



SCW'EXMX
Child &
Family
Services
Society

Annual Report
2021-2022



SCW'EXMX

Child & Family Services Society

Annual General Report

Then & Now

As we journey along the vision set before us by our Ancestors, we actualize our Strategic Plan. We call upon the wisdom of our Ancestors and the teachings of our Elders to continue our journey as a Society.

This year, we reflect upon our history at SCFSS. The images from our 2001 Annual Report are seen throughout this report as a comparison between then and now. This comparison emphasizes our work to collectively exercise *nłe?kepmx* and *syilx* inherent rights as we empower children, young people, and families.

We are all somebody's 7th generation.

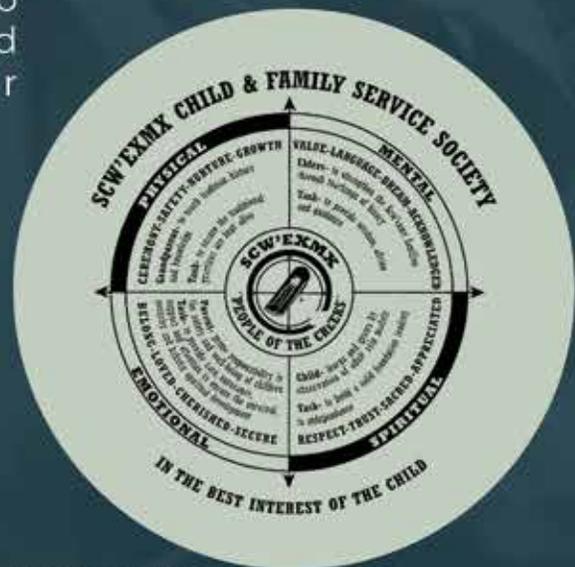


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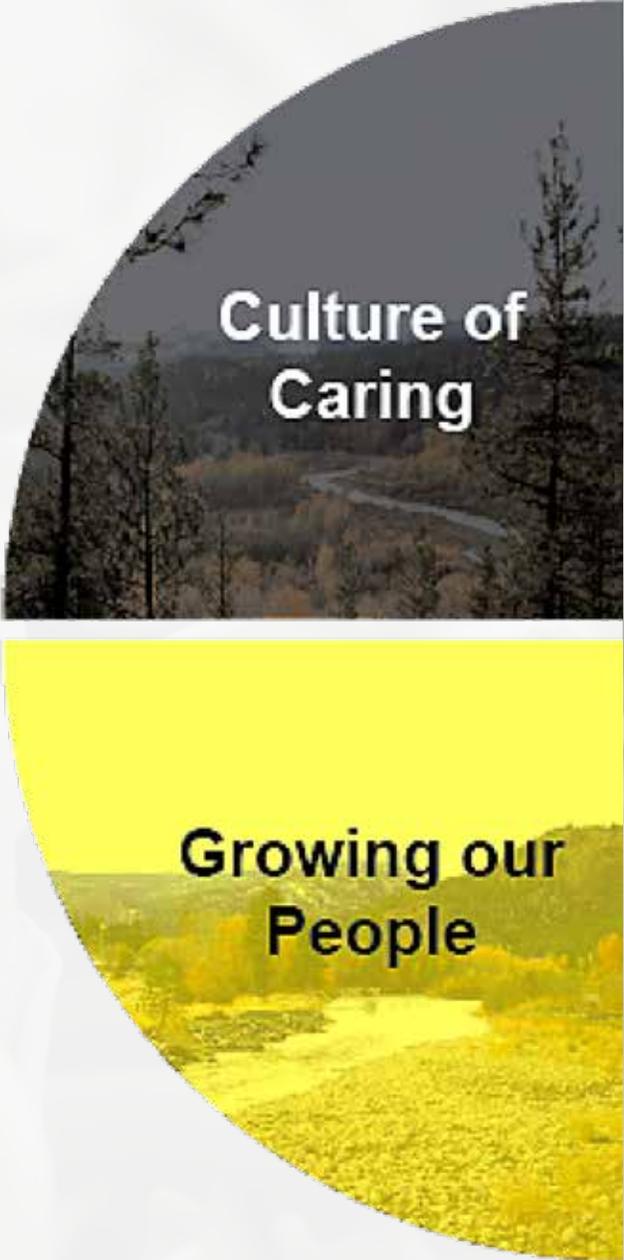
Strategic Directions

Culture of Caring

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

Growing Our People

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



Culture of Caring

Growing our People

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



Protection to Prevention

Protection to Prevention

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

Infrastructure Alignment

Infrastructure Alignment

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





President's | Message

On behalf of the Board of Directors at Scw'exmx Child and Family Services Society (SCFSS), Member Communities and staff I offer my greetings and appreciation to the Communities we serve, Relations, Community Members and partners of our Scw'exmx Family.

It was an incredibly busy year for SCFSS as we continued in an incremental shift from protection to prevention: transitioning from a historically westernized protection-based, provincially legislated model to one directed and guided by community through the use of culturally influenced prevention strategies to strengthen families. We realized growth in our programs offered to communities through prevention initiatives and our staff numbers increased to support community capacity.

We participated as a Board with the k'wúpi? | yilmíx'w'm in our annual strategic planning session in October 2021 where we shared successes, challenges and identified current priorities within our 2021-2026 Strategic Plan. Our Board continued to work closely with our Executive Director to support change management strategies, revise Human

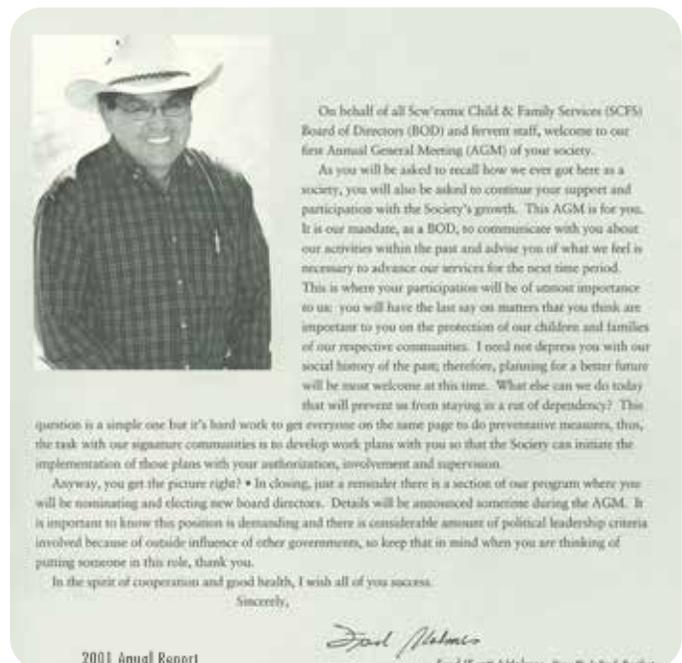
Resource policies under advisement of Resident Elders and implement a Finance Policy that moves our vision forward in a transparent and accountable way. The Board participated in annual governance training, engaged in quarterly Risk Management & Finance Committee meetings and established an Executive Committee to effectively lead SCFSS toward our vision with integrity, accountability and in a way that signifies change.

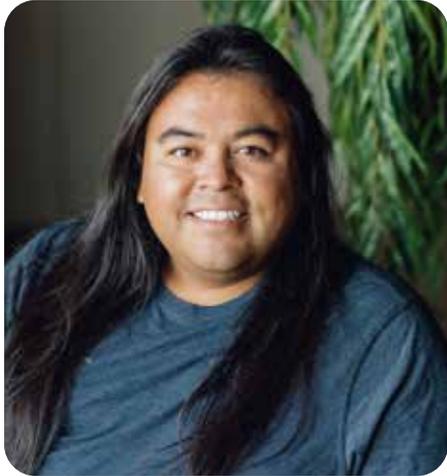
Our Board Call to Action, developed to promote transformative change is coming to fruition as we take integral steps forward. Change does not happen quickly, change is difficult for some and change management in itself is complex given numerous historical, societal, environmental and economic challenges. We are so grateful to our communities, Elders, and Relations for their courage to navigate this existential change alongside us. As a Board we will continue to reinforce our Call to Action to ensure the goals of having trusting relationships with communities take precedence and revitalization of nê?kepmx and syilx traditional values are woven into all aspects of SCFSS. We each have a duty for future generations and nations to infuse our values into every aspect of our work.

