

**Ktunaxa/Kinbasket Child & Family
Social Sector - 2005 Annual Report**
Annual General Meeting
July 19, 2005
Akisqnuq First Nation (Windermere, BC)

"Honoring Our Veterans!"



US/Canadian Indian Tribes
Serving as of April 1, 2003
Source: Immigration Policy Center
and U.S. Defense Department

Army - 2,985 Eskimo - 98 Aleut - 79 = 3,162
Navy - 7,068 Eskimo - 116 Aleut - 199 = 7,383
USMC - 1,111 Eskimo - 30 Aleut - 31 = 1,172
USAF - 1,696 Eskimo - 30 Aleut - 22 = 1,748
US/Canadian Indians total = 12,860, plus
Eskimo - 274 & Aleut - 291 Total = 13,425
Grand Total All Serving = 1,401,128





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Thanks to our Council and Board Members for their dedication and support!

SOCIAL SECTOR COUNCIL MEMBERS

St. Mary's Band - Cheryl Casimer

St. Mary's Indian Band
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Cranbrook, BC
V1C 7E5

Akisqnuk Band – Mary Jimmy

Akisqnuk First Nation
Box 130
Windermere, BC
V0B 2L0

Lower Kootenay Band –Chris Luke

Lower Kootenay Indian Band
830 Simon Road
Creston, BC
V0B 1G2

Tobacco Plains Band – Zoe Gravelle

Tobacco Plains Indian Band
Box 76
Grasmere, BC
V0B 1R0

Shuswap Band – Paul Sam

Shuswap Indian Band
Box 790
Invermere, BC
V0A 1K0

KTUNAXA KINBASKET CHILD & FAMILY SERVICES BOARD MEMBERS

Shuswap Band – Paul Sam

Shuswap Indian Band

Métis – Mike Paradis

Kootenay Region Métis Association
#32-11th Avenue, South
Cranbrook, BC
V1C 2P1

Tobacco Plains Band – Zoe Gravelle

Tobacco Plains Indian Band

Akisqnuk Band – Mary Jimmy

Akisqnuk First Nation

St. Mary's Band - Cheryl Casimer

St. Mary's Indian Band

Lower Kootenay Band – Denice Louie

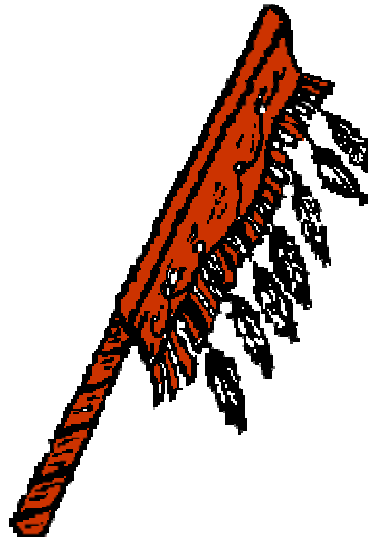
Lower Kootenay Indian Band



Ktunaxa Nation Social Investment Sector Council

Strong, healthy citizens and communities...

...speaking our languages and celebrating who we are and our history in our ancestral homelands,
working together, managing our lands and resources as a self-sufficient, self-governing Nation.
Ktunaxa Nation Vision Statement



Ktunaxa Kinbasket Child and Family Services Society (KKCFSS)

Terms of Reference



Purpose and Mandate

The Ktunaxa Nation Social Investment Sector Council authorizes the establishment of the *Ktunaxa Kinbasket Child and Family Services Society Board* (KKCFSS), in order to perform the functions related to the provision of child and family services (early childhood, family support, child protection, health promotion, guardianship, reconnection, fetal alcohol support, early intervention and prevention, justice, wellness, mental health, family reconnection, elders support and other services as defined from time-to-time) to all Aboriginal people residing within the Ktunaxa Nation traditional territory.

This Terms of Reference will assist the Child and Family Services Society Board in carrying out their authority.

Legislative Considerations

Note: The scope of the Ktunaxa Nation's authority to provide Child and Family services to their citizens and to others as per operational agreements will be defined under their self-government legislation. The Child and Family Services Society Board has no authority or mandate to negotiate self-government, or to represent the Ktunaxa Nation or Métis Nation on a political level.

In the absence of self-government legislation for Child and Family Services, the Ktunaxa Nation, through the KKCFSS, has, pursuant to Section 92 of the *Child, Family and Community Service Act*, R.S.B.C. 1996, c.46, received Delegated Authority to Level 15, as per the Aboriginal Delegation Matrix and operates under the Aboriginal Operational and Practice Standards and Indicators (AOPSI).

The Parties acknowledge that, for the purposes of carrying out the work of the Board under these terms of reference, provincial legislation applies to the operations of KKCFSS unless federal law applies.

Sector/Board Values, Beliefs and Principles

The work of the Ktunaxa Kinbasket Child and Family Services Society Board is guided by the principles of the Ktunaxa Nation and the Ktunaxa Nation Vision.

1. Commitment to responsibility for self, family, elders, children and each other.
2. Positive growth as individuals, as families, and as a Nation.
3. Acceptance of unique strengths and limitations of each individual.
4. Sharing, working together, positive encouragement, and supporting one another.
5. Respect for opinions of other people and individual identity.
6. Honesty.
7. Empathy.
8. Accountability.
9. Adaptability and flexibility.
10. Mistakes are chances to grow.
11. Balance in mental, physical, emotional, spiritual, and economic well being.
12. Safety and security at all levels (personal, community, Nation, global).
13. We support each other on our different paths (and not demand that others be on our path).
14. We trust ourselves and others.
15. We respect people's perceptions and feelings as part of growth.
16. We accept positive criticism.
17. We take responsibility for sharing criticism directly and positively with people rather than behind their backs (constructive dialogue rather than rumours)
18. All Aboriginal people should have equitable access to services and to participation in governance of the Social Sector.
19. People should not be excluded from services because they reside on or off of a reserve, or because they are Status or non-Status.
20. Some services will be available to all Aboriginal people on the Ktunaxa Traditional Territory.



21. The emphasis will be on having activities and services operated at the local level.
22. The KKCFSS Board will support Nation-level planning and coordination of services.
23. Services will be coordinated and integrated at community and Tribal levels.
24. Services will continuously develop, based on evidence of what works.

