

REFLECTIONS

1990 - 2015

“Our Way”

A Commemorative
Historical Collection



REFLECTIONS



Warner Adam, CEO Carrier Sekani Family Services

This year marks 25 years for Carrier Sekani Family Services (CSFS) as a branch society of the Carrier Sekani Tribal Council (CSTC). As a department under CSTC we had a staff of three, including myself, Perry Shawana and Benna Rathburn, who completed the leg work for creating our agency. Prior to CSFS becoming a society, Grand Chief Edward John in his capacity as Tribal Chief negotiated a Child Welfare Agreement with Claude Richmond, then Minister for Social Services and Housing. This agreement brought our total staff to nine including the Family Court Duty Council, and created the platform to develop a comprehensive plan to seek Child and Family Services delegation. It enabled the organization to hire a number of Family Care Workers. Also instrumental from the political arena were Chief Robert Charlie, Burns Lake Band, Chief Wilf Adam from Lake Babine Nation, and late Joseph Michell as Tribal Chief for establishing the Branch Society. Much support was provided by the late Celina John as our elder advisor. I wish to acknowledge the late Perry Shawana for providing the legal and technical work necessary for the creation of this society. Many more people played an important role with respect to the growth of this agency and I thank them all. In keeping within our philosophy of holistic services, leaders approved that Child and Family Services and Health Services be governed under one regime and outside the political arena.

In reflection, we had little control over the design and management of health and social services provided to our Nations. The federal government only provided basic nursing services, and physician services were scarce and all the while we only had trailers provided by government for visiting professionals. Community Health representative and Drug and Alcohol Councillors were the only community based works available. In the area of Child and Family Services, we had no services at all. What we know now as MCFD was commonly referred to Welfare taking our children akin to the boogiemans in our communities. During the last 25 years CSFS has been at the forefront of taking back control of the design and management of health and social services provided by our nation. The growth and success of the agency is attributed to all volunteer board of directors who have served the agency; some of whom served for over 15 years. I am also proud to state that our retention of executive management has remained stable over the past fifteen years resulting in the employing the best service providers.

As we reflect and learn from the past we must keep continue to strive for community wellness. The approach to achieve community wellness will take all sectors to take up the challenge of upstream thinking. We need education,

housing, and economic development initiatives to work in tandem to achieve results that will bring forth balance, harmony, respect, love and dignity for our generations today and for those not yet born. Working in silos and isolation has not worked for our people let alone the rest of Canadian society. Our plan at CSFS will be based on our work with our people and communities, using reports and statistics generated by our teams to plan for preventative programming. We encourage other agencies to help us re-build our communities to healthy vibrant Nations – working to create wellness together is a pathway moving forward.

Again, I thank all the individuals, organizations, and our Nations in creating a strong agency that will continue to work on creating wellness together. CSFS continues to work at designing and enhancing new services and programs for healing and achieving wellness within our Nations.

Mussiah.

Warner Adam.



CARRIER SEKANI
FAMILY SERVICES

CREATING WELLNESS TOGETHER

www.csfs.org

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2015 Board of Directors: Cindy Salonas, Cora McIntosh, Corrina Leween, Erwin Tom, Helen Michelle, Kim Sam, Melissa Joseph, Nancy Williams, Priscilla Crouse, Ray Morris, Sandra Teegee, Tannis Reynolds

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1990



In 1990 Carrier Sekani Family Services (then named Northern Native Family Services) was created to answer the needs of the Carrier and Sekani peoples. Elders and leaders of the newly formed Carrier Sekani Tribal Council saw that the social issues affecting their people needed to be addressed. On August 17, 1990 we were established as a branch society of the Tribal Council with independent governance. This decision was made based on research and recommendations from similar agencies across Canada to separate our social services agency from political influence; the result was the formation of own charitable First Nations run organization. Our humble beginnings included a staff of eight people to support communities gain control of the health, legal, research and social services needs of their people. Original staff included some well-known folks who still work with the agency; Warner Adam, Benna Rathburn, Diane Allan (Fulton), Cheryl Vandelaar, and Annette Casimir. Services included Family Care workers in many of our member Nations. Growth of the agency started at the onset with funding secured to provide legal education. Since the beginning, we have worked hard to create our own programs built on Carrier and Sekani wisdom and culture, to meet the unique needs of our member Nations.

