



Scw'exmx Child & Family Services Society

Quarter Three (Q3) Report
October - December 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.



CONTENTS

EXECUTIVE SUMMARY

04

STRATEGIC DIRECTIONS

07

CULTURE OF CARING

11

PROTECTION TO PREVENTION

18

GROWING OUR PEOPLE

24

INFRASTRUCTURE ALIGNMENT

30



Executive Summary

In October, the Scw'exmx (SCFSS) team came together for our Annual General Meeting (AGM) at NVIT. The AGM experienced the highest turnout in years as an excellent opportunity to share achievements and challenges from the 2021-22 fiscal year.

October edified the resiliency and love of our Scw'exmx family, as we came together to grieve and care for one another. Our beloved Resident Elder and friend, Victor York journeyed to join his Ancestors in the Spirit World on October 15. As an Elder Advisor to the Executive Director and a strong voice in our shift from Protection to Prevention, a legacy *k'wúk'wpi?* and influential leader across the Nicola Valley, Victor always had words of wisdom peppered with his quick wit. His statement will forever remind us of our role at SCFSS: "We're here to do the work for our people, we're not here for ourselves."

As we moved into November, Human Resources with the Culture and Language Team collaborated to plan and facilitate an Elders Luncheon at the Merritt Civic Centre. The Luncheon provided an opportunity for Resident Elders to share of their role at SCFSS and provide information to peers, creating an opportunity for Elders interested in supporting their community through employment at Scw'exmx. With 56 Elders in attendance, 17 were interested in learning more about Scw'exmx. HR and the Leadership team will facilitate an Information session on February 9th to garner further interest and next steps.

The SCFSS 5-year Strategic Plan (2021-2026) created by our five (5) community Chiefs and Board of Directors in October 2020, is reviewed annually to ensure SCFSS' accountability to progress and address priorities as defined by Communities. November 19 & 20 marked the third annual Strategic Planning session and engaged all five (5) communities Chiefs (one through proxy), Band Administrators, Band Representatives and SCFSS Board of Directors and Leadership team. Priorities for fiscal 2023-2024 were identified and will formulate the foundation for SCFSS Leadership Fiscal Planning January 26-28th.

The *Our Children, Our Way* Prevention Conference hosted by the BC held Secretariat and Indigenous Child & Family Services Directors in Vancouver was widely attended by thirteen (13) SCFSS employees, two (2) Board of Directors, and five (5) Community Representatives from four (4) of our Member Communities.

The Vice-President | Board of Director and the Executive Director attended the All-Chiefs Meeting on Children and Families, alongside four (4) Community Leaders on November 24th & 25th. The focus of the two (2) day conference emphasized support to First Nations to resume jurisdiction over their children and families.

December afforded the opportunity to gather the entire staff in one location for the first time since 2019. The Scw'exmx Christmas and Staff Appreciation event on December 17th was a much-needed gathering. With 55 of 63 staff, plus 35 guests, we totalled an event attendance of 90 people. We recognized and honoured staff with words of appreciation, presented a legacy gift, enjoyed a meal together and engaged in a lively game of Indian Bingo.

As our year came to a close, we mourned the loss of our treasured Resident Elder, N'Kwala Daniel Manuel on December 20, 2022. Our staff, Relations, and communities grieved as we honoured N'Kwala's time earth side.

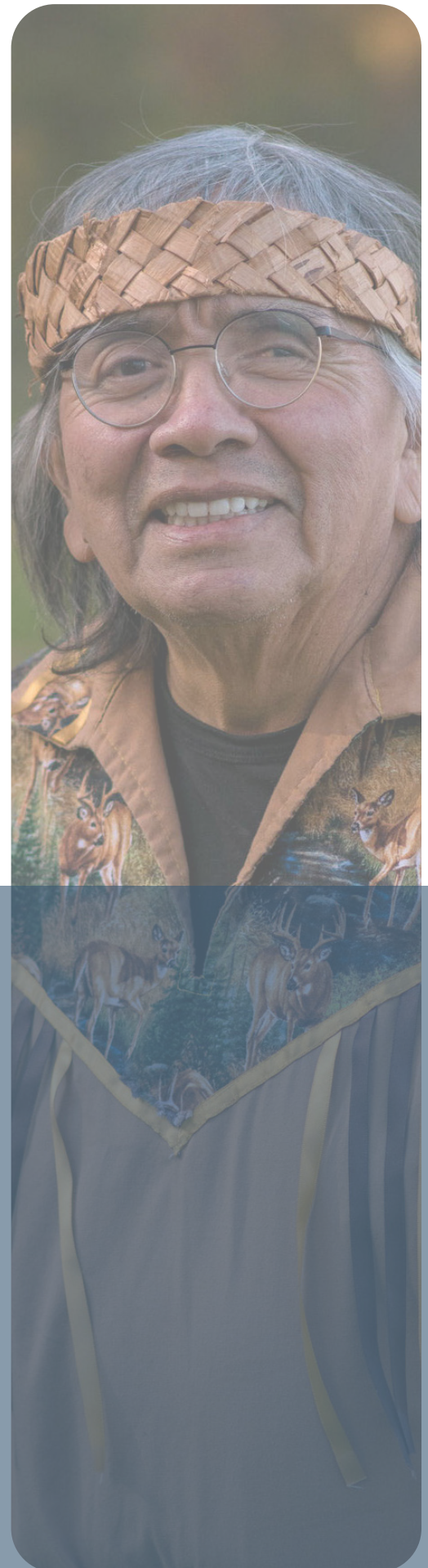
N'Kwala was a steady presence in the past three years at Scw'exmx, sharing his views on our work: 'psnawxyilx' [pee-nuckss-seeilkx] is a one (1) word reminder of who we are: *Respect and Responsibility*. "That's all we should have to say, one word to remind us of our responsibility and why we are here. We must continue to remind each other about who we are and how we should act in a good way."

Lisa Post
Executive Director



We appreciate the opportunity to continue to build trusting relationships with our communities and Relations.

Please connect with me directly if you have any questions or concerns.



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 n̓e?kepmx and sy̓ilx 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 *nłeʔkepmx* and *syílʔx* traditional values are reflected in the development of protocol agreements, policies, governance, and laws.



Culture of Caring

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.



