



Blazing a Trail

Annual General Assembly
2022



CARRIER SEKANI
FAMILY SERVICES





Blazing a Trail

2022 ANNUAL REPORT

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CARRIER SEKANI FAMILY SERVICES

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.



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.



OUR STRATEGIC PLAN

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.

To meet our commitment, we have identified four main strategic objectives that we be critical to all of our strategic planning from 2022 – 2026.

1. Support Nation Re-Building

Increase supports to CSFS member Nations in their journey to self-sufficiency.

2. Culture is our Foundation

Increase CSFS staff's knowledge and understanding of Carrier and Sekani history and culture

Increase how CSFS integrates Carrier and Sekani cultural traditions, practices and values into our planning, decision making and service delivery.

3. Strengthen organizational capacity and development

Our programs, infrastructure and governance system embody best practices, serving as a measurable model of excellence for providing health, child and family services.

Our people are thriving- effective in their work and respected for their knowledge and capabilities

4. Provide Innovative and High-Quality Services and Supports that meet the health and well-being goals of the Nations we serve.

We will have reliable and sustainable funding and pursue new opportunities for annual revenue growth to meet the health and well-being goals of the Nations we serve

Our relationships enable us to improve the continuity of services we offer, and work with external stakeholders to meet the needs of our Nations over the life-cycle.



2022 CARRIER SEKANI FAMILY SERVICES BOARD OF DIRECTORS

Ts'il Kaz Koh (Burns Lake Band)	_____	Vacant
Cheslatta Carrier Nation	_____	Chief Corrina Leween
Lake Babine Nation	_____	Chief Murphy Abraham / Debbie West
Nadleh Whut'en First Nation	_____	Ashley Heathcliff
Nee Tahi Buhn Band	_____	Kelly Burgess
Saik'uz First Nation	_____	Chief Priscilla Mueller
Skin Tyee Band	_____	Robert Skin / Marcella Morris
Stellat'en First Nation	_____	Yvonne George
Takla First Nation	_____	Marilyne Teegee
Wet'suwet'en First Nation	_____	Heather Nooski
Yekooche First Nation	_____	Vacant
Elder Representation	_____	Nancy William



Nadleh Whut'en



Lake Babine



Stellat'en



TABLE OF CONTENTS

Corrina Leween, President	10
Warner Adam, Chief Executive Officer	12
Tracey Michell, Senior Policy Analyst & Project Development	14
The Tachick Lake Healing Centre and history of the Addictions Recovery Program	15
Mary Teegee, Executive Director of Child & Family Services	18
Cheryl Thomas, Prevention Services	20
Calls to Justice	20
Wrap Around Parent Guidance & Support	21
Urban Family Preservation (PG, Vanderhoof/FSJ, Burns Lake)	22
Bridging to Employment	24
Family Preservation Outreach Housing Program	25
Family Empowerment	26
Intensive Family Therapeutic Services	27
Dzee Ba'yugh Safe House	28
Sonya Rowland, Guardianship, Resources, and Family Preservation	30
Stephanie Konefall, Jurisdiction	32
Jason Morgan, Community Development	34
Culture and Language Program	35
Amy Merritt, Youth Services	36
Dawne Persson, Early Childhood Development	38
Aboriginal Support Child Development Program	38
Canadian Prenatal Nutrition Program	39
Children's Oral Health Initiative	40
Early Years Preschool	41
Hohudul'eh Bayoh – Indigenous Head Start	42
Best Beginnings Outreach Program	42
Maternal Child Health	44
Middle Years Program	45

Travis Holyk, Executive Director of Health Services	46
Rhoda Hallgren, Community Health	48
First Nations Health Benefits	49
Indigenous Patient Liaison Worker	50
Jordan's Principle Service Coordinators	51
Foundry	52
Collaborative Practices	53
Marilyn Janzen, Health & Wellness	54
Community Mental Health	54
Child and Youth Mental Health	56
Addictions Recovery Program	58
Wellness Workers	59
Indian Residential School Survivors	60
Nanki Nezulne (Our Two Spirits) Adult (18+) 2SLGBTQ+ Health & Wellness	61
Rachael Wells, Quality and Innovation	61
Matthew Summerskill, Mobile Diabetes Telemedicine Clinic	63
Marlaena Mann, Executive Director of Communications & Technology	64
Privacy	67
Andrea Palmer, Communications	68
Jeff Spiers, Information Technology	69
Brad Evans, Executive Director of HR, Organizational Learning & Development	70
Human Resources	70
Health & Safety	71
Training and Development	71
Cheryl Wallace, Chief Financial Officer	73
Special Message for Carol Reimer	74
Financial Statements	75
Sponsors	93



Chief Corrina Leween

President

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

As we continue our vital work at CSFS 32 years after the launch of our organization, we do so with our Elders and ancestors in mind. They put us on the trail towards healing and empowering Indigenous peoples and communities back when Carrier Sekani Family Services was first created. Now, it's up to us to continue to blaze that trail for our children and the Nations we serve.

Our Elders wanted ample, year-round care for our people when they need it most. We're now seeing that vision through with the Tachick Lake Healing Centre.

Addictions Recovery Services have been a part of our programming since the beginning. The harms of colonization and residential schools caused generations of pain for our people, and has led to frequent reliance on drugs and alcohol.

Today, the toxic drug crisis continues to disproportionately affect our people. Statistics paint a harsh reality – Indigenous people are much more likely to die from toxic drug overdose compared to non-Indigenous populations.

It is our core belief at CSFS that healing and wellness are best-served in a holistic model. The Tachick Lake Healing Centre will provide year-round services that provide a combined model of traditional wellness practices with evidence-based medical best practices. Our people will be able to heal on the land, and become immersed in their culture.

It was our Elders that affirmed that culture is healing, and that a year-round treatment centre was required

for our people. We will continue to blaze their trail when the Healing Centre begins construction next year. It was back in October 2021 that myself and the other Carrier Sekani Chiefs came together to call a state of emergency for Indigenous people regarding the toxic drug crisis, and I am happy to see the critical work that will help alleviate this emergency get underway.

When CSFS was created, our founding Elders were concerned about the alarming rate at which children were being removed from their homes and from their communities to be placed in foster care. Our Elders kept our laws alive – Sacred, Natural, and Customary laws – and passed them onto us and the younger generations. It is up to us to continue that forward momentum and keep our laws strong. We must do this to care for our children – our most precious gift.

The CSFS Jurisdiction department is a leading program in the creation and re-establishment of our own laws. They continue to do vital work in regaining jurisdiction over child and family wellbeing, and I commend them for this crucial work.

I cannot thank everyone at CSFS enough. It is because of your hard work that all of this is possible. Each and every one of us is working towards the same goal – to empower Indigenous peoples, and rebuild our communities – and your work helps us get closer to that goal every day. Together, we will continue to blaze our trail forward.

To the CSFS Board of Directors, Executive Management, and entire staff – Mussi cho.







Warner Adam, MBA

Chief Executive Officer

Carrier Sekani Family Services (CSFS) has continued to blaze the trail for our service delivery areas under our mandate for the last 32 years. This past year, we undertook a strategic planning process that identified our priorities for the next five to ten years. We have continued to work closely with CSFS member Nations to ensure that your needs and goals are addressed in our renewed CSFS Strategic Plan. Our leadership team came together over multiple planning sessions to define and refine our strategic themes, goals and objectives. Continuing under the guidance of our founding Elders and our Mission and Vision, the Strategic Plan is guided by an over-arching theme: Measuring our Way Forward. Measuring our impact and tracking our outcomes has never been more important. We will focus our efforts internally to build a predictable environment – based on data-focused decision making – that supports rebuilding our Nations. We are also amending our constitution and bylaws to reflect the current environment and policies.

Our work will be guided by four Strategic Priorities themes. The first is to support Nation-rebuilding. We are pleased to have Stephen Cornell joining us at our AGA this year to provide a keynote presentation that outlines the main components that successful Nations have in common around economic development and outcomes. CSFS will work toward self-sufficiency to help Nations develop governance alternatives and assist with building capacity within our respective sectors.

Our second focus is around our cultural foundation for all CSFS activities and programs. Our pathway to de-colonizing starts with ensuring culture remains hard wired into all the services we provide, as well as continuing to provide culturally-responsive and appropriate services to meet our client's needs at each stage in their life cycle.

Our third focus is to strengthen our organizational capacity and development. We will work hard to ensure

employees are supported to deliver effective, efficient, and culturally-appropriate services.

Finally, we will focus on continuing to provide innovative and high-quality services and supports by fostering strategic relationships to meet the health and well-being goals of the Nations we serve and ensure that our members are afforded quality services. Our 2022-2026 Strategic Plan will guide everything we do from high-level decision making to daily work tasks.

This past year, CSFS implemented a Jordan's Principle support program to assist families in navigating funding to meet each child's individual needs. Jordan's Principle requires the federal government to evaluate needs and respond to those needs. The Institute of Fiscal Studies and Democracy (IFSD) conducted an analysis on substantive equity and equality for First Nations Children. Unfortunately, the data held by Indigenous Services Canada did not enable the IFSD team to observe if substantive equality is being achieved by Jordan's Principle. There is a modest increase in individual requests, which suggests that gaps are being closed from existing program areas, but not that substantive equality has been achieved. It has been advised by the IFSD that a cost analysis be undertaken and that well-being for First Nations children be defined and measured through indicators. Cost estimations can be made based on this work to implement proper accountability mechanism to ensure First Nations Children have substantive equity to non-First Nations children. Only when equitable wellness data is established for First Nations children can substantive equality be achievable. We will work with IFSD to develop a range of measurable outcomes to measure Carrier children's well-being. This relationship will help CSFS not only build a predictable service delivery plan, but also assist with the costs of services required.

We have made great headway in realizing our new CSFS Addictions Treatment Centre, which will be located





on Tachick Lake, traditional territory of the Saik'uz First Nation. In the last year, we were finally able to cut through land designation issues. I am pleased to report that not only have we been able to acquire the needed funding to proceed, but we have also hired an architecture and construction team to support the design and building of the centre. The long-awaited treatment centre will provide a combination of western and traditional practices to properly address the toxic drug crisis and its impacts for Carrier and Sekani people. Work has started at the site and we look forward to this much needed facility opening its doors to provide culturally-relevant and evidence-based healing practices to member Nation citizens.

Last year I reported that we hired an external organization to support us through a review to help us leverage our greatest strengths and examine our structure and succession planning to ensure the organization will remain strong in the years to come. We have completed some of the organizational restructure, which includes centralizing internal support services and moving services under each Executive Director where they make the most sense. We also successfully hired an Executive Director to oversee the development of our CSFS Justice program – Julie Daum. In addition, we also have a new Chief Financial Officer, Cheryl Wallace, as our long-serving, Carol Reimer, will be retiring from the position. We are excited by the new changes and continue to work on implementing the recommendations from the report. Progress for the re-organization is slow, but time is needed to ensure wise decisions are made and, more importantly, that services are enhanced and efficient.

Last year we lost so many community members to the COVID-19 pandemic. We join families and communities in grieving our many friends, relatives and neighbours that were tragically lost. Although the pandemic death rate thankfully decreased since last year, the vaccine is still the greatest prevention measure we have against COVID-19. It is critical that those who are able get their vaccination booster as soon as possible. For those who have yet to receive their initial vaccine – it's never too late. Indigenous communities remain more vulnerable to outbreaks and severe illness, and especially our beloved Elders. CSFS continues to take every precautionary measure to protect the communities we serve from COVID-19 and all its strains. While we learn to navigate this new environment as normal, we will provide some gatherings at the community and tribal levels.

Mussi cho,

Warner Adam



Tracey Michell

Senior Policy Analyst & Project Development

With myself as project lead, Warner Adam and I committed numerous hours to the CSFS Tachick Lake Healing Centre, which was supported by the Board of Directors (BOD) and the CSFS Chiefs, in particular, Chief Corrina Leween from the Cheslatta Carrier Nation and Chief Priscilla Mueller from the Saik'uz First Nation. Meetings involved the Ministry of Mental Health and Addictions, Ministry of Health, Ministry of Agriculture and Food, Indigenous Services Canada (ISC), and Agricultural Land Commission (ALC). The unwavering commitment from Chief Leween and Chief Mueller included meeting preparation, material review and input, and meetings (zoom, telephone, and in-person).

In April 2021, the CSFS member Nations chiefs prompted the support from the Prime Minister of Canada and Premier of BC for a long-term solution to the overdose crisis, which requires capital funding and urgency. The chiefs also highlighted the need for government to support culturally appropriate services in health, addictions, trauma, and mental health (i.e., Truth and Reconciliation and UN Declaration on the Rights of Indigenous Peoples recommendations). A Record of Decision calling for a state-of-emergency was attached to that letter. Due to the ongoing toxic drug crisis, Indigenous people died at a rate of 3.9 times higher than other BC residents in 2019 and rose to 5.3 times in 2020. The collaborative political pressure from

the CSFS Leadership likely influenced the ISC funding surge.

Thanks to the March 2022 ISC capital investment, the remaining cost for 46 beds is currently covered. The Regional District of Bulkley-Nechako was successful in their 'Exclusion Application' to the ALC. The Tachick Lake Resort is designated as 'non-farm use' land, making the construction and operation of the CSFS Healing Facility possible.

While at the Schematic Design phase, the BOD, Chiefs, Elders reviewed and provided input. The Technical Team will strive for the Detox addition, as it is greatly supported, and will factor a fallback: youth facility. The design was shared with the Provincial and Federal Government, and the First Nations Health Authority (FNHA).

The BC Housing criteria, to revert part of the Tachick Lake Resort back to the Province to access funds, for Healing Facility Second Stage Recovery homes was not pursued, and it also contradicted the lengthy ALC process.

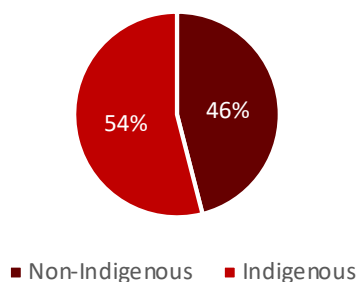
Civil Engineering (water and sewage) is the next phase for the Healing Facility, with a 2022-23 completion.

Some other initiatives included:

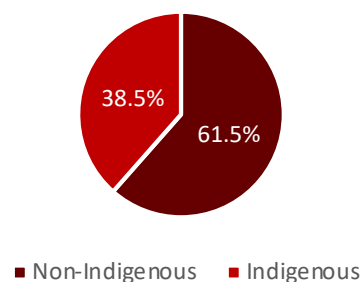
- After operating for a few years, a policy review occurred with the Safe House Supervisor and Burns Lake Manager to align its policy with the existing practice. The goal is to review other policies and procedures as CSFS programs and services increase.
- Pre/post preparation of the CSFS 2023-2026 Strategic Planning, before CSFS Quality Assurance meets with each executive for implementation by April 1, 2023.
- Represented CSFS at the BC Child and Youth Advocacy (CYAC) Provincial mandate review before the CSFS CYAC transitioned to the CSFS Youth Services department.
- Edited the BOD Governance Manual before its final review by Legal Counsel.
- CSFS accepted ISC request to conduct a Long-Term Continuum Care Engagement with the 54 First Nations communities in the north – to be completed by June 2022.



Toxic Drug Poisoning Events



Toxic Drug Poisoning Deaths



The Tachick Lake Healing Centre and the history of the Addictions Recovery Program

The Carrier Sekani Family Services' (CSFS) Tachick Lake Healing Centre encapsulates what defines our Addictions Recovery Program, and will include services such as detox, cultural and western treatment models, and aftercare. The construction and operation of this facility is a monumental step in what has been a long journey for CSFS in providing a vital service for Indigenous people in Northern BC.

The Addictions Recovery Program has been a staple in the services that we provide since the beginning of our organization.

While we've had great success with this delivery model, we identified that we needed to have a facility that could serve our clients all-year-round with a land-based healing practice. In fact, it was our Elders back when CSFS first began that identified the need for a year-round treatment centre for Indigenous people.

We firmly believe in the Carrier and Sekani culture and spiritual way of living, which honours and respects all creation, and will empower the CSFS communities and give strength to the First Nations. At CSFS, it is our fundamental belief that culture is healing. Our program aims to create a healing environment by utilizing a holistic approach that promotes a cultural lifestyle free from addictions and restores a sense of pride in the Carrier and Sekani culture.

Our program is delivered by our multidisciplinary team consisting of clinical counsellors and cultural knowledge holders, who incorporate a blend of traditional healing practices along with evidence-based medical best practices. This term is referred to as 'two-eyed' seeing.

The concept of two-eyed seeing originated in the work of Mi'kmaq Elders Murdena and Albert Marshall from Eskasoni First Nation, along with Dr. Cheryl Bartlett at Cape Breton University's Institute for Integrative Science and Health/Toqwa'tu'kl Kijijitaqnn (Iwama, Marshall, M., Marshall, A., & Bartlett, 2009). Two-eyed seeing is expressed by Elder Marshall as: "To see from one eye with the strengths of Indigenous ways of knowing, and to see from the other eye with the strengths of Western ways of knowing, and to use both of these eyes together" (Bartlett, Marshall, M., & Marshall, A., 2012, p. 335).