I cannot thank enough, all of those at SCFSS and the trusted relationships established with our Communities, Urban Nations and Relations for the endless hard work and dedication during such unprecedented times. To our SCFSS Board of Directors, Communities, SCFSS Leadership and the entire SCFSS staff ~ k'wuk'wscemx'w | limlám't. Without each and every one of you, SCFSS would not be as strong and resilient as it is today. We have taken bold steps on the path of healing, justice and hope as we rekindle our cultural ways of being. It is within this journey we work collectively to exercise nê?kepmx and syilx inherent rights as we empower children, young people and families. We are committed to work with our communities to create the necessary change to ensure children currently in care have the advocates they deserve and seven generations from now, the need for a child welfare system will no longer exist as our families will be whole and healthy. We are all somebody's seventh generation.

k'wuk'wscemx'w | limlám't

Olivia Buck
Board President





WILLIAM SANDY
Lower Nicola | Vice President

William Sandy is a member of the Lower Nicola Indian Band Chief and Council. He graduated from the Nicola Valley Institute of Technology with a Bachelor of Social Work Degree in 2017 and is currently taking the nle?kepmx Language Fluency Diploma at NVIT. William is dedicated to community and social development; this commitment is evident with his studies and personal life to effect change in both the immediate community and internationally. During his appointment to the SCFSS Board of Directors, William has taken part as a member of the Risk Management and Finance Committee and attended the 39th Annual Protecting our Children 'Connectedness, Resilience, and Persistence' virtual conference hosted by the National Indian Child Welfare Association.



SUSAN MANUEL
Upper Nicola | Treasurer/Secretary

Susan Manuel is a member of the Upper Nicola Band. Her mother is the late Laura Manuel, and her father is Tom Molett. She is married to Phillip McRae, who is also an Upper Nicola Band Member, and has 2 adult children, Thomas Manuel and Phillip McRae Jr. She has been the Lands, Wills, & Estates Manager for the Upper Nicola Band since January 2019. This past year, Susan completed her second year of Lands Management training through the University of Saskatchewan and the National Aboriginal Lands Managers Association. Before becoming a Lands Manager, she worked in administrative support. In October 2018, Susan was appointed to the SCFSS Board and holds the role of Board Treasurer and Chair the Risk Management Finance Committee.

2001 Executives



Angela Fountain

Joan Seymour

Lorraine Moses

Stu Jackson

Jim Toodlican

Peter Vlahos



CAROL SMITH

Coldwater | Director

Carol Smith is a member of Coldwater Band. She is the mother of six children, grandmother to more than 22, and great-grandmother to six. She loves to read, preserve food, and loves spending time with her family. She is a Residential School survivor and this has greatly impacted her life as she struggles to speak our language to this day.

Carol works for Upper Nicola Band in Child & Family Preservation for the past 5 years.

Carol sees many positive changes with Scw'exmx Child & Family Services such as the revitalization of cultural activities and bringing back our language. This is an important part in our lives today as in the past-through residential school, these were banned. With the changes happening now, she is confident that our children's lives will be better. It may not happen immediately, but we will start seeing the difference.



YVONNE JOE

Shackan | Director

Hente, tékm he séytknmx, hen sk'wést Yvonne Joe. Hello to all the People, my name is Yvonne Joe.

Yvonne is the granddaughter of James Sampson from Siska and Suzanna Sampson (Adams) from Lytton and also Anthony Joe from Shackan and Rose Joe (Draney) from Cook's Ferry. She is the eldest daughter of Francis Joe and Amy Joe (Sampson).

With the Creator's blessings she brought into this world 3 magnificent children and has 4 beautiful grown grandchildren and 1 great grandson. Her family has always been very important to her wellbeing and her spirituality.

2001 SCFSS Staff



Pictured from left to right- Back: Joan Seymour, Tim Manuel, Sharon McLeod, Angela Sterling, Kirby James, Cari Barquest, Peter Vlahos, Gail Peterson, Karole O'Brien. Middle: Verna Moses, Midge Stewart, Ruby Adams, Darlene Blankinship, Amelia Washington, Dolly Mansell. Front: Kathy Shockelly, Cyndi Bonn, Kim Grant, May George, Audrey Ward, Sharon August.



OLIVIA BUCK

Nooaitch | President

Olivia Buck is a member of Nooaitch Indian Band. She has the honour of being on the Board for the last 6 years.

Olivia's grandfather was Willie Sam and grandmother was Josephine Brown from the Nicola Tribes. Her mother is Joyce Sam and father was the late James Dennis Buck. She has 5 children; Justice, Phoenix, James, Myca, and Shayle, and life partner Jonah Dick. They keep her grounded, accountable and fully supported in the work she does, ensuring when making decisions she is looking 7 generations ahead.

She has an administrative/legal background with dual diplomas and several decades of work experience in her fields of studies. She has worked for many chiefs and councils over her career, starting as a receptionist and working her way to executive assistant. She chose to transition into politics 10 years ago, and although no longer serving in a political capacity she remains as a board representative for her community. She spent most of her childhood playing under meeting tables and as a young person sitting at meeting tables learning how to take notes. Through this lifetime of exposure she carries within herself corporate knowledge and history to many of the organizations who serve our people today. She is passionate about the work we do at SCFSS and ensuring that the practice is culturally relevant, prevention based and supports healing for the communities served. She truly believes that no other resource is more important than our children, and that it takes a community to raise a child!

I About The I Board of Directors

Stu Jackson,
Lower Nicola Band, Vice President
Stu is a member of Lower Nicola Band Chief & Council, and was raised in Shuluis. He is married and is the father of three boys. Stu volunteers his time with family orientated activities such as coaching minor hockey and also sits on the Board of Nicola Valley Community Cultural & Recreation Society. Focusing on a career in education, he is currently a student at Simon Fraser University, Kamloops. Before attending university he was employed as a First Nations Support Worker for School District # 58. Stu has been a member of the Secw'exe'x Child & Family Services Board since 1998, and currently chairs the Society's Personnel Committee.

Col'maneut (Jim Toodlican),
Shackan First Nation, Secretary/Treasurer

Jimmy is a Shackan Band member, but was born in Shuluis. He has worked as a Ranch hand, attended cooking school, Log Home builder, and helped start up the Shackan Campground. Jimmy started working with Linguistics in 1978, where he trained as a language teacher through the University of Victoria and as well as studied in Hawaii, USA. He has been teaching the Thompson language for various schools in School District # 58 since 1996. Jimmy has worked with Secw'exe'x Child & Family Services for over ten years. He was a member of the planning committee who facilitated the inception of Secw'exe'x Child & Family Services.

2001 Annual Report



2021 Community Leadership Strategic Planning Session



Mission

We are all somebody's 7th generation. We are committed to work with our communities and Relations to create necessary change to ensure children currently in care have the advocates they deserve and seven generations from now, the need for a child welfare system will no longer exist as our families will be whole and healthy.

Vision

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

Scw'exmx Child & Family Services Society

Mission Statement

To provide service and resources to protect children and preserve families in a climate of dignity, integrity, and respect.

July 2001, Scw'exmx
Board of Director's Retreat

2001 Annual Report

Guiding Values

LOVE: Supporting families by loving and nurturing our children

ACCOUNTABILITY: We are honest and ethical in all our interactions

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

CULTURE & LANGUAGE: We practice our cultural teachings and identity

RESPONSIBILITY: We look out seven generations, doing the right things for the right reasons

HOLISTIC: We utilize community driven and strength-based approach

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

Our Values

The child's needs above all considerations, including cultural and traditional teachings.

Continuity of care in both service and safe placement.

Acknowledging the contribution of all who provide service to children and families.

Apply leadership and advocacy.

2001 Annual Report

Our Call to Action

We are at a critical moment in time. A great deal of change is taking place within the current political climate in which we exist. Bold steps are required to actualize the changes necessary for the communities we represent. For the first time since colonization, our action will fundamentally alter the foundation upon which outside governments have imposed political interests of assimilation through the systemic removal of our children.

For generations, our children have been the ones on the front line of Federally and provincially legislated cultural genocidal regimes. Our families and communities were fractured but never broken. To achieve healing, justice and hope for each child ever removed from their parents, families and communities, it is up to us to provide a new reality for generations to come.

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

It is our responsibility to create the necessary change to ensure children currently in care have the advocates they deserve; and seven generations from now, the need for a child welfare system will no longer exist as our families will be whole and healthy. nłe?kepmx 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.

Executive Director's | Message



Our landscape unfolds in a way which resembles the vision of our ancestors. We continue to take bold steps to actualize the changes necessary for the communities we serve. Our actions fundamentally alter the former foundation upon which outside governments imposed political interests and provincially legislated cultural genocidal regimes. Through the wisdom of our Ancestors, we have been taught the way to care for one another, strengthen families, culture and community.

We worked tirelessly in the past year; assumed action as we continued to undertake the process of decolonization to bring traditional knowledge, guidance and practices of nłe?kepmx and syilx forward in collaboration of, and under guidance of our communities. Scw'exmx Child and Family Services Society (SCFSS) assumed an integral stance in the development of prevention focused services to advocate for family and community decision making over their own children and young people. While we made significant progress, the journey ahead remains an important one as this legacy is ours to nurture and protect as we continue to build a new platform wherein today's children and families remain together and rekindle their traditional ways of being.