Growing our People



Protection to Prevention

Protection to Prevention

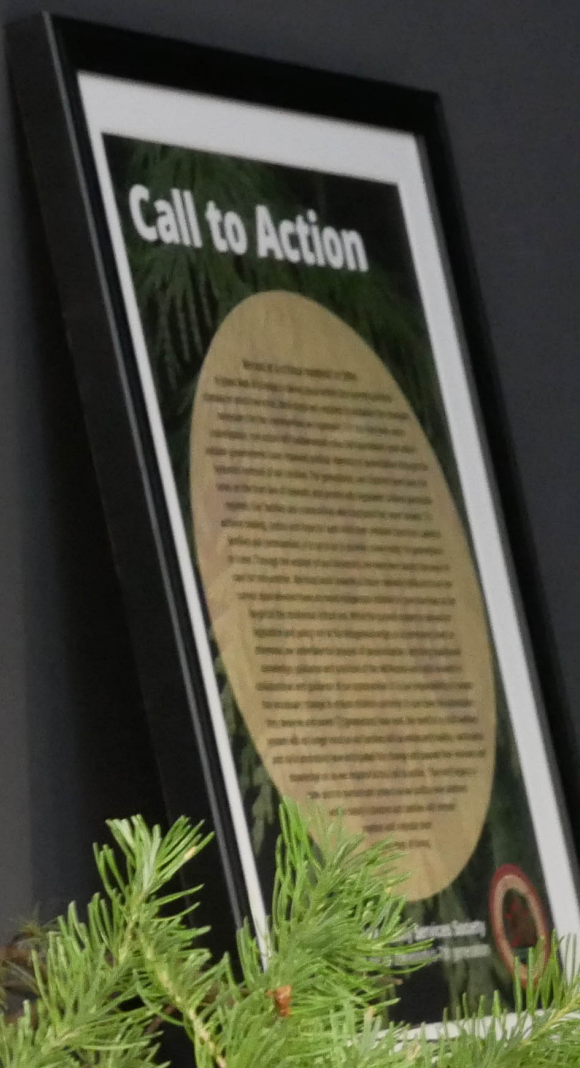
Historically a protection-based agency, our Board of Directors and Community Leadership prioritize an urgent and immediate transition from governmentally imposed policies, procedures, and practices to the use of culturally reflective prevention-based strategies across all SCFSS programs and services.



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 lead in planning the October 31st “Halloween Extravaganza Event”. This event increased collaborations through partnering organizations: Citxw Nlaka’pamux Assembly (CNA), Conayt, Nlaka’pamux Health Services, Scw’exmx Community Health Services (SCHSS), and Work BC. With over 300 in attendance, representation included our five (5) member Communities and Urban Indigenous children and families.

The Nooaitch Back-to-School Dinner in October recognized current students and recent graduates over the past five (5) years. CNA’s Nooaitch Community Engagement worker supported the event with CNA resources, alongside five (5) SCFSS employees who introduced themselves and shared about SCFSS roles of engagement.

We supported an Outreach giveaway with other service partners on November 7th at Spirit Square, giving away cold weather clothing, soup, hot chocolate, and ‘hot hands’.

In December, we engaged in several Community events including UNB’s Christmas Breakfast, N’kwala School Christmas Craft Day, LNIB’s Healthy Living & Baby Welcoming Dinner, and Shackan’s Winter Solstice Event.

Elders and community members have been asking for movement and discussions regarding the drug and opioid crisis in the Nicola Valley, with Merritt #1 on the list for the most drug poisonings per capita.

SCFSS’ Emergency Services & Community teams initiated a collaboration over a year ago with Indigenous service partners including Nlaka’pamux Health and Scw’exmx Community Health Services to formulate a committee. The outcomes of this committee resulted in the collaborative *Harm Reduction in Community* event to promote healthier lifestyles and raise community awareness.

We invited cross community organizations and met weekly to organize the event, which took place October 20th & 21st, 2022 at the Merritt Civic Centre. The event touted over thirty (30) Wellness information booths, eighteen (18) presentations, and was widely attended.

A First Nations approach to harm reduction strengthens conventional strategies by weaving culture, teachings, community and connections to the land and one another. This event was a first step in our communities working together to promote healthier and safer communities.



Stephanie Tourand
Sr. Community Planner

COMMUNITY MEETINGS/EVENTS	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
COMMUNITY ENGAGEMENT ACTIVITIES	26	3	2	4	3	3	11
COMMUNITY ENGAGEMENT MEETING	17	2	0	8	0	2	5
COMMUNITY CASE FILE REVIEW	4	0	1	1	1	1	0
TOTAL	47	5	3	13	4	6	16

Culture of Caring

Integrate Language & Traditional Teachings

Weave nłe7kepmx and syilx culture into all aspects | Immerse nłe7kepmxcin and nsyilxcən

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 days with the SCFSS Culture and Language Team. Employees spend these days engaged in traditional crafts, spending time on the land, learning of our history & stories, being introduced to nłe7kepmxcin and nsyilxcən, and building relationships with a strong cultural connections at the outset of their SCFSS journey.

Some examples of Orientation activities included hand drum making, commitment sticks and establishment of strong connections to Resident Elders on the land and around a meal.

Human Resources ensures local Indigenous culture and language is woven into the recruitment and hiring process for all potential employees through prayer and introductions.

In Q3, team members successfully completed the nłe7kepmxcin Level 1 course. All staff are eager to continue their cultural education by participating in nsyilxcən classes in the upcoming quarter.

Our Communications team collaborated with the culture team to integrate the use of our indigenous languages in our public-facing media.



8
Staff attended orientation week this quarter

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
ELDER SUPPORTED TRAINING	33							33
TOTAL	79	5	5	1	0	0	4	64



Culture of Caring

Grow Caregiver networks in alignment with traditional/community networks



Brenda Emery
Sr Community Caregiver
Coordinator

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

The Community Caregiver (previously known as Resources) Team’s primary objective is to support Caregivers, as they care for our communities’ children and young people. Where we provide financial support, we also support Caregiver and family efforts to keep young people connected to their families, culture and communities. The Team works in collaboration with other SCFSS programs, Community Band Representatives and partner organizations to enhance the level of resources offered.

In November, Caregivers participated in Fire Safety training. Each Caregiver who attended the

training were provided a household fire safety kit, courtesy of SCFSS Emergency Services. Fire Safety kits were compiled for Caregivers not in attendance of the training. Kits were delivered along with Christmas gifts for children, young people and Caregivers throughout the month of December.

Two (2) SAFE Home Studies were completed in November for new caregiver homes with one pending completion in the new year. The SAFE Home Studies are completed by consultant Chris Pearson-Bronsch, retired SCFSS Team Leader and long time employee.

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

CAREGIVERS	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
KINSHIP HOMES	26	3	6	2	0	0	15
NON-INDIGENOUS FOSTER HOMES	5						5
GROUP HOME PLACEMENTS	0						
Totals	31	3	6	2	0	0	20



*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

Incorporate learning from Elders and Knowledge Keepers

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

Human Resources, with the Culture & Language Team, held an Elder's Luncheon at the Merritt Civic Centre on November 17 as an opportunity to recruit new members into our Resident Elders Team.