The CSFS lifecycle model services all individuals, from birth to seniors. Evidence-based programs and services are provided to all clients, including specialized medical services and the Intensive Family Preservation programs for high-risk families. Often, those specialized medical services include healing and treatment for substance use and addiction. It is critical that adequate and appropriate care is provided to these most vulnerable members in order to reduce harm and keep our families healthy and together.

Since 1993, we have been offering cultural healing at our Ormond Lake facility, located within the Nadleh Whut'en territory. This allows us to deliver a land-based healing model, which is crucial to our cultural healing component of our program. Since then, we've been running seasonal services each year from May to October.

During the winter months (November to April), our team visits member communities, as requested. We offer educational and support services with a focus on addictions recovery, and one or two-week treatment programs. Community visits are open to any northern BC First Nation community, based on our availability.



Throughout the years, Indigenous clients have expressed that their struggles with addictions stem from:

- Systemic abuse and discrimination
- Alcoholism/addiction family history
- Poverty
- Childhood trauma
- Loss of traditions and attempted removal of cultural identity
- Tragic events and abuses such as attending residential school

The clients have unique experiences and issues that they face in their addictions recovery journey. A strong proponent for our need of an all-year-round healing facility is that deterioration or loss of traditions and weakening of cultural identity that clients have identified as a cause of their addictions.

While the 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 (W. Adam, 2020 AGA Report, p 13).

Our need for a year-round healing facility has only become more dire. The toxic drug crisis in BC continues to worsen – especially for Indigenous populations. In 2019, the First Nations Health Authority (FNHA) reported First Nations people were dying at 3.8 times the rate of non-Indigenous populations as a result of drug overdose. That number rose to 5.3% in 2020.

In 2021, CSFS announced that, after years of due diligence and feasibility studies to identify potential sites for a treatment centre, we had purchased the former site of the Tachick Lake Resort, located on the traditional territory of the Saik'uz First Nation. The site addresses the needs of our proposed facility, including its size, a natural setting near water that is necessary for land-based healing, located within our service region, and situated close to major municipal centres (Vancouver and Prince George) which will help attract and retain professional medical staff and allow proximity to continued support. However, we were faced with two main issues – we did not have enough committed funds for the project to begin, and the Agricultural Land Commission (ALC) Regional District of Bulkley-Nechako (RDBN) denied the proposal to construct a new facility in February 2021. The ALC RDBN North Panel notified CSFS that they had reached a decision on CSFS's request for exemption from the Agricultural Land Reserve in June 2021– ultimately CSFS would be allowed to use the



Tachick Lake site for non-farm use.

CSFS was now able to build the Healing Centre at the former Tachick Lake resort location. We are fortunate to have two major capital commitment from the First Nations Health Authority (FNHA) and the Indigenous Services Canada (ISC). The Industry Standards (Class "A", "B" and "C") will assist us identifying costs for the project. As we progress from one stage to the next, we will continue to engage with our funders (ISC and FNHA).

In October 2021, the Carrier and Sekani Nations Chiefs joined together to call a state of emergency for their Nations in response to the ongoing toxic drug crisis in BC, and called upon the Canadian and Provincial Governments to take immediate action and help fund the Tachick Lake Healing Centre. The CSFS Chiefs identified that any meaningful solution for the toxic drug crisis must include the Tachick Lake Healing Centre and detox treatment.

We anticipate groundbreaking in the Spring of 2023.

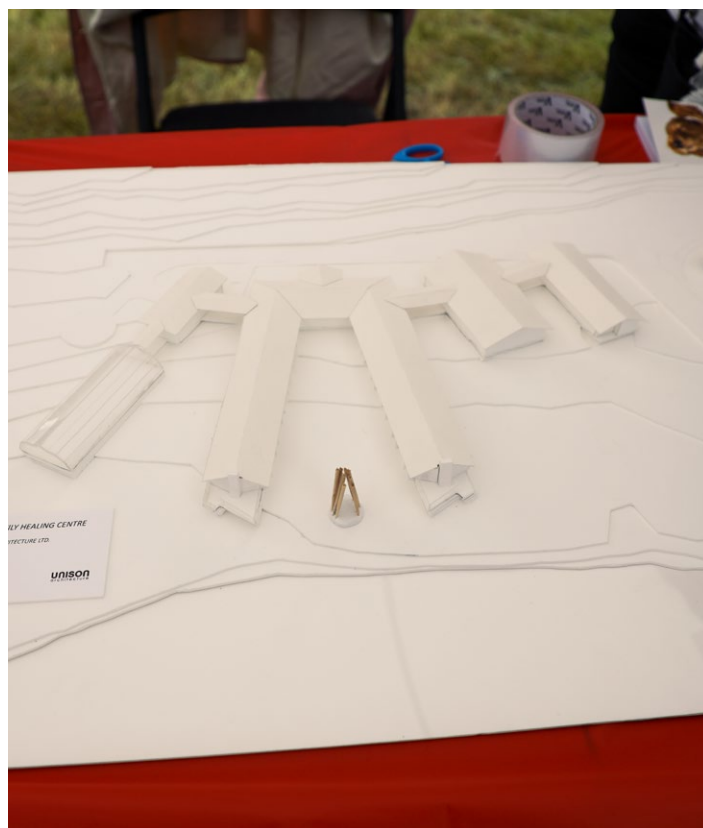
The Tachick Lake Healing Centre will help us realize our vision of year-round on-the-ground services. While the Ormond Lake facility has allowed us to serve our clients with great success, we are only able to provide these services on a seasonal basis. We respectfully appreciate and thank the community and leadership of the of Nadleh Whut'en for their commitment in allowing





us to provide our seasonal treatment services on their territory. Our new facility at Tachick Lake will grant us the ability to provide land-based service all-year-round – something that has been needed in our region for decades.

It has been a joint and collaborative approach at multiple levels that has brought us to this stage. We have had the steadfast support from the CSFS Board of Directors, CSFS member Nation Chiefs, with a particular participation by the BOD President Chief Leween, Chief Mueller, and our Elder advisors Helen Michelle, Mabel Louie, and Marilyn Antoine (Vickers). Most importantly, the voices of our Elder Ancestors continue to carry on throughout this project.





Mary Teegee

Executive Director of Child & Family Services

I am honoured to be able to report to you on child and family services activities and milestones that took place over the past year. CSFS was established to help Nations to become “self-determining in health, social and legal services.” Since then, housing has been added to the mandate of CSFS. I maintain that we have always had the inherent jurisdiction to care for our children. However, we haven’t had the resources to breathe life into our own laws nor the resources to uphold our laws until now.

Our Jurisdiction team has been working on developing our laws through the Federal Act, Bill C-92, An Act respecting First Nations, Inuit and Métis children, youth, and families. This work includes inputs from all Nation members and leadership to draft legislation that provides for the unique needs of each nation. Once our laws are completed and ratified, we will transition from being “under” the Ministry of Children and Family Development (MCFD) provincial jurisdiction to our own Carrier Sekani Laws.

In January 2016, Canada was found guilty of discriminating against First Nations Children. This human rights action was brought forward to the Canadian Human Rights Tribunal (CHRT) by the First Nation Caring Society, the Assembly of First Nations, the Chiefs of Ontario and the Nishnawbe Aski Nation. Three key principles formulated the CHRT’s order: that discrimination ends, never occurs again, and that the victims are compensated. A new funding model had to be developed for discrimination to end. One of the orders of the CHRT was that Canada funds preventative child and family services at actual costs until a funding model was developed. With this funding, CSFS continues to provide funding directly to the Nations we serve to develop and provide prevention services. This has brought a wide new service delivery that were not previously provided to us, such as Wellness Teams, and enhanced communications support.

In December 2021, the parties involved completed negotiations to fulfill the CHRT order. The negotiation resulted in the Agreement in Principle (AIP) for First Nations Child and Family Services Long Term Reform. The AIP includes national funding for Prevention, Post Majority Services at actual costs up to the age of 26, Capital projects, Band designate representative on Jordan’s Principle, and compensation, totalling approximately \$40 billion.

Prior to the CHRT’s provision for Federal allocation for Prevention services at actual cost, British Columbia had been in a unique situation. First Nations children and Family Services in BC did not receive any prevention funding like the rest of the country until 2018/2019. For us to ensure a fund settlement in negotiation with Canada to truly reflect the needs of our Nations in BC, and what prevention will actually cost, BC would need more time to develop a baseline. More time to conduct community consultation and to establish a decision-making process are examples of what is needed for us to make an informed decision at the negotiation table.

2022-2023 is a transitional year for CSFS and the member Nations due to the AIP coming into force as of April 1, 2022. The communities will continue to receive their funding directly from CSFS through their respective contribution agreement. ISC will fund the Nations directly on the difference, based on the per capita formula within the AIP. CSFS will continue working with the Nations to ensure that their Community Service Delivery Plans reflect their needs and will provide program management support for reporting.

There is also an opportunity for Nations and agencies to submit applications on capital projects. We are working with Nations to support their needs through this application process. To better support each Nation we serve on their capital project needs, we are developing a Capital and Housing Department. We have begun the



process of seeking input from Nations through community engagement to establish each Nations' respective capital needs.

With the funding through the AIP, each community will receive prevention funding of \$2,500.00 per capita, based on your Nation's total population on-reserve and on-Crown land. Further, based on this new funding approach, your Nation will receive funding for First Nations Representative Services calculated per capita of \$283.00 for on-reserve or on-Crown land population.

The First Nations Representative Services funding is intended for the Nations' Band Designate training. We understand that there is a level of expertise needed in children and family services, and therefore we will be developing training programs for Band Designates. The Community Wellness Training (CWT) will be included in this training. The importance of the CWT cannot be understated. As part of our jurisdiction model, the community wellness teams will advise and give recommendations on caring for our children, to streamline from community to CSFS.

We are excited to report that we have expanded our education training opportunities. In partnership with Nicola Valley Institute of Technology, over the last three years, we have provided an Indigenous Human Services Diploma program and, more recently, a Bachelor of Social Work (BSW) program. This allows for individuals from member Nations to receive their BSW in a cohort close to home. We are developing a Youth Care Workers program for member Nations with the same cohort model as the BSW.

We continue to expand our education training. We are also developing an accredited curriculum for land-based training. Through this program, youths and young adults will be provided the opportunity to attain post-secondary credits through land-based learning opportunity.

To commemorate the National Day of Truth and Reconciliation last year, we released our documentary, "For Love". This film, dedicated to my son, showcases the culture and resilience of Indigenous children and people. Through this project, we have proceeded to negotiate a deal with Netflix to ensure that the world is rightly educated on our Indigenous history. For this film's success, I thank Matt Smiley for his continued support throughout the project.

I continue to hold the fort as I represent our Nations and Province as President of the BC Aboriginal Child Care Society; National Advisory Committee for Child and

Family Service Reform; BC Board Representative, First Nations Child and Family Caring Society of Canada; and Chair, Indigenous Child and Family Services Directors Society.

I must commend and acknowledge all our staff, past and present, for their work to get us where we are today. Particularly, I thank my directors, management and front liner staff who continue to work hard to ensure the Nations we serve are well taken care of.

I would also like to say mussi to the Board of Directors, the CEO, and community members for their guidance and continued support. I am humbled to be given the opportunity and responsibility to care for our most important resources – our children.

Mussi to my Nation members for the privilege and honour of serving you.

I conclusively echo the wise words of Chief Dan George that "the only thing necessary for tranquility in the world is that every child grows up happy."



Cheryl Thomas

Prevention Services

Calls to Justice

The Calls for Justice Program addresses the historical and systemic issues surrounding missing and murdered Indigenous women and girls along Highway 16 corridor, from Williams Lake to Haida Gwaii. Within this program, Carrier Sekani Family Services (CSFS) is working to implement Calls for Justice based on the National Inquiry Report on Murdered and Missing Indigenous Woman and Girls (MMIWG) and the recommendations from the Highway of Tears Symposium Report. Through this program, CSFS has provided prevention support to victims of violence, ensuring awareness education is readily available for individuals, communities and service providers situated along the Highway of Tears corridor. The Calls for Justice Program provides “When Love Hurts” support groups focusing on trauma-informed violence prevention, awareness education rooted in Bah’lats values, while utilizing current evidence-based research. CSFS also coordinates the Highway of Tears Governing Body in collaboration with Indigenous communities, community organizations, educational institutions, municipalities, and the RCMP. We hope to revive a Highway of Tears Indigenous-led civilian oversight committee to reinforce positive police relationships with the goal of increasing safety for Indigenous individuals and communities.

Past Goals & Achievements

Within the past year, CSFS has initiated an Indigenous Calls for Justice Focus Group, including representation from family members of MMIWG and communities located along the Highway of Tears corridor. CSFS has engaged with Federal, Provincial and local governments to rejuvenate support for our Highway of Tears Initiative while investing ongoing multi-year funding. The program has created the National “Our Spirit” website to be launched this year, and has begun work on the MMIWG Commemorative Markers initiative and Letting Go Ceremony.

Goals for 2022/23

Goals for the upcoming year include completing the transformation of the Highway of Tears MMIWG Community Safety toolkit to a national toolkit that will be relevant to Indigenous communities across Canada. Additionally, we will be launching the National “Our Spirit” website which will host the national toolkit while providing ongoing updates for awareness and education on the Highway of Tears and MMIWG. Eventually, the program will also finalize the completion of the MMIWG Commemorative Marker project and Letting Go Ceremony.



Wrap Around Parent Guidance & Support

Lisa Redlick

The Wrap Around Parent Guidance and Support (WAPGS) program is an on-site parenting program located in Prince George at 2025 Victoria Street where parents with their children from ages 0-5 can access support, parenting education, and outreach services on a one-on-one basis and in group settings.

We are a prevention-based program providing the opportunity to learn something new, increase parent capacity, increase parent satisfaction and confidence, and increase parent/child relationships through attachment-based programs. Our building is parent and children friendly, including two playrooms, a nap room, family friendly dining area as well as fully fenced outdoor playground area.

Families attending the WAPGS program will be able to access services five hours per day bi-weekly for a three-month period of time. At the end of the three-month period, families can extend their program for an additional three months or on a month-to-month basis as they choose. WAPGS accepts referrals from the Ministry of Children & Family Development (MCFD), community agencies, and self-referrals. During enrollment in the program, families will be provided access to their own Family Support Worker who will support the family through role modeling, parenting education, outreach services within the home, and referrals to other programming when appropriate.

Services are provided holistically, focusing on the family as a whole while still considering individual needs. This program is of no cost to families. Transportation to and from the building is provided as well as lunch and snacks. We are located at 2025 Victoria Street in Prince George.

Past Goals & Achievements

Despite COVID-19 restrictions, WAPGS continued to provide valuable hands-on support throughout the entire year. Referrals continue on a regular basis, which reflects the high need for parenting support and education for member families.

Our referral numbers are up from the previous year resulting in the need for staff to navigate various concerns and issues on a case-by-case basis. While WAPGS practices creativity when providing individual and family support to clients, we are aware that

not all families have the ability to attend full days of programming. We recognize that each family situation is unique and may require a different approach to service, so we incorporate flexibility within our practice for best outcomes.

Feedback surveys are provided consistently to participants as well as the referring source. At WAPGS, we welcome feedback from families and service providers to strengthen our program's growth to fit the needs of those accessing our services.

Goals for 2022/23

WAPGS will focus on increasing outreach opportunities to transfer newly learned skills into the home. This will directly support parent/caregiver capacity and confidence within the home environment. We will also further focus on supporting staff by providing access to training opportunities on attachment, mental health and addictions, FASD, trauma-informed practice parenting, and child development.

We will continue building a strong positive team spirit by providing team day opportunities that will focus on relationship building, trust, communication, and staff input while strategizing our program development.

Referrals	41
Intakes Completed	22
Program Completion	21
Total Clients Served	53
Member Nation Clients	13
Clients from other First Nations	14



Stats for Wrap Around Parent Guidance & Support

Services Provided

Lake Babine Nation	4
Nak'azdli	3
Saik'uz	2
Yekooche	1
Stellat'en	2
Wet'suwet'en	1
Other First Nations	14

Referral Sources

MCFD	31
Self-referral	5
CSFS	3
Community	1
Community Agencies	1

Urban Family Preservation – Prince George, Vanderhoof/Fort St. James, and Burns Lake

Rhonda Hourie, Davina Valk, Joan Conlon, and Leila Wiebe

Our Urban Family Preservation program aims to help our clients acquire the skills and support they need to develop and strengthen family wellness. Through this program, we work with families involved with the Ministry of Children and Family Development (MCFD), families at risk of MCFD involvement, or families seeking support and information on parenting and life skills. Our workers are dedicated to supporting families in their health and well-being holistically and respectfully. We also offer the following groups: Parenting, Women's Group, Adult Life Skills, Farmers Market Program, Anger Stress Management, When Love Hurts Group, Circle of Security, PEACE Program, Rainbows, Prism, and Kaleidoscope. These programs are all well attended.

Goals for 2022/23

Sarah's House will be a supportive housing program for mothers with children (birth to 6 years old), and will be designed to assist families with children at imminent risk of out-of-home placement or who are in a placement and cannot be reunified without intensive services. The program will be designed for prevention and intervention purposes depending on the needs of the referring agency and on the needs of the parents.