We have exceptional opportunity to reflect upon our collective journey of change throughout the past year despite numerous challenges as Indigenous people and particularly 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. These efforts did not come without challenge, resistance, or loss. In addition

to significant change management within the Society, our efforts were complicated by the continued affects of the COVID-19 pandemic, BC Wildfires and atmospheric floods throughout the Nicola Valley; including a full scale facilities relocation from Coquihalla Middle School. May 27, 2021 entered into Indigenous history as yet another humanitarian and existential crisis of Indigenous people; and BC Wildfires devastated and threatened lives, traditional land and food sources, residential and livelihood security as evacuation orders and fear held our people and communities' captive throughout the summer months. The November 15, 2021 Atmospheric Flood event resulted in a city-wide evacuation, left communities landlocked and cut off from basic needs and essential services across the Nicola Valley. The tragic findings of 215 children found in unmarked graves in Tk'emlups te Secwepemc and devastating losses associated with the BC Drug Overdose Crisis brought great suffering at a community and familial level. In midst of all of this, SCFSS responded quickly to the urgent needs of our Relations to provide essential and extended services that supported physical, emotional, spiritual and mental wellness.

We continue to build trusting relationships through ongoing engagement with communities. We collaborated with Nicola Valley wide Indigenous partners with a priority focus on four Strategic Directions: **Protection to Prevention | Culture of Caring | Growing our People | Infrastructure Alignment**. We established connections to develop the specialization of prevention services while we assumed a position of advocacy and support through various environmental emergencies. 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.

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 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 nłe?kepmx and syilx people.

As fiscal 2021-2022 closed, we reflect upon the prior year with great resiliency in midst of significant change and unanticipated challenges. We look forward to the current year as we actively engage the vision of former Elders and leaders who mobilized Scw'exmx Child and Family Services almost 30 years prior as a temporary measure: develop community capacity to overcome the traumatization of colonization, protect our own children and strengthen families through preventative measures. We continue to overcome the traumatization and aftermath of colonization through critical change management within four Strategic Directions as identified in our Call to Action and 2021-2026 Strategic Plan, developed in coordination with Community Leadership.

Through the wisdom of our ancestors we honour the journey ahead and the many lessons learned in the past year to transform ourselves with renewed responsibility. This in itself remains an advantage over every western system or philosophy as we undertake the process of decolonization to emphasize nłe?kepmx and syilx traditional knowledge. It is with this in mind we honour our respected friend, Scw'exmx family member and leader across many forums, Elder Sharon Lindley. Her spirit remains with us as we honour her through our actions, tenacity and brave journey of change.

k'uk'wscemx'w | limləmt for our collective journey in 2021-2022. I express great appreciation and admiration of our Board of Directors, k'úpi? | yilmíx'w, SCFSS Staff, Community Band representatives, senior Leadership, and Relations. Your tireless efforts and leadership was courageous. Thank you for allowing me the privilege to walk this journey with you. I lift my hands to those who embraced change; you made a difference to the spirit of our people, our Ancestors and the generations to come. We are all somebody's 7th generation.

k'uk'wscemx'w | limləmt



Lisa Post
Executive Director



Executive Director's Message

With the publication of our first ever Annual General Report, coinciding with hosting an open Community Information Session, Scw'exmx Child and Family Services Society is reaffirming our mandate to be accountable to the children, families and communities we serve.

Our Board of Directors has been clear that we must begin to actively focus our efforts on prevention. To this end, we have recently completed a comprehensive program and services review that will serve to form the foundation for the way we will be providing programs and services in future years. There is no doubt that this will pose a challenge because it will mean a radical change in the philosophy of child welfare practice from one of being rewarded by our funders for the number of children we have in care to being recognized and supported for having less children in care. However, by continuing to develop tools to measure the impact(s) that our work is having, we will demonstrate, over time, the effectiveness of a preventative approach.

Of course, communicating once a year at an annual general meeting is not enough. Over the coming months, we will be working hard to further develop the way we dialogue and garner input from anyone who wishes to share their point of view with us, and at the same time keep you, the people we serve, updated on the programs and services of the Society on a regular basis.

Scw'exmx Child and Family Services Society is your organization. As your employee, and in my role as Executive Director, I would like to express to you my appreciation for the opportunity to serve in this capacity and I would especially like to recognize the Board of Directors and the Staff of Scw'exmx Child and Family Services, whose hard work and professional dedication continues to make us one of the best Child and Family organizations in the Province.

Peter Vlahos
Peter Vlahos BSW, Executive Director

Scw'exmx Child & Family Services Society | 2001 Annual Report

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY

FINANCIAL STATEMENTS

March 31, 2022

INDEPENDENT AUDITOR'S REPORT

STATEMENT OF FINANCIAL POSITION

STATEMENT OF CHANGES IN NET ASSETS

STATEMENT OF OPERATIONS

STATEMENT OF CASH FLOWS

NOTES TO FINANCIAL STATEMENTS

COMBINED STATEMENT OF OPERATIONS

STATEMENTS OF OPERATIONS

INDEPENDENT AUDITOR'S REPORT

To the Members, SCWEXMX CHILD & FAMILY SERVICES SOCIETY

Opinion

We have audited the financial statements of SCWEXMX CHILD & FAMILY SERVICES SOCIETY (the Society), which comprise the statement of financial position as at March 31, 2022, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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

Other Matters

We draw attention to the fact the supplementary information included in Schedules 1 through 24 do not form part of the financial statements. We have not audited or reviewed this supplementary information and, accordingly, we do not express an opinion, a review conclusion or any other form of assurance on this supplementary information.

Report on Other Legal and Regulatory Requirements

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

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

Kamloops, Canada
October 6, 2022

Grant Thornton LLP

Chartered Professional Accountants

I Auditor's | Report

To the Members of Scw'exmx Child & Family Services Society

We have audited the statement of financial position of Scw'exmx Child & Family Services Society as at March 31, 2002 and statements of net assets, revenue, and expenditures and cash flows for year then ended. These financial statements are the responsibility of the Society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the organization, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2002 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

BDO Dunwoody LLP

BDO Dunwoody LLP
Chartered Accountants

Kamloops, British Columbia
May 14, 2002

Scw'exmx Child & Family Services Society

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF FINANCIAL POSITION
 March 31, 2022

ASSETS	2022	2021
CURRENT ASSETS:		
Cash	\$ 11,879,786	\$ 4,703,162
Temporary investments (Note 4)	975,231	979,163
Accounts receivable (Note 5)	108,276	2,833,556
Prepaid expenses	16,484	38,286
	<u>12,979,777</u>	<u>8,554,167</u>
CAPITAL ASSETS (Note 6)	<u>690,118</u>	<u>760,700</u>
	<u>\$ 13,669,895</u>	<u>\$ 9,314,867</u>
LIABILITIES		
CURRENT LIABILITIES:		
Accounts payable and accruals	\$ 1,517,619	\$ 953,153
Deferred revenue (Note 7)	-	90,000
Current portion of deferred capital contribution	17,246	11,674
	<u>1,534,865</u>	<u>1,054,827</u>
DEFERRED CAPITAL CONTRIBUTION	<u>68,298</u>	<u>95,502</u>
	<u>1,603,163</u>	<u>1,150,329</u>
COMMITMENTS AND CONTINGENCIES (Note 8)		
NET ASSETS		
Invested in capital assets	604,577	653,526
Unrestricted	11,462,155	7,511,012
	<u>12,066,732</u>	<u>8,164,538</u>
	<u>\$ 13,669,895</u>	<u>\$ 9,314,867</u>

APPROVED BY THE DIRECTORS:

 Director
 Director

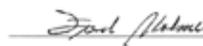
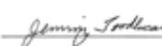
See accompanying notes to financial statements.

Financial Statements | 2001

Scw'exmx Child & Family Services Society
STATEMENT OF FINANCIAL POSITION

As at March 31	2002	2001
Assets		
Current		
Cash	\$ 4,486,898	\$ 3,084,810
Accounts receivable	675,743	7,946
Advances to related parties	12,279	645,595
	<u>5,174,920</u>	<u>3,738,351</u>
Capital Assets (Note 1)	<u>60,727</u>	<u>46,177</u>
	<u>\$ 5,235,647</u>	<u>\$ 3,784,528</u>
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$ 36,852	\$ 45,203
Deferred revenue	419,099	-
	<u>455,951</u>	<u>45,203</u>
Net assets		
Net assets invested in capital assets	60,727	46,177
Unrestricted net assets	4,718,969	3,693,148
	<u>4,779,696</u>	<u>3,739,325</u>
	<u>\$ 5,235,647</u>	<u>\$ 3,784,528</u>

Approved on behalf of the Board:

 Director  Director

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements

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SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF CHANGES IN NET ASSETS
Year ended March 31, 2022

	Unrestricted Fund	Invested in Capital Assets	Total 2022	Total 2021
BALANCE, beginning of year	\$ 7,511,012	\$ 653,526	\$ 8,164,538	\$ 3,285,511
EXCESS OF REVENUES OVER EXPENSES	3,902,194	-	3,902,194	4,879,027
TRANSFERS:				
Amortization	88,742	(88,742)	-	-
Purchase of equipment	(18,161)	18,161	-	-
Amortization of deferred capital contribution	(21,632)	21,632	-	-
BALANCE, end of year	<u>\$ 11,462,155</u>	<u>\$ 604,577</u>	<u>\$ 12,066,732</u>	<u>\$ 8,164,538</u>

