

#CSFS30Years



CARRIER SEKANI
FAMILY SERVICES

Creating wellness together.

2020 Annual Report

September 23, 2020



Respecting Elders ance breathing into our



our
and
stories,
life
laws...



2020 Annual Report

September 23, 2020

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FAMILY SERVICES

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Our Logo

The Late Larry Rosso from Lake Babine Nation, Bear Clan, created our logo in 1991. The mother bear represents protection, safety, and wellbeing for all of our Carrier and Sekani citizens. The baby bear cub on the mother's back represents the children being at the centre of all that we do. The helping hand represents the services provided by our agency to support holistic wellness in partnership with the Nations we serve. Our agency tagline "Creating Wellness Together" often accompanies our logo to further communicate our partnership in creating wellness with the Nations we serve.

2020 marks the organization's 30th anniversary. To mark the occasion, the CSFS logo has been accompanied by a #CSFS30Years hashtag, and has been included on publications across social media platforms to represent this milestone.

OUR MISSION

With the guidance of our Elders, Carrier Sekani Family Services is committed to the healing and empowerment of First Nations families by taking direct responsibility for: health, social, and legal services for First Nations people residing in Carrier and Sekani territory.

OUR VALUES

CSFS is dedicated to serving our First Nations citizens in a respectful, honest, and compassionate manner following the principles that flow from accepted Carrier laws intended to govern the conduct of individuals. Each of these values need to be followed concurrently, with no single principle understood to have greater significance than another.

Respect

Guides the actions of Carrier people in their conduct with each other and the land. Everything is about respect.

Compassion

Making an effort to truly understand the suffering of another, and making an effort to assist in any way possible.

Wisdom

Wisdom is sometimes referred to as intuition, or 'just knowing'. Providing services with wisdom can mean knowing when to share helpful resources, and when it is best to simply listen to someone.

Responsibility

Accountability is a part of our great bah'lats system. We are responsible to our clans, ourselves and our community. Responsibility is carried in one way or another by everyone within the system; we are all responsible for the wellness of ourselves, each other and the land.

Caring

It is the role of everyone in the community to care for each other and the land. Demonstrating care is an important Carrier value for everyone.

Sharing

Supporting each other through sharing and placing value on the community above individuals is important to our way of life. This is demonstrated through our great laws of the bah'lats.

Balance and Harmony

The concept of interdependence on each other is important to understand for the principle of balance and harmony. For a family to be healthy and balanced, their community must be balanced and healthy. Individuals are not separate from each other or the land, and health and balance are interdependent to everything else within an individual's world.

The 2020 CSFS Board of Directors

Chief Corrina Leween	President, Cheslatta Carrier Nation
Adell Gooding	Vice President, Skin Tyee Band
Ellen Lorentz	Treasurer, Burns Lake Band
Murphy Abraham	Lake Babine Nation
Theresa Nooski	Nadleh Whut'en First Nation
Chief Patricia Prince	Nee Tahi Buhn Band
Chief Priscilla Mueller	Saik'uz First Nation
Tannis Reynolds	Stellat'en First Nation
Sandra Teegee	Takla First Nation
Heather Nooski	Wet'suwet'en First Nation
Chief Waylon John	Yekooche First Nation
Nancy Williams	Urban Representative



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Board of Director President

Chief Corrina Leween



On behalf of the Board of Directors at Carrier Sekani Family Services, member bands, and staff, I offer my greetings and appreciation to the Nations we serve, community members, and friends of our organization.

2020 marks the 30th year in operation for CSFS; a time we thought we would all be together to celebrate and rejoice in our accomplishments. As we all are too keenly aware, the COVID-19 Pandemic hit early this year, forcing us all to distance ourselves from one another. Although many thought this would create a disconnect amongst us all, we've found new and innovative ways to come together and continue to demonstrate our commitment to providing services for member Nations.

On CSFS' 30th year, we look to our Elders and recall where we started, how we've progressed, and where we're going. In a year filled with so much uncertainty and radical change, we rely on our Elders to guide us. Before CSFS got its start, it was our Elders who set the groundwork for what would become this long-standing renowned organization. Many were worried about their communities as our grasp on our traditions, language, and culture was slipping due to colonization. Our children were being removed from their homes and health disparity gaps were widening. It wasn't until our Elders and leaders stood up for what was right that the tide eventually started to turn in our favor.

Today, our Elders are still a driving force for reversing many of the negative impacts of colonization. Because of the teachings from our ancestors, traditional knowledge continues to be passed down as we rebuild our Nations with our own laws: Sacred, Natural, and Customary. Our founding elders would be so proud to see that we are on the cusp of developing our own laws to take care of our most sacred and precious gift, our children.

I extend my sincerest appreciation to the CSFS Board of Directors, Executive Management, and the entire CSFS staff. The dedication and hard work that I have seen during these unprecedented times has shown that CSFS is in great hands, and that team CSFS is utterly devoted to the Nations we serve. I am confident that, if our first 30 years are any indication, our people will have the great services they need to foster wellness and reassert sovereignty over the next thirty years.





Chief Executive Officer

Warner Adam, MBA

We are certainly experiencing unprecedented times today. Imagine that a similar virus plagued our world 100 years ago, and the devastation that our communities and people experienced during that time. That era – where very little technology existed to help minimize the impacts, had devastating impacts on the populations at that time. Today, many of the Nations have stepped up to the challenge to prevent COVID-19 from spreading. We must remain diligent, and continue following the Federal and Provincial guidelines until the time comes that a vaccine is developed.

Carrier Sekani Family Services (CSFS) has been swift in ensuring that all necessary precautions were implemented to mitigate impacts of the virus, as per the

Provincial Health Officer's guidelines. Supports and collaboration between our communities and public health officials have made the transition that much easier. These plans, which were developed as soon as the pandemic was declared, allowed CSFS to continue operations and business with minimal challenges.

As we continue to navigate our work during these challenging times, we have been able to move several initiatives forward, including planning for a long-awaited treatment and healing centre. While we are still in preliminary planning, I anticipate that the treatment centre will open in 2022/23. Also, plans are underway to open a youth Foundry Centre in Burns Lake, and a new Prince George youth centre will open its doors



this October. The child development centre in Vanderhoof opened its doors last year and continues to develop services and outreach to the communities.

In the area of Child and Family Services, we have been able to begin the planning processes in partnership with our communities to identify service delivery needs, resulting in the development of prevention services that the Nations will deliver. For the first time in 30 years, we are able to transfer funding to the Nations so that these services can be developed to meet the needs of community members. We plan on monitoring this initiative and increase funding based on demonstrated needs for all CSFS member communities.

Our Board of Directors President has been pressing governments to recognize that our people have unique challenges during this COVID-19 era. The Opioid Crisis is a significant health impact, and is especially hard hitting in Northern BC. A letter was sent to the governments in June 2020, and we are advocating for a plan to be developed which ensures that the crisis is minimized. Preliminary data is showing that many of the people impacted are young First Nations people, many of whom are homeless and street involved.

History has demonstrated that the Canadian system has failed our communities. Statistics demonstrate that many of our children continue to be removed from their homes and placed in government care, high school graduation rates are substandard, and many of our people experience health problems at disproportional rates. This is exacerbated by the fact that many of our people are reliant on government income assistance for survival – poverty, unfortunately, still has a strong hold in our communities.

While our communities have been negatively impacted by colonization, including the imposition of foreign structures and systems, we continue to demonstrate resilience by keeping our traditions, customs, and values alive. The mere existence of our communities is a testament to the strength of our ancestors' ability to uphold this responsibility.

We have a body of growing evidence that suggests Indigenous Nations that are organized with effective institutions are better equipped to re-build their communities. The process of rebuilding our Nations must be predicated on the teaching of our ancestors; knowledge that has been handed down from one generation to the next by our knowledge holders and the institutions that have protected our rights. While elements for success may vary from Nation to Nation, factors point

to: effective leadership, cultural fit, community involvement, and a solid governance structure. These elements all contribute to self-sufficiency and good outcomes.

As we continue on our journey toward re-building our Nations, we must collaborate to plan, design, control, and manage our own programs and systems based on the principles developed by our ancestors, and as demonstrated by our potlatch system. We have a plan to re-design our own systems and structures that will be guided by our own legislation. Our plan includes an extensive community engagement strategy to review our proposed model for our own Child and Family Services laws.

The process for moving toward developing our own laws for Child and Family Services will include designing our consultative processes based on all aspects of where we come from, who we are, and where we want to be in society. This method must acknowledge the basis of law that governs our societies, the design of the process, and desired outcomes, including an evaluation mechanism.

As we continue to evolve within the Canadian law, the following sources of law will be important for us to understand and how they apply to the Nations we serve, as CSFS will be expected to be a part of the undertaking of transforming our communities.

Sacred Law:

Carrier and Sekani laws revolve around respect, love, harmony, sharing, and knowledge among others. These form the basic tenets of communal caring, including spirituality from one generation to the next. It defines us as a people and provides a balanced and harmonious space and place.

Natural Law:

A common view our people share is that we see our environment as inter-related and inter-dependent. All living matter is important for our survival. Natural law is a God-given right.

Customary Law:

We believe that our customs and traditions, which were developed over time, are important aspects to keeping our traditions alive. Customary law evolves as we progress through time. In order to carry out this work, we must follow the leadership principles of being democratic, coaching others, and upholding our great law of sharing. Our people are governed by the potlatch system, which includes several styles and protocols. Most notably, democracy is the main structure that we use in consulting our people. It is important for me to ensure that community members see themselves in

all aspects of the design, control, and management of the systems we develop so that we can effectively assist the Nations we serve in rebuilding communities.

CSFS has 30 years of experience in rebuilding our social and health structures, and we need to prepare for increased capacity to take direct control over Child and Family Services, Health, and Justice. On this journey, it is important to ensure the communities we serve remain the heartbeat of the organization. Leadership, structure, and organization is crucial as we move forward in this journey.

I would like to thank the Board of Directors, Chiefs and all my staff for their support and work as we move to the next level of taking control over our future by continuing to build an environment where our children can reach their maximum potential.

Awit Zah!





Message from the Executive Director of Child & Family Services




Mary Teegee, MBA

Dene-Zah, Tseyku Zah, Skey Zah, Elected Leadership and Nation Members,

Each of us are united by a shared past. All of us have endured the effects of colonization including discrimination, social ills, weakening of culture and governance structures, and loss of traditional lands. One of the most profound impacts was the loss of human potential; imagine the strength of our Nations if our warrior chiefs, matriarchs, and children had been allowed to flourish without the trauma, abuse, and heartbreak suffered at the hands of church and state.

It is often said that those who forget the past tend to repeat it; therefore, we cannot let Canada forget our history of colonization. As leaders, it is incumbent on us to not only remind Canada and Canadian society of the atrocities we have lived through, but also to lead the way to a clear future unencumbered by hurt, fear, discrimination, and inequality. How we do this is to consider what reconciliation and justice truly means. The wrongs of the past cannot be reconciled without justice; we cannot have justice without restitution.

In 2016, a landmark ruling by the Canadian Hu-



man Rights Tribunal found that Canada discriminated against First Nation children by providing inequitable funding for child and family services. Canada was then ordered to rectify their funding policies to include Prevention services at actual costs. Canada was ordered to provide restitution.

As we embark on the next chapter on our shared journey, we must remind ourselves of our past. 30 years ago, our leaders and Elders had enough of the treatment of our children by “welfare,” so they created Carrier Sekani Family Services (then known as Northern Native Family Services). This newly formed organization had one main goal: for Nations to become self-governing in health, social, and legal services. We are closer than ever to making their vision and our common dream a reality.

Over this past year, we have worked with communities to develop community service delivery plans to identify community needs and priorities. These community plans correspond with the broader child and family jurisdiction model. Integral to the assumption of jurisdiction is to ensure communities have the capacity and resources to do good prevention work. The plans identify roles and responsibilities of CSFS and the Nations we serve to improve issues of poverty and child and family challenges.

We are continuously striving to ensure the needs of the Nations we serve are met now and into the future. To that end, I represent BC on the National Advisory Committee (NAC) for Child and Family Service Reform. The NAC was formed in response to the Canadian Human Rights Tribunal ruling that proved Canada had in fact discriminated against Indigenous children and families. Members of the NAC include representatives from across Canada, the Assembly of First Nations, and the Federal Government, and are charged with reforming child and family services in the immediate, medium and long term. I am also the Chair of the Provincial Indigenous Child and Family Directors Forum.

Part of the reform is to develop a better way to fund child and family work. In the past, the Federal government funded Indigenous agencies based on population and the number of children in care, and not on the actual needs of the communities we serve. The Canadian Human Rights Tribunal ruling changed the discriminatory funding to allow for prevention services to be funded at actual costs. The NAC has worked with the Institute of Fiscal Studies and Democracy (IFSD) at the University of Ottawa to identify options and systems to change and transition agencies to be funded based on outcomes on “well-being for thriving first nation children.”

Over the next few years, we will continue to work together for nations to assume jurisdiction by facilitating community engagement sessions, conducting focus groups, and continuing research. Our research department has already amassed historical information regarding “culture, clans and community” – we intend to continue to gather relevant information to ensure the child and family laws reflect who we are as indigenous people.

This past year, we have worked diligently to provide services to reflect community needs and requests. We have provided funds directly to the communities to retain requisite staff and also have been able to retain specialized staff to assist with our children, youth, and families. We have also provided important training for the Community Wellness Teams (CWT) of each nation. The CWTs are representative of the communities they serve and will provide information and recommendations to care for their children and families. We are fortunate to have many people take the training in 2019, and we are thankful to those who put their name forward for this critical role.

The adage of “it takes a community to raise a child” must be the foundation of the work we all do together to strengthen each Nation. We have survived the past and are now on the precipice of fundamental change; change our ancestors and Elders hoped and prayed for. It is now more important than ever to be united in mind and spirit to revive our laws to protect our children, families, and Elders.

We are stronger when we are together. CSFS was born from the Nations, and belongs to the Nations. Every goal we have achieved belongs to the Carrier Sekani people. I would like to thank our amazing staff for the good work you do on behalf of the Nations we serve. I would also like to thank our CEO, Management, and the Board of Directors for your guidance, leadership, and support. Above all, I would like to thank you, our nation members for your kindness, support, and generosity. I am looking forward to working with you to “breathe life into our laws” and to honour the dreams of our ancestors.

Musi
Mary Teegee (Maaxw Gibuu) MBA
Executive Director Child and Family Services



Youth Services

Amy Merritt, Kayla Brownscombe, and Flint Keil

The Youth Services program supports youth aged 8 to 29 years old in Prince George, Vanderhoof, Burns Lake, and the 11 Nations we serve. Our programs help youth establish strong cultural ties, healthy relationships, and life skills that support them to feel proud, loved, and inspired. We provide year-round programming, including: Walk Tall, 1:1 youth support (life-skills, advocacy, etc.), and Elder Youth Mentorship (EYM) programs.

Amy Merritt, a 15-year employee of CSFS, is the Director of Youth Services. Our Youth Services team is proud of its accomplishments this past year. The team was able to host a train-the-trainer Culture Camp for Northern BC First Nations, and a Young Warriors culture camp in Takla. We expanded our youth food bank in Prince George and Vanderhoof offering meal options, non-perishable hampers, and personal hygiene items.

We are in the process of expanding our services within the Nations we serve, Prince George, Vanderhoof, and Burns Lake to better support youth at risk and young adults post-care. Community youth care workers will work collaboratively with the CSFS Urban Youth Services staff to provide access to training opportunities and ensuring the best possible services for youth. We recognize that the needs and strengths of each community are unique, and will work collaboratively to ensure youth programs are reflective of the individual community needs.

The Elder Youth Mentorship (EYM) program has facilitated monthly and bi-weekly EYM programs over the past year in Saik'uz and Lake Babine Nation (exception: March – July 2020). The EYM team works collaboratively with Elder mentors and the community to plan and host events which teach traditional teachings such as language, berry picking, drumming, basket making, and other cultural teachings. The EYM program supports youth and caregivers to attend events that are put on by the community, including the Saik'uz culture camp and the Welcoming the Children Home event in LBN. The program also works collaboratively with communities to provide opportunities for youth to build relationships within their communities. This year, we are excited to work with Takla First Nation to expand the EYM program to better support youth from Takla who are in Prince George for High School education.

Youth Services Manager, Kayla Brownscombe, has developed a Culture Camp Curriculum and training pro-

gram, which all CSFS communities will be invited to participate in. The training is designed to support communities to plan and implement safe Culture Camps that embody the cultural teachings and traditions of each unique community. Our Prince George office is located at 1575 2nd Avenue, and is open during the school year, Monday to Friday, from 8:30 AM until 7:00 PM. During the summer, it is open from 8:30 AM until 4:30 PM. With the opening of the Youth Centre in Prince George, we will be better able to support youth after office hours, including weekends. Anyone can refer to Prince George Youth Services by accessing the referral form on our website, or by contacting the Youth Services Intake Worker at 250-564-5643.

We are opening a youth drop-in centre in Prince George, (1575 2nd Ave) which will serve as a much-needed resource for youth and young adults. The centre will be called Skey-za (Children of Chiefs) and will serve as a “one-stop” wrap around resource for youth and young adults up to 29 years old who struggle with a high-risk lifestyle. The centre staff will have access to vehicles, and can assist youth with access to appointments. As well, our outreach team will be able to engage with and support street-entrenched youth. Skey-za is a low-barrier resource, which will help support the health, stability, cultural connection, housing, life skills and employment of youth and young adults.

We will facilitate all of the Prince George youth programming out of our new youth centre. As well, we will offer meals, hygiene supplies, laundry access, storage, and have shower availability for those accessing services.

Our Vanderhoof Youth Centre moved to a larger, more accessible location at 171 East Columbia Street. We will be celebrating our first anniversary in this location in October. We have purchased a passenger van to better support safe transportation for youth in Vanderhoof and Saik'uz First Nation. Since the move, there has been an increase in youth accessing the centre (averaging 30 youth per day). The Vanderhoof Youth Centre provides support services to youth in the community, including life skills, advocacy, recreational activities, and weekly youth nights.

We will be expanding programming to include Walk Tall youth groups in the Fall. The centre is open during lunch hours and after school Monday to Fri-

day with food and snacks provided. There is a food bank that offers more substantial food to those youth who need it. The Vanderhoof Youth Centre will soon be expanding hours to include week-ends. Centre staff can be reached at 250-567-0091.

Member Nations Served in PG

Other	43
Lake Babine Nation	35
Saik'uz	12
Takla First Nation	6
Yekooche	3
Wet'suwet'en	2
Nadleh Whut'en	2
Burns Lake Band	1
Cheslatta	1
Nee Thai Buhn	1
Stella'ten	1
Skin Tyee	0



Guardianship and Resources

Sonya Rowland

Guardianship and Resources provides services to children aged 0 to 18 years in continuing care from the Nations we serve.

