibilities.



Stephanie Tourand

We met early in the quarter with LNIB to establish annual plans for engagement, discuss Community Prevention budgets and finalize their General Service Agreement, establish a communication plan for amendment of Protocol Agreement and welcome LNIB's newly recruited Social Development Manager. Our Teams facilitated a Meet & Greet with LNIB staff, and supported their Family Fun Day; planned and co-hosted a Youth Luncheon at the Rocky Pines Community Centre and Back 2 School barbecue at the Shulus Arbour. We engaged in Nooaitch Summer Literacy Camp, a Boy's trip to Kelowna, several event planning sessions, quarterly community engagement meetings and attended our quarterly case review within Nooaitch community. In Coldwater we collaborated with Scw'exmx Health on-reserve to facilitate Cultural workshops, visited the Coldwater Indian Band (CWIB) Grandparent Group session and chaperoned a movie day for young people in Kamloops. We engaged in the Shackan Indian Bingo Dinner, attended a quarterly case review at Shackan Band (SIB) office, visited their new Community Wellness building on reserve and engaged in Community Prevention budget and work planning discussions.



COMMUNITY PRESENCE	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
COMMUNITY ENGAGEMENT EVENTS	42	6	7	6	2	5	16
COMMUNITY ENGAGEMENT MEETINGS	9	2	0	1	1	3	2
COMMUNITY CASE FILE REVIEWS	4	0	1	1	1	1	0
TOTAL	55	8	8	8	4	9	18

Culture of Caring

Integrate Language & Traditional Teachings

Weave nłe7kepmx and syłx culture into all aspects | Immerse nłe7kepmxcin and nsyılxcən

The Human Resources Team facilitates a monthly Orientation Week for new hires and existing employees who have not yet completed the Orientation Week since its inception in early 2021. The Orientation Week includes two full days with the SCFSS Culture and Language Team. Employees spend two days engaged in traditional crafts, time on the land, learning of our history and stories, introduction to nłe7kepmxcin and nsyılxcən and develop relationships to build a strong cultural connection at the beginning of their SCFSS journey. Some examples of Orientation activities throughout the summer months included: harvesting huckleberries, hand drum making, commitment sticks and the establishment of strong connections to the Resident Elders on the land and around a meal.

nłe7kepmxcin levels 1 and 2 were facilitated weekly throughout the summer months, and completed at the end of August. New cohorts for both levels started in September with planning underway to introduce nsyılxcən into subsequent Orientation weeks with conversational introductions and “Words of the Week”.

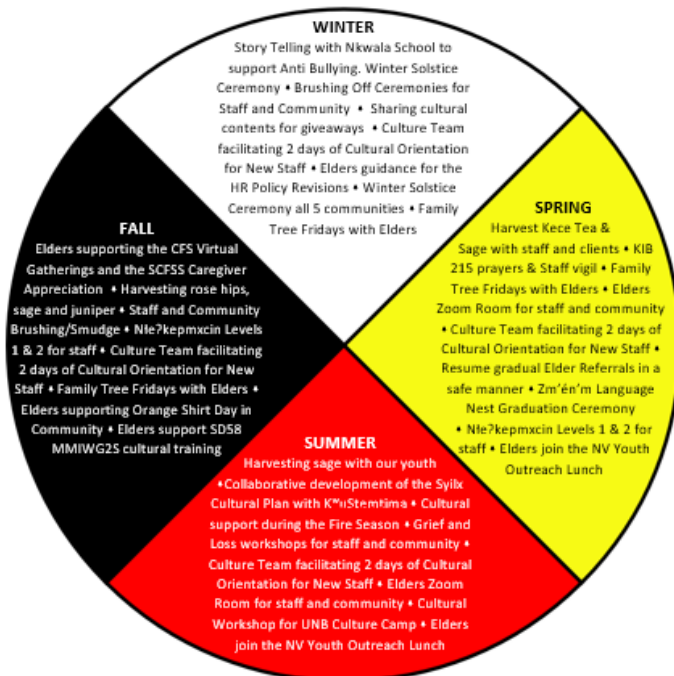
Human Resources ensures local Indigenous culture and language is woven into the recruitment and hiring process for all potential incumbents.

The Culture and Language Team facilitated SCFSS wide attendance of the Nłaka’pamux fish camp held in Lytton with opportunity to learn a new and efficient method of cleaning fish. The group canned and froze a large supply of salmon donated by a local Coldwater Band member. In September, we harvested huckleberries, elderberries, and medicines for use in employee and Relations giveaways, SCFSS Annual General Meeting, etc. The Team made ten (10) hand drums with drum sticks to gift to SCFSS Board of Directors and k’wúk’wpi? | yilmix’w’m.



SCFSS logo painted on k’wúk’wpi? | yilmix’w’m drums by local artist, Jessie Rabbitt.

Of the eighteen (18) interviews conducted in Q2, all sessions began with traditional introductions, and an opening prayer to ground candidates and panel members in their physical, virtual and spiritual spaces. Through Elder feedback, an HR Traditional Opening Prayer was developed to perform before the first interview of the day with acknowledgement of each candidate.



Seasonal Elder activities

*Sonny Oppenheim
Resident Elder*

Thank you for bringing us together today, and for the opportunity to support our organization and communities with strong, compassionate, holistic hands.

We ask you to continue to keep our hearts open and cleanse our minds of any negativity.

We give thanks for the teachings and knowledge of how to care for our peoples and our lands.

We ask for understanding and healing for those that need it.

We thank you for providing us the seeds for all flowers, plants, and trees. For all living creatures.

May we continue to provide healthy guidance to our children, our young people, and our families. And may we all continue to diligently work towards authentic reconciliation.

Developed by HR, in partnership with Resident Elders, this opening prayer is used to ensure Indigenous culture and language is woven into the recruitment and hiring process .

Culture of Caring

Grow Caregiver networks in alignment with traditional/community networks

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

The Resource Team seeks to keep children with their families and communities. If parents or caregivers need a break from parental responsibilities to focus on their own healing, Resource Workers help to find familial supports to care for the child(ren). The Resource Workers support caregivers and are actively engaged in shifting away from the “foster system” model and instead focus on supporting extended family and community members in caring for young people, to ensure family, community, and cultural connections remain intact.

The Resource Team’s goal to ensure their monthly connection to all caregivers and as-needed over the summer, the team had sixty-nine (69) visits with caregivers this quarter.



Brenda Emery



69

Visits with caregivers

CAREGIVERS	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
KINSHIP HOMES	21	2	6	3	0	0	9
INDIGENOUS FOSTER HOMES	7	0	1	1	0	1	4
NON-INDIGENOUS FOSTER HOMES	5						
GROUP HOME PLACEMENTS	0	0	0	0	0	0	0
TOTAL	33	2	7	4	0	1	13

Emergency Preparedness workshops were held in Coldwater where the majority of SCFSS Caregivers reside, as well as at the Civic Centre within proximity of remaining Caregivers.

Training sessions are intended to strengthen the skills of Caregivers as they support our children and young people. The Resources Team worked diligently to complete outstanding Safe Home Studies with two (2) completed, and three (3) left outstanding for completion by January 2023.