Functions of the Board

The KKCFSS Board's main responsibility is to design and deliver effective Aboriginal child and family support and development services in an integrated, coordinated manner, to all Aboriginal people (Status, Non-Status, Métis, Inuit) residing within the Ktunaxa Nation's traditional territory (map attached). Specific duties include:

- Engaging in ongoing planning activities as necessary to determine the organization's strategic direction, define specific goals and objectives related to the strategic plan, and, evaluate the success of the organization in meeting the strategic plan.
- Approving policies for effective, efficient and cost-effective operation of their organization.
- Annually approving the organization's budget and assess the year's financial performance in relation to the budget on a quarterly basis.
- Monitoring the organization's financial health: review the percentage of the organization's resources spent on service delivery, administration and fundraising (70% of revenue should be used for service-delivery).
- Approving written policies and procedures governing the work and actions of its employees and volunteers. These policies and procedures might include: working conditions; evaluation and grievance procedures; confidentiality of employee, volunteer and client information; and, employee and volunteer training and development.
- Ensuring an internal review of the organization's compliance with known legal, regulatory, and financial reporting requirements is conducted annually and that a summary of these results is provided to the entire board.
- Periodically assessing the need for insurance coverage in light of the nature and extent of the organization's activities and financial capacity.
- Annually assisting with the performance evaluation of the Director.
- Annually review its overall compensation structure, using industry-based surveys of salaries and benefits.
- The board should establish policies, when appropriate, on employee benefits, vacation, and sick leave.

The Board will not be involved in the details of daily program operations.

Membership

The KKCFSS Board will consist of 6 members, one member from each of the following Aboriginal communities, selected by the community from amongst their duly elected officials:

Akisqnuk	St. Mary's
Tobacco Plains	Lower Kootenay
Shuswap	Kootenay Region Métis Association

Qualifications

Members of the Board will have the following qualifications:

- Strong listening and speaking skills;
- Literacy (written & oral) skills that permit active participation in Board functions;
- Ability to participate in consensus decision making;
- Knowledge of human services;
- Positive community role model;
- Demonstrated commitment to serving the Aboriginal community.



To avoid conflict of interest, members of the Board may not be current employees under the direction of the Social Investment Sector, at either the community or Nation level.

Duties of Board Members

Members of the KKCFSS Board will:

- Actively participate in the professional development and other learning activities necessary to build required skills and knowledge for this role;
- Provide written and verbal reports to their respective community, on an agreed upon basis;
- Collect and report on community input on specific questions from time to time as required by the Board;
- Read or review written materials as required by the KKCFSS Board;
- Attend and actively participate in all KKCFSS Board meetings, unless unable to do so for health reasons (in which case notification must be given);
- Attend and actively participate in KKCFSS Board planning workshops, and other events as agreed to.

The following chart helps to clarify the distinct roles of the Board and the Staff.

Planning	Staff	Board	Joint
Direct the process of planning	X		
Provide input to long range goals			X
Approve long range goals		X	
Formulate annual objectives	X		
Approve annual objectives		X	
Prepare performance reports on achievement of goals and objectives	X		
Monitor achievement of goals and objectives			X
Financial Management	Staff	Board	Joint
Oversee evaluation of products, services and programs		X	
Maintain records; prepare reports	X		
Prepare preliminary budget	X		
Finalize and approve budget			X
See that the expenditures are within budget during the year	X		
Solicit contributions in fundraising campaigns			X
Organize fundraising campaigns	X		
Approve expenditures outside authorized budgets		X	
Ensure annual audit of organization accounts		X	
Personnel	Staff	Board	Joint
Identify employee or assign a Director of Planning		X	
Direct work of the staff	X		
Hire and discharge staff member	X		
Decision to add staff		X	
Settle discord among staff	X		
Community Relations	Staff	Board	Joint
Interpret organization to community		X	
Write news stories	X		
Provide organization linkage with other organizations			X
Assess stakeholder (customers, community) needs			X
Train volunteer leaders	X		
Board Committees	Staff	Board	Joint
Appoint committee members		X	
Call Committee Chair to urge him/her into action		X	
Promote attendance at Board/Committee meetings			X
Recruit new Board Members		X	
Plan agenda for Board meetings			X



Take minutes at Board meetings			X
Plan and propose committee organization			X
Prepare exhibits, material and proposals for Board and Committees	X		
Settle clash between Committees		X	

Board Selection and Orientation Process

There will be four stages in selection of KKCFSS Board Members and development of their ability to do the job well.

Stage 1: Recruitment

The Ktunaxa Nation and the Kootenay Region Métis Association recruit people for the available KKCFSS Board positions. KKCFSS/Communities co-host orientation meetings and collect applications. Community Government reviews applications and approves nominations for training and selection of Board Members.

Stage 2: Initial Orientation and Skill Building

Prospective Board Members participate in training on legislation, consensus decision-making conflict resolution, and other key areas of organization’s mandate.

Stage 3: Final Selection

Each community will select, through a public meeting, their KKCFSS Board member, based on the approved qualifications. In addition, they will appoint one of the members selected by each community to be a trainee.

Stage 4: Additional Building of Knowledge, Skills, and Team

Members and alternates participate in activities to build the strength as a team and their knowledge and skills. These activities occur at the beginning of their term and annually thereafter.

Accountability

Members of the KKCFSS Board are accountable to their respective communities and will report to the elected leadership of their respective community through the community’s communication structures, and directly to the Ktunaxa Nation Social Investment Sector Council.

The Social Investment Sector Council will approve any changes to the Terms of Reference of the KKCFSS Board, and will reserve the right to dissolve the Board.

KKCFSS staff will coordinate and document annual performance reviews of each Board member, with opportunities for input from community members, Chief and Council, Board Members, and senior Social Sector staff. In the event of serious performance problems, normal disciplinary procedures may be used as defined in personnel policy. A member may be dismissed by receiving a resolution of their community Council endorsed by the KKCFSS Board.

Selection and Duties of Chair

The KKCFSS Board will select one of its members to be Chair. If the Board is unable to make this selection, the Social Investment Sector Council will appoint the Chair. The duties of the Chair will include facilitation of KKCFSS Board meetings and other duties as defined by the Board.

Time Commitment and Remuneration

KKCFSS Board Members will commit to serving in that role for a three year term.

Board Members will receive an honorarium in accordance with an annually approved budget and will be reimbursed for approved travel expenses. The Social Investment Sector Council will determine a standard honorarium amount and will approve travel reimbursement policy.



Decision Making

The KKCFSS Board will make decisions by consensus. In practice, this means that all those participating in a meeting indicate that they consent and can live with the proposed decision. Decisions may be made in face-to-face meetings or conference calls. A written record of all decisions will be maintained for public review, as appropriate.

Conflict of Interest

Board Members must avoid any conflict of interest that might impair or impugn the independence, integrity or impartiality of the Board. There must be no apprehension of bias, based on what a reasonable person might perceive.

Board Members who are in any doubt must disclose their circumstances and consult with their Chair or Director.

In practical terms, Board Members should ensure that:

- All personal financial interests, assets and holdings are distinct from and independent of any decision, information or other matter that may be heard by or acted upon by the Board.
- Activities undertaken as a private citizen are kept separate and distinct from any responsibilities held as a Board Member.
- Activities undertaken as a Member of the Board are kept separate and distinct from any activities undertaken as a private citizen.
- They remain impartial at all times toward individuals who deal with their Board and as a Member avoid taking any action that may result in preferential treatment for any individual.
- Personal employment is not dependent on any decision, information or other matter that may be heard by or acted upon by the Board.
- Other memberships, directorships, voluntary or paid positions or affiliations remain distinct from work undertaken in the course of performing their duties as Board Members.
- Actions taken in the course of performing duties as public appointees neither cause nor suggest the reality or perception that their ability to perform or exercise those duties has been or could be affected by private gain or interest.

