

# ***Building History Together***

Annual Report  
2022/23



CARRIER SEKANI  
FAMILY SERVICES





*First Minister's Conference, Ottawa, 1983  
Les Casimer, Emma Williams, Warner Adam, Norbert Dennis, and Nick Prince*





CARRIER SEKANI  
FAMILY SERVICES

# Building History Together

**2022/23 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.



# Nah che t'sil ye'h

How we carry ourselves

**Responsibility**

**Compassion**

**Honesty**

**Integrity**

**Trust**

**Respect**



CARRIER SEKANI  
FAMILY SERVICES



## 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.

### Responsibility

We take personal ownership for our actions.

### Compassion

We act with empathy, kindness, and generosity.

### Honesty

We are truthful and transparent in our intentions.

### Integrity

We act in the best interest of others.

### Trust

We build trust through safety, respect, and reliability.

### Respect

We treat everyone as a valued member of the team.

# 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 support 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.



# 2023 CARRIER SEKANI FAMILY SERVICES BOARD OF DIRECTORS

Ts'il Kaz Koh (Burns Lake Band)	Cecelia Sam
Cheslatta Carrier Nation	Chief Corrina Leween
Lake Babine Nation	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	Jade Irwin
Stellat'en First Nation	Yvonne George
Takla First Nation	Ernie French-Downey
Wet'suwet'en First Nation	Heather Nooski
Yekooche First Nation	Andrea Tom
Elder Representation	Nancy Williams



Nadleh Whut'en



Lake Babine



Stellat'en



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## **Chief Corrina Leween** **President**

On behalf of the Board of Directors at Carrier Sekani Family Services (CSFS), 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.

This year we have chosen the theme of 'Building History, Together' to inspire and focus the updates we bring to you about our services over the 2022/23 fiscal year. We chose this theme as CSFS is in the midst of exciting expansion, and we are growing our services as well as our operations alongside to accommodate new and enhanced ways to support the community members we serve.

With the construction of the Tachick Lake Healing Centre, Burns Lake Foundry (youth mental health) and the development of the Clan Houses, Jurisdiction, Law, and Child Safety programs at CSFS, we are building out the vision that our Elders and ancestors had from the beginning of our organization over 30 years ago. Our founding matriarchs wanted social and health services for our communities that are based on our traditions and cultural ways, and we are seeing that vision through today with bricks and mortar developments as well as increasingly enhanced services.

None of these enhancements would be possible without the support of the communities we serve – and the strong leadership from all of you that guides our planning and progress. Without you, our community members and leaders, we would not be able to build and grow.

We are also grateful to the many community members who chose to work at CSFS. It has always been a priority for this organization to build capacity in the member communities, and to employ staff that reflect community values back to the members we serve.

With the development of the Tachick Lake Healing Centre, Burns Lake Foundry and the many other projects and services we are expanding – we will need more staff as well – please connect with CSFS to find out more about jobs, skills enhancement opportunities and educational support programs we offer as we work hard to make sure that we continue to offer exciting and relevant opportunities for you.

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 extend my most sincere and kind regards to the staff and leadership at CSFS. You choose to come to work every day and perform the important services your work demands – and without each of you in your unique roles we are able to make all our services and future planning possible. Mussi cho.

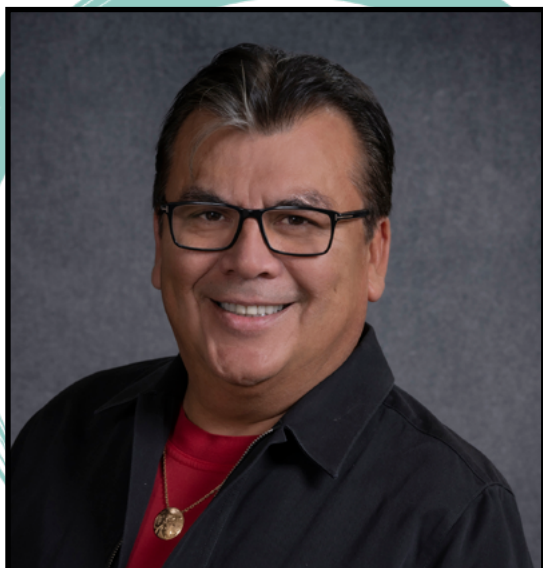
Warner Adam always reminds us that we're in the same canoe, and we need to paddle together – so I thank everyone, from our staff to our community leadership, for your collective hard work in sharing our labour and vision to continue to serve and empower Indigenous peoples, and rebuild our communities. It's an exciting time to be building and developing the visions of our ancestors and Elders, together.

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

Chief Corrina Leween







## **Warner Adam, MBA** **Chief Executive Officer**

At Carrier Sekani Family Services (CSFS), we continue to build toward a brighter future for Indigenous families, children, and the Nations we serve.

In our 2021/22 annual report, we reported on four organizational strategic priorities that each of our program areas will be focusing on throughout the next five to ten years. These priorities are: Supporting Nation Re-Building, Culture is Our Foundation, Strengthening Organizational Capacity and Development, and Providing Innovative and High-Quality Services and Supports. This renewed strategic plan was developed in partnership with the Nations we serve to ensure that each community is receiving the best services we can offer, and will continue developing those services to best suit each Nation.

To demonstrate how we are meeting these goals each CSFS program area has reported on their progress and how they are achieving these goals, highlighted with stories from community and data supporting our outcomes, which you will see throughout our AGA report.

At CSFS, we are always conscious of what our founding Elders set out to do when they started our organization over 30 years ago, which is to provide health, social, and family services to communities, rebuild our Nations, and return our children home. Every day, all of us at CSFS are taking steps towards achieving these goals together.

The construction of the Tachick Lake Healing Centre, located on the traditional territory of Saik'uz First Nation, is underway, and will serve as a safe oasis and treatment space for Indigenous people who are seeking treatment for addictions recovery. This service has been sorely lacking for decades, and will help us combat the opioid and toxic drug crisis that has disproportionately affected our people in BC. The long-awaited healing centre will provide a combination of western and traditional practices to properly address the toxic drug crisis and its impacts on Carrier and Sekani people. Earlier this year, we celebrated the start of construction with a ground breaking ceremony to initiate the project in a good way. You can expect regular updates regarding the Tachick Lake Healing Centre as we approach significant milestones in the construction and operation of the centre, which is expected to open for service in Fall 2024. This project has been in the works for decades, and once completed, will be a historical moment for our organization, region, and for the Nations we serve.

Another milestone project is the Foundry Burns Lake, a new youth wellness centre that will be operated solely by CSFS staff. We were able to secure land in August 2022 for construction of the centre at 686 McPhail Rd, which is conveniently located across the highway from the Burns Lake high school. The plans for the centre were formed with the guidance and consultation of the surrounding six Nations of Ts'il Kaz Koh (Burns Lake Band),





Lake Babine, Wet'suwet'en, Skin Tyee, Nee Tahi Buhn, and Cheslatta as well as the community of Burns Lake. From teachers, parents, Elders, and most importantly, youth, we have listened to all of your feedback to ensure that our services and offerings are akin to your wants and needs. As we come together to build this historical centre, I must thank Travis Holyk and his team in leading this work for the youth of Burns Lake and the surrounding Nations and communities.

We also continue to work towards reasserting our jurisdiction over the welfare of our children and families. I'm happy to report that we have brought on Mabel Louie as Executive Director of Child & Family Jurisdiction. With her expertise and experience, we're confident that her leadership will guide our work to ensure proper protocol, and that our care models will be unique to each Nation. We are working diligently on the design of the CSFS-wide Governance Workplan, which will ensure a smooth transformation of our current service delivery into our new services and authority under the new CSFS Child and Family Wellbeing Act.

The Canadian Human Rights Tribunal found Canada discriminated against First Nations children by not providing equitable services and programs in a substantive manner. As we enter into this new relationship with government, the landscape for providing much-needed services is complicated by how Canada is rolling out the funding required to provide services – which is to cash manage these new initiatives. Our experience to date has been riddled with ambiguities around funding, reporting, and examining a solid infrastructure to move forward. Exasperating our landscape, the BC government has not conformed its policy to ensure NO discrimination happens – which leaves us with uncertainty. In fact, BC has much work to ensure it fulfills its own legislative frameworks. We hope to work with both Federal and Provincial government partners to reconcile our funding relationships.

I must thank the entire CSFS staff for their dedication to rebuild Nations and serving Carrier and Sekani people. Without their hard work, CSFS would not be the organization it is today. To the Board of Directors, Chiefs, and all community members for the Nations we serve, I thank you all for your belief in our work at Carrier Sekani Family Services. It is with your support that we are still here 33 years later, and it is as a collective that we will continue building history together.

Mussi cho,

Warner Adam



**Tachick Lake Ground Breaking**



# Legal Action on Omitted Indian Day Schools

For decades, members of Carrier and Sekani Nations went to schools operated by the Catholic diocese. These schools had both Indigenous and non-Indigenous children attend, with Indigenous student enrollment supported by the federal government ("Joint Schools"). Thus far, these schools have not been included in any class action settlement relating to residential or day schools. These schools include, but are not limited to:

- Prince George College
- St. Joseph, Smithers
- St. Joseph, Vanderhoof
- Immaculate Heart of Mary, Burns Lake
- St. Maria Goretti, Fort St. James

CSFS and its Board strongly believe that these Joint Schools should receive compensation and have passed a resolution to pursue compensation for harm to students of the above-mentioned schools.

We have started initial research at the Prince George Diocese, where a large number of records were uncovered. These records were provided to legal counsel from Ratcliff LLP, who reached the preliminary opinion that there is a link between the federal government and the schools. In numerous cases, the federal government actively supported the construction of the schools (providing the names of potential students, for example) and generally provided funding for construction and for ongoing operations on a per-student basis. That funding appears to have continued to go to the diocese until approximately the mid-1980s. There is a reasonable basis that the federal government bears some responsibility for conditions endured by Indigenous students at the schools.

Establishing a financial relationship between the Joint Schools and the federal government is an important part of any legal action. Further research is now required to assess the experiences of students at the schools to determine whether there is a basis for a legal claim and/or compensation for abuse.

Legal counsel has recommended that CSFS now focus on identification of harms experienced by Indigenous students in attending Joint Schools. This can include loss of culture, social dislocation, family breakdown,

and individual abuse (physical, emotional and/or sexual abuse).

CSFS will focus on interviews with former students in the coming year. CSFS will be sending a call-out to reach CSFS members who attended these schools and who are willing to bring forward their testimonies. Legal counsel has suggested the following criteria to identify individuals to speak to who may have helpful information:

1. Indigenous identity
2. Attended an "integrated" school run by the Catholic church/Diocese of Prince George/Prince Rupert between the late 1950s and about 1986 (when school administration responsibilities started to be transferred to First Nations) Integrated schools are ones in which both non-indigenous and indigenous students attended. Some had residences and some were day schools.
3. Suffered abuse while attending the school.
4. Willing to talk about or provide documentation about their experience at the school, on a confidential basis.

We recognize that the experiences of our members at Joint Schools can be painful and traumatic. To maintain a trauma-informed approach, Marilyn Janzen, CSFS Director of Health and Wellness, will be assisting in this important research.

If you are interested in participating in this research, please contact Marilyn Janzen at [mjanzen@csfs.org](mailto:mjanzen@csfs.org), or call at 250-690-7272 ext 3005.



# Clan Houses

This has been a significant year for the Clan Houses with all CHRT 41 applications made on behalf of the CSFS member nations, receiving funding approvals from Indigenous Services Canada (ISC).

Most member Nations are now in Phase One of constructing the Clan Houses and should have also received their funding allocated for this initial stage. The engineers and architects have engaged with most communities and will continue during the Phase One Feasibility Stage and the subsequent three stages.

The Canadian Human Rights Tribunal (CHRT) application acts as a starting point to exercising their inherent right to govern over our children and families. As indicated, there have been seven applications for member Nations approved at approximately \$70-million. That number will increase with the most recent application being made for a late member applicant.

Bill C-92 (An Act Respecting First Nations, Inuit and Metis children, youth and families) relies on the principle of cooperative federalism (first ever) in recognizing the right to self-government under Section 35 of the Constitution. These principles provide the framework for establishing Indigenous-led child and family laws. Bill C-92 represents a significant and unprecedented step forward in terms of a Nation-to-Nation relationship, as it finally includes Indigenous people as members of the founding nations.

Even with early efforts by the Imperial Crown that recognized us (before Confederation) as distinct Nations, this recognition was lost in 1867 when Canada as a country was created. Section 91 (24) of the B.N.A. Act assigned to it the federal government's responsibility for all "Indians and lands reserved for Indians".

This 1763 Proclamation had set out a three-tiered system of governance for British North America, combining the Imperial Crown, its colonies and those "Nations or Tribes of Indians." This system became Canada's constitutional structure in 1867.

However, the Imperial Crown gave way to the Federal, the colonies became provinces, and the self-governing First Nations remained, for a brief period, a third order

of government with their own "Rules and Constitutions by which they are governed."

Bill C-92 recognizes the exclusion of Indigenous governments from the division of powers among "the original members" at Confederation. Subsection 18(1) of the Act commits the federal government to recognizing and affirming Indigenous peoples' pre-existing right of self-government and legislative authority over child and family services.

With cooperative federalism comes paramountcy. The "coordination agreements" mechanism described in subsection 20(2) of Bill C-92 reflects cooperative federalism that recognizes a redistribution of power among levels of government without a constitutional amendment.

The pathway set out in Bill C-92 is ground-breaking and is specific to Child and Family Services.\* While it may only apply to laws on children and families, it could herald similar arrangements in other areas of jurisdiction in the future.

\*This also depends on the imminent Supreme Court decision which will be deciding whether Section 21 and 22(3) of C-92 are ultra vires (illegal) and unconstitutional. Quebec takes the position that the coordination agreements unilaterally amends Section 35 of the Constitution (where our rights are entrenched and guaranteed) which exceeds the powers of Parliament. Quebec also submits that affirming our inherent right to self-govern usurps the courts' powers and, "creates a third level of government in Canada" (QCCA Reference, para 36).







## **Mary Teegee** Executive Director of Child & Family Services

### ***PRACTICE NOW, ACT LATER***

Carrier Sekani Family Services has been providing child, family and health services to 11 member Nations for over 30 years. Over these years CSFS has become a model for service delivery based on its Life Cycle approach. The Life Cycle approach is predicated on the truth that a healthy baby will become a healthy child, a healthy adult, a healthy parent and eventually a healthy Elder.

CSFS provides service that is based on holistic well-being, which includes physical, social, emotional, mental, and environmental balance. We are able to truly reflect the principle of holism because Health and Child and Family Services are under one umbrella.

CSFS was founded so that the member Nations could become self-determining in the health, social and legal sectors. This mandate has provided us with the direction to develop programs and services that are based in culture and are Nation specific. We have also nurtured capacity development in each community through providing education, training and experiential opportunities for community members and staff.

Through the years we have lobbied and advocated for funding to develop and strengthen services to meet the needs of our community. The 2016 Canadian Human Rights Tribunal decision that found Canada discriminated against First Nation children led to the influx of prevention funding. The prevention funding has provided CSFS and the Nations we serve with opportunities to create more prevention services, strengthen practices and collaborate more effectively.

The honour to provide holistic services to our member Nations, over the past 30 years, have allowed us to develop and strengthen our practice to better meet the needs of Carrier and Sekani children, families and communities. All the services, programs, infrastructure and operations we have developed to date has been in anticipation of fulfilling the mandate provided to us by our past Elders and leaders; to become self-self-determining in “health, social and legal”.

We continue to provide innovative and needs-based services through the hard work of our research department. Through partnerships with universities and foundations we have been able to learn what are best practices in the area of health, legal and child and family services. Our primary care department is one of the best systems of providing physician services, including specialized health services in Canada. The Child and Family department





**Nicola Valley Institute of Technology (NVIT) Bachelor of Social Work 2023 Graduates**

provide a wide array of prevention services to keep our children with community. We are also developing legal services and a capital and housing department.

CSFS leadership and staff, past and present have worked diligently to get us to this day where we are finally ready to embark earnestly on breathing life into our own laws. We have strengthened our practice through innovation and adopting best practices. We are developing a Carrier Sekani Operation and Practice Standards framework and a Carrier Sekani Family Services comprehensive service delivery plan. We are drafting our own Child and Family laws that is based on our traditional government principles and incorporates practices that work for children and families.

With a strong Board of Directors, a united leadership, community involvement and a committed staff, we are ready to reassert our jurisdiction. The next few years will be exciting as we complete the Carrier and Sekani specific child and family law and further develop the practice, capacity, infrastructure and resources required to breathe life into the laws.

All the work that has been completed over 30 years at CSFS, all the voices we have heard and are echoing throughout our work today, all the spirit and heart of those who helped develop CSFS and are no longer with us, and all the staff and community commitment has led us to this day where we are “building history together”

Thank you, Musi, Sna Chal yah, for providing me with the honour to be in this position where I can walk with you on into this new era of child and family services and jurisdiction. Thanks to the board, the leadership, and community for the support provided to us. Above all, thanks to our amazing staff for sharing your heart, minds and spirit to strengthen our children and families and Nation. Musi.

Mary Teegee (MBA) – Executive Director, Child and Family Services

Maaxw Gibuu



# Bridging to Employment

The Bridging to Employment program is a long-standing program that has been offered in Prince George for over 15 years. Participants have traveled to Prince George from community to attend this programming. This identified a gap in community that needed to be filled. The Bridging to Employment program will now be offered in two locations – Prince George and Burns Lake.

The Bridging to Employment program is a nine-week, group-based program designed to support unemployed and underemployed individuals to improve their skills to enter the workforce by providing high-quality and culturally appropriate programming and supports. The program assists in reducing barriers that inhibit personal growth and development while maintaining meaningful employment by ensuring a strong partnership and link between the participant, program, employers, and industries. An important component of the Bridging to Employment program is to enhance and strengthen personal development, Carrier identity, self-esteem, and daily life skills.

CSFS believes that partnerships will lead to sustainable employment opportunities for participants in areas of current and future growth demand. 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 will begin to offer post majority sessions for young adults aged 19-26 and offers Carrier culture components, short-term certificate (First Aid, level 1, WHMIS, Food Safe, etc.) and work experience.

Our program is supporting Nation re-building by providing post-majority programming to youth ages 19-26 who are Indigenous and have aged out of MCFD care. Urban Family Preservation and Family Preservation Housing will assist with programming that will cover life skills and housing.

The Bridging to Employment program works hard to incorporate culture into programming. This program addresses the lack of opportunity for individuals to engage in cultural activities by introducing the students to gathering and preparing traditional medicine, harvesting and preserving food, and learning a traditional skill such as tanning hides, moccasin making, carving, and drum making. Culture and learning traditional skills are therapeutic and contribute to healing and building resilience so that the individual is more willing to address these barriers.

Throughout the nine-week program, participants work on clan vests that are presented to them at the graduation Bah'lats.

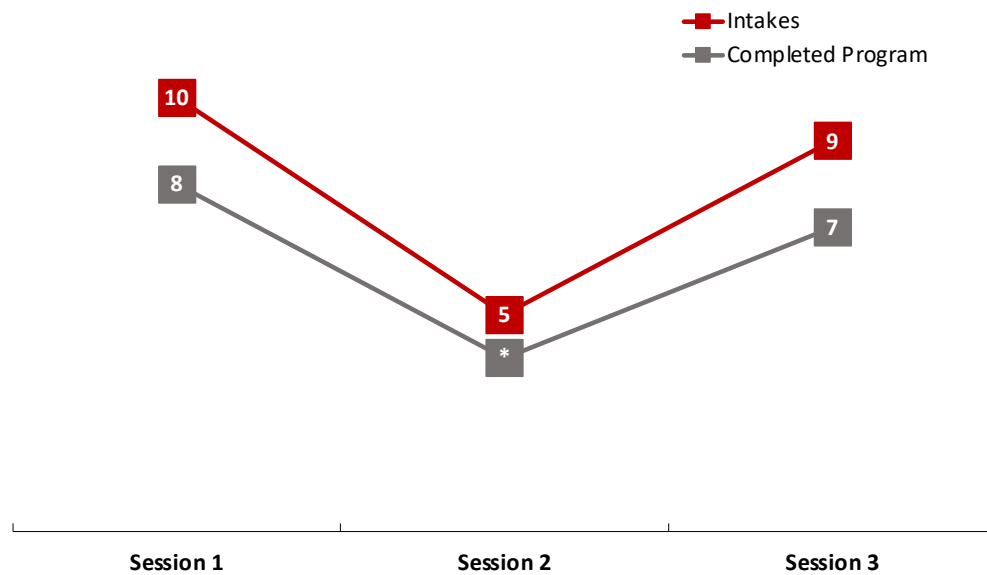


**Bridging to Employment Celebrating Pink Shirt Day**





**Figure 1 – Number of Bridging to Employment Intakes and Program Completions for 2023**



## Community Wellness Teams

The Community Development Supervisor will support the Community Wellness committee members in each community to respond to health and child welfare matters with compassion and dedication, and to assist in the development of preventative community strategies and planning. Services are aimed at meeting the holistic safety needs of children while strengthening family and individual wellness. The focus on family and individual wellness enhances the fabric of the community, creating a strong, interconnected network of support. In conjunction with the Community Wellness committee in each community, our program will support Nation rebuilding by facilitating capacity within the community. By working hand in hand with each Nation, this program will empower the community from within and ensure that the community's growth and capacity is empowering its members through mentoring, training, workshops, and personalized one-on-one support. We will evolve with each Nation to create a strong foundation that is culturally appropriate to their beliefs and values.