The Social Workers, acting as the legal guardians under provincial legislation, are located in Prince George, Vanderhoof and Burns Lake. Whenever possible, staff will travel to all the member Nations to support Children in Care (CIC) to attend events in community and have on-going connections with family. We provide youth transition conference referrals to the Family Justice program at CSFS. Last year, we had one child in care reunited with family, and this year we have nine children returning to live with a parent or extended family.

This year, six CIC youth graduated from high school and several have accepted summer work, such as forest firefighting. Some are enrolled in the "Graduated Licensing Program" to earn their new Driver's License. CSFS social workers cover tuition and living expenses for former CICs between the ages of 19 – 27 who meet the eligibility criteria for further education.

Sonya Rowland and the guardianship and resource staff believe it is important to engage and build working relationships with each Nation. Our programs have established partnership meetings in most of the member Nations to promote on-going communication and engagement. These meetings take place on-reserve at the band office or health building, and include a CSFS program lead and representatives from the Nation who are chosen by the community to attend. MCFD also participates in some of the partnership meetings. Some Nations prefer these meetings happen monthly, and other partnership meetings take place quarterly. The Director of practice, Sonya Rowland, and the following program leads attend the on-going partnership meetings with the following communities:

- Sandra Wilson – Lake Babine Nation (Woyenne) & Nadleh Whut'en
- Roxanne Vanzetta – Arranging initial meetings with Nee Tahi Buhn & Skin Tyee
- Juanita Gull – Saik'uz & Takla (pending)
- Cheryl Boyd – Cheslatta, Wet'suwet'en & Burns Lake Band
- Carly Baylis – Stelat'en & Yekooche

During the COVID-19 pandemic, we have continued to provide in person supports to children in care. Supports include weekly virtual activities such as learning about traditional medicines, financial literacy, self-care, and cooking.

Our Resources program works with caregivers/foster parents in Prince George, Vanderhoof, and Burns Lake as well as exploring foster options in the Nations we serve.

All caregivers are now required to take online PRIDE (Parent Resources for Information, Development & Education) training. CSFS Resources also works with Indigenous Perspectives Society to hold in-person training, and we cover travels costs for participants. Resources also provides on-going training and support circles for all on and off reserve caregivers connected to CSFS.

Our 2020/2021 goals:

- To conduct partnership planning meeting with Nee Tahi Buhn and Skin Tyee, expanding these meetings to all 11 Member Nations.
- Assuming guardianship responsibilities for children in temporary care
- Working towards returning more children in continuing care to parents and relatives.

Quick Stats

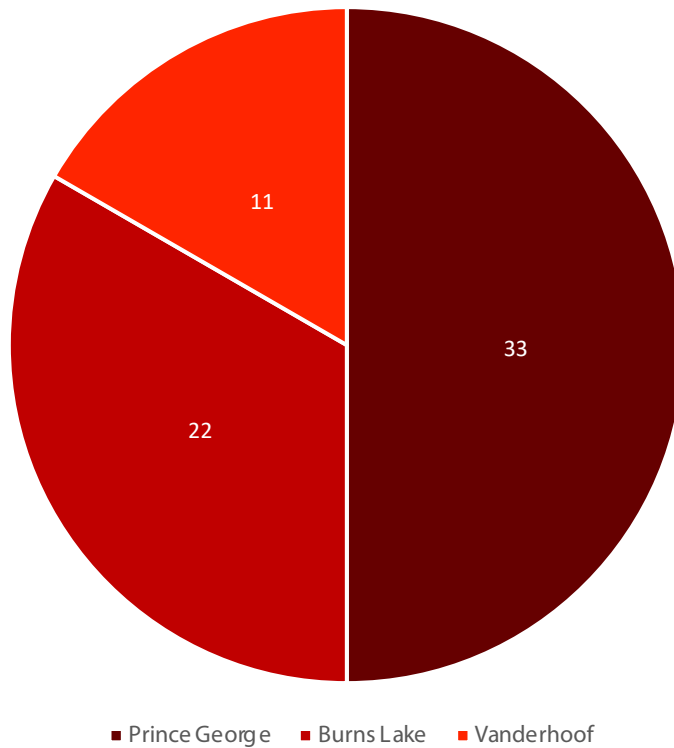
Children graduating from high school **6**
Permanency plans, including transfer of custody or adoptions **7**
Children turning 19 years of age **6**
Children returned to live with a parent or relative **9**

Our Foster Homes:

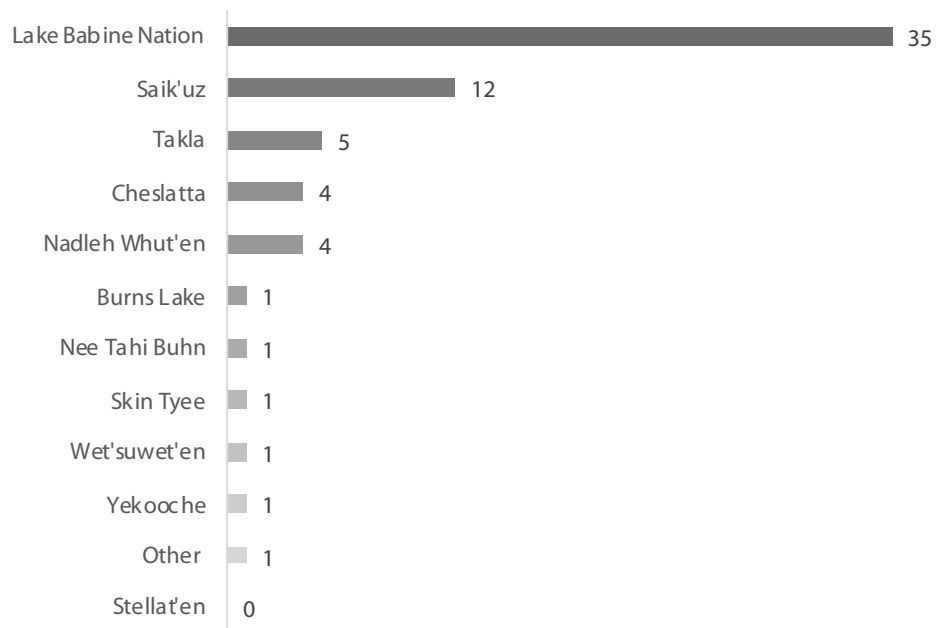
Burns Lake **13** (7 Secondary; 6 Regular)
Vanderhoof **10** (1 Group Home; 9 Regular)
Prince George **48** (5 Group Homes; 8 Secondary; 35 Regular)



Children in Care



Children in Care by Community



Bridging to Employment - Prince George

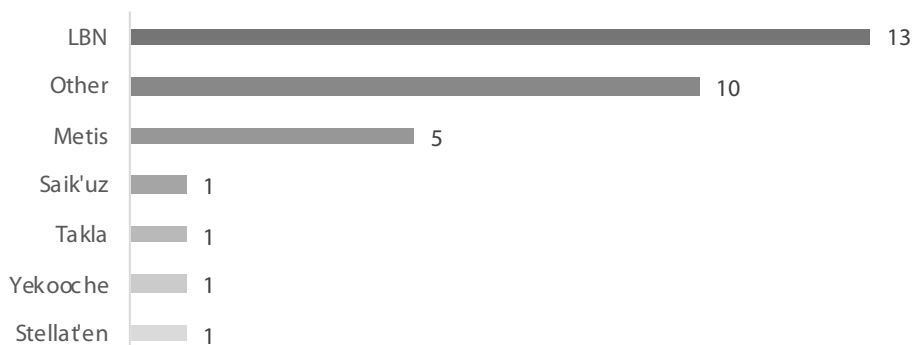
Samantha Wurtak

Bridging to Employment Prince George is a nine-week program, offered three times per year in April, September, and December. We serve applicants that are 16 years of age or older and unemployed, seeking education and/or have personal barriers that prevent them from obtaining further education or employment. The program runs from 9:00am to 2:30pm, Monday to Friday and is located at 1145 Second Ave. Applications can be obtained by visiting <http://www.csfs.org/files/bridging>.

The next program is set to begin in September 2020.

There is a strong interest to attend, as we have already received a number of applications. We will continue to work with all individuals wherever they may be on their career path. For many, this is the first positive step towards finding meaningful employment and/or life changes. With COVID-19 affecting group programming, we have had to take a step back and make some changes to ensure that the participants stay healthy by limiting the number of participants at one time (six per group) and maintaining social distancing. The Bridging program will be implementing a morning and an afternoon class.

Nations Served



Urban Family Preservation Services and Family Empowerment

Rhonda Hourie and Gino Quarin

Urban Family Preservation Services in the Family Support/Prevention program is a community-based service that assists and supports children, youth, and parents/caregivers to ensure the safety and well-being of children and families. The Family Preservation program currently provides one-on-one support to more than 90 families per month, while the Urban Family Empowerment program provides supervised access to more than 70 families per week on average. Urban Family Preservation staff also facilitates eight groups per week. These groups include: children's and youth groups, Women's Group, Skills to Success, Anger & Stress Management, When Love Hurts, PEACE (formerly Children Who Witness Abuse), BC Farmers' Market Nutrition Coupon Program, and a variety of parenting groups. The Family Preservation program is open to all who seek assistance, and referrals are accepted from MCFD, community agencies, as well as self-referrals. All services are offered Monday to Friday from 8:30am-4:30pm.

Goals and achievements for 2019/20

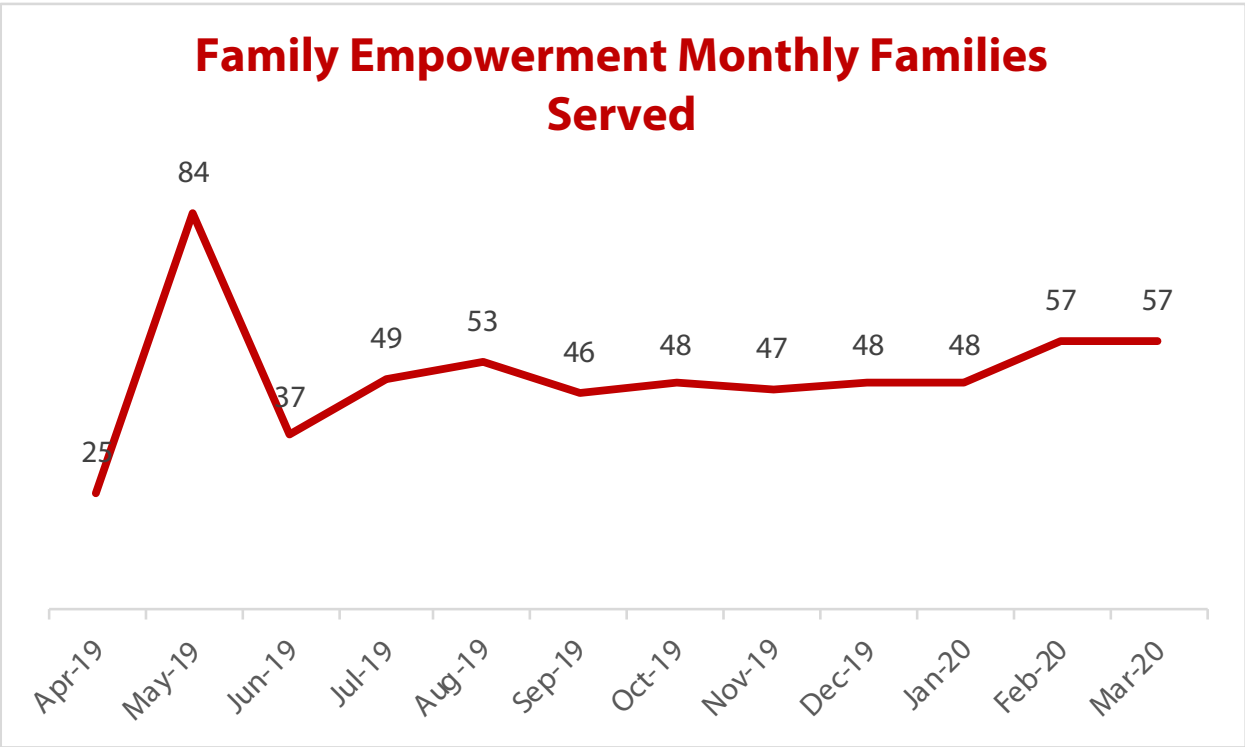
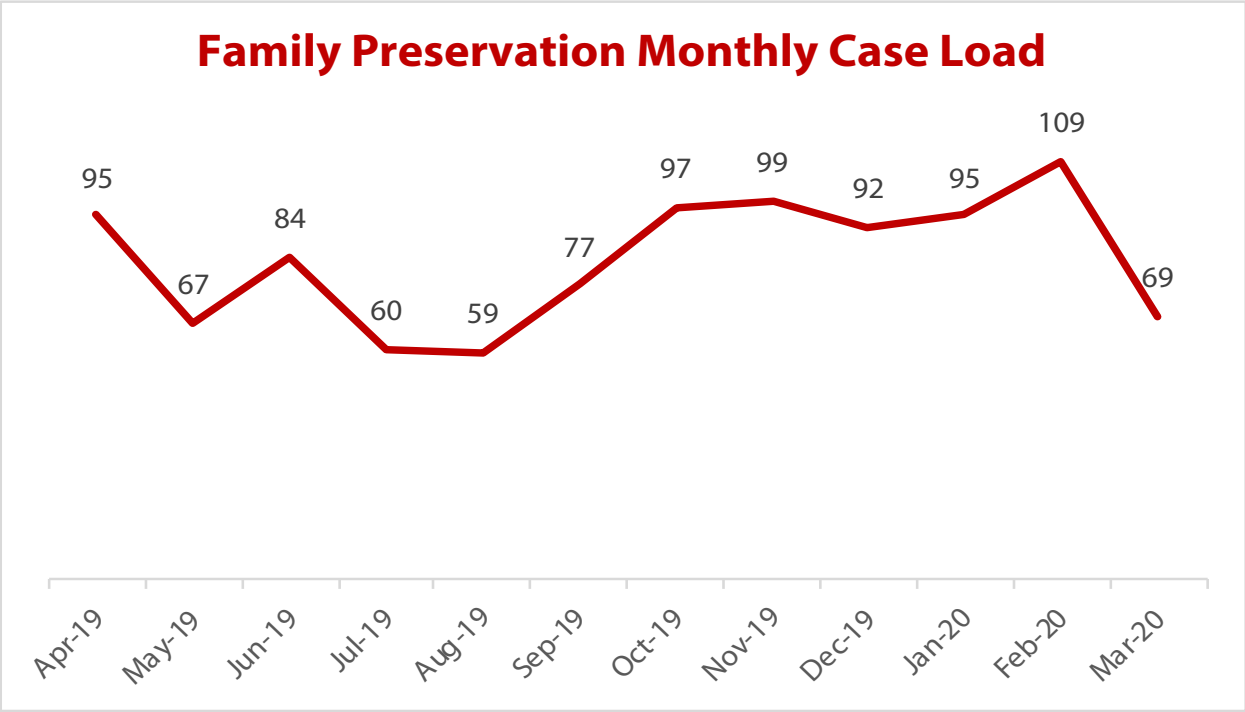
- The Urban Family Preservation team offered three sessions of the PEACE program. The CSFS PEACE program is an intervention/prevention program created to address the needs of children and youth impacted by violence in the home. The program is available to children and youth ages 5-18 who have been exposed to domestic violence. This program continues to be offered virtually during the COVID-19 pandemic.
- The Urban Family Preservation program offered three sessions of the Anger & Stress Management group. This program is offered in partnership with BC Housing and Harmony House (Phoenix Transition Home Society PG). This group continues to be offered virtually.
- The Urban Family Preservation program offered three sessions of the group "When Love Hurts." This group continues to be offered virtually.
- The Family Preservation program applied for another grant from the First Nations Food Systems funded by First Nations Health Authority and administered by the Heart & Stroke Foundation. The grant was approved and the funds will be used to enhance the "Three Sisters Lane" community garden located at the 835 Third Avenue office. This

program has expanded to allow for clients to have a planter of their own at home.

- The Family Preservation program offered four sessions of a new group: Rainbows. Rainbows Canada provides curriculum for individuals who are going through loss and grief. There are six programs that fall under the Rainbows Canada umbrella and are grouped by age: Sunbeams (3-5 years old), Rainbows (Kindergarten to grade 8), Spectrum (grades 9-12), Kaleidoscope (adults), Prism (single parents and step-parents), and Silver Linings (which is for community crisis response). The Urban Family Preservation program offered one session of Kaleidoscope. This group met for 12 consecutive weeks – each meeting being one to two hours in length.
- The Farmer's Market Nutrition Coupon Program is a new service offered by the Urban Family Preservation Program. The Farmer's Market Nutrition Coupon Program is a healthy eating initiative that supports farmers' markets and strengthens food security across British Columbia. Community partner organizations (such as CSFS) provide coupons to lower-income families, pregnant women, and seniors participating in food literacy programs. Coupons can be used to purchase vegetables, fruits, eggs, dairy, cut herbs, meat and fish. Each household enrolled in the CSFS program was eligible to receive a minimum of \$21.00 per week in coupons. This program is offered during the farmers' market season.

Our 2020/2021 goals

- Continue to enhance the Three Sisters Lane community garden with the new grant money with a goal to foster an appreciation for healthy, local food and to instill an appreciation for growing food while we improve the health, nutrition, exercise, and education of the families CSFS supports.
- Continue to add to the number of Rainbows programs being available, and offer an adult grief and loss group (Kaleidoscope and Prism). The goal is for Rainbows to be offered in each community we serve.
- PEACE (formerly Children Who Witness Abuse) to be offered in each community we serve.



Family Preservation Program - Vanderhoof

Davina Valk

The Family Preservation Program provides support services and programming to families living both on and off reserve. Support can be provided in the family's home, in community, or at a CSFS office.

Services provided:

- Advocacy and support for families so they know and understand their legal rights and due process when involved with the Ministry of Children and Family Development (MCFD).
- Support to set and achieve goals in addressing child protection concerns or life skills goals directed at family well-being.
- Referrals to other programs and resources, which may be of benefit to meeting goals (such as counseling, treatment, health care needs, legal support, etc.).
- Life skills and parenting education, one-on-one or in groups, such as Food Skills for families.
- Family events and support groups.

The Family Preservation Program in Vanderhoof is offered in the communities of Saik'uz First Nation, Nadleh Whut'en, Stellat'en First Nation, Yekooche First Nation & Takla Nation, as well as Van-

derhoof, Fraser Lake, Fort Fraser and Fort St. James. Family Preservation Program is available during regular office hours of 8:30am-4:30pm through Monday to Friday, excluding statutory holidays. Referrals are excepted within CSFS programs, from outside organizations, and self-referrals.

Our 2020/21 goals

Goals for the upcoming year for Family Preservation are to hire Family Enhancement Workers to provide program facilitation of group programming in community, to fill vacant positions, and on-going professional development for Family Preservation Workers and Family Enhancement Workers.

Quick Stats

- Total Clients Served **143**
- Client Files Closed **49**
- Client Intakes **26**

Family Preservation Program - Burns Lake

Joan Conlon

The Family Preservation Program in Burns Lake continues to provide optimal family support and advocacy to all families living both on and off reserve. Supports are delivered throughout the territory, recognizing that wellness begins in the home and on the land.

