

2017

NEZUL BE HUNUYEH
CHILD & FAMILY SERVICES



ANNUAL
REPORT



**ADD
ORGANIZATIONAL
CHART**

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VISION STATEMENT

Our Vision is that family life in our community will be restored, as we once knew it to be. We envision our community as a place where children will learn through positive role modeling and that they will be guided by the traditional teachings of their elders. Children will be empowered to carry forward the tradition of caring into the next generation



ABSENT:

**Cyndy McCarthy, Kristy Erickson,
Rachel Roberts. Tina Miller, Jessica Skerlak, Jennifer Wickham**

MISSION STATEMENT

WE REQUIRE CHILD AND FAMILY SERVICE PRIMARILY BECAUSE:

- ⇒ WE RECOGNIZE THAT THERE ARE CHILDREN LIVING OUTSIDE THEIR FAMILIAL HOMES AND THEY HAVE A RIGHT TO MAINTAIN FAMILY, COMMUNITY, AND CULTURAL CONNECTIONS
- ⇒ WE RECOGNIZE THAT SOME PARENTS NEED SUPPORT AT DIFFERENT STAGES IN THE FAMILY LIFE CYCLE
- ⇒ OUR HISTORY OF COLONIZATION AND TRAUMA HAS CREATED MULTIPLE FACTORS THAT DIRECTLY AFFECT THE ABILITY AND CAPACITY OF SOME FAMILIES TO PROVIDE ONGOING SAFETY AND NURTURING OF CHILDREN
- ⇒ WE ACKNOWLEDGE THAT PARENTING IS A VERY CHALLENGING AND REWARDING PROCESS AND WE WANT TO SUPPORT THIS RESPONSIBILITY THROUGH A RANGE OF OPTIONS FROM A CULTURAL PERSPECTIVE FOR PARENTS WHO REQUIRE OUR SERVICES
- ⇒ THE NEEDS OF CHILDREN AND FAMILIES VARY IN COMPLEXITY; THEREFORE, APPROACHES TO INTERVENTION MUST BE CULTUALLY RELEVANT, EFFECTIVE, AND FLEXIBLE
- ⇒ WE BELIEVE THAT PROGRAMS DESIGNED AND DELIVERED BY OUR OWN PEOPLE IS THE MOST APPROPRIATE FOR FACILITATING FAMILY AND COMMUNITY HEALTH
- ⇒ COMMUNITY RESOURCES ARE NEEDED TO PREVENT FAMILY BREAKDOWNS

NEZUL BE HUNUYEH

Board of Directors



Aileen Prince
Board of Director
Chair



Verne Tom
Board of Director
Vice-Chair



Beverly Prince
Board of Director
Secretary

Governance

Nezul Be Hunuyeh is a nonprofit society governed by a Board of Directors consisting of three Directors from Tl'azt'en and three Directors from Nak'azdli. Two of these Directors are Elders: one from Tl'azt'en and one Elder from Nak'azdli. The Directors are appointed for three year terms by the Chiefs and Councils of Tl'azt'en and Nak'azdli. The Board provides direction to the Executive Director related to the operations of the Agency. The Board of Directors does not intervene in child welfare matters.



Ruby Prince
Board of Director
Treasurer



Mary Lebrun
Board of Director
Nak'azdli Elder



Doreen Austin
Board of Director
Tl'azt'en Elder

AILEEN PRINCE November 2017



Report from the Chair *on behalf of the Board of Directors*

I'd like to welcome all the members and guests to our Annual General Meeting for 2017.

My condolences goes out to the families that have lost loved ones in this past year. I was very sad that we lost a very well loved member of our Nezul Be Hunuyeh team. Don McLelland was such an integral part of our organization and played such a big part in its success. He will be missed.

This past year has been a year of successes and challenges. With the changes in funding we have been able to expand our scope of services and provided much needed help with new staff members.

I believe we have an awesome staff who are very dedicated to providing the best services possible to our families and kids. We are looked at by many as an example of how agencies should be working with community and families. Our cultural plans are the benchmark for the province and we are leading the way in keeping kids connected to family, community and culture.

Our goal of C-6 delegation is looking more promising. Building relationships with community and ensuring we have a healthy working relationship with the leadership and staff in both communities will pave the way to us achieving C-6 delegation.

We need to ensure that we aren't seen as the 'Ministry' coming into the communities in the old way. We need the communities to work with us in getting prepared for C-6 delegation, because we are not moving forward without community as partners. Our leadership must be supportive of the needs we expressed to the communities. Mainly that we need to have Child Welfare Committees, or whatever the communities see as its equivalent, formed, trained and operational in both communities. We are ready to provide the supports needed to achieve this but it must be community owned and driven.

I'd like to thank Michelle Chase for her tireless work and her unwavering belief that our kids deserve to have family, community and cultural connections as well as love and belonging.

Thanks to the wonderful staff who continually go above and beyond to be there for the kids, families and communities.

Thanks Don, for setting the standard for our agency and workers. I know you were so proud to be a part of our team.

Awetza



MICHELLE CHASE, BSW November 2017

Welcome Chief and Councilors, Elders and Board Members. On behalf of myself and the rest of the Management team at Nezul Be Hunuyeh Child & Family Services Society I am pleased to present our 15th Annual Report.

Fall is upon us once again and also the time to look back on the past year. As I enter my fourteenth year of service with the Agency this is always a time of reflection, not only on the past year but also on our progress over the years. From our humble beginnings with a staff of five in a little house on Stuart Drive and big dreams of creating a Child and Family Service Agency responsive to the needs of the communities we serve, we can chart our progress towards achieving this goal but can also see the work yet to be done.

To date we have:

- ◆ moved through two stages of delegation
- ◆ opened a satellite office in Prince George to serve the many Tl'azt'en and Nak'azdli families residing there
- ◆ expanded our Fort St James operations
- ◆ increased our staff to 25
- ◆ offer several prevention programs and services in addition to delegated services
- ◆ Have developed a Guardianship Program which meets all the legislations, standards and funding criteria while delivering services grounded in culture and which ensures each of the 60 children in our care know who they are and where they come.

We are in the preliminary stages of planning for **full delegation** and have started community engagement sessions and engaged a contractor to develop a Child and Family Service Model which will reflect and incorporate Carrier traditions, beliefs and values. The barriers to moving forward at this time is the lack of family care homes in Tache, Nak'azdli, Binche and Fort St James, and the absence of Family Wellness Teams in the communities to help us in making decisions and planning for families. We cannot move ahead without community participation and involvement, otherwise we will just be replicating the provincial model where children are sent out of community and decisions are made by social workers without input from the community.

Delegated Aboriginal Agencies were established to better serve the needs of Indigenous Peoples. Unlike the Government run Ministry for Children and Families, it was believed that Agencies could provide Child and Family services which were more responsive to the needs of the children and families they served. However, Agencies are not autonomous. They must follow Provincial legislation as outlined in the *Child, Family and Community Service Act* of British Columbia. They must follow the standards as set out by the Ministry of Children and Families. At the same time, they must also answer to a Board of Directors appointed by the communities they serve and also to Indigenous and Northern Affairs Canada for their funding. It is often challenging to achieve balance among all these differing entities with differing expectations.

Dakelh Strong is our theme this year and we've had many activities and programs geared towards strengthening Dakelh culture. We were successful in securing a grant to operate a full time cultural program in Tache. We hired a youth worker in Fort St James who is offering Young Warriors programs for girls in both Tache and Nak'azdli. We have also created a position for a Cultural worker in our Prince George office to coordinate cultural programs for children and families in Prince George.

MICHELLE CHASE, *continued***We hosted several cultural camps this year.**

- ◆ Eighty (80) children returned home to attend our annual culture camp this summer along with their foster parents, adoptive parents and birth families.
- ◆ We organized two Young Warrior Camps in August where youth from Tl'azt'en, Nak'azdli and Prince George travelled to the mountains where they engaged in five days of learning traditional ways.
- ◆ The girls group dedicated a memorial plaque for Nancy Tom while on her family's Keyoh.
- ◆ We also hosted a three day camp for teen girls at Cinnabar in early July.

A huge shout out to staff and community for their assistance in making all these events a success. Musi Cho to Nak'al Bun for the use of their amazing facility, all our sponsors who donated time, merchandise and /or money to make these events happen, Hereditary Chiefs Pete Erickson, Martin Marvin as well as Melody Prince and Doreen Austin for their assistance with Potlatch. Also thanks to all the community members who led activities. **We could not do this without all of you!**

As mentioned earlier, we conducted two community engagement sessions one in Nak'azdli and one in Tache in March to obtain the communities input on planning for services. The information is being incorporated in a Child and Family service plan that is being developed as we move towards implementation of C6 services. The plan will incorporate Recommendations from Chief Ed John's recent report and Dakelh values in our practice as we do not want to replicate the practice of the Ministry in our service delivery model.

We were also successful in receiving funding to inform the development of a model for cultural planning for children and youth in care or being adopted out. The Agency is hosting monthly Elders luncheons in Fort St James and Tache to gather the Elders input on what is important to include in cultural planning, clan and genealogy information. A Dakelh Strong cultural workbook will be developed for children and youth residing with non-Carrier caregivers.