Confidentiality

Board Members must not reveal or divulge confidential information (defined as that which cannot be obtained from other sources) received in the course of their duties. Board Members will receive Privacy Training and will be asked to sign an Oath of Confidentiality.

Staff Support

The Director of Social Investment will be the senior staff of the KKCFSS Board and will manage the relationship between the Board and the remainder of staff. Managers may report directly to the Board upon the request of the Director or the full Board. The Director of Social Investment will report to the Ktunaxa Nation Social Investment Sector Council, with respect to the operations of the KKCFSS Board.

Dissolution

The Board may be dissolved upon a resolution of the Ktunaxa Nation Social Investment Sector Council, or by resolution of the KKCFSS Board, in accordance with their Society Constitution and By-laws. On-going participation in the governance of the KKCFSS Society is the decision of each member community.





Leah Paintednose,
Internal Resource



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Ktunaxa Kinbasket Child and Family Services Internal Resource Coordinator Report – L. Paintednose

Ki?suk kyukyit!

My name is Leah Paintednose and I am the Internal Resource Coordinator for the Ktunaxa Nation Social Sector which includes Health and Child & Family Services Employment and CHIP.

It has been a very busy time for all of us this last while, with our move to our new building, the addition of new staff members, setting up, renovating and organizing and re-organizing ourselves, but it is all coming together and the new building, which is the old Aqam Care home facility, is fantastic.

“May you have enough happiness to keep you sweet, enough trials to make you strong, enough sorrow to keep you human, and enough hope to make you happy”

Texas.



Debbie Whitehead,
Social Sector
Director



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Ktunaxa Kinbasket Social Sector Director Report – D. Whitehead

General:

My responsibilities are to manage and oversee all the operations of the Social Sector. This includes recruiting staff, overseeing administratively 40 staff members, ensuring that all contract requirements with funding agencies are fulfilled and networking with all social agencies and departments involved with the Social Sector. I continue to work closely with Gwen on the transition work as defined in the work plan in this fiscal year.

The Social Sector staff continues to focus on carrying out the work plan and re-aligning functions within the Social Sector Team, and they will continue to work towards achieving the vision and values that were ratified at last years AGM 2004 rather than just meeting our individual program requirements.

Reporting Format:

My role as the Director is one of overseeing the effectiveness of our professional staff and their interface with community, while managing our people and financial resources as best as possible. I rely on the service delivery area managers and coordinators to ensure that the day to day activities are being fulfilled and the needs of the Citizens and other Aboriginal people are being met.

Managers and Coordinators from the different departments will be asked to report to the KKTC Chiefs on a bi-monthly basis. This has not been done in the past, we are going to try this new format and see how it works. Currently the following managers are as follows:

- Bart Knudsgaard, Child and Family Delegation
- Eva Coles Hillary Child and Family Prevention and Support
- Marion Eunson, Employment
- Codie Andrew, KKATC
- Kathy Clarke, Health
- Michele Sam, Head Start

We (the team) are still re-assigning duties and checking functions of staff at both the community and tribal level, to make sure everyone is being utilized according to their



best skill and ability. Reports will be provided in each activity area, once all staff has been realigned.

Administration:

The budgets are jointly managed but accounted for separately so that we can report out to our funding agencies according to their requirements. Over the last couple of months, I have been busy trying to adjust to the change with employment joining our team. I need to familiarize myself with the administration and the requirements of reporting to different funding agencies.

I will continue to meet with the Social Sector managers and communities to ensure that we are all working together in meeting the needs of our Citizens and other Aboriginal people in our communities and service area with the goal in bringing resources directly to the family units, through family growth plans, which consider all aspects of an individual or family.

External Partnerships:

Gwen continues to represent the Regional Authorities in Health and Child and Family and will do a written overview this Annual General meeting on the current activities.

Governance:

Social Sector Transition Council

The Social Sector Transition Council is now up and running and to date we have had one meeting. The terms of reference for this sector still needs to be developed we have a generic terms of reference that we will follow in the interim. The Social Sector Transition Council's responsibility is providing the governance to the Social Sector departments in areas of legislation, strategic planning, and ongoing policies development. The following Sector Council representatives are: Cheryl Casimer, Chris Luke, Mary Jimmy and Zoe Gravelle.

Ktunaxa Kinbasket Child and Family Board

Ktunaxa Kinbasket Child and Family Board representatives are Cheryl Casimer, Denice Louie, Zoe Gravelle, Mary Jimmy, Paul Sam and Mike Paradis, Métis Representative. The responsibility of the Child and Family Board is to design and deliver effective Aboriginal Child and Family support and development services in an integrated, coordinated manner to all aboriginal people residing within the Ktunaxa Nations traditional territory.

Elders Advisory

The Elders Advisory Committee's mandate is to provide input and teaching of the tradition and culture to ensure that the day to day work is consistent with our values and beliefs and that all children in care are reconnected to their families and community. The Elders advisory committee is made up of the following members Mary Mahseelah, Annie Capilo, Christine Jimmie, Arlene Teasley, Paul Sam and Marilyn Taylor, Métis Representative. This committee was established about 3 years ago and continues to meet on a regular basis. Thank you for all your commitment and dedication in working with



the team and giving us the direction and input into the policies and practice with respect to culture and tradition.

Home & Community Care

The needs in all of the communities remain the same, high client care needs and limited funding from Health Canada. It is very important that all the communities adapt their Adult In Home Care programs to the Home & Community Care program to assure that the needs are being met in the communities.

There are ongoing concerns from the communities as the care levels continue to change and grow with Nation members returning home for their health needs. We are striving to meet all the needs as they arise, and in some communities the needs are higher than in others. We have a high incidence of cancer within the Nation, and the Provincial programs do very little to assist the clients in their care. The bulk of the care provision has gone back to the communities.

Since January 2005, the reporting for the program has changed and is now done on a monthly basis with the reporting being sent directly to Ottawa via eHealth solutions Internet services. This was a long and hard process to incorporate each community program into, but we have succeeded.

We have recently completed each community program policy and procedure manual and these will be sent to each Community Health program by the end of June 2005. They will be mailed directly to each Community Health Advocate and each community may adapt and use what will work to incorporate the best program into their community.

We also continue to look at ways to offer ongoing education programs to the support workers and are looking at a program at the College of the Rockies that will bridge a person completing the course to a Health Profession of their choice. We hope that Nation members will look to the Nursing fields, as this is an area that there is a huge need in, both within the Nation and the Province.

There continue to be ongoing concerns within each program, and we deal with the concerns as quickly and amicably as we can, to assure that we keep our Standard of Care high. Each community continues to run their programs to suit the needs of the community, and have services tailored to meet those needs. We hope that the year will bring us additional support that we can offer to the communities, but only time and reporting will tell.