Services provided:

- Advocacy and support for families so they know and understand their legal rights and due process when involved with the Ministry of Children and Family Development (MCFD).
- Support to set and achieve goals in addressing child protection concerns or life skills goals directed at family well-being.

- Advocacy with MCFD to develop family plans, safety plans, and/or supervision orders in an effort to address concerns and support wellness
- Referrals to other programs and resources, which may be of benefit to meeting goals (such as counseling, treatment, health care needs, legal support, etc.).
- Life skills and parenting education, one-on-one or in groups, such as Food Skills for families.
- Family Connection Events
- Workshops

The Family Preservation Program and the Family Empowerment Program in the Burns Lake area includes services to the communities of Lake Babine Nation, Burns Lake Band, Nee Tahi

Buhn, Skin Tyee, and Cheslatta Carrier Nation. Family Preservation Program is available during regular office hours of 8:30am-4:30pm through Monday to Friday, excluding statutory holidays.

Referrals are accepted from other CSFS programs, from outside organizations, and self-referrals.

The Burns Lake Family Preservation program commits to building community wellness. We will continue to work on providing Indigenous parenting programming that reflects the values of Carrier Sekani Family Services, and embodied by the protocols and teachings of the Bah'lats. The Family Preservation program

will hire Community Workshop Facilitators, additional Family Preservation Workers, and additional Family Enhancement Workers to support family connections and wellness. The overall program will participate in on-going professional development for Family Preservation Workers and Family Enhancement Workers.

Quick Stats

- Family & Children served **172**
- Children served for the first time **33**
- Clients Files Closed **11**



Safe House

Cindy Adam

Dzee Ba'yugh (Heart House) Safe House offers emergency shelter, transition house services, and a safe space for women and their children fleeing family violence. We are located in Burns Lake, centred right along the Highway of Tears. Our safe house is staffed 24 hours a day, seven days a week, 365 days a year. You can find more information and our referral form on our website at: <https://www.csfs.org/services/safe-house-dzee-ba-yugh-heart-house>

Our grand opening ceremony was held on December 6, 2019. We had prayers and songs from the local school children to start off our program in a good way. Our doors officially opened to clients and residents as of March 1, 2020.

Dzee Ba'yugh had an interesting start considering we had just opened our doors, and within weeks, COVID-19 hit. This made resources and programs very limited. For the 2020-2021 year, we are eager to see more programs and services integrated into the daily

operations of our house, such as traditional teachings, and training opportunities to support women in their future goals. Some of the programs that the women have been able to attend include women's group, the traditional parenting program, and a new program for the Safe House, the Mother Goose program, which will entail working with mothers and their young children.

The CSFS Family Preservation team in Burns Lake has been working with the mothers in the safe house during the pandemic to help with paperwork needed such as birth certificates and helping them get to their appointments. At the safe house, we support our residents and clients with access groups and programs offered outside the house through their nation of origin, as well as programs and services available through CSFS, Northern Health, Elizabeth Fry Society, and numerous other organizations throughout the north and the province, wherever necessary and possible. We look forward to continue supporting the women and children we meet in their time of need.



Cultural Program

Geraldine Flurer

The Cultural Program is being set up to promote our “Yinka Dene-People of the Earth” Culture, and Holistic view of the Earth. We offer services to support participation and learning in cultural teachings, traditional activities, and traditional territory connections. Our team will consist of Geraldine Flurer as Cultural Program Manager, Community Wellness Coordinators Clayton Charlie and Chenelle Holmes. We are currently hiring two more Community Wellness Coordinators, as well as nine Youth/Cultural Support Workers (seven full-time, two part-time). We are fortunate to have as Senior Cultural Advisors and mentors, Barby Skaling and Wilf Adams.

We will be working with the communities in developing cultural programs under the guidance of our Elders, knowledge holders, language speakers and teachers, storytellers, and Indigenous artists. Services will support participation and learning in cultural teachings, traditional activities, and traditional territory connections.

At Carrier Sekani Family Services, culture is at the base of everything we do. All of our services are aligned with the basic Bah’lats (Potlatch) principles and values, which have been passed down to us through our ancestors. At the heart of the Bah’lats system is the great law of sharing, and the principles of respect, responsibility, compassion, wisdom, caring, and love. No principle is understood to have greater significance than another principle, and through this approach, balance is upheld.

Cultural Program Team Responsibilities and Duties:

- Assist in the hiring and interviewing of each Cultural staff, and develop job descriptions
- Identify and build cultural training needs for CSFS staff
- Encourage the team to develop joint inter-community projects and events
- Review all cultural programs to add and develop a “Data-base Inventory of Resources” for CSFS staff so they know who to approach to deliver workshops, program assistance consisting of knowledge holders, Language teachers, skills in traditional medicines, community applicants for cultural programs, cultural content in the various programs, elders and grandmothers that can assist young mothers in baby care

Projects Participated in:

- Mentorship programs held in Saik’uz First Nation and Burns Lake Band
- Managers Team Meetings with Mary Teegee, Executive Director of Child and Family Services
- Cultural Support for Addictions Recovery online program; Williams Bruinjes
- Assigned to develop Community Service Delivery Plans for Saik’uz First Nation. CSFS continues to engage specifically in the development of programs focused on improving the outcomes for children, families, and the communities through improving programs and services, strengthening relationships, and embedding culture. Our goal is to annually review each member Nation’s plans, modify when necessary, and build the capacity of the Nations we serve.

Training participated in:

- Community Wellness Committee training
- Non-Violent Crisis Intervention – two-year Certification
- Xyntax: Budgetary Program and Development
- Emergency Wildfire Community Training – Four courses
- Bringing Tradition Home
- Transglobal Business Group – E. Huse & Associates: PIVOT-When plans don’t go as planned. Course designed to support leaders responsible for developing and delivering projects and programs, particularly if those initiatives are currently stagnated or forced to adapt to a new method of delivery due to current health regulations or restrictions. This program provided techniques, templates, and technological tools, and learned strategies to take initiatives to a new level.

Develop and Maintain the following:

- Developed Land-Based Cultural Camp Application and Reporting Template: Funding for each CSFS Community
- Developed Cultural Activities and Events Application and Reporting Template: Funding for each CSFS Community
- Resource Person(s) and Cultural List Database: develop and maintain a creation of a cultural database of community resource persons for CSFS

staff to access, with the support of the Community Wellness Coordinators and Youth Cultural Support Workers. This database will include Knowledge holders, Language Teachers, Storytellers sharing of Oral Histories, Indigenous Artists, Drummers, Singers, and our Songs unique to the Nations we serve.

- Community and After School Programs: consisting of a variety of activities such as drum groups, teaching Dakelh songs, clan songs, traditional dancing, regalia and drum making, and bead work.
- Revitalizing our traditional languages, documenting our stories, histories, and genealogies
- Will complete an inventory of existing Cultural Programs in the Nations we serve, including cultural camps, language programs, beading programs, quilting projects, regalia projects, Dakelh singing, Dakelh Drumming and Dancing, Storytellers, and knowledge holders.
- Continue to develop a list of Language Teachers and Speakers within the Nations we serve.

Community Wellness Teams

Our Community Wellness Teams will be identifying and providing needed training sessions that would assist and upgrade skills in the development of Community Wellness Teams and Committee Training. The training provides community members, staff, and leadership with the knowledge they require to make sound decisions to keep children out of care and strengthen families. There will also be sessions to teach the basics such as planning and organizing a meeting, facilitation of meetings, minute taking, public speaking etc.

CSFS has long recognized the need to create teams of service providers made up of professionals from multiple programs and to have these teams informed and guided by the traditional values of each Nation we serve. Community wellness teams have been identified as a way for each nation we serve to provide advisory support to other communities and CSFS programs, and to provide direct community support for health and child wellbeing matters. Each team is supported by a CSFS community wellness team coordinator.

Community Cultural Land based Camps 2020-2021

Culture is prevention. Culture camps provide the opportunity for youth to learn about their traditions, customs, hunting and gathering activities, cultural and spiritual ceremonies, language, songs, and history. CSFS will support each nation to host culture camps, bringing children in care back to their communities to learn from knowledge keepers, Elders, and Clan Leaders.

Cultural Camp: Train the Trainer

CSFS has been providing culture camps for the past 15 years. With this expertise, CSFS has developed a Train the Trainer curriculum to teach and guide community members to run a safe and successful cultural camp. This year, CSFS will host two Train the Trainer Culture Camps, where community members will participate in the planning and running of the camps. We will be looking to build community capacity to aid them in hosting their own safe/impactful cultural camp. This will then result in an increased sense of personal cultural identity.



Operations - Projects & Fiscal Management

Nitin Singh

I would like to take this opportunity to introduce myself. My name is Nitin Singh, Director of Operations – Projects & Fiscal Management, and this is my first official contribution to CSFS' 2020 Annual Report.

I was born and raised in India and moved to Canada ten years ago for my education. I earned my Bachelor Degree in Business Administration, Post-Grad Diploma in Finance, and Post-Grad Diploma in Marketing Management. I lived in the Yukon Territory for seven years. There I worked for Teslin Tlingit Council as a Finance Manager, where my responsibility was to manage finances and contracts for the Nation. I moved to Prince George from the Yukon in September, 2019.

I joined CSFS on September 2, 2019. It is my privilege to work alongside Mr. Warner Adam, CEO, Ms. Mary Teegee, Executive Director of Children & Families, as well as all of the CSFS Executive Directors, and contribute to the CSFS Annual Report.

There are key milestones within the portfolio of Projects and Fiscal Management that I collaboratively work on within CSFS Children and Families portfolio, as it relates to Indigenous Services Canada's Prevention Strategy Funding.

2020/21 Goals

Integrated Planning across Carrier Sekani Family Services

The approach we are taking within CSFS is a planning process for an inter-agency approach for establishing Prevention Strategy Funding across the departments, as we adhere to the CSFS Life-Cycle Model approach, and

in every life stage, there are interventions that we can do to strengthen wellness and holistic healing for the children, families, elders, and communities. This is achieved by linking them to operations and spending while relying on established research and community priorities.

Business Plan Development to Indigenous Services Canada (ISC)

At CSFS, it is critical that we look at integrated planning to make sure that both the agency and communities have enough resources to deliver quality holistic and culturally-relevant services to the Nations we serve. We are here to support our communities by working with them to strengthen their family and community cohesion by placing children and families in the centre. Our submission to ISC must include our strategic approach in how Prevention Strategy Funding will be implemented, multi-year financial plans, capital/renovations project plans, life-cycle asset management plans, and annual budgets from all the departments.

Reporting & Master Agreement

The necessity of fiscal reporting is standard when it comes to grants and contributions from the federal government. CSFS has a comprehensive internal process to ensure that this is maintained and standards of reporting are in place. My job is ensuring that we develop user-friendly reporting templates for the Nations we serve. For 2020/2021, our goal is to look at having one master agreement from CSFS for all the community funding. This will ensure that all schedules and details are clearly articulated in accurately and in reference for the Nations we serve.

Operations - Community & Organizational Development

Jason Morgan

I would like to take this opportunity to introduce myself. My name is Jason Morgan, Director of Operations – Community & Organizational Development. I started at CSFS on July 24, 2019, and consider myself fortunate to be able to work alongside superior leadership within such a great organization.

I am Gitxsan, and was raised in Kispiox and Kitwanaga. I then went to school at Trinity Western University, and later, obtained my Masters of Business Administration (MBA) at Simon Fraser University in 2019. I have extensive work experience in Indigenous administration, including with my prior positions at

Lheidli T'enneh, Tsay Keh Dene, PGNAETA, and CSTC.

My role at CSFS allows me to utilize all the education and experience I have attained as we are in an environment of change and progress within child and family services. The foreseeable future will include all of us focusing on developing prevention strategies while simultaneously working towards achieving jurisdiction for all of the Nations.

CSFS has engaged and will continue to do so with each of the 11 Member Nations we serve to develop specific Community Service Delivery Plans. This plan is focused on improving the outcomes for children, families, and communities through improving programs and services, strengthening relationships, and embedding culture.

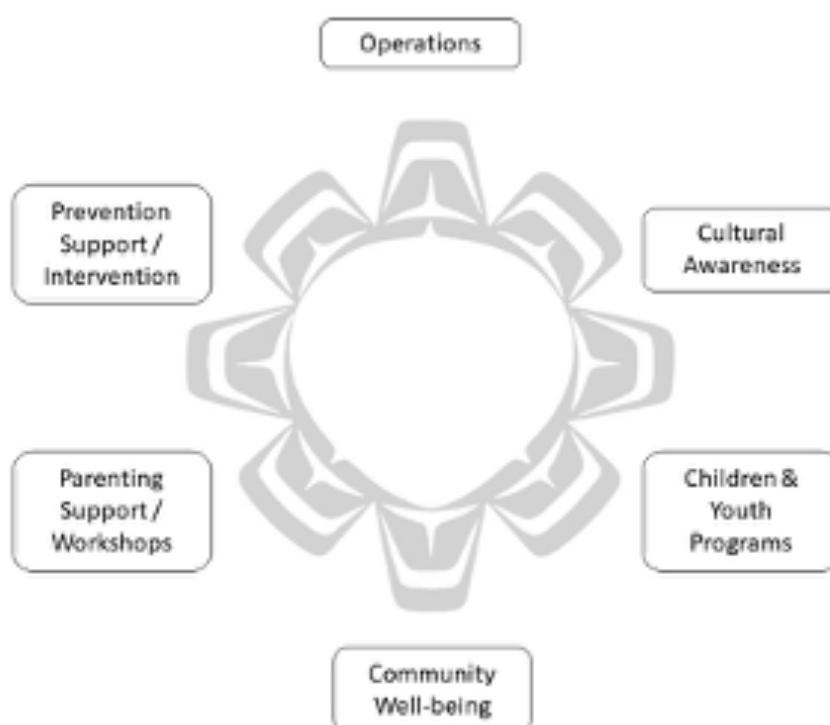
Our goal is to annually review each Member Nation's plans, modify when necessary, and build the capacity of the Nations we serve.

Each Community Service Delivery Plan represents a commitment between CSFS and the Leadership of each Nation we serve to improve outcomes for our children, youth, families and communities and removing MCFD involvement. By working together, CSFS and the Nations we serve ensure that the right people are brought together to collectively plan, make decisions, and commit to actions that ensure the well-being of our children, youth, families and communities.

Our 2020/2021 goals for Prevention Strategies include:

- Improving Service Delivery: together, we can provide a unique opportunity to develop and implement a service delivery approach based on each Nation's customs, culture, laws, and traditions.
- Modeling Holistic Delivery: together, we will ensure services, practices, and policies are holistic, culturally safe, and trauma informed while reflecting each Nation's cultural systems of caring and resiliency.
- Collaboration and Partnership Development: through an inclusive approach, there will be common understanding and collective decision making throughout this journey. Protocols and agreements will be updated to reflect a true collaboration and to ensure the unique ways of each Nation we serve are reflected and honoured.
- Focus on Planning: CSFS has been a part of each of the Nations' journey for 30 years – we know where we have been and we know where we want to go. Together, we can identify ongoing challenges and needs and create solutions and strategies that will meet each Member Nation's goals. To achieve these mutual goals, CSFS will provide mentorship and training opportunities for the Nations we serve.
- Celebrate our Successes: we know that we need to build upon the success of the Nations we serve, and to address the Nation's challenges together.

Prevention activities include the following key categories:



Wrap Around Parent Guidance & Support

Lisa Hourie

- **W** APGS provides one-on-one family support, parenting education, and outreach to families with children aged 0-5 years.
- Families attend on-site with their children 5 hrs/day, 2 days/week for 12 weeks, with the choice to extend for another 12 weeks, month-to-month, or as needed. We provide Outreach services in the home to help transfer learned skills from the centre right into the home. We are a prevention-based program providing the opportunity to learn something new, to increase parent capacity, satisfaction and confidence, as well as to build and increase parent/child relationships through attachment-based programs.
- Referrals are received from MCFD, the family and/or other community professionals.
- We facilitate learning in many areas such as parenting support, life skills, communication, anger/stress, etc. Participants learn through staff role modeling, teaching, guiding and supporting them as the parenting unfolds.
- Services are provided in a holistic manner, focusing on the family as a whole but also on individual needs
- Transportation to and from the program is offered.
- Snacks and lunch are provided daily.
- There is no cost to attend Wrap Around Parent Guidance and Support.

Training:

Bringing Tradition Home; CSFS Cultural Competency; Non-Violent Crisis Intervention; Trauma Informed Practice; Lateral Kindness; Coaching Outside the Box.

Adult Education:

Circle of Security; Stress and Healthy Coping Strategies; Importance of Play; Nutrition; Community Resources; Dental Program.

Child Education Developmental Activities:

Activity: Memory Match

Developmental outcome: Cognitive development occurs when the child uses their memory to remember where the matching cards are. The child uses fine motor skills flipping the cards over.

Activity: Tracing sheets

Developmental outcome: Children use fine motor skills to use the pincher grip while holding a pencil and follow the lines.

Activity: Head and shoulders physical movement

Developmental outcome: Gross motor skills are used when the child is physically completing the task given by standing and pointing to body parts. They also utilize their cognitive skills when memorizing body parts to name.

Activity: If You're Happy and You Know It (action song)

Developmental outcome: Social emotional skills. The child learns different emotions and ways to verbalize them.

Activity: Spring scavenger hunt

Developmental outcome: Child uses cognitive and gross motor skills when searching for items on a list indoors and outdoors such as a four-leaf clover, a grey rock, something brown. While searching for the items, they use their memory to re-find items.

Activity: Making play-dough

Developmental outcome: Child uses their fine motor skills and cognitive skills while making and playing with play dough. The child uses their skills to measure the ingredients and mix together.

Activity: Rock Painting

Developmental outcome: Child uses fine motor skills when adding detail to their rocks. They engage in social emotion development when they engage with other children when comparing rocks.

Activity: Obstacle course

Developmental outcome: The child uses their cognitive and fine motor skills to create the obstacle course. They then use their gross motor skills to use the obstacle course and engage in large movements.

Activity: Creating an Emotions book

Developmental outcome: Child uses fine motor skills to cut and glue photos of different expressions. They also utilize their social emotional skills by recognizing the different emotions to the expression.

Activity: Leaf collecting

Developmental outcome: Child utilizes their gross motor skills when outside on a walk collecting leaves. They engage in social activity with other children when comparing their leaves.

Activity: Sliding

Developmental outcome: Child utilizes their gross motor skills through large movements and engaging in social interaction with other children and parents during this time.

Family Activities:

Family Connections Celebrations, Strong Start Programs, Power Play, Parks, Walks, Lake Day, Fire Hall, SPCA (as well as August drop in activities) Bannock Making, Movie Days, Rock Painting, Parents as First Teachers.