Some of our new initiatives this year include our Young Warriors Program, Early Years Children's Fairs at Tache and Nak'azdli, and as mentioned previously cultural programing in the communities we serve. We were successful in obtaining seats for five young people to participate in the Dreams Take Flight program and have a trip of a life time. We also became the distributors for the Baby Box Program. This in addition to our regular programs and annual events.

We are so grateful to finally have our own home. Named "Place of Hope", Tl'azt'en Nation has set aside the former justice center for NBH use. In addition, to cultural programing we have resumed the Eagles Nest program and are providing youth programs out of the building.

2016-2017 was a year of change for the Agency. As a result of Don McLelland's sudden departure in September last year, we experienced a period of turmoil as we learned to adjust to life without Don who played a very important role in all of our lives and in the operations of the Agency. Fortunately, staff came together to support each other and stepped into the role vacated by Don while we adjusted to a new order. Our condolences to the McLelland Family on the loss of their husband, Father and Grandfather. Don is still missed every day and his legacy will live on.

I look forward with anticipation to the coming months and seeing the results of the planning that is underway. We are scheduled for a practice audit early next year. We strive to provide respectful, culturally based services immersed in best practice. I am happy to report that our goal of having Dakelh staff deliver service is becoming a reality. Ten of our fifteen staff in Fort St James are of Dakelh descent while four of our nine Prince George positions are held by Dakelh people. Our staff are a dedicated team of professionals committed to providing best service to the children and families we serve.

In Memory of Don McLelland

~ Friend of Nezul Be Hunuyeh ~



It is with great sorrow that we announce the recent passing of Don McLelland on November 9, 2017, Manager and friend of Nezul Be Hunuyeh Child and Family Services. We extend our sincerest condolences to his family and all those who had the pleasure and privilege of knowing him .

Don dedicated the last 27 years of his life to serving the Carrier nation, first with MCFD in Vanderhoof from 1990 – 1999 then as an employee of Carrier Sekani Family Services until 2008 when he joined the team at Nezul Be Hunuyeh. His unplanned departure in 2017 left a huge void in the agency.

It has been a privilege and an honor to work alongside Don for the last nine years at NBH. Together collectively we saw amazing things happen; visions were created, goals were identified and achieved and aspirations that started as ideas became realities. Don was an integral part of our team. Planning and implementing policy and practice as a Manager, providing ongoing mentoring and support to workers, working with children and youth, attending meetings, addressing complaints, but never lost his passion for the work . He was a strong supporter of our Annual Cultural Camp and looked forward to this event every year. Don would set up his two man tent in the school grounds rain or shine and stay there for the duration of the week. He enjoyed these opportunities to connect with caregivers, children, families and friends old and new. He loved to reminisce and tell stories and engage in lively discussions on almost any subject .

- ⇒ Don, *the Leader*, was instrumental in creating our existing team. He led by example with respect, integrity, support, sensitivity, courage and a sense of humor.
- ⇒ Don, *the Social Worker*, has touched hundreds of lives over his 27 year career in the North. He has earned the respect of Chiefs, community members and the many children and families he has had the privilege of serving .
- ⇒ Don, *the musician*, has been recognized as a Juno nominee along with the Marcel Gagnon Band and enjoyed playing and performing. He will always be remembered fondly for the music he brought to our daily lives as he hummed and sang his way through the work day.
- ⇒ Don, *the family man*, spoke lovingly and with pride about his wife, children and grandchildren . He dreamed of the day he could retire on his property near Fort Fraser where he found his peace.
- ⇒ Don, *the employee*, was a professional, a hard worker, reliable, passionate and committed to the work.
- ⇒ Don, *the friend*, was loyal, supportive, trust worthy and an inspiration.

Life has a way of upsetting even the most carefully laid plans and Dons unplanned leave left a huge void on our team as we scrambled to try and fill the missing piece left by his departure. I don't expect we will ever find a "replacement" as Don was truly one of a kind.

We miss his "Donisms", those quirky sayings that only those who spend time with Don can appreciate, we miss the many spontaneous opportunities he provided to laugh with him and yes, sometimes at him, we miss the sound of his voice singing, humming and yes, even his lengthy soliloquies, the act of speaking ones thoughts aloud when by oneself or regardless of any hearers.

We have journeyed together for nine memorable years and now we've come to a fork in the road where our journeys have taken different paths. Thank you Don for the fond memories, the laughs and tears, the opportunities to learn from you and with you on this journey. Know that you are never far from our thoughts, always in our hearts, gone but never forgotten.

Your memory will live on in our hearts and your legacy in the lives of all those your served during your time here. **It is with gratitude and the greatest respect that we say farewell my friend until we meet again.**



FAMILY PICNIC 2017



DELEGATED MANAGER FORT ST. JAMES

DANIELLE RASMUSSEN November 2017

MANAGER: Michelle Chase



My name is Danielle Rasmussen and I started in the position of Delegated Manager for the Fort St. James Nezul Be Hunuyeh office in October 2016. I grew up in Fort St. James and moved back in May 2012 when I accepted the position of Guardianship Social Worker at the Fort St. James Nezul Be Hunuyeh office.

I am honoured to work for an Agency that values and is committed to maintaining family, cultural and community connections. The past year has been a busy year full for the Fort St. James NBH office that has included some significant changes to the team with the introduction of new positions as well as hiring a new guardianship Social Worker.

This year, we welcomed Guardianship Social Worker, Ursula Ho Lem, to the team. Ursula is a member of Nadleh Whut'en and she and her family moved from Vancouver to Fort St. James in August. The guardianship position was vacant prior to Ursula joining the team, but thankfully our Delegated Team Assistant, Stevie Anatole, was able to complete the majority of the Guardianship duties throughout this period.

Several children in care attended a week long Young Warriors Camp where they were immersed in culture. We are hoping to have the opportunity to offer this camp again as it was very successful. In addition to this camp, we had most of our children in care attend the Annual NBH Culture Camp. Our Agency hosts these events because we are committed to keeping children connected to their culture, family and their community.

With a limited number of approved resources or Foster homes in the Fort St. James area, it can be challenging for not only the Guardianship Social Worker to see the children on a monthly basis, but for the children who do not reside locally to be brought home for various family, community and cultural events. We strive to ensure that regardless of where the children live, they have opportunities throughout the year to experience their culture and to spend quality time with family and extended family when safe and appropriate, in their home communities

Our Child and Family Services Worker, Jessica Erickson, works hard with families, the Nak'azdli and Tl'azt'en Family Care Workers and MCFD to prevent children from being removed from their home communities if it is not safe for them to remain in their family home; however, this is challenging when there are limited approved local foster homes.

Our Resource Social Worker, Dawn Henkes, is working hard to recruit local Foster homes so children would not have to leave the community if they are brought into care or that children who are already placed outside of the community may be able to return.

As we look at moving towards C6 delegation, we require more local approved caregivers so children do not have to be removed from their community.

This year, new positions have been created at NBH which has enhanced the prevention services already provided by our Family Preservation and Family Connections team members. These positions include the Caregiver Support Worker position and the Youth Worker position.

**DANIELLE RASMUSSEN....continued
November 2017**

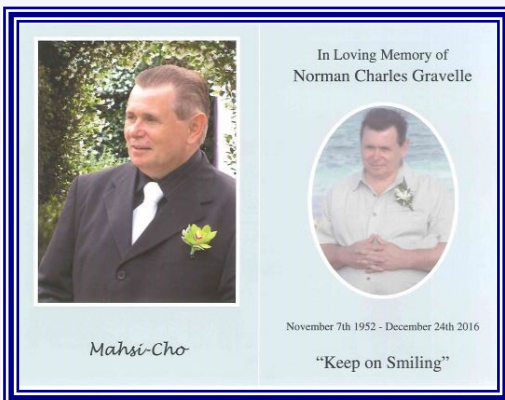


The Caregiver Support Worker works with our Family Service, Guardianship and Resource Social Workers to provide education to caregivers when caring for children with developmental disabilities or challenging behaviours and to build capacity in potential future caregivers so that children can remain in community.

The Youth Worker position was created to provide structured after school programming to children aged 9-13, but evolved into a combination of after-school programming and one-on-one work when it was recognized that there are many 'at-risk' youth that could benefit from one-on-one support.

We have worked hard to change the community perception of Nezul Be Hunuyeh Child & Family Services and identify differently from MCFD. Although we are governed by the same legislation as MCFD through the *Child, Family & Community Services Act*, we strive to practice in a way that respects culture, family, and community connections while ensuring the overall safety of the children. Nezul Be Hunuyeh Child & Family Services continues to develop and enhance community partnerships.

As we work toward eventual C6 delegation, these partnerships along with Family wellness Teams will enable us to continue to practice in a culturally appropriate manner.



***In Memory of Norm Gravelle:
1952 - 2016***

We want to acknowledge the loss of Norman Gravelle, champion of children and youth and friend of NBH.