Scw'exmx Child & Family Services Society
STATEMENT OF NET ASSETS

<i>As at March 31</i>	2002			2001
	Invested in Capital Assets	Unrestricted	Total	Total
Balance, beginning of year	\$ 46,177	\$ 3,693,148	\$ 3,739,325	\$ 3,083,889
Excess of revenue over expenditures for the year	-	1,040,371	1,040,371	655,436
Investment in capital assets	27,511	(27,511)	-	-
Amortization	(12,961)	12,961	-	-
Balance, end of year	<u>\$ 60,727</u>	<u>\$ 4,718,969</u>	<u>\$ 4,779,696</u>	<u>\$ 3,739,325</u>

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SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF OPERATIONS
Year ended March 31, 2022

	Budget (unaudited)	2022	2021
REVENUES:			
Indigenous Services Canada:			
Operations	\$ 8,785,928	\$ 8,785,928	\$ 9,284,853
Maintenance	614,186	614,186	922,488
Recoveries	-	(24,802)	(257,451)
Deferred income recognized from CSA	-	-	108,626
Child Special Allowance	228,915	225,513	230,589
Ministry of Children and Family Development	2,868,124	2,868,124	3,360,046
Investment income	16,791	46,245	21,811
First Peoples' Heritage, Language and Cultural Council	75,000	75,000	100,000
Other	24,000	49,513	600
Unrealized gain (loss) on investments	-	(30,163)	92,380
Administration recoveries	209,655	209,655	81,519
Amortization of deferred capital contribution	-	21,632	13,314
	<u>12,622,599</u>	<u>12,840,831</u>	<u>13,958,775</u>
EXPENSES:			
Advertising and donations	110,000	85,684	30,044
Administration	209,655	209,655	81,519
Amortization	60,000	88,742	105,115
Bank charges and interest	5,000	6,984	5,877
Building repairs and maintenance	5,000	7,860	1,104
Child family services	2,432,821	1,662,090	2,106,057
Contractors / consultants	332,134	153,984	119,883
Computer equipment	4,375	-	208
COVID-19 relief	10,000	4,286	1,130,841
Culture	274,596	7,753	-
Equipment lease	15,000	15,418	14,069
Equipment service and maintenance agreements	220,125	74,917	47,362
Exceptional circumstances	-	72,526	43,636
Honoraria	121,009	20,536	14,665
Insurance	20,000	10,975	6,681
Lease	139,295	121,403	117,980
Materials and supplies	194,666	154,070	125,874
Meetings	186,232	123,535	80,551
Occupational health and safety	100,000	19,998	-
Prevention	3,067,862	1,461,887	1,174,526
Professional development and training	75,125	9,492	65,463
Professional fees	22,000	22,550	15,847
Secretariat	25,000	22,690	22,690
Staff wellness	35,000	26,955	34,039
Telephone and utilities	142,250	78,099	75,836
Travel	55,941	5,177	18,836
Vehicle expenses	171,000	174,905	182,230
Wages and benefits	4,715,086	4,296,166	3,455,962
Workshops	300	300	2,853
	<u>12,749,472</u>	<u>8,938,637</u>	<u>9,079,748</u>
EXCESS OF REVENUES OVER EXPENSES	\$ 73,127	\$ 3,902,194	\$ 4,879,027

See accompanying notes to financial statements.

Scw'exmx Child & Family Services Society
STATEMENT OF REVENUE & EXPENDITURES

As at March 31	2002	2001
Revenue		
Indian and Northern Affairs Canada	\$ 2,741,257	\$ 3,119,913
Province of British Columbia	50,044	27,893
Interest and other income	165,250	145,638
BC retro payment (Note 2)	660,733	-
	<u>3,616,784</u>	<u>3,293,444</u>
Expenditures		
Accounting	24,000	24,000
Administration	-	35,232
Advertising and promotion	7,720	6,506
Amortization	12,961	12,657
Audit	4,759	4,804
BEB reimbursement	-	101,972
Bank charges and interest	570	24
Child family services	1,110,671	1,131,885
Donations	-	3,950
Equipment leasing	28,710	31,067
Honoraria	12,679	6,313
Insurance	606	807
Legal	5,001	-
Meetings	5,965	2,654
Office supplies and postage	16,468	14,336
Professional development and training	13,176	21,213
Recruitment and resource	248	960
Rent	80,885	80,724
Repairs and maintenance	1,758	-
Telephone and utilities	35,375	14,835
Travel	130,469	141,180
Wages and benefits	1,084,392	1,002,889
	<u>2,576,413</u>	<u>2,638,008</u>
Excess of revenue over expenditures for the year	<u>1,040,371</u>	<u>655,436</u>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

SCW'EXMX CHILD & FAMILY SERVICES SOCIETY
STATEMENT OF CASH FLOWS
Year ended March 31, 2022

	2022	2021
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess of revenues over expenses (Note 10)	\$ 3,902,194	\$ 4,879,027
Adjustment for capital transactions included in operations:		
Amortization of capital assets	88,742	105,115
(Increase) decrease in :		
Temporary investments	3,932	(105,398)
Accounts receivable	2,725,280	(2,769,601)
Prepaid expenses	21,802	517,303
Increase (decrease) in:		
Accounts payable and accruals	564,467	637,136
Deferred revenue	(90,000)	(18,623)
Deferred capital contributions	(21,632)	(13,314)
Cash from operations	<u>7,194,785</u>	<u>3,231,645</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of equipment	<u>(18,161)</u>	<u>(133,636)</u>
Cash flows used in investing	<u>(18,161)</u>	<u>(133,636)</u>
INCREASE IN CASH	7,176,624	3,098,009
CASH, beginning of year	<u>4,703,162</u>	<u>1,605,153</u>
CASH, end of year	\$ 11,879,786	\$ 4,703,162

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Scw'exmx Child & Family Services Society
STATEMENT OF CASH FLOWS

<i>For the year ended March 31</i>	2002	2001
Operating activities		
Cash receipts from various sources	\$ 2,783,736	\$ 3,142,024
Cash paid to employees and suppliers	(2,152,703)	(2,622,985)
Interest received	165,250	145,638
Cash flows from operating activities	796,283	664,677
Investing activities		
Purchase of capital assets	(27,511)	(2,120)
Loans and advances with related parties	633,316	34,035
Cash flows from investing activities	605,805	31,915
Net increase in cash and cash equivalents	1,402,088	696,592
Cash and cash equivalents, beginning of year	3,084,810	2,388,218
Cash and cash equivalents, end of year	\$ 4,486,898	\$ 3,084,810

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SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2022

NOTE 1. NATURE OF BUSINESS:

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

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES:

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

Fund Accounting:

The Society follows the deferral method of accounting for reporting activities related to specific programs. The funds are summarized on the statement of operations with details by fund provided on schedules 1 to 24. A fund is determined for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions or limitations.

Scw'exmx Child & Family Services Society				
NOTES TO FINANCIAL STATEMENT				
<i>For the year ended March 31</i>				
	2002		2001	
1. Capital Assets				
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Furniture, fixtures and equipment	\$ 108,244	\$ 71,039	\$ 100,457	\$ 62,711
Computer equipment	20,698	12,566	18,074	9,643
Leaseholder improvements	17,100	1,710	-	-
	<u>146,042</u>	<u>85,315</u>	<u>118,531</u>	<u>72,354</u>
Net book value		\$ 60,727		\$ 46,177
2. BC Retro Payment				
During the year the Society received funding from the provincial government in the amount of \$660,233. This is a reimbursement of funding for services rendered between 1997 and 2002, during which. All further funding is expected through annual agreement, for future periods.				
3. Commitments				
The Society has an operating lease for its premises at \$6,727 per month, under a lease expiring in October 2005.				
The Society has also entered into an operating lease for its equipment. The equipment is leased at \$1,775 per month under a lease expiring in June 2006.				
The minimum annual lease payments for the next four years are as follows:				
2003	\$ 102,024	2005	102,024	
2004	102,024	2006	63,064	
4. Economic Dependence				
Scw'exmx Child & Family Services Society is economically dependent on funding provided by the Department of Indian and Northern Development.				
5. Comparative Figures				
The Society was an incorporate entity for the first time in 2002. Comparative figures have been provided because the nature of the entity's operations did not change and comparative figures were deemed to be appropriate and useful in evaluating the Society's operations.				
<i>The accompanying summary of significant accounting policies and notes are an integral part of these financial statements</i>				
				2001 Annual Report

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2022

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (continued):

Capital assets and Amortization:

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

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

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

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

Impairment of capital assets:

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

Financial Instruments:

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

Use of Estimates:

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

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2022

NOTE 3. FINANCIAL INSTRUMENTS:

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate, and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2022.