**Brenda Wilson and Joan Conlon, Director of Child Safety**





# Family Preservation Outreach Housing

In the Family Preservation Outreach Housing program, our top priority is housing for members of the Nations we serve. In addition to this, the housing program is committed to creating strong connections and re-establishing meaningful relationships with all Nations and community partners. We facilitate regular information sessions with external agencies to promote collaboration and increase understanding. Through networking, we gain valuable insights into other available resources, enabling us to provide comprehensive assistance to our clients and ensure positive outcomes for everyone involved.

Some notable milestones in our program include hiring a new coordinator and worker in Prince George. These

two positions built the capacity of our program to better support the Nations we serve to become self-sustainable. Building our internal capacity means we can provide high quality services to the Nations for their journeys of self-sufficiency. In addition to hiring staff for the program we also took the time to address gaps in services which led to improvements in our services and expanding our capacity. The efforts to fill the identified gap have resulted in a more robust and responsive programming, better equipped to meet the needs of our community. As we strengthen our partnerships and embrace new opportunities, we continually build our capacity to serve those in need with compassion and dedication, leaving a lasting impact on the lives we touch.

## Assistance Provided Through Family Preservation Outreach Housing

6510	Meals served at Active Support Against Poverty shelter
960	Low barrier food hampers provided
195	Referrals to CSFS programs
81	Families received food security assistance
71	Rental supplements provided
19	Clients provided with hotel stays
19	Clients provided with start-up housing items
12	Clients received assistance with security deposits
6	Clients referred to budgeting workshops
5	Clients referred to life skills workshops

Another incredible milestone in this program are the cultural healing fires. Through the collaborative efforts of the community and external agencies we have been able to foster a sense of togetherness and cultural healing. Through these joint efforts, we have successfully established monthly cultural healing fires called Soo Kwun Be Nawhenije "In a good way, by the fire, people are healing" for the unhoused population. It is our hope that this collective support will uplift and empower Indigenous people experiencing homelessness. By actively engaging with the community, we aim to change the perception of homelessness and inspire empathy and understanding among all. We are committed to these efforts as we firmly believe in the transformative power of community support. We provide essential items to those experiencing homelessness and provide a safe space for reconnection of our unhoused to their culture through drumming, smudging, prayer, and guidance from community members and Elders. These events serve as meaningful platforms for fostering a deeper connection with the community, raising awareness about the challenges faced by our homeless population, reconnecting members with their Nations, and facilitating positive change while advocating for services such as affordable housing.

Through our ongoing collaboration with the community, Nations and external agencies, we strive to build a more compassionate and inclusive society. By standing united, we can make a difference in the lives of those in need and create a brighter, more hopeful future for everyone.



# Urban Family Empowerment

The Family Empowerment team has supported Nation re-building by taking part in Healing Fires and delivering hampers to our clients. The team has also assisted in the delivery of food, water and supplies to the unhoused population that CSFS supports.

The Family Empowerment team encourages Indigenous clients to practice cultural activities during their visits. Some examples of the cultural activities that have taken place during visits have been drumming, singing traditional songs, beading and smudging as well as attending cultural events in community.

The Family Empowerment team assists with training new workers from community who are providing access visits to community members. This helps to maintain consistency in the services we provide at CSFS.

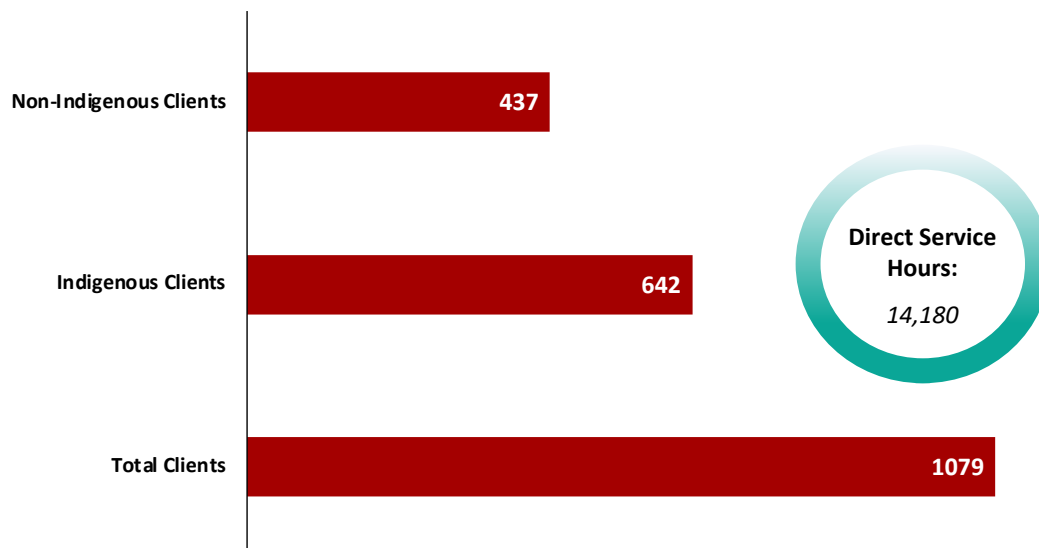
We provide support and supervised access to parents and family members in order to promote family engagement with children in care in a safe and secure environment. The worker provides transportation for the children to and from the access visit in order to ensure a safe transition. During access visits, the family will have support in a nonjudgmental,



**CSFS Family Empowerment Workers**

safe atmosphere and be able to access referrals to other programming. During visits, the worker may provide information on parenting such as behaviour management and boundary setting, life skills such as nutritional meal planning and child safety, as well as offer tips on personal life skills such as self-esteem and self-advocacy. When providing supervised access visits for clients, the worker adheres to standards of confidentiality and complies with all relevant standards for documentation and reporting. Family Empowerment has set up group visits for people near the top of our waitlist, providing two hours per week for a maximum of four families. The family has the option to participate in group visits or not. This allows for a smooth transition to one-on-one service.

**Figure 2 – Family Empowerment Clients**



# Family Preservation – Urban & Community

Our priority is to support our clients to develop the skills needed to strengthen family wellness. We work alongside families involved with the Ministry of Children & Family Development (MCFD), or are at risk for MCFD involvement. We offer support to families seeking support and information on parenting and life skills. Our workers are dedicated to supporting families in their health and well-being in a holistic and respectful way.

We have been supporting the work of Nation rebuilding by offering our programs in Burns Lake, Vanderhoof and Fort St James to provide in person access for Nation members and offering support to Nations to take on and implement programming themselves within their own communities. Family Preservation will provide support and assistance to Band Designate Representatives (BDR) via training and job shadowing. Each Band Designate Representative will be provided with opportunity to job shadow with a Family Preservation team for one week.

This year the Family Preservation program has implemented changes to the intake process in order to ensure that they are culturally appropriate. These include the addition of incorporating the Signs of Safety and the integration of the Signs of Wellbeing. We are supporting staff to finish their Bachelor of Social Work, Indigenous Human Services Diploma

and supporting eligible staff to take C3 training. Staff in Vanderhoof, Fort St James, Burns Lake and Prince George took part in Signs of Safety training.

We are increasing our service delivery effectiveness through a culture of collaboration, innovation, accountability and effective communication that builds upon improvements and positive change. We are diligently working on improving our connections with partner agencies to increase the awareness and understanding of Family Preservation in order to increase referrals and connection to support members living off-reserve. This includes presentations to partner agencies, quarterly family connection events, hosting welcoming baby ceremonies as well as Christmas celebrations. We are enhancing our structures to support priority programming, community needs and further capacity building. We have also developed our own version of the Strengthening Families parenting programming to work with parents who are working to have their children returned to their care.

## Family Preservation – Urban and Community

2357

Clients served

1499

Clients receiving MCFD advocacy

1018

New clients

976

Hampers provided

## What families have told us...

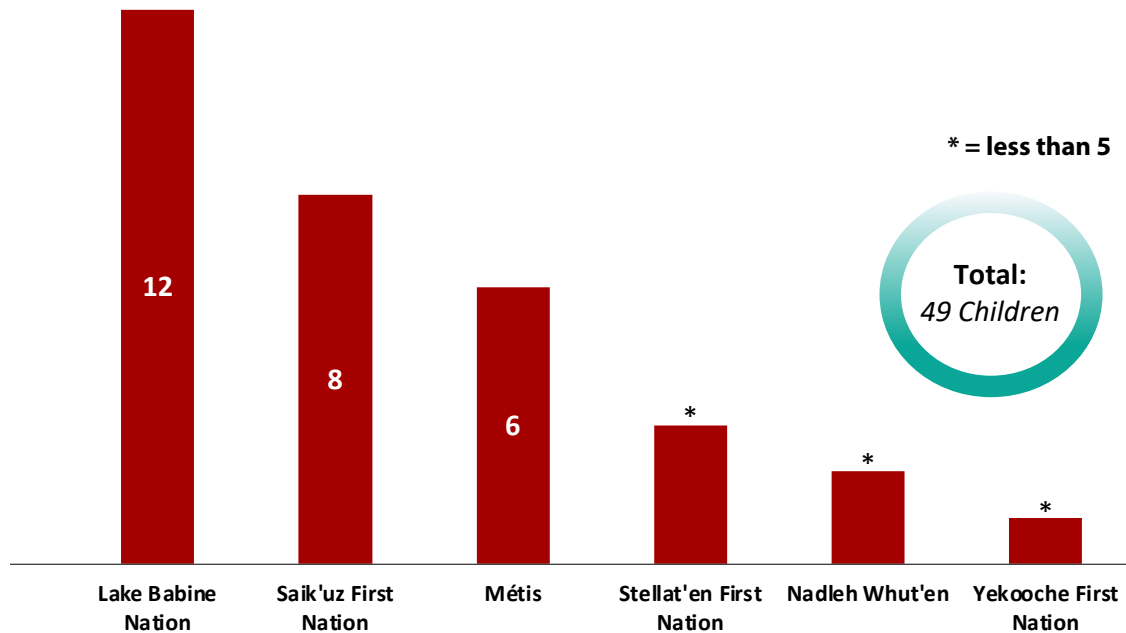
*"You have helped me more than I can ever say, I don't know what I would do without your support."*

*"You are the role model I have always needed, I am so happy that you're supporting me through everything"*

*"CSFS has always been there for her when she needed it as long as she can remember even as a child in care."*



Figure 3 – Family Preservation Children Returned to Community



## Wrap Around Parent Guidance & Support

The Wrap Around Parent Guidance and Support (WAPGS) program is supporting Nation re-building by expanding services to Burns Lake. This expansion will ensure programming is aimed at meeting the holistic safety needs of children while strengthening individual, family and community wellness. The expansion will further ensure that WAPGS is creating strong connections and establishing meaningful relationships with community members and partners to allow for training and mentorship. WAPGS also assisted in Prince George and Vanderhoof on Indigenous People's Day this past year.

WAPGS has worked hard this past year incorporating culture into our program. Culture is woven throughout all program areas by learning Carrier Words and posting them for all to learn. We also seek knowledge and information from our CSFS Elders and families in regards to Carrier language, customs and traditions.

All WAPGS staff participated in the Nowh Guna' – Our Way Culture training. We also participated and assisted with Healing Fire ceremonies, and a Welcoming Babies ceremony.

WAPGS is fully staffed with a highly diverse and skilled cohort. All staff received training in Circle of Security, Vicarious Trauma, Mindfulness and Re-wiring the Traumatized Brain training. We recognize that secure attachment relationships with parents and caregivers are a protective factor for infants and preschoolers. Training sessions have strengthened staff capacity and development to ensure we offer the best possible program.

The program provides individualized goal plans to ensure parent-child relationships are supported and strengthened.



# Intensive Family Therapeutic Services

To support the work of Nation re-building, our goal for the upcoming year is to expand the Intensive Family Therapeutic Service (IFTS) and the Parents and Children Together (PACT) programs to Burns Lake and Vanderhoof. We are currently recruiting for those positions to ensure program staff provides services that meet the needs of children while strengthening community wellness. This expansion will allow for IFTS and PACT staff to educate and mentor community members.

The IFTS and PACT programs also support Carrier and Sekani families to stay connected to their culture and communities.

The IFTS program has seen several improvements over this past year, one of these being the integration of Carrier and Sekani culture into planning and service delivery. Staff continued to enhance their knowledge and understanding of Carrier and Sekani history and culture by attending the Nowh Guna' Culture training, viewing CSFS videos on Carrier culture, and attending the Our Children Our Way conference. IFTS and PACT staff participated and assisted with Healing Fire ceremonies this past year when able.

Culture is woven into our program delivery as our culturally-competent staff conduct themselves with self-awareness, cultural humility, and commitment to understanding and embracing culture as central to effective practice.

In our endeavor to provide the highest quality support to our families, staff have engaged in ongoing training and professional development to ensure clinicians and practitioners gain new skills and knowledge to help us better serve program participants.

Comprehensive, job-specific professional training includes:

- Motivational Interviewing
- Intimate Partner Violence
- Relapse Prevention
- Cognitive Behavioural Therapy (CBT)
- Parenting
- Trauma Informed Practice
- Critical Incident Stress Management (CISM)

## Intensive Family Therapeutic Services

462

Children remaining in the home since program start

63

Children with parent or caregiver at close of services

59

Families served

A milestone for the IFTS program this year was the addition of a second family preservation program. In keeping with CSFS's mission to provide innovative and high-quality services, we have launched the Parents and Children Together (PACT) program. PACT services typically last three months and the clinician will spend approximately two to four hours per week working directly with the family. Referrals to PACT are made by CSFS Urban Family Preservation when a child is at risk of removal.

We continue to provide IFTS programming designed to eliminate barriers to services and supports while using research-based interventions to improve:

- Parental skills
- Parental capabilities
- Family interactions
- Children behaviour
- Family safety

The goals of IFTS are to prevent out-of-home placement of children through intensive in-home sessions and to teach families new problem-solving skills to improve family functioning.





A highlight of this year is the overall increase in the number of families the program has supported and the number of children kept out of care due to our services. The program worked with 59 families this year and 63 children were able to remain with their parent or caregiver at the close of services – our

highest numbers ever. In total, 462 children have been able to remain in the home since the program started in 2014. Another notable highlight was the number of fathers the program supported in keeping their children in their care.

## What our clients are saying...

*"My babies and I enjoyed her very much. She will be missed. She was very easy to talk to, helped me get more supports, and it was convenient that the meetings happened in the house."*

*"This was the final step and we are happy to be here together as a family and despite our hesitations we are all glad we participated."*



**Intensive Family Therapeutic Services Client and Child**



# Guardianship & Resources

The Guardianship and Resource programs supported Nation re-building by prioritizing social work practicum student placements for community members. We have hosted several partnership meetings within communities over the past year. This is an opportunity to build relationships and to work together through problems that have come up. We have also offered various workshops virtually and in community, including duty to report and child welfare-related workshops.

Through our Roots program, we are completing family trees for children in care and their extended families. Copies are provided to the child and their family members.

Our programs ensure culture is included when planning for children in care by including the Nations in planning and decisions. We assist children to attend culture camps and activities. This year, we hosted events such as bannock making, soap berry picking and Nuwus making, movies, beading, planting, cooking, and a Carrier language scavenger hunt.

Our facilitators will be rolling out the Bringing Traditions Home workshops to all contracted caregivers, and community members interested in

being an emergency home for children needing an alternative place to stay, in fall 2023.

We support staff who are also community members to pursue their educational goals to take up social work and leadership positions within CSFS. Staff are currently pursuing human service diplomas, social work degrees, and masters of social work. Our staff participated in debrief circles facilitated by a CSFS cultural advisor and also attended letting go ceremonies to support health and wellness of communities. Promoting our programs at community health fairs and other local events help get local members interested in learning more about our programs.

We participate in planning meetings in community, and attend child welfare committee meetings to engage in planning for specific children and families. With new funding, we have been able to expand our services to support young adults who were in care through agreements. We also cover costs for them to attend community events and to travel to maintain connections with family. We have also provided funding to renovate homes for children being placed in alternative care with relatives. We offer additional respite and fund exceptional costs to support relatives.

**Figure 4 – Age of Children in Care Files**

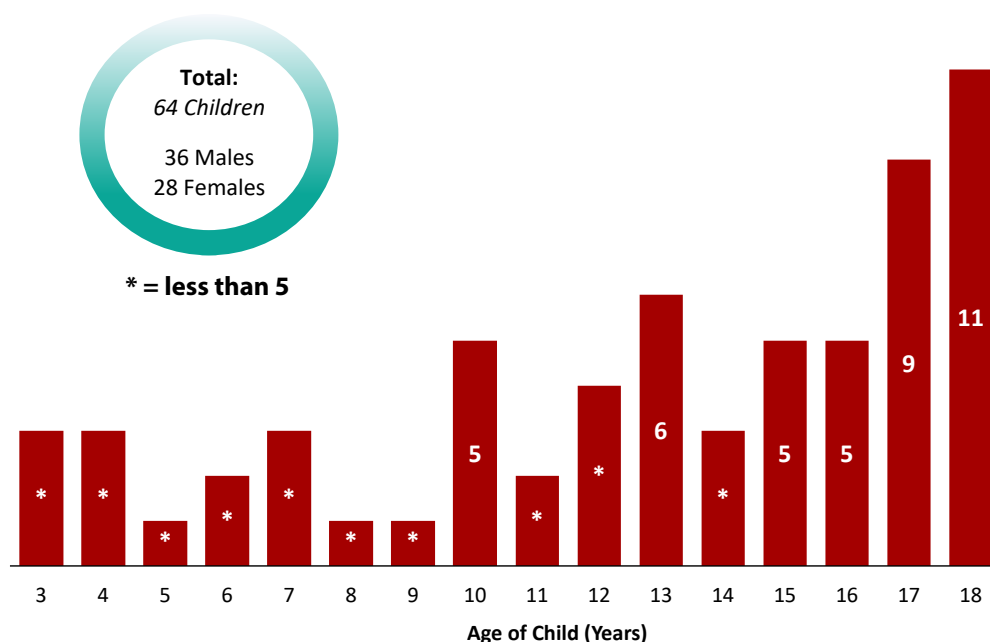
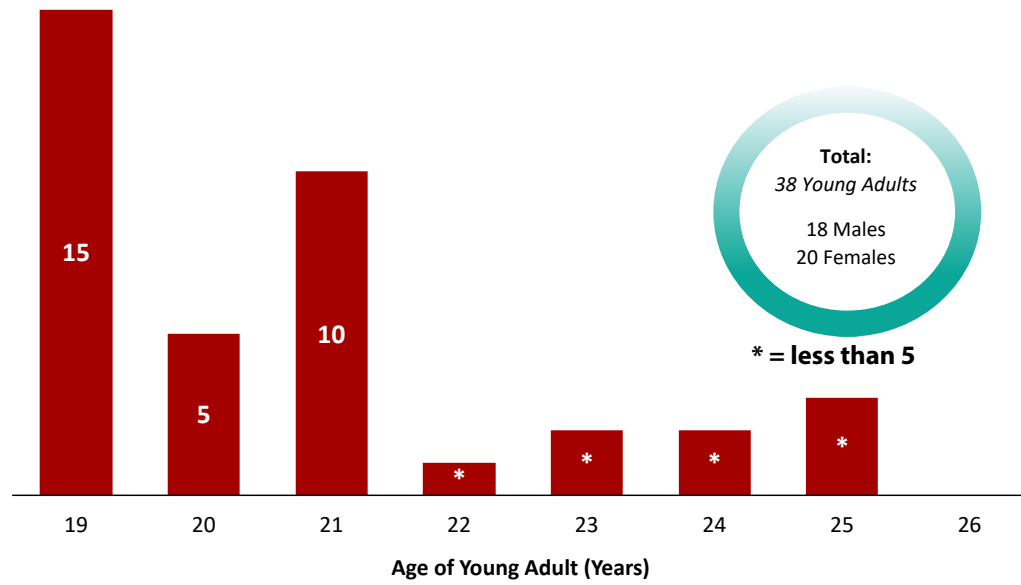


Figure 5 – Post-Majority Services



CSFS Guardianship and Resource Team





# Jurisdiction

Jurisdiction is the authority to make decisions about the wellbeing of children and families on the path towards rebuilding Nations. With member Nations, CSFS is working towards a written law, reclaiming jurisdiction over children and families.

The Jurisdiction team prioritized diverse engagement strategies to socialize the developments of the CSFS Wellbeing Act with Matriarchs, Knowledge Holders, Chiefs and staff this year. The Community Engagement Plan was completed and published in March 2023, with a comprehensive strategy to bring Jurisdiction updates to communities. Six staff engagements were provided to strengthen a shared understanding of what authority over children and families means when a sustainable model of child welfare services under the new law is developed. As a technical team, this year's work focused on the build of the Legal and Child Safety Departments, the training of Designated Representatives and design of community-based training and Indigenous, child and family rights.

The team partnered with the First Peoples' Cultural Council (FPCC) to digitize, archive and store thousands of records of interviews, photographs, writings and CSFS-held materials from cultural events, community activities and meetings and produced "So' Has Nees Yeh" (To be Raised in a Good Way), an oral narrative documentary on connectivity to land and identity. The title was gifted by Hereditary Chief Helen Michelle to emphasize the importance of connections to one's family, culture and land as well as children's right to be raised well. A Youth Services and Jurisdiction viewing circle was held with 45 participants to dialogue on cultural connections and stories shared.