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Rita Joseph

1991



With guidance from our communities, and elders Celena John, Margaret Gagnon and Gordon Joseph, our newly developed agency participated in some major planning initiatives in 1990. Eight bands submitted resolutions for the development of a Child and Family Services agency. The First Nations Inuit Health branch (Medical Services Canada) Health Services transfer started devolution planning by working with us and our member Nations to complete needs assessments and developing health services plans. With much work to do to meet the needs of the people, we jumped right to task and had our workers complete skills assessments and training plans so they could best meet the needs of the people. We quickly grew to offer social development and community health representative support, family court duty council and patient liaison services. For a brand new agency in its infancy, we were growing quickly to meet the demands for services.

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1992



We started off our third year with an internal evaluation conducted to measure our success and determine gaps, as well as further define roles and responsibilities between our Member Nations, Carrier Sekani Tribal Council and, and our agency. More planning initiatives included planning sessions involving twenty elders and seventy community members across four areas across our service delivery area. We focused on expanding services to offer much needed family violence prevention, which included our first ever conference focused on family violence prevention. Addictions and outpatient support work was started by conducting interviews with elders. Our health transfer proposal, which took five years to develop, was finally approved, so we could control health services to nine bands! To meet our growing administration needs a Health Director was hired. We also hired a Social Development Director, Mabel Louie who is still with us all these years later.



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1993



Change was in the air for our young agency in 1993. Our Executive Director Warner Adam left to pursue other opportunities and a replacement, Lynda Prince, was appointed. Restructuring took place in our health, social services and legal departments. A working group was formed to develop self-governance strategies. Work between the communities, Tribal Council and our organization was carried out meticulously to ensure that the needs of the communities were top priority. During all of the changes we were still able to grow to offer a healing culture camp, foster parent recruitment and our first youth summer canoe journey. Charlotte Alfred joined us as our legal services secretary, and advocacy work pushed ahead to ensure that a number of Carrier and Sekani children were reunited with their families.



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1994



In 1994 we were assigned a new name; Northern Native Family Services changed its name to what it is today, Carrier Sekani Family Services. Change in leadership came for us again this year, and we had an Interim Executive Director (Tony Ravensdale) assigned for a short time. Tony was followed by our new Executive Director, Mabel Louie. Under Mabel's leadership the agency was able to recover from some issues and financial stability for the agency was restored. Funds were secured to expand services to include a psychologist and a mental health para-therapist. Darlene Reid joined us as our Foster Parent recruiter with funding secured for traditional foster care planning. An employee education committee was formed to oversee staff training initiatives and ensure that best practices were implemented along with cultural approaches to service delivery. CSFS held community meetings to gather information which would be used to develop educational materials for alternative justice projects, issues and perspectives.



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1995



Much growth and positive change came our way in 1995. We updated our Administrative Procedures Manual and Bylaws, and hired our first Accountant - the late Mario Truant - to oversee our finances. Forty-one foster families went through our referral and home study process, and non-native foster parents received training on fostering native children. Healing our Spirit HIV education was provided to our member Nations, and Ormand Lake was busy with culture camp participants coming through their first year of services. CSFS mourned the loss of our celebrated and respected elder advisor, Celena John from Saik'uz. She often advocated for children and families and was not afraid to stand up for what she believed in. Celena was a strong, dedicated, and truly inspirational advisor to our agency. Carrier Sekani Family Services strives to emulate Celena's legacy in all that we do!