Credit Risk:

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

Market Risk:

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

NOTE 4. TEMPORARY INVESTMENTS:

	2022	2021
Royal Bank of Canada Balanced Mutual Funds	<u>\$ 975,231</u>	<u>\$ 979,163</u>

NOTE 5. ACCOUNTS RECEIVABLE:

	2022	2021
Indigenous Services Canada	\$ -	\$ 2,792,127
Goods and services tax rebate	45,263	41,429
Upper Nicola Band	25,513	-
First Peoples' Cultural Council	<u>37,500</u>	<u>-</u>
	<u>\$ 108,276</u>	<u>\$ 2,833,556</u>

NOTE 6. CAPITAL ASSETS:

	Cost	Accumulated Amortization	2022 Net	2021 Net
Computer equipment	\$ 372,355	\$ 282,691	\$ 89,664	\$ 106,038
Leasehold improvements	335,104	245,840	89,264	127,520
Office furniture and equipment	265,602	212,603	52,999	66,249
Vehicles	69,820	63,517	6,303	9,005
Britco trailer	<u>451,888</u>	<u>-</u>	<u>451,888</u>	<u>451,888</u>
	<u>\$ 1,494,769</u>	<u>\$ 804,651</u>	<u>\$ 690,118</u>	<u>\$ 760,700</u>

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

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2022

NOTE 7. DEFERRED REVENUE:

	2022	2021
Ministry of Children and Family Development	<u>\$ -</u>	<u>\$ 90,000</u>

NOTE 8. COMMITMENTS AND CONTINGENCIES:

Lease Commitments:

The Society leases numerous facilities and vehicles with terms commencing from June 2017 to October 2021 and ending from June 2022 to February 2026.

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

2023	\$		121,825
2024			107,474
2025			38,031
2026			5,775
			<u>\$ 273,105</u>

Pension Plan:

The Society and its employees contribute to a defined contribution pension plan. There is no obligation for past service or periods in which an employee was not employed. Total contributions to the plan during the year were \$256,599 (2021 - \$221,651).

Contingencies:

The Society receives a portion of its funding under a contribution authority with ISC and MCFD which, if unexpended, may be refundable to ISC or MCFD. Further, amounts which are overexpended may be reimbursed by ISC or MCFD to the Society. No amounts have been recorded in the financial statements as refundable or reimbursable.

NOTE 9. ECONOMIC DEPENDENCE:

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

NOTE 10. CASH FLOW INFORMATION:

During the year \$46,245 (2021 - \$21,811) of interest was received.

SCW'EXMX CHILD AND FAMILY SERVICES SOCIETY
NOTES TO FINANCIAL STATEMENTS
March 31, 2022

NOTE 11. BUDGET FIGURES:

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

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

During the year, 13 (2021 - 8) employees were paid in excess of \$75,000, for a total of \$1,158,420 (2021 - \$803,914).

During the year, total honoraria, meetings, training, and travel paid to members of the Board of Directors was \$59,912 (2021 - \$67,037)



“ As we strengthen our financial policies and processes, we look forward to building a strong finance foundation for the Society

Misty Paquette
Finance Manager

”



Community

“ This year has been a joy, with our return to the communities and face-to-face interactions! ”

Stephanie Tourand
Community Planner

The Community Team is responsible for providing effective supports, liaisons, advocacy, and communications to our 5 member communities and our urban Indigenous community. The Community Team supports community planning, community prevention services and programs, and supports internal and external communications. The Team promotes healthy families through community-based cultural activities, community gatherings, youth programs, parenting supports, etc. In working with our communities, we follow their lead to support them in the reclamation of jurisdiction of child and family services in their community.



The Community Team currently consists of an Acting Community Services Team Leader, Community Planner, Communications Coordinator, and a Community Prevention Worker. The Community Team was developed to align with our Society's vision in our continued shift from a protection model towards a prevention-based model, which centers on family, culture, and community. We recognize the importance of growing our Community Team to better serve the communities we represent. Our Team strives to uphold our community guidance, traditional practices and protocols as we continue to take bold steps to actualize change necessary for the communities we represent.

Some of the Team's accomplishments this past fiscal year include: facilitating presentations about SCFSS at several in-person and virtual gatherings, establishing an in-depth community orientation for new staff, the establishment of regular community engagement meetings and file reviews with community representatives, hosting a spring and summer scavenger hunt, organizing staff to support dozens of community events, rebooting our community newsletters, an increase in social media engagement, and all of our community-facing communications processes have been standardized to reinforce our branding standards.





Culture and Language

The Culture and Language Team is committed to incorporating nłę?kepmx and syilx language and cultural practices into SCFSS services and programs. Through the wisdom of our Elders and Knowledge Keepers, we share cultural teachings and language with children, young people, families, care providers, and staff. We incorporate land-based cultural practices for healing, and consistently increase culturally grounded programs and services using traditional knowledge and values.

As our staff returned to in-person engagement after the COVID-19 quarantine environment, our Elders were excited to return to duties. The mental health of our Elders was a priority as we navigated the pandemic. Elders began supporting our programs and services in-person, and received referrals on a gradual basis. The Elders were available to staff for guidance, support, and decision making. Our team hosted several Family Tree Fridays where Elders supported staff in developing client family trees.

Our Elders have played an integral part in conversations around the strategic priority of “How to Bring our Children Home” and what reunification looks like for our children and young people. We held a weekly Elders’ Zoom Room session for staff and another session for community members. The Elders’ Zoom Room sessions were a great opportunity to gain knowledge of our history, our people and our communities.



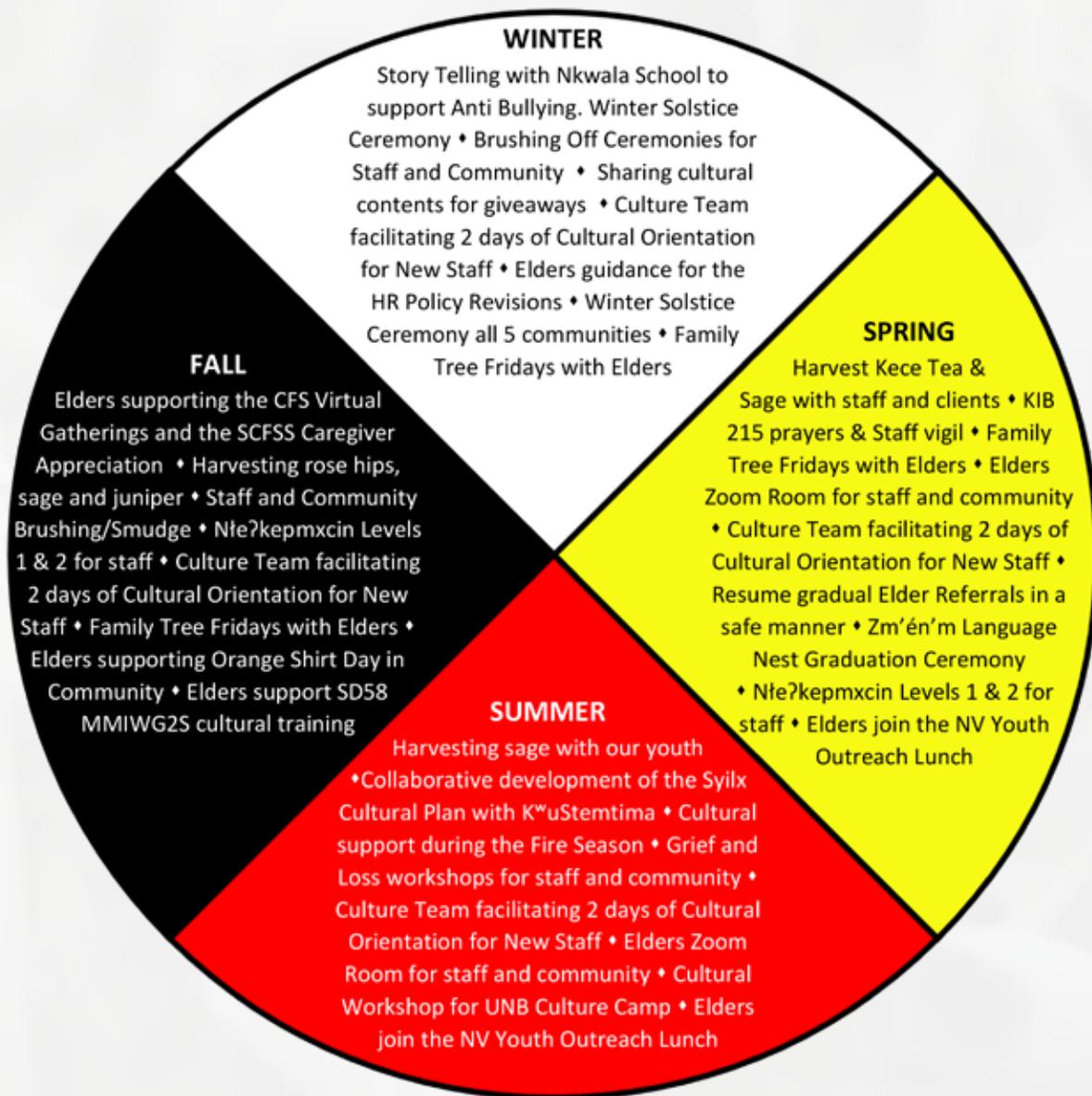
“ ném ǫwáct e nčye | My basket is very full. It has been a very busy time, and I am looking forward to what’s on the horizon for our team. ”

Lucinda Seward
Culture & Language Team Leader

With health risks from the COVID-19 pandemic, we found creative ways to continue our language teachings. We hosted our first Language Nest Graduation Ceremony, and it was a wonderful experience to witness, and celebrate our little ones whom were in the program for some time. While we did not run a new Language Nest Program in the Fall, we met with our 4 n̄eʔkepmxc̄in communities to plan for a mobile Language Nest Program to be brought into each community. Our Language Teacher took an education leave to advance her n̄eʔkepmxc̄in education, and we continue to utilize her services on a contract basis to provide ongoing language lessons to staff. This year, **12 staff completed n̄eʔkepmxc̄in level 1, and 4 staff completed level 2.** n̄syilxc̄en lessons will soon be available to ensure staff can understand and introduce themselves in both of languages.