A significant portion of the work this year to strengthen organizational capacity and development has included the design of the CSFS-wide Governance Workplan, the transitional plan that will be relied

on to transform our current state of service delivery into the future state of services and authority under the new CSFS Child and family Wellbeing Act. To do so, a number of key focus groups and think tanks were held to gather Senior Executive and Directors, Chief Steering Committee members and Knowledge Holders to inform the design of the Governance Workplan that has now been sent back to Executive to work departmentally on the timelines and activities to meet the transitional planning for Fall 2023.

The Jurisdiction team is a developmental team and has partnered with the First Peoples' Cultural Council and the University of Victoria on grants to highlight the innovative work of the department and of CSFS. Additionally, the work of the team was presented at the Provincial Restorative Justice Symposium; the CLEBC Collaborative Decision-making in Child Welfare conference; the CLEBC Indigenous Legal Traditions Conference, and is scheduled to be presented at the 39th Annual San Diego International Conference on Child and Family Maltreatment and the First Nations Health Authority 'Healing Our Spirit Worldwide'.



**Men's Voices Engagement**





## Community Development

One of the highlights in the Community Development department's pursuit of supporting Nation re-building was collaborating with the member Nations in responding to the housing, capital infrastructure, and renovations opportunities, through various provincial, federal, and non-profit organizations requests for proposals. Further, assisting the Nations in their programming and transitioning of CSFS Prevention to the Agreement-in-Principle funding-direct to Nations by Indigenous Services Canada. Providing capacity building opportunities to the Nation staff has been a priority of the Community Development Team. A continued priority of planning through updating the Nation's Community Service Delivery Plan has been ongoing.

We took significant steps in the past year towards celebrating culture and embedding culture programming at the community level. We have mobilized a new department under the guidance of Geraldine Thomas-Flurer, Culture Manager. Geraldine has a dedicated team to work alongside each Nation to support them with their culture programming.

Culture is prevention, and as part of the Community Service Delivery Plan for each Nation, we supported in developing strategies and funding allocations for culture camps, community gatherings, and activities.

The highlight of our efforts in this area was the Housing Symposium hosted by Community Development that had presentations from Aboriginal Housing Management Association, Indigenous Services Canada, B.C. Housing, Ministry of Children and Family Development, and B.C. Aboriginal Childcare Society.

We utilize an Indigenous strength-based planning tool, the Touchstones of Hope Framework, that is premised on self-determination, holistic service delivery, culture, structural interventions, and non-discrimination for comprehensive planning at the Nation-level.

Our commitment to service delivery was exemplified through our continued support by having dedicated Community Development Planner and Cultural Coordinators assigned to each member Nation. The relationships fostered is to improve and strengthen the relationship between CSFS and the member Nation for program and service delivery. Community Development Planners provide direct assistance for reporting, planning, proposal development and support to the member Nation staff. Cultural Coordinators provide on-the-ground service delivery and facilitation of workshops and activities.



**Saik'uz First Nation – Youth Drum Group**



# Cultural & Language Program

The Cultural and Language team consisting of nine staff members have collaborated with CSFS communities and acted as a resource and advocate for the best interests of the Nations we serve. We have worked with the communities in developing cultural activities such as drum making, painting, clan symbols, learning to sew clan blankets and traditional capes, bush hunts, animals and their habitats, methods of preparing hide & traditional food preparation, community berry picking, and learning to make berry preserves. We participated in community health fairs and provided nutrition and hygiene bags. By including all of these cultural activities in our service delivery, children will know who they are and where they come from, and will be connected to their land with ceremonies and rites of passage.

We hosted a Buckley House-Driftwood Camp: Uze De Yah girls and boys youth program, which includes land-based traditional teachings with Knowledge Holders. The participants learned the Bah'lats ceremony, generational seating, logistics, how business is conducted, and the continuance of

ceremony through the generations. Traditional food was prepared and shared by campfire with Knowledge Holders sharing stories. A videographer was hired to document activities. Chief French provided boat transportation & camp supplies.

In March 2023, we assisted in the planning and filming of CSFS's "Practice Differently" Recruitment campaign, which included visual storytelling and promotion of services to share across the Nations in hopes of recruiting more people to join the work of the CSFS and member Nations. The commercial production was shot in various locations in Prince George. CSFS staff participated as actors in this production which explores the First Nations story of the main character "Sarah" growing up through the peaks and valleys of childhood into young adulthood. It depicts a young family and their perspectives of their interactions with government social service agencies, and the support this young family received from CSFS programs, including legal, guardianship, and the girls walk-tall program.



**Wedgewood Cultural Camp 2022**





## Youth Services

Youth Services supports children and youth aged 8 to 29 years old. There are two youth buildings in Prince George: Sk'ai Zeh Yah and Niwh Hiskak Habibeh, a Youth Centre in Vanderhoof: Syoh, and a youth team in Burns Lake currently located at 492 4th Avenue and a Youth Services Worker based in Fort St. James.

Youth Services collaborates with Member Nations in training and program delivery. CSFS has developed a Youth Services training program, which includes foundational Youth Services training (procedures and manual), First Aid, Not Just Naloxone, Babysitting and Home Alone certification, and Class 4 driving training. Member Nation staff are invited to attend all training, and costs for training and travel are covered.

Youth Services meets monthly with Nations to ensure collaborative planning and service delivery. Often, communities take the lead, with CSFS Youth Services providing the necessary resources. Our Burns Lake Youth Services team collaborated with six of the Nations we serve: Cheslatta, Skin Tyee, Nee Tahi Buhn, Wet'suwet'en, Burns Lake Band and Lake Babine

Nation to plan and deliver the Stronger Together spring break event. Another successful event was the Parent-Teen Moccasin Making Workshop in Cheslatta Carrier Nation in July. Cultural Advisor Gloria Berg collaborated with the Cheslatta and Burns Lake staff to teach parents and youth to make Moccasins using traditional methods, and locally sourced Moose-Hide.

Syoh, My House, our Vanderhoof youth centre provides services to 65 youths daily. The Syoh passenger van is used to safely transport youth to and from services. The Syoh team has partnered with Saik'uz, Nadleh, Stellat'en and Takla Nation to facilitate youth activities such as skiing, swimming and equestrian opportunities. Youth are able to access life skills and recreational opportunities through the youth centre in a 1:1 or group setting. Youth Services staff facilitate workshops in communities. The workshops are developed based on community guidance and tailored to the specific requests of Nations.

Youth Services strives to embed culture in all programming. Our teams are grateful for the guidance



**Sk'ai Zeh Yah staff and clients**



of Elders and Knowledge Holders, who regularly meet with our staff and youth to provide cultural support.

In Prince George, Sk'ai Zeh Yah youth centre continues to be a hub for low-barrier services. On average, 35 youth access services at the centre daily. The youth centre supports our most vulnerable youth (16-29 years old) who are impacted by the toxic drug crisis, are unhoused, and were involved with the child welfare system. Sk'ai Zeh Yah provides opportunities for youth to participate in cultural activities, including language learning, drumming and storytelling. Staff have worked with the CSFS Primary Care team to support youth safely returning to their home community. Clients who are hesitant to access health care services can access Primary Care at Sk'ai Zeh Yah. OAT and harm reduction services are also offered. Groups offered at the centre include an evening Wellbriety program and a drop-in Men's group.

Niw'h Hiskak Habibeh staff provide a variety of 1:1 and group programming. Youth Services programming is accessible and low-barrier. Transportation, snacks and meals are always provided. Our Intensive Youth Social Workers have adjusted their schedules to better meet youth needs, working evenings and some weekends.

Our Noh' khinik (Our Language) Program offers youth and their families the opportunity to learn the Nedut'en Carrier Language Dialect by attending a weekly language class. Youth and their caregivers participate in experiential learning activities such as trivia, bingo, and scavenger hunts that emulate an immersion teaching style.

In July 2023 the Niw'h Hiskak Habibeh team hosted Bah'lats Niw'h Hiskak Habibeh Potlatch for our Children. Elders, youth, caregivers, and CSFS staff attended the event. During the Bah'lats youth were honoured with awards for the Carrier Values (Honesty, Compassion, and Respect etc.), and program graduates were acknowledged and celebrated. Throughout the Bah'lats, knowledge holders shared the teachings of the Bah'lats governance System with the next generation of leaders.

In the coming year, we look forward to continued partnership with CSFS member Nations and the CSFS Health Department in the development of Foundry Burns Lake. Youth Services will continue collaborating with Nations to ensure culturally relevant and quality service delivery to youth, both in their home Nations and those residing in urban settings.



**Edith Stevenson, Youth Services Supervisor, and Antoinette Charlie, Youth Services Worker, at the Stellat'en AGA**





## Child Safety

The Child Safety Team is being developed to support the CSFS member Nations to address worries when it comes to the safety of their children. The Child Safety Team is developing policy and practice guidelines to support the transitioning of authority and responsibility from the provincial and federal government, with the focus remaining on upholding the wellbeing of children, youth, families and strengthening the Nation. “When you have healthy community, you have healthy families, when you have healthy families you have healthy children.” – Mary Teegee, Executive Director Family Services.

With the guidance from community and leadership, the Child Safety Team will develop programming and services that will culminate in the resumption of full jurisdiction over child and family services based on cultural laws and principles. Child safety practice and policy will reflect the principle that no child will leave community or be disconnected from their family and clan. In order for this to become a reality, we are developing laws that are based on years of research, practice and experiences. The CSFS Child Safety initiative will also amplify the voices of those who have been silenced by the previous child welfare system.

Because the nature of this work is multi-layered, complex and tender, we must practice the utmost due diligence in the development of the CSFS Child Safety Initiative. We will take the time to gather the sacred stories from those who have endured the oppressive, disempowering and discriminatory “Ministry” system. These stories will be utilized to ensure we do not replicate any practice or policy that has caused harm to our children and families.

Our laws and systems kept our children safe since time immemorial. In order to ensure we are following the ways of our ancestors, we are being guided by the Matriarchs of the Nations we serve. Our system of safety was based on love and strength, not on a failing system that is focused on risk. We are committed to the resurgence of our culture, traditions and governance as the way to overcome the atrocities perpetuated by a colonial system of “child welfare”. We must do this for all our children now and those yet to be born.

The Child Safety Team will ensure that children remain connected to community. The Matriarchs speak of the children in our community being our greatest resource. CSFS wants children to reach their fullest potential, remain in the community and become our leaders in the future. The Child Safety Team will work with other programs to ensure that our children have the opportunity to live up to their full potential. In addition, the Child Safety Team will ensure that Social Workers will have opportunity to learn in an environment that helps support reflective practice based on decolonized principles of practice.

The Child Safety Team will support the drafting of Child Safety legislation that will be included in the Carrier Sekani Child and Family Act of Love, gathering information from the Matriarchs of CSFS Member Nations and other members. We will also prepare and develop services that reflect traditional knowledge and best practices that will directly impact immediate worries for families should they need alternative care of their children, and support the structural transformation of services currently offered to ensure that member children, youth and families’ holistic wellbeing is paramount.

Further, we will focus on developing assessment tools that promote holistic wellness, supporting Designated Representative in their mentorship and training to address immediate concerns for child wellbeing. Our staff will be trained in Signs of Safety and other alternative resources that reflect traditional values.



**Designated Representatives**



# Dzee Ba'yugh Safe House

At the Dzee Ba'yugh Safe House we continue to encourage our Indigenous and non-Indigenous staff to pursue their education in Human Services and the helping field. Six out of the nine shelter team members are Indigenous.

All of our staff have taken the cultural competency courses. The majority of the Safe House Support Workers are Indigenous and are generous with sharing their culture and traditional practices with the team and the clients accessing shelter services.

We have five team members who were enrolled in the Indigenous Human Services Program (IHMS) through Nicola Valley Institute of Technology. Two staff are currently enrolled in the first year IHMS and two in the second year IHMS.

All Safe House Staff are required to attend violence prevention training, first aid, foodsafe and cultural competency. They are also encouraged to seek relevant training to their roles as Support Workers for women experiencing family violence.

The Safe House continues to deliver its service through a trauma-informed, culturally sensitive lens. We

## Safe Shelter Provided to those Experiencing Family Violence

34

Women

16

Children

strive to understand the uniqueness and strength of every woman we support and we provide support to these women by navigating some of the complex social and economic barriers they experience. Dzee Ba'yugh is one of 46 Indigenous-owned and operated women's shelters across Canada and one of six in BC. Dzee Ba'yugh is available to all women but prioritizes women from the 11 CSFS member Nations.



Safe House Workers showing their support for Pink Shirt Day



## Aboriginal Supported Child Development

The Aboriginal Supported Child Development Program supported Nation re-building by helping to plan the Vanderhoof Indigenous Day 2022 activities. Hundreds of residents and students attended this event. Our staff helped with a drum-circle activity where children could choose one of the local clan crests to put on a wooden circle, and they learned about the cultural importance of drums.

Our team was also able to assist at other events such as health fairs in several communities and a Christmas Dinner in Saik'uz, where children in foster care were welcomed back to the community and honoured and where they could reconnect with family, friends, and relatives.

The Aboriginal Supported Child Development team is proud to partner with Aboriginal Head Start in several communities, including Vanderhoof, Saik'uz, Stellat'en, Takla, Nadleh, Lake Babine, and Burns Lake. We also provide culturally relevant and in-community services in Yekooche.

Our program views culture as integral to the health and well-being of the children we serve. We seek to educate ourselves on each Nation's individuality and local traditions. We assist in local events whenever possible to show our support and availability, learn

### Aboriginal Supported Child Development

**8,036**

Support worker hours

**924**

Direct support hours to families

**79**

Clients served

and grow ourselves, and make our program more relevant.

We incorporate resources and programs that reflect the local culture whenever possible.

The Aboriginal Supported Child Development program provides flexibility in providing Support Workers in the Headstarts (as needed). We can hire them directly or allow the Nations to hire their own Support Workers, and we fund through contracts. This flexibility promotes organizational capacity. The Aboriginal Supported Child Development Liaisons provide support to the Headstarts, families, and Support Workers and seek to provide training and resources that promote inclusion, competency, and strength-based.

The Aboriginal Supported Child Development program is committed to partnership and collaboration. We aim to support Headstart centres and staff in their crucial role of nurturing children and promoting an inclusive educational environment. We also provide support for families, help them connect to resources, and ensure they are included in planning and goal setting.





# Best Beginnings Outreach Program

Some of the highlights of the Best Beginnings Outreach program (BBOP) for Nation re-building includes staff planning activities with the Nations for Indigenous Peoples Day. BBOP has also been able to collaborate with School District 91 (SD91), the Link, and Cheslatta Carrier Nation to be able to access capital funding to renovate Grassy Plains School to include an Early Years wing, with space for a daycare, and before and after school care. This endeavor is ongoing.

A new outreach program at Wet'suwet'en First Nation was launched in early 2023. This was a collaborative effort between the BBOP, Wet'suwet'en First Nation, and Maternal Child Health departments.

We have also been working towards hiring more staff within the Nations; this has been done through consultation with Headstarts and band staff to get recommendations for band members that would be well suited to work in the program.

BBOP provides Early Years Outreach services to several of communities. We strive to increase the cultural aspects of our programming. One of the Early Years Outreach Workers hosted Regalia-making events with their team (for educational purposes and the upcoming Baby Welcoming Ceremony) in Tachet and Woyenne. Woyenne had fifteen parents, six Hereditary Chiefs, and eight children attending on-site, while Tachet had five parents participate.

BBOP also takes a holistic approach when working with our families. We strive to reach out to community support and include everyone in the planning and goals for the child.

The Best Beginnings Outreach program will focus on enhancing our outreach services to incorporate more cultural programming such as drum making, rattle making, reviewing our assessments, and ensuring they are delivered in a culturally safe manner. BBOP would also like to increase collaboration with our community cultural team and local Elders.

Our team is committed to finding and providing training for families that will help increase their parenting knowledge and skills. The BBOP team will continue to improve our recruitment strategies to



**Ice fishing in Cheslatta**

work towards being able to hire an occupational therapist and speech pathologist that is local to our area. Though we find the ability to use Zoom visits efficient, an increase for in-person therapy visits is needed.

The team will also continue to provide educational sessions to the educators in the Headstarts to ensure they have the knowledge needed to provide optimal learning environments for the children.

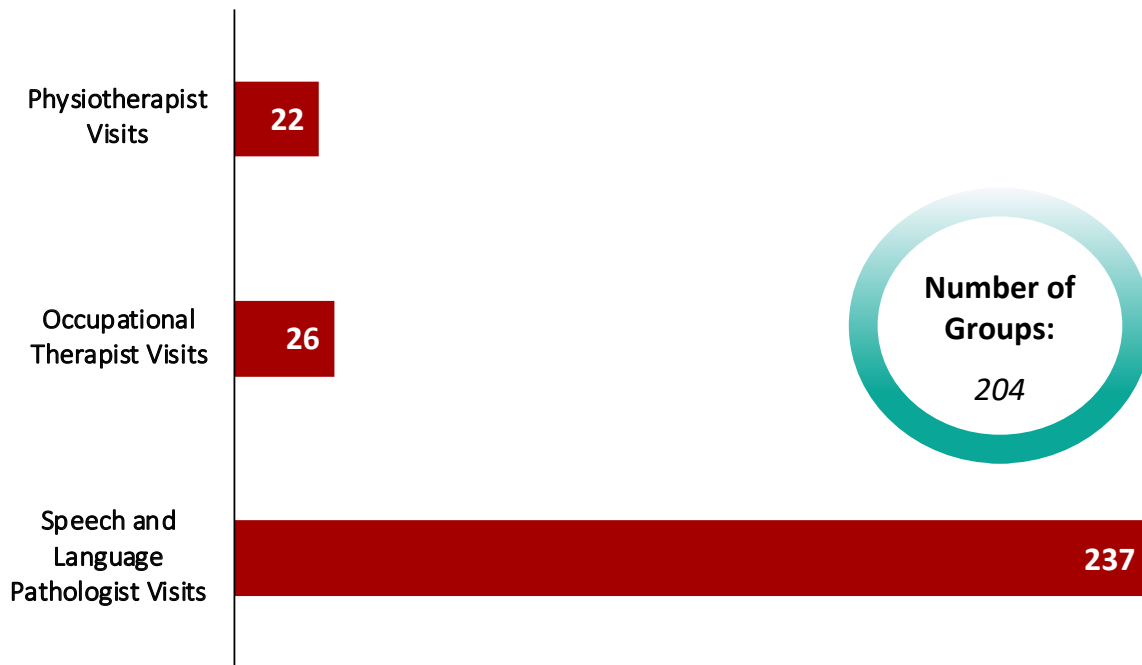
Over the last year, the Best Beginnings Outreach Program (BBOP) has focused on providing innovative, high-quality services. Through consistency and creative relationship-building opportunities, BBOP was able to increase the number of clients seen by our therapy service providers, including a Physiotherapist, Occupational Therapist, and several Speech Language Pathologists. Initiatives of note were:

- "Therapy Week" occurred Nov. 21-24, 2022. Our contracted Physiotherapist and Occupational Therapist were able to visit Saik'uz, Takla, Yekooche, Stelat'en, and Hohudul'eh Bayoh in person and had multiple high-quality visits with available clients, as well as consultations with staff at the Headstarts.
- Having virtual Occupational Therapy has allowed us to see multiple children in different communities consistently.
- A well-received week of Physiotherapy programming was held between March 20-22. This involved collaboration between multiple departments and CSFS staff to provide transportation, physiotherapy assessments, and equine sessions for eight clients from Yekooche.





Figure 6 – Best Beginnings Outreach Program Visits



## Canadian Prenatal Nutrition

The Canadian Prenatal Nutrition Coordinator works closely with St. John Hospital and the Vanderhoof Health Unit in collaboration with the Maternal Child Health program to provide new families with lactation and feeding support, including help with the adjustment of having a new baby. The Canadian Prenatal Nutrition Program (CPNP) has been continuing training sessions with hospital staff, leading to many good outcomes for clients and staff. We have developed an excellent working relationship, and Carrier Sekani Family Services is working toward making St. John Hospital the birthing centre. This will incorporate communication between communities to enhance peoples' experience while birthing, resulting in adequate and consistent services which require much care and dedication by CSFS and Hospital staff.

The Canadian Prenatal Nutrition Program supports a diverse population of pregnant and new parents

in Vanderhoof and surrounding communities until the baby is seven months of age. When working with Indigenous communities, we strive to provide culturally relevant programming and work with Maternal Child Health and other partners to develop Traditional Birthing Practices.

We provide families with support and information through home visits, hospital visits, and group sessions, and is done in a respectable way that will help them meet their cultural traditions and values. We add these values into childbirth classes, newborn and postpartum care, and feeding strategies whenever possible. This allows parents the freedom to move forward in a good way with values they want to instill in their own families.

CPNP workers has been in consultation with the Maternal Child Health Program working toward



bringing doula training that will be open to staff and community members; this will ensure best practices will be implemented and culture will be weaved into the program.

We have diligently worked with the CSFS nursing program and St. John Hospital to increase communication and provide more client transportation services. Communication between CSFS and St. John Hospital has improved substantially—a collaboration with the nurses at St. John Hospital for breastfeeding support.

Some group sessions held over the past year were a Summer Wellness Program, Parent and Baby Swim Time, Community Kitchen, and Library Rhyme Time. These programs have been beneficial to those who were feeling isolated after Covid.