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1996



Delegated Child Welfare service preparation became a concerted focus for the agency in 1996, and we worked hard to access funding and develop plans. Preparation work included establishing partnerships to start a First Nations Social Work program, and some of our current staff enrolled. Cutback announcements for our legal counsel services came this year, and work commenced immediately to secure more funding. Ormand Lake culture camp completed some renovation work, with the installation of an updated modern kitchen and dining room. When camp was not in season, community treatment was offered for the first time in communities. Mental health funding was obtained to provide clinical counsellors who started programming in August. A pilot NIHB project was started to make medical funding more accessible in communities; however, we declined the transfer due to the cost of drivers and sustainability issues. In December, CSFS hired Harold Morin as the Executive Director, to replace Mabel Louie who left to serve as Chief for her Nation of Stellaquo.



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1997



After the cuts to legal services in 1996, CSFS staff and leadership worked hard in 1997 to secure funding to continue providing justice services and education. Thankfully we were able to secure some funding to hire Lynne Walker to provide these services. NIHB staff was hired in May, and an aftercare coordinator was hired to complement the Addictions Recover Program at Ormand Lake. To address the need in communities, treatment was also offered at our member Nations when the Ormand Lake facility was not in session. Hospital and extended care support was offered for the first time through our new Patient Liaison position. The child welfare project continued this year through the collection of data needed to complete our delegated enabling agreement proposal. The Family Care program was restructured this year to offer more prevention services, and staff had accompanying training to support the changes. A mini potlatch was held for elders to share cultural knowledge with youth, social workers and foster parents. In Prince George, supervised visiting and youth support program funding was obtained to offer these much needed services.



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1998



Exciting changes came for Carrier Sekani Family Services in 1998! The CSFS Vanderhoof office opened with 16 staff positions moving to the new location to provide better access to services. Three major agreements were signed: The Health Transfer agreement, NIHB agreement, and the Child Welfare agreement; all moving to full operation. Due to the health transfer, six nursing positions were added to our repertoire of services. Child Welfare committees received training from CSFS on laws and processes pertaining to child welfare. Our new Child Welfare staff was hired with help from committee members and a scholarship fund was developed for First Nations post-secondary education. The employee assistance program was started this year with Christina Brazzoni-Dobson as our contractor. Due to the large number of children removed from their families, the roots program was started up to reunite families. Much needed HIV education was finally available in the North this year, and lobbying started for funding for youth services in Prince George.



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1999



Our former executive director Warner Adam returned to our agency and we moved our Prince George office to a new location on 6th Avenue. Legal services funding was obtained to provide training to communities. Research commenced to complete a Carrier model for dispute resolution utilizing traditional systems. An internal management review was conducted and leader management training was provided to staff. Communications work started this year as well with the development of a communications strategy, and website. Substance Abuse Certification funding was received to provide training to all NNADAP workers, which was hosted by our Addictions Recovery Program. Training was also provided to CSFS mental health staff to be able to offer Critical Incident Stress Management services, and Child Welfare staff was certified to offer delegated services. Our proposal writers were hard at work this year looking for funding to provide year round treatment programming. We worked hard to get funding to provide a primary care demonstration project and open a youth center in the VLA.

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2000



Our ten year anniversary was celebrated widely and was accompanied by the graduation of twenty two NNADAP workers from the CSFS sponsored Substance Abuse Certification program. In 2000, we began to offer Indian Registry and Bridging to Employment programming. Youth Programming was finally available in the Prince George VLA neighborhood, with none other than our very own Jennifer Joseph and Crystal Prince hired on for their first job as youth mentors. The Heal the Healers program was started this year to address residential school impacts; the program was headed up by Bruce Allen, with elders from across the territory participating. Research commenced for the Alternative Dispute Resolution program, and included a literature review, community interviews, and steering committee implementation. Our health program saw some changes, with Dr. Bob Smith leaving his Health Director position, and Mabel Louie coming back to CSFS to serve in his place. Home Care nursing funding was obtained this year to provide services to our community members in need. A change in finance team leadership resulted in Carol Reimer joining the CSFS team in 2000. Last but not least, we hosted an amazing health conference. The conference focused on the revitalization of traditional health systems and their integration with western medicine practices to improve health care for First Nations people. It was a busy year!