The Team facilitated a luncheon and played Indian Bingo with door prizes for attendees. Resident Elders and Language Elders had the opportunity to speak to the group, and shared about their role and current needs within the Scw'exmx Resident Elders Team. The event was a great success with 56 Elders in attendance. HR received 17 applications of interest from Elders wishing to learn more about the role.

Our Cultural Program Coordinators manage the Feel the Beat events and involve Elders to provide support and engage with Relations and Community. The Team also organized a monthly *Full Moon Hand Drumming* evening which takes place on the full moon of each month and rotated amongst our communities.

Our Traditional Counsellor, also a member of the Men's Group, facilitates monthly sessions which bring together men from all of our communities with various ages and backgrounds.

In addition, our Child and Youth Mental Health Counsellor travels to various communities, including Nkwala School and Merritt Secondary School, to offer cultural teachings and support mental health and wellness.



Lucinda Seward
Culture & Language
Team Leader



Scw'exmx Child and Family Services Society (SCFSS) is family centered and guided by nte?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

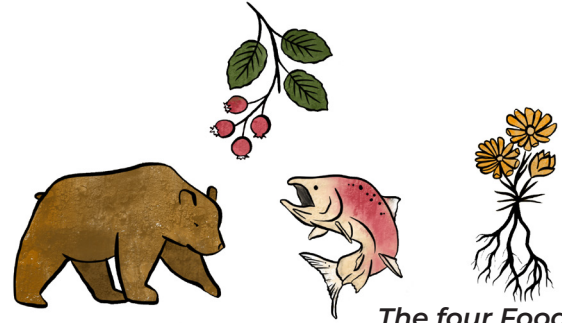
Return rights and responsibilities to our people through the development and implementation of Governance and Laws

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

We provided an updated presentation regarding Bill C-92 into the monthly SCFSS Orientation week to ensure new staff are familiar with our Communities and how we work together. We facilitated community tours, presentations on protocol agreements, Captikwl Ethic Agreement, Nlaka'pamux Framework of Practice, Sylx Family Declaration and the many collaborations between SCFSS and each community.

SCFSS engaged in the K'u Stəmtíma? Strategic Planning session early December to support the work we do together in alignment with the Captikwl Ethic Agreement. A cross agency community team reviewed and amended the Captikwl Ethic Agreement for presentation to the K'u Stəmtíma?, Social Justice Pillar and finally to Chief and Council in February, 2023.

The Community Team and Executive Director meet regularly with Upper Nicola to support the community's journey toward jurisdiction. Executive



The four Food Chiefs

meetings with Director of Adoptions, MCFD identified nominal progress in recent legislative changes of CFCSA (Child, Family, Community Services Act) in November. SCFSS to support UNB's development and community engagement for implementation of own laws, with a scheduled approach with Community commencing in January 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



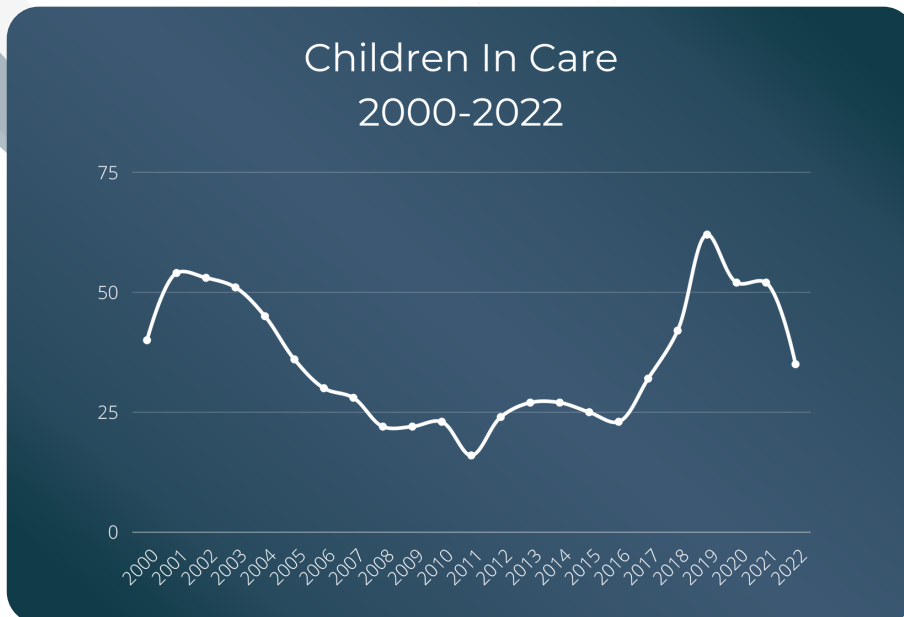
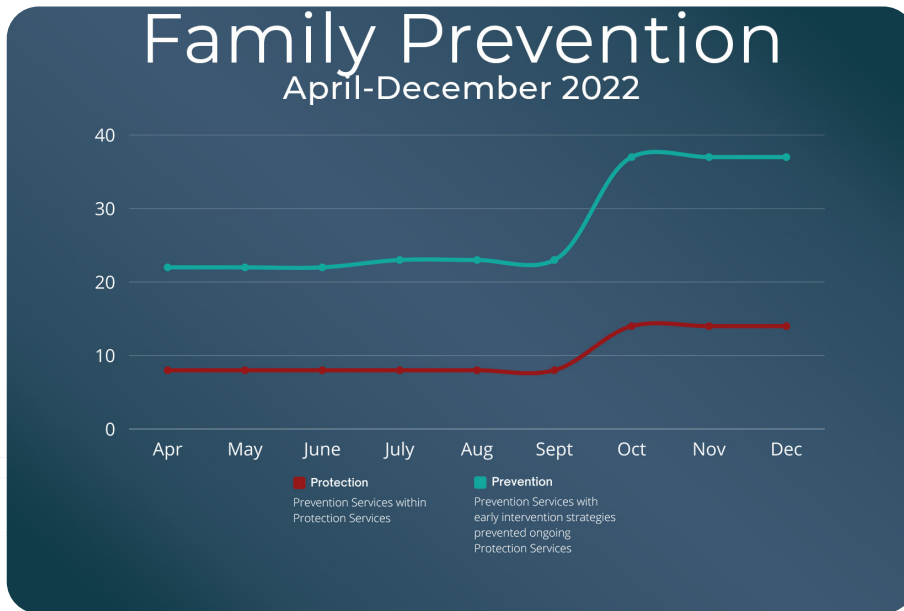
Natasha Thys
Delegated Advisor

The following tables represent the decrease of children in care since January 2021 alongside significant change management in SCFSS's shift from Protection to Prevention.