Family Preservation – Vanderhoof

Total Recipients Served	89
Indigenous Recipients Served	86
Group Hours	181.75
Direct Service Hours	2470.5



Urban Family Preservation – Prince George

Total Recipients Served	232
Indigenous Recipients Served	138
Group Hours	613.75
Direct Service Hours	1911.16

Family Preservation – Burns Lake

Total Recipients Served	98
Indigenous Recipients Served	96
Group Hours	42
Direct Service Hours	2033.33

Urban Family Preservation (PG): Totals by Nation

Lake Babine Nation	33
Takla First Nation	12
Nak'azdli	4
Tl'azt'en	2
Saik'uz	13
Yekooche	3
Stellat'en First Nation	1
Wet'suwet'en First Nation	1
Skin Tyee	1
Nee Tahi Buhn	1
Nadleh Whut'en First Nation	4
Burns Lake Band	2
Cheslatta Carrier Nation	5
Métis	11
Non-Aboriginal	46
Other Bands (Gitaanmax, Tsay Key Dene)	51
Unknown	11

Family Preservation – Vanderhoof/ Fort. St James: Totals by Nation

Lake Babine Nation	33
Takla First Nation	30
Nak'azdli	3
Tl'azt'en	3
Saik'uz	37
Yekooche	8
Stellat'en First Nation	17
Wet'suwet'en First Nation	1
Skin Tyee	1
Nee Tahi Buhn	1
Nadleh Whut'en First Nation	16
Burns Lake Band	2
Cheslatta Carrier Nation	5
Métis	0
Non-Aboriginal	3
Other Bands (Hagwilget, Oneia, Kehewin Cree Nation)	3
Unknown	0



Bridging to Employment

Samantha Wurtak

The Bridging to Employment Program is designed to support unemployed and underemployed individuals 16 years of age and older to improve their skills to enter the workforce. The program assists in reducing barriers that inhibit personal growth and development while maintaining meaningful employment by ensuring a solid partnership and link between the participant, program, employers, and industries. CSFS believes that this partnership will lead to sustainable employment opportunities for participants of current and future growth demand areas. Participants in the program have access to relevant education, training and skill development to assist them in achieving self-sufficiency and a holistic sense of wellbeing.

The Bridging to Employment Life Skills Program is designed to empower students to take action to improve their circumstances. An important component of the program is to strengthen personal development, cultural identity, self-esteem and life skills. Further, the program offers a series of workshops that help students plan for their future, building confidence and skills in the areas of career planning, communication, assertiveness, self-awareness, personal development and accessing community resources. Participants gain entry Level Certification in Workplace Hazardous Materials Information System (WHMIS), Standard First Aid with CPR, Serving It Right, Financial Literacy, First Host, Food safe, S100/185 Fire Suppression and Class 7 Learner License to add to their resume.



First Nations Served

Lake Babine Nation	4 Female/3 Male
Stellat'en	2 Male
Lax Kw'alaams	1 Female
Kwadacha	2 Female
Sturgeon Lake	1 Male
Witset	1 Female
Hagwilget	2 Female
Tsay Key Dene	1 Male
Métis	2 Male
McLeod Lake	1 Female
Tl'azt'en	1 Male
Nak'azdli	1 Female

Past Goals & Achievements

In total, ten males and 12 females applied to the program, with six males and eight females completing the entire nine-week program. Out of the participants, 19 were on income assistance, two were in receipt of unemployment insurance, while one had no source of income or was supported by family. None of the students had an Agreement with Young Adults (AYA). Out of all 22 students in the program at the beginning, three males and 4 females went on to attend further education/training while three males and three females found meaningful employment.

Goals for 2022/23

The next program will begin by September 2022. We will continue to meet participants wherever they may be on their career path. For many, this is the first positive step towards finding meaningful employment and positive lifestyle changes.

Intakes for 2021 – 22

April 21 - June 21	8
Sept 21 - Dec 21	8
Jan 22 - Mar 22	6



Family Preservation Outreach Housing Program

Patrick Coon

The Family Preservation Outreach Housing program (FPOH) addresses the specific needs of the off-reserve homeless Indigenous population in Prince George by utilizing an integrated community service approach to house the homeless and those at risk of homelessness. Within the FPOH program, we can provide support with housing searches, landlord advocacy, and securing potential housing with damage deposits and first month's rent. Further support is available for temporary hotel stays, acquiring household items, furniture, and groceries. Our staff support clients with transportation to view places, referrals to life skills and budgeting programming, provision of cell phone minutes and support with paying utility bills as needed. Our program works closely in collaboration with the Aboriginal Housing Society of PG (AHSPG) where individuals may be able to access new housing developments for individuals and families.

Past Goals & Achievements

Number of families or individuals assisted by Nation:

Lake Babine	32
Burns Lake Band	29
Takla	4
Wet'suwet'en	3
Yekooche	4
Saik'uz	14
Nadleh	2
Stellat'en	3
Cheslatta	3
Other Nations	32

Goals for 2022/23

For the upcoming year, the FPOH program will strive to continue to offer support services to those who are experiencing homelessness or are unable to attain safe, affordable housing. Our program will continue to empower those we serve and support ongoing housing sustainability. Lastly, it is our goal to increase our staffing numbers in Prince George and Burns Lake to provide consistent services to individuals needing supports.

Rent paid	91
Security deposits paid	25
Furniture start-ups	14
Food start-ups	30
Utilities paid	8
Temporary hotel stays	14



Family Empowerment

Gino Quarin

The Family Empowerment program provides support and supervised access to parents and family members to promote family engagement with children in care in a safe and secure environment. In this program, the worker provides transportation for the children to and from the access visits to ensure a safe transition from home to the visit. During access visits, the family will have support in a nonjudgmental, safe atmosphere and be able to access referrals to other programming. During visits, our worker may provide information on parenting, such as behaviour management and boundary setting, life skills, such as nutritional meal planning and child safety, and tips on personal life skills, such as self-esteem and self-advocacy. When providing supervised access visits for clients, our worker adheres to standards of confidentiality and complies with all relevant standards for documentation and reporting. The Family Empowerment program adheres to all COVID-19 protocols to ensure safety for everyone involved with each client. This past year Family Empowerment moved into a new office, and through the move, continued to provide uninterrupted service to our clients. Family Empowerment currently serves 73 clients, 27 of which are from CSFS member Nations.

Goals for 2022/23

To continue aiding the families involved in the program through parenting skills, advocacy, and increased self-esteem. To provide a positive, healthy environment for visits and ensure the safety of all involved. To keep up with, adhere to, and adjust to COVID protocols at any time.

Urban Family Empowerment – PG

Total Recipients Served	758
Indigenous Recipients Served	444
New Recipients Served	102
Direct Service Hours	11604.75

Family Empowerment – Vanderhoof

Total Recipients Served	21
Indigenous Recipients Served	19
New Recipients Served	10
Direct Service Hours	1540

Family Empowerment – Burns Lake

Total Recipients Served	28
Indigenous Recipients Served	28
New Recipients Served	2
Direct Service Hours	1040



Intensive Family Therapeutic Services

Fiona Demers

The Intensive Family Therapeutic Services (IFTS) program delivers in-home counselling 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 referrals through the Ministry of Children and Family Development (MCFD).

Past Goals & Achievements

The IFTS program has had another successful year providing counselling, skill teaching, advocacy, and meeting the concrete needs of our clients. Here are some examples of the feedback we have received from the families we have supported:

"She is really helpful and understanding. Glad I met her; she helped me in every way."

"She was amazing. I never felt so understood until she came. My family is getting stronger from all her help."

"She has been very caring, a good listener, and gives great feedback."

A highlight of the past year was the higher than usual number of fathers the program supported in keeping their children in their care.

Goals for 2022/23

In 2022, we will expand our program to include 2 more clinicians supporting families whose children are at risk of removal referred by the Urban Family Preservation team. In addition, we plan to pursue our goal of establishing the IFTS program in Vanderhoof and Burns Lake.

Families worked with	22
Children with parent/caregiver at close of services	48
Children in foster care	0
Remaining in the home since program start	338



Dzee Ba'yugh Safe House

Cindy MacDonald

Dzee Ba'yugh (meaning Heart House) Safe House program offers a safe place for women and their children fleeing family violence. We provide culturally appropriate services, which include support to access secure community resources. Dzee Ba'yugh has 6 bedrooms and 22 beds to support up to 6 women and their children. Our services are available to all women and their children fleeing family violence (based on the availability of beds and space). We prioritize beds for women with children from the 11 CSFS member Nations. If beds are not available, we provide advocacy and support in accessing other services.

Our Services

- Provide emergency shelter services for women and their children escaping family violence for up to 30 days;
- Depending on current community realities, we can reassess a family's file and extend their stay month-to-month for 12 months;
- Adult beds, bunk beds, and cribs (6 rooms - 22 beds).

While staying at Dzee Ba'yugh, women and their children participate in culturally appropriate programming and receive wrap-around services and support. For example:

- Constant connection or reconnection with home Nation, including immediate family, extended family, clan, etc.;

- Participation in cultural activities, ceremonies, gatherings;
- Cultural knowledge holders share teachings on traditional gender roles, values, Bah'lats and clan system, Nation history, effects of colonization, interconnected thinking, and holistic wellness from a Carrier perspective (including the life cycle model);
- Individual and group programming to encourage self-esteem, daily living skills, problem-solving, communication, budgeting, health and safety, nutrition, education, employment, and training;
- Wrap-around support services and coordination of appointments for health, counselling, recreation, education, family and community visits and appointments identified by the youth worker and/or social worker as necessary.

Past Goals & Achievements

The past year we have focused on group activities with our clients in house. We have successfully run programs such as:

- Beading;
- Family Christmas photos;
- Christmas arts, crafts, and baking;
- Wooden signs project;
- Camp fire circles;
- Spa days with haircuts, styling and nails;
- Carrier language signs;
- Honouring ceremony for MMIWG – Red Dress Day;
- And we often have medicines (smudge/cleanse) burning for prayer and healing.

Goals for 2022/23

In the coming year, with restrictions lifting, we are looking forward to offering more traditional healing circles with drumming, singing, and story-telling, as well as improving and enhancing our current programs and activities we offer to our clients. Garden plans are currently underway, with plans to have food and flower garden beds and a greenhouse on the safe house grounds. We look forward to hiring a life skills/outreach worker and offering in house counselling this year.





Non-intake – refused
service / no show

11

Non-intake – did not
meet eligibility

19

	Intake	Non-Intake / Waitlisted
Lake Babine Nation	18	6
Burns Lake Band	5	0
Cheslatta Carrier Nation	2	0
Skin Tyee Nation	0	0
Nee Tahi Buhn	0	0
Wet'suwet'en First Nation	4	0
Nadleh Whut'en	0	0
Stellat'en First Nations	0	0
Saik'uz First Nations	0	0
Yekooche First Nations	0	0
Takla Lake First Nations	0	0
Non CSFS Member Nation	9	0
TOTAL:	38	6





Sonya Rowland

Guardianship, Resources, and Family Preservation

The guardianship program is designated to act as the legal guardian for children/youth between 0 – 18 years of age who are in continuing custody under the CFCSA. Our social workers plan with children, extended family, caregivers, Nation designates/representatives, and other people in the child/youth's life to set short-term and long-term goals for the child. Young adults who were in care with CSFS and between the ages of 19 – 26 continue to access support through our program, which includes advocacy, assistance with referrals to services, and financial support through an agreement for young adults.

The resource program recruits, assesses, and provides on-going support to caregivers and care providers who offer safe alternate care for children who are not currently living with their parents/legal guardians. Types of resource placements we work with include foster homes, staffed homes, respite and relief options, and out-of-care placements with extended family. The resource workers also provide on-going training opportunities, and can provide presentations or information to anyone wanting to learn more about becoming a caregiver.

The Vancouver urban family preservation office and program was established this year to support families from the Nations we serve living in the lower mainland. The family preservation workers provide advocacy for the family's involvement with the child welfare system and on-going support to work with parents and families to reach the goals they have set for themselves. One-on-one supports have included groceries, holiday hampers, housing support, connections to services such as transition housing, food banks, treatment facilities, and counselling.

Our roots workers in Vancouver and Prince George work with children in care, social workers, and caregivers to promote family and cultural connections. They are also certified to complete genograms using a digital program.

Past Goals & Achievements

In 2021/2022, we were able to meet our goal of expanding support and services to former young adults who were formerly in foster care. Our services

include advocacy, referrals to internal services such as family preservation, youth services, health services, and monthly financial support such as food, housing, clothing, and post-secondary educational costs through an Agreement with the Young Adult. This service is voluntary, and most young adults have chosen to continue to work with their guardianship worker to help them as they move into adulthood.

Due to COVID-19 restrictions, the resource program was unable to provide in-person training in communities. However, we adapted and offered virtual training instead. During the pandemic, there were also fewer people applying to become foster parents/caregivers, but we were able to complete more out of care assessments to place children back with extended family.

Goals for 2022/23

This year's goals for the guardianship, resource and Vancouver urban family preservation program include:

- Expanding the roots program to support children/youth in care and their extended families to maintain and promote new connections;
- Extending guardianship services to children in temporary care in Prince George, Vanderhoof, Burns Lake and surrounding areas;
- Developing new recruitment strategies to increase the number of caregivers and respite providers from member Nations;
- Offering group programming through the family preservation team to families living in Vancouver;
- Working collaboratively with BC Housing, and other urban Indigenous partners to develop a 10-to-20-unit housing program for young adults who were formerly in care in Prince George.



Number of Participants Served by Each Program

Guardianship

Children and young adults	22
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Resources

Caregivers	42
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Children living with CSFS contracted caregiver	92
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Roots Program

Referrals	22
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Urban Family Preservation – Vancouver

Number of families receiving services (by Nation)

Cheslatta Carrier Nation	3
Lake Babine Nation	12
Wet'suwet'en First Nation	1
Saik'uz First Nation	5
Stellat'en First Nation	3




Stephanie Konefall

Jurisdiction

The Jurisdiction Secretariat works in partnership with the CSFS member Nations and the Federal and Provincial governments to regain authority over child welfare. Currently, under the mandate of the CSFS Board of Directors and within the federal legislative opportunity under the Act respecting First Nations, Inuit and Métis children, youth and families, we work towards the transition of authority from the Province and towards a new framework of wellbeing. Under the draft Carrier Sekani Child and Family Wellbeing Act, we will meet the holistic safe-caring needs of children, while strengthening family and individual wellness and the environment of care for our children and youth within our communities and service delivery areas.

In the first full year of operations as an identified team within CSFS, the Jurisdiction Secretariat has completed engagements with communities and partners through community-based presentations, community-focused training, provincial meetings and planning discussions, policy reform dialogues, provincial, national, and international presentations on the changing nature of child welfare and the responsibility for caring and upholding families from a perspective of wellbeing.

Working in partnership with our communities, the Quality & Innovation Department under their research and analytics portfolio, and the University of Ottawa, Institute of Fiscal Studies and Democracy, the Jurisdiction Secretariat is supporting the transformation of the fiscal accountability structure that Canada uses to fund Indigenous Child and Family Services programs. This work is the foundation of significant change in Canada's relationship with Carrier Sekani Nations under Jurisdiction.



*"When you have strong children,
you have strong families,
strong communities,
and strong Nations."*

- Mary Teegee

Past Goals & Achievements

Five community-based engagements; eight days of child wellbeing service delivery training to communities; five Federal Child Welfare Act trainings; three legal planning sessions; three developmental staff trainings; two staff engagement sessions; one all-staff webinar; one international conference presentation; three national conference attendances. We have also hosted two gatherings of Matriarchs and one gathering of Carrier and Sekani men to support the substantive law development. Supporting capacity development, the team has hosted two successful post-secondary practicum students, 22 briefing notes, 13 information papers, three engagement frameworks, and two successful First People's Cultural Council grant applications.

Along with the CEO and the Executive Director of Child and Family Services, the Director of Jurisdiction will continue the work of CSFS presented at the 8th Conference of the International Society for Child Indicators. The team will continue to work with communities to gather the stories, teachings and guidance to embed in the new legislation and participate in regional and national tables to ensure self-determination over child and family wellbeing is achieved.