Goals for 2020/2021

- Re-vamp program to create more flexibility for varying family and individual needs, also in response to COVID-19 pandemic policies and procedures
- Research and provide more training opportunities for staff
- Create successful implementation of feedback surveys for participants and referring sources



Community Linkages

Patrick Coon

The Community Linkages program (Soup Bus) is designed to provide mobile food distribution, support, education, and referrals to Indigenous individuals and families with multiple barriers, including limited access to other community kitchen programs.

The goals of the program include:

- Improving health and nutrition
- Collaborating with existing programs in the community
- Improving participant access to various community services
- Serving Indigenous individuals and families (however, no one is turned away).
- Providing service to the Active Support Against Poverty (ASAP) shelter - downtown PG and at the Carney Hill Neighbourhood Centre.
- Serving meals at ASAP four times per week between 5:30-6:00pm Monday-Thursday. Various canned and dry foods are distributed at the Carney Hill Neighbourhood Centre (CHNC) parking lot between 4:00-4:30pm on Tuesdays and Thursdays. Referrals are also provided to participants at this time.

The Community Linkages Program has partnerships with Cobbs Bread and the Salvation Army.

Cobbs Bread donates bread each Monday – the bread is delivered to CHNC participants, ASAP shelter participants, CSFS Youth Support Ser-

vices, and the CSFS Family Support Program.

Goals and achievements from 2019/20

- Approximately 7827 meals were served from April 1st, 2019 to March 31st, 2020.
- On average, 652 meals were provided per month to Linkages Project users from April 1st, 2019 to March 31st, 2020.
- On average 553 meal per month are offered at the Active Support Against Poverty Shelter.
- On average 100 unprepared food packages are delivered at the Carney Hill Neighbourhood Centre per month.

The Program has collaborated with various programs/organizations in the community, including Cobbs Bread, ASAP, PGNFC, UAWG, PGNAETA, AHSPG, CSFS Indigenous Housing First Project, HIP, Salvation Army, CPAH, and CNC.

2020-2021 Goals

- Apply for ongoing funding.
- Continue to serve Indigenous individuals and families with multiple barriers, including limited access to other community kitchen programs.
- Improve health and nutrition of those we serve.
- Continue to collaborate with existing programs in the community (Cobbs Bread and Salvation Army).
- Improve participant access to various community services.

Housing First

Patrick Coon

The Carrier Sekani Family Services (CSFS) Housing First Project (HFP) addresses the specific needs of the on and off reserve homeless Indigenous population by supporting an integrated community-driven service delivery system to house the homeless and those at risk of homelessness and guide them toward self-sustainability.

CSFS HFP provides:

- Dwelling acquisition searches, damage deposit and first month's rent

- Home setup including: furniture, household goods, and food.
- Obtaining necessary documents such as BC identification and birth certificates.
- Support and advocacy to participants with respect to education and/or training programs.
- Assist with life-skills education, support and personal hygiene items.
- Serves off reserve Indigenous homeless or at risk of homelessness in the Prince George area and members on reserve from the Nations we serve.

CSFS HFP office is located at 835 Third Avenue. Hours of service are 35 hours a week with some week-end hours as needed to address landlord business.

Referrals are received from a variety of sources, including self-referral, and internal referrals from program such as CSFS Guardianship, CSFS Youth Services, CSFS Family Support, and CSFS Community Linkages Soup Bus.

Goals and achievements from 2019/20

The CSFS HFP aided 15 homeless or at risk of homelessness from October 2019 to March 31st, 2020. Five clients received assistance in locating, securing, and received emergency housing funding (damaged deposit, rent, moving

expenses, start-up costs, furniture, and groceries). Ten additional participants received assistance with on-going grocery assistance. They also received assistance with purchasing housewares and furniture.

2020/21 goals

The impact that CSFS HFP is having on the lives of clients and their families is amazing. The feedback from clients is very positive and most cannot believe such a program exists.

GOAL: To advocate for continued funding to allow staff to continue to provide CSFS HFP services to those most in need.





Message from the Executive Director of Research, Primary Care & Strategic Services



Dr. Travis Holyk

Looking back on 30 years of CSFS, the agency has been great at increasing the services it provides while still having a family-first mentality and community feel. I am proud to have been part of the organization for over half of its existence, and observe what has been accomplished to date, largely because of the caring and dedicated staff we have. The following report is some of the examples of what we have accomplished in the past year that build on the solid foundation of services at CSFS.

Primary Care and Nursing Services:

One exciting new project this year will be developing a Foundry Clinic for the Burns Lake area. Foundry is a province-wide network of integrated health and social service centres for young people, ages 12-24. Foundry centres provide safe and non-judgemental services for young people to access mental health care, substance use services, primary care, social services, and youth and family peer supports, all in one place. The process of bringing a Foundry to Burns Lake was quite extensive, including writing an expression of interest, and then a full proposal. Additional stages included multiple video and in-person interviews to determine fit and readiness to proceed. Of the 40 communities that submitted ap-

plications, eight in the province were selected. On average, it takes one to two years to open a Foundry centre. This time is spent engaging with youth, families and partners in planning, as well as finding and establishing the physical space. The greatest variable impacting how long it takes to open a Foundry centre is securing the location, which proves challenging in some communities.

Committee and Board work I am involved with, including being a Board Member of Southside Health and Wellness Society, and Board Member of the Rural and Remote Division of Family Practice, enable CSFS to stay at the forefront of provincial initiatives such as the Primary Care Networks. I also interact with FNHA and Northern Health on a regular basis through the CSFS/Northern Health/FNHA Primary Care Steering Committee and, more recently, being CSFS' representative on the Northern Health Northern Interior COVID-19 Emergency Operations Committee. We also have strong Partnerships with the Northern Medical Program, which includes being a committee member on the Pathways to Medicine Bursary Program that attempts to increase diversity in medicine. CSFS, in partnership with the Medical Program, provides practicum experiences for the medical students, and a yearly orientation for all First Year Students (hosted by Stel-lat'en the last two years). The goal of our partnership agreement with the Northern Medical Program is to improve care, and thus health outcomes for Indigenous peoples through enhanced understanding of Carrier culture, geography, and social determinants of health by providing in-community learning opportunities.

The recent COVID-19 pandemic demonstrated how advanced the CSFS primary care model is. While others had to adapt to a virtual environment, our model is built on using virtual care and in-person visits. Our team of providers, including Physicians, Nurse Practitioners (NP), Physiotherapy, community health nursing, and home and community care, focused on virtual care while providing in-person support when needed and safe to do so. To our service providers, thank you for your commitment during a challenging time.

Compared to last year, our physician and NP teams provided 1000 more clinic visits this year and

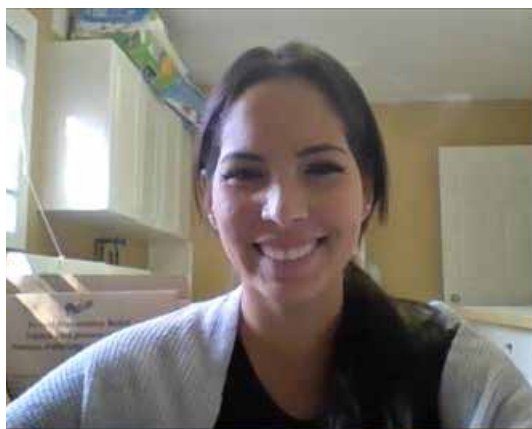
nursing visits remain consistent year over year. In the numbers below, virtual care includes telephone consults (1276) and video consults (1598). In 2019, there were also 515 immunizations.

The Yu Beh Yah Prince George Clinic continues to grow with our two Nurse Practitioners, Sherry Sherba and Rebecca Irving, providing a wide range of direct health care services for under-served populations living in Prince George who are without a primary care provider. In the coming year, we will be adding a Perinatal Clinician to work with new and expecting parents at the clinic and in the communities.

This year, additions of a CSFS Physiotherapist, Integrated Care Coordinator, and Chronic Disease Nurse have increased the services and coordination we are able to provide.



Health Visits (2019-20)	Clinic	Notes/Phone	Virtual Care	Home Visit
Physicians and Nurse Prac	5378	4379	2874	77
Nurses	4348	1540	0	444
Home Care RCA	0	0	0	472
Physio	159	0	0	0



Research:

For over thirty years as an organization, we understand that research has not always been positive, so we continue to work hard to make sure that research is done in a respectful way that directly benefits the community. We hope this changes the perception of research when it is done well and informed by community needs. We work hard to listen to communities about areas they would like to focus on, and our attention will be on developing projects that focus on cancer, diabetes, and traditional medicines. Some of the highlights from this year of projects that are currently in community include Suicide Research, Lung Health, Women's Health, and Wildfire Health Research.



Suicide Research:

Making research beneficial means doing things differently, like having a softball tournament in the Burns Lake area to share results and introduce the next phase of research. It also means working with our advisory committee made up of members from every Nation we serve, who help guide the research that we do.

It also means interacting with Elders and lifting their spirits, as reflected by the Yekooche Elders, as part of the Strength for All project that examines suicide in Elder populations.

As an example of the work we will be doing in all communities, in Yekooche, lunch was provided for the Elders to come together and talk about their ideas regarding



programming they wanted to see. Common themes included a mixture of group gatherings with games, lunch, snacks, storytelling, and home visits. Highlights of research in this program included home visits with the Yekooche Elders and a bah'lats in February with Elders and Youth working together, which 81 people attended.



Lung Health:

Our research partnerships also do things like introducing exercise programs, technology, and health tests, such as testing lung function and air quality testing in people's homes, into the community. It also introduces community buildings that would not typically be available.

The following chart reflects our work to date on testing people's lungs through spirometry in the communities of Saik'uz, Nadleh Whut'en, Stelat'en, Burns Lake Band, Lake Babine Nation, Wet'suwet'en, Cheslatta, Nee Tahi Buhn, and SkinTye. The information also shows responses to a health questionnaire that helped us gain a better understanding of factors that contribute to lung health.

Lung Function Testing		Random Sample
Number of Participants (n)		157
Female, (% of group)		63%
Age, years, mean		53
Current/past tobacco smoker, n (% of		74%
Smoking exposure		17 pack years
Work exposure to dust, n (% of group)		44%
COPD Prevalence		15%

Women's Health:

CSFS, in partnership with Dr. Sheona Mitchell-Foster from UBC, has now set up and provides HPV self-collection, which involves a person collecting a sample using a kit we have available for all communities. The

sample is mailed to the laboratory and is tested for the types of HPV that can cause cervical cancer. If no HPV is found, there is a very low chance of changes to the cervical cells. If HPV is found, then additional testing can be done to determine next steps.

Wildfire Health Research:

Recognizing the devastating effects wildfires can have on our communities, and how impacts can increase if we are not prepared, the purpose of this study is to develop and evaluate an air quality emergency preparedness/response strategy for those living with chronic lung disease. The planning includes focus on community, local health, and social services. The project has been working closely with the CSFS Wildfire Preparedness Committee.





Intensive Family Therapeutic Services (IFTS)

Fiona Demers

The Intensive Family Therapeutic Services (IFTS) program delivers in-home counseling and crisis intervention aimed at preventing the unnecessary out-of-home placement of children. Our program serves families in Prince George whose children are at imminent risk of placement. Our services typically last 28 days during which a clinician spends 8-10 hours per week with the family and is available to the family for support 24 hours per day, 7 days a week. We receive all of our referrals through the Ministry of Children and Family Development.

Goals and achievements from 2019/20

The IFTS program has experienced another successful year. The program has supported 38 families from April 2019 to March 2020. As a result of our work, 58 children were able to remain in their home, and four children were able to remain with their parents/caregivers after the early closure of the intervention. Since the program's inception in 2014, IFTS has kept 266 children in their home with their families.

Staff continued to improve their skills through ongoing professional development in the areas of online counselling, couples counselling, play therapy, Mental Health First Aid for First Nations, emotion focused therapy, and solution focused brief therapy. We also continued to work on fostering strong relationships with other CSFS programs and community supports to ensure our clients received wrap around services.

Some of the highlights from the previous year include our work with three fathers who were the primary caregivers of their children and were able to keep their children in their care. The work of the IFTS program also prevented the removal of five infants at birth. Our program also worked with several families with youth who were able to remain in the home with their families rather than be placed in group homes.

Goals for 2020/21

One of our goals for the upcoming year is to continue to pursue the plans for the expansion of the program into Vanderhoof and Burns Lake. The team also plans to continue to develop skills in delivering online counselling to further increase CSFS's capacity to deliver services virtually in the event of situations such as COVID-19.

Feedback from families IFTS has worked with this year:

"She was easy to talk to and with. She has a great sense of humour and appears open minded. Thank you for helping me see things in a new way!!"

"I am totally connected to the supports I need and I am so glad I did not have to do this without her!"

"This program has changed and impacted our lives."

Quick Stats

IFPS Program Stats April 2019-March 2020

Number of families **38**

Children with parents/caregivers **58**

Children with parents/caregivers in early closure **4**

Total since 2014 **266**

Total children in the program **66**

Children residing with parents **62** (4 of which were early closures who remained with parents)

Children residing with family **1**

Children in foster care **3**



Collaborative Practices

Pauline Gregg

The Carrier Sekani Family Services Collaborative Practices Department consists of two full-time facilitators and a Collaborative Practices Lead. We accept referrals for the following collaborative practice planning meetings in child welfare practice:

- Family Group Conferences (FGC) that include Carrier Family Decision Making Meetings and Permanency Planning Meetings.
- Family Case Planning Conferences (FCPC).
- Youth Transition Conferences (YTC).
- Prevention Meetings (PM).

In an effort to make our referral process inclusive and accessible, we will accept referrals from a child/youth, social worker, family/community member, advocates or other services providers involved in the life of the family. We receive referrals via telephone, email or in person. The Collaborative Practices Department at Carrier Sekani Family Services provides services to Carrier children, regardless of where they may reside in British Columbia. The program provides services to Aboriginal and non-Aboriginal people.

Depending on the family and case management needs, our voluntary and collaborative meeting processes can be accessed at any time by Social Workers and families from intake to permanency planning. Our main office is located at 987 Fourth Avenue, Prince George, BC, and can be reached at 250-562-3591, or toll free at 1-800-889-6855. Our program email address is familyjustice@csfs.org, and our hours 8:30 am to 4:30 pm, Monday to Friday.

Goals and achievements from 2019/20

Year ending 2019: Our program completed: 68 Family Case Planning conferences, 28 Family group conferences, 13 youth transition conferences and one prevention meeting.

Year ending 2020: Our program completed: 105 Family Case Planning conferences, 42 Family group conferences, nine youth transition conferences and three prevention meetings.

These numbers do not include the number of intakes that do not proceed, no shows, or cancellations, all of which are time consuming for our team.

We are changing our department name from Family Justice to the Collaborative Practice Department in order to be more reflective of what we do and to avoid our department being mistaken for other "Family Justice" services offered in B.C.

2020/21 Goals

Our annual program goal is, as always, to reach more children and families with our services. We have reached this goal every year. This means attending more community events such as health fairs to meet community members, referral agencies, and families to promote our services. We aim to improve the quality of our services by continuing to build our cultural competency, becoming more aware of trauma informed practice and enhancing our conflict resolution skills.



Message from the Executive Director of Communi- cations & Data Gov- ernance



Marlaena Mann, MEd

The past year has been filled with exciting changes in the Communications department. With prevention funding finally being secured last year, we were able to hire a full communications team, and hiring was completed in September 2019. We have been able to curate more of our own content, including video production, more blog posts, increase our social media following, and increase the frequency of our newsletter to every second month.

Our annual communications survey was completed in February this year, and we got some great feedback on what we are doing well, and what we can improve upon. We have created a strategic plan to increase communications satisfaction among our various partner groups. This year, we will be working hard to improve internal communications, and will be launching an internal communications platform for staff to easily access resources and communicate through an interactive blog. We will also be working with the programs on their community engagement strategies, and reporting on community engagement and how it has been integrated into services.

Work on the Nowh Guna 'Foot in Both Worlds' Carrier Culture training has continued this year. The training provides an introduction for non-Indigenous professionals to understand their own biases, learn about the history of Carrier people, learn about the culture, and how to show up in a way that honours and enables culturally-relevant service provision.

We held five training sessions from Fall 2019 to February 2020, which included three special sessions for communications professionals and Northern Health employees. We were booked to provide the training to a few other community partner groups, including school district 57 and the Prince George public library, but had to postpone the training when social distancing requirements were implemented due to COVID-19. I am currently working with our knowledge holders and facilitators on plans to provide the training remotely to ensure that new CSFS staff have the opportunity to take this training, and to be able to provide it to our community partners.

In our Information Technology (IT) program, we are very pleased to have welcomed our new IT Director, Philip Kirchgessner, to the CSFS family in early 2020. Philip is passionate about helping people, providing technology solutions, and ensuring that systems are in place to organize data so that it can be utilized to move Indigenous data sovereignty forward.

Philip has supported a revamp of our Internet service provider contract to decrease costs and increase speed. He has also updated our servers and embarked on a project to expand the use of our telephones through a cutting-edge internet-based system called the Voice Over Internet Protocol project (or VOIP for short). This new system is going to provide us with increased functionality to make communicating easier. Our IT department will also be providing further online privacy training for staff, and creating and deploying an IT equipment data base for the organization, in addition to working on Data Governance.

Information management and systems, and the data they generate, are tools of governance. Historically, data about Indigenous peoples from around the world has been used to control and colonize. CSFS is embark-

ing on the formation and implementation of a full data governance program to help us best fulfill our responsibilities to communities, families, and individuals. Data governance will provide us with a clear lens on current community wellness indicators and concerns, thereby aiding us in developing solid plans to meet community needs. In short, the governance program will enable us to operate from a predictive environment versus a reactive one.

This exercise in self-determination started last year with a gap analysis. Over the past few months, we have examined the functionality of our current client service data platforms, taken an agency-wide inventory of our document and report management systems, and will be implementing plans for improving usability and accessibility of our existing data and information. A strategic planning session will be taking place soon to determine a plan for this exciting new initiative, which will include enlisting the help of a data governance expert to help us define what data we currently keep, and additional data and systems which are needed to create a robust data management program for the organization.

Lastly, the CSFS Privacy Office of Policy and Privacy Information oversees all activities related to CSFS policies and procedures around the privacy and access to patient/client information. Overall, the role of the office is to work with program destinations to ensure privacy protection is built into every major function involving the use of personal information. The office is also responsible for investigating and reporting on all suspected breaches of privacy. At CSFS, only those supporting or directly providing care have access to a patient's personal health information. Breaches or inquiries regarding privacy can be made to privacy@csfs.org or by contacting Marlaena Mann at 250-562-3591.



Privacy at CSFS

All CSFS Clients have the right to:

- Confidentiality
- Ensure your personal information held and protected by CSFS is accurate
- Understand who has access to your personal information and for what purpose
- Understand how your information has been used
- Understand how and when your personal information is shared
- Report any concerns regarding the privacy or handling of your personal information

Privacy protection can co-exist with our holistic care system to enable health and wellness for community members. CSFS staff are here to support you with any questions that you have. Inquires around privacy or privacy breaches can be made to privacy@csfs.org or by contacting Marlaena Mann at 250-562-3591.