2021 CHILDREN IN CARE	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
JANUARY 2021	64	5	22	6	4	3	24
FEBRUARY 2021	60	5	20	6	4	3	22
MARCH 2021	60	5	20	6	4	3	22
APRIL 2021	57	5	18	6	3	3	22
MAY 2021	62	4	18	6	3	3	28
JUNE 2021	63	4	18	6	3	3	29
JULY 2021	62	4	18	6	2	3	29
AUGUST 2021	63	4	18	6	2	3	30
SEPTEMBER 2021	61	4	16	6	2	3	30
OCTOBER 2021	62	4	17	6	2	3	30
NOVEMBER 2021	62	4	18	6	2	3	29
DECEMBER 2021	62	4	18	6	2	3	29
JANUARY 2022	57	3	16	6	2	3	27
FEBRUARY 2022	56	2	16	6	2	3	27
MARCH 2022	56	2	16	6	2	3	27
APRIL 2022	55	2	15	6	2	3	27
MAY 2022	55	2	15	6	2	3	27
JUNE 2022	53	2	15	6	2	3	25
JULY 2022	52	2	15	6	2	3	24
AUGUST 2022	51	2	15	6	2	3	23
SEPTEMBER 2022	45	2	15	6	2	3	17
OCTOBER 2022	40	2	14	6	2	3	13
NOVEMBER 2022	40	2	14	6	2	3	13
DECEMBER 2022	38	2	13	6	2	3	12
TOTAL CHANGE	-26	-3	-9	0	-2	0	-12

	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
RESCINDING CONTINUING CUSTODY ORDER	0	0	0	0	0	0	0
RETURN TO FAMILY/COMMUNITY	1	0	0	0	0	0	1
TRANSFER OF GUARDIANSHIP	1	0	1	0	0	0	0
TOTAL	2	0	1	0	0	0	1

An example of one story as we seek to bring children home: in December, 2022 a 'child in care' was successfully reunified with family after the cancellation of a voluntary agreement through the legal transfer of guardianship to her maternal aunt under a 54.01.



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

February and March mark a significant shift in the delivery of various programs and services through the planning and organization of demographic specific conferences; whereas within the past three years, we have been restricted in large scale delivery as a result of the covid-19 pandemic. These conferences will highlight and promote mental wellness in midst of culture and traditional values through defined prevention strategies.

The events are collaborative, engaging Member communities and urban Indigenous organizations across the Nicola Valley.

- Mental Health Wellness Days: February 22nd & 23rd for employees
- Women's Conference: March 3-5th
- Young People Wellness Event: March 20-24th
- Mental Health Wellness Days: March 16th & 17th
- Culture Camps: March 28-31st for children/ young people in care, caregivers and families
- Men's Conference: facilitated quarterly



38
Community Members attended Men's Group

Our efforts to reunite young people with families through effective communication and understanding have proven successful. Ongoing community circles have strengthened relationships, leading to positive outcomes for all participants.

We are proud to welcome two new Youth Wellness workers who specialize in one-on-one support within the community. We've committed to introducing the workers to each community and create a plan of connection and support within each.



Jacqueline Merritt
Youth Team Leader

The Youth Prevention team invites families and community members to join the circle of support for young people. Our aim is to help young people and families identify the impact of historical and generational trauma to provide young people with the tools to overcome these obstacles.

SUPPORTS TO YOUNG PEOPLE AGES 13+	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
Connections on the land or in Community Events	32	8	4	8	2	6	4
Family	31	8	12	2	-	4	5
Elders/Cultural Coordinators	13	3	6	4			
Mental Health Support	7		4	1		2	
School	20	2	8	1		3	6
Employment	0						
Outreach Luncheon Engagement	43	5	20			10	8
Youth Transition Circles	11	2	6				3
Transition into Adulthood	14	2	5	1		2	4
Referral to other Agencies/Organizations	1						1
TOTAL	172	30	66	19	2	27	31

Protection to Prevention

Shift our focus from fear to love

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



Kristen Stewart
Community Relations
Team Lead

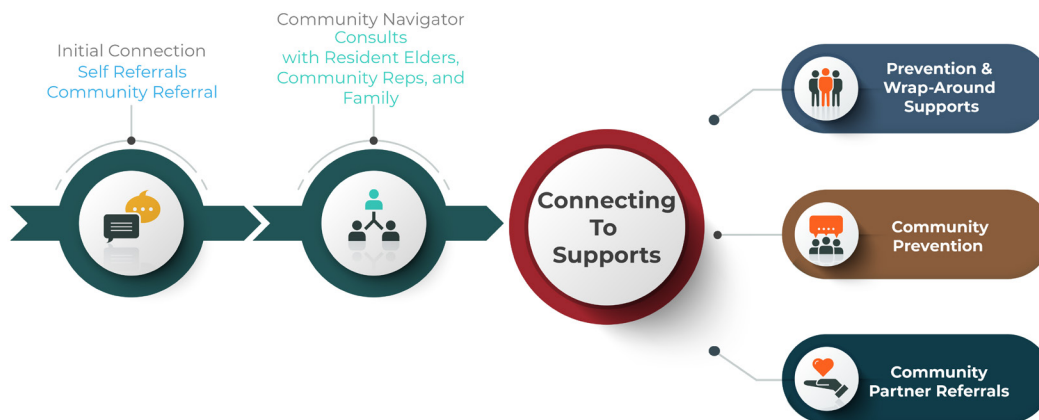
Community Navigators work closely with Community Band Representatives to ensure incorporation of community supports that aligns best with the family. Community Navigators help connect families with community and prevention supports, provide short term assistance, refer to other service partners and connect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

The Community Navigation team experienced reduced referrals within the month of December. With a total of fourteen (14) referrals the team emphasized efforts into streamlining processes within the newly developed program, building resources and education tools to expand awareness within communities.

The Discovery Circle was initially developed to support decision making amongst family members who reach out to SCFSS for various reasons.

Several teams rallied behind a family to support basic needs, medical planning and educational support for their teenagers through decisions made by family in circle as supported through their network of friends, family and community resources.

Another example of commitment toward family and community decision making saw the Youth Reunification Coordinator participate in twelve (12) family circles to support children, families and young people develop their own plans for independence and reunification.