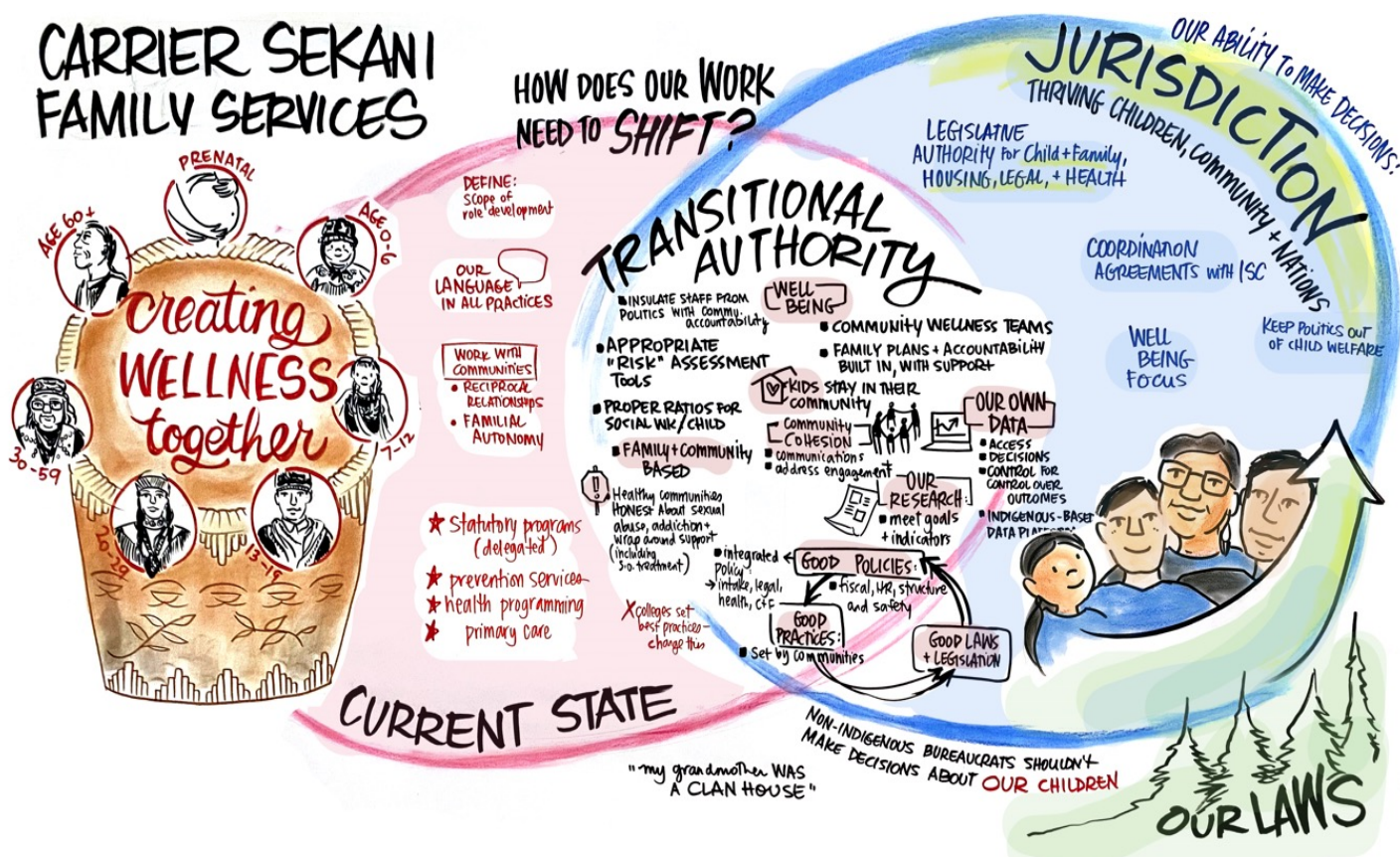
- Our program has achieved near full staff with the recruitment of 10/11 positions. 60% of our team members identify as First Nation, Inuit, or Métis. 83% of these members are from Carrier, Sekani or Gitksan territories.
- We have established relationships with the Federal and Provincial governments, partners, and other Nations proceeding with a similar mandate of jurisdiction over child welfare.
- Working groups have commenced with developing membership participation. Continued goals for engagement and development are on track. We work closely with subject matter experts, research partnerships, social and legal justice experts on our journey to Carrier Sekani Jurisdiction over child welfare.



Goals for 2022/23

We will continue to create effective training curriculum for our communities and CSFS staff readiness to exercise authority over child welfare, while continuing to collaborate with other CSFS teams, departments and experts to tackle the technical and developmental challenges of shifting systems of practice. We will do this by gathering leaders and knowledge holders through our sub-committees, develop and informing data surveys, strategic goals, agency policy, and protocols.

The work plans guide our overarching goals and projects, document progress, report feedback, explain ideas, target sources of concern, analyze issues, provide advice, make recommendations and seek decisions with the community, staff, and partners. All documents are accessible internally to CSFS staff members.



Jason Morgan Community Development

Community Development is about building relationships with the 11 member Nations we serve. Our service delivery framework is predicated upon Dr. Cindy Blackstock's great works as we utilize the Touchstones of Hope as a planning framework. Our department is grounded on three main priorities: language and culture, operational and service delivery, and supporting the Nations with their holistic prevention strategies.

Past Goals & Achievements

Building on last year's goals, we had set the course to look at service delivery and building community capacity. That hasn't changed, but as our department grows, we continue to adapt and ask, "what can we do better to support our communities?" The simple answer is to listen to the communities as they are more familiar with their members, children, youth, and families, and know what is best for them. Our role at CSFS is to demonstrate how we can collaborate and support the communities; this will always be our goal. With the COVID-19 restrictions being lifted/relaxed recently, we are grateful to be able to focus more on community engagement and planning.

Goals for 2022/23

Community Development is working with each of the Nations. We serve for them to look at providing a roadmap of prevention services by asking the following questions: (1) How do we ensure that each Carrier or Sekani child will know their culture? (2) How do we ensure that every Carrier and Sekani Family will thrive and feel supported? (3) How will the Community Prevention Strategy be communicated to members? (4) What will be your framework for prevention services? (5) What does holistic child and family service delivery mean?



Culture and Language Program

Geraldine Flurer

CSFS recognizes the strength of our Indigenous languages as the connection to culture. The cultural, language, and arts program is mandated to review and uphold the goals and priorities that support the communities' values, beliefs, customs, best practices, and Indigenous laws. The cultural and language team will collaborate with CSFS communities, and act as a resource and advocate for the best interests of the Nations we serve. 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. Our services will support participation and learning in cultural teachings, traditional activities, and territory connections.

At CSFS, culture is at the base of everything we do. 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. CSFS will develop resources in Indigenous languages that are culturally relevant and build upon the talents of community members, equipping them with the skills and knowledge needed. Our children will know who they are and where they come from, and will be connected to their land with ceremonies and rites of passages will be performed for every child. Land-based camps and healing will be consistently planned throughout the year, where CSFS community values are taught. The new generation will be groomed in Bah'lats governance structure.

Past Goals & Achievements

Community Wellness Team Training: Held 2 Series/ 8-day training attended by 174 CSFS members. The training covered 5 modules which facilitated discussion on:

- Trauma-informed Practice (definition, characteristics, indicators, guiding principles, language);
- Working Together (lateral kindness, conflict transformation);
- Resiliency (resilient practitioners, connecting resilience to community practice);
- Legal Foundations (Child Protection Services roadmap, the federal act Bill C-92, substantive equality,

jurisdiction potentials, notice of significant measure);

- Enabling Carrier Sekani Children to Thrive.

Goals for 2022/23

Support Language and Culture Revitalization

- To create a centralized and dedicated space for Carrier and Sekani language, cultural and ceremony resurgence for the Nations we serve;
- To facilitate and catalogue current programming and services offered by CSFS for language and culture;
- To make language and culture more accessible for Nations we serve through printed materials, tutorials, and books.

To look at developing a Yinka Dene Language and Culture Institute that celebrates:

- Carrier and Sekani Art, Music, Fashion, Performance Art;
- Cultural Awareness and Education;
- Carrier Sekani Languages and Genealogy;
- Carrier Sekani Museum / Artifacts / History;
- Traditional Medicines, procuring, teaching, harvesting.

CSFS will aim to be a leader in revitalizing Carrier and Sekani culture, language, and spirituality. Our objectives are preservation, accurate documentation, education, and promotion of the values, practices, languages, national treasures, and articles of both the past and contemporary Carrier and Sekani peoples.



Amy Merritt Youth Services

CSFS Youth Services' mandate is to provide high-quality programming to children and youth ages 8-29. Our department supports youth services development and delivery within the Carrier Sekani member Nations.

Youth programming includes cultural, recreational, and life skills opportunities; and increasing protective factors through year-round programming in a group or 1:1 service delivery approach.

CSFS has two youth centres: Sk'ai Zeh Yah (Prince George) and Syoh (Vanderhoof).

Past Goals & Achievements

- Manager Kayla Brownscombe has facilitated three Back to the Land Culture Camp Trainings.
- Manager Sara Heembrock leads the development planning of the Indigenous Child and Youth Advocacy Centre.
- Intensive Youth Social Worker Julian Lowley facilitates a language revitalization program: Noh'khninik (Neduten dialect).
- Sarah Cootes manages the Sk'ai Zeh Yah Youth Centre. The Centre was open throughout the Christmas season. Sk'ai Zeh Yah hosted a Christmas Eve dinner and Christmas day brunch for youth who are homeless. With the frigid temperatures, CSFS Youth Services provided clothing, outreach, and safe accommodation.
- Youth Care staff arranged for the Crisis Centre of Northern BC to provide GRASP (suicide prevention workshop) in Yekooche.
- Burns Lake Youth Services (Manager Erin Johnson) is partnering with the Health Department in the development of the Foundry resource, and will be co-located with this health resource, strengthening holistic, low-barrier service to our community youth.
- Intensive Youth Social Worker Emily Campbell facilitates Nk'esiy ("I Love You") Pride group to provide a safe and supportive program for youth who identify within the 2SLGBTQIA+ community.

Cumulative number of times Youth Services was accessed by Nation

Nation	#
Takla	240
Skin Tyee	24
Burns Lake Band	24
Saik'uz	660
Lake Babine Nation	636
Cheslatta	24
Yekooche	12
Nadleh Whut'en	72
Nee Tahi Buhn	12
Wet'suwet'en	108
Stellat'en	24
Total Members	1836
Other	2640
Total Clients Served	4476



Goals for 2022/23

With our Youth Services in Burns Lake/Vanderhoof, our goal is to increase collaboration with member Nations to understand the needs of youth in community and ways we can work together to address these needs. Our Niwh Hiskak Habibeh (For the Children) Team is moving to a new and larger building location to provide youth empowerment services in a safe, welcoming space that embraces youth engagement, instills cultural pride, and actively participates in reconciliation for brighter futures for Indigenous youth. Our goal is to finalize the Memorandum of Understanding with Community partners through the Child and Youth Advocacy Centre. We also aim to continue providing wrap-around support to help reduce homelessness and increase life skills to foster foundational learning and a positive transition to adulthood at our Sk'ai Zeh Yah Youth Centre.



Dawne Persson

Early Childhood Development

Aboriginal Support Child Development Program

The Aboriginal Supported Child Development Program (ASCD) works with children 0-18 years of age. ASCD is a voluntary and family-centred program that works in partnership with families so that children with extra needs can be included in various settings. Families know their children best, and ASCD programs work to involve families in decision-making regarding services for their children. ASCD staff provide support, 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 of age (Services for children 13 to 19 may be provided individually).
2. Child has a developmental delay or disability in one of four areas: Physical, Cognitive, Communicative, or Social/Emotional/Behavioral
3. Child requires additional support in a childcare setting. No diagnosis is required to receive services

Services are delivered to Yekooche First Nation, Takla Lake First Nation, Saik'uz First Nation, Stellat'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. Referrals may be made by anyone. All referrals must have consent of the parents or guardians. Confidentiality is respected at all times.

Past Goals & Achievements

1. We were able to have some of our support workers take additional training to help enhance their skills. We weren't able to enroll them into any Early Childhood Education courses due to the courses' timing.

We hope to continue to find ways to achieve this goal.

2. ASCD increased the delivery of the Moe the Mouse program. As a result, some centres have now taken this training and have their own kits.

Goals for 2022/23

We want to find more ways to incorporate culture and language into our daily delivery of services. Some of this will be achieved by working with the centres and families to find ways to expand this into goals and objectives that enhance children's development.

ASCD has a significant need for more support workers and a need for another ASCD Liaison to be able to meet the needs of families and the community. Therefore, we will be seeking out additional funding to be able to fill these gaps.

Support worker
hours

4851

Direct support hours to
families

8785

Number of
clients

86



Canadian Prenatal Nutrition Program

The Canadian Prenatal Nutrition Program (CPNP) offers prenatal and postnatal support for families until their babies reach 7 months old. Our pregnancy outreach program for Vanderhoof provides accessible, culturally appropriate support to 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. Some of our services include prenatal vitamins, nutritional information, childbirth education, and support. Home visiting is available at various times and is scheduled at the client's convenience. Hospital breastfeeding/chestfeeding support is given weekly to new families. CPNP also offers swim group and walking groups that meet regularly.

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

Past Goals & Achievements

The Canadian Prenatal Nutrition Program successfully offered breastfeeding support in St. John's Hospital in Vanderhoof, and home visiting services. This led to over one hundred visits helping mothers achieve higher breastfeeding rates.

We provided breastfeeding educational sessions for the nursing staff at St. John's hospital to enhance best practices and continuity.

Goals for 2022/23

The Canadian Prenatal Nutrition Program will be looking for funding sources for this year to continue addressing food insecurity. We will also look at ways to incorporate culturally appropriate material for labor and delivery education to clients and increase birth preparedness.



Children's Oral Health Initiative

The Children's Oral Health Initiative (COHI) is a free program offered by the First Nations Health Authority that is provided in the communities of Nadleh Whut'en and Stelat'en First Nations. Families with children 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

Services include:

- Prevention through education;
- Fluoride Varnishing (reduces decay by 40-56%);
- Referrals as needed 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.

Past Goals & Achievements

1. We increased our educational sessions; however, we were hoping to be able to do more groups, but due to the pandemic, this was limited.
2. We were hoping to find additional funding to expand this service; however, there weren't any funding opportunities available.

Goals for 2022/23

1. We will continue seeking out funding opportunities to expand this program out to other Nations.
2. Offer more educational sessions in various settings and help childcare centres set up dental brushing programs.



Early Years Preschool

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

All children must be 3 years of age by December 31st of the current enrollment year. As children are unique, a 2 1/2-hour preschool class may not suit 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.

The preschool is open on Tuesday and Thursday each week. If there is a change in the schedule parents will be notified immediately.

AM Class: 9:00AM - 11:30AM

PM Class: 12:30PM - 3:00 PM

Preschool Fees

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

Past Goals & Achievements

We provided spaces for 32 children. Our goal was to expand our classes; however, with COVID-19 regulations, we lost some staff and were unable to meet this goal. However, we successfully attained a grant to purchase new equipment and resources, which has allowed us to introduce some new learning and provide more opportunities for children to explore new items.

Goals for 2022/23

Early Years preschool would like to be able to find creative ways to recruit another preschool teacher so we can have more children in the program.

We will also be seeking out capital grants to be able to renovate a room at our Indigenous Head Start building to enable all of our childcare programs to be under the same roof.



Hohudul'eh Bayoh – Indigenous Head Start

Brittany Dowling & Jennifer Tejero

The Hohudul'eh Bayoh – Indigenous Head Start Program is a part of the Aboriginal Head Start Association of BC. It was created in 1995 to allow programming to deliver holistic teachings that are culturally relevant to the children and families involved.

We believe in six key components to guide our care for young children:

- Culture & language education;
- Health promotion;
- Nutrition;
- Social support;
- Parental & family involvement;
- Respecting, honouring, and promoting every child's spiritual, emotional, intellectual & physical growth.

We offer child care for Indigenous, Métis, and Inuit children:

- Infant/Toddler Care (Fawns Hideaway) 0-3 years
- Daycare (Fox's Den) 3-5 years

Past Goals & Achievements

We wanted to be able to offer family gatherings and cultural nights, as well as start up a parent advisory board. We tried to do parent advisory meetings via Zoom, but there wasn't much involvement from the parents. Unfortunately, we haven't been able to run many in-person gatherings due to pandemic-mandated regulations.

We hosted a drum-making evening/dinner with our graduating families, and an Easter luncheon with our attending families when regulations were lifted.

We were able to purchase more outdoor toys/equipment to expand and upgrade our outdoor space. As a result, the children have been enjoying their outdoor activities with climbers, toys, and toboggans.

Goals for 2022/23

1. We would like to have more family gatherings and cultural nights/events with the families in our programs.
2. We would like to have members of our community come in and teach/participate in our program.



Best Beginnings Outreach Program

Roxanne McCleary

The Best Beginnings Outreach Program (BBOP) is a team of professionals working together to support families in providing the best outcomes for their children ages 0-6. BBOP focuses on the child's well-being and development as a whole; physical, mental, emotional, social, and spiritual. We provide therapy services and early years outreach support to Indigenous children aged 0-6 and their families. We also offer support for families with children who are at risk of or have a developmental delay.

We provide services in Yekooche, Takla, Saik'uz, Nadleh Whut'en, Stellat'en, Cheslatta, Skin Tyee, Nee Tahi Buhn, and Lake Babine Nation.

Our team includes Speech and Language Pathologists, an Occupational Therapist, Physiotherapist, Rehabilitation Assistant, and Early Years Outreach Workers.



Our staff can help children with:

- Motor (physical) delays;
- Speech delays;
- Problem solving;
- Attention control;
- Behaviour management (e.g. tantrums);
- Physical activities;
- Social skills.

Our services include:

- Home and health centre visits;
- Daycare, preschool, and school visits;
- Developmental screenings and assessments;
- Cultural programs;
- Community connections and referrals to other local services;
- Toy lending library;
- Infant massage;
- Programs for children to build social, emotional, mental health and language skills.

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.

Past Goals & Achievements

Early Years Outreach was expanded to include the three Southside nations in October 2021. Our Early Years Outreach Workers are now providing exciting programs like Roots of Empathy, Infant Massage, and Kimochis

(Social Emotional Learning), along with more standard offerings like home visits, Headstart and Daycare circle time programs, and monthly activity kit deliveries.

Goals for 2022/23

1. We want to recruit a therapist in our area, as most of the services are virtual due to the majority of our therapist contractors living in regions outside CSFS territory.
2. Find ways to coordinate schedules with other CSFS departments and staff, which will give us the potential to increase therapy service delivery in the more remote communities until a Rehabilitation Assistant can be recruited.
3. Other programming goals include customized virtual workshops developed by our therapists to educate families and school/Headstart staff on various topics like "Behaviour as Communication."