## Canadian Prenatal Nutrition Program – Clients Served

179

Clients received short-term support

20

Clients received long-term support



## Children's Oral Health Initiative

The Children's Oral Health Initiative (COHI) program seeks to promote health by providing dental screening and fluoride varnishes within the Headstarts in Nadleh and Stellat'en. The goal is to reduce barriers and improve accessibility.

The Children's Oral Health Initiative aide liaisons with the cultural support person at the Mouse Mountain School in Fraser Lake. Culture and individuality are respected and honoured throughout the program.

The COHI program implements best practices by being flexible and offering dental screenings and fluoride varnishing wherever it best meets the needs of the Nation and the needs of the families. Services are offered at health fairs, daycares, and schools.

Children are treated with respect and kindness to help the experience to be positive.

The COHI Aide takes opportunities to provide education about the services provided by the program

as well as providing education regarding dental health and providing dental health supplies such as toothbrushes, toothpaste, and dental floss at events such as health fairs, early years fairs, and community AGAs.

**62 Clients  
Served**





## Early Years Preschool

The Early Years Preschool strives to include all cultures as we are a diverse program open to all ethnicities. The program offers play-based learning and strives to provide opportunities for Nations to send students to complete their 500 hours of practicums to be certified Early Childhood Educators. The program was able to take on three different students this year from two different Nations.

The Early Years Preschool strives to include Carrier culture and resources in its programming. The innovative speech and language program “Moe-the-Mouse” was used for weekly special guest circle times

where the children were introduced to Indigenous toys and stories as they practiced language skills.

The Early Years Preschool program implements best practices as we create an engaging learning environment that respects diversity while promoting inclusivity.

The Early Years Preschool took part in the Vanderhoof Early Years Screening Fair. This was an opportunity to collaborate with other programs in Vanderhoof and improve communication as well as showcasing our program to families with young children.

**20 Children  
Enrolled**



**Early Years Preschool Youth**





## Hohudul'eh Bayoh – Indigenous Head Start

Hohudul'eh Bayoh Headstart has successfully hired staff from the Nations we serve. We have also been providing education to Early Childhood Educator Assistants to work towards having more Early Childhood certified staff which will allow us to open more childcare spaces for families in community.

Our centre has strived to find ways to increase culture in our programming. We had an Elder come into our program to smudge with our children in January 2023, and we invited him back to help with drum-making at our graduation ceremony. Our staff brought our children to the Sturgeon Centre for a field trip in November; the group learned many facts about sturgeon. We use the Dakelh language in our program daily with the children. We say a lunch prayer and introduce colours, numbers, months/seasons, everyday items, and words to our children. We want to increase our family gatherings and provide more opportunities for events such as drum making, rattle making, berry picking, etc.

To increase capacity and development, staff have had the opportunity to attend many great conferences throughout the year, including Aboriginal Head Start Leadership and Management, BCACCs truth and reconciliation conference, and Aboriginal Head Start of BC conference. Many great skills and cultural teachings were learned and returned to our program. Our staff took part in the Ages and Stages Questionnaire training session in February 2023 and a Storytelling session by CSFS Speech and Language Pathologist Megan Young in January 2023.

Our centre is committed to delivering high-quality services and supports to families. Some of the highlights that we have been able to provide were sending home many great care packages throughout the year to all of our families, including grocery cards, ingredients/recipes for healthy meals, winter gear, activities

**13 Children  
Enrolled**

for the child and the families, and many books to encourage literacy at home.

We have been working with the Aboriginal Supported Child Development program and have had support workers join our program to do Moe the Mouse (speech and language), movement activities, crafts, and provide extra support. Speech, physical therapy, and occupational therapy have come into our program to observe and help with children needing these extra supports.



**Indigenous Head Start Graduates**



# Maternal Child Health

This past year we were dedicated to enhancing awareness of the Maternal Child Health program and, as a result, have seen the program expand exponentially by welcoming four additional members to our team and creating two new supervisor positions in Prince George and Vanderhoof to help streamline workload and help with staff retention. This has allowed us to expand our service areas, including Burns Lake, Fort St. James, and Takla, and increase the number of families we support in the community and off-reserve to help encourage families to be self-sufficient in preparing and caring for their children. Our team has been working hard to make connections in the communities and build relationships by connecting with Elders, attending culture camps, and providing culturally focused activities, weekly groups, and workshops, with the intent to ensure that all families with children 0-6 years are receiving our services. We expanded services in the Prince George's region, offering these supports to families in the area.

Our team, in collaboration with the Early Child Development team, Family Preservation team, and Nursing Team, delivered monthly Child Wellness kits to participants of the programs. These kits are meant to engage participants through education on health and safety issues, increase child-parent interactions through activities, and incorporate nutritional snacks and ideas for children.

We resumed in-person program delivery, including Community Kitchen and Parent Groups focusing on connection and culture through land-based activities such as community field trips, berry picking, nature walks, crafts, and swimming. Programs were culturally focused and planned with the guidance of cultural advisors. Some of the activities that families participated in were; baby moccasin making, baby tie blankets, rattle making, ribbon skirts, beading, and medicine making. Families enjoyed the canned fish the Maternal Child Health staff prepared as Christmas gifts.

The Maternal Child Health Team continues to gather and document traditional birthing and childrearing practices that can be incorporated into our service delivery. We aim to increase our knowledge of these practices and connect with community members to provide the cultural information necessary to achieve this goal.

**Total Groups:**

289

**Clients Served:**

190

As a team, we have increased our knowledge and have taken part in many training opportunities such as Nowh Guna, Bringing Tradition Home, Infant Message, Breastfeeding Essentials, Early Infant Mental Health, Postpartum support, the Leadership Training series, and have celebrated senior management's achievement of completing their Bachelor of Social work through NVIT.

Maternal Child Health has provided high-quality services and support by ensuring services are adapted to suit individual needs. We are meeting with the Nations consistently to ensure we are providing meaningful and culturally relevant services and working in partnership with the Nations. The Maternal Child Health Team will continue to enhance our connection and relationships with the communities, to ensure that families with children 0-6 receive services. We focus on prevention and early intervention to ensure families are supported to reduce risk.



**Baby enjoying a rattle**





## Middle Years Program

The Middle Years program has supported Nation re-building through collaboration to put on and assist with summer camps, seasonal activities, and cultural events. Throughout the year, we helped plan, organize, and facilitate Yinka Dene camps, Impacts of Learning camps, cultural camps, equine camps with groups of children or individual families, holiday activities and events, and the ground-breaking day for the Tachick Lake Healing Centre.

The Middle Years program takes many steps to integrate Carrier and Sekani culture into our program. We integrate Carrier language into many of the activities we facilitate. Through the Yinka Dene camps, we sought out local authors and stories to be read and handed out. There was also a high involvement of community members during the camps. We have also collaborated with the EBUS Academy in School District 91 to facilitate a day of ribbon skirt making.

The Middle Years team has had positive growth in capacity and development. The Middle Years team has all positions filled and hired a summer student to mentor. We are constantly developing professional and personal skills to sustain a healthy and sound work-life balance. The team has participated in and completed impactful training such as Nowh Guna Culture training, Mental Health First Aid, ASIST training, (in the process of) Class 4 training to transport more children, Non-Violent Crisis Intervention training, FASD Training, and Responsible Adult training.

The Middle Years team has built relationships through supporting community events and programs and hosting activities that focus on the social and emotional development of children ages 6-12. We collaborate often, ensuring our communication is frequent, open, and informed. The Middle Years team provides funds or resources to community programs and events like Impacts of Learning, Indigenous Day, or Health Fairs.



**Middle Years Equine Program**



**Berry Picking with Middle Years**







## **Travis Holyk**

### **Executive Director of Health Services**

Building on the planning that was completed last year, CSFS Health has been successfully moving projects forward in the areas of mental health and addictions, primary care, and diet and exercise based on the feedback we received. Capital projects such as the Foundry in Burns Lake and the Healing Centre at Tachick Lake are well underway. Now that we have built a solid foundation in these areas, you can expect more from these services in the coming year.

#### **Healing Centre**

As the building of the Healing Centre progresses, we have been hard at work developing the plan that identifies the staffing and operational requirements to run the Centre. The Health Department has developed a comprehensive ten-year Healing Centre Plan, incorporating traditional healing and medical practices to enhance services and apply best practices in addictions and substance use care. The plan is aligned with building completion dates in order to hire and train staff so the Centre is ready to open upon building completion. We have also requested operational funding from partners including Northern Health, First Nations Health Authority, and Indigenous Services Canada to support us in providing culturally safe and responsive withdrawal management and healing services.

#### **Addictions Medical Team**

Another exciting component of our addictions strategy is the development of the Addictions Medical Team, which compliments the psychosocial work being done by the Addictions Recovery Team. This team expands addiction recovery and healing supports and services by providing a gateway to alternate levels of care and treatment, which separates people from the toxic drug supply and decreases drug related harms. The team provides education in communities, as well as supporting populations through outreach at Moccasin Flats and Sk'ai Zeh Yah Youth Centre in Prince George.

#### **Sobering Centre**

As part of the continuum of care within the Addiction Strategy, CSFS was to operate the new Sobering Centre facility located at 1133 2nd Ave in Prince George. The Sobering Centre will provide ten beds as a safe place for people ages 18 and older under significant influence of substances to rest and be monitored. This service opened with a soft launch of services in September 2023.



### Negotiation of a Health Transfer Agreement

We continue to negotiate a new ten-year agreement with FNHA and we are pushing for an agreement based on community-identified needs rather than percentage-based increases. CSFS' current agreement expired March 31, 2023. With a passing of a Resolution by the Chiefs at Gathering Wisdom, FNHA now has their new agreement and mandate in place. We continue to testify that the development of our next ten-year agreement must be guided by the principle of "Substantive Equality." Substantive Equality supports the principle of equal rights, opportunities and outcomes for marginalized peoples.

### Primary Care

We continue to focus on recruitment of health professionals so that communities have timely access to the services they require. Fourteen Physicians and three Nurse Practitioners provide support to community. To enhance our recruitment and support best practices, we work closely with the Northern Medical Program and Physio Therapy Programs at UNBC, and more recently have begun working with their Occupational Therapy Program. In addition to these services, physical activity, diet and exercise will be a focus in the coming year with the hiring of Amy Merritt as the Director of Health Promotion and Physical Activity.

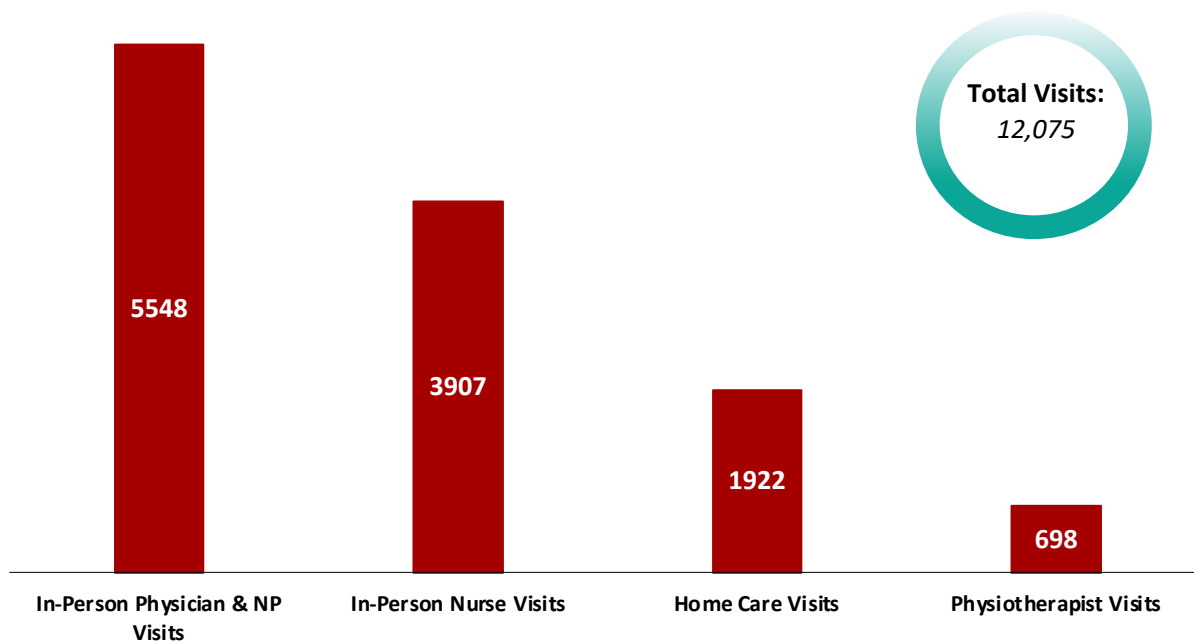
Mussi,

Travis Holyk



**UNBC Northern Medical Program visit to Stellat'en Health Centre**

**Figure 7 – Primary Care Services provided in 2022/23**



# Community Health

CSFS works with the member Nations to transfer health funding within community health programming. The Nations are funded for specific health staff that assist with connection between CSFS and the Nations in provision of health-related services. The Nations are also funded for community-related health activities and events, which are allocated at the discretion of Chief and council with input from their health teams.

In coordinating community visits to gather input on health plans, the CSFS team took direction from the health leads on their preferred method of collecting health priorities for their community. Some communities preferred two-day workshops with key community informants along with an opportunity for community member input at community events via CSFS booths, and other communities chose to conduct door-to-door member surveys.

Communication improvements include quarterly health coordinator and general manager meetings with CSFS health teams to discuss health related matters and to provide updates on activities. Monthly one-on-one virtual meetings with health coordinators were also arranged with coordinators who requested this communication pathway. Also, I have been invited to participate in First Nation's Health Authority meetings to strengthen funding to support community health priorities.

Lastly, we hire summer students each year to expose the students to CSFS services and to promote capacity within member Nations.

One of the activities we implemented was offering traditional self-care packages for the Health Manager meetings. We also encouraged CSFS staff involvement at community events such as health fairs, annual general meetings, cultural camps, and health awareness events. We also support community staff with applications to access funding for cultural programming and events with outside funding agencies.

CSFS covered the costs associated with travel for the Community Health Representative (CHR) and another representative to participate in the CHR Training throughout the year. The training modules were

developed by CNC – Burns Lake with input from CSFS health staff. Course participants were in attendance for one week per month for one year. The final component of the course was postponed to the new fiscal year.

Upon request from community staff, CSFS health staff supported the hiring of community health positions by partaking in interview panels and providing input into the job descriptions.

We have also been scheduling one-on-one planning sessions with Health Managers to develop a work plan for internal and external funding in order to maximize funding and to assist with the event planning process. Communities continue to access funding application and grant application writing support from the community health team. The application process for First Nations Health Authority funding is the main focus of these requests.

In order to continue providing innovative services, the Director of Community Health has attended meetings as a member of the Interior Health Engagement Strategy Core Team with Northern Health Authority-Indigenous Health to assist with the development of community engagement for improved service provision within the region. Furthermore, they also attended meetings as a member of the Jordan's Principle Operations Committee to improve the service provision of the Jordan's Principle program within the region, and attended First Nations Health Authority sub-regional and regional caucuses to ensure that information sharing occurs within the organization and to advocate for improved services and funding provisions for the region.





# Indigenous Patient Liaison Worker

Our CSFS Indigenous Patient Liaison Worker is Taylor Boucher. She works at the University Hospital of Northern BC in Prince George, with admitted patients only, not those accessing care through the emergency room. She also refers clients to other existing programs to assist with concerns outside of hospital patient care.

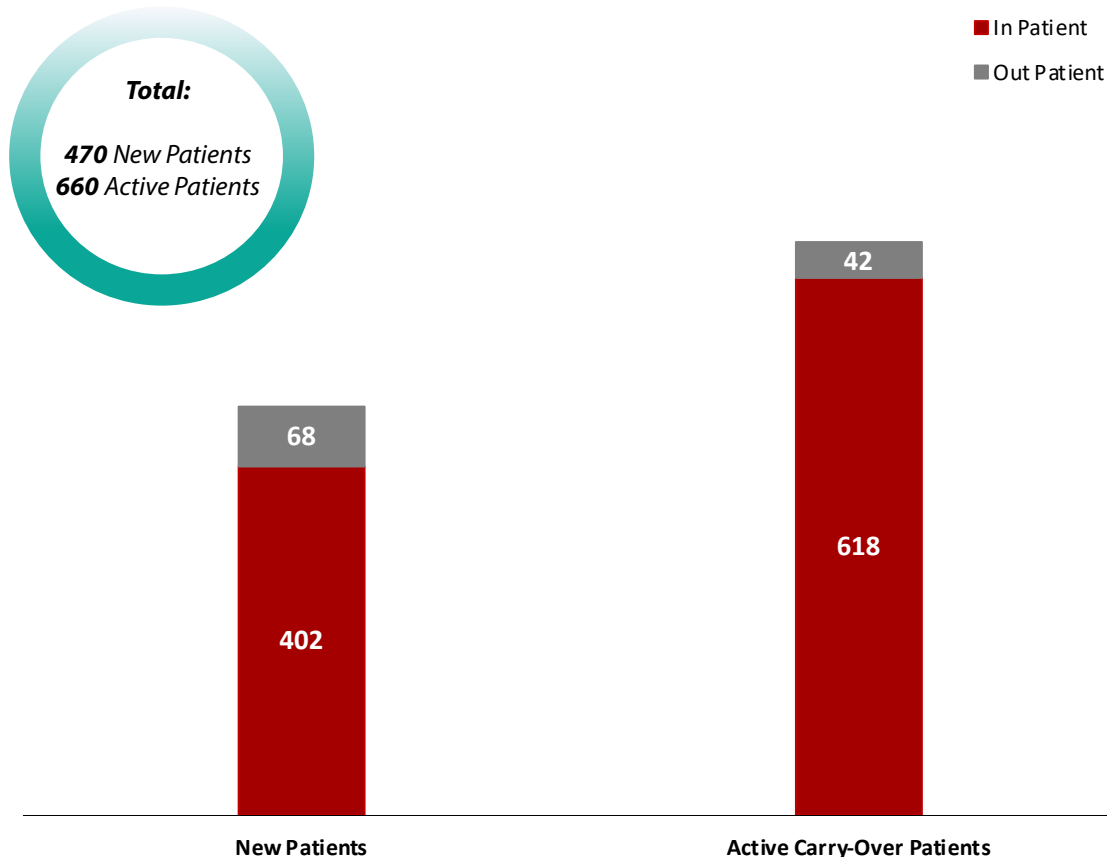
The following are some of the services she offers:

- Acts as a patient advocate between patients/families and medical professionals in communicating patient care needs and diagnosis.
- Assist with connecting patients with community health services worker for those who require First Nations Health Benefits assistance.
- Assist patient/family to work with health care professionals in Discharge Planning to facilitate patient's safe return to the community.



**Indigenous Patient Liaison Worker Taylor Boucher (left) at PG Hospital Indigenous Peoples Day event**

**Figure 8 – Indigenous Patient Liaison Worker Case Load**



# First Nations Health Benefits

The First Nations Health Benefits (FNHB) Medical Transportation Program offers our community members patient travel services in accordance with First Nations Health Authority (FNHA) eligibility criteria (adopted by FNHA from Aboriginal Affairs and Development Canada).

The program assists BC First Nations clients by supplying supplementary funds for travel to medically required health services that cannot be obtained on the reserve or in the community of residence. Services are provided to support patient travel for individuals who are registered with one of our member Nations at any stage in the life cycle on an as needed basis.

The CSFS FNHB Clerk provides coordination of approved FNHB travel for member Nation residents who are living in urban centres or residing in one of our remote communities. The FNHB clerk also reconciles and completes the medical transportation report to FNHA for the member Nations.

First Nations Health Authority increased the supplementary allowance for mileage and for meals to assist with rising costs associated with inflation this past year. For additional information on FNHB coverage, please visit <https://www.fnha.ca/benefits/coverage-details>.

## Jordan's Principle

The service coordinators work with community staff to assist with client applications to Jordan's Principle and they provide workshops that improve understanding of the program requirements and considerations.

When attending community events, the Jordan's Principle Service Coordinators promote the program by providing culturally relevant materials. They work with community members one-on-one and ensure that the caregivers feel heard and respected when accessing support. They also have participated in CSFS' Nowh Guna cultural training.