#CSFS30Years



CARRIER SEKANI
FAMILY SERVICES

Creating wellness together.

Communications

Robert Doane

Communications is the connective tissue of the organization. Our role is to keep staff informed while also engaging with the Nations we serve, and external partners. The department is responsible for crafting original CSFS content, supporting events, managing our brand and visual identity, and managing online content including our website and social network channels. The team can be reached at communications@csfs.org, and are available weekdays from 8:30 am until 4:30 pm.

Goals and achievements from 2019/20

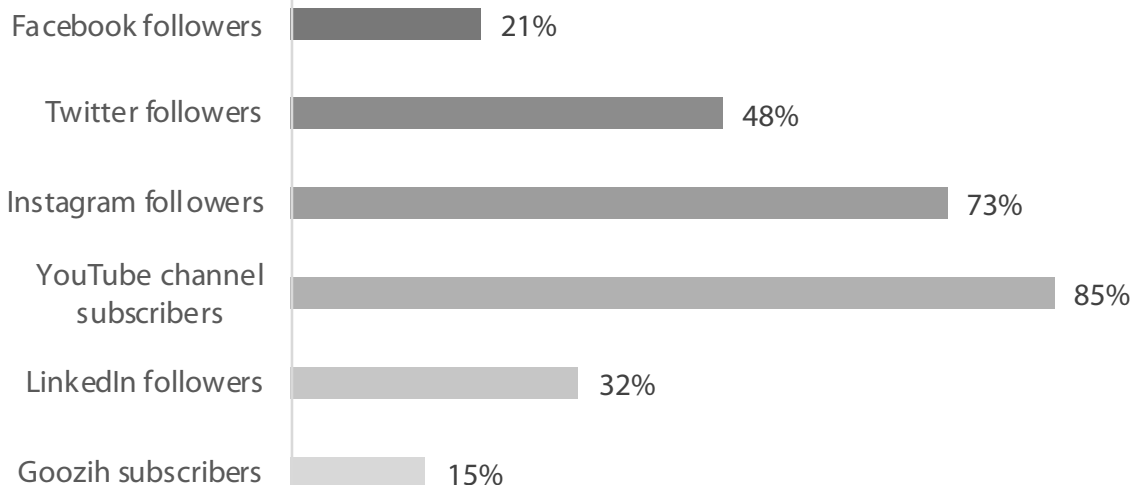
The team has continued to work hard to ensure our staff, partners, and community members have all the information they need in a way that works best for them. Each year, we do a communications audit to determine what our partner groups like about our communications, and what they would like to see changed. This information is used to inform our annual strategic plan. Our strategic plan from 2019-2020 included updating our website and social media feeds more often with quality original content, using more video in our online messaging, and increasing the frequency of our Goozih

Dust'lus newsletter to bi-monthly. As a result of some of these changes, our social media engagement has dramatically increased. Despite the arrival of the COVID-19 Pandemic, the team was able to achieve these goals. We were also able to finalize our branding guidelines, develop and pilot new email guidelines, and start work on an intranet project to improve internal communications.

2020/21 goals

For the 2020-2021 year, our goals include improving how we communicate in our outreach and community engagement activities with communities, expanding our newsletter subscriptions, increasing consistent use of our visual identity, increasing social media posts, and sharing more information about CSFS programs and services. For internal communications, this fall we are launching the first ever CSFS Intranet project, which will provide even more tools for our staff to connect. The team is also on the verge of launching a communications training program on our updated branding guidelines and new email guidelines, which will be developed and facilitated virtually.

Social Media Followers Increase (2019-20)





Elders enter the Bah'lats in traditional regalia during the Elders Conference.

Information Technology

Philip Kirchgessner

At CSFS, IT (Information Technology) is tasked with providing and maintaining all of the computer, telephony resources, and security/privacy. This includes Wide Area Network (WAN) connections for our off-site and community locations, Local Area Network (LAN) connections for on-site locations, cellular phone support, server and workstation support, End-User support, and most recently, our new Voice Over Internet Protocol (VOIP) phone system, which integrates our computer network with our telephony network.

Goals and achievements from 2019/20

In January 2020, we onboarded a new Director for the IT Team. We began planning for the VOIP project in January, and was due to go live enterprise-wide by the end of July 2020. Part of the VOIP project was an enterprise-wide upgrade to our Internet connectivity, which is due to be complete by mid-August. In support

of Data Governance and Data Sovereignty, IT began an assessment of the interoperability and Data Residency of our systems to be completed by August of this year.

2020/21 goals

Goals for the IT Team for 2020/2021 include "Phase Two" of the VOIP roll-out, which will see the incorporation of the wider range of features of Unified Communication (UC) that this technology allows. Our work on Procurement and Provisioning Policy will lead to a robust and comprehensive Inventory Control system due for development by the end of 2020. Our work on Data Sovereignty and Data Residency will result in a comprehensive Data Governance plan by the end of fiscal 2020. Further work on privacy and security will see us integrating our cyber-security program with Human Resources (HR) to increase staff training record keeping.



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Message from the Executive Director of Health Services



Mabel Louie

After a little more than twenty years with Carrier Sekani Family Services, this will be my last AGA report. I have decided to retire from being the Executive Director of Health Services for CSFS. I have witnessed many blessings and hardships, and it is my pleasure to see the organization grow from when I first began working when our office was located on 5th Avenue in Prince George. This year's highlight for me is the Early Childhood Program, which contains the newest head start program from the old St. Joseph's school in Vanderhoof. As well, Warner Adam's assistant, Marilyn Janzen, and Christina Dobson (Brazzoni) have obtained a successful proposal to build a new treatment centre. I continue to see the growth in our staff as well. For example, I have watched Matthew Summerskill expand the Mobile Diabetes program, which delivers diabetes services as far north as Fort Nelson, and to Bella Coola, then to the west as far as Haida Gwaii.

After all these years, the Nations have grown and are making decisions to manage their health programs, which is one of the fundamental goals of CSFS.

With the COVID-19 Pandemic, I was part of a CSFS team that joined together to assist the communities in dealing with this virus. Thanks to the FNHA, CSFS, NHA, and the frontline workers, it is my pleasure to read that the first nations communities did not have a large number of COVID 19 cases. We need to review this time next year and make new decisions with unforeseen matters that may arise. Previous

to this year, we were dealing with wildfires that were affecting our communities and summer programs.

The Child and Family program and the Health program are developing a master agreement for the Nations we serve. The Nations with a Health Centre received funds to hire a full-time or half time Health Director. The Health Director's purpose is to act as a liaison between their community and CSFS and other outside organizations that provide direct services.

I want to encourage community members from the Nations that the CSFS Health programs serve to further their education. CSFS Health Programs continue offering incentives of \$2500.00 to community members who complete a year of post-secondary education in the health and social work field.

For this year, we have assisted 15 community members. Two completed their Social Work degree; one is going onto complete her Masters. Saik'uz held an Early Childhood Education certificate program, with CSFS providing financial assistance to the ten students that completed the program. Some of these graduates are employed at the Head Start in Vanderhoof. Another community member completed her health care certificate in the Okanagan region.

There are two tiers to the Indigenous Humans Service Diploma; classes held at Vanderhoof CNC have 15 members enrolled in year one and nine students enrolled in year two. There are plans

for graduations to occur in September 2020.

The Early Childhood Development course in Burns Lake has 18 students enrolled, and due to COVID 19, the sessions changed to online. Originally, they were scheduled to graduate in September; however, it has been moved to December 2020.

At the University of Northern British Columbia, CSFS has assisted in developing bursaries, including the Sophie Thomas Bursary, Mary John Sr. Bursary, Celena John Bursary, and Perry Shawana Bursary. Staff who decided on the bursary recipients informed me that most who were non-Indigenous because members were not submitting the required documents. We need our students to compete and receive the bursaries, which will assist them with education expenses.

We made the Lateral Kindness training mandatory for all CSFS staff. We would eventually like to hold these sessions in the communities. We also included Non-violent training for the community health staff, and completed the second group of Healing the Healers. Usually, we have two Elders represent the ten communities, and we encourage the Nations to utilize these Elders at the community level.

I would like to encourage everyone in moving forward with their health visions, and continue the hard work they have been doing these past 30 years. Everything can be accomplished with kindness, teamwork, and support.



Mussi, Mabel Louie...

"Mabel has been a mentor to me for the last twelve years. Throughout this, I have learned how to advocate for communities and the meaning of culture and language. Mabel has also taught me how to be a strong leader; she has always shown me ways to improve and how to be effective. Her dedication to her work is a true inspiration. I will be forever grateful for the time I have had working with her and all her wisdom that she brings. She is truly the most generous kind-hearted person who is always there for her employees when we are in need (though she thinks she isn't fluffy). You will be missed!"

- Dawne Persson

"Those of us in the health field who work with our northern First Nations citizens have relied on Mabel to guide us both in moving forward and in honouring our Indigenous ways of knowing. Mabel's long career with years of direct experience have set a solid foundation for many generations to come. We at the First Nations Health Authority have been privileged to know Mabel and we extend our deepest gratitude for her commitment to our people. We wish you the very best as you move into the next phase of your life. Thank you Mabel!"

- First Nations Health Authority

"Mabel is a leader that I have always admired, for her poise, knowledge and the love and advocacy she has provided over the years for the communities in the North. Mabel's advice and guidance is something I will always value and carry with me in the years ahead. I will miss you Mabel (maybe not all your tough questions though!)"

- Nicole Cross, Regional Executive Director, FNHA

"A joyful future for my retiring friend! I thank you for your integrity and dedication. You deserve the best retirement ever. After climbing the mountain, you can enjoy the view. Cheers my friend."

- Angie Prince



"How time flies. I worked with you since I was on the Board of Directors, give or take 27 years. The very first time you sat around the table with us, I saw a young lady with goals, visions, compassion, and love for Dakelh Ne. Today, I must say you accomplished so much, and made the CSFS Health department the best it could be. The communities will definitely miss you as you are one hell of a lady who used her heart to ensure Dakelh Ne's health was a priority. You pushed, shoved, and moved mountains to accomplish what was needed for the Health Department. When I left the CSFS Board of Directors, our connection did not stop there. While I was working as Alcohol and Drug Coordinator and then Health Director, we had murder suicide in Nak'azdli. Mabel had her team beside me without any hesitation. Then, when my Brother John drowned, she had the team beside me through this traumatic time for my family and two other families that went down with my brother. How can one be thankful for such a compassionate Dakelh Tseke? Then, as my supervisor, as long as I was honest, she moved mountains for me which made my job at UHNBC a successful and very enjoyable place to be. Mabel had a good laugh when Lauren (RIP my dear friend) FMU Head nurse called me Angel of Death, because if someone was close to death, I would inform the team I will be stuck in ICU, ER or where ever I was needed the most. When I first got sick with kidney disease, Mabel was in my corner and still is in my corner. She has been very supportive and loving through the whole time, and I could not ask for a better angel.

Well, my dear Mabel, enjoy your freedom, babies, and grandbabies. The last time I saw you while you were in Penticton, I told Richard what a beautiful lady, inside and outside, you were, and very beautiful with a very cute outfit. Now maybe we will see each other more and be in contact more as there will be no more travel for business, thousands of phone calls, and meetings. If you ever need us, Richard and I are just a call away. We love you and always will.

Enjoy your retirement, and do what you love the most. Let your grandbabies drag you into all the stores. When I ask you if they did, there is a sparkle in your eyes and you say yes.

Love, prayers, and hugs."

- June McMullen



Community Development

Janice Nooski

The Healing the Healers 2.0 group (HTH 2.0) attended the Winnipeg Elders Gathering in September 2019. Each attendee learned about what is going on in each community and met others with the same issues we have across the province. The group ended the conference attending the dance, which had all kinds of acts from singing, Elvis impersonators, throat singing, drumming, and a dance.

CSFS had other Health Organizations utilizing our HTH 2.0 Elders Henry Joseph and Hilda Schielke, as they are familiar with the Letting Go ceremony.

The CSFS Elders Conference Committee organized a successful Elders Conference. Each HTH 2.0 member were able to sit on a panel to discuss what they have learned throughout the years meeting as a group with Christina Dobson (Brazzoni) and Marilyn Janzen. The elders enjoyed themselves listening and dancing to the band Korduroy.

I was able to coordinate and meet with the Nadleh Opiate Strategy group and the local committee that was formed and a report has been submitted with Chief and Council and Nadleh Community Members.

Patty Knackstedt had attended all ten Nations under the CSFS Health Agreement. I have seen great reviews from those that participated with Patty, and it is terrific to see some of the participants carrying on the work and continuing with their own projects.

From September 2019 to July 2020, I have enrolled in the Indigenous Human Service Diploma through NVIT. Classes were postponed due to the COVID-19 pandemic, but reconvened in June/July through class over Zoom. We still have yet to complete one more course in September, I still have to complete my practicum hours. I would like to thank Mabel Louie for encouraging me to sign up for school. I enjoy the cohort I am in and I am learning a lot and incorporating it with my work.

Special Projects

Charlotte Alfred

With Special Projects, we have almost completed the master agreements for the 2020-2021 fiscal year. For this year, there will be one agreement to include the Health and Child and Family funds.

We also assisted with coordinating the first Elders Conference in the North. The conference registration was full each day, and there were excellent speakers, presenters, and displays. We also had a dance, and the music was excellent; the elders showed they could dance anyone off the dance floor.

The Aboriginal Patient Liaison Program is a partnership agreement with the Northern Health Authority and CSFS. The program continues to offer services to Indigenous, Metis, and Inuit inpatient clients. For this year, we were successful in receiving eight infant seats from the BCAA Child Car Safety Seat program. We were also successful in securing funds from FNHA. The Aboriginal Patient Liaison (APL) Worker felt it was necessary to have this year's theme "Traditional Medicines." First, Helen Michelle, from Skin Tyee Nation, showcased her talent in making approximately 150 soapberries, and she demonstrated how to make it and

explained how the berries are healthy for your body. Jonas (George) Morris from Nak'azdli displayed his Traditional Medicines, and described different medications he makes and why they are suitable for your health.

The APL worker and I participated in the AHIC Committee for Prince George and surrounding area. This year, the committee decided on assisting the Central Interior Health Unit with funds to help with their programs. The committee agreed to support the APL program in purchasing a coffee cart for the Indigenous patients at the hospital. We hope to share this coffee cart with patients when the restrictions from the COVID-19 pandemic are lifted.

We also assisted with training community members. We assisted the Health and Wellness program in receiving funds to offer "how to run women's groups" in the community with Tania Prince and Christina Dobson. Also, we coordinated Non-Violent Crisis Intervention Training for the community health staff. From the CSFS Accreditation program, Cathy Scott did a great job delivering this program to the community health staff. All have passed and received their certificate.

Mobile Diabetes Telemedicine Clinic

Matthew Summerskill

The Mobile Diabetes Telemedicine Clinic (MDTC) delivers holistic education and specialized health testing for Indigenous peoples living with diabetes. Our aim is to help elevate the health and wellbeing of those living with diabetes via multiple wellness avenues. The clinic is delivered by approximately four dedicated diabetes nurses meeting one-to-one with clients yearly, and over the course of pertinent follow up (in person or virtual). Immediate access to lab results are provided on site, along with various forms of education and health advocacy individualized to the client and/or family.

The MDTC services approximately 60 Indigenous communities across vast areas of the northern and interior regions of the province. It partners with community health leadership (CHRs and/or Health Directors) who help determine suitable clinic times and other visit priorities.

CHRs and/or Health Directors can contact MDTC at 250 562 3591 (PG main office) to schedule a community clinic. People with diabetes can also contact the MDTC directly to arrange an in-person, or virtual appointment.

The MDTC is proud of having achieved the following highlight goals over the past year:

- Has helped the majority of people accessing our clinic attain a better health status.
- Has increased its telehealth encounters by more than double since last year.

- Has steadily increased and incorporated holistic care approaches in delivering diabetes care (i.e., more time per client, linkages with traditional healers, massage therapists, foot care, etc.).
- Following MDTC visits, nearly all clients reported feeling respected, having learned something new, and would return for service again.

The MDTC is committed to strengthening access to culturally-safe screening, education, and prevention services. In doing so, a proposal has been submitted to expand and build upon existing services so the MDTC can reach more people, more often, and have more influence on positively shaping Indigenous health outcomes.

Quick Stats

In-person encounters **1400**
Annual diabetes clinic patients **400**
Patients screened **1000**
Follow-up outreach via telehealth **966**
Overall total **2366**



Best Beginnings Outreach Program

Dawne Persson

The Best Beginnings Outreach Program (BBOP) is a team of professionals working together to support families in providing the best outcomes for children ages 0-6 years. BBOP focuses on the child's well-being and development as a whole: physical, mental, emotional, social and spiritual. Services provided are culturally based.

Our team can help children with:

- Motor delays
- Speech delays
- Problem solving
- Attention control
- Behavior management
- Physical activities
- Social skills

Our team consists of a Speech and Language Pathologist, Occupational Therapist, Rehabilitation Assistant, Physiotherapist, and Early Years Outreach Workers. BBOP services are provided to Yekooche First Nation, Takla Lake First Nation, Nadleh Whut'en First Nation, Stellat'en First Nation, Saik'uz First Nation, and Lake Babine Nation (Fort Babine, and Woyenne Kindergarten). Appointments can be offered in the setting of the parent or guardian's choice.

Services offered include:

- Consultation
- Developmental screenings and assessments
- Speech and language therapy
- Occupational therapy
- Culturally-relevant programs and workshops
- Help for families and caregivers to access community services and resources
- Art/craft groups
- Toy lending
- Group activities

BBOP is a referral-based program and are accepted from anyone. All referrals must have consent of the parents or guardians. Confidentiality is respected at all times.

Contact BBOP:

240 W. Stewart Street
Vanderhoof, BC V0J 3A0
Phone: (250) 567-2900
Toll Free: 1-866-567-2333
Fax: (250) 567-2975
Email: dawne@csfs.org

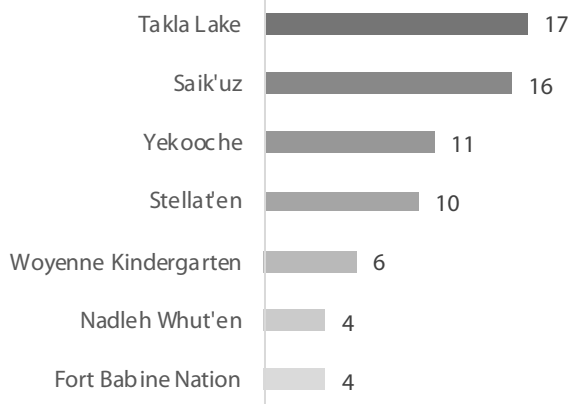
Hours of Operation:

Monday – Friday 8:30am-4:30pm

We were wanting to increase our group programming in the daycares and communities. This was done through implementing more groups such as circle times, craft times, play groups as well as other drop in sessions. All groups were expanded out to reach more families.