Speech therapy sessions 185

Occupational therapy sessions 23

Physiotherapy sessions 23

Total number of therapy sessions: 231

Community	Clients	Speech Therapy	Occupational Therapy	Physiotherapy
Takla	5	3	0	10
Yekooche	24	13	17	12
Saik'uz	24	2	1	1
Nadleh Whut'en	660	12	0	0
Stellat'en	636	22	2	0
Vanderhoof	24	9	3	0
Woyenne Kindergarten		124	0	0



Maternal Child Health

Anna Whitely

The CSFS Maternal Child Health Program offers resources and support to Indigenous pregnant women and parents of infants and young children from 0 to 6 years of age. We provide services to the 11 member Nations, both on and off-reserve Indigenous clients.

We offer:

- Pre and postnatal support;
- Outreach services;
- Baby bags;
- Medical advocacy;
- Home visits;
- Hospital visits;
- Transportation for medical appointments (reviewed on a case-to-case basis);
- Breastfeeding support;
- Nutrition support;
- Developmental assessments (home visits/clinic visits);
- Community Kitchens (in collaboration with Family Preservation and ECD);
- 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 Good Food Bags;
- Assist with securing shelter;
- Baby necessities (diapers, formula, breast pumps, etc.);
- Special events and programming.

Providing information about:

- Indigenous health care benefits;
- Nutrition;
- Breastfeeding;
- Harm reduction;
- Parenting;
- Childhood growth & development;
- Perinatal postpartum and anxiety.

Past Goals & Achievements

The Maternal Child Health Team gathered and documented some traditional birthing and childrearing practices. We still have a long way to go to achieve this goal and will continue to work on this. The team's

knowledge of these practices has grown by connecting with community members who provide the cultural information necessary to achieve this goal.

As COVID-19 restrictions have been lifted, our team was able to start a gradual return to group sessions. We will continue to work with communities with these opportunities while offering workshops, cooking groups, and other relevant groups under the direction of the community's needs.

This year, we successfully recruited one more position in Prince George and are looking to fill one more. We also recruited another Maternal Child Health worker for the Burns Lake area. We still have one more vacancy in this area.

Goals for 2022/23

The Maternal Child Health Team will continue working on gathering and documenting traditional birthing and childrearing practices that can be incorporated into our service delivery. Our goal is to increase our knowledge of these practices and connect with community members to provide the cultural information necessary to achieve this goal.

Our team will be working towards returning to community group sessions, offering workshops, cooking groups, and other relevant groups under the direction of the community's needs. The Maternal Child Health team will also start providing Community Kitchen sessions in person in all communities.

The Maternal Child Health Team will continue to enhance our connection and relationships with the communities, to ensure that families with children 0 – 6 years of age receive services. Our focus is on prevention and early intervention to ensure that families are provided with support to reduce risk. This year we will be adding one additional position to the Prince George region due to the high demand for the program. We will also be working towards recruitment for one more position in the Burns Lake area, as we continue to have a vacancy in this area.



Virtual Community Kitchen Kits Delivered	219
Child Wellness Kits Delivered	219
Number of clients	226



Middle Years Program

Ashley Howe

The Middle Years program services 6-12 years of age in the surrounding 11 member Nations. We provide holistic, hands-on, culturally enriched programming to enhance children's development in all functional domains. Our program will support the needs of children and families with parenting and provide resources to help them succeed in their parenthood journey. The program also aims to increase healthy relationships among children with peers and family.

Programs offered:

- Yinka Dene Summer Camps;
- Equine Therapy groups and individual sessions;
- Groups that help increase development and cultural awareness.

For referral and further details for the Middle Years program, email Ashley Howe at ahowe@csfs.org.

Past Goals & Achievements

We were not running last year so don't have goals to report on.

Goals for 2022/23

In our efforts to continue developing the Middle Years program, we look forward to providing other program resources such as dental health education, sexual health workshops, culturally supported Girls and Boys groups, and expanding the Yinka Dene camps into more communities.

Equine sessions	120
Children supported by equine sessions	85
Learners supported in school	35





Travis Holyk

Executive Director of Health Services

With the pandemic slowing, the upcoming year provides an opportunity to reset priorities in Health Services. Individual health plans and strategic priorities are being developed through important feedback from the Health Transfer Evaluation, Quarterly Chief and leadership meetings, Research Advisory Committee meetings, and ongoing Community Health Consultations. After some challenging years, and with the ability to gather, I am cautiously optimistic that we can begin to focus more attention on the areas of health you have told us are most important.

Of the 209 people who participated in the health transfer evaluation community survey, the primary health concerns people spoke of included:

- Mental Health
- Addictions
- Access to health care
- Nutrition and weight
- Physical inactivity.

We began and continue to address these concerns through several initiatives including:

- The development of a Healing Centre capital and operational plan.
- Drug Strategy Speaker Series and Opioid strategy development, including increasing our ability to provide Opioid Agonist Therapy (treatment for addiction to opioid drugs).
- Building on our mental health services and adding mental health support worker and mental wellness worker positions.
- The development of a Men's Wellness strategy.
- A focus on physical activity, including hiring a person dedicated to physical activity.
- Increasing primary care services.

Another important initiative this year was the establishment of two CSFS Jordan's Principle Coordinators.

The role of the Jordan's Principle Coordinators is to assist First Nations children and families in preparing and submitting Jordan's Principle requests when a gap, delay, disruption, or deficiency in existing services or supports is apparent. During the 2021-2022 fiscal year, Jordan's Principle BC approved 4,499 Individual products, services, and supports for First Nations children, amounting to \$9.4 million in funding.

Regarding access to services, we continue to provide physician services with 13 physicians supporting communities. Another important event this year was the completion of the Yu Be-Yah Clinic in Prince George. This clinic will benefit those from community who must be away from home for an extended period and provide ongoing access to care for those in Prince George who do not have a family physician. We are in the process of hiring two Nurse Practitioners to staff the Yu be-Yah clinic on a full-time basis and are using our existing physician group to provide support as well. We have added a primary care nurse and continue to deliver perinatal services through the clinic.

In 2021, 2000 vaccinations were provided by CSFS compared to 593 immunizations provided by CSFS in 2020.

Comparing 2020 to 2021, the number of in-person clinic visits provided by our nurses increased by roughly 700 visits from 4288 to 4929, and our physician in-person clinic visits increased by approximately 500 from 3784 to 4234. The preferred method of contacting physicians continues to be by phone, with 4067 phone call-only visits in 2021. Home care visits were consistent year over year, with 2041 visits in 2021 compared to 2122 the previous year. The number of physiotherapist visits, which include telehealth and in-person visits, continued to increase and were up to 507 total visits.





Health Visits (2021)	Clinic	Notes	Virtual Care/ Video or phone calls	Home visits
Physicians and Nurse Practitioners	4234	1540	5809	409
Nurses	4929		1904	229
Home Care RCA				2041
Physiotherapy	507			

Goals for 2022/23

In the upcoming year, we will continue to consult with the community to develop their health plans. This is important in negotiating a new ten-year Health Transfer Agreement with First Nations Health Authority. We received a one-year extension on the health agreement that expired in March 2022 so that we can properly work with community on health plans that address community needs. Another focus for the upcoming year will continue to be recruitment so that people have timely access to the required services. We will also be focusing efforts on capital projects, including the Healing Centre and Foundry. This will include developing operational plans to have a solid plan for providing services when the capital projects are complete.





Rhoda Hallgren Community Health

Community Health involves overseeing and providing support to the health administration staff and the medical transportation program (aka patient travel). We also support the ten member Nations under health transfer, mainly assisting with navigating funding avenues and administrative support. We work with other CSFS staff to develop funding agreements, network with shareholders, and attend meetings and planning sessions.

The health and wellness team meets with the Executive Director of Health Services, Dr. Travis Holyk, on a quarterly basis to ensure that we collaborate and that our work complements the member communities' priorities.

Past Goals & Achievements

This past year was challenging for many member Nations as the pandemic went into second and third phases. This resulted in CSFS continuing to work with communities primarily via virtual platforms, as communities were diligent in maintaining the safety of their population by continuing to limit visitors within their community.

Recruitment for vacant positions for the latter half of the 2021-22 fiscal year was a top priority at the beginning of the fiscal year. We were able to fill the vacancies in Medical Transportation, Administration, and Jordan's Principle programming.

Other priorities that required the most attention was the COVID-19 response, residential school supports, and addressing the overdose crisis.

In response to the May 2021 findings of 215 children at a former residential school in Kamloops, BC, leadership from Nadleh Whut'en and Stelat'en requested that CSFS organize and host an event at the former Lejac residential school site. The "Wiping of the Tears Healing Ceremony" event was open to all in the region. CSFS supported member Nations attending the three-day healing event on June 18th, 19th, and 20th, 2021. A separate report was written for the "Wiping of the Tears Healing Ceremony" and submitted to leadership.

This fiscal year, there were many requests to respond

to grief and loss within communities, mainly due to COVID-19 and the overdose crisis. We worked one-on-one with community health representatives and leaders in responding to requests. This continues to be an area of priority for the coming year as the pandemic prevented community members and families from gathering at times of need.

CSFS Health Programs also approved scholarships for students from the ten member Nations who have completed their degrees in the health and social services sector once again this year.

Scheduled weekly meetings with Saik'uz health, which have strengthened the relationship and have continued pending Saik'uz availability.

60 Meetings with member Nations
(including via Zoom)



Goals for 2022/23

Many Community Health Representatives (CHR) employed within member Nations have begun to retire or announced plans to retire. As a response, CSFS worked with the College of New Caledonia (CNC) to create a training module for CHRs, both current and up-and-coming. The training is based on other training modules that are in place in the province of Ontario. The training is scheduled to begin early next fiscal year.

CSFS planning sessions for updating community health

plans are completed with dates to begin in-community planning sessions commencing early next fiscal year.

- Continued working with communities during the pandemic
- Filled staffing positions
- Assisted with planning of “Wiping of Tears” Ceremony at Lejac
- Assisted with developing CHR Training
- Working with Innovative and Quality Team and Charlotte Alfred with developing Health Plans for the member Nations.

First Nations Health Benefits

The First Nation Health Benefits (FNHB) Medical Transportation (MT) program provides patient travel benefits to member Nation communities: Saik’uz First Nation; Burns Lake Band; Cheslatta Carrier Nation; Wet’suwet’en First Nation; Skin Tyee Nation; Nee Tahi First Nation; Stellat’en First Nation; Nadleh Whut’en First Nation; Yekooche First Nation and Takla First Nation. The MT program provides patient travel benefits to eligible First Nations clients to access medically required health services unavailable on reserve or in their community of residence.

To access FNHB benefits, you must:

- Have Indian Status;
- Be a resident of BC with a valid Personal Health Number (PHN);
- An infant up to 24 months of age whose parent has Indian Status.

When we provide community members with patient travel benefits to access required medical services, we enhance their ability to achieve optimal health and well-being.

Medical transportation benefits are available when travel is required to access medically necessary health service(s), including:

- Medical services insured through the BC Medical Services Plan;
- Publicly-funded diagnostic tests and preventative screening programs;
- Traditional healers;
- Travel to a Treatment Centre for Substance Use (formerly NNADAP) funded or referred facilities;
- Opioid Agonist Therapy (e.g., methadone or Suboxone) is considered regular repeated travel and may be covered as an exception.
- Service(s) that are not available in the community members place of residence;

- Service(s) is to the closest appropriate health care provider or facility;
- Confirmation of a scheduled appointment and coverage is not available through other publicly funded health or social programs, such as ICBC or WorkSafe BC, or any private insurance;
- The community member provides a confirmation from the service provider that they attended their scheduled appointment.

The Medical Transportation Program will not cover travel that does not meet the above eligibility.

Past Goals & Achievements

During the past year, CSFS has been able to train five First Nations Patient Travel Clerks in their own communities.

Goals for 2022/23

FNHA is developing a new Patient Travel Program that will give Patient Travel Clerks in all our communities the ability to generate travel on their own per FNHA policies and reporting requirements.



Indigenous Patient Liaison Worker

Charlotte Alfred

Our Indigenous Patient Liaison Worker continued to work at the University Hospital of Northern BC through the pandemic.

The following are some of the services we offer:

- Advocates for patients.
- Attend family meetings and doctor rounds and visit patients. However, with COVID regulations, we could not see patients with COVID.
- Assist UHNBC Medical Staff in providing outside resources to Indigenous, Inuit, and Métis people.

Before the pandemic, the PG and Area Aboriginal Health Improvement Committee, developed by the Northern Health Authority, approved for the program to purchase a coffee cart. With coffee care, we would be able to offer patients and families coffee. Using the coffee cart can open up the networks to Indigenous, Métis, and Inuit patients.

Seeing and identifying Indigenous patients continues to be an ongoing challenge. If you know of a community member who is or will be in the hospital, please help us by contacting either the Aboriginal Patient Liaison Worker (APLW) on their work cell at 778-349-1348 or Charlotte Alfred's work cell number 250-612-9577. This helps us ensure the patient can be seen.

Past Goals & Achievements

- For the 2021-2022 Fiscal Year, the APLW saw 553 patients on reserve and 700 off-reserve.
- We purchased the APLW a CSFS vest to identify them as a CSFS worker. This is a goal because it is a common mistake for members to identify the APLW as a Northern Health Authority staff because they work at UHNBC.
- The program received a Wellness Grant from First Nations Health Authority to celebrate National Indigenous Peoples Day. Due to the pandemic and the COVID restrictions, we purchased pens and hand sanitizers with the CSFS logo and gave them to patients and family members.

- The program is in partnership with the University of Northern BC Social Worker program. We had a practicum student from January 2022 to April 2022. The student is in their fourth year and shadowed our worker and learned about the APLW program. The practicum offers the students an insight into how to communicate and advocate for community members and ensure they receive adequate health care. The students enjoy the learning experience and the NHA staff. We welcome practicum students every year.

Goals for 2022/23

- Complete APLW Intranet page for CSFS staff. This will assist with increasing communication regarding our program hours and availability.
- The APLW is waiting to receive training on power chart, which will allow them to input the work they have completed for the patient on the computer where the hospital staff can read notes for proper discharge planning.
- Continue to attend Indigenous Health Improvement Committee meetings (IHIC) for the Prince George and surrounding area.
- Continue to apply for "Wellness Day Grants" from First Nations Health Authority to celebrate National Indigenous Peoples Days at UHNBC.
- The APLW will continue to develop positive relationships with Indigenous, Métis and Inuit patients/families.
- Develop a working relationship with Jordan's Principle CSFS Staff to ensure the newborn babies have proper car seats.
- The APLW will continue to attend Social Worker Meetings, doctor rounds, and family meetings (when requested).



Jordan's Principle Service Coordinators

Shelley Wall

The Jordan's Principle Service Coordinators support youth and families in accessing funding through the Jordan's Principle Program funding pathway administered by Indigenous Services Canada (ISC). The service coordinators will assist families in all areas of navigating the Jordan's Principle application process, including:

- Gathering required documentation;
- Completing applications and other paperwork;
- Navigation of other sources of funding as this is an ISC requirement to ensure that there is no duplication of service provision;
- Applying to ISC;
- Communicating with ISC on the status of the applications;
- Assisting with accessing approved items, services, and programming;
- The service coordinators will assist with the appeal process if the application is denied.

The Jordan's Principle Coordinators work collaboratively with other CSFS programs such as Family Preservation, Guardianship, Medical Transportation, Maternal Child Health, Youth Services, Primary Care, and Mental Health teams to support and assist families with Jordan's Principle access. They have also provided presentations to member Nations via Zoom, and in-person visits began in April 2022 based on the community's COVID-19 protocols. They also work with the Community Health Representatives and Youth Coordinators in communities to connect and build relationships with families. They are working to establish a schedule in each community for face-to-face support and service provision beginning June 2022.

Past Goals & Achievements

The Jordan's Principle Coordinators completed their training in October 2021. They began submitting Jordan's Principle requests in November 2021. Since then, the following Jordan's Principle requests have been filed with ISC:

- Applications for services or program support for 136 children and youth (95 CSFS member Nation children and youth);
- Services have been provided to families of 24 Nations throughout BC through the CSFS Jordan's Principle program;

- 121 Jordan's Principle requests have been approved, and 15 are pending a decision or appeal;
- The approval rate is 91.67%.

Goals for 2022/23

Our goals for the 2022/23 year are to provide regular support with Jordan's Principle in all member Nation communities and attend community events and health fairs. We plan to increase awareness of Jordan's Principle and how it can help children and youth obtain the services and products needed to ensure substantive equality. We also plan to assist member Nations in submitting group requests and create awareness of the Jordan's Principle funding for capital assets.



Foundry

Randi Mondor

Since the announcement of Foundry coming to Burns Lake in 2020, we've come a long way. As this report is being written, we are in the process of purchasing the plot of land at 686 McPhail Rd (the old school district bus garage), across from Lakes District Secondary School. We plan on this centrally located site to be the future home of Foundry Burns Lake & CSFS Youth Services. Currently, architects and the design team are engaging with our advisory committees to ensure the building and services meet the community's needs.

When Foundry Burns Lake opens (date TBA) the integrated services that will be provided to all youth ages 12-24 includes physical health, mental health, substance use support, social services and peer support. In addition to Foundry, CSFS Youth Services will also be working out of the space, which means more services for youth at one location.