Norm was a one of a kind individual, gifted with many talents and skills and one of the most valued members of our caregivers team.

Over the years Norm and his wife Gayleen provided care for hundreds of children in Fort St James, Vanderhoof and most recently for NBH in Prince George. Norm was a tireless advocate for the children and youth who came through his home. He found the strengths of every youth who came through his door no matter how deep he had to dig. Every youth who entered his home built a relationship with Norm which continued long after they left his care.

Norm and Gayleen retired to the Okanogan where Norm pursued a career in cooking, his second love. They soon found they missed the kids and returned to Prince George and caring for children. We were thrilled to welcome them to our team. Norm was an amazing cook who shared this talent, with not only the children in his home, but also the Social Workers who looked forward to planning meetings at his home as we knew there would be a feast waiting. Many youth learned to cook under Norm's guidance.

Norm was our head cook for Camp 2016 and introduced the camp salad bar, a welcomed addition to our camp menu. From time to time special individuals pass through our lives. They leave an imprint on our hearts and minds and in the hearts and minds of the children and youth whose lives they are part of. Norm was one of those people.

He is sadly missed by his family, the team at NBH and all those who passed through his doors on their journey. May you rest in peace Norm, until we meet again.

**MICHELLE MORRIS, BSW
November 2017**

MANAGER: Michelle Chase



Hello, my name is Michelle Morris. I moved to Fort St James in 2008 with my husband who works for the RCMP. I briefly worked at the Fireweed Safe Haven while I finished my Bachelor of Social Worker at UNBC in Prince George. I started at the Agency in January 2009 as a 4th year practicum student. I loved the experience and working with the communities of Tl'azt'en and Nak'azdli, so when a position as NBH's first Guardianship worker became available, I excitedly applied!

I worked as a guardianship worker in Fort St James until June 2012, at which time I moved to Prince George and was lucky to transfer to our Prince George office as a guardianship worker here. I feel that my time in Fort St James has really developed my understanding of our communities and their needs and I was able to develop a lot of personal and professional relationships there that have really helped me in my position along the way.

Earlier this year, I stepped into the role of delegated manager of the Prince George office. Stepping into this new role has certainly been a learning experience and we have a great team in the Prince George office!

Since starting at the Agency, I have become a mom to two little boys. Being a mom has been very rewarding, and has brought a new depth and understanding to my practice as a Social Worker and delegated manager.

It has been a busy and rewarding year for the delegated team at the Prince George satellite Nezul Be Hunuyeh Child and Family Services office. Our team is always growing and changing, and this year has brought us some new team members, and the return of two team members from maternity/parental leave. We have been pleased to welcome Katelynn Buchner back to her position as a family services social worker. Katelynn returned to work in March 2017 following a year at home with her son Liam. More recently, we have celebrated the return of Jessica Skerlak her position in October 2017 as a guardianship social worker, following a year at home with her son Frank. In August 2017, Katie Kaszas joined our team as a social work assistant in the guardianship program, and has been assisting in the resources program more recently. With all of the changes in team members, Patrice Moonie and I have been very busy providing a consistent presence to community members utilizing delegated programs and services in Prince George.

What does a Delegated Manager do?

- ◆ Meet with children, families, teens, foster parents, FGCs, ICMs, Mediations
- ◆ Consult with other teams and offices locally and in other regions
- ◆ Consult with our team members to ensure a high level of service delivery
- ◆ Discuss each child/family's open file regularly with their social worker
- ◆ Fill-in, in vacant positions or during staff leave periods
- ◆ Human Resources (job positing, arranging interviews, hiring, probationary period reviews, annual evaluations, employee retention and development)
- ◆ Attend monthly management meetings
- ◆ Delegate tasks to the team
- ◆ Assist on provincial work-groups to ensure that the voice of small agencies like ours is represented
- ◆ Sign off on the written work of our workers (Care Plans, FCW Reports, Section 96 information requests, intakes, support services agreements, etc.)
- ◆ Attend community functions and training to ensure that our agency is up to date with current legislation, policies, and procedures
- ◆ Ensuring that children have opportunities to develop and maintain their cultural identities, and have opportunities to return to their First Nations Communities
- ◆ Networking with various community stakeholders and partners to collaborate on behalf of mutual clients

IN MEMORY OF NANCY TOM 1953 - 2012



"Let us remember that it takes a whole community to raise a child and that we need to always be aware that little eyes are watching and listening and that whatever you do they will do also. We need every one of you out there to make a difference in a child's life today: perhaps just by lending a listening ear, praising your child or any other child for the little things they do, telling them it's okay if they make a mistake, respecting them for who they are and not being judgmental, gently talking to them about the facts of life, making time to do something special just for them such as birthdays or going out for lunch, offering them a safe place if they need one, and the list could go on and on. These are the basic things we need to be aware of each and every day because it sure doesn't cost much to tell a child they're worth it. If each of us that are here today could do this then we are on the road to building our Nations to where we once were as strong caring families who stepped up to care for their own."

*Mussi Cho for listening and my prayers are with you all.
Nancy Tom (2008)*



*We will carry your legacy forever! Friends, families and
staff of Nezul Be Hunyeh Child and Family Services Society*

**Children are sacred.
Families will be recognized and
acknowledged as First Nations with a
diverse and unique history, culture,
communities and familial
relationships. We recognize that we serve
two distinct Nations: Tl'azt'en and
Nak'azdli. Cultural identity must be
protected, promoted and practiced.**

**The community's voice must be heard and
considered. The community shares the
responsibility of caring for children
through traditional practices. We believe
that children belong in their communities
therefore we will build capacity with our
members to meet their needs. We have
an inherent right to make decisions
regarding our children, our families and
our communities**



JESSICA ERICKSON

November 2017

MANAGER: Danielle Rasmussen



Jessica Erickson is the Fort St. James CFS worker. Her knowledge of the community and her passion for helping community members has made her a strong advocate for people navigating through the child welfare system.

Jessica has worked hard to develop and maintain trusting relationships with community members and her success in this is reflected in the increase of families self-referring to the agency, many specifically requesting to work with her. Jessica works hard with families to address concerns prior to MCFD involvement, to develop safety plans if MCFD is involved, to work with families and community to ensure that children who are in temporary care return to the community.

One of the biggest challenges faced by our CFS worker is the ever-changing MCFD team, all of whom are float workers so are not permanently based in the Fort St. James office. Having the team made up of float workers means that there are many days where workers are not in the office due to their travel and flex days which creates an inconsistency that is frustrating and often confusing for families.

At times, Jessica is the face of consistency for the families, and many rely on her to communicate and plan with their MCFD social workers. With the increase of families self-referring to work with Jessica, her workload is significantly increased by the lack of a constant and consistent MCFD team; she is one CFS worker who is often required to work with up to 5 MCFD workers as they meet with families as well as manage her own delegated caseload. The Nak'azdli and TI'azt'en Family Care Workers respond to most MCFD call-outs which is shifting the perception of NBH as being part of MCFD; however, our CFS worker is still required to attend MCFD call-outs when the family care workers are not available.

MCFD has worked with NBH as well as Nak'azdli and TI'azt'en to ensure that children remain in the community when possible rather than being removed and placed with caregivers elsewhere when parents are struggling. This has been an overall positive shift in practice; however, it becomes increasingly challenging due to a lack of approved community resources and often requires after hours check-ins by our CFS worker as well as Band family care workers to ensure that safety plans are being followed.

This is the first year that the number of intakes as a result of call-outs by MCFD is less than the number of intakes due to families requesting services and support. I believe that this speaks to the work that Jessica and the Agency has done in building relationships in the community in providing necessary prevention and support services.

In Fort St. James this past year, we completed the following:

- Total intakes: 52**
- Family Service Requests: 35**
- MCFD Call-Outs: 17**

	TI'azt'en	Nak'azdli	Total
C&FS Files	28	20	48
Intakes	30	22	52

JESSICA ERICKSON....continued
November 2017



This summer, Jessica made an application to the Dreams Take Flight Program. Dreams Take Flight is a charitable organization that sends children to Disneyland for a day; these children would not typically have an opportunity to go to Disneyland. Jessica's application was accepted and she worked with the NBH team as well as community members to identify and send 5 children (3-Nak'azdli & 2-Tl'azt'en) to Disneyland!

NBH employee, Rachel Robert, chaperoned the trip. The children chartered a flight from Vancouver with approximately 130 other Dreams Take Flight children. They spent the day in Disneyland and even received digital cameras to document their journey.



**KATELYNN BUCHNER
November 2017**

MANAGER: Michelle Morris



I have been with the agency since March 4, 2014. I am passionate about keeping families together and preventative work. I have a 21 month old son and two teenage step daughters who keep me busy at home. I am currently working on my Master's in Social Work and am focusing on keeping babies with their mothers at birth. My favorite thing about working at NBH is the families I work with, they are so strong and resilient and most have a wonderful sense of humor.

With her return from parental leave, Katelynn has passionately jumped back into her position in the family services program. Katelynn works closely with families providing both delegated and non-delegated services.