We have not been successful in hiring an Occupational Therapist, and are currently contracting on a part-time basis. We would like to be able to fill this position so we can reach more communities with this service.

Best Beginnings Outreach Programming



Aboriginal Headstart Vanderhoof

Brittany Dowling-Weaver

Our program is a part of the Aboriginal Head Start Association of BC, which was created in 1995 to allow programming to deliver holistic teachings that are culturally relevant to children and families involved.

In order to respect, honour, and promote every child's spiritual, emotional, intellectual, and physical growth, we believe in following **six key components to guide our care for young children:**

- Culture & Language
- Education
- Health Promotion
- Nutrition
- Social Support
- Parental & Family Involvement

Programs offered:

- Child care for Indigenous, Metis, and Inuit children.
- Infant/Toddler Care (Fawn's Hideaway) 0-3 years old
- Three-Five Care (Fox's Den) 3-5 years old

Contact Information

2994 Burrard Ave
Vanderhoof, BC V0J 3A0
Phone: (250) 567-5675
Fawn's Hideaway: (250) 567-8143
Fox's Den: (250) 570-8134
Email: bdowling@csfs.org

IHS Coordinator: Brittany Dowling-Weaver

Hours of Operation:

Monday – Friday 8:00am-4:30pm

2020/21 goals

This is a new program and just opened up in December 2019, so we do not have past goals.

Looking ahead, we would like to be able to offer family gatherings, cultural nights, and start up a parent advisory board to help guide the practice and operations of the Head Start.



Canadian Prenatal Nutrition Program

Dawne Persson

Canadian Prenatal Nutrition Program (CPNP) offers post and prenatal supports for families until their babies reach seven months old. Our pregnancy outreach program for Vanderhoof offers accessible, culturally-appropriate support to both indigenous and non-Indigenous women.

A variety of services are offered to assist women in having a healthy pregnancy and a smooth transition into parenthood. Weekly moms' group, prenatal vitamins, individual breastfeeding, nutrition, education, and support are some of the services provided. Home Visiting is available at various times and is scheduled at the convenience of the client.

By giving women the opportunities to access resources, build a network in their community, and receive unbiased information, women increase self-esteem and create a healthy lifestyle for themselves and their families. Through collaboration with other services in community, CPNP provides optimum access to services for program participants.

Referrals can be made by:

- Public Health Nurses
- Doctors
- Self-Referral
- Community Service Providers
- Guardians or Family Members

Join us for mom's group at Neighbourlink: Mondays at 10:00am (Sept-June) or Thursdays at 3:30pm (Sept-June)

Contact CPNP:
240 W. Stewart Street
Vanderhoof, BC V0J 3A0
Phone: (250) 567-2900
Toll-free: 1-866-567-2333
Fax: (250) 567-2975
Email: dawne@csfs.org

2019/2020 Goals:

We wanted to provide more groups for families such as the prenatal classes and breastfeeding supports. We were successful, and have been able to see many families through developing a check-in system at the hospital. We also offered a number of prenatal classes.

2020/2021 Goals:

We would like to seek out additional funding that could help us to provide healthy foods for our families.

Quick Stats

- The Canadian Prenatal Nutrition Program served **12** clients in the Vanderhoof community.



Early Years Preschool

Dawne Persson

At Early Years Preschool, it is our responsibility to provide positive care and guidance to enable all children to achieve their full potential in a play-based environment that stimulates all areas of development. It is our responsibility to provide developmentally-appropriate opportunities for optimal growth through discovery, problem solving, exploration, dramatic play, social and emotional development, language and communication, and expression of individuality.

Preschool Admission:

All children must be three years of age by December 31st of the current enrollment year. As children are unique, a two-and-a-half-hour preschool class may not be suitable for everyone. If there are difficulties at any time, a consultation will be set up between the educator and the parent(s) to determine what might be best for the child.

Our Activities include:

- Play Interactions
- Art Time
- Gym Time
- Outdoor Play
- Field Trips
- Circle Time

Preschool Class Hours

The preschool is open on Tuesday and Thursday each week. If there is a change in the sched-

ule, parents will be notified immediately.

AM Class: 9:00am - 11:30am (16 spaces)

PM Class: 12:30pm - 3:00pm (16 spaces)

Preschool Fees

The fee per child for preschool is \$150.00 per month. Monthly payments are due the first of each month. Cash and cheque payments are accepted.

Contact Early Years Preschool:

Preschool Location: 448 Connaught Street

Office Location: 240 W. Stewart Street

Vanderhoof, BC V0J 3A0

Phone: (250) 567-2900

Toll-free: 1-866-567-2333

Fax: (250) 567-2975

Email: dawne@csfs.org

2019/2020 Goals:

We wanted to obtain some new equipment for the preschool to allow the children more access to new educational materials. We were successful in attaining a grant that allowed us to purchase new equipment for the preschool.

2020/2021 Goals:

We would like to be able to expand our programming to offering it four days a week. This would allow for families to have more choices for preschool programming.



Maternal Child Health

Erin Johnson

The Maternal Child Health Program at Carrier Sekani Family Services offers resources and support to Indigenous pregnant women and parents of infants and young children from 0 to 6 years of age. We are available to provide service to both on and off reserve Indigenous Clients from the Nations we serve.

We offer:

- Pre and postnatal support
- Outreach Services
- Baby Bags
- Medical Advocacy
- Home Visits
- Hospital Visits
- Transportation for medical appointments (reviewed on case-to-case basis)
- Breastfeeding Support
- Nutrition Support
- Developmental Assessments (home visit/clinic visits)
- Community Kitchens (in collaboration with Family Preservation and Early Childhood Development)
- Child Wellness Clinics (in collaboration with CSFS Nursing and ECD)

Providing support to:

- Primary Health Care Team
- Family support
- Access to free prenatal vitamins
- Access to food vouchers

- Assist with securing shelter
- Baby Necessities (diaper, formula, breast pumps, etc.)
- Clothes Closet
- Special Events and Programming

Providing information about:

- Indigenous Health Care Benefits
- Nutrition
- Breast feeding
- Harm Reduction
- Parenting
- Childhood Growth & Development
- Perinatal Postpartum and Anxiety

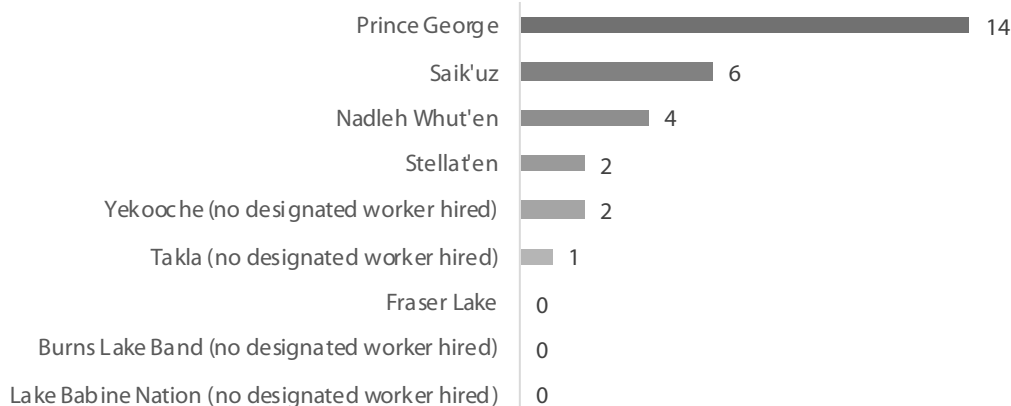
Contact the Maternal Child Health:

240 W. Stewart Street
Vanderhoof, BC V0J 3A0
Phone: (250) 567-2900
Toll Free: 1-866-567-2333
Fax: (250) 567-2975
Email: erin@csfs.org

This program recently split away from the Family Preservation program, so does not have goals from last fiscal.

We would like to be able to build strong connections in the communities and be able to offer a variety of culturally-relevant programs throughout the year.

Maternal Child Health Communities Served



Aboriginal Supported Child Development Program

Dawne Persson

The Aboriginal Supported Child Development Program (ASCD) works with children from ages 0-18. ASCD is a voluntary and family-centred program that works in partnership with families so that children with extra needs can be included in a variety of settings. Families know their child best, and ASCD programs work to include families in decision making in regards to services for their child. ASCD staff provide supports, developmental screening and assessments, and work with the family to achieve developmental goals for the child.

Children should meet any of the following three criteria:

1. Child is between newborn to 12 years (Services for children 13 to 19 may be provided on an individual basis).
2. Child has a developmental delay or disability in one of four areas: Physical, cognitive, communicative, social/emotional/behavioural
3. Child requires additional support in a childcare setting. No diagnosis is required to receive services.

Services are delivered to Yekooche First Nations, Takla Lake First Nation, Saik'uz First Nation, Stella't'en First Nation, Nadleh Whut'en First Nation, Burns Lake Band, and Lake Babine First Nation.

Services include:

- Consultation
- Developmental screening assessments
- Individual program planning
- Culturally-relevant programming
- Help for families and childcare providers to access community resources

The ASCD Program is a referral-based program, and can be made by anyone. All referrals must have consent of the parents or guardians. Confidentiality is respected at all times.

Contact the ASCD Program:

240 W. Stewart Street
Vanderhoof, BC V0J 3A0
Phone: (250) 567-2900

TF: 1-866-567-2333
Fax: (250) 567-2975
Email: dawne@csfs.org

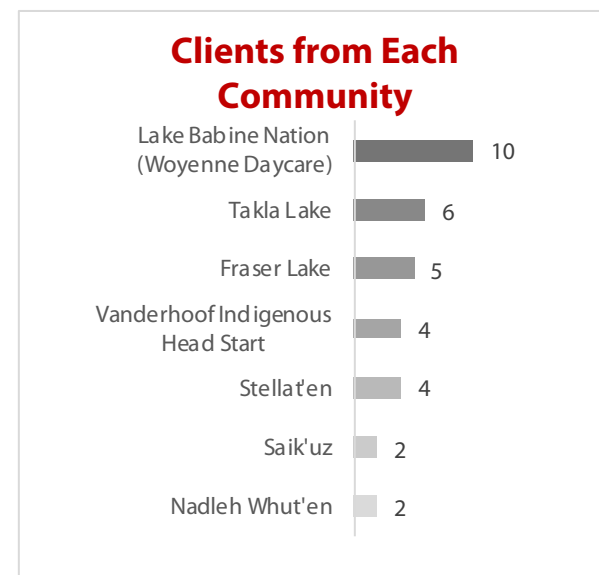
2019/2020 Goals

We wanted to increase education for our support workers that are currently working in the daycares by having them start their Early Childhood Care and Learning courses to work towards their Early Childhood Education certificates. This was successful as we had some enroll into the ECE certificate program.

We wanted to increase the delivery of the partnership training for the daycare staff in the communities, including FASD training and Behavioural management. This was put on hold as the training was set to take place in March 2020, and had to be postponed due to COVID-19. We will continue to seek out this training.

2020/2021 Goals:

ASCD would like to be able to offer more cultural programming. We will be seeking out feedback from communities on what they would like to see implemented and involve Elders in the implementation.



Children's Oral Health Initiatives

Dawne Persson

The Children's Oral Health Initiative (COHI) is a free program offered by First Nations Health Authority (FNHA) provided in the communities of Nadleh Whut'en and Stelat'en First Nations. Families with children from 0-7 years of age receive screening, oral health education, fluoride varnish, sealants, and temporary fillings, as well as supplies such as toothbrushes, toothpaste, and floss to keep teeth healthy. We also provide screening and education to women during pregnancy.

Our Team:

- COHI Aide
- Dental Hygienist
- Dental Therapist

Services include:

- Prevention through education
- Fluoride Varnishing (reduces decay by 40-56%)
- Dental Therapist (when available) for sealants and simple fillings
- Referrals, as needed, for sealants and simple fillings

Referrals may be made by:

- Parents, guardians, or family members
- Childcare providers
- Physicians

- Community health nurses
- Social workers

All referrals must have the consent of the parents or guardians. Confidentiality is respected at all times.

Contact COHI:

240 W. Stewart Street
Vanderhoof, BC V0J 3A0
Phone: (250) 567-2900
TF: 1-866-567-2333
Fax: (250) 567-2975
Email: dawne@csfs.org

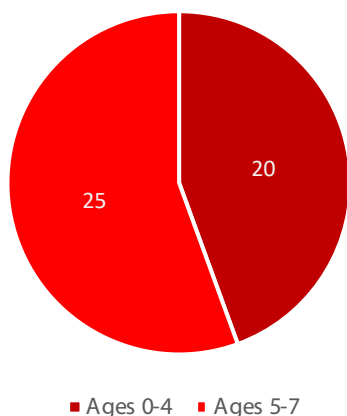
2019/2020 Goals

We wanted to provide educational sessions to families in a variety of different settings to ensure we were reaching a large demographic area. We were successful in being able to deliver some educational sessions at health fairs and in some smaller groups.

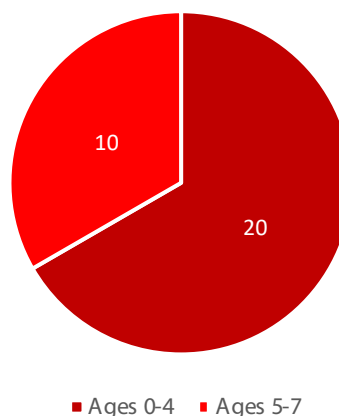
2020/2021 Goals:

Our goal is to expand the COHI program out to other communities. We will continue to seek out funding and assist communities in attaining the program when needed.

**Number of Clients:
Stelat'en**



**Number of Clients: Nadleh
Whut'en**



Policy Analytics & Projects

Tracey Michell

Work continues with collaborative partnerships with government, judicial systems, and local services for a First Nations Child and Youth Advocacy Centre (CYAC). One of the goals is to design, develop, and implement a holistic, collaborative, and integrated community response as a support system for children and youth that experience sexual or physical abuse, severe neglect, and to provide emotional and spiritual health that is culturally appropriate to Indigenous peoples. CYAC will also be developing a plan for a standalone site location, with a team of dedicated police and social workers with a daily dedicated intake team. CYAC will also lobby for access to specialized medical or mental health treatment.

The progress of the CYAC is dependent on the commitment and dedication of our external partners:

- BC Ministry of Children and Family Development – Three sub-regions
- Suspected Child Abuse and Neglect (SCAN)
- First Nations Health Authority (FNHA)
- Northern Health
- Prince George and District Elizabeth Fry Society
- RCMP North District AND Victim Services Unit
- School District #57
- Connaught Youth Centre (Collectively “Partners”)

Our partners form the CYAC Regional Steering Committee, which is the first step to developing a collaborative and coordinated advisory process. The committee brings together information, advice, feedback, and support to the CYAC to help inform investigation, treatment, prevention, education, research, diversity, and regional dynamics. The Multi-Disciplinary Team (MDT) Working Group bring together technical members to assist in drafting material and bringing issues to the committee.

A governance and an operational component are intentionally developed separately. For governance, a draft Memorandum of Understanding for the Sharing of Information (MOU) is pending since December 2019. The MOU is a working relationship among partners in government, and their respective legislative and regulative mandates, with a particular focus on privacy and confidentiality. Although a working relationship exists among most of the parties, the objective is to integrate the CYAC into their practice. The success of the MOU will not only be to the advantage of Nations we serve, but for Indigenous people as

a whole. It is a process to negotiate each region separately (North Centre, North East and North West).

For the operational component, a Partnership Agreement (PA) defines the roles and responsibilities among partners. If a CYAC reopens in another location other than Prince George, then a local PA must be developed to build in local service providers. The MDT Working Group will continue to draft the PA. Ultimately, a CYAC would be operational in Prince George, and be a support, expand, or be mobile, as needed, to the rest of the communities in the north.

Both the BC Provincial and National Networks are attempting to transfer from a host agency to a more permanent structure. For example, the BC Network is seeking core funding from the Province of BC for all CYACs in operation. Similarly, the National Network is seeking organizational status. With the ongoing COVID-19 pandemic, all operating and in-development CYACs worked together to curb the possible hidden high rate of abuse for children and youth, and have worked in collaboration to address violence and domestic violence provincially and nationally. In this case, issues were brought forward to local MPs and MLAs.

The draft MOU was finalized, effective December 2019, and each partner is to conduct their reviews. The PA is the operational plan and is currently being draft by the Multi-Disciplinary Team Working Group members.

Aside from the National Meeting with the Community Safety Planning (CSP) Table, very little progress has taken place with new CSP. However, while at the National meeting, we provided input for the National Missing and Murdered Women and Girls initiative, and we recommended continued support for the Highway of Tears reports and recommendations.

2020/2021 Goals:

1. Capital Funds for a stand-alone CYAC
2. Hire a Facilitator (aka Advocate)
3. Continue to support core funding initiative
4. Maintain working relationship with at the BC and National Network levels

Health & Wellness Program

Marilyn Janzen

The integrated Health and Wellness Program (HAWP) is delivered by our multidisciplinary team in reserve communities and to off-reserve member First Nations in Prince George, Vanderhoof, Fort Saint James, and Burns Lake.

As a result of the Opioid Crisis, we are working with primary care through our Opioid Steering Committee to address issues of opioid usage. Stay tuned for community education and support on the topic.

HAWP provides access to professional Mental Health Clinicians and Addiction Workers who provide a full spectrum of holistic, culturally appropriate counselling services for individuals, families, and groups. We collaborate with Traditional Healers and Knowledge Holders to provide culturally appropriate services.

Our programs include:

- Addictions Recovery
- Child and Youth Mental Health
- Community Mental Health
- Critical Incident Stress Management (CISM)
- Support services which includes:
 1. Indian Residential School Support
 2. Wellness Workers
 3. Addictions Liaison
 4. Equality and Inclusion Support.

All of our services operate Monday to Friday 8:30 to 4:30 except CISM. Our goal is to be on site of a critical incident within 24 hours.

This year, we were successful in applying for funds to support Indigenous people who are a part of the LGBTQ2+ community. The money was received to start an online platform that helps LGBTQ2+ connect with others of their community, and access professional mental health services. We have been working with web designers and hope to have the site go live in the near future. We were able to hire a coordinator and a clinician to provide these services. The program has been titled Equality and Inclusion Support.

This past year, our program highlights include coordinating and supporting the Elders conference in November 2019. There were over 200 elders from across the Nations we serve, in attendance. Staff were able to connect with community members in Prince George

over the three-day event. Elders were presented information on all of the latest health issues that affect their specific age category, were able to attend a screening fair, and were pampered with self-care activities.

The HAWP also operates the Critical Incident Stress Management (CISM) program for the organization. This service is designed to help communities manage the stress response associated with a critical incident. We provide a two-day certification training to prepare staff and natural helpers in responding to an incident. All members of our team are trained in CISM and can provide on scene support to member Nations. This year, we were able to offer level one and level two training for all community members of any CSFS member Nations. Any CSFS staff members were also able to attend the training. This fiscal year, staff attended 6 different CISM responses in the months of April, May, June, August, and September. Communities supported included Fort St. James, three Southside communities, Cheslatta, Yekooche, and Saik'uz twice.