Although Foundry Burns Lake is currently not open, youth can still access Foundry services through the app or via desktop at <https://foundrybc.ca/virtual/>.

Past Goals & Achievements

Some of our biggest highlights and achievements from this past year were:

- In spring 2021, the Foundry Burns Lake Youth Advisory Committee (YAC), which consists of ten youth, four of whom identify as Indigenous. This committee was successful in presenting to the Burns Lake Village Council and getting a rainbow sidewalk approved to show support for the 2SLGB community.
- In summer 2021, the Foundry Burns Lake Operations Advisory committee formed, which consists of services providers in the Burns Lake area that will help guide us to what services will be offered at Foundry Burns Lake.
- In August 2021, Foundry staff and the YAC assisted with a three-day science camp where youth aged 11-14 participated in recreational, cultural, and science-filled workshops.
- In fall 2021, the Foundry Burns Lake Fundraising committee was formed, and the case for support was completed.

- In October 2021, Foundry Burns Lake put on a three-day volleyball camp for all high schools to engage the youth in a low-barrier sport, provide awareness of what Foundry means, and show that being active has many health benefits. The camp had over 30 youth participate, and the average rating of the event was 9/10.

Goals for 2022/23

- Finalize purchasing of the land, prepare the site and host a land blessing ceremony.
- Finalize the schematic design for the building and move into the construction phase.
- Continue with the fundraising campaign and secure majority of the fundraising goal of \$4-million.



Collaborative Practices

Pauline Gregg

CSFS offers specialized facilitation for families in crisis or needing extra support to resolve a dispute which may impact children. The Collaborative Practices Program facilitates the following collaborative meeting processes: Family Group Conferences, Permanency Planning Meetings, Family Case Planning Conferences, Youth Transition Conferences, and Prevention Meetings. We accept referrals from social workers, parents, family and community members, service providers, advocates, children, and youth who want to contribute to collaborative planning processes to safely keep children with their families or connected to their extended family, community, and culture.

Past Goals & Achievements

The CSFS Collaborative Practices Program continues to exceed its contractual obligations yearly. This year the program facilitators have completed 192 Family Case Planning Conferences compared to last year's number of 122. The program has completed 58 Family Group Conferences; the previous year, that number was 51.

We have completed 5 Youth Transition Conferences this year, compared to 25 last year. We had 5 Prevention Meetings and last year that number was at 2. Overall, the team of facilitators completed 260 planning meetings in the 2021-2022 fiscal year.

Goals for 2022/23

Our program goal, as always, is to expand and increase the number of children and families we serve while adding value to our culturally appropriate service delivery skills with an emphasis on professional development opportunities for facilitators focusing on mediation skills, trauma-informed practice, addiction, mental health, and domestic violence. Our program has consistently focused on improving communication between parents, family, and workers in developing plans that keep children safe.





Marilyn Janzen

Health & Wellness

Health and Wellness Programs

The Health and Wellness Program is an amalgamated mental health and addictions program that includes the following:

- Community Mental Health
- Child and Youth Mental Health Services
- Addictions Recovery Program

Community Mental Health

Kulraj Bhandary

The Community Mental Health clinicians provide counselling both virtually and in person. The program should deliver trauma-focused workshops in the communities three to four times a year. Still, due to the COVID crisis, the activity was not possible. A mental health support worker serves three communities by providing education and facilitating workshops. Clinical counselling is also provided to all Indigenous people living in Prince George.

Past Goals and Achievements

Clinicians are providing support for 122 people, including off-reserve clients. The number varies every week. There are 13 clients on the waiting list.

Goals for 2022/23

Provide groundwork (clinical support) and deliver a trauma-based workshop(s) in the communities. The biography of the staff is sent to communication to ensure the community gets familiar with the staff background and mental health delivery process in their territory.

Our goal is to provide counselling services to all Indigenous people in the urban areas covered by CSFS, including Prince George, Fort Saint James, Fraser Lake, and Burns Lake. However, due to staff shortages, adult mental health services are currently prioritizing member Nations first, then the general Indigenous populations.

We will liaison with communities, meet health staff and plan to fill the mental health services gap, and organize Dialectical Behaviour Therapy (DBT) training.



Community Mental Health Visits

Community	In-person	Virtual	Total	No shows
Burns Lake (Ts'il Kaz Koh)	5	72	77	8
Burns Lake Community	118	246	364	16
Nadleh	51	161	212	18
Fraser Lake	1	7	8	2
Saik'uz	37	111	148	18
Vanderhoof	13	150	163	18
Southside Community	7	30	37	3
Southside Wellness Centre	141	139	280	41
Cheslatta	18	41	59	4
Skin Tyee	7	18	25	1
Nee Tahi Buhn	0	2	2	0
Stellat'en	46	60	106	15
Fort Fraser	0	1	1	0
Tachet	0	0	0	0
Takla	305	0	305	2
Wet'suwet'en	37	156	193	12
Woyenne	1	0	1	0
Yekooche	202	0	202	0
Fort St. James	67	30	97	5
Grand Total	1057	1224	2281	163



Child and Youth Mental Health

Catherine Weilmeier

Our Child and Youth Mental Health (CYMH) program provides culturally safe and relevant clinical services for children, youth, and families/caregivers to 13 nations in 15 Carrier communities. Offices are located in Prince George, Vanderhoof, Fort St. James, and Burns Lake, with the Burns Lake CYMH team serving as the sole provider of child/youth mental health services. Children and youth referred are typically between the ages of 6 and 19 years; service requests for younger children are explored to determine the most appropriate intervention, including CYMH.

Services Include:

- Intake/referral with connection to additional services if not offered through CYMH;
- Comprehensive, holistic mental health assessment and a range of relationship-based intervention options for children and youth experiencing, or at risk of developing, a significant mental health challenge;
- Work alongside caregivers/family to collaborate in support for children and youth;
- Individual and group therapy, along with family work;
- Community partner collaboration, consultation, and service coordination;
- Pre-clinical work to increase community connections with those who might benefit from therapeutic services but are not yet ready to engage clinically;
- Maintenance and monitoring of waitlist if needed due to high demand while providing support/recommendations until more intensive services begin.

Past Goals and Achievements

- Caregiver engagement increased in all areas and phases of service;
- Group co-facilitated between CSFS and Connexus (community organization);
- Groups provided on grief/loss and caregiver support (Circle of Security);
- One Master of Social Work placement completed with successful graduation;
- Successful recruitment and retention of one Mental Health Support Worker;
- Significant increase in collaboration/partnerships with monthly multi-agency meetings (Vanderhoof, Fraser Lake, Fort St. James, and Burns Lake). Participants include CSFS, Community Members, MCFD,

School District, Northern Health and Connexus. Team also participated in the Burns Lake Foundry Operational Committee;

- Increased collaboration with primary care, particularly through ECHO Project; CYMH Case-Based Learning with CSFS and Compass (BC Children's Hospital). Results from this bi-directional learning project will be presented in Vancouver at the Quality Forum. Team members also accessed CSFS Speaker Series;
- Restrictions on in-person trainings allowed for increased virtual/on-line training/webinars, which were completed by our clinical personnel;
- Significant increase in virtual sessions, collaborating with school personnel for access;
- Ongoing identification of children/youth at risk, completion of risk assessments and active engagement in safety planning;
- Elder engagement plans limited by COVID restrictions but are now resuming.

Goals for 2022/23

- Actively increase Elder engagement in all aspects of our program;
- Enhance caregiver engagement with dyad/family sessions offered in home/community;
- Ongoing efforts recruiting for Mental Health Clinician/Support Worker positions and building practicum placement offerings to move toward this goal;
- Increase group offerings and educational sessions (virtually/in-person) focusing on needs identified by community and through clinical process;
- Continue to increase collaboration with community members/partners, CSFS programs and with Regional Services through Compass/BCCH;
- Increase education and training opportunities to build program capacity.



Child and Youth Mental Health Visits

Community	In-person	Virtual	Total	No shows
Burns Lake (Ts'il Kaz Koh)	2	1	3	0
Burns Lake Community	124	801	925	31
LDSS School	365	287	652	21
WKE Elementary	197	165	362	1
Nadleh	6	49	55	4
Fraser Lake	3	112	115	7
Fraser Lake Schools	104	58	162	6
Saik'uz	25	99	124	2
Vanderhoof	21	86	107	12
Vanderhoof Schools	152	15	167	7
Southside Community	1	10	11	1
Southside Wellness Centre	0	1	1	0
Cheslatta	2	2	4	0
Skin Tyee	0	13	13	0
Nee Tahi Buhn	0	0	0	0
Grassy Plains	72	100	172	0
Stellat'en	3	79	82	9
Fort Fraser	1	13	14	0
Tachet	17	12	29	0
BESS - Granisle School	35	10	45	0
Takla	0	1	1	0
Wet'suwet'en	2	34	36	3
Decker Lake Elementary	72	40	112	2
Woyenne	14	208	222	3
VM Morris Elementary	63	28	91	0
Yekooche	65	14	79	0
Fort St. James	4	21	25	0
FSJ Schools	137	68	205	0
Grand Total	1487	2327	3814	109



Addictions Recovery Program

Randall Brazzoni

The Addiction Recovery Program (ARP) provides a 28-day residential treatment during the summer and an in-community and online program during the winter.

The ARP's mission statement is: "To create a healing environment by utilizing a holistic approach that promotes a cultural lifestyle free from addictions and restores a sense of pride in the Carrier and Sekani Culture."

We believe the Carrier Sekani culture and spiritual way of living, which honours and respects all creation, will empower our communities and strengthen our First Nations. The integrated Health and Wellness Addiction Recovery Program, Lhet'sut'en, is delivered by our multidisciplinary team consisting of clinical counsellors and cultural knowledge holders. We believe culture is healing and incorporate a blend of traditional healing practices and evidence-based best practices in addictions treatment reflective of our program's vision statement: 'Culture is Healing.'

The program provides clients with the opportunity to continue on their healing journey.

Past Goals and Achievements

The program continued providing the addiction recovery program virtually due to the COVID-19 pandemic. These services included outreach support, individual counselling, and peer support groups.

Goals for 2022/23

The goal for the 2022/2023 year is to further develop an addictions awareness program for youth, which will include educational material specific to CSFS staff and clinicians, and to continue to offer counselling support and educational sessions as part of this program.

- Continue to further and develop an online addictions program that can be offered to CSFS members living in or away from their communities.
- To continue to provide a comprehensive program for when the new treatment facility opens.



New Files Opened	217
Total cases closed	118
Individual clinical counselling hours	1211
Wellness Work hours	2607.5





Support Services

Randall Brazzoni

Support Services are a branch within the Health and Wellness Program department and include services such as:

- Wellness Workers
- Indian Residential School Survivors
- Nanki Nezulne (Our Two Spirits) 2SLGBTQ+ Program

Wellness Workers

The Wellness Workers program supports the community in an attempt to reduce the high levels of alcohol and other substance abuse within the 11 communities that CSFS serves. Urban areas within our service area are also covered.

The program aims to build the community's capacity and develop and deliver community-based addiction services.

Most of the program's activities are included in the following four areas of emphasis:

- Prevention and Intervention;
- Treatment referral;
- After treatment support;
- Critical Incident Stress Management (CISM) response.

Past Goals & Achievements

The program has employed five wellness workers over

the past five years; two in Prince George, one in the Vanderhoof area, and two in the Burns Lake area. As a result, we increased the services provided to members in securing treatment for addictions and providing ongoing aftercare support. The Wellness Workers also provided educational awareness programs in communities and outreach and emotional support for members living in the community and on the streets. We also continued work on strategies to reduce the impact of opioid use, and were part of the CSFS Opioid Crisis committee.

We completed another 13-week training for the Vancouver Sun run 10km walk & the 5km walk for Missing and Murdered Indigenous Women and Girls, and the Tears to hope 10km walk in Prince George.

Goals for 2022/23

We will continue to support the homeless during the summer and winter months in Prince George by handing out clothing and drinks to those in need. Further-



more, we will be offering harm reduction education and items.

Our goal is to offer education and information on addictions and support those seeking to become housed. We will also be presenting on detox.

The Wellness Workers will continue wellbriety training to support the ongoing virtual and in-person programs. We will continue to be part of the CISM responders for member Nations and in urban settings.

New Files Opened	74
Total cases closed	59
Individual clinical counselling hours	161.5
Wellness Work hours	2678.5
Number of community contacts	547

Indian Residential School Survivors

The Indian Residential Schools Resolution Health Support Program provides mental health and emotional support to eligible former Indian Residential School students and their families. The support is offered before, during, and after their participation in the Settlement Agreement processes and includes:

- Common experience payments;
- The independent assessment process;
- Truth and reconciliation commission events and commemoration activities.

Past Goals & Achievements

Our goal for 2021-22 was to continue supporting all that were negatively affected by the residential school

in the CSFS communities by assisting clients in securing the resources they need while working through their challenges. COVID was a challenging time for clients as many were unfamiliar or uncomfortable with the use of virtual meetings. However, the program continued to respond to clients' needs using various methods.

Goals for 2022/23

To continue supporting clients working through the residential day program through both virtual and in-person sessions. We will also support all that were negatively affected by the residential school in the CSFS communities by assisting clients in securing the resources that they need while working through challenges. Lastly, we will work with clients experiencing re-traumatization due to the residential day program application process and assist them in maintaining a healthy lifestyle.

New Files Opened	216
Hours of paperwork	828
Number of community contacts	670



Nanki Nezulne (Our Two Spirits) Adult (18+) 2SLGBTQ+ Health & Wellness Services

Hunter Brazzoni

Nanki Nezulne (Our Two Spirits) provides health and wellness support for the 2SLGBTQ+ community. Currently, the program serves Indigenous adults (18+) who self-identify as 2SLGBTQ+ and parents/guardians of 2SLGBTQ+ youth. This program offers mental health counselling, educational events, and celebratory events and is offered entirely online. Nanki Nezulne (Our Two Spirits) is funded by Carrier Sekani Family Services and Community Action Initiative (CAI).

Past Goals & Achievements

Health and wellness support continued to be offered online throughout 2021 and 2022. Being an online program has been an asset for this program during the pandemic as it allows it to run as usual. As restrictions began to lessen, Nanki Nezulne (Our Two Spirits), in collaboration with other CSFS programs, helped plan celebrational events in person.

Educational workshops were also developed and delivered.

Goals for 2022/23

Upcoming goals include counselling, celebration, and education. This program continues to offer health and

wellness support to individuals who self-identify as 2SLGBTQ+ and are over the age of 18 and parents of 2SLGBTQ+ youth. With COVID-19 restrictions easing, we hope to provide more in-person celebrations, educational events, and online events. We hope to continue to develop educational material for professionals and community members, allowing us to best assist the 2SLGBTQ+ community.



Rachael Wells **Quality and Innovation**

The mandate for the Quality and Innovation Department is to provide support for all programs by developing program-based performance measures and analytics, achieving accreditation standards and supporting the implementation of evaluation and research activities that align with the overall strategic priorities and goals of CSFS.

Past Goals and Achievements

Over this past year, we are very proud of the achieve-

ments made at CSFS through the support of the Quality and Innovation team.

We undertook an evaluation of the Health Transfer Programs that engaged over 200 community members to understand what programs are meeting their health and wellness needs and where improvements can be made. The evaluation results are being utilized to inform Community Health Plans for each of the member Nations, and inform the next Health Transfer Contribution Agreement with FNHA.



We supported CSFS in developing its 2022-2026 Strategic Plan: Measuring Our Way Forward. With the launch of four new strategic priorities, the Quality and Innovation team engaged with each department to align their operational goals and activities for how they will contribute to CSFS achieving its strategic plan.

In August 2021, CSFS underwent an external audit from CARF. As a result, we received another three-year accreditation status, which speaks to the high-quality services and supports CSFS staff work hard to provide daily.

Goals for 2022/23

As we embark on a renewed Strategic Plan, the Quality and Innovation team will support departments and programs to align and achieve their operational goals. The focus will be to expand the capacity for CSFS to Measure its Way Forward using information collected to enhance organizational planning and decision making.

Key activities to be undertaken over the next year include:

- Support the development of a renewed Health Transfer Contribution Agreement that meets the health and well-being goals of the Nations we serve;
- Developing CSFS's Data Governance Strategy;
- Collaborate on quality improvement initiatives;
- CSFS's program policy and procedure review and update;
- Mental Health and Wellness program evaluation;
- Child and Family program audits;
- We will support the following programs of research:
 - Measuring to Thrive: Developing Indicators of Child and Family Well-being, led by Mary Teegee, partnered with the Institute of Fiscal Studies and Democracy;
 - The Strength Within: Tsawyewh Ts'eelhtis (Strength for All), led by Dr. Travis Holyk, partnered with Dr. Sarah de Leeuw, UNBC;
 - Bayis Il Tus (A Strong Breath): A Community-based Research Project to Improve Lung Health in Remote and Rural First Nations Communities in BC, led by Dr. Travis Holyk, partnered with Dr. Pat Camp, UBC;
 - S'oh Sin geez (Breathing Properly): optimizing COPD Virtual Care in First Nations Communities, led by Dr. Travis Holyk, partnered with Dr. Pat Camp, UBC;
 - Wildfire Smoke and Emergency Planning for First Nations People Living with Lung Disease in Remote and Rural British Columbia: Impact on Health Care Utilization, led by Dr. Travis Holyk, partnered with Dr. Pat Camp, UBC;
 - Niwh Yizt'iyh Hilht'iz Nets'eelh'iyh (Strengthening our Bodies): A Community-based Research Project to Create Pulmonary Tele-Rehabilitation in Remote and Rural First Nations Communities in Northern British Columbia, led by Dr. Travis Holyk, partnered with Dr. Pat Camp, UBC.