By September 30, 2022

28 Indigenous Caregivers

5 Non-Indigenous Foster Homes

The Resource Team had a unique opportunity to attend a monthly Coldwater Caregiver Advocacy meeting facilitated in Coldwater, by Community Caregivers. The entire Resource team accepted this opportunity as one to engage and listen in a new way to remedy Caregiver concerns.

CAREGIVERS TRAINING	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
EMERGENCY PREPAREDNESS	19	1	6	2			10
TOTAL	19						

Culture of Caring

Incorporate learning from Elders and Knowledge Keepers

Share traditional knowledge | Reclaim cultural identity | Establish Elders as advisors and decision-makers



Lucinda Seward

The Youth Team maintained ongoing connections with Resident Elders to engage in cultural and language based supports and teachings of traditional values. The team took opportunity to connect Resident Elders with young people and meet traditional needs of young people in the Nicola Valley.

Elder Advisors to the Executive Director, included the late Victor York, LNIB and Mary Angus, SIB who supported high level decision making and community engagements, ie RCMP conflict resolution, collaboration in prevention services and discussions with Chiefs regarding SCFSS Vision.

REFERRALS TO CULTURAL TEAM	COMMUNITY							
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN	STAFF
FAMILY CIRCLES	3		2	1				
PREVENTION	10	4	3				3	
PROTECTION	2	1					1	
ELDERS SUPPORTED PROGRAMS	31							31
ELDERS SUPPORTED TRAINING WITHIN SCFSS	33							33
TOTAL	79	5	5	1	0	0	4	64

Human Resources provided an interview panel training session to four (4) Resident Elders with purpose to ensure representation of an Elder within interview panels. Increased support of the overall team provided by Resident Elders and Cultural Coordinators in recent months is reflected through Elder advisement of program development, knowledge sharing opportunities and Relations engagement as noted in table above. Presence of Resident Elders in the three (3) SCFSS office locations encourage expansion of traditional knowledge and consistent engagement of Resident Elders into programs and services on a daily basis.

Scw'exmx Child and Family Services Society (SCFSS) is family centered and guided by nle?kepmx and syilx traditional knowledge and principles. SCFSS utilizes prevention strategies with a collective goal to keep children with their families and communities. SCFSS engages family, community, and Elders to support cultural identity, familial and territorial connections to bring and keep children home. SCFSS recognizes historical challenges, guided by traditional strength and wisdom to build family and community capacity in a monumental shift from protection to prevention.

Culture of Caring

Return rights and responsibilities to our people through the development and implementation of Governance and Laws

Increase understanding | Create partnerships | Establish One Voice | Return authority to community

We seek to increase and strengthen partnerships in our work with communities, according to immediate and future needs. In doing so, we continued discussion with another community this quarter to renew former protocol agreements into such that represents current needs and capacity. These discussions represent ‘first steps’ of jurisdiction as identified either through Bill C-92 Federal Act Respecting First Nations, Inuit and Metis Children, Youth and Families, or self-determination through pursuit of local laws and jurisdiction.

Two communities, CWIB and LNIB, engaged Grandparents Groups to advise this journey toward self-inherent rights over children and families.

We included an updated presentation on Bill C-92 in the Community Orientation week to ensure staff are familiar with Community directed collaborations and the progress within each community.

Scw'exmx Child and Family Services Society's leaders reviewed the Kwu Stemtima? Strategic Plan in August to update action items; pending upcoming meetings with UNB for further feedback and direction. We also supported the Kwu Stemtima? with research for their culture plans.

On December 31, 2021 negotiations between Canadian Federal Government and applicable Parties reached an Agreement-in-Principle (AIP) that sets out a non-binding plan for Canada to satisfy CHRT orders to cease its discriminatory conduct and prevent its recurrence in the provision of child and family services and Jordan's Principle.

The purpose of the AIP on Long-Term Reform is to provide a framework for reform of the First Nations Child Family Services (FNCFS) Program, improved implementation of Jordan's Principle, and to reform Indigenous Services Canada to prevent the recurrence of discrimination. An AIP is a pre-agreement that lays out the framework for reaching a final agreement.

These reforms aim to satisfy the CHRT's orders regarding discrimination perpetrated by Canada in its FNCFS Program and its narrow application of Jordan's Principle. Reform is designed to be in the best interest of First Nations children, young people and families and aims to ensure the discrimination experienced is not repeated.

The Agreement in Principle lays out the framework to inform on-going discussions towards a final settlement agreement on long-term reform of the Child and Family Services Program.

In advance of a final settlement agreement, Canada committed \$20 billion over 5 years starting in fiscal year 22-23 to reform child and family services. Canada is committed to the implementation of a reformed FNCFS Program starting April 1, 2023.

Protection to Prevention



Protection to Prevention

Bring and keep our children home

Prioritize prevention and early intervention measures to keep children with families and community | Reunify children in care to families and community | Develop community caregiver programs and support networks



Natasha Thys

This quarter was productive for the Child Wellness Team (formerly known as Protection) with summer holidays, community activities, and staffing changes. The team continued to maintain connection with our children, young people and families throughout the summer to ensure they received continued support. The Team is actively preparing for the upcoming Ministry of Children and Family Development (MCFD) audit in January 2023 to ensure we continue to meet all levels of quality assurance.

During the last few months the team initiated and conducted several planning Circles held with families:

- to support reunification of children and young people back home to family,
- prevention of children entering into the child welfare system, and
- support young people in their transition to adulthood.

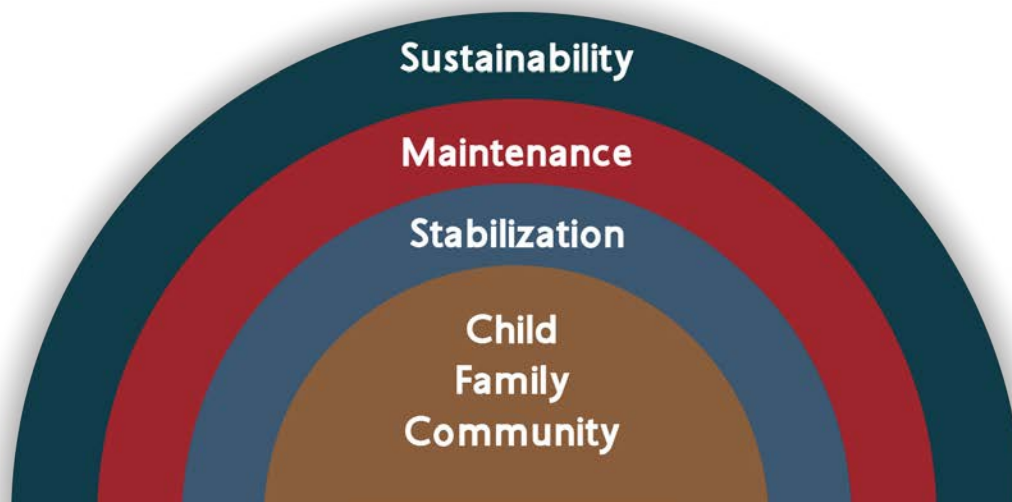
The Youth Reunification Worker (YRW) supported and participated in several family planning circles. Over the last 3 months, the YRW travelled to Kelowna on three (3) separate occasions to support two (2) young people who residing in the Okanagan. The YRW worked diligently to support the reunification of a 16 year old with her mother. The YRW engaged Resident Elders to prioritize culture and included Resident Elders in meetings/circles with young people ,families, and Resident Elder support to take the young people to the water for healing.