A family receiving delegated services from NBHCFS is in receipt of voluntary support services to strengthen their family unit, learn parenting skills, and receive referrals to various community programs and supports, and/or assistance navigating the court system. A family in receipt of non-delegated supports is most often receiving services from MCFD and is in receipt of concurrent advocacy services from NBHCFS. As a lot of Katelynn's work with families is crisis-driven, in response to MCFD interventions, Katelynn has had a very busy year.

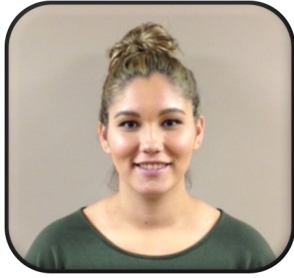
In order to spend more quality time engaging and providing direct services to clients, Katelynn has launched a weekly family services group that happens on Wednesdays from 10:00am-12:00pm. Lunch is served and the group combines life skills, Dakelh culture, and an opportunity for peer support and mentorship. An ongoing challenge, is the need for community members available to create a network of safety for children and families who may be experiencing difficulty.

Often times, when MCFD intervention is required, removals can be avoided where a 'safety plan' is available. Katelynn has hosted several other events this year in her program, including an annual baby shower in April 2017, and will be hosting a family service Christmas Party next month.

Katelynn works hard to provide opportunities for her clients to return to community, and to participate in as many community events as possible including the annual NBH traditional tea picking event, the NBH annual family picnic, and the NBH annual cultural camp, the Nak'azdli Christmas Party, and the TI'azt'en Christmas party.

	TI'azt'en	Nak'azdli	Total
C&FS Files	23	10	33
Intakes	27	12	39
Call-Outs	22	8	30
Service Requests	15	6	21

KRISTY ERICKSON (FSJ) & TINA MILLER (PG) *MANAGER:* Danielle Rasmussen
MANAGER: Michelle Morris
November 2017



Program Description:

These workers provide transportation and encourage positive interactions to ensure connections are maintained between children in the care of Nezul Be Hunuyeh and their communities, families and culture.



Our workers travel in and out of town to bring children to their family visits, bring them in to participate at special events and transport the children to appointments as needed.

Getting to know the families and being part of such a rewarding experience is all worth their travels.

At the end of the day, seeing the kids enjoy themselves with their families and being part of the excitement is priceless.

CHRISTMAS 2016



KATIE KASZAS
November 2017

MANAGER: Michelle Morris



I have been with Nezul Be Hunuyeh since the beginning of the September and continue to be inspired and learn from everything this agency has to offer.

Prior to this I have worked in Residential group homes with high risk children and youth since 2010. I am currently attempting to finish up my BSW, specializing in child protection with a minor in Psychology, but will be taking a break yet again for maternity leave with my husband and my fourth child.

Family is the most important thing to me, and I feel privileged to be in a field that works with, and empowers individuals and families in our communities. August 2017,

Katie Kaszas joined our team as a Social Worker Assistant in the Guardianship program and has been assisting in the resources program more recently.

Our Resource Worker is responsible for recruiting homes, conducting home studies, annual reviews and supporting caregivers who are providing care for children who have been removed from their families.

Resource workers guide and assist caregivers to maintain the child's connection to their family, community and culture.

NBH currently has 29 open resources.

Once an application to become a foster parent is received a screening process and home study is initiated. These steps are mandatory as outlined by the provincial Director of Child and Family Services. In addition to the mandatory requirements of the Director, the Agency also requires that caregivers understand and acknowledge the crucial role that family, culture and community play in a child's life.

Foster parents are required to demonstrate their willingness to participate in community events and activities, attend cultural training and workshops (for non-Carrier caregivers) and demonstrate their willingness to build and maintain a relationship with the child's family.

Caregivers of NBH children must also be willing to follow the cultural plan developed for the child which describes how they will ensure the child will maintain familial, cultural and community connections.



Every child has...

...the right to be **respected**
...the right to **dream**
...the right to be loved and **cared** for
...gifts that should be recognized and **valued**
...the right to achieve their God-Given **potential**
...the need for **unconditional love**

**DAWN HENKES
November 2017**

MANAGER: Danielle Rasmussen



The NBH Resource worker, Dawn Henkes, has worked hard this year getting to know her caseload, developing partnerships with the MCFD and Carrier Sekani Family Services resource teams and bringing her resource files up to audit readiness.

Partnerships with the other agencies are important because, we regardless of who holds the resource, children in care from all agencies can be placed there when required.

The majority of NBH resources are in Prince George which means that Dawn spends a lot of time on the road, which makes recruiting resources in the Fort St. James area a challenge. While the need for approved resources/caregivers is widespread across the region, the lack of approved local resources has been a challenge to keeping children in care in the community. Having the resource position based out of the Fort St. James office is one way to work towards addressing this as the worker will be able to connect consistently with community members and develop strategies for recruitment.

Currently, Dawn has been in contact with five potential resources; some of these have started the required SAFE Home Study and some are at the very beginning stages of the process where they have met with Dawn to express interest and gather information. Dawn has recently returned to school to get her Social Work Diploma so is balancing her busy caseload with school work. Katie Kaszas is currently working out of our Prince George office to assist in managing the Prince George family care homes.

New resource policies were implemented provincially in March 2017 and Dawn has worked hard to ensure that she as well as the caregivers she works with are aware of the changes. Dawn partnered with MCFD and CSFS to develop two days of foster parent training for resources based in Fort St. James and Vanderhoof; she also complete mandatory Privacy training with resources in Prince George and in Fort St James.

October is Foster Parent Appreciation month and NBH hosted a foster parent appreciation dinner at the Civic Center in Prince George. All NBH foster homes were invited, as well as foster parents caring for NBH children in care whose resource files are held by MCFD or CSFS. Lise Haddock, the Executive Director of the Representative for Children and Youth's Indigenous Strategies and Partnerships team, was the keynote speaker and presented on the Rights of Children in care with a particular focus on the right to culture.

	Fort St. James	Vanderhoof	Prince George
Family Care Homes	5	3	7
Contracted Resources			4

PG-GUARDIANSHIP PROGRAM

JESSICA SKERLAK & PATRICE MOONIE

November 2017

MANAGER: Michelle Morris



Our guardianship program in Prince George is made up of two guardianship workers, and 34 children in care between the ages of 1 year old and 18 years old.

Patrice graduated from UNBC with a BSW and has been working with NBH for 3 years.



Jessica started with Nezul Be Hunuyeh Child and Family Services as a Guardianship Social Worker in February 2015, covering a maternity leave. I was lucky enough that my temporary contract turned into a permanent one and I have been with the agency ever since! I was born and raised in Prince George and after accepting a full ride soccer scholarship, I moved to Arkansas to continue my secondary education. From there, I graduated with my Bachelor's in Science (Psychology) from the University of Central Arkansas.

Our guardianship team works hard to develop meaningful relationships with each of the children that we serve. Guardianship workers are in regular contact with children, families, and foster families. Our guardianship team works to put services into place that protect Nak'azdli and TI'azt'en children's Dakelh cultural identities and provide regular opportunities for children to develop and maintain their Dakelh identities, as well as their relationships with siblings, parents, and extended family members in a way that reflects the interconnectedness of the Dakelh people's traditional family and community networks.

Children in our care, their family members and their foster parents have the opportunity to participate in many events throughout the year such as our annual family picnic (May), annual traditional tea picking event (June), annual cultural camp (July/August), and community Christmas parties (December). We provide cultural events/activities in the Prince George NBHCFS office on Pro-D day's through-out the school year for added opportunities in the Prince George area.

A huge priority in the guardianship program area is identifying a permanency plan for each child in care. Permanency can be achieved for children in many different ways and is something that is often re-visited and discussed throughout planning stages between children, guardianship workers, family members, and foster families.

Recently, Nezul Be Hunuyeh has advocated to the Ministry for Children and Family Development to be able to provide post majority supports to young adults who have aged out of our agency's care at 19 years old in the form of Agreements with Young Adults (AYA). We currently are providing formal supports to one young adult, and are informally supporting three more as we assess program eligibility with these young adults.

Young adults between the ages of 19-26 could be eligible for an AYA if they were formerly 'in-care' or on a youth agreement (YAG) and if they are attending school full time, participating in an approved life skills program, or participating in a residential treatment program.

Program	TI'azt'en	Nak'azdli
Prince George Guardianship	30	4
Youth Agreement	0	0
Agreement With Young Adult	0	1
	*Assessing one for eligibility	

**STEVIE ANATOLE & URSULA HO LEM
November 2017**

MANAGER: Danielle Rasmussen



The guardianship position in the Fort St. James office was vacant for the majority of this past year. Luckily, our Delegated Team Assistant, Stevie Anatole, was able step-in to complete the required guardianship duties and to ensure that the needs of our children in care were met.



Our new guardianship worker, Ursula Ho Lem, joined the team in August 2017 and she has demonstrated an ability to connect and quickly build relationships with the children, families, and caregivers.

Despite the challenges of not having a guardianship worker for the majority of the year, there have been many highlights.