Our goal is to continue to offer quality care and ongoing support and education opportunities for the people working so hard and diligently in the Home and Community Care programs within the Nation.

Community Development & Population Health

This process is ongoing as we continue to work with the data base people to ensure that we have a data base system that will meet the needs of the Citizens in many facets. Gwen continues to be the lead in this area.



Healing our Spirit Conference

We have been selected to host Healing our Spirit conference in May 2006. I will be calling on many volunteers to help out with this venue. Please stay tuned for ongoing up dates.

Have a great summer
Taxas

Debbie Whitehead



FROM THE WEBSITE...

General Information

The annual BC Aboriginal HIV/AIDS conferences have been hosted by Aboriginal Nations in Vancouver, Prince George, Nanaimo, Cranbrook, Prince Rupert, and Chilliwack. The BC Aboriginal HIV/AIDS Conferences is the only HIV/AIDS conference entirely organized and presented for and by Aboriginal people.

The Conference Audience

This conference is for everyone who wants to learn more about the prevention and reduction of HIV/AIDS among Aboriginal people, as well as the care and of those infected/affected by HIV/AIDS. The target audience is persons living with HIV/AIDS, prevention workers, elders, youth, traditional healers, care and treatment providers, drug and alcohol counsellors, community health representatives, educators, 2-spirited, Aboriginal leaders and all Aboriginal people.

The Conference Goals

- To provide an opportunity for people to share information and experiences.
- To offer successful models for providing HIV/AIDS prevention education, care and support to Aboriginal communities
- To provide models for integrating cultural and traditional practices into prevention education, care and support.
- To create and awareness for Aboriginal people to learn about and gain a better understanding of HIV/AIDS and/or the issues surrounding those infected/affected.

For More Information

www.healingourspirit.org



Bart Knudsgaard
Transition
Coordinator



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Ktunaxa Kinbasket Child and Family Services Transition Coordinator Report – B. Knudsgaard

Ki?suk kyukyit!

Hu qakñik Bart Knudsgaard. I have been with Ktunaxa Kinbasket Child and Family Services for 3 years. These three years have been ones of many changes. I continue to be honored in working for your Nation and all the Aboriginal People KKCFS serves.

Growth of Ktunaxa Kinbasket Child and Family Services

KKCFS has continued to grow, both in staff and in services provided. I realize that some people may not see this growth as positive. I have heard that the Social Sector should be a small sector while the other sectors (Traditional Knowledge and Language, Lands and Resources, and Economic Investment) should be large. I agree with view. The goal of all staff of the Social Sector should be that one day there will not be the need for the Social Sector. I, like all staff in the Social Sector, should be working towards the day that there is no need for the job I do. Until that day comes the people that I serve deserve culturally relevant, helpful, and high quality services. There are many child and family services that Aboriginal People are entitled to access and should have always been available to Aboriginal People. Over the next year you will see the transfer of such services from mainstream organizations to KKCFS.

Culturally Relevant and Holistic Services:

KKCFS mission is to meet the needs of Aboriginal peoples in a culturally relevant manner. Recently the KKCFS' board expanded the Mission statement from supporting Ktunaxa and Kinbasket people to all Aboriginal (First Nation, Métis, and Inuit) Peoples. In order to do this KKCFS believes services must be provided in a holistic manner. To this end the Social Sector has brought together many services under one roof at the former Aqam Care Home. These services include Child and Family, Health, and Employment Services.

Social Work Staff:

The past year my main role has been to provide supervision to the social work staff at KKCFS. Kim Dick is now in this role while I support the transition of services to KKCFS. The Social Work staff include:



- Julie Birdstone (she is moving into a coordinator position at KKCFS),
- Jackie Brown (she is moving into a coordinator position at KKCFS),
- Joyce Beattie (a new social worker who completed her training in June),
- Heidi Hebditch (a new social worker who completed her training in June),
- Kelly Ryckman (a family support worker who completed her training in June),
- June Forsythe (a reconnection worker who completed her training in June),
- Lorill Love,
- Gerry VandenBrink,
- Dan Politi, and
- Kim Dick (a social worker who is temporarily the Social Work Coordinator).

Over the next year, as services in the rural East Kootenays transition to KKCFS there will be additional social work positions at KKCFS. **There will be many career opportunities for Nation members interested in Social Work.** Currently 4 of our Social Work staff are Aboriginal.

Outcomes:

The Social Sector has 5 outcomes it strives to meet:

1. Increase connection with our traditional knowledge and language.
2. Increase our involvement in family and community.
3. Maximize our health and well-being through all stages of life and all aspects: mental, physical, emotional, and spiritual.
4. Build and use our knowledge and skills:
 - a. Create a skilled workforce.
 - b. Protect and rejuvenate our traditional knowledge and language.
 - c. Strengthen our families.
 - d. Re-Build our communities.
5. Increase ambition and reduce addictions by creating cultural, social, educational, and economic opportunities for all young people.

The two years has seen the transfer of over 50 children in care from the Ministry of Children and Family Development to KKCFS. KKCFS identified the following priorities for children who required care:

- Placement in a home of the child's nation and if not possible then an Aboriginal home,
- Strong connections to parents, even when not able to live full time with parents,
- Strong connection to extended family and community, and
- Strong cultural involvement.

KKCFS has been tracking each of these 4 areas the past two years. We have seen:

- An increase in the number of children placed in Aboriginal homes from 31% to 73%,
- An increase in the number of children in care placed in a home of the same Nation from 5% to 30%,
- An increase in the number of children in care who have open or extended access with their parents from 5% to 53%,
- A decrease in the number of parents who have supervised access from 84% to 19%,



- An increase in the number of children in care who have 3 or more extended family members involved from 13% to 32%,
- An increase in the number of children in care who have over 6 cultural involvements from 5% to 36%, and
- An increase in the number of children in care who have some cultural involvements from 21% to 38%.

These statistics tell us that we are moving toward the outcomes that the Social Sector strives for. These statistics also tell us we still have a long ways to go. In order for all children in care to have the most involvement with their family, community, and culture we need to listen to you, we need your experience, and we need you to be involved in the lives of these children in care. **You can become involved in many ways: visiting, sharing language and traditions, providing kinship (foster) care, mentoring KKCFS staff, etc.** If you are interested in supporting these children please call.

Goals – Approaches to Child Protection:

The goal is for children not to require kinship (foster) care, for parents and families to protect their children (keeping their children safe). When children do required care the goal is for care to be provided in an inclusive way that the parent(s), family, and community can be involved in the child's life. In the past year, there have been very few situations that required a court process to resolve a child's need for care. In most all situations family has stepped in as an alternative to care or parents have entered into an agreement with KKCFS to provide care. Adversarial approaches to child protection do not serve anyone well.

Where do we go from here – Creating Policy:

In order to provide culturally relevant and holistic services the philosophy and policies of KKCFS must support these approaches. There are several policy initiatives underway.