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2001



A big focus of 2001 was to enhance the capabilities of staff to meet the needs of the communities through culturally relevant programming. To meet this need, a series of training opportunities were developed for all of the front line workers, along with finding post-secondary training opportunities. On that note, Pauline Charlie (Gregg) and Cheryl Boyd both received CSFS sponsored scholarships this year to further their post-secondary education training, and both were placed in summer employment opportunities with the agency. Internal program reviews took place again this year to ensure that services were meeting community needs, and to aid in strategic planning. The Sacred Circle Healing House HIV project was offered in the north with Barby Skaling as the facilitator. An innovative program called 'Aunties in Action' also commenced this year. The Aunties in Action was a volunteer program for First Nations people in the hospital to receive visits from the volunteer Aunties. The Aunties were well received by patients, and the innovation was featured in the local Citizen newspaper.



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2002



2002 was a year of cutbacks for social and legal programs. Despite the cutbacks, we did our best to keep the cuts as far away from service as possible. Our Executive Director Warner Adam even cut back his moustache for the first time in years! Despite all the scrambling to manage the blows, we were able to hire Sarah Hein to oversee our new Home Care Nursing program. Our Mental Health program undertook a redesign project to ensure programming was as efficient and culturally appropriate as possible. Pauline (Charlie) Gregg joined CSFS as our NIHB program coordinator after completing her post-secondary studies. We were fortunate to be able to attain funding to provide urban family preservation services for the first time in Prince George this year. We also added a summer youth component to our Bridging to Employment program. The Heal the Healers Elders received a lot of training this year and shared their wisdom with 97 youth at the Stellaquo youth conference. As part of their work, the Heal the Healer elders developed a code of conduct for elders to follow which was printed onto t-shirts. Lastly, we were able to secure funding to provide urban Prince George homelessness services with the incorporation of our brand new soup bus program.

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2003



Lake Babine Nation joined CSFS for Child Welfare Services in 2003, and new social workers were hired to meet the increase for demand of services. These new social workers included Cheryl Boyd from Cheslatta and Cheryl Thomas from Lake Babine Nation. We hired our new Policy and Program Development Officer, Travis Holyk this year. Travis and Perry Shawana began work with UNBC on health education and traditional medicine programming. Travis also took over the coordination of our Alternative Dispute Resolution project. Other health related programming started in 2003 included Diabetes testing and prevention programming in Burns Lake, Infant and Early Childhood Development Specialist services, Prenatal Nutrition programming, and Disabilities employment support. We had our first ever Men's conference this year to promote men's health and wellness.

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2004



CSFS hosted a Wellness Conference in February 2004 and for the first time; the majority of the presenters were CSFS staff. For the Alternative Dispute Resolution program, our hard work finally came to fruition, with training development finally taking place to train First Nations Mediators to provide legal dispute services in Northern British Columbia. To meet our expanding services, we added another CSFS office in Burns Lake, and purchased an office in Prince George at our current 987—4th avenue location. With the advancement of the information age, CSFS stepped up to the plate and hired our first ever Information Technology specialist, Darren Coleman. Mary Teegee also joined the agency in 2004, on a one-year term to manage the community health program. Due to our fiscally responsible money management, we were able to keep some surplus funds to provide a youth conference in Saik'uz along with youth programming to send youth along with Heal the Healer elders to a residential school conference. 2004 saw more services added, including the Mobile Diabetes program, Burns Lake home visiting, dental varnishing, nutritionist services, and Foster Home screening through the hire of two new Resources Social Workers. Lastly, we worked hard to host our first-ever teaching potlatch at the Civic Center in Prince George; the potlatch served to teach non-native people about our culture.