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 below:

COMMUNITY SELF REFERRALS	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
FAMILY WELLNESS	5	1		1			3
YOUTH WELLNESS	2						2
CIRCLES	0						
CYMH	2	1					1
ELDER SUPPORT	2	1					1
OUTSOURCED REFERRALS	3	1					2
	14	4	0	1	0	0	9

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

Scw'exmx Child and Family Services Society facilitated, through the services of Wolfpaw Consulting, the 2022 Strategic Planning Session on November 18-20 at The Cove Lakeside Resort in West Kelowna. Community Chiefs, Band Administrators, Community Representatives, the SCFSS Board of Directors and SCFSS' Leadership Team participated in a full weekend of identifying priorities.



The outcomes of the planning included the following priorities to be integrated into SCFSS Work Plan for fiscal 2023-2024:

- Communication
- Collective Planning between Communities
- Visibility in Community
- Fiscal Planning
- Caregiver Program
- Safe Homes in each Community
- Culture and Language in Collaboration with Communities
- Capacity Building in Community
- Mental Health: suicide, healthy relationships and drug crisis

The Board of Directors, Chiefs and Executive team meet January 21st to elaborate upon these priorities through fiscal planning and prioritization.

Protection to Prevention

Build trusting relationships

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

In December we hosted through social media our annual 12 Days of Christmas Giveaways. In total, our Facebook page reached 1271 new views during this event, with roughly 450 "likes" on our posts. Total entries into the draws were 2304, averaging 192 entries per day.

The 12 Days of Christmas Giveaways is a positive way to create collaborative opportunities with local organizations, community members and relations. We continue our positive relationship building across organizations and surrounding communities with events such as this.

COMMUNITY	KEY COMMUNITY CONTACTS WITH SCFSS
LNIB	Bridget LaBelle - Health Director Irene Howe - Family Support Worker Dustin Eberle - Social Development
CWIB	Cynthia Jager - Designated Band Representative/Social Development Coordinator
UNB	Debra Manuel - Director of Relations Carol Smith - Family Preservation Worker
SIB	Lenora Starr - Community Wellness/Designated Band Representative
NIB	Kay Swakum - Social Worker/Social Development Kathleen Jumbo - Designated Band Representative Doug Brown - Band Administrator

Growing our People



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



Janessa Collins
Human Resources
Manager

Changes in December to the Human Resources team included priority focus of the HR Generalist on *attraction* and *recruitment* strategies; whereas the HR Manager's priority attention will be the *retention* and *succession* planning of employees while *capacity building* in community.

OCT 31 - DEC 31 RECRUITMENT	TOTAL	BAND MEMBER	INDIGENOUS COMMUNITY MEMBER	INDIGENOUS NON-COMMUNITY MEMBER	EXTERNAL
JOB POSTINGS	9				
APPLICANTS	11	2	1	3	5
SCREENING	6		1	2	3
INTERVIEWS	9	1	2	2	4
NEW HIRES (INCL. ACCEPTED OFFERS FOR JANUARY ORIENTATION)	6	1	1	1	3
ONBOARDED	5	1		1	3

Q3 RETENTION AND TURNOVER	TOTALS	BAND MEMBER	INDIGENOUS COMMUNITY MEMBER	INDIGENOUS NON-COMMUNITY MEMBER	EXTERNAL
STAFF – OCTOBER 1, 2022	62	31	4	14	13
VOLUNTARY TURNOVER	1			1	
ALL TURNOVER	4	3		1	
NEW HIRES	4	1		1	2
STAFF – DECEMBER 31, 2022	62	29	4	14	15
% RETENTION RATE	98.4%				
% TURNOVER RATE	6.5%				

Retention Rate: The % of employees from April 1, 2022 to present who remain employed at SCFSS.

Turnover rate: The % of employees who left SCFSS for any reason between April 1 to present.



New Employees



LIZZIE SHUTER

FAMILY WELLNESS NAVIGATOR | ONBOARDED: OCTOBER 17

As the Family Wellness Navigator, Lizzie will be responsible for facilitating participant-centered support through the creation of Wellness Plans. She will work collectively with participants to set goals in all domains of their life and relationships, identify a support network to help meet goals, set realistic timeframes, and implement healthy strategies to achieve their goals. Lizzie will develop and facilitate workshops for families and community to support the growth of skills identified in needs assessments.



PAULA MOYES

YOUTH WELLNESS COORDINATOR | ONBOARDED: NOVEMBER 23

As the Youth Wellness Coordinator, Paula will be responsible for providing individual support services to young people. She will work collectively with 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. She will support Young People in accessing educational, employment, social, mental health, recreational, and cultural opportunities. Paula will work to incorporate syilx and nle7kepmx language and culture into culturally appropriate services to enhance young people's relationships and wellness in the nle7kepmx and syilx communities.



NOLAN DYCK

MALE YOUTH WELLNESS COORDINATOR | ONBOARDED: NOVEMBER 23

As the Male Youth Wellness Coordinator, Nolan will be responsible for providing individual support services to male Young People. He will work collectively with 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. Nolan will support Young People in accessing educational, employment, social, mental health, recreational, and cultural opportunities. Nolan will work to incorporate syilx and nle7kepmx language and culture into culturally appropriate services to enhance young people's relationships and wellness in the nle7kepmx and syilx communities.



KIYA GEISBRECHT

ON-RESERVE COUNSELLOR | RETURNED: NOVEMBER 23

Kiya Giesbrecht returned to her role as the On-Reserve Counsellor. As the On Reserve Counsellor, Kiya will provide clinical mental health services to children and young people living on reserve in our communities. She will use trauma-informed practice to deliver culturally appropriate and specialized mental health assessment and treatment services to children and young people. Kiya will support children and Young People who are experiencing difficulties related to their thoughts, feelings, and behaviors.



CORY ERMINESKIN

YOUTH OUTREACH WORKER | START DATE: JANUARY 16

As the Youth Outreach Worker, Cory will engage with young people who experience high risk in the Nicola Valley. He will support young people in accessing opportunities to stabilize their lives and achieve holistic wellness. Cory will work collectively with the SCFSS Youth Team and community organizations for referral services. He will support young people in accessing services, acting as an advocate and liaison to engage Young People with support services. He will build trusting relationships with Young People and incorporate syilx and nle7kepmx language and culture into culturally appropriate outreach services.

Growing Our People

Retain those Committed to our Vision

Establish training and development programs | Uphold employee relations

In building staff and community capacity, we had several training and professional development opportunities in Q3. Highlights included the International Critical Incident Stress Foundation training that took place from November 14 – 17. We had 14 staff members attend from our EOC Team, and 2 community representatives from Community EOC Teams.

November also saw our first in-person attendance at a conference with the *Our Children Our Way* Prevention Conference in Vancouver, hosted by the Indigenous Child and Family Services Directors. We sent 13 staff members, 2 Board members, and 5 community representatives for a total of 20 SCFSS related attendees. Attendees had the opportunity to attend a variety of workshops related to Jurisdiction,

Operations and Best Practices within Indigenous Child and Family Services organizations. The conference was nation-wide and had attendees and organizational representation from across Canada.