These include creation of:

- Kinship Care Handbook,
- Strength based Assessment to replace the Risk Assessment,
- Culturally relevant plan of care (based on the leaderships Guidelines for Cultural Planning),
- Kinship Care Assessment process (based on the child's needs), and
- Alternate dispute resolution processes that are inclusive of family and community.

If you are interested in providing recommendations and feedback on any of these initiatives please contact KKCFS.

It continues to be an honor and privilege to serve you.

Hunaqanakni?ni

Taxas

Bart Knudsgaard



Eva Coles Hillary
Family Support &
Preventions
Coordinator



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Ktunaxa Nation Social Sector Family Support And Prevention Programs Report – E. Coles Hillary

“Strong healthy citizens and communities” is the part of the mission statement that we at Ktunaxa Nation Social Sector feel very strongly about supporting. This past year has been our busiest yet and we see that our work in the future will continue to grow. Our challenge is to keep our focus on the people that we serve while experiencing growth and change. We have strong committed staff that continue to amaze us with their dedication and vision for what we can be. The future is looking bright on all fronts.

The following program areas are run through the Family Support and Prevention Department:

- **Family Support** – In-home/one-to-one support
- **Early Childhood Programs** – Health and child development programs for new parents and their young children.
- **FASD Education and Support (CHIP)** – Community education and supports for families and individuals affected by FASD.
- **Family Meetings/Healing Circles** – this program is offered to families who want to heal on a certain topic, resolve a family matter or make decisions in regards to family member in foster care.
- **Justice** – offers referrals, advocacy and advice on legal matters. Supervises probation/community hours.
- **Youth Programs** – Youth camps (4/year), workshops on sexuality and relationships (3/year), boys and girls youth support groups.
- **Women’s and Children Program** – *Çit Nana* – for women and their children who have experienced violence in their personal lives.
- **Parenting Programs** – Nurturing Families – positive parenting skills. Both traditional and modern teachings in communication, child development, discipline and recreation with your child.
- **Family Reconnection** – this program is a partnership with the Métis Association. Brings families back together that have been separated through foster care, adoption or other disruptions. Cross-cultural education to mainstream helping organizations has also been a focus over past year.



- **Community Programs** – each year Ktunaxa Child and Family Services partners with bands and other groups to meet their community needs. In this past year activities such as regalia making, beading, Akisqnuk Rediscovery camp, breakfast programs, youth workshops and other activities have been part of our work.
- **School-based Programs** – this year the “Children of the Rainbow” program was designed and delivered to grades 1-6 at Aqamnik School. This is a fun and educational program that addresses cultural diversity, acceptance and self-esteem.
- **Children’s Gatherings** – 4-5 times per year we partner with a different band or aboriginal organization to host a children’s gathering. These are mini children’s festivals designed to bring families together in a healthy way. It is our hope that communities will take these on themselves in the future and we will assist where needed.

Who supports us?

We would like to take the opportunity to acknowledge all of the helpers that make things happen for us everyday. We as staff and the children we serve would not be anywhere without the following people.

- Nation members with a vision of a better life in the future.
- Elders- through our Elder’s Advisory and all of the activities that we host – your guidance is always appreciated.
- Community volunteers – all of you who have taken a child aside and acknowledged them, driven children to cultural and spiritual gatherings, cooked for us, prayed with us, taken a child into your home for a night, called in your concerns, listened to us, advised us – HUGS TO YOU!!!!
- Foster Parents – a thank you is never enough.
- Families – thank you to all the families that have trusted us, worked with us and shared your world with us. You have so much strength and so much to offer. We honour you and the children that you are raising.



Numbers of Families or Individuals Participating in Ktunaxa Family Support Programs 2004/2005

Family Support – In Home	FASD SUPPORT AND EDUC.	FAMILY MEETINGS	CIT NANA	NURTURING FAMILIES
350-400 + kids	180	15 - 20	18 +kids	9 + kids



ADVOCACY	JUSTICE	YOUTH	Early Years Support	ADVOCACY/REFERRALS PARENTING ADVISE/Telephone calls/drop-ins
175	73	65	35	750-1000

The Future

There are many new programs in the works. We are working with each community to meet their needs over the next year. A review of our programs will be a priority this year. If you have ideas or would like to participate in planning for a program please contact us.

With Respect
Eva Coles Hillary
Family Support and Prevention Programs Coordinator



Who is Eva Coles Hillary anyway?

Hi, I have just celebrated my fifth anniversary working for Ktunaxa Child and Family. I am still excited and loving it. The wonderful staff keep me going!

At home I share my life with my husband David and two children Mark and Erin. We also have a dog named Willow. My extended family lives in Alberta and P.E.I. My ancestry is Scottish and Irish.

During my volunteer time I manage the Invermere Farmers' Market in the summers. I am becoming an expert painter, tiler, floor layer as we are building a new house.

My home office is at Akisqnuq Health Centre 342-6379. I always appreciate your feedback. Give me a call.

Eva



Kathy Clarke,
Community Health
Nurse



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Ktunaxa Kinbasket Tribal Council Health Community Health Nurse Report – K. Clarke

Another busy year in the KKTC Health Department. The mandated programs of immunization & communicable disease control are priority.

1. COMMUNICABLE DISEASE CONTROL: Children now receive immunizations for many childhood diseases including diphtheria, pertussis, tetanus, polio, Haemophilus influenza type B, Hepatitis B, pneumococcal, meningococcal, measles, mumps, rubella...and new this year, varicella (or chicken pox). As you are well aware, “the bugs are winning”, with SARS, chicken flu, mad cow, West Nile etc., it is important to protect ourselves & our children from as many life-threatening diseases as possible.

Last Fall both adults & children were eligible for influenza immunization. We had good numbers at clinics in all 4 communities. Elders & people with chronic illnesses also receive pneumococcal immunization. Adults should have a tetanus/diphtheria shot every 10 years. I also offer other adult immunizations as needed. Education about immunization & disease prevention is also an important aspect of my job as CHN. I am responsible for follow-up on cases of communicable disease outbreak such as beaver fever, sexually transmitted infections etc., for managing & safely storing biologicals (vaccines), reporting statistics & documenting in client files. These are kept strictly confidential & in locked cabinets.

2. TUBERCULOSIS: Ongoing screening & education continues of health staff, people with chronic health conditions, Band employees & general community screening & follow-up.

3. PERINATAL PROGRAM includes providing support & education to pregnant women, new moms & dads as well as infant & toddler health.

4. FN HOME & COMMUNITY CARE PROGRAM: I continue to act as supervisor to the home support workers, providing direction & support when needed. The programs differ in each community & are dependent upon the needs of individuals & families.



5. HEALTH PROMOTION & ILLNESS & INJURY PREVENTION: These programs are flexible & based on community needs. Diabetes continues to be a priority as well as promotion for healthy living, including smoking reduction, increasing activity, nutritious eating & stress management. KKTC Health is a FN Tobacco Coalition member & each Band received funding for their own tobacco reduction programs. In the Fall, the Mobile Mammography Van set up their services at KKTC Health. Each year more women take part in our on-reserve program that screens for breast cancer. We also had optometric services offered in all four Ktunaxa communities.