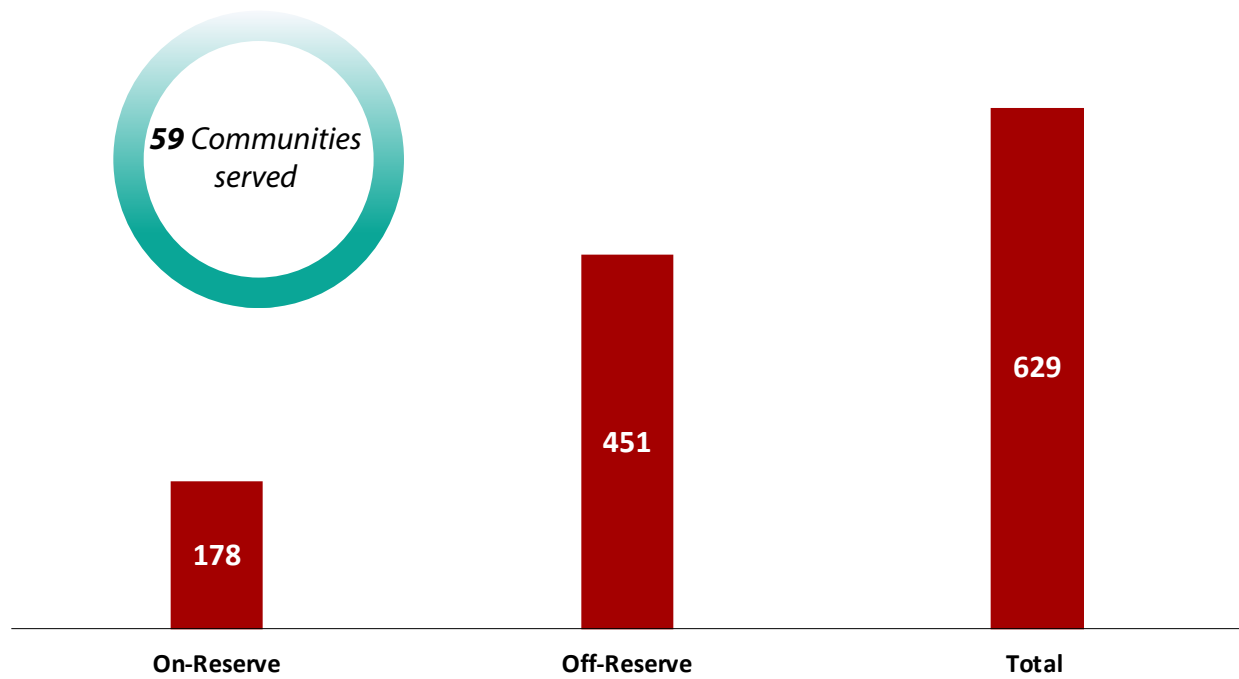
The CSFS Jordan's Principle program works with community staff to provide training and clarity on the program's service delivery parameters. They also coordinate submitting group requests for communities who require health, social service, or educational supports for multiple children and youth.

In the past year, the Service Coordinators have had a substantial increase in application submissions to improve access to programs, services, and products for the children living both on and off reserve within the region.

The coordinators have established relationships with internal CSFS staff working in Family Preservation, Maternal Child Health, and Youth Services and they have also established relationships with staff working within member Nations. These relationships have eased the burden on community health and social service staff and on caregivers to navigate the Jordan's Principle program when applying or appealing a denied application. The coordinators have also worked with service providers and contractors to establish direct financial payments between ISC and the service provider/contractor, which has decreased the financial burden of reimbursement from families who are approved to access services through Jordan's Principle.



Figure 9 – Jordan's Principle: Communities Served



Jordan's Principle Service Coordinator, Shelley Wall, with youth at the Skin Tyee Health Fair





# Foundry

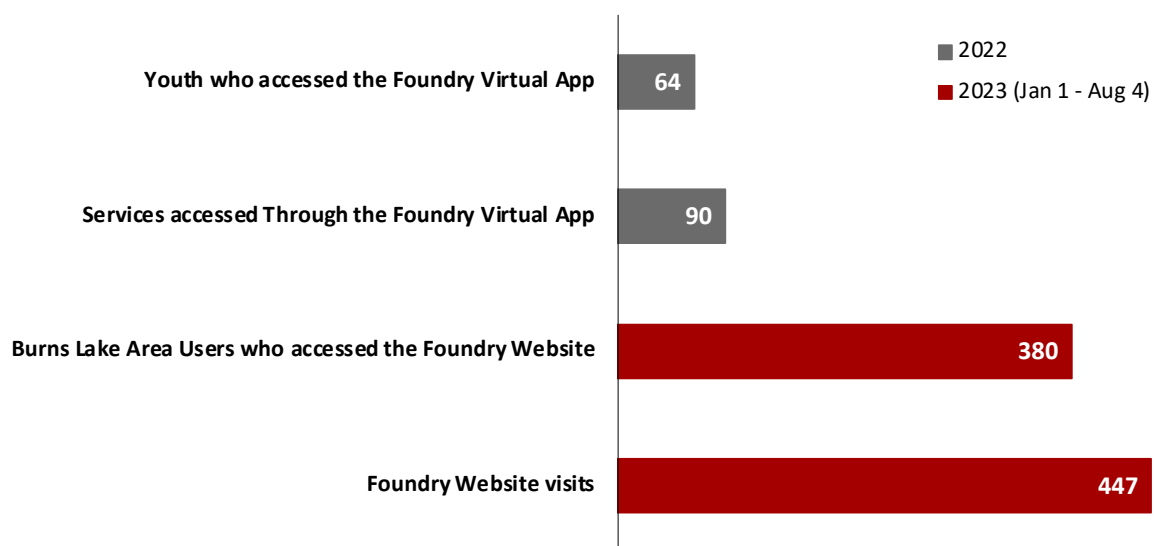
We are excited to announce that Foundry Burns Lake was able to secure land in August of 2022 and the new address for Foundry Burns Lake is 686 McPhail Rd which is centrally located and across the street from the high school. Engagement sessions took place with over 200 community members from Burns Lake and surrounding areas on what they want their Foundry to look like.

Foundry Burns Lake is for all youth ages 12-24 and the centre will have a clinic, talk rooms, integrated work spaces, cultural spaces, recreation room, showers & laundry, donation room, community kitchen and bookable board rooms. Although Foundry Burns Lake is not open yet (our hope is fall of 2024), youth are still able to access services through Foundry virtual. In 2022, 64 youth accessed the Foundry Virtual App and 90 different services were accessed. Between January 1-August 4, 2023, a total of 380 users from the Burns Lake area have accessed the Foundry website 447 times. We predict a massive increase in numbers when services can be offered in person.

Even though Foundry Burns Lake is currently not offering services, we continue to work in the community to promote Foundry coming to Burns Lake, remind youth of the Foundry Virtual Services, and check in with youth to ensure the design and functionality of the building is on the right track. In October 2022, a volleyball camp was put on with collaboration from Volleyball BC and over 30 participated in the two-day camp. The feedback we received from this camp was that the youth wanted more camps and they wanted the next camp to be a basketball camp. In March 2023, the team worked with the UNBC Timberwolves to put on a basketball camp and we had over 40 youth registered for the camp and learned new skills.

Follow us on social media for ongoing project updates and upcoming camps and programming. We will continue to work with our architects, construction manager and be guided by our youth, Elders and community members for the development of Foundry Burns Lake.

**Figure 10 – Users Accessing Foundry Services**





**UNBC Timberwolves Basketball Camp, March 2023**

## Men's Wellness

The Men's Wellness Program has been working to develop men within the Nations we serve to take back their traditional roles as community leaders, providers, and family members. We are achieving this through supporting our Men's Group Facilitators in unique and individualized ways, including giving space to learn and develop.

The Men's Wellness Program implements traditional and local male experiences to develop programming that includes Carrier and Sekani cultural values, and is culturally responsive to the men and their cultures. This often involves developing brotherhood between participants to strengthen community bonds. We also integrate programming with the traditional

knowledge brought by participating men. In addition, the Men's Wellness Program plans programming appropriate to the men and their unique skillsets.

We are developing sustainability through developing men's capacity to be local leaders and health community members who can give back. A process of best practices is developed independently for each group.

The Men's Wellness Program is founded on the relationships we have developed with men, communities, partners, and colleagues. Through them, we receive rich data that we utilize to improve our programming.



**Brian Clyne, Men's Health Coordinator, with Dudes Club member**



# Addictions Recovery Program

The Addictions Recovery Program has been vital in the services that we provide to the Nations we serve. This past year the program continued to reach our operational goals by providing day treatment programming in communities since COVID-19 restrictions have lifted. We aimed to provide services to the eleven-member Nations through:

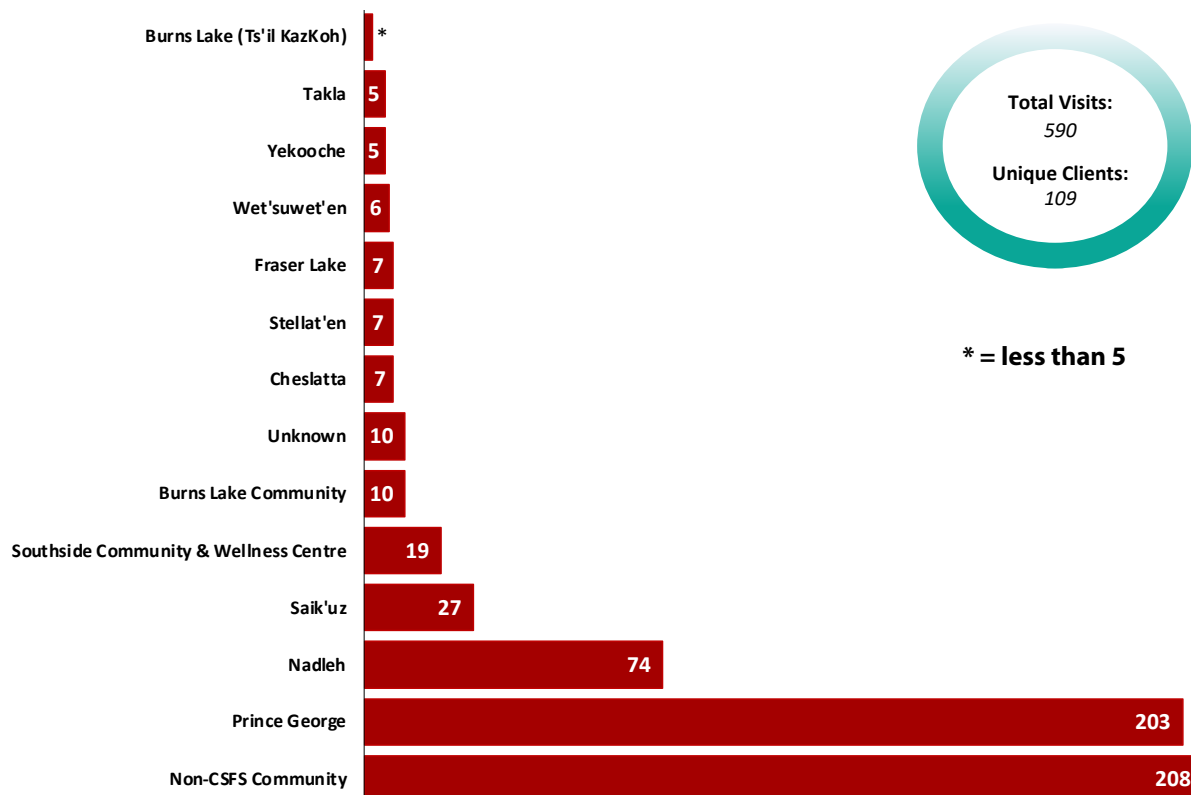
- Workshops
- Outreach support
- Individual counselling
- Cultural and peer support

Over the past year, we ran a 28-day residential program during the summer months (May to October) at our Ormond Lake facility within the Nadleh Whut'en territory. The program focused on a land-based healing model accompanied with evidence-based practice, which allows us to provide the best possible approach to treatment by utilizing culture as our foundation towards healing. Our program

aimed to integrate cultural practices and ceremonies by working with cultural Knowledge Holders and providing traditional practices such as sweat lodges, water ceremonies, berry picking, fishing, rattle and drum making. Working with our multidisciplinary team consisting of clinical counsellors and cultural Knowledge Holders, we promote a healthier lifestyle and restore a sense of pride in Indigenous cultures.

We have had great success with the day treatment delivery model as it allowed community members on and off reserve to access support in their communities. Mobile treatment allowed our program to build relationships with community members, as well as enable community members to continue their healing journey while residing in their communities. We also visited various communities during the winter months to provide grief and trauma workshops, when requested. The workshops were prioritized based on community needs and each was adapted to the community with support and knowledge from Elders.

**Figure 11 – Communities Served through Addictions Recovery Program**





## Community Mental Health

The adult mental health team held a successful three-day men's gathering in Stellat'en called "Strength in Solidarity" to educate, empower, and build self-esteem for the all-male participants. We hosted a Neighboring member Nations also participated, enjoyed, and benefited from this event. The participants shared knowledge and past experiences in the gathering. There are hopes to make this an annual event for men, but this is dependent on funding.

In the adult mental health program, all staff have participated in the "Nowh Guna" cultural training, and "Potlatch" system training that allows us to understand the cultural knowledge and clan system of the Carrier people. Knowing Carrier people's culture helps us understand their worldview, which ultimately guides our work using a client-centred approach. This foundational knowledge has allowed us to open up our practice to include Carrier Knowledge Holders to work in partnership with clinicians to provide individual ceremonies for the clients we serve.

Since last year, we have hired three mental health support workers and three clinicians. As a result, clinical counselling, outreach work, education, referral and treatment planning are going well. Since last year, adult mental health has been strictly providing counselling services to our 10 Nations.

The adult mental health team regularly organizes workshops upon community requests, and they are going well in communities. In addition, communities are actively working to build resiliency, and the community mental health team is participating in their after-hours events. This indicates that we are helping people become resilient.

As standard practice, clinicians receive ongoing clinical supervision and host monthly clinical meetings. During these meetings, the team can share information and best practices in working with our clients and ensure we are working from client-centred and evidence-based perspectives. We discuss and complete case consults and outcomes for clients.

We are working to improve communication through direct contact with band staff, community visits, in-

person service, and event participation. This process helps enhance communication and manage any misunderstandings.

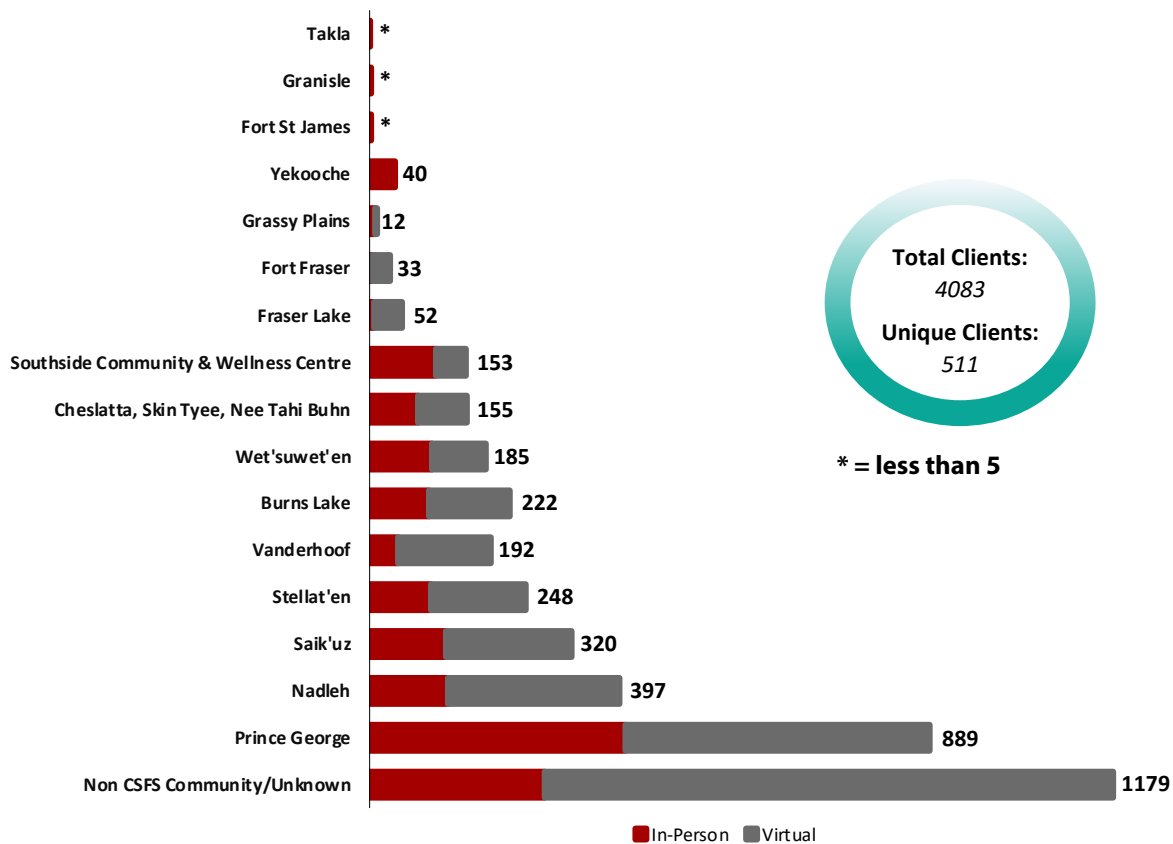
We also provide responsive services, as we engage the Critical Incident Stress Management (CISM) process immediately upon community request during work days. When there is an event that requires support, our program sends a team to respond, and makes every effort to deploy a CISM team into the community within 24 hours.



**Helen Michelle of Skin Tyee Nation, and Mabel Louie of Stellat'en First Nation**



**Figure 12 – Community Mental Health: Communities Served**



## Community Development Mental Health

One of the highlights of the Women's Group is inviting the Health & Wellness team supports and services to each of the ten communities signed under the Health Agreement. Our program has also recently reached out to external organizations to attend women's groups, such as Burns Lake Native Development Corporation Employment & Training. Collaborating with external organizations ensures members know of all services available.

We incorporate culture into our women's groups and provide support to women in the form of a talking circle. For example, we collaborated with the office of the Wet'suwet'en to have Heather Holland speak about her role as a Frontline Worker. We also had

Raeleen Fietz, Family Preservation Worker, teach crochet and share about her role. By highlighting First Nations women in their current roles, we can inspire participants in the women's groups to seek other services and make changes in their own life.

We are also facilitating and organizing a new Atsoo program under the mental health and wellness department. This program brings grandmothers from all the Nations we serve to mentor children and youth in traditions, language, and culture. The goal is to utilize the strengths of our community systems and ensure all children and youth have access to a grandmother.



## Child & Youth Mental Health Services

This year was rich with collaboration for the Child and Youth Mental Health (CYMH) program. We worked alongside CSFS colleagues, Nations, Elders and inter-agency partners, while enhancing local and provincial partnerships.

CYMH is part of the Atsoo Program under development. This cultural mentorship program provides an opportunity for Carrier and Sekani Nation grandmothers to mentor Indigenous children and their families while working in partnership with the CYMH team.

Following last year's successful ECHO Project (a CYMH Case-Based Learning with CSFS and Compass (BC Children's Hospital)), we were involved in the creation and successful submission of an abstract to Quality Forum 2022. The conference brought together British Columbia's healthcare community to share and discuss how to improve quality across the continuum of care. A CSFS (Nowh Guna, CYMH, Health) and BCCH team delivered a rapid-fire presentation at the Vancouver Quality Forum conference. We focused on the results from this bi-directional learning project, with Nowh Guna training as the foundation.

We engaged in monthly inter-agency meetings to coordinate service with community partners. We also specifically collaborated with Connexus Community Resources offering drop-in counselling at high schools in Vanderhoof, Fraser Lake and Fort St. James. This partnership led to increased joint events including connecting with Youth Voice. Collaboration with CSFS Youth Services continues and we look forward to more joint future endeavors.

We engaged in community events and distributed Mini-Mental Health Kits that were well received. We celebrated and honoured the importance of mental health at World Mental Health Day, Mental Health Week, and Child and Youth Mental Health Day. We also actively participated in community culture camps and health fairs, in-school fairs, Orange Shirt Day/Healing our Hearts at Tse Yaz Bunk'ut, and National Indigenous People's Day with a 2023 theme of "mental health is a universal human right".

We sought to add nature-based approaches with a cultural foundation, increase caregiver connection and

add training opportunities to meet the need of those we support. This included:

- Ongoing informal education/training through team meetings, virtual webinars, and increased Compass contact; clinicians presented on their training to increase capacity across the team.
- Increasing family work, some through small grief/loss groups and additional caregiver sessions.
- Formal training for Sand and Expressive Play Therapy, Yoga/Mindfulness, Infant Mental Health (full team), Dialectical Behaviour Therapy for Adolescents and Caregivers (full team), Motivational Interviewing, and Emotion-Focused Family Therapy. These trainings allow for increased group and family therapy options.
- Equipping expressive therapy rooms with the tools needed; this is a powerful counselling method to explore Adverse Childhood Experiences.
- Creating and implementing a "Mental Health Outdoors" group for youth ages 13-18 (Burns Lake). We hope to add additional groups through the seasons and across locations.