This year, our team had many opportunities for collaboration; we worked with the Kwustemtima on the creation of cultural care plans for our syilx young people. We collaborated with School District #58 by supporting an after school program with our Elders joining in the activities, and our Cultural Program Coordinator developed opportunities for cultural learning. After the 215 announcement, fires, and floods, our team held brushing off sessions for staff and community to support healing.

The Culture and Language Team planned, developed, and facilitated many cultural and language opportunities, as seen in our seasonal Medicine Wheel of programs, events, and services.



“ Respect, responsibility. The one word reminder of who we are - snaqsilx^w [all my relations]. 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.

N'kwala (Dan Manuel)
Resident Elder



“ We’re here for the communities. We’re here for the people.

Bernice Garcia
Language Elder



Family Prevention



“ We meet people where they are at and walk with them, not ahead or behind them. ”

Dan Jager
Family Prevention Team Leader



The Family Prevention Team is responsible for supporting our parents, couples, and families in actualizing their holistic wellness goals, building parenting and family capacity, and creating effective strategies to ensure families are healthy and whole.

The Family Prevention Team consists of Family Wellness Navigators and a Relationship Navigator. Each navigator works with families to support them in creating self-directed wellness plans, with the focus on building healthy families, addressing their unique differences and barriers. Navigators also support the men's group and women's group.

Family Navigators provided individual supports to 58 families, working person-to-person to meet people where they are at, listen and supported people in the least intrusive way. We focused on gaining trust with our families and communities, building capacity through strengths-based approaches with cultural sensitivity. We meet people where they

are at and walk with them, not ahead or behind them. Family Navigators assist with referrals to other service providers, developing family plans with clients, building trust, and showing families the respect they deserve.

Due to COVID-19 restrictions, we postponed the Women's Group in 2021, and our participants shared how much they missed the program. Since the start of the new fiscal year, we have started the Women's Group again, and have already had 4 sessions.

As we move into the new fiscal year, the focus for this year's Women's Group is "Wellness." The group sessions are held monthly in community, and are open to all women. We have had participation from a wide range of ages, from young to Elders, and we have seen participation from women in all of our 5 member communities and our urban Indigenous community.

Within our first few sessions the participants have expressed they would like to have a Women's Conference. This is in the planning stages to achieve their goal.



Relationship Wellness Program Graduation

From September 2021 to June 2022, **we had 10 couples participate in SCFSS's Relationship Wellness Program.** The program operates based on The Four Blankets of Resiliency by Monique Gray Smith with adaptations to reflect nłeʔkepmx and syilx traditional 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. There are monthly group sessions in addition to regular check-ins that include cultural teachings and build on the foundations of trust and connection to self, family, community and culture.

The 2021-22 Relationship Wellness Program had 20 participants, and sessions included some of the following:

- Nerf gun games with a Personality Colours workshop. The couples learned more about their personality traits and how they interact using play.
- Medicine wheel teachings and trauma workshops with supports. During and after the devastations and emergencies we have overcome in the last year, we specifically put these teachings in place to support couples in moving forward together.
- A couple's weekend which included men and women's workshops and cultural teachings, a potluck dinner, couple building, and communication exercises.
- Hide tanning sessions which offered couples a unique perspective of strengths, struggles, and patterns of their relationship.

We are currently doing intake for this year's session. We will be utilizing a similar schedule and agenda, but are planning to add in more Elder participation and contribution. We have couples that feel they need to continue on this journey through the Relationship Program, and welcome those couples that want to continue in the program, along with new couples. Each couple's experience is unique to them, with a common objective for the group. With this the measurable goals are individually accomplished.

Our individual communities also offered some opportunities for our Relationship Wellness Program, including ice fishing, one-to-one supports, gatherings, men's groups, and health and wellness supports. It is important to connect couples to their home communities to support them in getting grounded in community and culture.

We have begun to do intakes for this year's program, and we look forward to continued support for our couples in community as they build upon their strength as a couple and continue together as a strong partnership.

Men's Group meets monthly, and focuses on traditional values and beliefs to support men in being healthy Indigenous role models for our children, young people, and families within our communities. This past year, **we had 165 men attend our Men's Group**. Sessions include culture and we bring traditional teachings and protocols into the sessions. We talk about our connection to the land, our language, our stories, our medicine, and we acknowledge who we are as nłe?kepmx and syilx men in the Nicola Valley. The Men's Group collaborates with the Coyote Brotherhood, Upper Nicola Band, Lower Nicola Indian Band, and Gathering Our Warriors. In the last year, we had 165 men attend Men's Group, with sessions that included a traditional fish spear workshop in the Shulus Cultural Building and mountain time at Coquihalla Lakes, where the men participated in axe-throwing and horseshoe games. For this new year, the Men's Group is planning for our first Men's Conference that will take place in the fall and will include self-care stations, massages, haircuts, games, and other activities and supports for men.



Youth Prevention

“ One of the main goals for the Youth Team is to support our young people on how to express their voice. ”

Jacqueline Merritt
Youth Prevention Team Leader



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, enhancing their family and cultural connections, and building their capacity in their journey to adulthood.

Since COVID-19 restrictions lifted, we have had more connections with our young people as we returned to face-to-face services. The Team balanced the supports offered, including individual sessions with young people, supporting community events, and our Youth Outreach Luncheon with our SCFSS Elders and fellow service providers in the Nicola Valley. The ability to gather and see each other made a positive impact on our people, spiritually, mentally, emotionally, and physically. We have seen a shift in peoples' spirits as we move through changes together, becoming grounded in our connections rather than disjointed in isolation.

This past year, the Youth Team's most rewarding work was advocating for and supporting our young people to find their own voice, connecting them with family, community, and culture, ensuring they were heard and understood. **We supported 43 young people on an individual basis, and we saw up to 76 youth attend our Youth Outreach Luncheons.** We are fortunate to see the positive impacts first-hand, and have so much pride for our young people as they grow.

One of the priorities in the Team's work plan is supporting our young people to find their voice, express themselves, and encouraging them to advocate for themselves in school, community, and home while validating their emotions to help them move forward in a good way. The Youth Team is recruiting additional staff to meet the needs of our young people in the community, including outreach support, holistic wellness, and transition support as our young people transition to adulthood.



Administration



“

The Administration Team provides a broad range of services, and we use our organizational skills and keen eye for detail in our roles and practices to help guide us in providing the best possible administrative support services both internally and externally. ”

Crystal Narcisse
Administration Team Leader

last year. The Administration Team has two separate teams (Team Assistants and Administrative Assistants) that work closely to provide a range of administrative supports to our SCFSS teams and communities.

The Administration Team has many areas of expertise, with an overall goal to take away 95% of administrative duties from our frontline staff so they can focus on our children, young people, families, and communities. Additional supports we offer include supporting families with newborn, young people, and adults in obtaining different ID and even registering for Indian Status when applicable. We ensure children engaged with SCFSS have their medical benefits updated, and keep all electronic and physical files up-to-date and in proper order. The Administration Team regularly participates in case file reviews and community engagement sessions, and we take detailed meeting notes and action items to streamline communications and document our meetings.

The Administration Team is also part of the frontlines, taking responsibility as the gatekeepers for incoming calls, walk-in visits to the office, and in some cases, emergencies. The Administration Assistants ensure quality services that include a community-driven and strengths-based approach.

The Administration Team participates in various required training to fulfill their administrative duties to the teams and external organizations. Some recent training includes internal server and systems training, training with Martin & Martin Lawyers, critical thinking, lateral violence to lateral kindness training, Not Just Naloxone training, wellness exchange workshops, and others to support the effective provision of services.

Aside from the administrative and clerical duties that the Administration Team provide to support with the organization and communities, we also follow the direction set out by our communities to ensure our services meet our communities' standards of service as we move from Protection to Prevention. As a whole, the Administration Team thrives on completing tasks and focusing on a kind and holistic approach in our services. We take pride in the hard work we do, and look forward to continuing to support our teams and communities in this upcoming year.

Community Relations

Annual total of Family Circles

163



“Each request or inquiry is reviewed from a preventative lens with the guidance from our Elders and Communities.”

Kristen Stewart
Relations Team Leader

As we continue to shift from protection to prevention, several of our prevention-focused positions are under the guidance and leadership of Kristen Stewart. Kristen moved into the Relations Team Leader role in June 2022 and has supported collaboration and problem-solving across what were previously separate teams, effectively ensuring an improved approach to wrap-around support for our families and communities. As the Relations Team Leader, Kristen provides leadership and guidance to our Circles Coordinators, Community Navigators, and Resource Workers.