These include:

- * One of our youth maintained a high GPA throughout her high school career and graduated with honours. She applied for and was accepted into the Peace River Bible Institute to start her post-secondary education in September 2017.
- * One of our children in care took part in the Dreams Take Flight Program and got to spend an exciting and fun filled day in Disneyland.
- * One of our youth attended the Gathering Our Voices Conference in Kelowna in March 2017.
- * One of our youth applied for and was accepted into the Encounters with Canada Program and spent a week in Ottawa partaking in health and wellness workshops, fitness activities, and touring the Parliament buildings.
- * We had two youth turn 19 this year; one had a baby prior to her 19th birthday and worked hard with our family service team to limit MCFD involvement
- * One TI'azt'en youth started on a Youth Agreement and has been successful in meeting the requirements of this to ensure its continuation.

We work hard to ensure that children in care are connected to their culture. This can sometimes be difficult because due to a lack of local resources, many children in care reside in homes away from TI'azt'en or Nak'azdli.

This year, NBH received funding from MCFD to run week long Young Warriors Camps for male and female youth.

NBH contracted with Sitlika Enterprises to take 18 male and 15 female youth, many who are children in care, to Usilika where they were immersed in cultural activities for a week. These activities included hunting, fishing, berry picking, hiking and daily cultural and spiritual ceremonies.

Program	TI'azt'en	Nak'azdli
Fort St. James Guardianship	16	2
Youth Agreement	1	

CULTURE CAMP 2017

Let's just start by saying what an 'Amazing' success this years' Culture Camp was – Simply incredible how a community can come together for the benefit of our kids in care. Smiles from ear to ear, hearts filled with warmth and the joy of families reconnected in cultural ways is what makes this yearly event all worth its' while.

1st and foremost - Our Heart goes out to all the Caregivers who brought the children home. For the love & security you give the children, encouraging them to come allows hope of keeping a connection in one way or another and gives them a brighter future.

This year we had 80 children in care come back to reconnect with their families – many travelled in from Alberta, Vancouver, Okanagan and Vancouver Island.

- ◆ 60 were registered with Tl'azt'en
- ◆ 20 were registered with Nak'azdli

Thank you to Nak'al Bun Elementary for allowing us to use the premise for the week. The use of the grounds for camping and activities, including the Fire Pit, access to the Kitchen and Gymnasium helped in so many ways.

45 Volunteers in the community, *not including our amazing NBH staff*, put in endless hours and days to ensure everyone reaped the benefits that Culture Camp offers.

- ◆ Along with 18 amazing youth workers, Activity Leaders and many other community members came and contributed their time.
- ◆ Our incredible Kitchen staff and helpers prepared meals for 300 people a day
- ◆ This was the 3rd year that Abby Thacker, from the local RCMP, volunteered as our overall photographer.
- ◆ A shout out to Andrew Vogelsang, *FSJSS Media Arts & Technology teacher*, who created our outstanding wrap up Video of the weeks' event – it was an absolute pleasure to watch.

Each day we started with a healthy Breakfast; joined back together for Lunch and ended with Dinner. The week started Sunday with welcoming and Registration and continued with 3 days full of Activities for everyone.

3 days of Fun Filled Activities

* Genealogy	* Traditional Clan Vest	* Medicine Walks	* Rock Painting
* Campfire Bannock	* Dream Catchers	* Drumming	* Historical Tour
* Binche Falls Hike	* Boat Tour	* Canning Berries	* Preschool Tent
* Photography/Videography Ages 14 & up	* Community Visits – Nak'azdli & Tache		

Let us not forget the evening events that ended our days

* Round Dance & Entertainer Kym Gouchie	* Caregiver's Evening	* Color Run for all Ages
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The celebration was ended with a traditional Potlatch (Bahlats) for all the 4 Clans before families said their Farewells to each other. Many thanks to our Elected Officials, Hereditary Chiefs, Drummers and Elder Doreen Austin for guiding with our Closing ceremonies; needless to mention, the entire week.

So much gratitude goes out to those who donated:

Sana'aih Market (discounted food & ice), Overwitea (donation & freezie tent), Nak'azdli Social Development (potlatch donations), Fruit trays and pop were donated on Sunday by Jenny Martin & Ball Tournament and the FSJ Arts Council who assisted with setup and takedown.

The generosity of contributions from our Local businesses, items for the Loonie Auction & Fundraiser were such a great hit – raising a Grand total of \$ 1,080.00 for future camps. A thank you to everyone who supported and congratulations to the Raffle winners.

Next year date is **TENTATIVELY** set for July 22nd, 2018; However, due to the attempt of hosting during the salmon runs, we will keep updates on our Facebook page and future Newsletters. **See you all Next Year !!**

CULTURE CAMP

2017



ANNA WHITELY & CHERYL GAGNON
November 2017

MANAGER: Danielle Rasmussen



The Family Preservation Program (FPP) is an MCFD contracted programs; referrals to access the FPP program come from MCFD, NBH Child and Family Service Worker, and the NBH Guardianship Worker.



Workers provide support to family in crisis when their children are at risk of removal and for those whose children have already been placed outside the home. Services are intended to help families rebuild a healthy and safe home.

Two workers (Anna Whitely and Cheryl Gagnon) provide in-home as well as community based services.

Once a referral is received, the worker will meet with the social worker and the family to review goals and develop a service plan. Services may include parenting and life skill development, connecting families to other community support services, assistance in securing housing, assistance in filling out forms, and other services that may be identified by the family and/or social worker. Services are intended to build support for families and provide them with the information and skills needed to rebuild and maintain a safe home for their children.

In October 2016, our FPP team completed training in the Growing Great Kids Program. This program is focused towards families with children 0-5 and the curriculum provides a comprehensive and structured means of developing and enhancing parenting skills.

Anna and Cheryl facilitate Eagle’s Nest, a weekly ECE program in Tache, as well as a weekly Parenting Group based out the Fort St. James NBH office. Anna and Cheryl use parts of the GGK curriculum in these weekly programs which are designed to enhance and develop parenting skills.

Anna and Cheryl also help organize and run the many NBH community events throughout the year. This year, these included:

- ◆ Spring and Winter clothing drives
- ◆ Apple day
- ◆ Car seat Training
- ◆ Children’s Fairs in Nak’azdli and Tl’azt’en
- ◆ Tl’azt’en Book Fair

In the past year, our Family Preservation workers have closed 22 files and have actively worked with 33 families/children/youth through referrals from MCFD and NBH. a

2017	Nak’azdli	Tl’azt’en
# Families Served	12	17
# Children/Youth Served		4

Eagle’s Nest 2017: 9 Families Served
Parent Group 2017: 10 Families Served

KATE SULLY
November 2017

MANAGER: Danielle Rasmussen



Kate is one of newer employees that joined the Agency in May, 2017.

This position was created in October 2017 as part of funding received to provide ongoing prevention services to Tl'azt'en and Nak'azdli. Initially, the program was run as an after school program providing life-skills, recreation, and culture to youth aged 9-13.

In the spring of 2017, several youth in Tl'azt'en were identified as being high risk to suicide. NBH worked with Tl'azt'en Health staff and Kate, along with Rachel Robert, took a group of identified high-risk girls on a camping trip to Tezzeron/Cinnebar. This trip allowed them to develop connections with these girls and following this, the youth worker program shifted to allow for these connections to be maintained and for Kate to provide ongoing support to these youth.

The youth worker program includes two parts:

A one-on-one referral based program.

⇒ The Band family care workers, school staff, and NBH Social Workers can make a referral for high risk youth to work on a one-on-one basis with the Youth Worker. This work is time-limited, usually 3-6 months, and is goal based. The Youth Worker supports the youth in developing life skills, connecting to community resources (counseling), developing healthy socio-emotional coping skills, and making and getting to and from various appointments.

	Nak'azdli	Tl'azt'en
# of Referrals	2	7

Young Warriors Girls Group.

⇒ This group is run once per week in Tl'azt'en and once per week in Nak'azdli and is open to girls in the community aged 9-13. The girls work on life and social skill development, healthy relationships, and personal safety which will include internet safety. Various guests have been invited to participate throughout the program to provide cultural teachings and activities. Currently, the Nak'azdli group is full and a waitlist has been started; there are still spots for two Tl'azt'en girls for this session.

	Nak'azdli Girls Group	Tl'azt'en Girls Group
# of Participants	8	6

LORI den ENGELSEN
November 2017

MANAGER: Danielle Rasmussen



Lori den Engelsen started as the Caregiver Support Worker (CSW) on October 1st of 2016. Referrals are made to the CSW by the NBH Child and Family Service Worker, Guardianship Social Worker or Resource Social Worker to connect with caregivers and families to educate and support when challenges arise that could potentially lead to a placement breakdown.

Lori's background as a RN and experience working with Invisible Disabilities/Brain Differences has been utilized, as has her early childhood and parenting skill base.

This past year she has worked with 7 caregivers who have children in their care from TI'azt'en and 2 caregivers who have children in their care from Nak'azdli. She has also worked intensively one on one with two biological families from Nak'azdli.