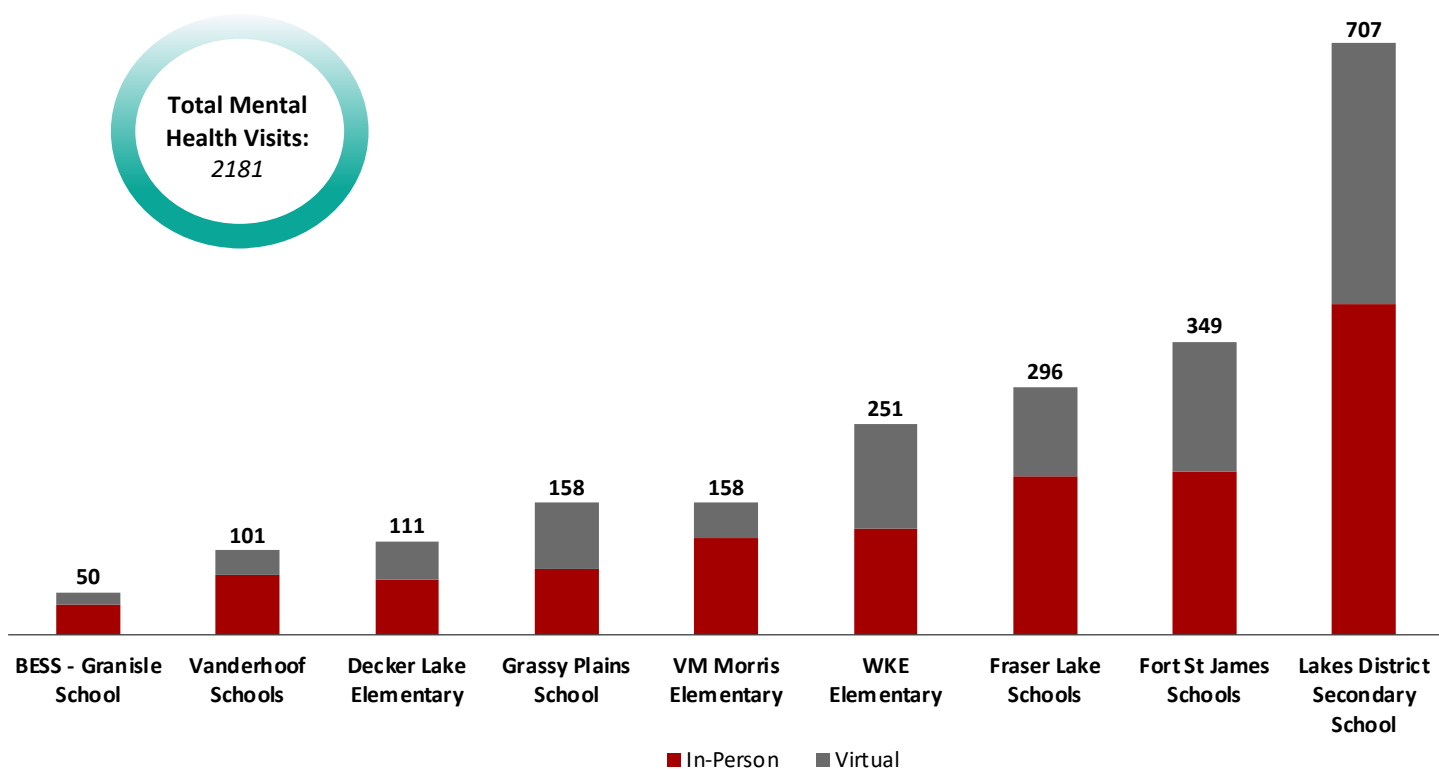
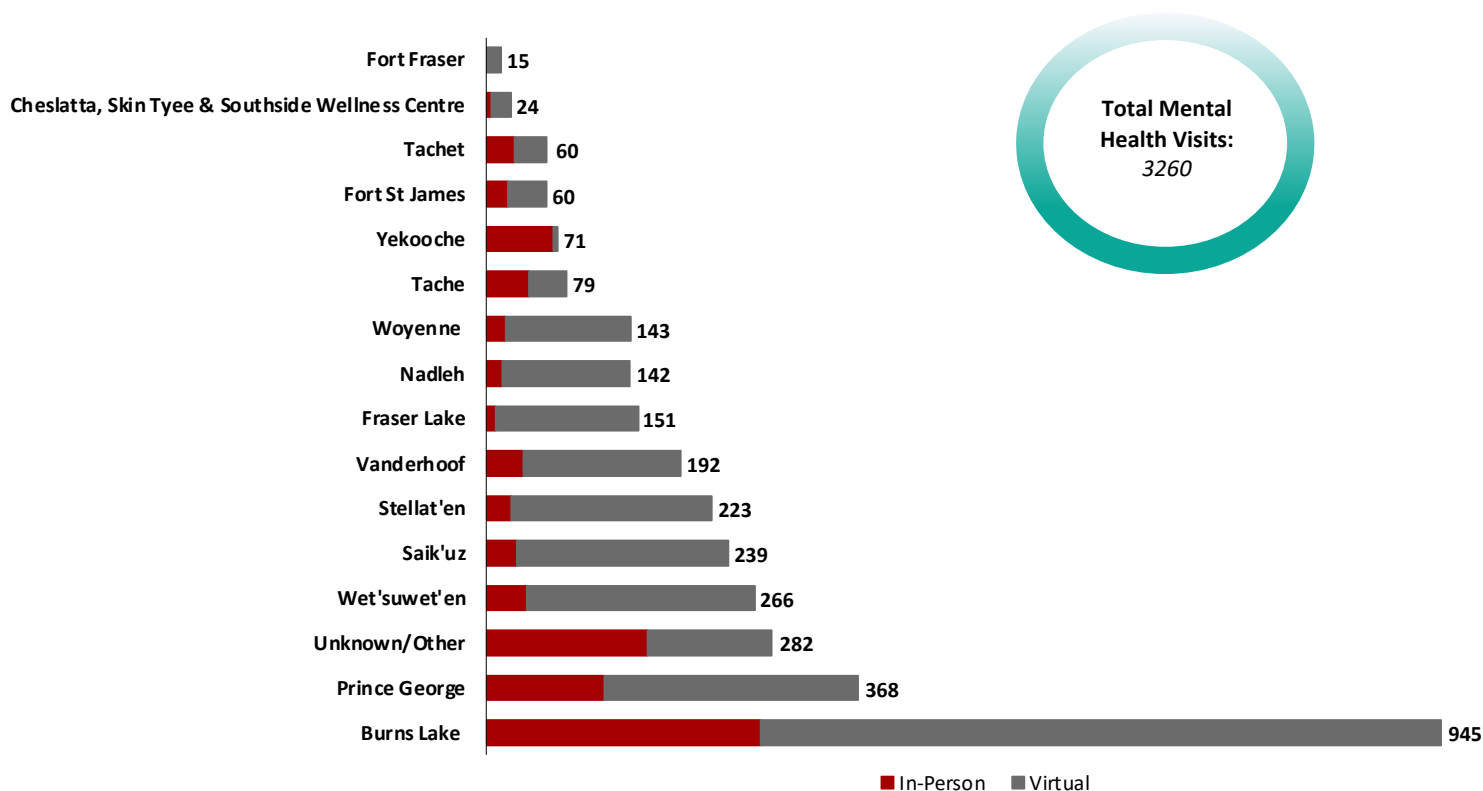


**Youth drumming at Indigenous Peoples Day Event**





**Figure 13 – Child & Youth Mental Health Services Community Service Locations**



## Wellness Workers

The addictions support services provided by the Wellness Team include connecting with clients of our 10-member Nations (under health transfer) through outreach services. Our program supports clients by assisting in getting them into a residential treatment bed. We work to meet the clients where they are at emotionally and physically by providing services to them in spaces that they feel comfortable in. We continue to work on recruitment and retention in our program. We are working to hire more workers to offer the best support to the clients we serve.

Our department has been instrumental in planning and continuing the Cultural Healing Fires for our street-entrenched members in Prince George. Through these events, we have built great relationships with several clients. It has provided many with much-needed healing and has been well received.

In September, the team will offer a 12-week Wellbriety group in the evenings. This has been requested for quite a while as some of our clients work during the day. We want to facilitate the spiritual healing that has been requested and we have been looking into implementing sweat lodges into the program.

The Wellness Team continues to train staff in addictions and mental health through internal training, UBC BC ECHO Substance Use online sessions, and various Indigenous-based healing webinars. We continue to work collaboratively with other departments and organizations/Nations to ensure client care is a priority.

Our program has spearheaded the Cultural Healing Fire and building this relationship with the community as a whole has been a learning experience. We have learned a lot by listening to the needs of those in active addiction and homelessness and have been working to implement their feedback into our practice.

Some other examples of the high-quality services and supports we provided were:

- Partnering with our primary care team and counsellors to get clients safely onto the Opioid Agonist Therapy (OAT) program and other therapies they require.
- Looking at providing Wellbriety and group healing at the encampments in Prince George.

### Wellness Worker Program

<b>1885</b>	Wellness worker hours
<b>607</b>	Total participants
<b>209</b>	Community contracts
<b>136</b>	Total hours
<b>89</b>	Total groups



**Wellness Workers with Wellbriety Group**



# Indian Residential School Survivors

Our program assists people with filling out Indian Day School Claims, and Indian Day Scholars Claims. Also, we assist, when requested, with the First Nations water claim. This application process can be triggering for people, so we work to give the emotional support needed to all applicants.

We provide emotional support to Indian Residential School (IRS) survivors and their family members through home visits, office visits, or outdoor visit spaces.

We also provide walk-in support in the Vanderhoof office when staff are available. This has been utilized by other CSFS programs when their clients are feeling triggered or just need support during a difficult conversation. Our program's main focus is emotional support for people, and we provide this daily for the people we serve.

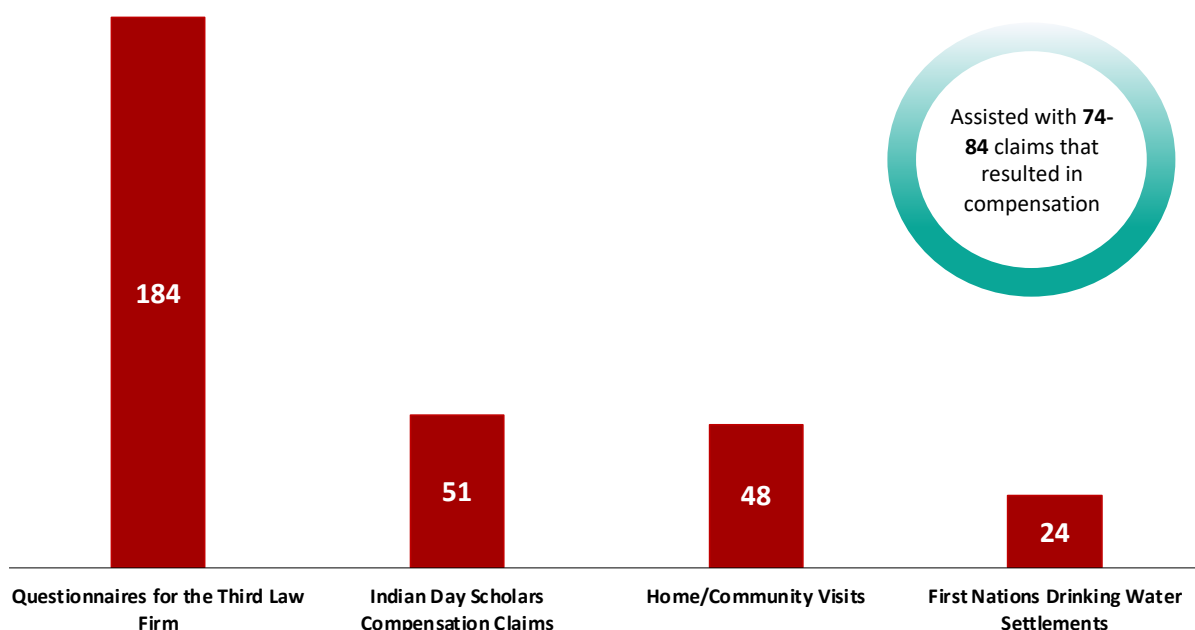
Through supporting the IRS survivors' application process, we have been able to ensure claimants receive their funding. We have succeeded in helping clients receive higher compensation than initially applied for. This is great news for the claimants and our organization.

We are building and maintaining a relationship with the Indian Residential School Survivors Society office in Prince George. We also ensure that our program keeps all ten bands updated with new information as it comes out within the IRS field.



**Benna Rathburn and Barby Skaling**

**Figure 14 – Indian Residential School Survivors Services Provided**





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

Nanki Nezulne is an extension of the community mental health and wellness counselling program and provides affirming 2SLGBTQ+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, plus additional gender, sexuality, and romantic identities) counselling services to Carrier and Sekani community members, Indigenous BC residents, and Non-Indigenous BC residents (as the program is partially funded by Community Action Initiative).

We provide 2SLGBTQ+ education for family and friends of 2SLGBTQ+ folx, allies, and professionals who want to create more inclusive environments. We also organize community events that celebrate and promote the acceptance, inclusivity, intersectionality, and diversity that the 2SLGBTQ+ community encompasses.

- Organized and held CSFS's first-ever Pride events, in partnership with Youth Services (Sk'ai Zeh Yah, Youth Prevention, and Nk'esi programs). These events supported youth (ages 13-29), and parents of 2SLGBTQ+ youth.
- Participated in a local Prince George Pride event, which provided a successful opportunity to engage with community members about 2SLGBTQ+ related topics, while advertising available program services.
- Created customized 2SLGBTQ+ training for Axis Family Resources, an external community partner. This training addressed 2SLGBTQ+ related topics for foster parents and Axis staff members supporting 2SLGBTQ+ youth and families.
- Supported and provided a part-time, 4-month practicum opportunity for a 4th year UNBC Bachelor of Social Worker student, which prioritized education and affirming 2SLGBTQ+ health and wellness practices, and service delivery.
- Provided customized consultation services to Baldy Hughes Addiction Treatment Centre in Prince George that prioritized 2SLGBTQ+ affirming care, practices, policies, and education.
- Increased number of community members accessing individual counselling services, 2SLGBTQ+ related educational training, and organization of celebratory events.
- Increased number of parents of 2SLGBTQ+ youth accessing individual counselling and educational services to learn and understand more about 2SLGBTQ+ identities, and ways to support and uplift their children.

Some other examples of the high-quality services and supports we provided were:

- Increased coordination and collaboration with the CSFS communication department to promote inclusivity, acceptance and available affirming 2SLGBTQ+ services on CSFS social media, and other advertising platforms.
- Increased in-person community engagement, and sharing of program services in CSFS communities. In addition, increased connection and interaction with external community partners (e.g. referral partnership with PRISM/Qmunity 2SLGBTQ+ Employment Services).
- Increased 2SLGBTQ+ related consultations among CSFS clinicians, CSFS staff members, and external community partners. Some specific examples include education and promotion of pronoun usage in staff bios, feedback regarding the utilization of affirming 2SLGBTQ+ language in Northern Health's Early Psychosis Intervention services intake forms, collaboration with external health care providers, researchers e.g. MindMap BC, and BC's 2SLGBTQ+ Mental Health and Substance Use Networking Space.

### Individual Counselling and Wellness Support

22

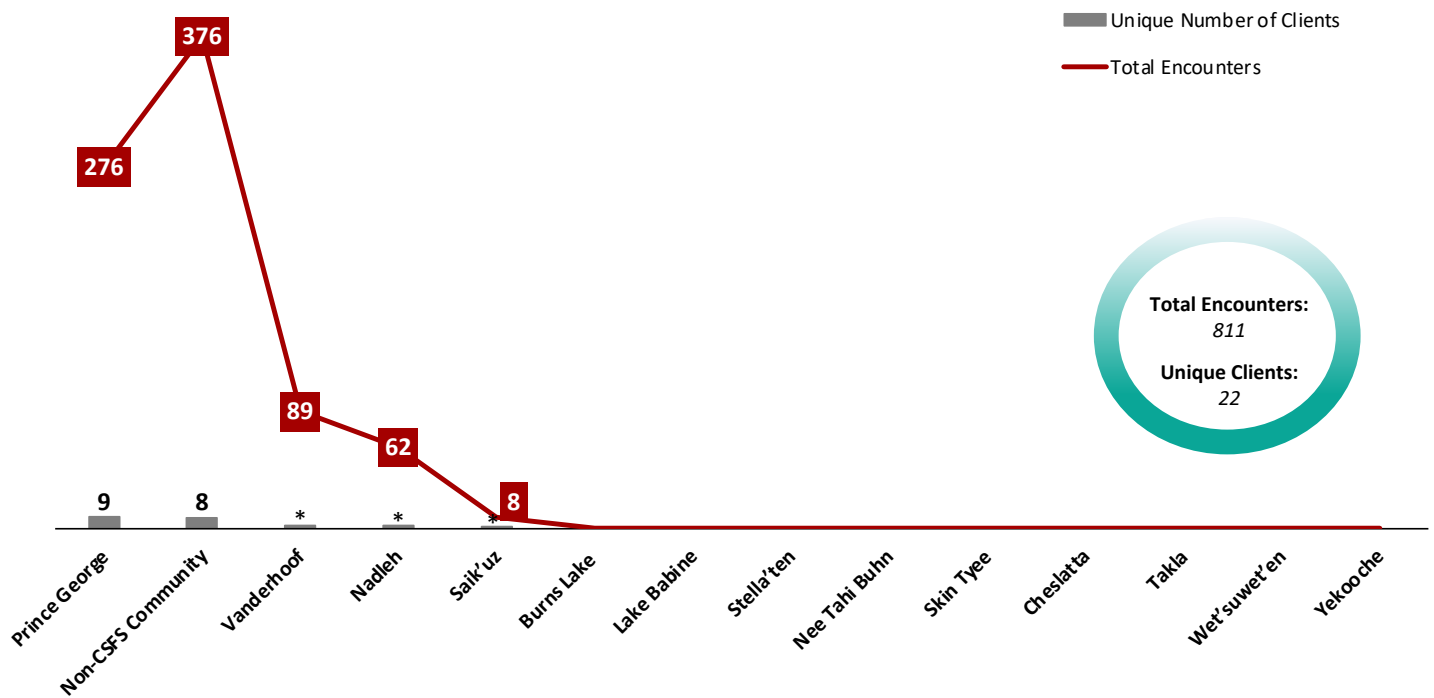
Unique number of clients

811

Total encounters



**Figure 15 – Nanki Nezulne (Our Two Spirits) Adult (18+) 2SLGBTQ+ Health and Wellness Services Clients Per Community**



**Pride Parade in Prince George**



## Sexual Violence Survivor Support Program

The Sexual Violence Survivor Support Program (SVSSP) is a new program for Carrier Sekani Family Services. It was developed to support the healing journey of adult survivors of sexual violence. Some of the main focuses during this past year involved gathering stats, program information, and resources to support best practices for disclosures of sexual violence. During the development of the program, we collected information on sexual violence, participated in training, and established relationships with at-risk populations, service providers, and staff within CSFS.

We developed program information for the CSFS web page, and created a program flyer, brochure, referral form and "The Healing Journey from Sexual Violence" booklet. We also gathered information on a variety of topics related to sexual violence and reporting to support survivors.

The Sexual Violence Survivor Support Program advocates and empowers survivors by liaising with medical, court and law enforcement, as well as community agencies and survivors to support them in speaking out and recovering from sexual violence. We provide a safe space that is confidential and culturally sensitive. Our goal is to reduce barriers in disclosing sexual violence, and support through sharing information and resources.

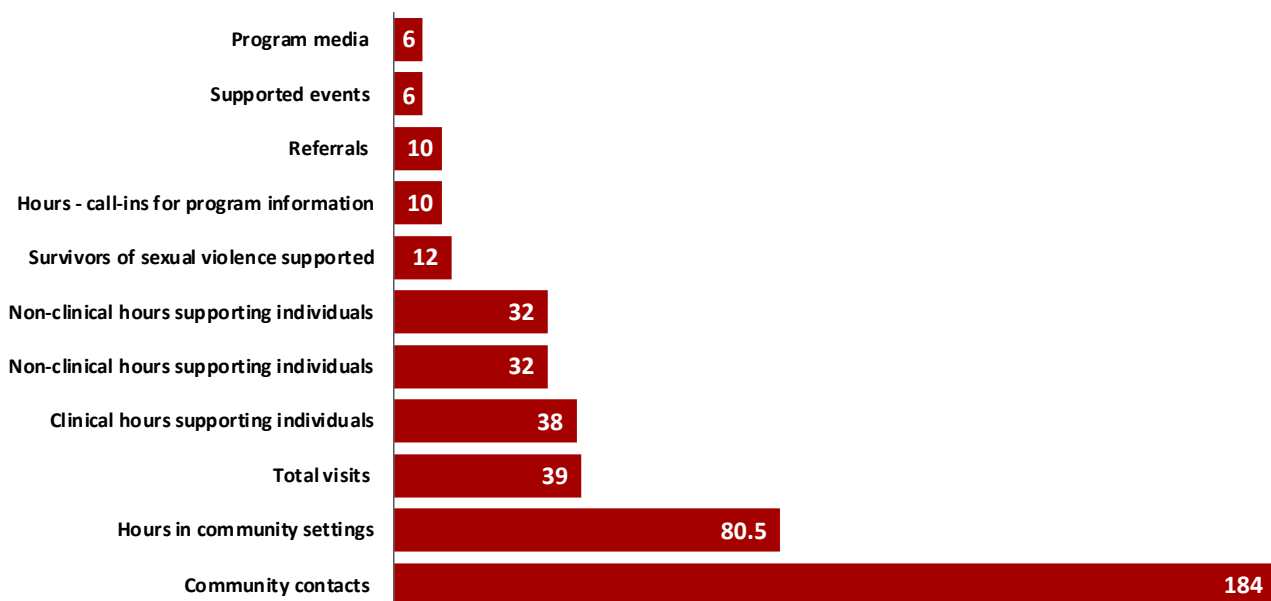
We raised awareness by connecting with service providers, and attending therapy activities and training opportunities.

We also built connections with the RCMP, including joining the North District Sexual Assault Investigation Review Committee (SAIRC), which will support the sexual assault investigations process, ensuring RCMP investigations are thorough, impartial, and properly classified to reduce "Not cleared by charge" sexual violence cases. We are also working to improve the responses to disclosures of sexual violence with men, women, non-binary folks and the LGBTQIA2S+ communities.