In January and February for six weeks we had two 4th year nursing students complete a practicum with us at KKTC Health. The students shared much of their expertise and enthusiasm while learning about community health and education in First Nations communities. The practicum is offered through the University of Victoria and Selkirk College in their Bachelor of Science in Nursing program. The students have the opportunity to gain experience in a variety of nursing practices, including First Nations nursing.

The Annual General Meeting is a good opportunity for me to meet Nation members & to provide health education, diabetes & blood pressure screening. In my offices I offer individual counseling sessions to clients regarding a huge variety of health issues.

On most Thursdays, both Dr. Shannon Page & I are at the Akisqnuuk Health Resource Centre. Having a doctor on reserve has been very successful in providing better medical care for the community. We are hoping to offer the same service at other reserves, if we can find physicians!

Our Social Sector office is always busy & I enjoy visits from Nation members of all ages. I am honoured to work as a community health nurse for the Ktunaxa people. Thank you to the community workers who support me with my programs – we have a great team!

Kathy Clarke, Biography



Hello! My name is Kathy Clarke. I am a community health nurse for the Ktunaxa Nation, presently serving St. Mary's, Lower Kootenay, Akisqnuuk & Tobacco Plains. I have been working on reserve for over 10 years – first as a casual registered nurse here at the A'qam Community Care Home then moving into the position of community nurse in 1998. I received my diploma as a registered nurse in 1993 after starting the program at the college in Cranbrook then finishing at BCIT in Vancouver. I worked at Vancouver General & Lions Gate Hospitals in cardiac care. The work was exciting however as I am not a “city girl”, I returned to Kimberley to live in my home town.



I have two grown children – Kristi was married in Victoria in May 2005 & David lives in Edmonton, working in his field of kinesiology. I completed my Bachelor of Science in Nursing by distance through the University of Victoria in 2004. It was a lot of work, but worth it.

Other activities include ski instructing in the winter, gym, hiking, travel, dancing (Steppin' Out Dancers), spending time with family & friends & time at our family cabin at Wasa.

I love my work at KKTC Health. It is both challenging & rewarding.



Marion Eunson,
Employment Services
Manager

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Ktunaxa Kinbasket Social Sector Employment Services Manager Report – M. Eunson

2004 – 2005 Annual Report

The Ktunaxa/Kinbasket Employment Services department has linkages with the Ktunaxa/Kinbasket Aboriginal Training Council (KKATC). We provide services to First Nation youth, students and adults (Status and non-status, residing on or off reserve) within the KKATC service area seeking employment, employment assistance (job search, job coach), career and academic advising and linkages to potential opportunities.

Our services can be related to the old ‘Canada Manpower’ days: now known as Human Resource Skills Development Canada ‘HRSDC’. We are able to assist clients with EI on-line applications, questions and concerns.

Our department has been updating our in-house “KKTC Database” (KKTC Skills Inventory Database). This database is another tool that we like to use to match job seekers to employment opportunities using an MS Access database. This ultimately, could also match clients to other opportunities like education and training. It was necessary for us to refine our database for us to be able to utilize its’ full potential. Client information within this system is restricted for our internal processing and matching. Matching people to the opportunities is the objective here. Sometimes jobs ‘pop up’ and have quick turn-around times – having a database (that’s up-to-date) to query at our fingertips will expedite the search/match. We encourage you to confirm and update your KKTC Database information by coming to our office, calling or by email.

This past year has definitely been a year of change for KKTC Employment Services. We have experienced a lot of staffing changes. Briefly, those changes involved Karen Bailey-Romanko, Johanne Allard, Rosemary Nicholas, Codie Andrew and Sherry Sebastian.

For starters, Karen Bailey-Romanko (a.k.a. KBR) took a leave for a few months and worked with the “First Nation Education Steering Committee” (FNESC) in an area



seemingly a perfect fit for KBR; as a Post Secondary Coordinator! Of course FNESC knew what an asset KBR was, and has since offered her continued employment.

Johanne Allard was hired as KKTC Employment Assistance Support part-time in late November. She was quick to learn the 'tools of the trade' as well as familiarizing herself with the resource networks. Johanne works with clients assisting them in their job search and resumes. Johanne was a major help in the success of the KKTC Resource Industry Career Fair, coordinating participants and panellists and presenters. Johanne also co-facilitated (with Mike) the summer student workshops, throughout the region the spring. Realizing the benefit of having two resource persons available to assist (and facilitate workshops) travelling throughout the service area would be more proactive, we have proposed to continue Johanne in the part-time position as KKTC Employment Assistance Support in our next fiscal period of 2005 - 2006 .

Rosemary Nicholas (once the Director of KKTC Employment & Investment, Executive Director Ktunaxa/Kinbasket Aboriginal Training Council), has since left and has taken on a new position at the Ktunaxa/Kinbasket Tribal Council (now KKTC Chief Executive Officer). Rosemary wore many, many hats when she worked with us, so we've had to reorganize and refine and assume more responsibilities since her departure. Rosemary's new job also meant we were starting components of the KKTC Core Review implementation.

The KKTC Core Review implementation has had direct effects (and affects) to KKTC Employment & Investment. Simply, we had to try and separate the employment, economic and education supports (KKATC specific). Transitioning these changes has been a challenge, but we are gaining ground.

Codie Andrew, now referred to as the KKTC Human Investment Coordinator has assumed the bulk of the Ktunaxa/Kinbasket Aboriginal Training Council (KKATC) programs, projects and relative budgets. Of course that's in addition to her 'other job(s)': Codie is very involved with clients in their Individual Training Plan (ITP) components, career exploration and working with post secondary institutions. Job Coaching is yet another element of Codie's role in the KKTC Employment Services Department she continues to facilitate.

Sherry Sebastian is now charged with greater reception duties as we have physically moved our department into the Ktunaxa Nation Social Sector building. Sherry continues to provide some administrative assistance to Codie and the KKATC programs, and continues to circulate and post job notices electronically to those registered as KKTC Employment Services Department job seekers.

Mike Guarnery, KKTC Employment Assistance Officer, continues to be involved in providing employment services to First Nation clients, including but limited to: resume development, assistance with cover letters, providing workshops on job search and skills, and individual employment counselling.



Mike took the lead in coordinating job postings and interviews for internal and external agencies and organizations. Often, Mike made client referrals to other opportunities for on-the-job training and work experience.

Within our department, Mike has made many contributions. Mike took the lead in managing our technical systems, which includes the infamous client services database and our spotlight in the www.ktunaxa.org web page. Mike continues to mentor Johanne in the many aspects (dimensions) of Employment Services.

Job Coaching has been a shared role, lead by Codie and shared between Mike, Codie and Marion. Job Coaches, collaborate with both the First Nation client (employee) and their employer to problem solve and work out possible solutions. This service was utilized extensively this past year and collectively, positive solutions (outcomes) were achieved.