Referrals are made to the CSW when assistance is required around Psychological Assessments with the children, liaising with schools, psychologists and doctors and interpreting reports for families. She provides assistance in mitigating challenges that can lead to placement breakdowns. She also provides one on one information for Foster/ Adoptive and Biological parents and for our NBH Social Workers.

Lori is a trained Growing Great Kids (GGK) Coach and in this role, supports the NBH Family Preservation team in developing services plans, implementing GGK, as well as in program development for Eagle's Nest and the Parent Group.

Lori organizes and facilitates many community events that are health or early childhood related like: the Bi-annual Clothing Drives, Book Fair, Children's Fairs and Health Fairs.

Lori has worked to develop collaborative relationships with both Nak'azdli and TI'azt'en health staff to keep in close contact with the Health Centres. These partnerships and her work with the Fort St. James Early Childhood Committee has broadened the community's knowledge and understanding of the Agency; she has been able to partner with them to obtain grants and increase awareness of and access to early childhood programs locally.

Lori is the coordinator for the Baby Box program, of which NBH is the local distributor. Baby Boxes offer a safe first sleep space and to obtain one, the new parent must connect to an extensive informational website.

This was the second year that Lori has organized a free training for local participants to become Car Seat Technicians. In conjunction with ICBC and the local RCMP, the training increases skill and awareness of, correct Car Seat installation and use.

As well as carrying her CSW caseload and being a part of the many NBH community events, Lori is also one of the members of the NBH Occupational Health and Safety Committee. The OHS identifies and develops policy and procedures to create and maintain a safe work environment as well as physically buying and installing needed safety features when appropriate.



VACANT (DANIELLE RASMUSSEN - Acting)

November 2017

MANAGER: Danielle Rasmussen



Collaborative Practice Coordinator/Family Group Conferencing

Program Description:

MCFD Contract - Referrals come from MCFD and NBH Child & Family Service Workers or Guardianship Workers

Parents have a right to be involved in decisions about their children. There are different ways you can be involved in planning when a child welfare worker has concerns about your child's safety.

Collaborative or shared decision making can:

- Give you an opportunity to develop plans and agreements for your child
- Ensure that your voice is heard
- Help you involve other family and community members in your child's care
- Develop a plan that builds on your strengths and the strengths of your family and community
- Help everyone agree on what's best for your child

Once the coordinator receives a referral the coordinator will meet with family members to schedule a family meeting and then facilitate a meeting between the family and the social workers involved. The coordinator remains neutral. This is a voluntary process. The coordinator can facilitate the following meetings:

Family Case Planning Conference (FCPC)

This is a 90 minute structured meeting that addresses immediate concerns by developing short term plans to ensure child safety. Families can request a CPC to help solve problems or create plans. Participants leave with a written copy of the next steps so everyone is clear

Family Group Conference (FCC)

A Family Group Conference is a structured decision making meeting made up of family members. The coordinator makes all the arrangements for the meeting and provides participants with information on the process. The family is given private time to discuss the concerns identified and to develop a plan to meet the needs of the child. Once the plans is agreed upon by all involved the Coordinator assists in writing the plan and distributing a copy to all the participants.

Youth Transition Conference (YTC)

A planning meeting for youth in care to create a support network and plan for independence as they approach the age of majority . The youth identifies the people who will be involved. Future goals are identified and a plan is developed to achieve those goals. Youth Transition Conferences can occur every few months starting at age 16.

MONICA BRITTIAN November 2017

MANAGER: Michelle Chase



This past year has shown some challenges and exciting changes within our Agency.

Staffing has been an issue, but I believe at this time our Agency has an A+ team from the Management Team, to the Social Workers to the Family Connections workers and everyone in between.

Our agency has branched out with Culture Programs in both Tache and Prince George and new Parenting groups and Youth groups and so many projects that have been successful and celebrated by the participants and the communities.

Recently, our Agency and the communities have lost a very influential and very sadly missed person, Don McLelland. Don was on the panel at my interview in July of 2009 and when you work with someone every day, you really get to know them. Don was my Supervisor until 2014 and continued to be my mentor and a large influence in my professional and personal life. Don will be missed but never forgotten.

A longtime staff and community member has left the Agency and community of Fort St. James earlier this year to be closer to family. Cindy Soderstrom was with the Agency for 10 years and part of the Fort St. James community the majority of her life. Cindy had experience in many different areas of Nezul Be Hunuyeh and was also part of the Nezul Be Hunuyeh Foster Parent family. We wish Cindy the best in this new chapter of her life!

Joining our Team in the Administration Department this year comes:

- ◆ Rachel Robert as the Communications and Community Development worker who is temporarily working as the Culture Coordinator until March 31, 2018.
- ◆ Daniel Prince, who was our replacement receptionist, has accepted the full-time Admin/Team Assistant position in July 2017. Dan has been working closely with our long time PG Admin, Terry Eastman.
- ◆ Clementine Thomas has recently accepted a temporary position as the Communications and Community Development Worker until March 31, 2018 when Rachel will return to her permanent position.

The Administration Team is a crucial part of any organization and the Nezul Be Hunuyeh Administration Team is hard working and dedicated and has expanded in positions and areas of Nezul Be Hunuyeh. We continue to work very hard as a Team to streamline procedures while following policy. Everyone on the Administration team undergoes criminal record checks in order to handle the extremely confidential and sensitive Information.

Crystal French is our Finance/Administration Manager and assists with Administration duties so both our offices run smoothly. Crystal French will be taking over some duties in the Fort St. James office to cover my position as I will be off on Maternity leave for one year.

Cyndy McCarthy is our part-time Finance Assistant who will take over some additional tasks in the Finance Department to allow Crystal more time to devote to the Administration side of things.

The Delegated Managers in each office will also be taking on some duties to ensure the delegated filing duties continue to be managed. It has been challenging training new staff and preparing to be absent for that length of time but I am very confident in our Management team and Staff that this transition will be smooth.

MONICA BRITTIAN... *continued*
November 2017

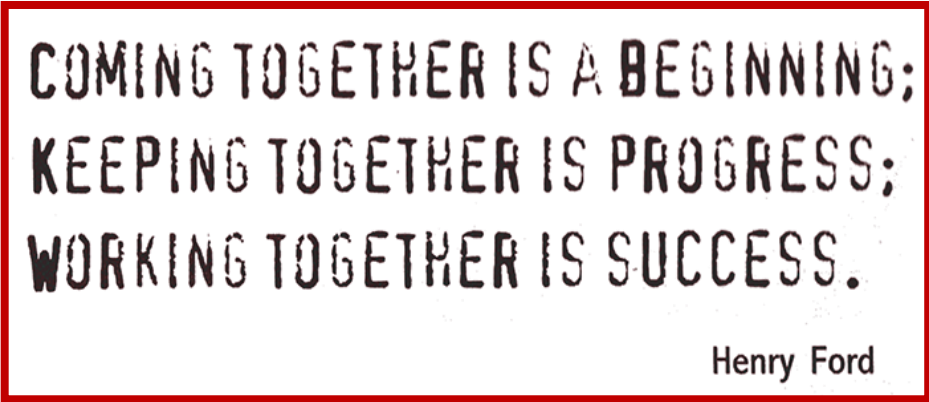
Nezul Be Hunuyeh has a Facebook page to stay connected with the public and inform the communities of upcoming events. There has been a lot of activity on the page and we are successfully sharing our Agency and the things we do with the public. If you haven't yet, please check it out!

This also goes for our Website. Our website is updated monthly and includes videos, newsletters, links to various pages that may be of interest and information on our programs. We are very excited about this addition and look forward to growing and expanding the information we hold here.

Also, in both Fort St. James and Prince George, we have electronic bulletin boards in the waiting areas. These hold information on the agency, programs and upcoming events for Nezul Be Hunuyeh as well as the communities of Fort St. James, Prince George, Nak'azdli Whut'en and Tl'azt'en Nation. Feel free to come visit us!

Also joining our team very recently are two 12-passenger vans! We have one van in each office to ensure we can maximize our ability to offer services, groups, transportation to our families and children. These vans will allow our staff to bring more people back to their communities and allow staff to include more youth in our youth groups. We are feeling extremely lucky to that our Agency was able to make these purchases this year to continue to help us with more exciting programs and successes in the future.

We are looking forward to the upcoming year and thank you for your continued support of Nezul Be Hunuyeh Child & Family Services.



TERRY EASTMAN - Prince George November 2017

MANAGER: Monica Brittain



Hello, I'm Terry Eastman, the Prince George Admin/Team Assistant. I am originally from Fort St. James, my parents are Sebastian and Betsy Anatole and my clan is Lusilyoo.

I am the first person people see when they come into our office and I make sure that they feel welcome. I greet them with a smile and a hello or hadi! The first thing some say to me is "Got any bannock?"

We have some community members from Tache, Binche and Nak'azdli who come into our office regularly, whether to access services or come to a group gathering. It's always nice seeing everyone and getting caught up on their family news. I make everyone feel welcome and I love to make bannock at the office and teach the kids and families, *and get baby snuggles too!* I am known at Culture Camp to take the lead for the bannock station, it's always great seeing how happy they are when they've made their own bannock and can take it with them.