Some other examples of the high-quality services and supports we provided were:

- Supported Sexual Assault Awareness Month in April through CSFS social media platforms, where sexual assault and program information was distributed.
- Participated in the Indian Residential School Survivor healing circle, MMIW and Indigenous Peoples Day events, take back the Night walks, Ending Violence Conference, and the healing fires in Prince George to support survivors of sexual violence, providing support to at-risk populations through community outreach.

**Figure 16 – Sexual Violence Survivor Support Services Provided**





# Quality & Innovation

Measuring our Way Forward is the mandate of our Strategic Plan. Over the past year, the Quality and Innovation (QI) team worked with each program to define the measures that help us understand how CSFS's services and supports are improving the health and wellbeing in the Nations we serve.

Highlights from the past year are:

- As CSFS launched its renewed Strategic Plan, the QI team facilitated discussions with all CSFS Departments to align their goals and activities to the Strategic Plan.
- Supporting programs to understand how to measure effectiveness of their services and supports (e.g., internal and external surveys, program evaluations, client feedback).
- Supporting discussions with each Nation to understand health priorities and goals to inform a 10-year CSFS Health Service Delivery plan.
- Supporting CARF Accredited programs to meet their quality standards.
- Partner with the Institute of Fiscal Studies and Democracy to develop indicators of child and family wellbeing and understand what measures show how the Nations are thriving and what resources are required to meet actual needs.



**Quality & Innovation Team**



## Mobile Diabetes Telemedicine Clinic

The Mobile Diabetes Telemedicine Clinic (MDTC) fosters prevention at every level. Nation rebuilding requires healthy and vibrant people where disease and complications are prevented or minimized. This year, the Mobile Diabetes Clinic supported an increasing number of mothers and young people with diabetes (future generation). We also helped hundreds of people gain quick access to new medications such as Ozempic, which has helped prevent diabetes progression and, for others, revert the need for insulin.

The MDTC embraces culture. This year more than ever, increased time per client has allowed for more opportunities to learn from clients (e.g., stories, culture, laughter). We have changed the ways in which discussions about health occur, and become more closely attuned and responsive to factors that improve emotional wellbeing. These elements promote an environment where clients feel comfortable and trusted.

Increasing patient contact per client builds trust, and we see a growing trend where increased patient contact equals better outcomes. MDTC also partnered with traditional healers, massage therapists, ventriloquists and others well connected to physical, spiritual, and emotional realms of health.

The MDTC continued to build and improve upon its electronic medical record (EMR) system. In doing so, it expanded the system to allow for sorting clients based on 'outreach due dates' rather than appointment times made by clients. With 70 communities, this has become a valuable tool. We know that not every client who needs health care access will book it, which is why such systems are needed. For those at highest risk, the onus should not solely rest on them to initiate access to care.

The MDTC also hired a pharmacist, which has strengthened the team's knowledge base and improved our internal operations. A new endocrinologist and ophthalmologist were also recruited to replace those former retired.

Our innovation and high-quality service is exemplified through the use of tools (Dexcom, laboratory testing, medications, etc.) that have helped improve patient

### Mobile Diabetes Encounters

**5,508**

Total encounters

**4,403**

Virtual encounters

care outcomes. Technology with advocacy is embraced at every opportunity to assist clients in attaining an elevated health status. This past year saw the highest number of Dexcom starts linked to our program yet. This means we are linking more people with their real time health data so they can make more informed decisions about their health.

Follow-up encounters have again more than doubled, reflecting our commitment to barrier-free care. The MDTC also partnered in multiple health fairs, presentations, sports tournaments and other events alongside our clinical activity. This demonstrates the importance of both community and clinical work in building a trusted higher quality service.



**Shawna Brook, Diabetes Educator (right), with a Mobile Diabetes Telemedicine client**





## **Julie Daum**

### **Executive Director of Justice**

Hadih,

I have just passed my first-year anniversary of joining CSFS and I have been getting to know the people, processes and procedures of the organization while working towards our strategic priorities.

My first priority is assisting in the readiness for Jurisdiction. I am happy to say that none of my work is in isolation - I work alongside the Jurisdiction team and Child & Family Services team members and have been a part of the Legislative Drafting committee where we have spent many hours drafting the legal order that will form our legislation.

We take the data from previous research to develop the processes that will form our work in the future and to inform the lawyers to develop our legislation. This includes research from the Bringing Tradition Home parenting program, which I was proud to have conducted previously, Matriarch's voices, the voices of the men who attended their own gathering earlier this year, and the voices of our practicing social workers from prevention and guardianship.

I have also been working with both Stephanie Konefall and Joan Conlon to develop and deliver training to the band representatives and internal prevention and guardianship staff regarding the current work under the Child and Family Community Service Act and our transition to our own jurisdiction.

I also co-presented with Pauline Gregg and Thomas Paterson in the first session of training on workplace conflict management for front-line staff in the health department.

We, and I mean myself and Jaylene Bourdon, our Manager of Traditional Decision Making, are in the planning stages of developing new training for dispute resolution training that will be used in implementing jurisdiction with our new Manager of Traditional Decision Making. We collaborated with Mediate BC to access funding for this training.



**MMIWG Event at Prince George City Hall**





The role of culture in our work at CSFS cannot be understated and I was very happy to participate in the all-staff Bah'lats held in June, where I publicly committed to uphold the cultural values of the Bah'lats in all my work and interactions with CSFS staff and community.

I continue to support and advance the work of the Collaborative Practice team and would like to congratulate our team members, Julia Haiste and Ronda Krafta, for completing their BSWs and the rest of the team for completing mediation training through Mediate BC.

I am looking forward to this year of more collaboration with my colleagues as I am chairing the Committee to Staff Training for the Clan houses and Foundry Burns Lake, both to be constructed.

We have a wonderful Calls to Justice team that continues to work on implementing the calls to justice from the MMIWG Inquiry and the recommendations from the Highway of Tears Symposium. We have erected billboards along Highway 16, and are working on information kiosks to generate awareness about the lack of safety for so many of our community members, specifically women and girls and LGBTQA+ members.

We are continuing the work on the Pillar Project, and we received funding for Destiny's Project, to address domestic violence in community.

The most recent addition to my department is the Child & Youth Advocacy Centre which had been shepherded previously by the good people in Youth Services. We are between staff for this program right now, but our new recruit will soon be with us, keeping the momentum going.

It has been an amazing and full year, I am learning and growing every day and I want to thank all my colleagues for all their good work and your assistance and collaboration and cooperation.

Mussi,

Julie Daum



**Highway 16 Billboard Unveiling Event in Prince George**



# Calls for Justice

The Calls for Justice Program encompasses and oversees the Highway of Tears Initiative, which includes:

- Providing violence and victim prevention and awareness education
- Addressing impacts of MMIWG+ along Highway 16
- Working with the Highway of Tears Governing Body
- Addressing the Highway of Tears Recommendation Report and National Inquiry Calls for Justice

This last year we are proud to have started and nearly completed a research project that will report best practices for reducing incidences of violence towards Indigenous women along Highway 16. This research and most importantly the voices of community members will be the foundation for further work that we will do to not only increase our organizational capacity to address safety concerns but also to provide key, sustainable and accessible services and action alongside communities. We are incredible thankful for all the community members that participated in this project and understand there is still more work to be done and we are honoured to be a part of this work with you.

In addition to this research project, we successfully received funding from Women and Gender Equality

to create a number of short films to highlight stories, share wisdom, lessons and most importantly the incredible value that Indigenous women hold within communities across Canada. This project will address and combat stereotypes and stigmas that exist in society and media across Canada and will change this narrative to one of Hope and Strength. We look forward to engaging with communities on this project and show the incredible culture, spirit and strength of Indigenous women across Canada.

Lastly, we continue to work on nationalizing our community safety toolkit to bring safety, education and further awareness of MMIWG + across Canada. In addition to this we would also like to mention the incredible role the Highway of Tears Governing Body has played and continues to in the work that we do in the program. The family members of those who have been lost are at the heart of the work that we are doing and we are appreciative of their time and support with the projects and within this program as a whole.

In 2022 we have been successful in addressing a number of the Carrier Sekani Family Services priorities. That being said there is always more work to do and we are excited to continue on this work alongside the Highway of Tears Governing Body, our Calls for Justice Advisory and most importantly the 11- Member Nations of Carrier Sekani Family Services.



**Event at Prince George RCMP in support of MMIWG**



## Collaborative Practices

Collaborative Practice continues to focus on providing a variety of conflict resolution processes tailored to fit the needs of Carrier and Sekani families. Our team is committed to providing a safe atmosphere for our membered Nations (and others) to be heard and seen when it comes to disputes or crisis where their children may be impacted. As a third-party facilitator, we strive to give space to community members who value the process of working collaboratively together to keep children safe with their families or connected to their extended family, culture and community- with our overarching goal to promote self-determination by giving autonomy back and ensuring the well-being and empowerment of Carrier and Sekani families.

Our facilitators on the Collaborative Practice team ensure the values of our program are embedded in how we manage the process of conflict resolution. Through service delivery, our team at CSFS does the following:

1. Make best efforts to hold meeting spaces in our membered Nations community
2. Begin meetings with land acknowledgement and name the intention of the meeting to keep the children at the centre of our focus
3. Respect cultural practices and traditions by offering space and encouragement for these practices to be conducted at the time of the meeting
4. Include culture as a focus in the discussions and planning for indigenous children
5. Share meals which may include traditional foods
6. Seek ways to give back to communities by utilizing the Nations resources for our meetings
7. Demonstrate openness, respect and dignity to each and every individual that we serve

Our program is working diligently to create resources for more prevention meetings to take place, along with traditional decision-making processes. To accommodate the increasing demand of requests for a third-party facilitator, we expanded our team by two staff members within a 6-month period. As part of the Legal Services Department and the goal of moving towards Jurisdiction, the Collaborative Practice Program comes in with open hearts to learn from families and communities about traditional decision-making processes. We also have a new Traditional

Decision-Making Supervisor who will be conducting research on best practice approaches when it comes to traditional decision-making processes.

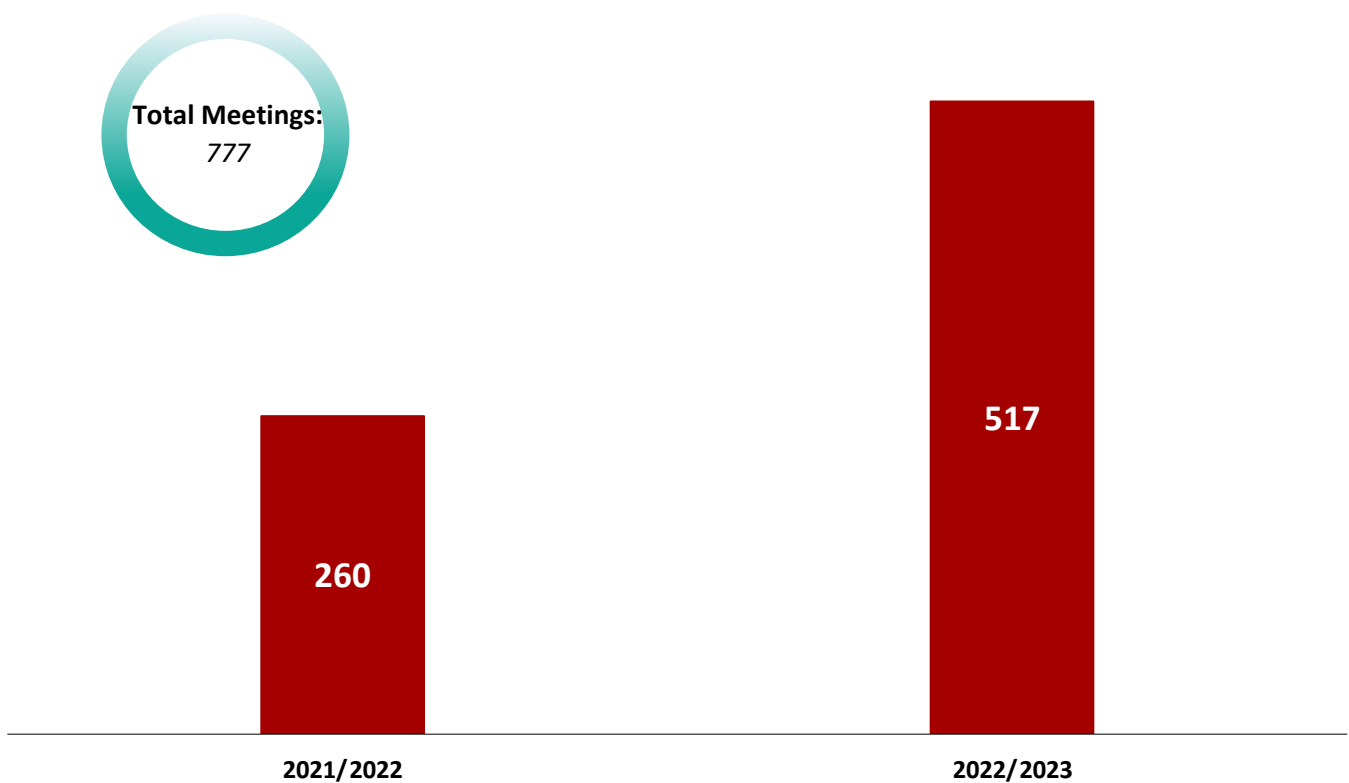
Within the past year, we have been diligent in opening lines of communication to ensure our service delivery is meeting the needs of the Nations we serve members, and making adaptations to allow better access to our program. We have committed to travelling to remote places throughout the season and have adapted to providing services through both in-person and virtual meetings. Some other examples of high-quality services and supports we provided are:

- Completed mediation training to gain further skills and knowledge on how to facilitate parties in managing conflict and to conduct an environment that adheres to the safety of those accessing our service.
- Two of our staff successfully completed their Bachelors of Social Work this year through NVIT project.
- Utilizing our Elders and Knowledge Holders as resources to support families. An example is the Saik'uz Community Wellness Committee, who attends all meetings for Saik'uz members. The committee consists of Elders, Nation representatives and band council who come together to plan for the best interests of their children.
- Commitment to support self-determination of Carrier and Sekani families
- In the year of 2021-2022 our program completed 260 meetings for the fiscal year. From April 2022- March 2023 we reached 517 meetings with a continued increase for family case planning meetings and prevention meetings. From April-June 2023 we have facilitated 112 meetings thus far.





Figure 17 – Collaborative Practice Meetings



### What our clients are saying...

*"It was a blessing to facilitate this beautiful experience and bear witness to two of our member Nation children, that were in the continuing care of the Director, have their family, community members and service providers come together from all over the province to collaborate for a permanency plan. In gathering a circle for a series of three Family Group Conference since March 2023, the decision makers led with the children at the centre of their heart and focus, resulting in a family and community led plan to have the children returned to family under an out-of-care option transfer of guardianship to family."*





**Marlaena Mann**  
Executive Director of  
Communications & Technology

### Communications

Based on the CSFS Strategic plan, one of the key areas Communications focused on in the past year was expanding our services for internal communications. I am pleased to report that the Sus Yah “Bear House” internal facing website or “intranet” kicked off last fall. The site enables staff to share program information and better communicate and collaborate. We currently have 64% of staff who have filled out their profiles, which is great engagement. Over the next year we will be working to increase this number and ensure the platform will continue to be used to support day to day work as well as support change management activities.

To accommodate the increasing number of requests and growing organizational need for communications, we expanded our team over the past year to include an External Communications Officer, Digital Writer, and Communications Specialist - Jurisdiction. The Communications Specialist – Jurisdiction role is a new position and particularly strengthens our organizational capacity in streamlining messaging to and from the Jurisdiction program.

Communications provides a variety of core functions to support CSFS programs, including maintaining our website at [www.csfs.org](http://www.csfs.org), as well as our social media accounts including Facebook, Twitter, Instagram, LinkedIn and YouTube. Our information sharing includes putting out our popular Goozih Dust’lus newsletter six times per year. The newsletter comes out via email or in the mail for anyone from member Nations who wishes to receive it.

We assist programs with their communications planning, messaging, campaign development, media management, and overall brand management. We also provide training as required, and best practice research. Fundraising support is also provided and we were pleased to support the Tachick Lake Healing Center fundraising efforts to achieve its financial goals. Government Relations activities have been centred around sharing funding and initiative announcements, and the hosting, promotion of and support of ministerial and political needs at multiple levels.

In the up-and-coming year we will continue to work with programs on initiatives such as supporting the HR recruitment campaign, and the Jurisdiction project. We are also working on a new campaign focused on ensuring that community members are aware of the services we provide, and that we address road blocks which may impact service accessibility.



Our commitment to innovation and excellence was exemplified through our support in promoting the Fetal Alcohol Spectrum Disorder (FASD) grants in February/March 2023. One family shared their gratitude for the support:

*"Please know that my family is so appreciative of the FASD financial support we received. Our 11-year-old daughter will be able to continue attending dance and sewing lessons both of which are an expense for our family. These activities help her to flourish and she feels proud and capable when engaged in these extracurriculars!! Thank you so much!"*

Last year we conducted an external communications audit. Based on your feedback, we have increased our sharing about the following through our social media channels, website and email:

- Funding available to communities or families
- Transparency around financial information
- Job and training opportunities
- Information on CSFS services in general, through ongoing program support and a new campaign which will run next year
- Introductions of community staff members
- Information on mental health services available to community members
- Information on youth services available to community members

We took significant steps over the past year towards celebrating Carrier and Sekani culture and incorporating more Dakelh language, both internally and externally.

- We added the "Culture Corner" column in the Goozih Dust'lus Newsletter to share stories and articles from community members.
- We ran a staff naming contest for our internal website, resulting in the name of "Sus Yah" which means Bear House (den) and signifies our commitment to honouring the roots of the communities we serve.
- We hosted a staff webinar with guest Mike Robertson on the history of Cheslatta Carrier Nation. The webinar was well-attended, with staff reporting they learned something new about Carrier culture and requesting similar webinars.



**Indigenous Peoples Day in Vanderhoof**





## Information Technology

In our Information Technology (IT) program, we have worked hard over the past year to improve security and update the platforms we access. We have completed a large portion of a transition to Microsoft Office 365, which will increase collaboration, data accessibility and security through cloud-based storage and multifactor authentication.

We engaged a few external providers over the past year to support us in conducting security and overall audits of the IT program and services. This has resulted in a number of security upgrades. Additional staff members have been proposed to ensure that the team is equipped to serve the future needs of the organization as trusted business partners to support programs achieve their goals relating to software and subscriptions. An IT Director is being hired presently and will be followed by additional team members with business solutions skills.

With the increase in cyber security incidents, accessing cloud-based storage located in Canada is more important than ever. Organizations must provide staff with education around safe email use and identifying possible phishing schemes. Most organizational incidents start with one staff member clicking on something that turns into a disaster and mandatory education is key to prevention. CSFS utilizes a subscription-based training platform called knowbe4 and they also have a few free tools available on their website under 'free cybersecurity tools'.

We had a few highlights in strengthening organizational capacity and development over the past year including:

- Implementing an efficient, effective, highly available service desk system. The system is cloud-based which is more secure and easy to access from anywhere through the internet. Because the service desk system is tailored the needs of CSFS staff, IT is able to provide much better reporting, which allows us to make better informed decisions for future growth and find overall efficiencies.
- We have created numerous standard operating procedures for the IT staff, as well as how-to guides which are available to all staff through our intranet site 'Sus Yah'.
- We have worked on improving services by gathering information through user surveys. An overall IT review through a third party was initiated at the end of the year.

We delivered innovative and high-quality services over the past year by

- Beginning a Microsoft Office 365 (M365) implementation project. This project will ultimately see the CSFS staff's productivity, communication and collaborative skills increase dramatically through the introduction of Teams, SharePoint and online Outlook. Beyond that, M365 will provide us with top-notch security with the implementation Microsoft defender and multi-factor authentication for all users.
- Implementing a new security system named Sentinel One. This is an Endpoint Detection and Response (EDR) system which allows greater latitude in monitoring for cybersecurity threats. Sentinel One is much more effective at threat monitoring, detection and response than our former anti-virus model.
- Supporting capital projects by arranging the necessary building infrastructure for the installation IT equipment and the connectivity to our network. We continued providing this support this past year by implementing the infrastructure at: Tachick Lake, the new Prince George Primary Care/Finance facility and the 3rd floor office areas at 1777 3rd Avenue (IWA).



**Yekooche member Henry Joseph performing a smudge at a healing fire in Prince George**





**Nancy and Jim Williams at the Tachick Lake Ground Breaking Event**

## Privacy

The CSFS Privacy Office is expanding this year to employ a full-time privacy officer. The privacy officer will continue the important work alongside program designates to ensure privacy protection is built into every major function of operations involving the use of personal information. The officer will be responsible for ensuring systems are in place to protect privacy, and also for investigating and reporting on all suspected breaches of privacy. At CSFS, only those supporting or directly providing care have access to a community members personal 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

If you have any concerns regarding the privacy or handling of your personal information, please report it! CSFS staff are here to support you with any questions that you have. Inquires around privacy or privacy breeches can be made to [privacy@csfs.org](mailto:privacy@csfs.org) or by contacting the CSFS Privacy Officer at 250-562-3591.





## Brad Evans

### Executive Director of Human Resources

The Human Resources (HR) department provides internal support services to CSFS departments through a comprehensive suite of HR services like recruitment and retention, employee relations, organizational learning and development, and occupational health and safety. Over the 2022 and 2023 fiscal year, the HR department has participated in a number of key initiatives supporting the CSFS strategic plan.