HAWP was successful in applying for funding to host and completed Hepatitis C training for dried blood spot testing. We are one of the first organizations to adopt using dried blood spot testing for Hepatitis C. We spent two days with Wellness Workers, CHR's, Community Mental Health Staff, Nurses, and Resident Care Aids learning about Hepatitis C and how to complete dried blood tests. The dried blood spot testing has less barriers, which increases access to testing. It can also be used to test for other viruses, including HIV.

Midway through March 2020, due to COVID-19, our program moved all services online, except for suicide risk assessments and CISM response. All programs had to quickly develop policy to keep staff and clients safe, and worked to settle into the new reality for the following months.

I would like to take this time to thank all Health and Wellness program staff for their continued dedication to their clients. Our program staff work day in and day out supporting the mental health and wellness needs of individuals, families, other programs, outside organizations, and staff members. It is through our staff's dedication that we are able to work to meet the needs of all we serve, and our department would be nothing without the people in it, so thank you.

This coming year, our department's goal is to start decolonizing language in our department. We are wanting to translate all of our program names, and staff titles into specific Carrier dialects. This is a large amount of work if it is to be done respectfully. We need local language speakers from all of Nations we serve to be able to translate words in their own dialect. When this exciting project is complete, staff and clients will be actively involved in decolonizing our work practices.

We also have a goal of increasing practicum students in all of our programs in the Health and Wellness department. Through our Nicola Valley Institute of Technology (NVIT) partnership, we have been able to support one student, and through UNBC we were able to support two students. We would like to increase this to at least five students per year within our department.

Giving Voice to Women

Marilyn Janzen

In an effort to end gender-based violence in Indigenous communities, CSFS was successful in a proposal to Giving Voice to Women in order to provide facilitator training and support for two female youth/women/frontline employees from each of CSFS' Health Services member communities. The 2-day training was held on March 3 & 4, 2020 in Prince George. This training was comprised of community-driven practices, focus groups regarding community healing, information sessions, and open discussions that aim to stop violence against Indigenous women by changing behaviors and attitudes and mobilizing communities.

The training was developed and facilitated by Christina Dobson (Brazzoni), Clinical Director, and Tania Prince, Mental Health Clinician/Special Projects. Our primary focus was to implement a culture-focused curriculum that included:

- The traditional roles of women in Carrier society
- Colonization overview and its impacts on families and communities
- Violence and abuse against women
- Healthy relationships
- Facilitating a women's group in community

The group of women who successfully completed the training are the following:

- Carrie West & Stacy West – Takla Lake First Nation
- Karen George & Florence Nooski – Nadleh Whut'en
- Geraldine Gunanoot & Marie Casimel – Stellat'en First Nation
- Chereen Patrick – Burns Lake Band
- Krista John & Celena Case – Saik'uz First Nation
- Christine Joseph & Mary Jean Thomas – Yekooche First Nation
- Jennifer Tom & Heather Nooski – Wet'suwet'en First Nation

The communities Skin Tyee, Cheslatta, and Nee Tahi Buhn have implemented a Women's Support Group, so far.

CSFS recognized that each community was at a different level for being prepared to implement a Women's group, as some had groups already implemented. However, our future goals are to have the trained group to initiate a women's support group in each community, as well as to support each other. Some of the communities have a Women's Support Group and have ideas and information from the training to continue on with their group.

The group of women agreed to support and participate in the Cultural Life Skills Project with the same goal to implement and restore cultural practices in the communities.





Addictions Recovery Program

Marilyn Janzen

The Addictions Recovery Program offers a balance of traditional cultural support and western treatment strategies in a 28-day Adult Treatment Program. The residential program runs from May thru to October. As a residential treatment program, it operates 24 hours a day at the Ormond Lake facility located on Nadleh Whut'en territory. During the winter months, the program offers a mobile treatment program that is based in Vanderhoof and goes out to various communities at their request. The program's vision, "Culture is Healing," is our guide when we present the Healing Spirits program at Ormond Lake and the community programs.

The CSFS Addictions Recovery Program (ARP) ran five

successful 28-day residential treatment programs at the Ormond Lake facility. Working within the framework of two-eyed seeing approach, which combines clinical knowledge on addictions with cultural knowledge to develop a program that respects local practices and tailored to the specific individuals attending the program.

During the fall and winter months, the ARP team worked with nine communities to develop and present programs tailored to the community's needs. The team also developed and promoted a new program called "Healing Spirits" in Prince George and Burns Lake, which supported off reserve members.

A highlight of the year was supporting the Elders conference in Prince George in November. The team presented a self-care and mental health awareness workshop. The ARP team spent three days reconnecting with community members and supporting individuals as needed throughout the conference.

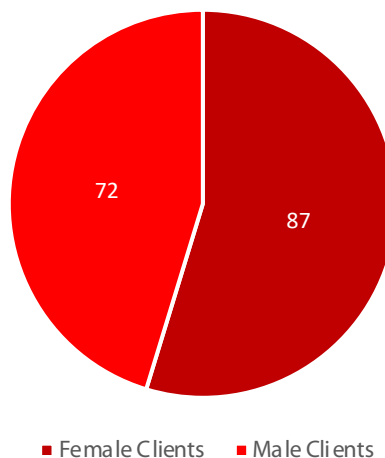
ARP has developed an online addiction treatment program for adults with the inclusion of elders and traditional knowledge holders along with the Addiction Recovery program staff. The next online session will run this November. This program is available to adult community members and would be interactive, allowing for communication between the participants and program staff.

Similarly, we will develop an online addiction treat-

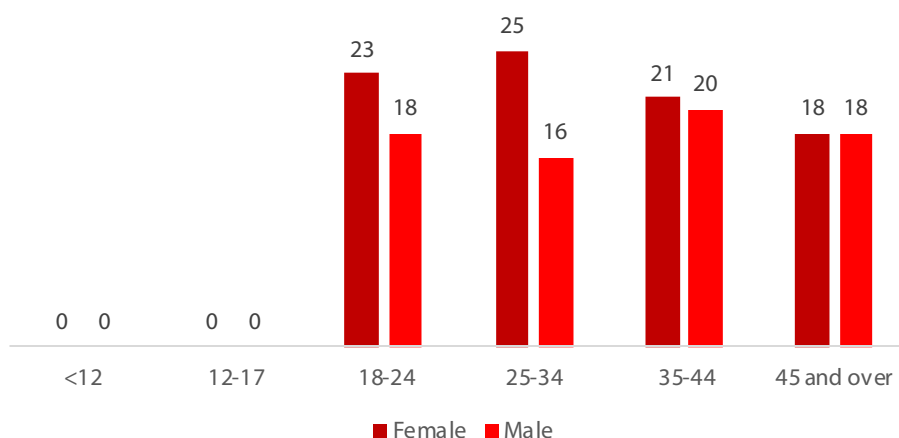
ment program for youth, incorporating the reach of elders and traditional knowledge holders along with the Addiction Recovery program staff that will address the unique needs of the youth in the communities. This interactive program allows communication between the participants and program staff and will provide youth with a safe place to discuss their challenges around addiction. We have submitted a proposal to staff this project, and eagerly await the decision.

Another goal is to attract Indigenous students and practicum applicants to the program. This will allow us to develop students to work in the ARP and other programs in CSFS. By supporting practicum students, we will be able to build a professional, culturally grounded team for future expansion into a year-round facility.

Number of Clients Admitted



Age Breakdown of Clients



Child & Youth Mental Health

Marilyn Janzen

The Child and Youth Mental Health (CYMH) service has clinicians that work with children and their families that are experiencing severe challenges. Our clinicians work in all 15 Carrier communities with offices in Vanderhoof, Fort St. James and Burns Lake. This service is funded by the Provincial Government and therefore we provide services to all 13 Nations in 15 Indigenous communities in the central North.

Services include:

- Assessment and ongoing mental health intervention for children and youth
- Experiencing or are at high risk of developing a mental health related disorder
- Work with families of identified children & youth
- Ongoing work with staff and students in schools

Our Child and Youth Mental Health (CYMH) Clinicians spend their time providing one-on-one support to individuals and families in play therapy rooms, schools, and homes. We provide liaison and advocacy support between children and youth and their schools. This often involves a number of meetings for each child, and usually development of back to school plans. CYMH clinicians use a number of therapeutic tools to provide individual services including arts and craft materials, art supplies, toys, sand boxes, and nature-based therapy. Clinicians continue to collaborate with the child's circle of care which includes community partners to address mental

health concerns. This requires numerous meetings and time to ensure quality services for each individual child.

Community-based and other CSFS programs supported by CYMH include attending health fairs, the boys canoe journey, culture camps, two-day youth hiking trip, Integrated Care Team Meetings, and Foundry meetings. CYMH clinicians also support any CISM work that is needed.

Workshops and groups developed and supported by CYMH clinicians include junior and senior self-empowerment groups, LGBTQ2+ group, feelings workshops, group counselling, and young women's self-esteem group.

Policies were developed this year to assist in managing the CYMH waitlist. Demand for services is the highest it has ever been, and it was necessary for us to create a waitlist. With the creation of a waitlist comes the need for waitlist services. We have a Mental Health Support worker who provides these services, and this allows us to keep a pulse on those who are on the waitlist for one on one therapy.

This year, our CYMH program was able to support two practicum students. We would like to continue to support student placements within our program as a recruitment strategy. This also assists us in training students for working in Indigenous communities, as well as rural and remote communities.



Community Mental Health

Marilyn Janzen

Our Community Mental Health (CMH) program includes qualified clinicians providing services in communities for a specified number of days each week. These clinicians work with the community Wellness Workers to provide psychosocial education and direct counselling services. The CMH program is available on reserve in all ten of the CSFS member health transfer communities. The mandate of the program is to provide mental health services to any Nation member who is seeking assistance. Our programs all operate under an “every door is the right door” policy for accessing services, so referrals can come from anyone, including from individuals seeking services. The CMH program works to ensure that critical incidents are responded to within 24 hours.

This year, the CMH program worked to support adults in all ten communities CSFS serves, as well as off reserve members in Prince George, Vanderhoof, and Burns Lake. Mental Health Clinicians see individuals one-on-one to provide individual treatment. This year, they also supported a number of community-based programs including culture camps, fish camps, and berry picking trips. The opportunity to attend these events allow clinicians the time and opportunity to build strong relationships with community members and clients, while at the same time learning about local culture.

CMH also works to support initiatives lead by other CSFS departments. This year, we supported Integrated Care Team meetings, support groups, parenting groups, and Aboriginal Day initiatives. We are able to provide other departments with a mental health lens or view of various situations that assists in planning client care.

This year, CMH led the Orange Shirt Day campaign for the organization. Each community had the opportunity to participate as orange shirts were given to each community. Clinicians hosted an event that was respectful of the experiences of survivors and informative for their family members. Some events included rock painting, information booths, draws, and lunches. We look forward to planning events for next September.

All clinician took part in the Lateral Kindness training that was hosted by the CSFS health department. The training allowed staff the opportunity to define and address lateral violence they see and experience in the workplace in a kind and respectful way. The staff enjoyed this training and have carried what they learned into their offices.

Future goals for the program include supporting clients via telehealth through the addition of a Trauma Specialist. We have recently moved Denise McKinley into the specialist role, and she will work via telehealth to support clients from a distance.

Also, due to COVID-19, we have learned how to incorporate telehealth throughout our program, and will be increasing the use of virtual counselling for the CMH program.

We will also be working to increase staffing to include Mental Health Support workers. These support workers will provide psycho-social education (workshops) and operate groups, provide waitlist services, and support other programs in communities.

Equality & Inclusion Support Program

Marilyn Janzen

The Equality and Inclusion Support program will offer mental health and wellness services to LGBTQ2+ adults within the Nations that CSFS serves. This program, once launched, will have a dedicated LGBTQ2+ website with information, blog posts, resources, and an anonymous chat with a clinician. In addition, the LGBTQ2+ program will also offer individual and group counselling support and gender-neutral events for members of the LGBTQ2+ community and their allies, and will be aimed at pride and community building.

The Equality and Inclusion Program is still in development. The goals that have been reached thus far include the following:

- A coordinator, clinician, and web developer have been hired.
- The first draft of the website has been submitted by the developer and has been approved for further development.
- The written content for the website is almost completed (“About Us” page, “Blog Posts”, “Resources”).

- CSFS clinicians have earned LGBTQ2+ certificates.
- The foundational research on the ethics of working with adult members of the LGBTQ2+ community has been completed; however, this will need to be ongoing as new research and ethics are published.
- The research on the available resources in the area has been completed.

2020/21 goals:

- Launch the website and the program to the public.
- Complete and submit the Community Action Initiative report.
- Continue to survey the target population to ensure that the services offered are tailored to the community's needs.
- Have a minimum of 20 individuals access the individual or group counselling support.
- Host gender-neutral LGBTQ2+ events within community.



Indian Residential School

Marilyn Janzen

The Indian Residential School (IRS) program works with individuals and families that were impacted by residential school and day school. The program is available to all community members within the CSFS region and can be accessed through various means, from online to in-person simply by calling the IRS worker to schedule an appointment.

The IRS program assists in finding the appropriate referrals to other support services. To contact the program, you can call ARP intake at the Vanderhoof office.

The IRS program continued to work with clients that were impacted by residential school. With the introduction of the Federal Day School application form, the IRS support person assists with the completion of the forms and provides support with cultural knowledge that respects local practices and is tailored to the specific individuals.

This past fiscal year, the IRS program was able to provide cultural support work to addictions clients. We also pro-

vided storytelling, drum making, paddle painting, and rattle making to clients who suffer with addictions. We were also able to utilize some of the Healing the Healer Elders to support the work of both mental health and addictions programs. This support is key to our clients as it brings a cultural connection to the clinical work.

We were also able to have a booth at the CSFS Elder's Conference to distribute information to over 200 Elders in attendance, which included where to receive mental health and addiction services, as well as the Day School class action application process.

The IRS worker will continue to support and provide appropriate referrals for individuals and families impacted by Indian Residential and Day Schools, and they will continue to assist clients with completion and submission of the Federal Indian Day School class action application forms. The IRS worker is available to support all members and communities in-person or online, in confidence and with respect of local culture and traditions.

Total cases at end of this month	387
Total cases closed this month	22
Individual formal counselling hours	61
Informal counselling hours	476
No-shows	91
Community Contacts (people you talk to)	15
Emergency sessions with individuals	143
Group work summary	
# of psycho education groups	14
# of psycho education participants	75
Psycho education group hours	115
Therapeutic groups facilitated	14



Wellness Workers

Marilyn Janzen

The wellness worker program works with all clients that are seeking assistance with their recovery from drugs and alcohol. The program plans activities associated with preventing and reducing substance abuse. Activities include assessing the needs of the client, setting up a treatment plan, co-hosting group counselling sessions, and coordinating self-help groups in community. The program is part of the Health & Wellness Program within CSFS, and work with clients that may require assistance with professional mental health and addiction services, both for in reserve communities and urban areas.

- Scheduled individual counselling.
- Co-host group counselling sessions in consultation with the Mental Health Clinician.
- Coordinated and hosted self-help groups in community.
- Ensured an after-care plan was in place before the release date of each client returning from treatment.
- Provided individualized support for those maintaining a healthy lifestyle.
- Promoted group support for abstinence.

Goals and achievements from 2019/2020:

- Regularly distributed written material on substance abuse prevention.
- Held educational workshops, ensuring each workshop would target a specific age category.
- Promoted and host cultural activities aimed at increasing cultural knowledge and pride.
- Promoted and hosted recreational and social activities that promote a substance use-free lifestyle.
- Provided initial assessments of the needs of clients.
- Set up a treatment plan with the clients.

Goals for 2020/2021:

- Continue to work with the communities to provide support for individuals suffering from alcohol and drug abuse.
- Working in the communities and providing workshops and education on relevant topics around addictions.
- Continue to work with the mental health therapists to provide the necessary access to support services.
- Continue to host cultural support programs and groups sessions.



First Nations Health Benefits

Tiffany Nooski (Ketlo)

First Nations Health Benefits Program (FNHB) program serves the following First Nations: Burns Lake Band, Skin Tyee Band, Cheslatta Carrier Nation, Nee Tahi Buhn, Wet'suwet'en First Nation, Stellat'en First Nation, Nadleh Whut'en, Takla First Nation, and Yekooche First Nation. Any members living on or off reserves in British Columbia are eligible for assistance.

Our office is located at 240 W. Stewart Street, Vanderhoof, BC. We accept calls from 8:30 am to 4:30 pm Monday thru Thursday. Eligibility for service is based on referral being provided to the closest specialist, and must be covered through the BC Services Care Plan.

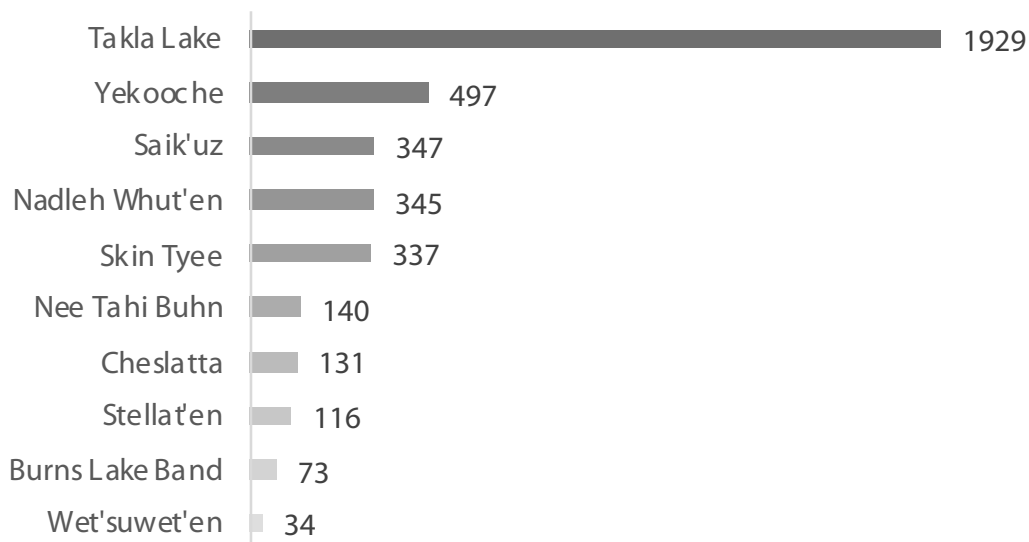
As of March 31, 2020, the new FNHB Travel Clerk

is Tiffany Nooski (Ketlo). She resides in the Nadleh Whut'en Territory. Lorna Paul has moved over to the position of Office Manager for the Vanderhoof location.

FNHB still encourage five days' notice for distant trips. Along with Direct Deposit, this will lessen the waiting time for reimbursements or travel.