The Family Services Worker (FSW) supported a family in the reunification of four (4) children with the Father.

Wraparound support is provided to aid in this transition in coordination with the Family Wellness Prevention Team. Also supported was an Urban family whose children were reunited as a part of a gradual transition toward complete reunification. Continuation of wrap around supports represents the *Sustainability* phase of Reunification.

Reunification assumes a traditional, cultural, and collaborative approach to preserve family, community and culture. Reunification recognizes the importance family, community and culture has on children. Reunification places the child, family and community at the centre to ensure achievability and sustainability of wraparound community programs, services and supports, and emphasize a three phased approach of *stabilization, maintenance* and *sustainability*.

Family circles, monthly visits, reunification plans and extended supports of parents, children and family is crucial to the work of the Family Services Team. In August, the team supported a family through prevention services in order to mitigate child safety concerns and support a mother who temporarily left her home and was able to return with supportive strategies in place. The FSW worked alongside the Community, our Resource Team and International Social Services to reunite a child with a family member in the United States.




The Reunification Coordinator (RC) actively engaged with nine (9) families to create Stabilization through connection between children and parents introducing child/family visits, family circle planning, coordination and completion of treatment, cultural and Elder engagement with numerous additional supports in between. In September, the RC reunified three (3) children with their parents.

The Reunification Coordinator:

Emphasizes preventative measures to reunify families, guided by preventative measures through nē?kepmx and syłx traditional knowledge and principles.

Works collectively with the family, other SCFSS Teams and community resources to reunify the family through culturally appropriate services to enhance the wellness of children, young people, and families in the Nicola Valley.

Works closely with Family Circle Coordinators to focus on reunification planning for children and their families. Some children are reunified with parents, while family and community members are also explored to identify long term options when parents cannot or will not provide short term support.



Nine
Children reunified with their families and communities

One of the main objectives of the Resources Team is to support children returning home to their family and community. The Resource team provided support to Caregivers involved in the transitions of children and young people reunified with parents or families. Through collaboration with other SCFSS teams, Designated Band Representatives, Community Members and family, Caregivers were supported to reunify children with family and community. The Resource team assisted within transitions through various means, ie transportation to/ from visits, mentoring and advocating for Caregivers resulting in respectful, positive and successful transitions for children, young people, families and Caregivers.

PROTECTION PROGRAM	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
CHILDREN INVOLVED WITH PROTECTION SERVICES	37	3	14	7	1	3	8
YOUTH AGREEMENT 15-19 YEARS	1	0	0	0	0	0	1
ADULT YOUTH AGREEMENT 19+ YEARS	1	0	0	0	0	0	1
TOTAL	39	3	14	7	1	3	10
Intakes/Investigations	6	1	0	0	0	1	4
*Removals	0	0	0	0	0	0	0
Reunification Plans	7	0	3	2	1	1	0
Reunifications	9		1				8

Protection to Prevention

Align our programs and services with our Vision

Strengthen and preserve culture and language | Promote prevention as a family and community responsibility | Support family and community through prevention activities



Jacqueline Merritt

The Youth Prevention Team is responsible for individual supports to young people through culturally safe and strengths-based strategies. The Team supports young people in their holistic wellness, to enhance their family and cultural connections, and build their capacity in their journey towards adulthood.

The Youth Prevention Team worked with young people and community resources to plan individualized and group activities that promoted connections including community cultural events and outings on the land. The Youth Prevention Team prioritized routine check ins and supports with young people on the land and out in the community rather than in-office. This approach was successful in establishing important and ongoing connection with our young people.

We took opportunity to strengthen supports with key family members to ensure a safe place for young people within the family home or community as we know young people, particularly those impacted by the child welfare system are commonly transient. It was important to create plans with young people to establish safety and natural supports in collaboration with family members and community.



7 Female and 3 Male ages 13+ were provided consistent one-on-one support by the Youth Prevention Team

SUPPORTS TO YOUNG PEOPLE AGES 13+	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
Connections on the land or in Community Events	17	3	2	4	0	3	5
Family	22	4	4	2	1	5	6
Elders/Cultural Coordinators	9	2	2	1	0	2	2
Mental Health Support	9	3	1	1	1	2	1
School	0						
Employment	1						1
Outreach Luncheon Engagement	14	3	3	2	0	4	2
Youth Transition Circles	9		2	3			4
Transition into Adulthood	1						1
Referral to other Agencies/Organizations	7	1	2	2		2	4
TOTAL	82	16	16	15	2	18	26

Family Wellness Navigators provided prevention supports to 25 families in Q2. The Team focused on building relationships and gaining trust with our families and communities, building capacity through strengths-based approaches with cultural sensitivity. Family Wellness Navigators assist families with referrals to other service providers, develop family plans with Relations, and demonstrating to families the respect they deserve.

values. Participants focused on creating a sense of self, family, community, culture and language. In the program, couples identify and acknowledge their areas of challenges and growth. Monthly group sessions and regular check-ins include cultural teachings and build on the foundations of trust and connection to self, family, community and culture. Men's Group meets monthly, and focuses on traditional values and beliefs to support men in being healthy Indigenous male role models for our children, young people,

FAMILY WELLNESS NAVIGATORS	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
Families Served	25	4	5	1	1	2	12

Nine (9) couples are registered to participate in SCFSS's Relationship Wellness Program for the period of September 2022 – June 2023. The program models the approach of The Four Blankets of Resiliency by Monique Gray Smith with adaptations to reflect nłe7kepmx and syilx traditional

and families within our Communities. The Men's Group facilitated the first annual Men's Conference at Glimpse Lake in partnership with three (3) of our Communities October 14-16th with over 100 men from across the Nicola Valley in attendance.

TOTAL ATTENDANCE TO GROUPS	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
Group Attendance	55	10	11	7	2	2	23

Protection to Prevention

Shift our focus from fear to love

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

SCFSS expanded prevention services in collaboration with SCFSS teams and communities through the Community Navigation Team. The Community Navigation Team is the first point of contact at SCFSS.

Community Navigators work closely with Designated Band Representatives to ensure incorporation of community supports that aligns best with the family. Community Navigators help connect families with community and prevention supports, provide short term assistance, or refer to other service partners and connect to our Family Circles Coordinators to promote family decision-making. From June to September 2022, the Team received seventy-two



Kristen Stewart

(72) calls, and the team connected families to a variety of prevention supports:

- Ten (10) referrals to our Family Circles Team
- Seven (7) referrals to our Family Prevention Team
- Eight (8) referrals to the Youth Prevention Team,
- Five (5) families were referred to our Culture and Language Team; and
- Twenty-one (21) families referred to community supports.