Matthew Summerskill

Mobile Diabetes Telemedicine Clinic

The Mobile Diabetes Telemedicine Clinic (MDTC) continues to broaden its service reach and intensify its delivery. It has the largest geographic service area of any CSFS program - spanning nearly 70 communities and over half of British Columbia.

In partnership with the community, the MDTC is a team of health professionals (nurses, pharmacists, dietitians, and doctors) who advocate for people with diabetes and related conditions through multiple service streams.

Mandate: to elevate the health and wellness of Indigenous peoples living with diabetes by increasing access to culturally safe screening, education, and prevention services.

For who: Any members living with diabetes or pre-diabetes. A self-referral can be made at any time.

Services: Laboratory testing, screening, education, assessment, counselling, diabetes nursing services, nutrition services, diabetes technology services, medication education/advocacy, eye screening, diabetes specialist consultation, and ongoing follow-up for many who lack access to health care.

Past Goals & Achievements

- Increased number of health professionals and diversified specialties offered – nutrition, pharmacy, registered nurse (RN), licensed practical nurse (LPN), etc.;
- Increased time spent per client. Increasing quality over quantity;
- Improved health outcomes for many within the service region because of a direct MDTC link;
- Continued to support vaccine rollout, in addition to pre-existing MDTC service delivery;
- Helped many connect with one of the biggest advancements in the history of diabetes care - 'real time' continuous glucose data linked directly to team members;
- Continue to expand upon EMR allowing for better continuity of care, and records for clients;
- Increased virtual services, and other ways of connecting with clients at risk.

Overall encounters for the year **3056**

Virtual **2496**

In-person **560**

Goals for 2022/23

Our goals for 2022/23 include:

- Provide more trauma informed care.
- Continue increasing our ability to offer counselling support.
- More contacts per year for highest risk.
- Recruit a new Endocrinologist and Ophthalmologist (succession planning).
- Increase collaboration/partnerships with PCPs across the region.
- Increase opportunities for cultural integration of programming and collaborations.
- Develop more visual based educational material.

We also wish to continue to build positive relationships with clients and communities across the region. This is at the very heart of the MDTC mandate - positive relationships lead to improved health outcomes.





Marlaena Mann

Executive Director of Communications and Technology

Service programs are the legs of an organization that hold it up. Information Technology and Communications take their work to heart to support our staff so they can provide excellent services to member Nation citizens. Both programs pride themselves on providing excellent support to programs based on industry best practices and using relevant advancements in research and technology.

Communications

The communications team often gets asked ‘what exactly do you do?’ We created a service delivery agreement to help people understand how we partner with program representatives from each CSFS department. The agreement outlines how we partner to ensure program messages get to the right people in the right way. We have shared the agreement to collect input with CSFS leaders and shared the finalized agreement in a well-attended online staff meeting, as well as with individual managers and teams, and via email to everyone in the organization.

In short, the communications team supports the overall corporate strategy of the organization by:

- Ensuring sustainability (i.e. that we have the goodwill, support, and funding to keep CSFS going) by supporting CSFS representatives to build relationships, trust, and legitimacy for their work as they communicate with a diverse range of partners.
- Supporting our leaders to share information about the innovative work CSFS does, the resilience of CSFS community members engaged in our services, as well as manage the organization’s reputation both internally and externally.
- Partnering with program areas to build CSFS’s reputation, maintain a recognizable brand, and foster a positive organizational culture.
- Facilitating business results (i.e. helping programs share information so that community members

engage or attend events, manage media coverage, support messaging about funding needs, etc.) through communications support around operational issues, partner preferences and employee commitment.

Ideally, the communications team forms the central hub of any organization’s communications. It is the first to know about changes, issues, or emerging trends that could impact the organization. With this knowledge of the organization and industry best practices on the best way to share messages with a wide variety of partners, we are the trusted communications advisors to our leaders and programs.

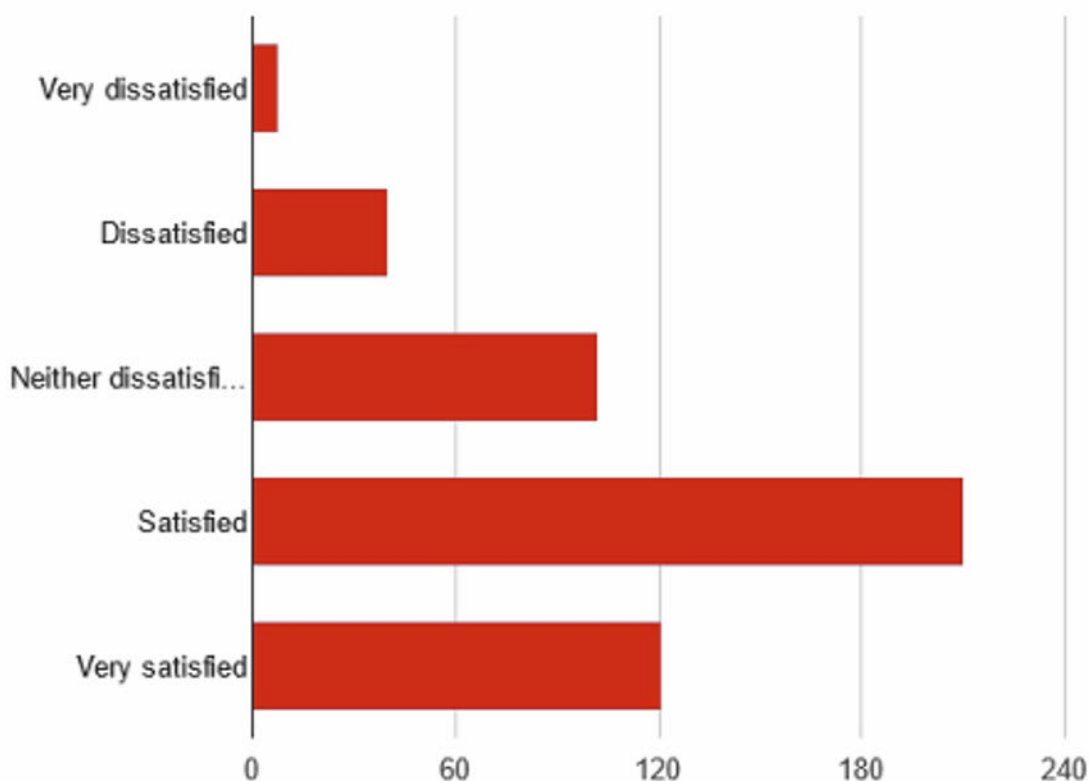
Over the past year, we have worked hard to improve our internal communications. We have maintained our quarterly all-staff meetings, and also added monthly on-line program highlight meetings so staff can learn about the other programs we offer and how they can collaborate on service provision. Work is nearly complete on our internal communications platform – the intranet – which will consist of an inward-facing website enabling staff to share program information and collaborate. Over the next year, we will be hiring a new communications officer position to support our Jurisdiction work. This new addition to our team will develop a communications strategy for this vital work and work alongside the jurisdiction team to implement it. We also plan to establish better collaboration with Nation-based communications teams, support the rollout of new internal policies, provide media training internally and to community communications reps, and roll out our intranet project.

We ran our bi-yearly communications audit from March 23 – April 5 this year. We collected 597 responses, most of which were from community members.

- There was a huge change from last year (78% this year over 61% in our previous survey from 2020) for people seeing CSFS as an important part of their community.



Satisfaction with Communications Survey Results



- Overall CSFS communications is viewed positively and community member and partner organizations are satisfied with the info we provide, which is aligned with the information they want to receive from us. This has remained consistent across the last three surveys.

Office 365 will help address some of the concerns aired around issues our Telus online meeting software, sharing and accessing documents and issues with the current calendar function of our outlook email software. Staff have also requested more training on how to use our online telephone system, zoom, and PDF conversion.

Information Technology

The information technology (IT) team is responsible to ensure that the organization is utilizing technology to our best advantage support everyone in the organizations to do their work with the greatest ease possible. In addition, the team is also responsible for safeguarding CSFS against the various threats that come with online platform use. An area that we have identified for growth over the up and coming year is to move to the Microsoft Office 365 software and that will be a major project that takes place over the up-and-coming year.

This year we conducted our first every internal IT Satisfaction Survey and are happy to report that 91.9% of staff are happy with their IT services. Microsoft

We often hear of organizations at every level falling victim to cyber-attacks. The impacts of a successful attack often exceed \$1 million dollars in down time, ransoms paid, etc. not to mention the impacts of bad press and loss of trust. A proactive protection strategy includes 24x7 monitoring, which CSFS achieves through subscription malware security subscriptions, security awareness and training which we achieve through our knowb4 subscription service. This year we have hired Telus to provide vulnerability testing to look for known areas on our system in which we can improve our security, as well as testing to exploit weaknesses in the infrastructure of the CSFS IT environment to determine the degree in which a malicious attacker may gain access to unauthorized CSFS information. Lastly, the IT team



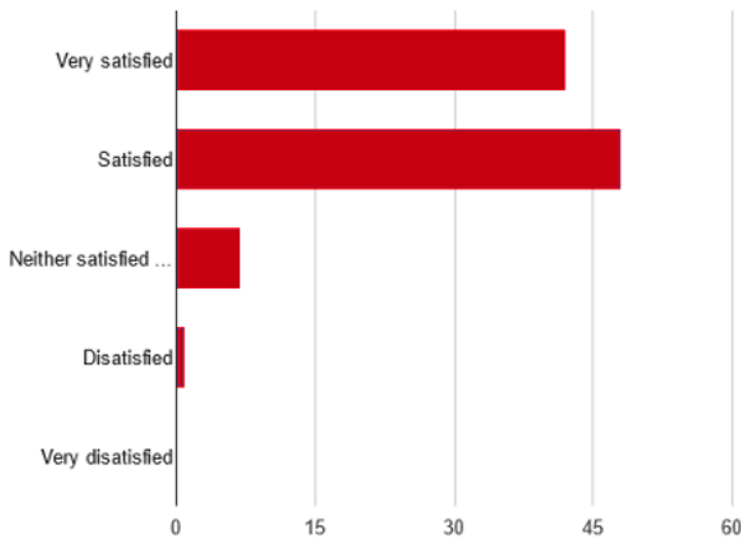
will be working on implementing a robust formal risk assessment plan as a part of our operations over the next two years.

An overarching goal in the organization includes the development of a formal governance framework and data governance strategy. The first step taken to address this need has been completed by leaders attending a meeting lead by the QA and Jurisdiction team focused on investigating data management tools and the outcomes

that we need to measure to show that our programs are impacting clients in positive ways. A survey took place this past year of all CSFS platforms to ensure we are using them to the best of their ability. We also examined possible services which could house a future central file system. To complete the strategy, the Quality Assurance program has been conducting program consultations to identify gaps that we can incorporate into our larger strategy. Once this work is complete, IT will be tasked with all technology related procedures, policies and system updates as required.

Experiences with IT

Overall, 91.9% (n=90) of participants were satisfied with their experiences with IT in the last year and 42.9% (n=42) of those were very satisfied (Figure 18).





Privacy

The CSFS Privacy Office works with program designates to ensure privacy protection is built into every primary function of work involving the use of personal information. The office is responsible for investigating and reporting on all suspected privacy breaches. At CSFS, only those supporting or directly providing care have access to a patient's personal health information.

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 co-exists with our holistic services to enable health and wellness for community members. CSFS staff are here to support you with any questions that you have. Inquiries about privacy or privacy breaches can be made to privacy@csfs.org or by contacting Marlaena Mann at 250-562-3591.



Andrea Palmer Communications

The Communications department continues to grow and expand in capacity to best serve the needs of CSFS's many and varied programs and services. Over the past year our team has experienced many 'firsts'.

Past Goals & Achievements

From the beginning of 2021 to mid-2022, our team has grown with the additions of two External Communication Officers, one Internal Communications Officer, and an embedded position of Jurisdiction/Communications. This role will be focused primarily on communications development and support of the ongoing and crucial work of the Jurisdiction team.

Internal Communications has been focused on the work of planning and launching a fulsome CSFS Intranet – a platform that allows for freer flow of and access to CSFS-specific information including services, programs, communities, planning, projects, and other information that should be available to all staff in one functional space. Internal Communications worked with 48 identified CSFS program areas and their respective staff champions to update and complete the content required, and offer suggestions and improvements to ensure success. We're grateful to everyone involved for their hard work, and for the steering committee as we launch this new efficiency.

The communications team continues to diligently work on the myriad requests that come our way, including events, campaigns, brand identity, program brochures, service updates, media relations, issues management, media relations, government relations, capital project support, content creation (including for Goozih, our proprietary magazine) as well as managing our website and social media channels. At the time of this writing, we are averaging 50+ unique service/comms requests per month incoming, in addition to those already in progress. It's very exciting work to support the amazing services and projects all our staff plan and make active in the 11 communities we serve – our days are never boring! The team can be reached at communications@csfs.org, and are available weekdays from 8:30 am until 4:30 pm.

Goals for 2022/23

Looking forward to 2022-2023 – we plan for an increased presence at events and in communities we serve (Provincial Health and Nation-based orders allowing), expanding our public reach via hard copy (Goozih, promotions, etc.) and digital channels. Sharing information and CSFS programs and services is crucial to those people we serve, as well to share efforts, success and needs among staff and leadership.

Followers	2021	2022	Increase
Facebook	5504	5943	8%
Twitter	453	556	22%
Instagram	1024	1205	18%
YouTube	299	369	23%
LinkedIn	824	1242	140%
Goozih subscribers	860	1236	44%





Jeff Spiers Information Technology

The CSFS's Information Technology (IT) program is tasked with our mandate for providing and maintaining all of the computer, connectivity, telephony resources, and security/privacy for the organization. This includes Wide Area Network (WAN) connections for our offsite and community locations, Local Area Network (LAN) connections for on-site locations, cellular phone support, server and workstation support, End-User support, and Voice Over Internet Protocol (VOIP) phone system. In addition, the IT department ensures the security of all devices and data through security software and nightly full system backups.

Past Goals & Achievements

Workflow increased dramatically over the past year with all of the new hires and building projects. A new help desk position was created, hired, and onboarded. Last year we set a goal to evaluate our document management systems, which resulted in a report of all of the systems we currently use, and if there is further capacity that could be utilized to support the goals and work of CSFS. We worked hard to enhance our disaster recovery procedures and address all areas where a

single point of failure could occur which resulted in the formation of many standard operating processes and IT workflows. Finally, we analyzed many software providers for suitability for a new internal file system, resulting in a business case for the platform that best suits CSFS needs.

Goals for 2022/23

The focus for the coming fiscal year is to move ahead with the Office 365 and cloud-based Outlook email implementation. In addition, the new IT and Communications service desk software will be rolled out and socialized to all staff. Continuing to enhance the IT disaster recovery (DR) procedures to ensure systems recovery in the event of catastrophic failure is another high priority. The continued development of SOP's (Standard Operation Procedures) for IT operations and workflows will continue. We will publish a collection of staff self-help FAQs and post them on the new CSFS Intranet in the fall of 2022 as well as provide ongoing training as needed. Security education will also continue through our Know-Be4 education and testing subscription platform.





Brad Evans

Executive Director of HR, Organizational Learning & Development

Human Resources

The Human Resources (HR) department is a specialized service area within CSFS that provides a comprehensive suite of HR services, including recruitment and retention, employee relations, learning and development, and occupational health and safety.

Past Goals & Achievements

Some major goals the HR team accomplished during the 2021/2022 fiscal year include:

Increase in Hiring Activity:

- 2019-2020 Fiscal Year – 50 internal transfers and/or promotions, 96 new hires.
- 2020-2021 Fiscal Year – 45 internal transfers and/or promotions, 68 new hires.
- 2021-2022 Fiscal Year - 49 internal transfers and/or promotions, 129 new hires an increase of 47% in new hires from the 2020-2021 fiscal year.

- Transitioned the Annual Employee Development Reviews to electronic format in the HR Information System (ADP).
- Completed the implementation of the New Job Evaluation Classification & Wage Grid System customized for CSFS.
- Reorganized the HR Department into functional specialty areas, including incorporating Learning & Development and Health & Safety under the HR umbrella.
- Utilizing LinkedIn Recruiter for recruiting purposes. Increased job views by 216%, job apply clicks by 237%, increased followers by 77% and company page views by 7.8%.

Goals for 2022/23

For the 2022/2023 year, the HR team will:

- Collaborate with other programs and departments to support and implement the 2022 Strategic Planning initiative “Measuring our Way Forward”;
- Continue to develop a standardized and consistent recruitment branding to differentiate CSFS from other social/health service providers to become an employer of choice in Northern BC;
- We have engaged SixSigma Productions to produce a high-quality general recruitment video;
- Work with programs and directors to develop customized onboarding programs for new hires;
- Continue to identify HR efficiencies in implementing additional HRIS (ADP) modules to help improve HR organizational decisions through data and statistics analysis.