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2005



Our 15th anniversary was celebrated with an AGA held in Prince George. Although we had some cuts to youth services, we were able to soften the blow by expanding our Burns Lake services to offer a Southside youth night. We held a huge youth conference in 2005 with 800 youth attending from all over British Columbia. We also acquired funding to develop and deliver youth rites of passage training and HIV training in partnership with the CHR's, and FNIHB. The Cedar Project HIV research held a leadership Forum on June 1—2; the study showed alarmingly high rates of HIV infection in the north. Thus, a short and long-term strategy was developed. Some capital grant funding allowed us to provide a car seat and book-lending program, and fund child center renovations in the Burns Lake Band building. CSFS staff worked with the Caring for First Nations Children Society in 2005 to create the Aboriginal Operation and Practice Standards and Indicators (AOPSI), which exceed MCFD standards for Children in Care. Curriculum and delegation training for social workers was revised as a part of this work to ensure social workers were able to meet the needs of First Nations children and families. The Alternative Dispute Resolution program also got underway this year. Nineteen Family Mediators completed the training to finally make First Nations certified mediators accessible in the north. Prior to this initiative there was only one non-native mediator available in the north, so this was a great accomplishment!

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2006



A lot of exciting changes came for child welfare in 2006; the transfer of Children in Care finally started in January! The Guardianship team acquired youth care funding for youth in care. The Urban Family Preservation program went through a redesign this year and saw two new Life Skills positions added to support families. We received funding for a youth suicide prevention project based on Chandler and Lalonde's work, which included youth culture camps. The Hawts'ena program was also launched this year to provide our youth with cultural knowledge aimed at enhancing wellbeing and reducing risk. An ECE certificate program was provided in Saik'uz to train people to work with little ones and their families. In September of 2006, First Nations Mediators finally started providing support to communities to resolve disputes. CSFS hosted a Highway of Tears symposium March 30—31 to address the issue of missing and murdered First Nations women. Five hundred people attended and created a call to action for northern communities, which resulted in the Highway of Tears Symposium Report.

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2007



The Haws'tena youth knowledge transfer and research program wrapped up this year with a closing ceremony potlatch held at the Roller Dome in Prince George. Our Guardianship Transfer Agreement was signed this year. As a part of providing delegated Child Welfare services, regular audits are required. In 2007, CSFS received the highest audit score in the entire province of British Columbia. The Family Preservation on-reserve, and the Urban Family Preservation program were revamped this year to match a new more effective model for prevention and support work. The Social Worker recruitment program was also completed this year. This program aimed to recruit First Nations students to attain their Bachelor of Social Work degree. Our current Prince George Guardianship Supervisor Sandra Wilson was in this cohort. Two additional Family Justice Workers were hired to support families through the Alternative Dispute Resolution process. Finally, our health department hosted a Northern Aboriginal Diabetes conference and spear-headed the renewal of community health care plans for our member Nations. This included telehealth programming to bring communities up to speed with the latest technology to meet their health needs. Finally, in 2007 the Caring Society and the Assembly of First Nations filed a human rights complaint against the Federal government, alleging that Canada's failure to provide equitable child welfare services to First Nations children on-reserve amounts to discrimination. CSFS has been a proud supporter of this important case from the start, and we continue look forward to a favourable outcome for First Nations children in this historic case!

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2008



CSFS was pleased to be able to cohost the Northern Provincial HIV Aids conference in the spring of 2008. We also hosted a Stopping the Sexual Exploitation of Women and Children Forum in September. A Soup Bus van was added to our services to support harm reduction activities, with a particular focus on needle exchange services and a mandate to increase access to community services for individuals involved in higher risk activities. Capital projects this year included a new building purchased in Prince George to house our prevention and Child Welfare programs, and extensive renovations in our Vanderhoof office. Our new Youth Mental Health Services, which started in November, also increased our office space in Burns Lake. After many hours of collecting information and research analysis, the training manual for the youth suicide project was developed this year. Culture camps for youth continued as well with many youth enjoying the festivities on traditional lands. Barby Skaling joined us this year as our community health program manager to support the Community Health Representatives.