A couple of significant highlights the HR department initiated to support Nation rebuilding include:

- **Healing Centre Workforce Planning:** Working closely with the Health team, HR completed a workforce planning project preparing for the opening of the Tachick Lake Healing Centre to ensure that we have the right people with the right skills at the right time to staff the healing centre and provide vital detox and addiction treatment for those in need.
- **Readiness for Jurisdiction:** HR partnered with the Jurisdiction and Justice Department and prepared a recruitment campaign to hire legal professionals to work on Jurisdiction and child and family issues on behalf of CSFS member Nations.
- **Learning & Development Initiatives:** We expanded workshops on managerial skills with community band employees, including offering Community Health Reps Training to 25 people on Dealing with Difficult People. Planned sessions on Emotional Intelligence and Psychological Safety in the Workplace will be offered to communities this Fall. Financial Literacy training is being made available to the communities, as well. We are supporting many community members and youths in obtaining their driving licenses. Individuals moved through multiple licensing stages, from obtaining a learner's license to receiving a Class 4 or 5 license. 27 progressed to passing road tests or obtaining their Class 5 Licenses. 24 started their Class 4 process, and 46 started their Class 5 learner's process this year. It is important to note that obtaining a B.C. driver's license is a multi-year process due to the provincial graduated licensing program.
- **DATS Safety Management System:** The Health and Safety program has had a busy year introducing the Digital Action Tracking System – (DATS) to assist CSFS in implementing our Safety Management System to all staff. The growth in CSFS staff numbers has allowed us to build a strong team of skilled employees who require safe work support and information. A strong safety policy and procedure program allows the staff to work efficiently and safely and keep the Nations we serve members safe, too.

The HR team engaged in several projects in the past year to support Culture as Our Foundation in support of CSFS's core values of Respect, Trust, Integrity, Honesty, Compassion and Responsibility. Projects included:

- **Respectful Workplace Policy:** A new Respectful Workplace Policy has been implemented. The Policy aligns with CSFS's core values of Respect, Trust, Integrity, Honesty, Compassion and Responsibility. This is an all-encompassing policy to eliminate bullying, lateral violence, harassment, sexual harassment, and





discrimination and improve psychological safety. Staff training will take place in the fall of 2023. As we develop the DATS Safety Management System, we follow the Dakelh values of Respect, Trust, Integrity, Honesty, Compassion and Responsibility at the forefront of each meeting, discussion and partnership.

- **Employee Stay Interviews:** Stay interviews were held with more than 60 employees across CSFS starting in the summer of 2022. This was an enlightening exercise in that we took proactive steps to reach out to staff to ask what keeps them at CSFS, what they like about working here, and how we can improve CSFS as a workplace to make it an even better place to work. The aggregate results were provided to the leadership team to review, with a communication going out to all staff from the CEO committing to recommendations to make CSFS a great place to work and make us an employer of choice.
- **Recipient of the Human Resource Director's (HRD) Best Places to Work Award 2023:** CSFS had more than an 82% satisfaction score, helping us win the Best Places to Work Award 2023. CSFS applied as a candidate for the HRD Best Places to Work Award, and we completed an in-depth submission, and more than 185 CSFS staff members voluntarily participated in a survey answering questions about employee engagement, compensation & benefits, professional development and company culture. Based on the survey results, CSFS won this "Best Places to Work Award 2023" award.
- **Creation of a Recruitment Video Based on "Sarah's Story."** Partnering with 6ix Sigma Productions and the Communications Department, we developed a recruitment video and campaign using "Sarah's Story" to demonstrate the wrap-around health and family services CSFS provides through the Carrier life cycle approach. The video aims to attract nursing, social work and legal professionals. It differentiates CSFS from our competitors by attracting these professionals and allowing them the autonomy to "practice differently" in their field.



Still from "Sarah's Story" Recruitment Video



- **Expansion of Nowh Guna Cultural Competency Training:**  
We have continued to expand the delivery of Nowh Guna Cultural Competency Training for staff and members of communities. New employees are provided with this training as soon as possible after hire. Interest from the general community has grown steadily, with many organizations from education, health, emergency providers, and social services providers participating. We have begun to offer in-person sessions, complete with an introductory Bah'lats. We are expanding our delivery teams to address capacity and sustainability concerns and working towards an additional session emphasizing the impacts of trauma. We will continue to develop the new program over the coming year.

## Learning and Development Training

12	Participants completed post-secondary readiness programs
42	Participants in Indigenous Human Services Cohorts
14	Bachelor of Social Work Graduates

### Strengthening Organizational Capacity and Development:

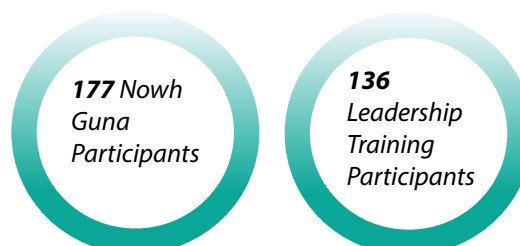
The Learning and development team in the HR department has

implemented a number of initiatives to strengthen organizational capacity and development, including.

- Continuing to support the development of the front-line Social Services staff with the Indigenous Human Services Diploma (IHMS) and the Bachelor of Social Work (BSW) programs. We saw classes of each graduate this Spring, with the BSW graduates being the first of our classes to graduate. We look forward to further cohorts to support our capacity and sustainability issues.
- As CSFS continues with its rapid growth of new staff and services, we launched a series of leadership skills training this past year with day-long sessions on Difficult Conversations, Coaching Strategies for Leaders, Management and Supervision, Mindful Leadership, and Performance Management. These will now be phased into additional community presentations.
- Our Health and Safety Coordinator, Cathy Scott, works hard to support supervisors and managers with tools to create a safe space for staff and visitors within their program. Physical and emotional safety is important for everyone to feel welcome and secure in their workspace.

### Providing Innovation and High-Quality Services and Support:

- Community and Staff Development Manager, Tom Paterson attended Indigenous Education meetings with both of the public school districts, which cover our territories and are a means of ensuring good communications with these important institutions.
- We applied for and received a grant to implement LinkedIn Learning Library access for all CSFS staff for the next fiscal year. (\$61K)
- Supported the implementation of the intranet for enhanced staff communications.
- Supported the implementation of DATS for enhanced organizational efficiency and ensuring due diligence with staffing issues.
- Established, with the support of the Communications Dept., a webpage that routinely highlights learning and training opportunities for member nations.
- Coordinated eight Summer Jobs for Students applications for our various programs.
- The Health and Safety program works closely with staff to support their recovery if involved in an Incident at work. We communicate and support them through recovery at work or home and how they manage their workload. We bring them back into the work environment as safely as possible with a gradual and manageable workload until they return to full duties. Our employees are important to us and provide valuable services to the Nations we serve; their health and wellbeing is valued.



Financial Statements of



# **CARRIER SEKANI FAMILY SERVICES SOCIETY**

And Independent Auditors' Report thereon

Year ended March 31, 2023





# CARRIER SEKANI FAMILY SERVICES SOCIETY

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**KPMG LLP**

177 Victoria Street, Suite 400  
Prince George, BC V2L 5R8  
Canada  
Telephone 250-563-7151  
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## **INDEPENDENT AUDITOR'S REPORT**

To the Members of Carrier Sekani Family Services Society

### ***Opinion***

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

- the statement of financial position as at March 31, 2023
  - 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, 2023 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 "***Auditor's 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 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.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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.





Page 3

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

***Report on Other Legal and Regulatory Requirements***

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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants

Prince George, Canada

November 10, 2023



# CARRIER SEKANI FAMILY SERVICES SOCIETY

## Statement of Financial Position

March 31, 2023, with comparative information for 2022

	2023	2022
<b>Assets</b>		
Current assets:		
Cash	\$ 8,850,540	\$ 17,294,364
Accounts receivable (note 2)	6,494,617	3,349,975
Sales tax receivable	452,688	204,232
Prepaid expenses	184,675	111,335
	15,982,520	20,959,906
Tangible capital assets (note 3)	13,663,481	8,612,645
	<b>\$ 29,646,001</b>	<b>\$ 29,572,551</b>

## Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 10,749,760	\$ 9,870,190
Wages payable (note 5)	2,808,918	2,353,766
Deferred contributions (note 6)	7,404,002	5,561,829
	20,962,680	17,785,785
Net assets		
Investment in tangible capital assets	13,663,481	8,612,645
Unrestricted (deficit) surplus	(4,980,160)	3,174,121
	8,683,321	11,786,766
Commitments (note 8)		
Contingencies (note 11)		
Subsequent events (note 16)		
	<b>\$ 29,646,001</b>	<b>\$ 29,572,551</b>

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, 2023, with comparative information for 2022

	2023	2022
Revenue (note 9)	\$ 56,196,778	\$ 47,310,355
Expenses:		
Amortization	1,322,267	1,126,815
Annual general assembly	59,842	27,881
Band contracts	6,918,298	7,186,787
Bank charges	1,040	-
Board governance	130,426	35,007
Catering	908,300	464,028
Consulting fees	2,639,548	2,500,284
Cultural events	185,852	156,900
Equipment leasing	87,082	75,704
Fostering	7,038,624	5,946,515
Honorarium	157,379	169,734
Insurance	317,540	231,307
Materials and supplies	1,589,632	1,110,768
Medical travel	752,666	687,585
Meetings	343,587	167,775
Memberships	41,219	32,461
Moveable capital asset reserve	2,904	10,192
Office and general	1,241,787	1,076,473
Pandemic	3,308	114,142
Prevention	1,974,535	1,174,157
Professional fees	324,678	233,721
Rent	1,120,419	907,806
Repairs and maintenance	851,433	663,641
Salaries and benefits	26,731,484	22,480,668
Telephone	936,026	872,400
Traditional healing	13,643	42,279
Training	1,024,017	957,262
Travel	2,299,996	1,300,964
Utilities	282,691	271,268
	59,300,223	50,024,524
Deficiency of revenues over expenditures	\$ (3,103,445)	\$ (2,714,169)

See accompanying notes to financial statements.





# CARRIER SEKANI FAMILY SERVICES SOCIETY

## Statement of Changes in Net Assets

Year ended March 31, 2023, with comparative information for 2022

	Investment in Tangible Capital Assets	Unrestricted Surplus (Deficit)	Total 2023	Total 2022
Balance, beginning of year	\$ 8,612,645	\$ 3,174,121	\$ 11,786,766	\$ 14,500,935
Deficiency of revenues over expenditures (note 7)	(1,332,108)	(1,771,337)	(3,103,445)	(2,714,169)
Purchase of tangible capital assets	6,388,244	(6,388,244)	-	-
Proceeds on disposal of tangible capital assets	(5,300)	5,300	-	-
Balance, end of year	\$ 13,663,481	\$ (4,980,160)	\$ 8,683,321	\$ 11,786,766

See accompanying notes to financial statements.



# CARRIER SEKANI FAMILY SERVICES SOCIETY

## Statement of Cash Flows

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
Cash provided by (used in):		
Operations:		
Deficiency of revenues over expenditures	\$ (3,103,445)	\$ (2,714,169)
Items not involving cash:		
Amortization	1,322,267	1,126,815
Loss (gain) on disposal of tangible capital assets	9,841	(172,808)
	(1,771,337)	(1,760,162)
Change in non-cash operating working capital:		
Accounts receivable	(3,144,642)	(2,460,389)
Sales tax receivable	(248,456)	(142,934)
Prepaid expenses	(73,340)	35,345
Accounts payable and accrued liabilities	879,570	5,109,331
Wages payable	455,152	588,523
Deferred contributions	1,842,173	2,029,457
	(2,060,880)	3,399,171
Investing:		
Purchase of tangible capital assets	(6,388,244)	(4,816,935)
Proceeds on disposal of tangible capital assets	5,300	172,808
	(6,382,944)	(4,644,127)
Decrease in cash	(8,443,824)	(1,244,956)
Cash, beginning of year	17,294,364	18,539,320
Cash, end of year	\$ 8,850,540	\$ 17,294,364

See accompanying notes to financial statements.



# CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements

Year ended March 31, 2023

---

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, 2023

## 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, 2023

## 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:

	2023	2022
Indigenous Services Canada	\$ 5,029,528	\$ 1,205,496
First Nation Health Authority	18,984	1,026,418
Ministry of Children and Family Development	373,619	501,008
Northern Development Initiatives Trust	300,000	300,000
Prince George Nachako Aboriginal Employment and Training Association	82,387	89,422
Northern Health	99,251	64,567
Trade receivable and other	590,848	163,064
	<u>\$ 6,494,617</u>	<u>\$ 3,349,975</u>



# CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2023

## 3. Tangible capital assets:

			2023	2022
	Cost	Accumulated amortization	Net book value	Net book value
Buildings	\$ 12,174,855	\$ 2,371,618	\$ 9,803,237	\$ 4,817,543
Leasehold improvements	1,449,180	502,561	946,619	1,106,967
Vehicles and equipment	9,842,256	6,928,631	2,913,625	2,688,135
	\$ 23,466,291	\$ 9,802,810	\$ 13,663,481	\$ 8,612,645

## 4. Accounts payable and accrued liabilities:

	2023	2022
Trade payables	\$ 4,658,833	\$ 3,760,926
Accrued liabilities	334,864	508,228
Due to various Nations	5,756,063	5,601,036
	\$ 10,749,760	\$ 9,870,190

## 5. Wages payable:

	2023	2022
Government remittances	\$ 311,336	\$ 173,002
Employee savings plan	171,720	125,705
Vacation payable	1,594,339	1,376,942
Wages payable	624,733	589,507
Pension payable	-	88,610
WCB payable	98,531	-
Other - employees	8,259	-
	\$ 2,808,918	\$ 2,353,766



# CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2023

## 6. Deferred contributions:

Deferred contributions is comprised of the following:

	2023	2022
BC Association of Aboriginal Friendship Centres	\$ 120,000	\$ -
Aboriginal Head Start Association of BC	145,517	185,392
Aboriginal Head Start Association of BC - Play Space	13,000	-
BC Aboriginal Child Care Society	15,000	12,857
BC Housing	148,104	113,258
BC NEIHR Grant	4,696	-
Calling back our spirit	5,250	5,250
Canadian Mental Health Association of Northern BC	27,650	76,618
CIC Cultural Funding	61,279	152,600
C & F Directors Forum	117,613	-
Ending Violence Association of BC	168,127	130,389
FNHA - Community Wellness	423,903	254,288
FNHA Imagine Grant	10,000	-
FNHA - Mental Health	170,324	476,611
FNHA - Overhead Primary Care	107,330	-
FNHA - Primary Care Expansion	348,353	-
Foundry	291,312	337,816
Healthcare Excellence Canada	25,000	25,000
ISC Safehouse	1,429,392	1,356,875
ISC Indigenous Support	-	28,633
ISC Jurisdiction Capacity Building	924,187	859,695
ISC MMIWG Indigenous Led Data Research	20,492	50,000
ISC MMIWG Pillars of Hope and Strength	123,760	58,850
ISC Service Coordination	333,189	157,438
ISC Long Term Care and Service Delivery	-	359,638
ISC Urban Covid Relief	1,274	28,013
Language Technology	23,375	-
Ministry of Children and Family Development	394,564	6,100
Medication Management	99,000	66,000
Ministry for Women and Gender Equality	291,036	-
Ministry of Health	-	56,979
Carry forward	5,842,727	4,798,300





# CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2023

## 6. Deferred contributions (continued):

	2023	2022
Carried forward	5,842,727	4,798,300
Northern Development Initiatives Trust - Healing Centre	300,000	300,000
Opioid Response Grant	50,069	62,892
Province of BC Highway of Tears	-	45,000
Province of BC Prenatal	239,696	176,047
Preschool fee	-	300
Rogers Language Grant	-	18,185
Stellat'en	51,000	-
Ted Rogers Grant - Physical Literacy	24,980	-
UBC Funding	84,660	84,674
UNBC CIHR	103,918	56,431
UNBC Rural Health Research	4,203	-
UVIC Circle Grant	7,125	-
Vancouver Foundation	695,624	-
Vic Fdn - Stella Fridge	-	20,000
	<b>\$ 7,404,002</b>	<b>\$ 5,561,829</b>

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, 2023

## 7. Net assets:

	2023	2022
Excess (deficiency) of revenues over expenditure:		
Amortization of tangible capital assets	\$(1,322,267)	(1,126,815)
(Loss) gain on disposal of tangible capital assets	(9,841)	172,808
	(1,332,108)	(954,007)
Deficiency from unrestricted operation	(1,771,337)	(1,760,162)
	\$(3,103,445)	\$ (2,714,169)

## 8. Commitments:

In 2023 the Society entered into an agreement with Telus to provide telecommunication services for to annual fees of \$18,407 and \$1,615, paid monthly. The agreement expires on June 16, 2025.

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

2023	\$	686,049
2024		410,576
2025		59,910
2026		45,367
2027		36,000
	\$	1,237,902



# CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2023

## 9. Revenue:

	2023	2022
Indigenous Services Canada	25,205,953	20,909,049
First Nations Health Authority	13,340,445	11,401,922
Ministry of Children and Family Development	11,598,130	11,043,909
Other income	3,841,645	2,215,156
Aboriginal Headstart	428,694	433,034
Province of British Columbia	34,204	384,742
Northern Health Authority	378,738	368,356
Prince George Nechako Aboriginal Employment and Training Association	253,650	276,618
University of Northern British Columbia	163,113	157,569
Solicitor General	199,995	120,000
Vancouver Foundation - FASD Relief	684,376	-
Ministry for Women and Gender Equality	67,835	-
	<b>\$ 56,196,778</b>	<b>\$ 47,310,355</b>

## 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, 2023

---

## 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.

## 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 2023 fiscal year, the Society paid remuneration of \$75,000 or greater to seventy-four employees, whom received total remuneration of \$7,359,757.





# CARRIER SEKANI FAMILY SERVICES SOCIETY

Notes to Financial Statements (continued)

Year ended March 31, 2023

---

## 16. Subsequent events:

Under a Canadian Human Rights Tribunal ruling, Child and Family Agencies are to receive funding at actual cost. Subsequent to the year end, the Society has submitted to Indigenous Services Canada for reimbursement of actual costs in the amount of \$5,404,293. The Society anticipates costs to be reimbursed by January 2024 once approved.

The Society is undertaking the building of a Healing Centre at Tachick Lake over 3 years. Subsequent to year end, funding in the amount of \$9,183,817 from First Nations Health Authority and \$3,134,574 from Indigenous Services Canada was received. In addition, the Society has confirmation that funding of \$10,388,045 was approved to be received for the Healing Centre from Indigenous Services Canada in fiscal 2024.

## 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 deficiency of revenue over expenditures.





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PGNAETA wishes the Carrier Sekani Family Services a successful Annual General Assembly!

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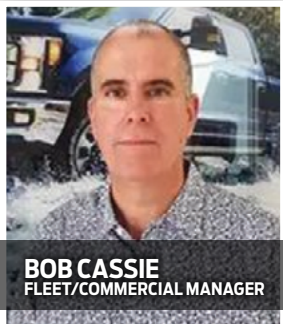
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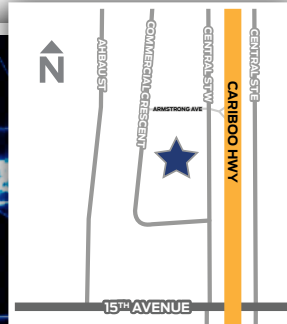
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## Our Retail Location Contacts

### 15 Cardlock Locations:

Fort St. James to 100 Mile House, Terrace to Valemount

### Vanderhoof

Food Store: 250-567-4406

Home Centre: 250-567-4464

Agro Centre: 250-567-4486

Gas Bar: 250-567-4225

Bulk Petroleum/Cardlock: 250-567-4488

### Burns Lake

Gas Bar: 250-692-3762

### Houston

Cardlock: 250-845-2303

### Terrace

Gas Bar: 250-635-6935

Bulk Petroleum/Cardlock: 250-635-9595

### Kitimat

Gas Bar: 250-632-4626

### Prince George

Westgate Gas Bar/Car Wash: 250-964-2697

Range Road Gas Bar/Car Wash: 250-562-8020

Spruceland Gas Bar/Car Wash: 250-563-0461

McMillan Creek Gas Bar: 250-564-5755

Bulk Petroleum/Cardlock: 250-564-3488

### Quesnel

Agro/Convenience Centre/Cardlock: 250-992-7274

Gas Bar: 250-992-7866

### Williams Lake

Broadway Gas Bar: 250-398-6446

Hwy 97 Gas Bar: 250-392-7600

### 100 Mile House

Gas Bar: 250-692-3762

Cardlock: 250-395-1713

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### VANDERHOOF AGRO CENTRE

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### VANDERHOOF HOME CENTRE

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1280 Quesnel-Hixon Road, Quesnel, BC



1055 Highway 16 W, Vanderhoof, BC



250 East Stewart Street, Vanderhoof, BC

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## Making everyday products

Canfor is a global leader in the manufacturing of sustainable forest products, including lumber, pulp, paper, wood pellets and green energy. We use timber and associated residuals to create products we all use every day.



## Canfor is investing in our people and the communities we call home

Our business operates on Indigenous territories, and we are committed to creating meaningful engagement with these communities through economic partnerships; forest stewardship; and sustainable practices to honour and respect the land for future generations.



**Wishing Carrier Sekani Family Services and your team all the best in the coming year!**

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