Health & Safety

With more than 350 employees, we are considered a large employer by WorkSafeBC, and we are required to implement a formal Health and Safety Program and Safety Management System (SMS). In December 2021, Cathy Scott accepted the new Health & Safety Coordinator role within the HR Department. Cathy will focus on implementing our SMS to build a robust safety culture and climate based on a foundation of safety awareness where we all go home safe at the end of each workday. We are committed to due diligence to understand safe work procedures and expectations. Health and Safety will be embedded into our decision-making and service delivery. We will continue to partner with programs to build safety into their policy and procedures and create awareness that safety is everyone's responsibility.

Past Goals & Achievements

In building our safety and risk management benchmark, we focused on the Youth Services Department. Overall, incident reports have decreased by 10%. We saw an influx of incident reports from the Youth Centre when it opened in Prince George as a low-barrier centre and a noticeable decrease in reports since January 2022. Youth are adjusting to the policy and procedures put

in place by the Youth Services team. The hard work everyone does to build connections and relationships is evident in the decrease in incidents. CSFS staff are aware of the requirement to complete an incident report. CSFS has an investigation team that can follow up where required.

Goals for 2022/23

Over this next year, we will deliver a Respect Workplace procedure and training manual that will support Dakelh values and teachings, including what it means to be physically and psychologically safe.

As we continue building our SMS, we will implement the Digital Action Tracking System (DATS) with a target a soft rollout to directors, managers, and supervisors in early-to-late November 2022, with a full rollout across CSFS in January 2023. This system will allow all staff, team leads, and managers to monitor and be accountable for safety procedures within our programs and provide a mechanism for competency-based training confirmation. We will continue to lead the way in proactive safety management.

Training and Development

Learning, Community and Staff Development Programs. In the second year of this program's existence, we have undergone significant organizational change. Our team consists of Thomas Paterson, Community & Staff Development Coordinator, and two teaching assistants, including Lori Eaton and Elizabeth Woods.

Past Goals & Achievements

Per the 2Mi Organizational Review, our programs have moved to the Human Resources Department as part of the structural reorganization, and have gained oversight of the Nowh Guna Cultural Competency Training. Our Nowh Guna team includes Barby Skaling, Dianna Mould, Annette Casimir, and Jerrilyn Kirk, with additional staff joining us this coming year. We continue to emphasize consistent support for training and educational programs to build capacity for Carrier and Sekani communities and for Carrier Sekani Family Services. This past year has seen the completion of cohorts of Indigenous Human Services Works and Aboriginal Early Childhood

Educators. It has also seen the start of additional Indigenous Human Services Workers, Community Health Representatives, and a unique virtual training program leading to attaining a Bachelors of Social Work. Along with these successes, we have supported driving license training through the Prince George Driving School, allowing for employment and travel opportunities for many individuals.

Aboriginal Early Childhood Education Cert. Grads	10
Indigenous Human Services Diploma Grads	10
Individuals progressing with driver training stages (\$87,000 in support)	125
Students enrolled in Community Health Representative Training	15
Students enrolled in next Indigenous Human Services Diploma cohort	18
Students enrolled in Bachelors of Social Work North Program	15

Goals for 2022/23

- Aligning HR Learning and Development goals with the new Strategic Plan.
- Working with HR staff and analytics to develop a clear understanding for our Carrier Sekani Family Services training and educational needs. Our goal is to change learning from an event to a process.
- We will start the process to assess community training needs to support building community capacities.
- We will continue offering access to programs for human services diplomas that lead to Youth Care work and Bachelors of Social Work credentials in the following years.
- We will continue to offer support for driver training as funds permit.
- We will start developing a strategy for leadership training for current and aspiring leaders.
- We will continue cultural training through our Nowh Guna program for staff and community members. We will modify the administrative aspects of this program and look to continue to develop the program to meet the needs of Carrier Sekani Family Services and the member Nations.



Cheryl Wallace

Chief Financial Officer



As a new staff member at CSFS, I am very impressed with the amazing work being done and the dedication of the staff. I am looking forward to the on-going growth that continues to provide success to the organization. The growth has put stress on all areas of the organization including Finance. In 2022, the Finance team went through a re-organization and added some much-needed additional staff members to support the growth and continue to pay the staff, which is beyond 350 people, and hundreds of invoices a week.

The finance team has worked hard to use our digital accounting system to make processes as efficient as possible and share our data as widely as possible with managers. The finance department continues to focus on prudent fiscal management and clear and transparent accountability of the funds entrusted to us as we move through these stages of growth. I am fortunate to continue to have Carol Reimer supporting me in my

growth at CSFS while she transitions to retirement by the end of 2022.

This year, we engaged KPMG to complete our audit and have been given the opinion that the accompanying financial statements present fairly, in all material respects, the financial position of the Society as of March 31, 2022. We had a clean audit with no adjustments required from our internal management statements.

Financial results for the year ending March 31, 2022 show an increase in assets of \$4,412,000 largely due to some major renovations and building purchases. The year ahead sees a new Healing Centre being built and a new Foundry in Burns Lake. Liabilities were up \$7,126,000 largely due to the increase in deferred revenue due mostly to COVID slowing our ability to complete funding projects. Revenue is fairly static over last year but will be growing in the coming years with the new initiatives.



Mussi Cho, Carol Reimer

This year, Carol Reimer, our long-serving Chief Financial Officer, has announced her retirement.

Warner Adam, CEO

Carol's leadership, commitment and dedication to her role in managing the financial portfolio of CSFS for the past 22 years has been unsurpassable. Carol has played an instrumental role in the design, management and control of the many programs and services we provide to the communities we serve. We will certainly miss her presence but we know where she can be found – Happy retirement!!

Rayna Barter, CSFS Finance Manager

I am unsure if I have adequate words to describe the positive impact Carol has had on my life. She has been a strong advocate for lifelong learning, a cheerleader when I needed someone in my corner, a mentor that is about knowledge sharing and a role model in how she lives her life and balances her career.

Carol will be missed in the office. Thankfully, she is exiting in stages, so we can get used to seeing her less and less. Carol has helped to guide CSFS through extreme growth and change, however, her positive impact will live on for the life of CSFS.

On her time at CSFS, Carol says...

I've certainly have enjoyed my time with Carrier Sekani Family Services. When I joined the organization, there was less than 50 employees and \$4 million a year, and I leave the organization with greater than 350 employees and greater than \$50 million a year in expenses. For my career, it's been good, because I've got to grow with the organization. I also got to learn about another culture that I was not apart of previously, and that has been a wonderful learning experience. I've had some great mentors who has shown me to the world of First Nations and I really appreciate that. Overall, it's been a really positive experience.

I fondly remember going to culture camp. Mary invited me out to the girl's camp one year out at Lake Babine, at Donald's Landing. I got be the fitness instructor for the week. I connected with a lot of the kids in care. I don't get out of the office a ton because I'm an accountant, so I really appreciated the times I would be invited out to participate in things like that.

From all of us at Carrier Sekani Family Services – Thank you, and happy retirement!



Financial Statements of



CARRIER SEKANI FAMILY SERVICES SOCIETY

And Independent Auditors' Report thereon



CARRIER SEKANI FAMILY SERVICES SOCIETY

Table of Contents

	Page
Independent Auditors' Report	
Statement of Financial Position	1
Statement of Operations	2
Statement of Changes in Net Assets	3
Statement of Cash Flows	4
Notes to Financial Statements	5 - 14



KPMG LLP
177 Victoria Street, Suite 400
Prince George BC V2L 5R8
Canada
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, 2022
- 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, 2022 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'. Below the signature is a single, long, horizontal, slightly wavy line.

Chartered Professional Accountants

Prince George, Canada

September 21, 2022



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Financial Position

March 31, 2022, with comparative information for 2021

	2022	2021
Assets		
Current assets:		
Cash	\$ 17,294,364	\$ 18,539,320
Accounts receivable (note 2)	3,349,975	889,586
Sales tax receivable	204,232	61,298
Prepaid expenses	111,335	146,680
	20,959,906	19,636,884
Tangible capital assets (note 3)	8,612,645	4,922,525
	\$ 29,572,551	\$ 24,559,409


Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 9,870,190	\$ 4,760,859
Wages payable (note 5)	2,353,766	1,765,243
Deferred contributions (note 6)	5,561,829	3,532,372
	17,785,785	10,058,474
Net assets		
Investment in tangible capital assets	8,612,645	4,922,525
Unrestricted surplus	3,174,121	9,578,410
	11,786,766	14,500,935
Commitments (note 8)		
Contingencies (note 11)		
Subsequent event (note 16)		
	\$ 29,572,551	\$ 24,559,409

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, 2022, with comparative information for 2021

	2022	2021
Revenue (note 9)	\$ 47,310,355	\$ 44,237,367
Expenses:		
Amortization	1,126,815	958,200
Annual general assembly	27,881	31,223
Band contracts	7,186,787	5,221,389
Board governance	35,007	11,378
Catering	464,028	231,373
Consulting fees	2,500,284	2,119,602
Cultural events	156,900	13,228
Equipment leasing	75,704	66,326
Exceptional costs	60,630	108,219
Fostering	5,573,121	6,284,848
Honorarium	169,734	33,710
Insurance	231,307	264,923
Materials and supplies	1,110,768	1,102,442
Medical travel	687,585	547,538
Meetings	167,775	28,228
Memberships	32,461	40,625
Moveable capital asset reserve	10,192	240,517
Office and general	1,069,389	887,129
Pandemic	564,860	449,151
Prevention	721,682	437,582
Professional fees	233,721	368,804
Rent	907,806	766,412
Repairs and maintenance	663,641	666,218
Respite care	164,959	131,934
Salaries and benefits	22,566,787	18,974,940
Telephone	872,400	804,096
Traditional healing	42,279	43,907
Training	957,262	567,235
Travel	1,371,491	563,615
Utilities	271,268	276,964
	50,024,524	42,241,756
(Deficiency) excess of revenues over expenditures	\$ (2,714,169)	\$ 1,995,611

See accompanying notes to financial statements.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Changes in Net Assets

Year ended March 31, 2022, with comparative information for 2021

	Investment in Tangible Capital Assets	Unrestricted Surplus	Total 2022	Total 2021
Balance, beginning of year	\$ 4,922,525	\$ 9,578,410	\$ 14,500,935	\$ 12,505,324
(Deficiency) excess of revenues over expenditures (note 7)	(954,007)	(1,760,162)	(2,714,169)	1,995,611
Purchase of tangible capital assets	4,816,935	(4,816,935)	-	-
Proceeds on disposal of tangible capital assets	(172,808)	172,808	-	-
Balance, end of year	\$ 8,612,645	\$ 3,174,121	\$ 11,786,766	\$ 14,500,935

See accompanying notes to financial statements.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Statement of Cash Flows

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Cash provided by (used in):		
Operations:		
(Deficiency) excess of revenues over expenditures	\$ (2,714,169)	\$ 1,995,611
Items not involving cash:		
Amortization	1,126,815	958,200
Loss (gain) on disposal of tangible capital assets	(172,808)	276,193
	(1,760,162)	3,230,004
Change in non-cash operating working capital:		
Accounts receivable	(2,460,389)	1,627,974
Sales tax receivable	(142,934)	9,327
Prepaid expenses	35,345	(61,796)
Accounts payable and accrued liabilities	5,109,331	1,442,157
Wages payable	588,523	443,808
Deferred contributions	2,029,457	2,567,472
	3,399,171	9,258,946
Investing:		
Purchase of tangible capital assets	(4,816,935)	(1,347,403)
Proceeds on disposal of tangible capital assets	172,808	22,500
	(4,644,127)	(1,324,903)
(Decrease) increase in cash	(1,244,956)	7,934,043
Cash, beginning of year	18,539,320	10,605,277
Cash, end of year	\$ 17,294,364	\$ 18,539,320

See accompanying notes to financial statements.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements

Year ended March 31, 2022

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, 2022

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, 2022

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. Accounts receivable:

	2022	2021
Indigenous Services Canada	\$ 1,205,496	\$ 101,525
First Nation Health Authority	1,026,418	457,164
Ministry of Children and Family Development	501,008	416,802
Northern Development Initiatives Trust	300,000	-
Prince George Nachako Aboriginal Employment and Training Association	89,422	34,775
Northern Health	64,567	6,112
Trade receivable (repayable) and other	163,064	(126,792)
	\$ 3,349,975	\$ 889,586



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2022

3. Tangible capital assets:

			2022	2021
	Cost	Accumulated amortization	Net book value	Net book value
Buildings	\$ 6,859,371	\$ 2,041,828	\$ 4,817,543	\$ 1,162,150
Leasehold improvements	1,404,356	297,389	1,106,967	985,147
Vehicles and equipment	9,200,211	6,512,076	2,688,135	2,775,228
	\$ 17,463,938	\$ 8,851,293	\$ 8,612,645	\$ 4,922,525

4. Accounts payable and accrued liabilities:

	2022	2021
Trade payables	\$ 3,760,926	\$ 2,674,073
Accrued liabilities	508,228	109,109
Due to various Nations	5,601,036	1,977,677
	\$ 9,870,190	\$ 4,760,859



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2022

5. Wages payable:

	2022	2021
Government remittances	\$ 173,002	\$ 125,996
Employee savings plan	125,705	131,965
Vacation payable	1,376,942	1,011,452
Wages payable	589,507	424,814
Pension payable	88,610	71,016
	\$ 2,353,766	\$ 1,765,243

6. Deferred contributions:

Deferred contributions is comprised of the following:

	2022	2021
AEST Training	\$ -	\$ 297,273
Aboriginal Head Start Association of BC	185,392	-
BC Aboriginal Child Care Society	12,857	-
BC Housing	113,258	69,300
Calling back our spirit	5,250	-
Canadian Mental Health Association of Northern BC	76,618	-
CIC Cultural Funding	152,600	80,000
City of Prince George Grant	-	11,404
Comm Emergency Planning	-	12,921
Ending Violence Association of BC	130,389	-
FNHA - Community Wellness	254,288	36,510
FNHA - Mental Health	476,611	782,472
Foundry	337,816	122,749
Healthcare Excellence Canada	25,000	-
ISC Safehouse	1,356,875	665,568
ISC Indigenous Support	28,633	98,702
ISC Jurisdiction Capacity Building	859,695	-
Carry forward	4,015,282	2,176,899



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2022

6. Deferred contributions (continued):

	2022	2021
Carried forward	4,015,282	2,176,899
ISC MMIWG Indigenous Led Data Research	50,000	-
ISC MMIWG Pillars of Hope and Strength	58,850	-
ISC National Toolkit	-	383,902
ISC Overpayment	-	118,859
ISC Service Coordination	157,438	54,246
ISC Long Term Care and Service Delivery	359,638	-
ISC Urban Covid Relief	28,013	300,023
Medication Management	66,000	33,000
Ministry of Children and Family Development	6,100	-
Ministry of Health	56,979	30,000
Nechako Valley Rent	-	2,940
Northern Development Initiatives Trust	300,000	-
Northern Health	-	10,000
Opioid Response Grant	62,892	64,385
Province of BC Highway of Tears	45,000	45,000
Province of BC Perinatal	176,047	147,308
Provincial Health	-	60,000
Preschool fee	300	1,134
Rogers Language Grant	18,185	-
UBC Funding	84,674	84,676
UNBC CIHR	56,431	-
Vic Fdn - Stella Fridge	20,000	20,000
	\$ 5,561,829	\$ 3,532,372

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, 2022

7. Net assets:

	2022	2021
Excess (deficiency) of revenues over expenditure:		
Amortization of tangible capital assets	\$(1,126,815)	(958,200)
Gain (loss) on disposal of tangible capital assets	172,808	(276,193)
	(954,007)	(1,234,393)
Excess from unrestricted operation	(1,760,162)	3,230,004
	\$(2,714,169)	\$ 1,995,611

8. 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.

The Society has also entered into various lease agreements for equipment and premises with annual payments as follows:

2023	\$ 613,671
2024	581,570
2025	370,845
2026	37,428
2027	36,000
	\$ 1,639,514



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2022

9. Revenue:

	2022	2021
Indigenous Services Canada	20,909,049	18,503,163
First Nations Health Authority	11,401,922	11,637,236
Ministry of Children and Family Development	11,043,909	11,219,153
Other income	2,215,156	1,665,293
Aboriginal Headstart	433,034	542,904
Province of British Columbia	384,742	-
Northern Health Authority	368,356	263,019
Prince George Nechako Aboriginal Employment and Training Association	276,618	211,599
University of Northern British Columbia	157,569	60,000
Solicitor General	120,000	135,000
	\$ 47,310,355	\$ 44,237,367

10. 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.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2022

10. Financial risks: (continued):

(a) Market risk:

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.

At the time of approval of these financial statements, the Society has experienced the following indicator of financial implications in relation to the COVID-19 pandemic:

- general increases in costs of goods and services rendered

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.

11. 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.

12. 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.

13. 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.



CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2022

14. 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.

15. Employee remuneration:

For the 2022 fiscal year, the Society paid remuneration of \$75,000 or greater to fifty-nine employees, whom received total remuneration of \$5,762,775.

16. Subsequent event:

Subsequent to the year end, the Society has approved the construction of a Family Healing Centre at Tachick Lake beginning in fiscal 2023.

17. 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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Our Location Contacts

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PGNAETA wishes the Carrier Sekani Family Services (CSFS) a successful AGA!

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