Amongst providing ongoing daily general administrative support, I am always busy Maintaining client files and general filing system by registering, opening, updating, combining and closing files as required. I take on the responsibility of providing a variety of confidential and professional support to the Guardianship Manager and Social Workers. A lot of time spent is preparing files for adoption, court, audit, and physical transfer. Financial responsibility duties include identification verification of individuals for release of cheques, bus passes, tickets and purchase authorizations and advises worker if these items are not picked up. Also doing monthly bank deposits and direct deposits for foster parents.

I have worked at Nezul Be Hunuyeh for over 6 years and enjoyed it immensely. The Manager, Michelle Morris, Guardianship and Family Service Social Workers I work with are amazing women who take their positions with our organization very seriously and to heart. They work hard for our children in care and for our families that reside in Prince George. I am proud to call these ladies my co-workers and friends.

I look forward to another year at Nezul Be Hunuyeh!



**DANIEL PRINCE - Fort St. James
November 2017**

MANAGER: Monica Brittain



Hadi everyone, my name is Dan Prince. I am from Nak'azdli Whut'en and I belong to the Lusilyoo Clan. I have been with the Agency since February 2017.

I began as an on call worker to cover reception duties. I started full time with the Agency in July 2017. I greet and welcome each and every client and visitor with kindness, everyone is welcome here. I professionally guide clients to appropriate staff and monitor the in/out board and update as needed.

I am responsible for providing a variety of confidential and professional support to the Staff and Executive Director. I prepare documentation such as correspondence, reports, statistics and records using a variety of Windows based applications. I am also designated and responsible to record and prepare staff meeting minutes.

I assist and attend in many events throughout the year, including ,but not limited to: Spring Clothing Drive in April, Family Picnic in May, Culture Camp in the summer. I had the pleasure of attending the 1st All Nations Gathering in September on behalf of Nezul Be Hunuyeh and we look forward to the upcoming years.

Training opportunities have included Band Rep Training in April 2017; Conflict Resolution Training in September 2017; and most recently the Integrated Case Management (ICM) training.

My responsibilities increased when I started full time to include File Management, learning Government systems and a whole new area of Administration within the Agency. It has been a great adjustment to my basic duties of answering phones, greeting the public, receiving and processing mail, overseeing inventory of office supplies and assisting staff where I can.

Every day is a new learning experience on the job and I learn new skills that I can take forward with me in the future.



PG - CULTURE PROGRAM

VACANT
November 2017

MANAGER: Michelle Morris



Across all program areas, we have identified a strong need and desire for Nak'azdli and Tl'azt'en community members who reside in Prince George to have more frequent and meaningful access to specific Dakelh cultural opportunities.

We believe that through culture comes healing, understanding, identity and strength.

We have had the opportunity to create a new position in our Prince George satellite office to fill this need and currently working on filling for a full time Cultural Worker and hope to have this position filled by January 2018.



RACHEL ROBERT
November 2017

MANAGER: Monica Brittain



Rachel is a Tl'azt'en Band Member and a proud member of the Lusilyoo Clan.. She is the daughter of Allen Robert & Ann Michell. Rachel started her employment with NBH in November 2016 as the Communications and Community Development Worker. She moved into the position of Cultural Coordinator in June 2017.

NBH was successful in securing funding through the *National Indian Brotherhood Trust Fund* to offer a program rooted in Carrier culture to address the impacts of the residential school system

Rachel has been delivering a program in Tache since June 2017. During the summer months the program focused on food gathering, preparation and preservation. Program participants had the opportunity to go berry picking, set net for salmon, can Salmon and gather & prepare traditional medicine. Elders and knowledge keepers are brought in to teach and share information.

This fall, a trapping program was developed in partnership with Tl'azt'en Nation Culture. Participants will learn about the importance of trapping, as well as when, where and how to trap. They will be out learning and by doing this, will hopefully give them the ability to pass on these teachings to others. The process will be recorded and documented; a group of young men will be kept busy during the trapping season.

The program runs until March 2018 and in the coming months participants will learn how to make moccasins, drums and tan hides. Language classes, family history and genealogy workshops will also be offered.

The program is open to community members and there is no registration fee or cost to participants. We provide a safe and comfortable space to learn and connect with community Elders .

The program runs four days a week Monday, Tuesday, Thursday and Friday at the NBH building in Tache . We encourage you to drop in and join us on our journey of learning and reviving our culture.

To date, this program has served 181 members in its short 4 months and growing stronger



CLEMENTINE THOMAS
November 2017

MANAGER: Monica Brittain



Hadi and welcome everyone to our 15th Annual General Meeting here in beautiful Binche Keyoh.

My given name is Clementine Thomas, also known as Tiny to most. I am the oldest of 3 to Linda Thomas, Granddaughter to the late Clementine Thomas and Great-Granddaughter to the late Amelia Prince.

I have 3 beautiful daughters and 2 step children from my Spouse, Chief Alexander McKinnon and an energetic granddaughter and another one arriving over the next month.

I am a Nak'azdli Whut'en member and proudly belong to the Lusilyoo Clan.

I was born in Fort St. James, however, mainly raised in the Prince George area. I completed my Applied Business Technology in Fort St. John in 1999 and after attending CNC in Prince George, I relocated back home to Fort St. James in 2002.

Education has always been a passion, never stop learning and spreading your wings to different opportunities. With education, hard work and determination we can become anything or anyone we want as long as we believe in ourselves. I strive to pass this on to my own kids. Education can be in many forms, not just College, and as long as you stand strong and fight for what you want in life, you can and will become successful; this trait I am proud to say was inherited by my mother to myself.

There are two key thoughts that I always keep in mind and live by:

1. **Everything happens for a reason;** regardless something does not work out there is an insight to why and means that it was not meant to be because something better is out there waiting for you.
2. **There is an upside to everything.** In life, things do not always go as we planned, but keep your head high and stay positive. You are the guider in your life and keeping a positive attitude can be hard at times, but your inner strength will guide you.

Becoming part of the Nezul Be Hunuyeh team is a perfect example of how this reflects how I became part of this amazing team, a job like this was waiting for me. I became part of the NBH team in August 2017 on a term position until March 2018. I can truly say I enjoy working here, this team is so strong and the togetherness is simply amazing. Everyone is positive and no one is every left behind.

As the Communications & Community Development:

- ◆ Maintain communication and collaborate with Tl'azt'en and Nak'azdli with upcoming community events
- ◆ Organize and participate in community Events & Activities
- ◆ Develop Agency Bi-monthly Newsletter, Website updates, Facebook updates
- ◆ Maintain agency publications, brochures and electronic information boards are up to date
- ◆ Advertise NBH Events, activities and programs
- ◆ Promote the Agency in all ways possible
- ◆ A large part of NBH events, the upcoming Xmas party, attended Culture Camp, hosting the Elders meetings for Nak'azdli.

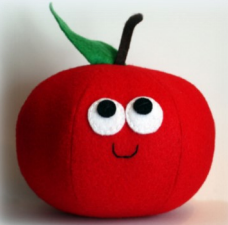
GOAL: I want people to be able to see what I see from working here.

The care NBH has for our Children in care is overpowering. Keeping the culture and hope alive for them is Key. The appreciation NBH has for Foster Parents, resources for Parents and the love they have for kids is overwhelming. Nezul Be Hunuyeh will make a dynamic C6 delegation in the future, keeping Culture and Love alive in our Kids.

That will truly be a day to celebrate!



APPLE DAY



An apple a day... tastes really good!

An estimated 170 kids, plus staff, of both Nak'al Bun Elementary (October 6) and Eugene Joseph Elementary (October 10) were part of NBH's Annual Apple Day.

Each year apples are generously donated by the Okanagan fruit growers, transported to Prince George and distributed by the Elks and St. Vincent de Paul Society to various organizations in and around Prince George.

Nezul Be Hunuyeh is grateful to be included in the distribution and in turn distribute the apples to our local students.

NBH staff spend the day in each school baking with individual classes and each student receives a bag of apples and the recipe to take home.

It is truly a fun day with the kids ending with a sample of the delicious recipe chosen by our Family Preservation workers.



What does NBH do anyway??

In addition to the delegated services we provide including Family Service, Resources and Guardianship, we also offer a number of community programs and prevention services .

These include Eagles Nest, Young Warriors, Parent Support Groups and Cultural Connections Programs.