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2009



2009 was a big year for First Nations health services in British Columbia; the First Nations Health committee was established as a legal entity, operating in an interim health governance capacity. CSFS was able to develop our own Telehealth Primary Care model and were able to attain funds to hire Dr. John Pawlovich. After hard work writing many youth services proposals, we attained five years of funding to offer Walk Tall youth services. An All Clans Feast was conducted to honour the transfer of First Nations children to CSFS guardianship care. This All Clans Feast Potlatch was our biggest yet! We collaborated with MCFD to provide the Touchstones of Hope reconciliation program to improve child welfare service delivery in communities. With the ongoing violence issues taking place for First Nations Women, CSFS was able to acquire funding for the Highway of Tears program to develop a safety toolkit and training program. The aim of this program was to provide education to communities to prevent violence to First Nations Women. Lastly, the Heal the Healers program wrapped up this year with a "Letting Go" ceremony in Prince George for residential school survivors.

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2010



Our twentieth year was celebrated with an AGA at Lake Babine Nation, where our inaugural meeting took place. CSFS programs and services were showcased in a gallery walk style, with booths set up around the Margaret Patrick Hall. Our research department worked hard to provide program evaluations for many of our services. Evaluations helped to determine if the programs were meeting community needs, funded appropriately, or could be altered to improve services. Two researcher positions were added to meet the demand of numerous research projects, including the Alternative Dispute Resolution Practicum for our northern cohort, the suicide prevention manual and culture camps. The youth suicide project completed with a Bah'lats to celebrate the achievements of the youth participants. Some additional changes were made as well to administration this year and included the addition of a Human Resources program, and additional technology infrastructure requirements to improve connectivity for our member Nation health centers. We were pleased to be able to add a nurse practitioner to our staffing team. Nurse practitioners can offer many primary care services that cannot be offered by nursing staff. The year was capped off with a celebration of the newly named University Hospital of Northern British Columbia (UHNBC), allowing for medical Doctors in training at UNBC to solidify their skills with patients. CSFS partnered with numerous community stakeholders to complete a carving project depicting the northern Clans, and carvings of helping hands, which is now on display in the main foyer of the UHNBC.

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2011



We started work on designing our own child welfare model in 2011. Work included conducting many community focus groups and individual interviews to determine historical and culturally relevant ways that Carrier and Sekani Nations took care of their children. This project was launched with an All Clans Feast held in Prince George. Our Home visiting program in Prince George, and later in Burns Lake, which provide supervised visits between family members, were both revamped this year. Changes included moving the focus to more of an educational model to teach hands-on parenting and child safety instead of just providing supervision. The health transfer had ten years of block funding approved this year, and the creation of a British Columbia First Nations Health Authority received an 87% favourable vote! The Highway of Tears program was busy this year providing community safety training to First Nations and service providers all across Northern British Columbia. The Wally Opal inquiry into missing and murdered First Nations women was conducted this year to include northern BC.

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2012



Exciting times rolled our way in 2012 with the solidification of agreements for agencies with the First Nations Health Authority. Roll out started in April 2012 with culturally relevant health services for First Nations people by First Nations. Work on the Child Welfare Governance project continued this year to design a model based on community values. There was much anxiety this year following changes from AANDC on how funding flows for Children in Care. This change was slated to be preceded by prevention funding, which was forfeited before the changes were implemented. Despite these shortfalls in funding, CSFS was still able to provide optimal care for children in need. In addition, we provided training for the Community Wellness Teams this year. The teams came to Prince George for two weeks of training including conflict resolution, Child welfare legislation, and other skills needed to support community wellbeing. The training was a great success with over 60 community representatives attending. The Early Childhood Development program saw some growth this year with an increase to staffing by three with services expanding to provide support workers for children, and in home daycare training for community members.