The Family Circles Team supports the gathering and facilitation of family circles, supporting loved ones in creating their own family plans to address a concern or emergency. This process prevents decisions being imposed upon the family, and allows them to make appropriate plans for themselves that best fit their needs, while at the same time including their extended family and support people throughout. In the last year, **SCFSS facilitated 163 Family Circles**, with each Circle specialized to fit the needs of each family. With increased staffing capacity on our Circles Team, we look forward to increasing the number of Family Circles as we support our families and communities.

The Child and Youth Mental Health (CYMH) Team provided confidential therapeutic services to children and young people impacted by various measures of intergenerational trauma. While we had a significant reduction in services in direct correlation to the absence of two CYMH team members on leave and the November flood evacuation, **we supported 27 children and youth with mental health services.**



The Community Navigation Team is the first connection when someone makes an inquiry about a child's or family's wellness, requesting supports, or for questions regarding our programs and services. The Community Navigation Team was developed in June 2022 to ensure that each request or inquiry is reviewed from a preventative lens with the guidance from our Elders and Communities. Community Navigators work closely with Band Representatives to ensure we are incorporating community supports and direction to best support the family. Community Navigators can help connect families with our preventative supports, provide short-term assistance, or send referrals to our other service partners for additional support, as well as connect them with our Family Circles Coordinators to have the family come together for decision-making purposes. From June to September 2022, the team received a total of 72 calls, and our team connected the families with a variety of prevention supports: 10 referrals went to our Family Circles Team, 7 referrals went to our Family Prevention Team, 8 referrals went to the Youth Prevention Team, and 5 families were referred to our Culture and Language Team. SCFSS also connected 21 families to community supports. **Out of 72 calls, only 3 families were engaged with our Protection Team for further assessment and support.**

The Resources 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 can help in finding familial supports to care for the child(ren) until the parents/families are able to reunite. The Resource Workers help 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, and ensuring family, community, and cultural connections remain intact. By March 31, 2022, we had a **total of 26 kinship homes, 11 Indigenous foster homes, and 6 non-Indigenous foster homes.**



Child Wellness



“Over the last year, the child wellness team has been working very diligently to create and strengthen connections within the Nicola Valley and our 5 communities.”

”

Natasha Thys
Delegated Advisor

The Child Wellness Team protects the wellbeing of children and young people, while prioritizing the use of culturally reflective prevention-based strategies. The team strives to preserve the family unit and empower parents by building trusting relationships. The Child Wellness Team consists of our Delegated Advisor, Reunification Coordinators, Youth Reunification Coordinators, and Family Service Workers.

The Delegated Advisor provides advice to the Prevention and Protection Teams at SCFSS for delegated services and practices in alignment with n̄e?kepmx and syilx frameworks of practice. The Delegated Advisor is accountable for early intervention and protection services through culturally appropriate, delegated social work activities, with emphasis on the preservation, restoration, and reunification of families.

The Reunification Coordinator works collectively with the family, SCFSS teams, and community resources to preserve and reunify the family unit through culturally appropriate services. This is to enhance the wellness of children, young people, and families. Reunification must assume a traditional, cultural, and collaborative



approach to preserve the family unit. Reunification recognizes the lifelong role birth families, community, culture, and a sense of belongingness has to every child and young person.

The Youth Reunification Coordinator bridges the gap between young people, their families and community to create a stronger circle of support. The Youth Reunification Coordinators acts as a liaison between young people and their community to assist with building and maintaining connections, and identifying extended family to strengthen their sense of identity and cultural connection.

The Family Services Worker works one on one to support families, children and young people who need support on a short term basis. Family Service: assists in identifying and connecting parents to community resources and prevention services, promotes advocacy and empowerment of parents to build capacity and keep children and young people with their families.

Over the last year, the Child Wellness Team worked very diligently to create and strengthen connections within the Nicola Valley and our 5 communities. Our team actively collaborated with internal SCFSS teams, external agencies and representation from across all 5 communities to identify preventive measures of supporting families and building stronger working relationships. By doing this we built trusting relationships through best practice in accordance with the nł?kepmx and syilx ways of being through the Nlaka'pamux Framework of Practice and CAptlkw] Ethic Agreement.

In our shift of practice from protection to prevention we strengthen and support families and keep children and young people connected to their communities and culture. In following the SCFSS Call to Action, the Child Wellness Team is inclusive of culture, language, and ceremony in our practice. We engage with our Elders and knowledge keepers to decolonize our historical ways of doing and bring forward traditional knowledge in our practice. **Since April 1, 2021, the Child Wellness Team has reunified 29 children and young people with their families**, and taken them out of the child welfare system. We currently have 38 children/young people with some level of connection with SCFSS, compared to 67 at the start of last year.

On a quarterly basis, SCFSS hosts case reviews with Band Representatives from each of the 5 communities. These case reviews are facilitated to provide updates to the community, identify collaboration opportunities and seek community direction as to how we can best support children, young people and families.

As a result of SCFSS's continued shift in practice the Child Wellness Team successfully supported in the reunification of 8 young people with their families.

Annual total of children and young people returned home and reunified with family

29



Emergency Services Team



The Emergency Services Team was created to proactively respond to unprecedented times. SCFSS and the communities we serve are still recovering from forest fires, the COVID-19 pandemic, the 215 announcement and opioid crisis. We assist in the prevention, mitigation, preparedness, response, and recovery of emergencies may face, and we work in close collaboration with other SCFSS teams and community.

During the past year, we've identified a gap in services for the children, young people, families, community members, and SCFSS staff when we navigated through the following emergencies:

- Pandemic with COVID-19 and variants
- 215 Announcement
- Drug and opioid crisis
- Wild land forest fires
- Atmospheric river event and sunsequent floods

During the atmospheric river and flood event, it was decided that an Emergency Services Team would be developed and implemented to assist SCFSS in the prevention, mitigation, preparedness, response and recovery of emergencies we are faced with.

The Emergency Service Team's first priority was to assist in the recovery process from the floods and fires for our organization and communities. This included the development and

“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
ESS Manager





implementation of our relocation plan, as our main office was vacated to give space for students to go back to school while School District #58 worked on rebuilding and repairing the schools after the flood. We also worked with our Operations Team on the mitigation and response to the COVID-19 pandemic for our organization and families. Our Team continues to be a part of many collaboration tables in the Nicola Valley to assist with capacity of the four pillars of emergency management (mitigation, preparedness, response and recovery) after the eventful year we had.

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. As a part of our annual work plan, our Team developed an emergency preparedness workshop for our caregivers, clients and relations. We also are creating opportunities for capacity building and resource building for our Team, the SCFSS family, the community EOC members, and Relations to help prepare our communities for the next emergency. This includes many resources and communications on emergency preparedness, fire safety and family safety.

In collaboration with other Indigenous organizations in the Nicola Valley, we started the conversation in regards to the drug and opioid crisis in our communities. From these discussions, we are now a part of a committee for a Harm Reduction in Communities event which is planned for October 2022, to start conversations and break the stigma on the subject alongside our community members.

The Emergency Services Team will continue to work on the prevention, preparedness, response and recovery of incident and emergency management to build healthier and safer communities.

Operations



In October 2021, the SCFSS Leadership Team, Board of Directors, and the 5 Chiefs of our member communities participated in a strategic planning session. This session focused on determining the direction that the communities wish to see SCFSS take on their path to providing holistic support services to our relations. This enlightening experience emphasized the importance and significance of our shift from Protection to Prevention.

Between February and March 2022, the Leadership Team engaged in planning sessions to develop SCFSS's comprehensive Action Plan for achieving the goals laid out in SCFSS' 5-year Strategic Plan. These planning sessions were key to the development of Departmental Work Plans, in order we ensure we are on the path to achieving our vision and overall goals for the agency in our shift from Protection to Prevention.

At the beginning of the 2021 wildfire season in BC, Lytton was devastated by a wildfire that destroyed most of the village. SCFSS was able to jump into action quickly to create a schedule and deploy staff to the ESS at the Shulus Arena to collaborate with Nlaka'pamux Health Services and LNIB in providing support in the following areas: evacuee registration; receiving, organizing, and dispersing community donations; registration of volunteers; finding accommodations for evacuees; Elder support with emphasis on personal wellness and exceptional needs, and providing leadership support and expertise to the ESS Team.



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“Resiliency, creativity, and our ability to work collectively and with tenacity are what has allowed us to overcome the obstacles and challenges we’ve faced.”

”

**Cely-Rae Street
Operations Manager**



2022 saw the completion of our move into the Lindley Creek Road building

By the beginning of August, the SCFSS Emergency Operations Centre Team was developed with the goal of a structured approach to providing and caring for our families, caregivers, and communities affected by evacuation alerts and orders.