In addition, our staff have been involved in several community engagement activities over the past year:

	EVENT	LOCATION
JANUARY	Participate @ Cultural Days	Nak'al Bun School
	NBH - Baby Massage	Nak'azdli Health
FEBRUARY	Staff serving Breakfast	Fort St James Secondary
	Staff serve at Community Lunch	Nak'azdli
	Staff serve at Community Breakfast	Nak'azdli
	NBH - Baby Massage	Nak'azdli Health
	Participate @ Early Years Fair	Fort St James
	Present @ Band Members Meeting	Tache
	Participate @ Mental Health Fair	Fort St James
	Involved with Strengthening Families	Nechako Valley Community Services
	Local Action Team Mental Health	Fort St James
	Staff serving Breakfast	Fort St James Secondary
MARCH	NBH - Infant Massage	Nak'azdli Health
	Participate Early Childhood Development	Fort St James
	Staff serve at Community Breakfast	Nak'azdli
	Participate @ Children Fair	Tache
	NBH Book Fair	Tache
	NBH Community Engagement	Tache
APRIL	Participate @ Health Fair	Tache
	NBH Spring Clothing Drive	Tache
MAY	Participate @ Career Fair	Nak'azdli
	Involved @ Health Fair	Nak'azdli
	NBH Grand Opening Eagles Nest	Tache
	NBH Family Picnic	Cottonwood Park
	Staff serving Breakfast	Fort St James Secondary
JUNE	Participate @ Children's Fair	Nak'azdli
	NBH Tea Picking	Mary Lebrun Keyoh
JULY	NBH Youth Camp Girls	Cinnabar
AUGUST	NBH Cultural Camp 2017	Tache, Nak'azdli
	NBH Warriors Camp	Boys
	Participate @ Binche Days	Binche
	NBH Warriors Camp	Girls
	Participated in the Amazing Race	Tache
	Participate @ All Nations Gathering	Nak'azdli
OCTOBER	NBH Apple Day	Tache
	NBH Apple Day	Nak'azdli
	NBH Car seat Technician Training	NBH Office
	NBH Elders Luncheon	Tache
	NBH Elders Luncheon	Nak'azdli
	NBH Clothing Drive	Tache
	NBH Caregiver Recognition Event	Prince George



*Thank You For
Your Donation
& Helping Make A Difference*

**If somehow, we have missed anyone, we apologize.
Please know that Nezul Be Hunuyeh and Staff are very appreciate of
each and every generous donation - Big or Small!**

- 1. St. Vincent de Paul**
- 2. J. Mann Electric**
- 3. K&D Logging**
- 4. Terrane Metals Corporation**
- 5. Royal Bank of Canada**
- 6. LIAM – Fort McMurray**
- 7. Treasure Cove**
- 8. Community Blanket Fundraiser**
- 9. Save On Foods**
- 10. Overwaitea contribution to Culture Camp, Girls Group & Family Picnic**
- 11. FSJ CNC HUB Donated brand new books for the book fair and for Halloween**
- 12. All those who donated to the Annual Clothing Drive**
- 13. All those who purchased tickets at our culture camp raffle**
- 14. BC Liquor store - Teddy bears each Christmas**
- 15. Wallace Photo for “Dreams take Flight” passports**
- 16. Bobbi Carpino donated a photo session for the baby shower in April**



YOUNG WARRIORS PROGRAM

Girls Group

This past year was the third year of Young Warriors for girls. All year we were able to share in the spirit of culture, identity, medicines and life skills. I'm so honoured and humbled to be part of this sacred journey, and hope to always be able to enhance our youth in leadership, life skills, keep them connected to community, and to allow them a sacred and safe space to connect with their mind, body and spirit.

This past year, we had eight girls ranging from age ten to fifteen years old. We were able to gather medicines, pick berries, have ceremonies, sharing circles, cooking lessons, physical fitness boot camps, drumming, singing clan songs, empowerment/leadership workshops, fun social activities, arts and crafts, and a few community events.

We were sad to lose Norm Gravelle as he always volunteered his time to teach cooking and kitchen skills with his extensive experience in the catering and camp cooking business. The youth enjoyed his energy which was fun, playful, caring and he was so passionate in the kitchen. The Young Warriors miss him dearly and send prayers to his loved ones.

We attended Aboriginal Day festivities in Nak'azdli Territory so the youth was able to have a visit with their families while celebrating their culture. We also had the privilege of being part of the Canoe Journey which began in Binche and ended in Nak'azdli Territory. We spent one night in Battleship bay.

Thank you to:

Josh Hallman who organized canoes and safety equipment for us

Thank you to :

Paul Bird, George Joseph, Carolyn Bird, Lisa Sam and Anne Sam for accepting us with open arms and for having a strong knowledge of the history and legends of the Carrier people; and for keeping us safe!

We look forward to another Canoe Journey!

*Snachailya!!
Crystal French*

YOUNG WARRIORS PROGRAM

Warrior Camp 2017



In addition to the Young Warriors, I had the honour of hosting, alongside my husband, and many wonderful chaperones a warrior camp in August 2017. We had sixteen male youth who attended the week of August 18-24, and fifteen female youth who attended the week of August 25-31, all between the ages eleven to seventeen years old.

The camp was a fully immersed cultural camp which included hunting, fishing, ceremonies, leadership workshops, life skills, survival and bush safety, gun safety, personal development, connections to the land, honouring our health, goal setting, sports and recreation.

The youth from the Prince George area travelled and picked up youth from the Vanderhoof and Fort St. James area along with six chaperones which consisted of two hunters, two elders, two safety Level 3 First Aid attendants, and two chaperones that conducted the ceremonies and workshops.

The journey was an eight hour drive, with a convoy of five vehicles and a passenger van, with stops along the way at Nation River and Usilika Lake. On day one, we set up camp, unpacked, had introductions, circle and did bush & mountain safety training. The rest of the week long journey youth went hunting and shot two caribou, nine ground hog, caught nine sockeye salmon, and a few spring salmon. They skinned, cleaned and prepared all the traditional foods, and maintained the smoke house in the duration of the camp. Most youth were able to bring traditional food home to their families.

The two weeks was a powerful connection to ceremonies, coming of age, embracing our journey and for some a reconnection to a journey they once knew. We hope to remain connected to the youth so they remember who they are on their journey, embrace their culture, and hope to continue to empower themselves by gathering annually and having four ceremonies per year to align with the seasons of mother earth.

Snachailya!!
Crystal & Christopher French



FINANCIALS

2016-2017





CRYSTAL FRENCH
November 2017



I am truly blessed that Nezul Be Hunuyeh allows me to have a break from my financial duties to do what I am most passionate about which is culture, spirituality, self identity and reconciliation. I'm so honoured to be able to support the cultural enhancements of the agency.

Now for finance, we are happy to announce the hiring of our Financial Assistant Cynthia McCarthy. She comes with many years experience working in the financial field for the communities we service; as well as, for another delegated agency. She is from the Gitksan territory and we are lucky to have her as she is hard working and passionate about her job and blends well with our team.

This audit year, the agency received additional funding so we were able to support the needs of the communities by implementing new positions such as the Cultural Worker(s), Communications Coordinator, Youth Worker and Caregiver Support. We are fortunate to have such a wonderful group of new staff to enhance and strengthen our programs.

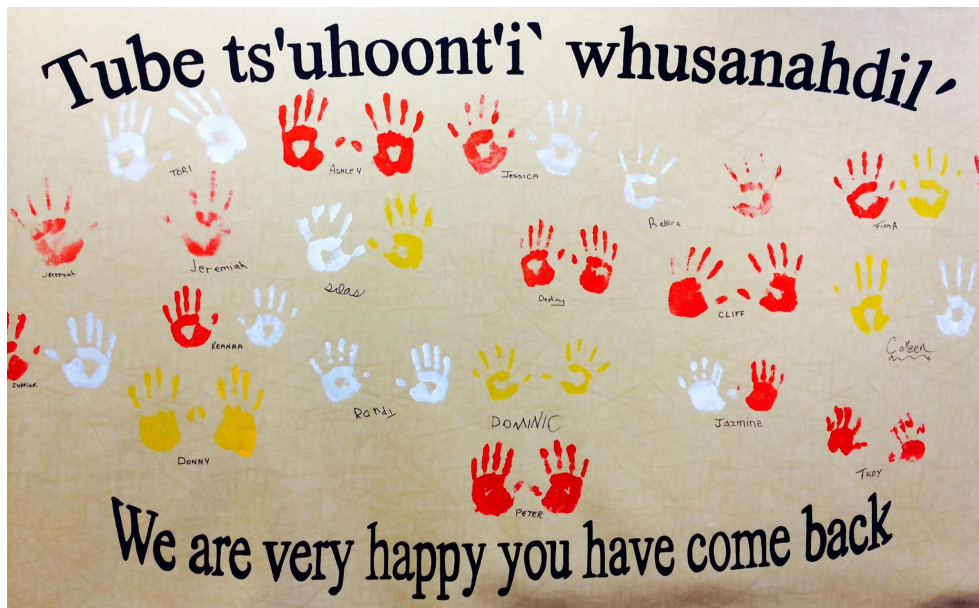
We renewed the Prince George office building lease, and switched our banking from CIBC to RBC. We had an increase in cash flow and expenditures for the new programs. Attached is our 2016-2017 Audited Financials.

November 2017 was ten years with the agency, and so honoured to be part of a remarkable team who seeks the best in everything we do! I look forward to my continued journey with the agency!!

Mussi Cho!!
Crystal French
Finance Administration Manager



CYNTHIA McCARTHY
Finance Assistant



FINANCIAL

FINANCIAL

FINANCIAL

FINANCIAL

FINANCIAL

FINANCIAL

*MUSI CHO for your
continued support!*

See you again Next Year



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