Out of seventy-two (72) calls, only three (3) families were referred to our Protection Team for further assessment and support.

The Community Navigation Team is creative in thinking outside of the box to ensure families are strengthened and supported to achieve their unique needs. One such example includes: groceries support to ensure a single

Mom of three (3) children could fill her fridge. With referrals to multiple SCFSS teams and community supports, she was supported in meal prepping, youth supports, daycare services, and transportation assistance to important medical appointments.

The Community Navigation Team creates a bridge between our Relations, traditional values, Community and SCFSS by accepting both community and self referrals for prevention, early intervention and protection supports as identified in the graphic below:



Protection to Prevention

Build Community Engagement and Capacity

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



Cathy Jameson

We continue to move away from the historical approach of protection services towards a collective one to build community capacity and resources. 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.

We take direction from Upper Nicola Band through the K'u S'tamtima? and Capti*4 Ethic Agreement that outlines their unique approach to how we are to deliver services. The collaborative work in establishing this protocol defines how SCFSS will support UNB Relations.

Nam ?es zúminstm is the foundational framework of practice for working with families and children in nle?kepmx communities within SCFSS grounded in the people's voices, experiences, and culture.

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 unique needs of nle?kepmx and syilx people.

Protection to Prevention

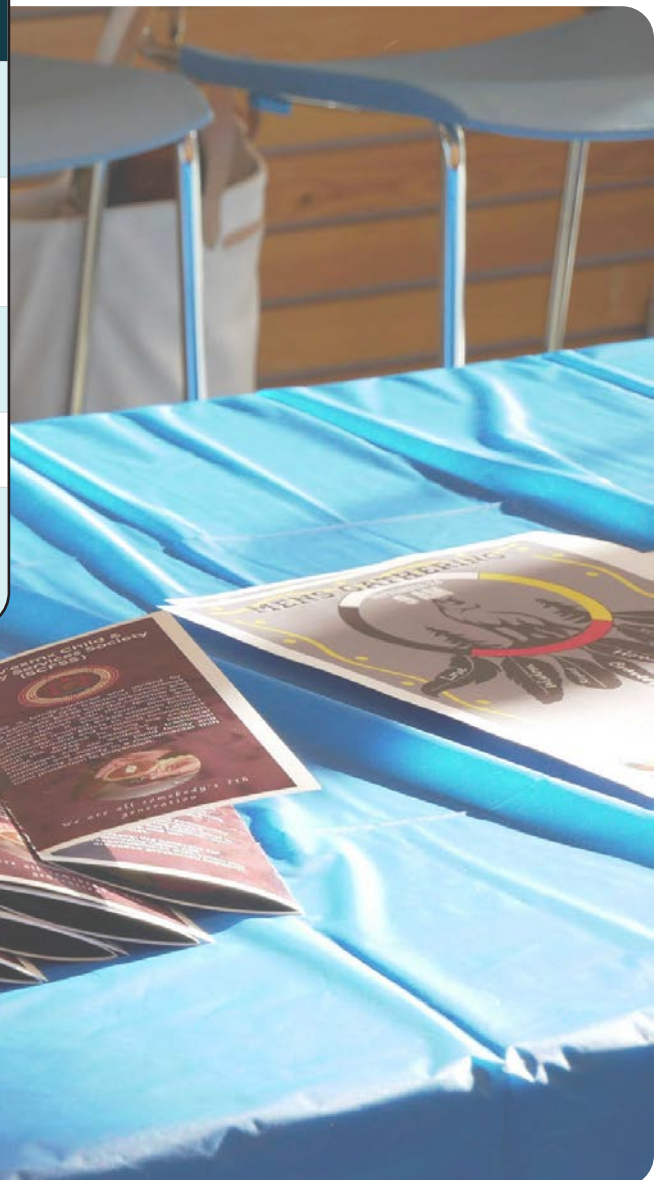
Build trusting relationships

Promote community and parent advocacy | Follow community direction | Engage with community

We continue to build trusting relationships through ongoing engagement with communities. We established connections to develop the specialization of prevention services while we assumed a position of advocacy and support through, for example, the newly created Community Navigation Team. We endorsed consistency in our approach of prevention strategies through exceptional circumstances that connected Relations to financial, cultural and community supports. And we created unique, innovative and futuristic positions, programs and processes that mobilized our

Strategic Plan, with priority on community capacity and collective decision making. Our actions in recent months range from community Meet & Greets with SCFSS and Band employees to the in-community support of Community developed programs through provision of resources: financial, human and cultural. Regular and consistent engagement is highlighted through Community focused prevention initiatives, protocol agreement discussions and tailored measures meeting localized and unique needs.

COMMUNITY	KEY COMMUNITY CONTACTS WITH SCFSS
LNIB	Bridget LaBelle - Health Director Irene Howe - Family Support Worker Tanya Bent - Social Development
CWIB	Laura Antoine - Acting Designated Band Representative, Social Development, and Band Administrator
UNB	Debra Manuel - Director of Relations Carol Smith - Family Preservation
SIB	Lenora Starr - Community Wellness
NIB	Kathleen Jumbo - Designated Band Representative Kay Swakum - Social Worker



Growing our People



Culture of Caring



Protection to Prevention



Growing our People



Infrastructure Alignment



The Scw'exmx Child and Family Services Society (SCFSS) Human Resources (HR) Team manages the complete life cycle of an employee, from recruitment to retirement, including performance management, training and professional development, succession planning, and performance evaluation. The HR Team plans, develops, implements, and evaluates employee relations and human resources policies, programs, and practices while maintaining all HR operations. The HR Team ensures compliance with provincial and federal labour standards and laws while integrating nê?kepmx and syilx culture and protocols into our SCFSS policies and procedures.

Janessa Collins, HR Manager || Sarah Blonde, HR Generalist



Growing Our People

Engage Community Expertise to Support our Vision

Attract and recruit community members | Ensure community and culturally advised recruitment | Build professional capacity through community expertise

Community Orientation consisted of a commentated tour of our five (5) communities, introduction to key community contacts, demographics, and unique qualities. New employees learned about Community Prevention funding, General Service Agreements and community engagement opportunities to begin building trusting relationships.

The Community portion of the Orientation also included high level overviews of cultural practice frameworks and protocol agreements, an updated video presentation and discussion on Bill C-92, an overview of our community directed Strategic Plan and review of the Agreement In Principle - Long Term Reform of Child and Family Services. We provided literature and resources in order new employees can learn at their own pace and maintain for future reference.

ORIENTATION WEEK ATTENDANCE	COMMUNITY							
	OPERATIONS/ ADMIN	COMMUNITY	PROTECTION	PREVENTION	HR	CULTURE LANGUAGE &	FINANCE	ESS
NEW HIRES	12	2	3		2	1	1	2
EXISTING STAFF	2			1			1	
TOTAL ATTENDEES	14	1					1	



“Being in a role that is brand new will have its challenges, but I believe I have the proper supports to be successful in this role. I know I can ask for assistance when needed and that is comforting. I look forward to my future within SCFSS. I will pour my heart and soul into my role here, and I know it will be appreciated and not taken for granted, and that is like a breath of fresh air for me.”