Large scale industrial activities this past year have included the Columbia Power Corporation Brilliant Dam Expansion Project. Brilliant Dam did employ a few individuals through union dispatch. Most of the work at this site was classified as skilled work; deploying Journeypersons (experienced trades qualified workers), from rock scaling to drilling and blasting as they ‘mined’ a tunnel, redirecting the water into the new turbines. This project began in 2003 and is expected to wrap up in 2006.

This again brings back the need for KKTC Employment Services to ramp up our (KKTC Skills) database. We are preparing for the upcoming BC Hydro Alberfeldie Dam Project. This project is expected to start in September 2005 and be complete by the spring of 2007. Getting the database up-to-date with client information is critical in matching clients to the opportunities.

Last year, Marion introduced the BC FN Trades & Apprenticeship strategy (and sub-committee) commissioned by the British Columbia (BC) First Nation (FN) Aboriginal Human Resource Agreement (AHRDA) Joint Management Committee (JMC).

This strategy (BC FN Trades & Apprenticeship Strategy) is now complete and now has a catchy title: “IMPACT”. “IMPACT” was on the British Columbia Aboriginal Human Resource Development Society (BC AHRDS) agenda for presentation in April 2005. It is anticipated that BC AHRDS will approve the strategy and consider the recommendations, action items and advance it through the next steps. Securing resources (both financial and human) to implement “IMPACT” is one of the primary steps.

Proactively, BC AHRDS has other representatives from other FN AHRDAs working together on pooling the resources, knowledge and efforts in support of a single strategy to increase FN people entry to the trades as one of their top priorities!

“IMPACT” will lead to better use of resources, reduced program duplication and increased opportunity for leverage and improved client services.

Being a part of developing this trades strategy is a benefit we are able to bring back to our region. Over the next year, venues will be set up to share and communicate with employers, educators, communities, adults and youth about the IMPACT Strategy and



recognizing what we have available to us today and in the future. Working in, out and around our communities, developing opportunities, documenting and following up are critical components.

Within our KKTC (Skills Inventory) Employment Services Database, there are fewer than 5 qualified ‘TQ’ (Trades Qualified) Journeymen/women. There are over 150 recognized trades in BC.

What is a trade? What does it mean/what will it take to become an apprentice? Where? What?
Stay tuned!

Building Relationships/Opportunities with industry, government and businesses can often develop opportunities for employment (direct/indirect), contracting, collaboration, understanding, and who knows...

Recognizing, respecting and developing mutual relationships can bring mutual gains (win-win). Relationships take time. All parties need to be real (genuine), honest and respectful. Often new relationships can really lead into meaningful purpose. A quick example of this is the KKTC Resource Industry Career Fair 2005. That was a showcase of over 50 successful ‘relationships’; education institutions, businesses, industry, government, communities and individual people. The career fair benefited over 350 people from this area!



Julie Birdstone,
Kinship Care Worker/
Parent Support Coordinator



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Kinship Care Worker/Prevention Services Coordinator - J. Birdstone

It has been one year since I have had my own office in our new building. So far this has been the only thing that hasn't changed. Everytime I turn around there is something or someone new around our office, don't get me wrong because change is not a bad thing (really it isn't). We have some really good additions to our staff and some really good things happen to both us and for the people we provide services to.

For the staff at Child and Family services, the change that is happening seems to indicate that we are doing some things right and that our services are in demand and because of this we welcome the change. We also need to pat ourselves on the back for this. We are achieving the goals we set for ourselves in terms of service delivery and delegation.

We have come a long ways and we have reached a lot of milestones and goals we have set for ourselves as an agency; like the fact we are doing full delegated services, and are slowly taking over the world, I mean region. This would not have been possible without the hard work and dedication that all of our staff has to this agency and to the children we serve.

I also would like to mention the hard work that our kinship care parents do for our children. Since we have taken over full aboriginal services in the Cranbrook area we have all been overloaded with work and sometimes we have asked more of you than we should. I thank you all for bearing with us while we try to figure things out.

We look forward to what the future has to bring to KKCFSS and to the children that we provide service to. I know that there will always be change because without change there is no growth and without growth, what is there?

Biography: I am a Ktunaxa Nation member from Aqam. I have been a Family Support Worker, Social Worker and now I am a Parenting Support Coordinator. See you around!



June Forsythe,
Kinship Care Worker



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Ktunaxa Kinbasket Child and Family Services Kinship Care Worker Report – J. Forsythe

Ki'suk kyukyit. Hu qakiñik Kuq u kupku Forsythe. My mother is Angeline Whitehead and my Grandmother Madeline Morigeau. Hu sukiñ qukni to have worked for you as a Reconnection Worker over the past few years. This past year KKCFSS sponsored Rediscovery camps based on Dr. Martin Brokenleg's model of Reclaiming Youth-At-Risk (Belonging, Independence, Mastery and Generosity). The fall camp was at Whiteswan and the youth worked on Independence; the spring camp at Blue Lake the youth focused on Mastery. I was also part of the Committee that helped organize the Children's Christmas Gathering at Christ Our Saviour Church and Celebrating Children's Gatherings in Yaqañ Nukiñ and also at Idlewild Park which was hosted by the Métis Association.

Heidi Hebditch, Carmelle Lambert from the Métis Association and myself worked closely as part of the KKCFSS Roots/Reconnection team assisting children and families to stay connected to their roots and culture. I had the opportunity of meeting with young women from our Nation that have little contact with their relatives and assisting in the exploration of their connections. As part of the Roots/Reconnection team we also facilitated with sharing knowledge and understanding to Ministry of Child and Family worker's on the importance of establishing and maintaining connection to one's culture.

Since January of this year, I have successfully completed Core, Level 12 and Level 13 of the Aboriginal Social Worker Training program facilitated by Caring for First Nations Children Society. I have now seconded into the role of Kinship Care Worker and invite any of you to contact me for information in becoming a Kinship Care Provider to our Aboriginal, Métis and Inuit children living within KKCFSS jurisdiction that are in care.



	<p>Carol Bossio, Family Support</p>	
<p>Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)489-4563 Fax: (250)489-4585 Email: cbossio@kktc.bc.ca</p>		

**Ktunaxa Kinbasket Child and Family Services
Family Support Report – C. Bossio**

My name is Carol Bossio. I began working at Ktunaxa Kinbasket Child and Family Services on October 1, 1998, as a Family Support Worker. I traveled to the other communities for 3 years providing family support. I worked in the ?Aqamnik School at St. Mary's and the Yaqan Nukiy School in Lower Kootenay.

Three years ago, I began working as the Early Intervention Coordinator. This program provides early developmental services to children and families that identify themselves as being Aboriginal (First Nation, Métis or Inuit) heritage. The program promotes healthy children through supporting parent(s) by bringing skills to the homes. It provides information on ages and stages of children, assists parent(s) in promoting wellness of their children through medical, dental, speech, language, hearing, and optical follow through. The program supports families in teachings of traditional language, foods, medicines, gatherings, and territories.