In December, we hosted a staff appreciation with most of SCFSS employees attending. The positive atmosphere and appreciation of staff was accepted gratefully by those in attendance. Our leaders were able to express the gratitude and appreciation through personal introduction and thoughtful gifts during the event. As a growing organization, events of appreciation have positive effects through staff and team moral, retention, as well leaders' relationship with the SCFSS family.

Our Children Our Way: A Forum for Indigenous Child & Family Well-Being

Terry McRae, Operations Coordinator

With the COVID-19 restrictions from 2020, we haven't been able to gather as a large community since. The feeling is that there needed to be a gathering like this, to share the passion of transition from protection to prevention within Child and Family Services. The community atmosphere presented itself to undertake the passionate work required within Child and Family Services throughout our Nation of Indigenous peoples.

Engaging in research and education on important topics such as Bill C-92 and how Child and Family Services is governed is extremely important for Indigenous people, both currently and looking to the future. With that said, the questions that come to mind are: What does our end goal look like? How are we going to get there?

The *Our Children Our Way* conference held in Vancouver November 21-23 was an amazing and enlightening experience; it offered engaging breakout sessions in all child and family services organizational directives, as well as a series of panel type presentations, such as the powerful Youth Advisory Council, and Indigenous ways to inform practice, policy, and law.

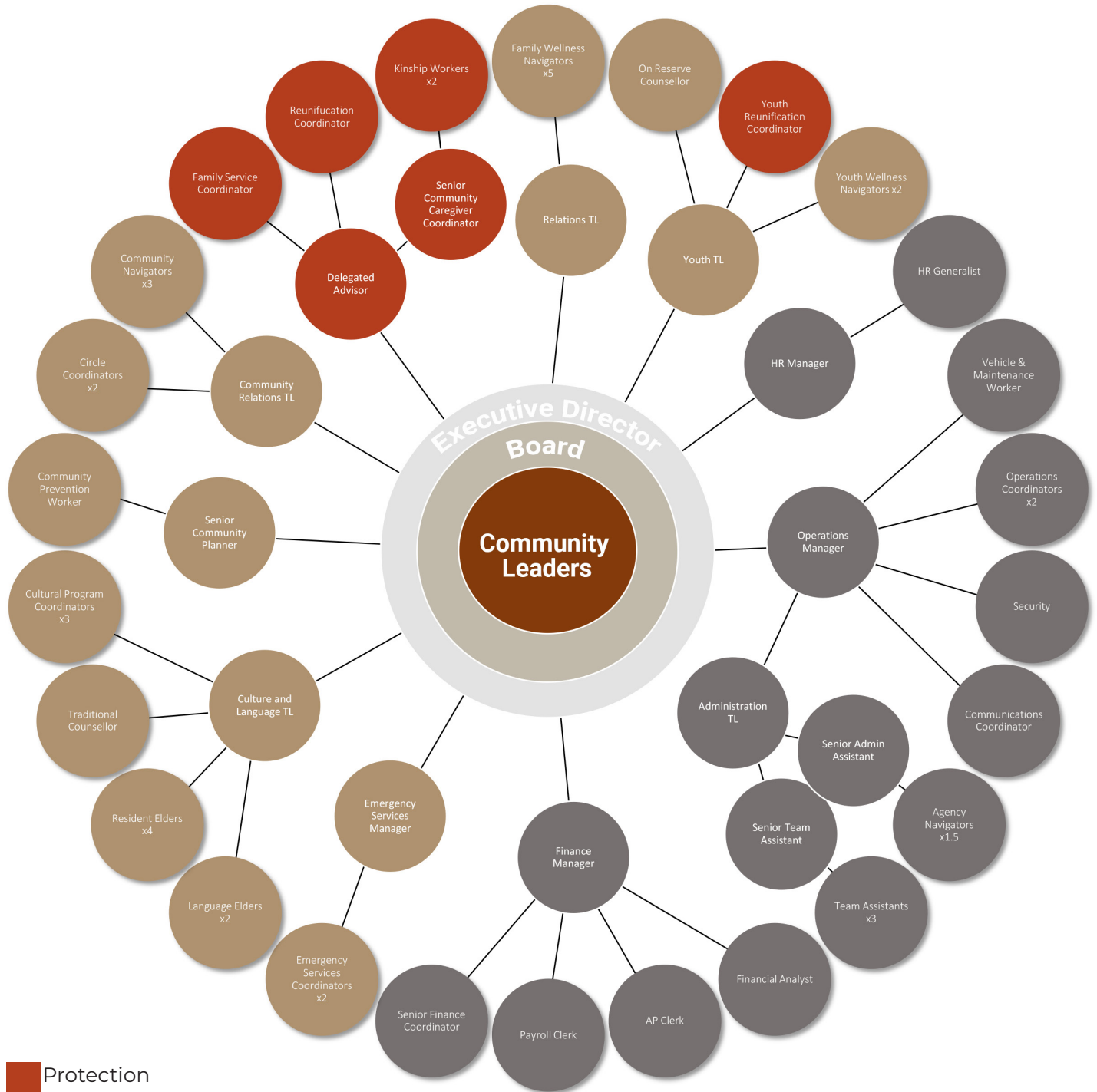
Attending this conference was definitely a positive and great learning experience. Being a part of this inspiring forum proved that we are doing a lot great things within our own organization, but we must remember that we need to continually improve and learn, as it is owed as a part of our own truth and reconciliation.

As our elder Sharon has once said, "we need to work together; together we are stronger" - those words spoke louder than ever at this event.



Organizational Chart

As Of December 31, 2022



- Protection
- Prevention, Community, Culture
- Administration

Growing Our People

Adopt, Embrace and Implement Cultural Practice Frameworks

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

We engaged the services of Janice Tremba, People-Performance Catalyst through her *Results through Relationships* program. The program emphasizes high performing leaders and teams as core to the success of our strategic goals, program development, sustainability and service delivery as relationships determine what we can achieve. To support ongoing change management, and in particular outcomes of recent Strategic Planning Session, it is imperative we equip our leaders and teams with enhanced communication and synergy through fostering collaboration at all levels. Anticipated outcomes include a performance shift in skill and ability to:

- Be a trusted leader
- Understand what strategic and collaborative leadership is
- Model effective and collaborative relationships
- Foster engagement toward a positive organizational culture

Janice facilitated day one of Team Development at our SCFSS Leadership Work/Fiscal Planning event on January 26th -28th.