~ New hire, September 2022

Growing Our People

Retain those Committed to our Vision

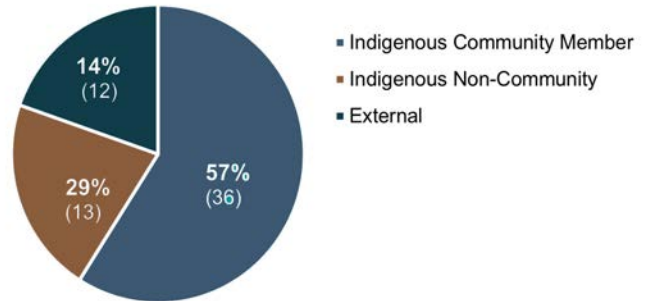
Establish training and development programs | Uphold employee relations

Similar to the recruitment market, the retention of employees is a nation-wide challenge. Analysts state that the increased job stability post-pandemic, labour market shortages, and mental health concerns from COVID-19 are lending to a record-breaking number of employees making career changes. The mass resignations across the country have been coined, “The Great Resignation.”

Within change management, we see the movement and shift of staff as we retain those who are committed to our vision, and others no longer fitting with the vision move on, either through their own accord or the Society’s dissolution of the relationship.

SCFSS Employees

as of September 30, 2022



RETENTION AND TURNOVER	TOTALS	BAND MEMBER	INDIGENOUS COMMUNITY MEMBER	INDIGENOUS NON-COMMUNITY MEMBER	EXTERNAL
Staff – July 1, 2022	59	31	6	13	9
Voluntary Turnover	9	4	1	2	2
All Turnover	10	5	1	2	2
New Hires	12	5	0	2	5
Staff – September 30, 2022	61	31	5	13	12
% RETENTION RATE	81.67%				
% TURNOVER RATE	16.66%				



Vivian McBee

One of Scw'exmx Child and Family Services Society's long-standing employees, Vivian McBee, retired in October 2022. We honour and recognize Vivian for her contributions to SCFSS, and other local organizations in the Nicola Valley. We recognize her impactful influence on our Indigenous families and communities.

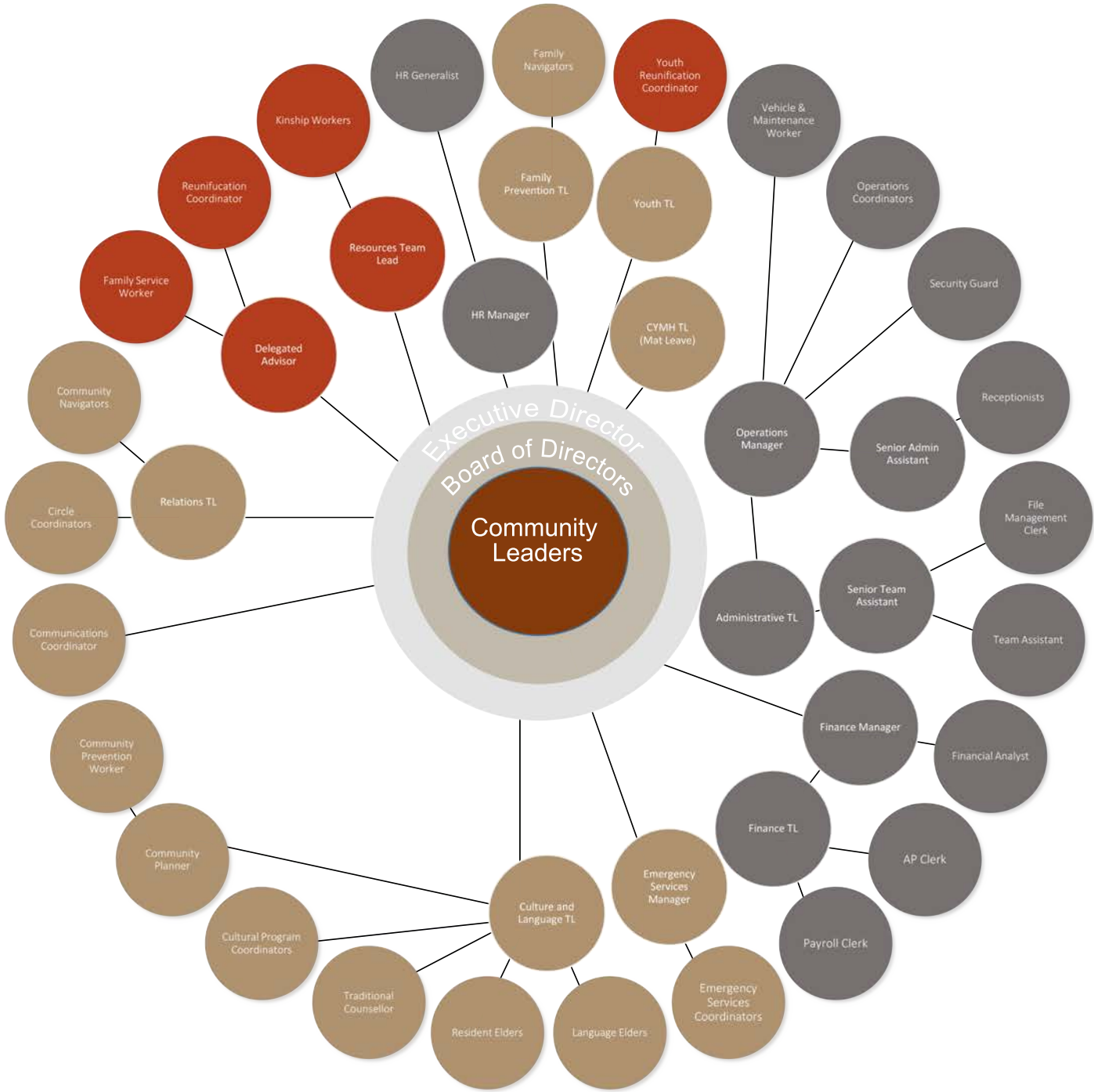
Over a span of 12 years, Vivian worked with SCFSS as a Kinship Care Worker, Family Care Worker, Visitation Supervisor and an Interim Clinical Supervisor. Vivian spent the last 7 consecutive years at SCFSS, with her most recent role as a Kinship Care Worker. Vivian's humour and laughter permeated the walls at SCFSS and radiated throughout the Nicola Valley. She embodies hard work and dedication with her compassion and commitment. Vivian's dedication

to serving our children, young people, and families comes from her passionate heart. She exemplifies true professionalism, and made a tremendous difference in the Nicola Valley, creating a safe and welcoming environment for both her colleagues and the families she's supported.

Going into retirement, Vivian shared her favourite memories are working with the families and caregivers. She said she truly enjoyed learning from the Elders, meeting a variety of different people and watching SCFSS grow. She said, “The kindness of Indigenous people is inherent. Their down-to-earth, genuine ways was my favourite part of work. The storytelling is something I could listen to all day; learning the history through the people and the Elders is the cat's meow.”