Not long after, the SCFSS EOC Team assembled very quickly on November 15th and responded to the flood crisis across the Nicola Valley and surrounding communities. By the end of November 15th, we contacted those associated with SCFSS to determine their safety and connection to emergency services. Our EOC Team and SCFSS staff were successful in meeting the needs of not only our children and families with whom we work, but also various other community members, which included lodging, basic needs, and mental health supports.

As a direct result of the flooding that occurred mid-November, 3 local schools were affected, resulting in SCFSS graciously returning our Main office, School District #58, in order they could provide education services to the young people in the Nicola Valley. In record time, SCFSS was able to identify another office space that would accommodate our Administrative Teams. Unfortunately, this space would not be available for occupancy until February or March 2022. As a result, SCFSS staff were placed within our Downtown and Language Nest offices as a temporary measure until such time as we were able to occupy our “new to us” office space. With many background processes involved (and many long days), we were finally in a position to begin phasing more staff into the new office space in April 2022.

The Operations Team has been integral in navigating the challenges of the last year, and we look forward to settling into our new space in this next year, and continuing our support to our SCFSS teams and our children, young people, families, and communities.

Human Resources

“ This past year it’s been a privilege to work alongside our Elders to decolonize our policies and processes, to reflect our nłe?kepmx and syilx cultures ”

Janessa Collins
HR Manager



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 ensures compliance with provincial and federal labour standards and laws while integrating nłe?kepmx and syilx culture and protocols into our SCFSS policies and procedures.

The Human Resources Team and the Culture and Language Team collaborated to create an Elders HR Working Group, comprised of our Resident Elders, Language Elders, and HR Manager to review and revise the current SCFSS HR Policy Manual. The Elders HR Working Group ensured our policies align with our nłe?kepmx and syilx cultures and languages as well as provincial and federal employment standards and laws.

The Human Resources Team planned, developed, and implemented a revised Orientation Week for new hires and existing staff to include two full days of orientation with the SCFSS Culture and Language Team. Staff spend two days with our Elders and Culture and Language Team, engaging in traditional crafts, time on the land, learning about our history and stories, and developing relationships to build a strong cultural connection right from the beginning of their journey with SCFSS.

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.

This past year, SCFSS seconded 6 staff. We seconded 2 staff into our member communities, 1 reporting to Upper Nicola and 1 to Coldwater. 4 staff were seconded into new roles internally, with the purpose to develop new programs and roles to further support our communities.



The recruitment and retention market significantly impacted Canadian workplaces, particularly in British Columbia. Job vacancies in Canada are up 72.3% in the first quarter of 2022 compared to the first quarter of 2020. Job vacancy rates are at 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 facing recruitment challenges, including SCFSS.

With the July 2021 fires and November 2021 flooding, the Nicola Valley has seen significant impacts related to rental and real estate availability to provide housing opportunities for potential new hires. With limited opportunities for housing and an inflated rental/real estate market, out-of-town candidates for relocation consideration fell by 75%.

In the 2021-22 fiscal year, SCFSS recruited a total of 17 new staff members, with 9 new hires (53%) being community members. As we journey forward beyond the external challenges facing our Society, we look forward to continued growth in the new year, and prioritize the hiring of community members to build capacity and grow our people.

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 leading to a record-breaking number of employees making career changes. The mass resignations across the country have been coined, "The Great Resignation."

Since April 1, 2021, SCFSS has made significant progress to actualize our Strategic Plan. In change management, we see the movement of staff as we retain those committed to our vision move on, either through their own accord or the Society's dissolution of the relationship.

From April 1, 2021 to March 31, 2022, SCFSS had a 81.7% retention rate of employees and a 28.5% turnover rate. Retention measures the number of employees who stayed at SCFSS by their own accord over the year, and turnover measures the movement of employees at the Society for any reason.

To better serve the needs of our communities, our teams are consistently engaging in new training opportunities and professional development to build their individual and team capacity. Staff had 35 external training sessions, 14 internal training sessions, and 3 practicums, with a total of 142 staff attendance in training sessions.



ORGANIZATIONAL STRUCTURE - PROPOSED | FISCAL 2021-2022



- Protection
- Prevention, Community, Culture
- Administration

ORGANIZATIONAL STRUCTURE - CURRENT | OCTOBER 2022



- Protection
- Prevention, Community, Culture
- Administration

Calling Upon Our Elders

Our Elders are our family members, teachers, and trusted supports; most importantly, they are the Knowledge Keepers for our communities, protecting our history and culture. At Scw'exmx Child and Family Services Society, we are fortunate to have Elders on staff for wisdom, knowledge and guidance.



**Remembering Sharon Lindley
Resident Elder**

We had the privilege of having the Late Tikumtinak, Sharon Lindley, as a Resident Elder at SCFSS. Sharon was a strong Syilx matriarch for her family, community, the Nicola Valley, and for SCFSS. She never hesitated to stand up for the people and share what was right, and gently show us a different way if something was wrong.

Elders do not receive a certificate; there is no appointment, no minimum age, and no grand ceremony welcoming a prospective Elder into their new role. Rather, it is a gradual process where a person is considered an Elder after journeying through the many seasons of their lives, becoming experts in lived experiences, and growing into their patience and practice while gaining valuable wisdom to share with the next generations. We will forever remember all Sharon has done for us at SCFSS, as she has left behind strong reminders of the importance of calling up our Elders for wisdom, guidance and knowledge. She was consistent in lifting up our team of Elders, by telling them they are very much needed, and that they need to stand up and share their knowledge and experience. She was a strong advocate for her community and has set a great precedent in the

role of Resident Elder.

It has been such an honor to have been gifted the time we had with Tikumtinak, Sharon Lindley. And we will continue to honor her by sharing what she has given us, and we will ensure that we continue to acknowledge her as we continue to do this work.

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N'kwala, Dan Manuel, has been with SCFSS during a couple of different stages. In his previous work, he was a part of SCFSS as a Family Support Worker. As a Family Support Worker, he supported families while being a strong advocate, and N'kwala stated there was a need for Elder support in this field of work. N'kwala continued on his journey for a number of years until he came back to SCFSS in 2019, this time as a Resident Elder!

It is such an honor to have N'kwala as one of our Elders, with his experience as a previous staff member and with him being a community member. He shares his strength in the history of our people, the culture and the traditional practices, and the wisdom shared through the Captik^wl. He utilizes the Four Food Chiefs by giving his Syilx perspective to support decision-making, planning, and information sharing to guide his work. He is always there to support the staff, and willing to work with Relations brought his way. We honor N'kwala for the gifts he continues to share with us.



**N'kwala, Dan Manuel
Resident Elder**

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 nle?kepmx 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.

“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

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 nle?kepmx and syilx inherent rights as we empower children, young people and families.

Honouring our Retirees



Vivian McBee
Kinship Resource Worker

One of Scw'exmx Child and Family Services Society's long-standing employees, Vivian McBee, is retiring 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."

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Chris Pearson-Bronsch retired in April 2022, and we honour the work she has done at SCFSS during her tenure as the Restoring Balance Coordinator. Chris worked with Scw'exmx Child and Family Services Society for over 6 years in the roles of a Social Worker, and most recently, Restoring Balance Coordinator. She travelled to work in the Nicola Valley from Logan Lake, which proves her dedication to our Society. Chris poured her passion into helping families and built strong relationships throughout her career.

Her deep connection to her roots, and her passion for incorporating Indigenous traditions and culture was exemplified in her work. Chris believed in the communities, empowering people to become better and stronger, together. Balance was the key to her success, as Chris was known for her dry sense of humour, even when under pressure. Her encouraging leadership, positive energy, and tireless dedication is missed, though we are grateful for her continued support as a Resources Consultant.



Chris Pearson
Restoring Balance Coordinator

Closing Remarks

“

2021 enters into the history of SCFSS as one of insurmountable challenges and significant change management. Despite the disconnection and gross impact of the various environmental tragedies, we remain connected with our Ancestors, the land, foundational traditional values and one another. It is this connection that continues to show us the journey ahead. Our connection in spite of loss and the separation during the pandemic, wildfires and floods runs deeper than we may realize. We remember the lost children found as they join as our Ancestors in guiding us forward. As we remain on this journey, it is imperative we keep our connection strong with one another.

Elders and Leaders before us who initiated this journey almost 30 years ago recognized the importance of this connection and identified the need for prevention services to strengthen families, build capacity in communities and take care of our most sacred gift ~ our children.

”

Olivia Buck
SCFSS Board President



OUR HISTORY:



FRACTURED
but NEVER
BROKEN.

THROUGH THE WISDOM of our A
WE HAVE BEEN TAUGHT THE WAYS to C

Nte?Kepmx
AND SYILX
LANGUAGE,
CULTURE,
TRADITIONAL
COMMUNITY
GUIDANCE



URBAN

BOLD STEP

ANCESTORS,
ARE for ONE ANOTHER.

LOWER NICOLA



SHACKAN

UPPER NICOLA

on a PATH of HEALING, JUSTICE & HOPE →

in seven
GENERATIONS,

our families ARE
TOGETHER,
HEALTHY and
WHOLE.



REKINDLING
OUR CULTURAL
WAYS of
BEING



SCW'EXMX Child & Family Services Society

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SCFSS 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.