The Team Development Program will set the stage for:

- Better decision making
- Increased productivity
- Less conflict
- Higher engagement
- More leaders emerging
- Improved reputation within the community
- More collective grit, tenacity and commitment

Upon completion of leader training, a roll out to the remaining employees and quarterly Effective Communication and Leadership Development training sessions will commence in February and March. Monthly On-boarding sessions will be coordinated virtually with scheduled Orientation sessions with new employees.

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

We delivered two (2) Critical Incident Stress Management Courses November 14-17 held at the Shulus Hall for all SCFSS EOC members and Community EOC members.

Seventeen (17) attended the *Basic Group Crisis Intervention* and *Assisting Individuals in Crisis* courses facilitated by Bruce Ramsay, of the International Critical Incident Stress Foundation.

Bruce Ramsay will return in April to facilitate additional sessions in community.

	EOC	STAFF MEMBER	ALTERNATE
DIRECTOR		Kristy Joe, Lisa Post	Cely-Rae Street
LIAISON OFFICER		Stephanie Tourand Kristen Stewart	Jackie Merritt Lucinda Seward
SAFETY		Terry McRae	Janessa Collins
INFORMATION		Kristy Joe	Cely-Rae Street
OPERATIONS		Charlene Joe	
PLANNING		ES Team	
LOGISTICS		Juanita Quewezance	Crystal Narcisse
FINANCE		Misty Paquette	Crystal Leier

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

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

This reform aims to satisfy the CHRT's orders regarding the discrimination perpetrated by Canada in its First Nations Child and Family Services (FNCFS) Program and its narrow application of Jordan's Principle.

Within the AIP, Canada commits to providing \$19.807 billion over the first five years for the reformed child and family services funding approach, for capital assets required to properly administer the FNCFS Program, and for capital assets required to administer Jordan's Principle. Funding amounts and structures will be based on the needs and outcomes of First Nations children, youth, and families and provide for culturally appropriate services that align with the unique circumstances of the respective First Nation.

PREVENTION FUNDING - ALLOCATION

COMMUNITY	ON-RESERVE POPULATION	AIP \$2,500 PER POPULATION	COMMUNITY PREVENTION	DIFFERENCE BETWEEN AIP & COMMUNITY PREVENTION
COLDWATER	389	\$972,500.00	\$496,800.00	\$475,700.00
SHACKAN	74	\$185,000.00	\$237,500.00	-\$52,500.00
LOWER NICOLA	553	\$1,382,500.00	\$379,500.00	\$1,003,000.00
UPPER NICOLA	416	\$1,040,000.00	\$744,964.00	\$295,036.00
NOOAITCH	127	\$317,500.00	\$358,398.00	-\$40,898.00
TOTAL	1559	\$3,897,500	\$2,217,162.00	\$1,680,338.00



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

Human Resources and Executive are currently in the process of finalizing the selection of an external contractor to revamp the website and branding parameters, ensuring that the design quality is of the highest standard. The final stage of the recruitment process for a contracted Communications writer is also underway, who will support the development of compelling narratives for published material and reports.

In parallel, a thorough review of the website content and material is being conducted to support the visual narrative of SCFSS Communications.

Cely-Rae Street Operations Manager



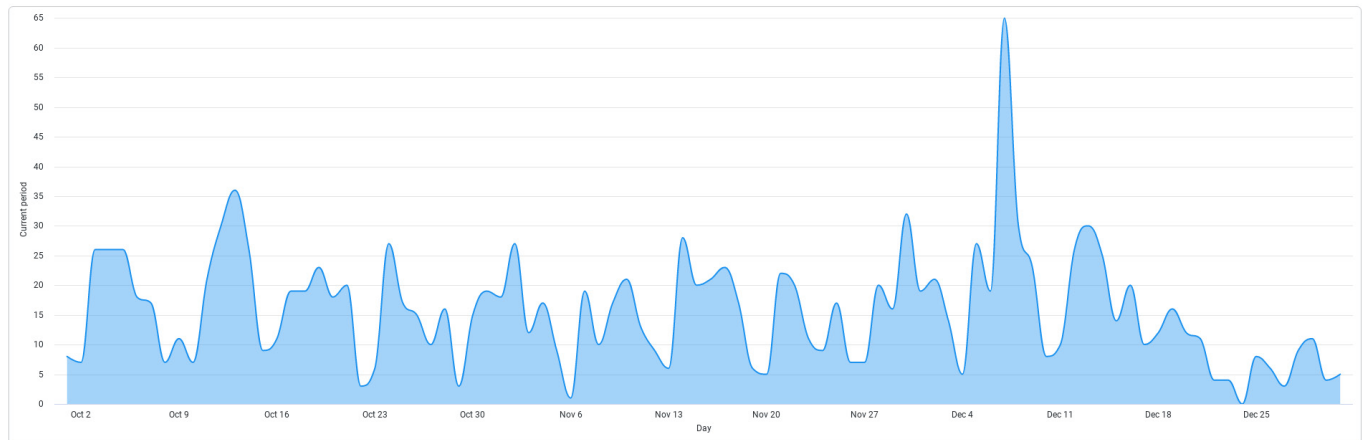
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Discussion with Community Leadership is imperative as we plan for our future.

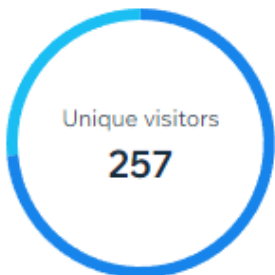
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Traffic over Time (comp line)

Select a time period is from 2022/10/01 until 2023/01/01 Compare to is selectedPeriod Group by is day Select a measure is sessions Exclude bots is Yes



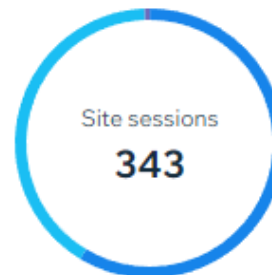
New vs returning visitors



- New 74% • 189
- Returning 26% • 68

[See full report](#)

Sessions by device



- Desktop 59% • 201
- Mobile 41% • 140
- Tablet 1% • 2

[See full report](#)

Infrastructure Alignment

Structure change management to achieve our collaborative vision

Engage other agencies to support change | Define change and measure the change process | Develop a Communication Strategy



Mid-November, active shooting events occurred over the course of a week within the Nicola Valley and surrounding communities. At the time, keeping staff and our Relations safe was troublesome with the lack of communication and information being shared by

authorities. In partnership with the ESS team, a safety plan was established which kept our staff in a common location with security in place, along with strict safety precautions and guidelines.