Organizational Chart

As Of September 30, 2022



- Protection
- Prevention, Community, Culture
- Administration

Growing Our People

Build Professional Capacity

Ensure culture and language are integrated into training and professional development | Strengthen Human Resources policies, programs, and ethical practices | Access expertise to strengthen community capacity

Secondment Agreements are fixed-term placements of SCFSS staff into a different role in community or internally at SCFSS. It gives staff the opportunity to explore an area of interest, develop new skills, and bring their expertise and experience to build capacity in a new role.

In Human Resources, we see application and hiring trends rise and fall like waves. With the addition of an HR Generalist to the HR Team in July, we saw an increase in our hiring numbers this quarter. However, job vacancies in Canada are up 72.3%, an all-time high, with British Columbia seeing an equal number of job seekers compared to vacancies. With an abundance of employment opportunities and a shortage in the labour market, organizations across BC and

Canada are still facing recruitment challenges, including SCFSS.

With the post-flood impacts still present in the rental and real estate market, there are limited housing opportunities in the Nicola Valley. The limited opportunities for housing and an inflated rental/real estate market have proven to be a challenge for out-of-town recruitment, and HR must focus on attracting community members for employment opportunities.

RECRUITMENT	TOTAL	BAND MEMBER	INDIGENOUS COMMUNITY MEMBER	INDIGENOUS NON-COMMUNITY MEMBER	EXTERNAL
JOB POSTINGS	16				
APPLICANTS	14	1	1	4	8
SCREENING	10	1	1	4	4
INTERVIEWS	18	9	0	2	7
NEW HIRES	14	6	0	3	5
ON-BOARDED	12	5	0	2	5

New Employees



EMILIE SCHULTZ

YOUTH WELLNESS COORDINATOR | JULY 4

As the Youth Wellness Coordinator, Emilie will provide programming and support services to young people to increase opportunities for holistic wellness. They will work collectively with our young people to set goals in all domains of their lives and relationships, identify a support network to help meet goals, and implement healthy strategies to achieve their goals.



JESSICA REED

COMMUNITY NAVIGATOR | JULY 4

As the Community Navigator, Jessica will source and facilitate all community and self-referrals at SCFSS to Prevention services. She will engage with community and self-referrals and ensures the referral goes to the appropriate Prevention service at SCFSS or community resource. She will screen all referrals by engaging in conversation, collecting information, and consulting with relevant SCFSS staff and external service providers.



KATHY GRAY

ACTING FINANCE TEAM LEAD | SEPTEMBER 20

As the Acting Finance Team Lead, Kathy will be responsible for ensuring the provision of financial services, accurate accounting and payroll, risk management services, administration of pension and benefit plans, and general financial support for the organization. Under the leadership of the Finance Manager, Kathy will prepare financial reporting, reconcile bank statements, and provide guidance to the Finance Team.



KAYLYNN DIXEL

FINANCIAL ANALYST | SEPTEMBER 20

As the Financial Analyst, Kaylynn will be responsible for performing a high-quality analysis of financial data, budgetary reporting, and financial analysis of programs and services in accordance with the financial policy, procedures, standards, and guidelines approved by the Board of Directors. Kaylynn will support the overall financial sustainability of SCFSS by providing professional advice on financial matters relevant to operations, supports budgeting and financial analysis responsibilities, including financial modeling, forecasting, researching, and report/presentation preparation.



SATARA TWAN

COMMUNITY PREVENTION WORKER | SEPTEMBER 20

As the Community Prevention Worker, Satara will be responsible for planning, development, facilitation, and assessment of programs, events, and front line Community Prevention services. Satara will work directly with our band communities to ensure effective delivery of culturally appropriate Community Prevention services as directed by the community.



LORI EARLE

COMMUNITY NAVIGATOR | SEPTEMBER 20

As the Community Navigator, Lori will be responsible for sourcing and facilitating all community and self-referrals at SCFSS to Prevention services. Lori will engage with community and self-referrals and ensure the referrals go to the appropriate Prevention service at SCFSS or community resource



CORRINA MANUEL

CULTURAL PROGRAM COORDINATOR | SEPTEMBER 20

As the Cultural Program Coordinator, Corrina will be responsible for developing, implementing, and coordinating programs and services specifically designed for nle7kepmx and syilx children, young people, and families residing in the Nicola Valley. Corrina will work in collaboration with two other Cultural Program Coordinators as part of the Culture and Language Team to engage with children, youth, families, and our communities to determine culturally-relevant program needs and interests.



KELLY HANSON

FAMILY WELLNESS COORDINATOR | SEPTEMBER 20

As the Family Wellness Coordinator, Kelly will be responsible for facilitating participant-centered support through the creation of Wellness Plans. Kelly will work collectively with participants to set goals in all domains of their life and relationships, identifying a support network to help meet goals, set time frames, and implement healthy strategies to achieve their goals.



DANIEL JAGER

TRADITIONAL COUNSELLOR | NEW ROLE SEPTEMBER 20

As the Traditional Counsellor, Dan will provide culturally grounded and traditional holistic counselling to SCFSS young people, parents, and families. Dan will provide one-on-one counselling support to individuals reaching their wellness goals. He will also coordinate and facilitate groups and workshops to bring people together within the healing process. Dan will incorporate traditional and cultural processes in his engagement relationships, ensuring nle7kepmx and syilx values and protocols are respected and implemented.



TIM STERLING

SECURITY GUARD | AUGUST 22

As the Security Guard, Tim will be responsible for protecting SCFSS's assets, properties, and personnel. Tim will protect the establishment from threats, unlawful activity and property damage, and maintains surveillance and overall protection of the agency.



WILSON SMITH

VEHICLE AND MAINTENANCE WORKER | AUGUST 22

As the Vehicle and Maintenance Worker, Wilson will be responsible for transportation, general maintenance duties, and event support at SCFSS. Wilson will perform general maintenance and repairs of SCFSS facilities and coordinate maintenance of all company vehicles.



CHARLENE JOE

EMERGENCY SERVICES COORDINATOR | AUGUST 22

As the Emergency Services Coordinator, Charlene will be responsible for supporting the planning, development, and delivery of emergency support services in mitigation, prevention, preparedness, response, and recovery from environmental emergencies, disasters, and crises in our communities. Charlene will work closely with our six (6) communities to support and build community capacity for emergency services and support.



NATASHA THYS

DELEGATED ADVISOR | NEW ROLE AUGUST 22

As the Delegated Advisor, Natasha will provide advice to the Prevention and Protection Teams at SCFSS for delegated services and practices in alignment with nle7kepmx and Syilx frameworks of practice. She will complete audits of delegated services to ensure the quality of assurance standards and assess compliance with standards and policies alongside traditional practices. Emphasis is on the preservation, restoration, and reunification of families



SARAH BLONDE

HUMAN RESOURCES GENERALIST | JULY 4

As the HR Generalist, Sarah will be responsible for full-cycle recruitment, document, and policy development, supporting performance management, and ensuring effective human resources. She will draft policies and documents, maintain statistics, generate a variety of reports, provide HR support to our member communities, and administer training, professional development, and employee wellness programs at SCFSS.