Wherever possible, FNHB requests that your medical appointment with your specialist be set up via Telehealth, or virtual meeting through applications such as Zoom. With COVID-19, the program slowed down from March 15, 2020 to April 29, 2020. Each specialist has resumed visits; however, this is by telehealth, zoom, etc. Lab, X-rays, and surgeries have resumed as well.

Number of Trips Per Community



Human Resources

Brad Evans

Based in Prince George, the Human Resources (HR) department serves our staff at various CSFS offices. To support CSFS in achieving our mission and goals, we are responsible for advising and assisting with a wide range of people related matters like recruiting, retention, training and development, employee relations and interpreting and providing recommendation on employment laws and organization employment policies.

The HR team has experienced some significant changes this past year, including the addition of its new Director, Brad Evans, who joined CSFS on March 9, 2020. The rest of the HR team includes long time employee and Senior HR Generalist, Kayla McCallum; HR Generalists, Binny Johal, William Clyne, Ramandeep Kaur; and HR Administrative Assistant, Marie Merasty.

We are working hard to help CSFS achieve its goals as the agency grows. In the 2019 fiscal year, the HR team was instrumental in hiring many new people resulting in a 97% increase, almost doubling the number of people hired in previous years with 43 hires in 2018 and 85 in 2019. In 2020, CSFS has grown its workforce to over 270 employees.

The HR team played a big role in developing strategies to deal with the COVID-19 pandemic to ensure the safety of CSFS staff and the communities that we serve. Also, in 2019, we developed our HR Mission Statement and a 3-year HR strategic plan to help support CSFS's mission, core values, and objectives.

HR Mission Statement:

The HR Department supports and promotes a holistic approach to people that advocates for our employees through fair, ethical and equitable programs, policies, and practices. This is achieved through the cultivation of organizational strategic partnerships and collaboration based on, and in support of, CSFS's vision, mission and values.

With the 2020-2022 HR Strategic Plan, the HR team will focus on the following areas:

1. Recruitment, Retention, and Workplace Planning: Identify and attract high quality talented people with the right knowledge, skills, and abilities.
2. Talent/People Management: Implement HR pol-

icies and procedures to support organization performance needs.

3. Training, Learning, and Organization Development: Support ongoing personal and organization development.

4. Total Compensation & Rewards: Develop a total compensation strategy to remain competitive and maintain a positive organization image and reputation.

5. Employee Relations: Develop and implement employee relations strategies to maintain positive relationships.

6. Health & Safety: Promote the health and safety of employees to increase organizational awareness, ensure compliance, and manage risk to help guide a positive safety culture and climate.

7. Employee Engagement: Promote engagement, commitment, and motivation of employees and implement strategies to enhance productivity, morale, and culture.

8. Human Resources Information Systems (HRIS): Implement strategies to prepare, administer, store, and maintain employee records, including computerized HR databases and information systems to meet regulatory requirements.

9. HR Metrics: Track key Human Resources metrics and trends to make decisions to align and support the organizational strategy.

As our agency grows and evolves, the HR department will support and facilitate our changing needs. By viewing the agency as a whole and looking at the big picture, we are passionate about our HR strategies and helping with the continued successes of CSFS.





Message from the Chief Financial Officer



Carol Reimer, CPA, CGA, CAFM

KPMG was engaged to complete an audit for Carrier Sekani Family Services and have given the opinion that the statements presented herein present fairly, in all material respects the financial position of the society as of March 31, 2020. The auditors have issued a clean audit opinion. It has been KPMG's responsibility to provide reasonable assurance as to the completeness of our financial statements. Management is still responsible for the preparation and fair presentation of these statements according to not for profit standards, which we are done.

This year continues to see a period of excitement and growth in our organization due to greater participation from the federal government – Indigenous Services Canada, enabling the support of our families and cultural growth in our communities. Our assets increased by \$6.5 million this year, \$4.6 million in cash and receivables, due mainly to a large deposit at year-end and \$1.8 million in fixed assets made up of \$2.5 million in new capital assets and \$720,000 in amortization. Our liabilities were down this year due mainly to a drop in deferred revenue from 2 million to 965,000. Our net assets (equity) was up resulting from a surplus of \$7.6 million. Our surplus results mainly from the building process in the family services programs, as we increase capacity within the organization our ability to complete all program will fall in line with expenditures and see any surplus reduced. Fiscal year ending March

2020 saw a 37.2% increase in our funding revenue going from \$32 million to \$45 million, \$10 million of this increase came from Indigenous Services Canada. A significant increase which has been used to purchase capital assets, start and build programs for our communities in the family services areas. COVID-19 may have a significant impact this next fiscal year in our

ability to reach full capacity in these new programs.

Our organization continues to focus on prudent fiscal management and clear and transparent accountability of the funds entrusted to us as we move through the next stage of growth within our organization.





Financial Statements of



**CARRIER SEKANI FAMILY
SERVICES SOCIETY**

And Independent Auditors' Report thereon
Year ended March 31, 2020

CARRIER SEKANI FAMILY SERVICES SOCIETY



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KPMG LLP
177 Victoria Street, Suite 400
Prince George BC V2L 5R8
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Tel (250) 563-7151
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INDEPENDENT AUDITORS' REPORT

To the Members of Carrier Sekani Family Services Society

Opinion

We have audited the financial statements of Carrier Sekani Family Services Society (the "Society"), which comprise:

- the statement of financial position as at March 31, 2020
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2020 and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditors' Responsibilities for the Audit of the Financial Statements***" section of our auditors' report.

We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Auditors' 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 auditors' 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 the 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 auditors' 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 auditors' 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



Page 3

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

Report on Other Legal and Regulatory Requirements

As required by the Society Act (British Columbia), we report that, in our opinion, the accounting policies applied in preparing and presenting 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 period.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font. Below the signature is a long, horizontal, slightly wavy line.

Chartered Professional Accountants

Prince George, Canada

August 6, 2020



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Financial Position

March 31, 2020, with comparative information for 2019

	2020	2019
Assets		
Current assets:		
Cash	\$ 10,605,277	\$ 7,050,317
Accounts receivable	2,517,560	1,417,258
Sales tax receivable	70,625	61,491
Prepaid expenses	84,884	70,274
	13,278,346	8,599,340
Tangible capital assets (note 2)	4,832,015	2,978,278
	\$ 18,110,361	\$ 11,577,618

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities	\$ 3,318,702	\$ 3,993,181
Wages payable (note 3)	1,321,435	934,210
Deferred contributions (note 4)	964,900	2,041,144
	5,605,037	6,968,535
Net assets		
Investment in tangible capital assets	4,832,015	2,978,278
Unrestricted surplus	7,673,309	1,630,805
	12,505,324	4,609,083
Commitments (note 6)		
Contingencies (note 9)		
Subsequent event (note 14)		
	\$ 18,110,361	\$ 11,577,618

See accompanying notes to financial statements.

On behalf of the Board:

Director

Director



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Operations

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Revenue (note 7)	\$ 45,197,363	\$ 32,923,520
Expenses:		
Advertising	976	10,550
Amortization	720,052	555,610
Annual general assembly	134,721	26,684
Band contracts	2,702,704	2,570,203
Bank charges	9,720	10,244
Board governance	57,531	38,555
Catering	356,166	122,090
Consulting fees	1,667,031	436,928
Contingency	261,140	191,645
Cultural events	140,804	650,458
Equipment leasing	69,277	66,468
Exceptional costs	68,521	112,647
Fire member support	-	77,607
Fostering	6,370,598	6,117,891
Honorarium	275,694	124,190
Insurance	222,086	158,708
Land based camps	-	500,000
Materials and supplies	1,296,179	1,103,336
Medical travel	973,413	817,778
Meetings	550,001	441,405
Memberships	26,365	23,886
Moveable capital asset reserve	74,858	348,395
Office and general	751,585	680,952
Pandemic	52,585	-
Prenatal	7,027	6,143
Professional fees	189,782	181,505
Rent	473,156	403,402
Repairs and maintenance	587,876	445,514
Respite care	161,457	148,655
Salaries and benefits	15,666,088	12,334,188
Strengthening our families	-	5,233
Telephone	540,332	459,248
Traditional healing	90,097	30,266
Training	1,144,111	812,217
Travel	1,473,353	1,203,860
Utilities	185,836	187,039
	37,301,122	31,403,500
Excess of revenues over expenditures	\$ 7,896,241	\$ 1,520,020

See accompanying notes to financial statements.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Changes in Net Assets

Year ended March 31, 2020, with comparative information for 2019

	Investment in Tangible Capital Assets	Unrestricted Surplus	Total 2020	Total 2019
Balance, beginning of year	\$ 2,978,278	\$ 1,630,805	\$ 4,609,083	\$ 3,089,063
Excess (deficiency) of revenues over expenditures (note 5)	(703,126)	8,599,367	7,896,241	1,520,020
Purchase of tangible capital assets	2,573,789	(2,573,789)	-	-
Proceeds on disposal of tangible capital assets	(16,926)	16,926	-	-
Balance, end of year	\$ 4,832,015	\$ 7,673,309	\$ 12,505,324	\$ 4,609,083

See accompanying notes to financial statements.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Cash Flows

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Cash provided by (used in):		
Operations:		
Excess of revenues over expenditures	\$ 7,896,241	\$ 1,520,020
Items not involving cash:		
Amortization	720,052	555,610
Gain on disposal of tangible capital assets	(16,926)	(4,201)
	8,599,367	2,071,429
Change in non-cash operating working capital:		
Accounts receivable	(1,100,302)	(800,423)
Sales tax receivable	(9,134)	(9,112)
Prepaid expenses	(14,610)	(28,960)
Accounts payable and accrued liabilities	(674,479)	2,522,540
Wages payable	387,225	(873,383)
Deferred contributions	(1,076,244)	1,744,652
	6,111,823	4,626,743
Investing:		
Purchase of tangible capital assets	(2,573,789)	(1,161,216)
Proceeds on disposal of tangible capital assets	16,926	4,201
	(2,556,863)	(1,157,015)
Increase in cash	3,554,960	3,469,728
Cash, beginning of year	7,050,317	3,580,589
Cash, end of year	\$ 10,605,277	\$ 7,050,317

See accompanying notes to financial statements.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements

Year ended March 31, 2020

Carrier Sekani Family Services Society (the "Society") is a non-profit society to develop and deliver health, social, family corrections and legal services to the Carrier and Sekani Nations. The Society is incorporated under the Societies Act (British Columbia), is a not-for-profit organization pursuant to Section 149(1)(l) of the Income Tax Act.

1. Significant accounting policies:

(a) Basis of presentation:

The Society's financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

(b) Cash and cash equivalents:

The Society considers deposits in banks, certificates of deposit and short-term investments with original maturities of three months or less as cash and cash equivalents.

(c) Revenue recognition:

The Society follows the deferral method of accounting for contributions.

The Society is funded primarily through agreements with various ministries of the provincial and federal governments and the First Nations Health Authority. Contributions pursuant to these agreements are recognized as revenue evenly over the course of the relevant agreements. Where a portion of a contribution relates to a future period, it is deferred and recorded on the statement of financial position as deferred contributions.

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributions restricted for the purchase of tangible capital assets are deferred and amortized into revenue at a rate corresponding with the amortization rate for the related tangible capital assets.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2020

1. Significant accounting policies (continued):

(d) Tangible capital assets:

Tangible capital assets are stated at cost, less accumulated amortization. Amortization is provided using the following basis and annual rates:

Asset	Basis	Rate
Buildings	Straight-line	20 years
Leasehold improvements	Straight-line	Term of lease
Vehicles and equipment	Straight-line	4-7 years

Purchased tangible capital assets are recorded at cost. Contributed tangible capital assets are recorded at fair value at the date of contribution. Repairs and maintenance costs are charged to expense. Betterments which extend the estimated life of a tangible capital asset are capitalized. When a tangible capital asset no longer contributes to the Society's ability to provide services, its carrying value is written down to its residual value.

(e) 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 amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the year. Items subject to such estimates and assumptions include the carrying amounts of accounts receivable, tangible capital assets and accrued liabilities. Actual results could differ from those estimates.

(f) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Society has not elected to carry any such financial instruments at fair value.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2020

1. Significant accounting policies (continued):

(f) Financial instruments (continued):

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the effective interest rate method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Society determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Society expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future year, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

2. Tangible capital assets:

			2020	2019
	Cost	Accumulated amortization	Net book value	Net book value
Buildings	\$ 3,163,790	\$ 1,689,469	\$ 1,474,321	\$ 1,314,246
Leasehold improvements	587,098	28,746	558,352	52,162
Vehicles and equipment	8,077,255	5,277,913	2,799,342	1,611,870
	\$ 11,828,143	\$ 6,996,128	\$ 4,832,015	\$ 2,978,278



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2020

3. Wages payable:

	2020	2019
Government remittances	\$ 62,483	\$ 64,777
Employee savings plan	91,294	62,205
Vacation payable	845,512	636,685
Wages payable	272,348	137,444
Pension payable	49,798	33,099
	\$ 1,321,435	\$ 934,210

4. Deferred contributions:

Deferred contributions is comprised of the following:

	2020	2019
Aboriginal Headstart	\$ -	\$ 423,782
Emergency Shelter	-	305,045
FNHA	-	298,920
FNHA - Mental Health	636,969	-
Gilead HIV	-	20,000
ISC Safehouse	-	78,661
ISC Documentary	-	748,375
ISC Domestic Violence	-	50,000
MCFD Early Years	-	1,068
Ministry of Health	60,000	60,000
Solicitor General HOT	-	20,000
UNBC CIHR	-	10,619
UBC Funding	24,674	24,674
Canadian Mental Health	84,000	-
Provincial Health	45,000	-
Vic Fdn - Stella Fridge	114,257	-
	\$ 964,900	\$ 2,041,144

Deferred contributions represent unspent externally restricted funding for specific programs provided by various ministries of the provincial and federal governments.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2020

5. Net assets:

	2020	2019
Excess (deficiency) of revenues over expenditure:		
Amortization of tangible capital assets	\$ (720,052)	(555,610)
Gain on disposal of tangible capital assets	16,926	4,201
	(703,126)	(551,409)
Excess from unrestricted operation	8,599,367	2,071,429
	\$ 7,896,241	\$ 1,520,020

6. Commitments:

In 2016, the Society entered into an agreement with A.B.C. Allen Business Communications Ltd. to provide broadband services to various areas serviced by the Society for annual fees of \$2,400, paid monthly. The agreement expires in November 2022.

In 2019 the Society entered into an agreement with Telus to provide telecommunication services for annual fees of \$15,600, paid monthly. The agreement expires on December 31, 2023.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2020

7. Revenue:

	2020	2019
First Nations Health Authority	\$ 10,986,475	\$ 11,248,609
Indigenous Services Canada	19,749,855	9,771,258
Ministry of Children and Family Development	11,000,582	9,427,819
Ministry of Jobs, Tourism, and Skills Training	138,466	147,003
Northern Health Authority	328,711	311,166
Solicitor General	120,000	25,000
Other income	1,638,803	1,702,025
Aboriginal Headstart	792,629	-
Prince George Nechako Aboriginal Employment and Training Association	271,821	263,314
University of Northern British Columbia	170,021	27,326
	\$ 45,197,363	\$ 32,923,520

8. Financial risks:

The Society's financial instruments consist of cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities, wages payable and deferred contributions. It is management's opinion that the Society is not exposed to significant interest rate, currency or credit risks arising from these financial instruments and that the fair value of these financial instruments approximate their carrying values.

9. Contingencies:

Under the terms of the agreements with Indigenous Services Canada ("ISC"), the British Columbia Ministry of Children and Family Development ("MCFD"), and the British Columbia First Nations Health Authority ("FNHA"), certain surpluses may be recoverable and/or repayable to ISC, MCFD, and/or FNHA.

10. Income taxes:

The Society is non-taxable as a result of its status as a non-profit organization under section 149(1)(l) of the Income Tax Act.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2020

11. Economic dependence:

A substantial portion of the Society's funding is derived from certain federal and provincial ministries and the First Nations Health Authority. The Society's ability to operate certain programs is dependent on continued funding from these sources.

12. Budget:

Budget figures reported in the supplementary schedules have been approved by the Board and were not subject to audit or review procedures. The budget figures are amended in response to changes in the Society's funding agreements during the year.

13. Employee remuneration:

For the 2020 fiscal year, the Society paid remuneration of \$75,000 or greater to ten employees, whom received total remuneration of \$1,515,632.

14. Subsequent event:

On March 11, 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization. This has resulted in the Canadian and Provincial governments enacting emergency measures to combat the spread of the virus. The situation is dynamic and the ultimate duration and magnitude of the impact on the economy and the financial effect on the Society is not known at this time. The current challenging economic climate may lead to adverse changes in cash flows and working capital levels, which may also have a direct impact on the operating results and financial position of the Society in the future.

15. Comparative amounts:

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year excess of revenue over expenditures.

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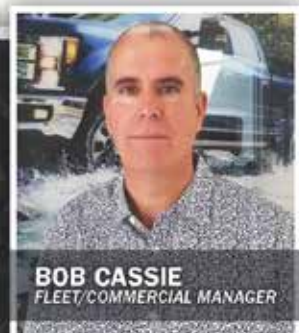
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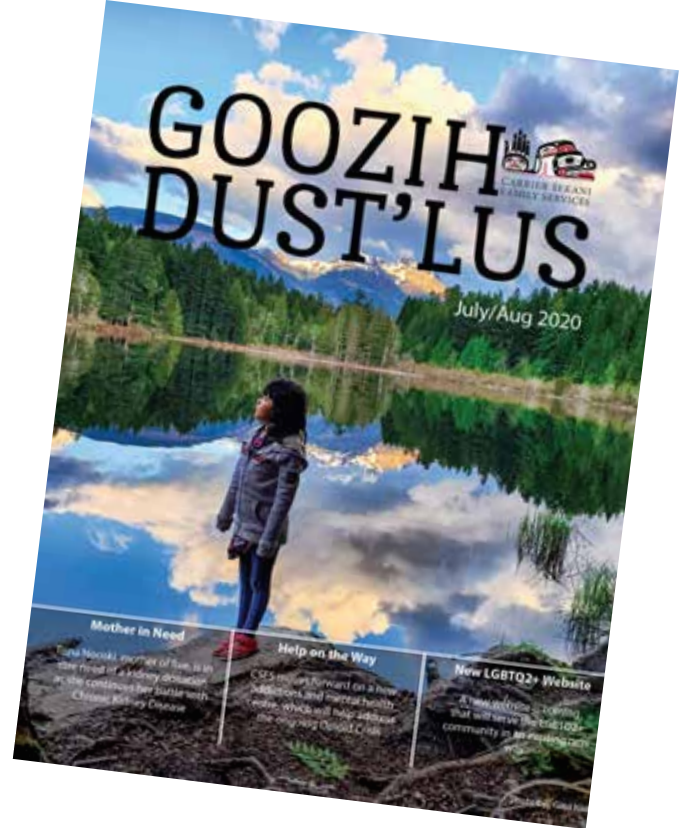
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