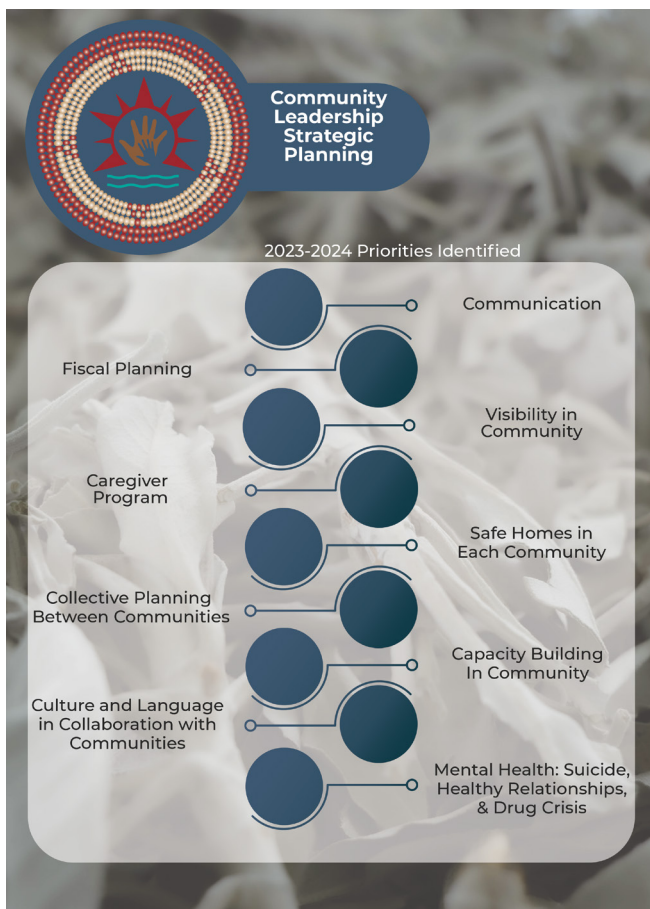
This incident lead us into researching a mass notification system to alert, communicate, and inform our staff, Relations, and families in a timely manner. We have companies in mind and are researching information to best meet our organizational safety needs.

Relations safe was troublesome with the lack of communication and information being shared by

Infrastructure Alignment

Improve prompt management reporting

Redesign management reporting framework | Integrate community guidance and decisions



A Community Leadership Meeting was held on January 21st with the aim of fostering collective and collaborative decision-making regarding the financial planning for SCFSS' future facilities and assets. Discussions centered around 2021 Surplus, Community Prevention Funding, future planning for the Agreement in Principle under various scenarios, and capital projects.

During the productive conversation, several priorities were identified by Chiefs and the Board of Directors, including:

- Effective Communication
- Joint Planning among Communities
- Increased SCFSS visibility in the Communities
- Comprehensive Fiscal Planning
- Support for Caregiver Programs
- Provision of a Safe House in each Community
- Integration of Culture and Language in collaboration with the Communities
- Capacity Building, including HR recruitment and training support
- Addressing Mental Health challenges such as suicide, the opioid crisis, and promoting healthy relationships

Infrastructure Alignment

Integrate programs and services to build community capacity

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

The Relationship Wellness Program held an Emergency Preparedness Workshop on November 27th. The couples participating in the program received several items to enhance their preparedness for any emergency situations. Firstly, they were provided a meal. Secondly, they attended a 2-hour workshop on Emergency Preparedness, where they learned valuable skills and information.

In addition to the workshop, each caregiver received a 4-person 72-hour house emergency kit and a 72-hour vehicle kit. For those who have pets, a pet emergency preparedness kit was also included. Lastly, each couple received a registration bag that contained fillable emergency plans/booklets for both adults and children, emergency preparedness resources, and resources on how to FireSmart their home and yard.

In October and November, the team also organized a series of four Fire Safety Workshops for Caregivers, Clients, Relations, and participants of the Relationship Wellness Program. These workshops took place on October 27th, November 2nd, 6th, and 27th. Each workshop began with a meal, followed by a 2-hour workshop on Fire Safety that included an extinguisher demonstration.

At the end of each workshop, each Caregiver/Client/Relation received a fire extinguisher, fire escape ladder, smoke/carbon monoxide alarm, fire blanket, family first aid kit, and lock box for medications to further enhance their fire safety at home. These items are crucial for their well-being and safety in the event of a fire emergency.

“Though we cannot predict when a flood, pandemic, wildfire or any emergency will occur, we can be proactive to take the steps to prepare ourselves.”

Kristy Joe
Emergency Services
Manager



EMERGENCY PREPAREDNESS WORKSHOPS	COMMUNITY							URBAN	STAFF
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	PREVENTION		
ATTENDANCE	63	5	25	5	1	1	8	17	1
ADULTS		3	9	2	1	1	7	10	1
KIDS/TEENS		2	16	3			1	7	0

FIRE SAFETY WORKSHOPS	COMMUNITY							URBAN	STAFF
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	PREVENTION		
ATTENDANCE	34	9	9		1	1	4	5	5
ADULTS		7	3		1	1	3		
KIDS/TEENS		2	6				1		

The transition to colder weather and unforeseen events posed some challenges in November: heating issues at the Main office, to sewage blockages at the Downtown office, to active shooting events in Merritt and surrounding area.

At the Downtown office, due to inoperable washrooms, we relocated staff as a precaution and ensure occupational health and safety standards. Finding suitable and sufficient space at the Main office was challenging but most staff helped make the most of the situation. We are happy to report over the Christmas holidays, repairs were completed to allow for staff to return to their spaces at the Downtown office.

Within infrastructure alignment, SCFSS has begun exploration of spare-sharing potential by identifying an environment 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 and collaboration with surrounding organizations and communities, it is crucial that we plan for this growth by entertaining a holistic and welcoming space to continue to do the good work 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. We also plan to engage our communities to formulate a Building Procurement Committee as we pursue design and implementation of our Legacy Project. An expression of interest was submitted to School District #58 to utilize a piece of land in Lower Nicola for placement of our Britco complex. While well-received, their Board of Trustees denied our request for a long term lease providing option only for five (5) years.

Discussion with Community Leadership is imperative as we plan for our future facility space(s).

WAKE AND FUNERAL SUPPORT	COMMUNITY						
	TOTAL	LNIB	CWIB	UNB	SIB	NIB	URBAN
	9	3	4	1	1	0	0



Scw'exmx Child & Family Services Society

Downtown Office
1988 QUILCHENA AVENUE, MERRITT BC

Main Office
1750 LINDLEY CREEK ROAD, MERRITT BC

Language Nest Office
183 NAWISHASKIN LANE, SHULUS BC



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