Message from the EXECUTIVE
DIRECTOR to new hires
Week 1 of Orientation

heñte? k^w | waỵ | hello,

A warm welcome and follow up from our engagement during your Orientation week. Thank you for the opportunity to share from a leadership perspective the vision of Scw'exmx Child and Family Services Society (SCFSS). I look forward to the opportunity to watch you grow into your roles within SCFSS that truly represents the direction we are moving. It is up to you, as to how you walk this journey with us and I encourage

you to be proactive, motivated, listen and develop a keen sense of critical thinking*. Please see definition below and discuss with your Team Leader how you can exercise this skill within your daily work.

**Critical thinking is the intellectually disciplined process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and/or evaluating information gathered from, or generated by, observation, experience, reflection, reasoning, or communication, as a guide to belief and action. In its exemplary form, it is based on universal intellectual values that transcend subject matter divisions: clarity, accuracy, precision, consistency, relevance, sound evidence, good reasons, depth, breadth, and fairness.*

I provide for your ongoing review, reflection and referral as you journey into your new role: the Scw'exmx Child and Family Services Society Strategic Plan, Call to Action and Executive Director Reports to our Board of Directors that represent samples of the past couple years and the change that's taken place. As part of your employment with SCFSS, it is your responsibility to do the best of your ability to represent us in a way that follows the Leadership of our Communities, the direction of the Society in your personal and professional response to our Board of Director's Call to Action and community led Strategic Plan.

As you review the attached and reflect upon your performance, skills, effort, and contribution I ask of you the following:

(1) Define your commitment to SCFSS taking the attached and our session on September 26th into account.

As our Elders put it, "we are here for the people", "we are not here for ourselves, its not about us, its about our people and communities" and "we must have ethical, trustworthy, empathetic, cultural and respectful behaviours". 'psnawxsiylx' [pee-nuckss-seeilkx] is a one (1) word reminder of who we are and what we represent: Respect and Responsibility.

(2) How will YOU demonstrate respect and responsibility as a new SCFSS employee, and someone who takes action as defined in our Strategic Plan to represents a collective TEAM approach?

Your Orientation week provided you with fulsome information to begin your journey with SCFSS. Please use this information and teachings wisely as you immerse yourself into our Family. Listen carefully and become an observer first; and access your team's Leadership to support questions you may have.

We are All Somebody's Seventh Generation.

I am excited to hear from you, and look forward to future engagements and connections.

humeñ | Limləmt | Thank you,



Responses from new hires:

Define your commitment to SCFSS:



“My promise to SCFSS is to be open-minded. Trusting. Understanding. and to listen with open ears, an open heart, and an open soul.”

“I am committed to utilizing my skills and knowledge to continue building a healthy relationship while working on revitalizing the culture and language within the Nicola Valley and Nlaka’pamux Nation.”

“My commitment to SCFSS is to always express myself humbly, honestly, with integrity and a great deal of respect. I commit to try with the greatest effort possible to learn the language, the meanings for ceremonies, to empathize with all the individuals that cross my path to understand their respective journeys.”

How will YOU demonstrate respect and responsibility as a new SCFSS employee, as someone who takes action as defined in our Strategic Plan to represents a collective TEAM approach?

“My respect and responsibility include being dependable when I am called upon, using my voice to share my knowledge, keeping my mind and heart open, and walking my journey at SCFSS in a healthy, loving manner.”

“I look forward to applying my passion for human rights & human connection to truly making an impact within our communities. I am eager to learn all that I can about our local culture, languages, and traditions.”

“My responsibility to SCFSS is to never assume. Never assume that the work is complete. Never assume that I will have a full understanding. Never assume that I have learned everything that I need to know. It will be my duty to evolve with the ever changing and every growing agency alongside the indigenous peoples within our communities.”



Growing Our People

Adopt, Embrace and Implement Cultural Practice Frameworks

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

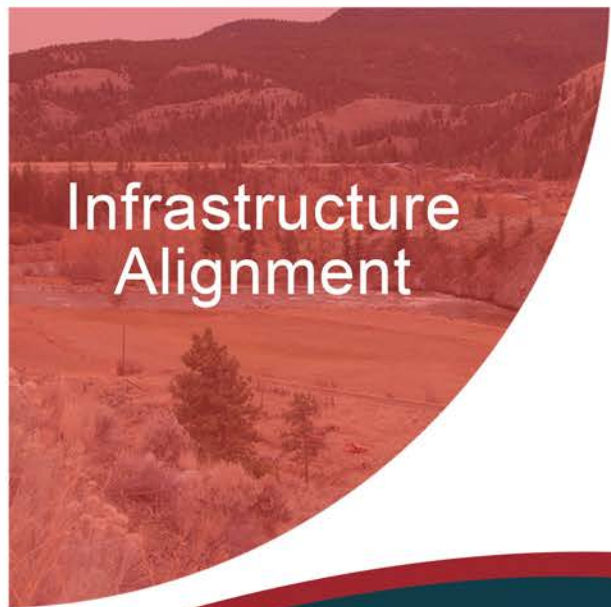
The Elders HR Working Group continues to support HR policies and procedures, including the revision of the HR Policy Manual. The Executive Director provided feedback on the HR Policy Manual revision, and the HR Manager set a deadline for implementation and completion of the revisions, in order the policy may have final comments from the Board before the end of Q4.

Review of Captwitl Ethic Agreement with UNB Director of Relations, UNB staff and SCFSS Team members to detail specific roles and responsibilities began in August with bi-monthly gatherings for on-going review and discussion.

Protocol discussions initiated with LNIB in July to review and revise recommendations to Leadership regarding development and expansion of formal Community



Infrastructure Alignment



Infrastructure Alignment

Realign budgets to shift from protection to prevention

Assess community demographics | Work with funding agencies to ensure community and prevention funding

Funding is an integral component allowing SCFSS and Communities to further our work together. Indigenous Services Canada (ISC) is the primary funder to SCFSS and our five (5) member Communities through Community Prevention funding (see table below) and possesses a better way to fund prevention activities ON-RESERVE based on the needs of each community, known as Needs Based Funding. Three years into this Needs Based approach to funding, prevention services continue to expand at SCFSS and the community level. While on-reserve communities are provided customized funding, our Urban/Off-reserve demographics require flexible and responsive funding that recognizes our role as positioned to support people living off-reserve in urban areas. Indigenous urban members in the Nicola Valley have their origins in many Indigenous cultures from across the country. Our Urban Relations

must be able to access similarly flexible and needs-based funding as those on-reserve; whereas they do not.

Ministry of Children and Family Development (MCFD) continues to limit our Urban/Off-Reserve population in a discriminatory approach through funding based on population and the number of children in care. We challenge these discriminatory funding models to align at minimum with the federal funding approach and Canadian Human Rights Tribunal (CHRT) orders while Communities pursue jurisdiction.