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2013



One of the most exciting projects this year was the continued development work to enhance Primary Care Services in our communities. All communities were set up with the technology required to visit with medical doctors remotely, which was very exciting! Due to this groundbreaking work, accessibility to medical professionals is now possible for our member Nations receiving health services. We added a second nurse practitioner this year to complement our Primary Care services. CSFS provided support for community members to take residential school reconciliation and personal development training this year. CSFS began to develop our own in-house personal development program based on cultural teachings and clinical mental health best practices. Our NAADAP workers also received training this year to be able to better provide support for treatment aftercare in the communities. Governance work continued this year with the Northern First Nations Child Welfare Governance Initiative. The year closed with a Winter Games celebration hosted in Burns Lake. The Winter Games included knowledge translation activities on behalf of our Governance Project to share the Child welfare model we worked on over the past few years.

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Tannis Reynolds



2014



In August 2014, the First Nations Health Authority completed all of their funding negotiations. The doors officially opened in September 2014, with First Nations Inuit Health British Columbia transferring all of their operations and funding over to FNHA. CSFS expanded our Primary Care services this year to include four physicians, a medical office administrator and a medical office assistant. Our NIHB program was restructured this year to include one on-reserve staff and one off-reserve staff to ease medical service access. Unfortunately the consultative and community engagement funding was cut this year, resulting in the ending of the Northern First Nations Child Welfare initiative. Although our agency still has the child welfare model developed through research, the Northern First Nations governance body is not viable without funding. We were very fortunate to be able to attain specialized funding to provide supported child development services this year to offer occupational therapy and speech pathology services to First Nations children. These key community services enable children to access the services they need without leaving their communities. We expanded services to provide intensive clinical support to families in Prince George at risk of child welfare interventions. We were also able to provide nine months of employment and life skills training through the Burns lake Bridging to Employment program. Finally, CSFS started work on our first ever agency wide accreditation efforts this year. We closed the year with final preparations for our 2015 agency wide accreditation survey.

BOARD OF DIRECTORS

Cora McIntosh
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 Priscilla Crouse
 Ray Morris
 Sandra Teegee
 Tannis Reynolds



Carrier Sekani HEALING THE HEALERS



Celebrating 25 YEARS

WHAT AN ELDER IS

Advisor
 Honest
 Sober
 Patient
 Spiritual
 Role Model
 Trustworthy
 Perseverance
 Open Minded
 Non-Judgemental
 Helps with Healing
 Role Model/Mentor
 Does not Gossip
 Walks Their Talk
 Emotionally Healthy
 Clean in His/Her Life
 In Harmony with God
 Medicine Man/Woman
 Assist in Community
 Don't Have to be Old
 Cares About Community
 Supportive of Treatment
 There When You Need Them
 Sees Ahead for People and Family
 Passes on Wisdom and Knowledge
 Tells Stories and Plays with Children
 Someone for Others to Confide in
 Good Listener and Willing to Listen
 Respect for Themselves and Others
 Very Active in the Community
 as Leaders
 A Sense of Humor and a
 Positive Attitude
 A Lot of Wisdom to Offer and
 Kind Words
 Knowledgeable and Knows
 All the Old Ways
 Usually Tells Stories – Puts Across
 His/Her Message
 Observer and is Connected to
 All Things in Nature
 Concerned About Children and
 Has Time for All People
 Overall Teacher and Willing to
 Teach Especially of Culture
 Mediator for Family and Communities
 or Just Gives Advice
 Teaches Way to Live Well and Advises
 on the Values of Life
 Looked Up To and Has Earned Respect
 of the Community Members



MESSAGES

MEMORIES