Misty Paquette

COMMUNITY PREVENTION ANNUAL BUDGETS 2022-2023					
LNIB	CIB	UNB	*SIB	**NIB	TOTAL Funding
\$379,500	\$496,800	\$744,964	\$237,500	\$358,398	\$2,217,162
(SURPLUS FROM 2021-2022 FUNDING (ACCORDING TO REPORTING RECEIVED)					
\$30,000	\$355,403	\$370,592	\$237,500	\$445,224	\$1,437,361

Infrastructure Alignment

Improve Information Technology support in current and post Covid-19

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



Crystal Narcisse

In collaboration between Operations and Emergency Services we continue to ensure the safety of employees as we navigate through the COVID-19 pandemic, keeping updated and revising the SCFSS safety plan as needed. This also includes navigating COVID-19 incidents from employees, Relations, Caregivers and children in care. We recognized an increase in cases in August within SCFSS. We continue to assess for risk mitigation and we will uphold stringent preventative measures within the workplace to ensure the health and safety of our employees and Relations.

The Administration Team, consisting of Team Assistants and File Management Clerks, have many areas of expertise. Their overall goal is to remove 95% of Administrative duties from front line staff in order they focus on their children, young people, families, and communities. Additional supports include supporting families with newborn, young people, and adults in obtaining various government ID and services, ie Indian Status registration and medical benefits. The Team Maintains all electronic and physical files in proper order. The Administration Team participates in case file reviews and community engagement sessions, and we scribe meeting notes and action items to streamline communications and record meetings.

Infrastructure Alignment

Integrate programs and services to build community capacity



Kristy Joe

The Emergency Services Team was created to pro actively respond to emergencies and unprecedented times. We assist in the prevention, mitigation, preparedness, response, and recovery of emergencies, and we work in close collaboration with internal and external Teams. Though we cannot predict when a flood, pandemic, wildfire or any emergency may occur, we can take proactive measures to prepare ourselves.

With the help of the Resources team, Emergency Services facilitated four (4) 2-hour workshops on Emergency Preparedness and provided a Registration bag, 72 hour emergency, and vehicle emergency bag.

The Emergency Services Team worked to build trusting relationships and identify collaboration opportunities with other service providers and our communities. The following represent the meetings attended in Q2:

- Emergency Management BC Provincial Regional Emergency Operations Centre Calls (daily)
- Merritt Overdose Crisis Response Committee Peer Advisory – Interior Health 7 Service Providers
- First Nations Drug Crisis Working Group – SCFSS, SCHSS, NLX Health, Conayt
- Harm Reduction Event Committee – October 20 & 21, 2022

EMERGENCY PREPAREDNESS WORKSHOP - CAREGIVERS	
NUMBER OF CAREGIVERS ATTENDED WORKSHOP	19
NUMBER OF CHILDREN IN CARE ATTENDED WORKSHOP	18
NUMBER OF EMERGENCY PREPAREDNESS PACKAGES DELIVERED TO CAREGIVERS	6



Cely-Rae Street

Within our Strategic Direction of Infrastructure Alignment, we explore spare-sharing potential by identifying facility options for employees to collaborate alongside Community and in close proximity to our Relations. To achieve this goal, we will collectively approach the development of a Legacy Project and satellite spaces within community that encompass the ultimate vision and direction of our communities. As we increase our prevention support services in collaboration with surrounding organizations and communities, it is crucial that we plan for this development by entertaining a holistic and welcoming space to continue good work as guided by our families, young people, and communities.

We engage regularly with contractors for the planning of placement of our presently owned Britco office complex, and plan to engage our communities to formulate a Building Procurement Committee as we pursue design and implementation of our Legacy Project.





“I am extremely impressed with the level of professionalism and level of commitment of this team, and I feel quite safe. It is clearly evident watching my coworkers, team leaders and managers there is a high level of respect held for each other; equally evident is that there is a shared goal, to walk beside each other towards that shared goal. The environment feels healthy.”

- SCFSS Employee

Scw'exmx Child & Family Services Society

Victor York

When we look at Scw'exmx Child and Family Services Society, we identify with the first word: Scw'exmx; it means "peoples of the creek." Victor York speaks about what it means to be Scw'exmx, and that we are all one people, we are united, and we are all a family in one Nation. We are no longer individuals, we are no longer different bands, we are all Scw'exmx.



When asked to introduce himself, Victor gets a slight smile, chuckles, and says, "Well, I guess I'll tell you what I tell other people when they ask me to introduce myself: my name is Victor York, and I come from horse thieves, and then they know who I am." Victor York is from the n̄eʔkepmx nation and he is a Lower Nicola Indian Band member, raised outside of the Nicola Valley with his family. Victor says that he's Scw'exmx, a person of the creek, and that we're all Scw'exmx, no matter what band we're from. His introduction aligns with his personality - his humour shines through, and he hesitates to speak about his accomplishments and contributions in our Nation.

Victor is a dedicated community member. In 1968, Victor was one of the six individuals who recognized the need for a Friendship Centre in the Nicola Valley to serve the growing population of urban Aboriginal people. In starting the Friendship Centre, resources were limited, and financial institutions were not willing to loan monies to fund the Friendship Centre. Victor, alongside five others, put his home up as collateral. Thanks to their collective efforts, the Friendship Centre was born, now known as the Conayt Friendship Society, for which Victor is the Vice-President of the Board.

Victor was on Chief and Council for Lower Nicola Indian Band for 18 years, until his final term ended in 2013. Victor moved for economic development opportunities for his people, and wanted to create lasting impacts to benefit the community. He talks about how we need to unite as a large Nation, and to recognize each other as family. Rather than identifying which band you're from, identify as Scw'exmx, unite together, and we will be unstoppable.

Victor truly believes in the vision and direction of Scw'exmx Child and Family Services Society; he says how it's in our name, Scw'exmx, and that our organization will be the one to unite the others for the greater good in serving our peoples and reclaiming our traditional ways of knowing, being, and doing.

As a Resident Elder and Elder Advisor to the Executive Director, Victor has a significant impact within our Society. He listens, watches, and considers what is happening around him to ensure he understands every perspective. When he speaks, he's calm and his voice carries his teachings and wisdom, bringing forward generations of intergenerational strength. As a four-time pipe carrier, Victor is steadfast in his duties and responsibilities as a pipe carrier. He acts with integrity, speaks with honesty, listens with empathy, and believes wholeheartedly in our people.

In his 3 years with SCFSS, Victor has supported our organization in policy and practice changes, built trusting relationships with our staff and clients, and been a fierce advocate of our Society, peoples, and communities. With his words, we follow the wisdom of our ancestors as we work collectively to exercise n̄eʔkepmx and syilx inherent rights as we empower children, young people and families.

“Each one of us can make a difference together. We can make change for the future. By touching so many lives, we are able to change the spirit of our people.”

Victor York
Resident Elder

Scw'exmx Child & Family Services Society

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1988 QUILCHENA AVENUE, MERRITT BC

Main Office
1750 LINDLEY CREEK ROAD, MERRITT BC

Language Nest Office
183 NAWISHASKIN LANE, MERRITT BC



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