In the past year, I have supported families living on and off reserve, living in the Cranbrook area. I provide family support by meeting with families and dealing with presenting issues. The families and I determine the need for service, the obstacles/barriers, goal setting, and the needed steps taken to achieve goals. I enjoy my work and feel honored to be part of this fast growing agency.

The changes have been enormous but so has the work that is being done to provide all Aboriginal families with the best services.

All My Relations,
Carol Bossio



	<p style="text-align: right;"></p> <p style="text-align: center;">Kimberly Dick, Social Work Coordinator</p> <p style="text-align: center;">Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)489-4563 Fax: (250)489-4585 Email: kdick@kktc.bc.ca</p>
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Ktunaxa Kinbasket Child and Family Services Social Work Coordinator Report – K. Dick

My roots are in the Prairies. Originally from a small Mennonite community in Southern Manitoba, I have slowly moved west. Many years in several communities in Saskatchewan provided opportunity for experience, wisdom and personal growth in working with children, families and communities. I miss the beautiful sunsets and wide open spaces of the Prairie land.

Home is now in the Kootenays where my family and I have lived since 1996. I appreciate the majestic mountains that are ever changing.

Having recently joined Ktunaxa Kinbasket Child and Family Services I have enjoyed the challenges and rewards in my role as a Kinship Care Worker. Presently I am acting Social Work Coordinator, responsible for overseeing the social work staff. Social work services include support to families, development and support to Kinship Care homes, guardianship to children in care and child protection services.

Growth, change and learning have been ongoing for me at Ktunaxa Kinbasket Child and Family Services. The times ahead are exciting for KKCFS in the development of programs and services for children, youth and families. I am glad to be part of KKCFS.

Building relationships is vital to building strong, healthy children, families and communities.

Kimberly Dick



Dan Politi,
Social Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker Report – D. Politi

The interesting times continue.

At the end of 2004 I finished my delegation training to include the role of Child Protection. I have also moved out of the Intake role to have a Guardianship and Protection caseload.

I have to say that there have been many pleasant moments and I have witnessed, and supported, people struggling to make positive change. At the same time, some situations are very complex and difficult to deal with, and one is challenged to weigh all the interests at work and come up with a plan that protects and respects to the greatest extent possible.

Since starting here with Ktunaxa-Kinbasket Child and Family Services (in the trailer with 5 other people) in 2003, I have seen so much change and evolution in the agency. Our new offices are filled, our staff meeting often packed, and folks from other KKTC social sector departments rubbing elbows throughout the building. It is, without doubt, tremendous growth that has evolved through a lot of work from many people.

I have also found myself spending more time at the school and day-care and must say that seeing the children laughing and playing helps rejuvenate my spirit a little when struggling with the difficult situations. They are precious and so full of life and I know that we all work collectively in assuring them a positive future.

So the work continues.

I extend my heart felt thanks to those who take the change process in earnest and do see that it is a better way; and, also to those who don't see the road but a least allow us to extend a helping hand.

Be well,

Dan



Lorill Love,
Social Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker Report – L. Love


On May 4th, I celebrated my one year anniversary as a Social Worker with Ktunaxa/Kinbasket Child and Family Services. In my twenty plus years in Social Services, this is the first employment anniversary I have felt so positively about.

The nature of the work continues to be challenging, but the context in which we serve is the most nurturing and inclusive of families that I have encountered in this field. I will continue to strive to ensure individuals, family and culture are regarded with the utmost of importance and respect.

I look forward to another year of working with an exceptional group of colleagues as we partner with Aboriginal and Métis families and communities.

Lorill Love



No Picture Available	<p data-bbox="802 216 1094 338">Eleine Gordon, FASD Education & Support Consultant</p>  <p data-bbox="805 375 1378 541">Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)489-4563 Fax: (250)489-4585 Email: chip@kktc.bc.ca</p>
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Ktunaxa Kinbasket Child and Family Services Community Healing & Intervention Program (CHIP) – E. Gordon

Over the past year, I have been very busy with prevention and support activities related to FASD. I became involved in a new parenting support program to support parents with FASD with their parenting. For parents whose children are in care, we worked on strengthening the bond between the parents and their children. I also worked on all aspects of the family's wellbeing such as connection to other supports (e.g., employment, health services, disability income etc.), development and recognition of values, connection to family and culture, development of healthy recreation, and development of healthy coping skills. Other prevention and support activities included:

- I presented a seven part, 21 hours, workshop series regarding FASD in Creston. Two of the programs in the workshops series are new. The new programs are FASD and Sexual Health Education and FASD Friendly Strategies: Using Picture Schedules and Social Stories. Lower Kootenay Band, School District Staff, Mental Health, MCFD Social Workers, and Alcohol and Drug staff were invited to attend. There was good representation from all service agencies.
- I meet with Kimberley city council on several occasions to advocate for an FASD warning sign bylaw. Kimberley city council decided not to go ahead with a bylaw but have paid for warning signs to be put in the bathrooms of establishments that sell alcohol. The sign states: ***Pregnancy and Alcohol Do Not Mix. Protect Your Baby. Do not drink wine, beer or other alcoholic beverages during pregnancy.***
- I have written several articles for the **Ktucqakyam** and the Townsman regarding FASD prevention and support.
- I facilitated activities for FASD Day and FASD prevention month by submitting articles to the papers, radio, and Shaw Cable. I also asked all local churches to ring their bells in support of people and families affected by FASD.
- I have worked on several Learning Environment Plans at Yaqan Nukiy School, ?Aqamnik School, and several schools in School District #5. The Learning Environment Plans require that I go into the classroom, observe the child with



FASD and develop a plan to change/support the physical and emotional environment around the child in order to promote the child's wellbeing and success. I facilitated several workshops for the staff at ?Aqamnik around strategies for teaching children with FASD. I also supported the staff in changing the physical environment in the school to be more FASD friendly.

- I advocated for several people with FASD in applying for and receiving disability payments.
- I worked with several families and individuals in starting the assessment process to its completion. I also helped share the assessment information with families and then develop and support strategies around the assessment.
- I worked one-on-one with several people with FASD to teach them strategies around boundaries, sexual health, keeping safe, and parenting skills. I used the circles program, social stories, pictures schedules, the alert program and other FASD friendly strategies.
- CHIP is currently going through a number of exciting changes. CHIP recently changed its mandate to focus more on one-on-one support to all Aboriginal people with FASD. We moved out to St. Mary's Reserve and joined the Ktunaxa/Kinbasket Social Sector. We are now located in the KKCFS building. We are presently contemplating a name change that will better reflect our work with people affected by FASD.

Biography

I have lived in the Cranbrook area since 1974 with a few years absence to go to school. I am the mom of a wonderful ten year old boy and several dogs and cats. With the help of my Aunt, we are tracing my ancestry back to Quannah Parker who was Comanche, but due to adoptions and a lack of record keeping, we have not yet fully established the connection. We have also found possible ancestry to a Choctaw woman.

I am currently completing my master's degree in counselling psychology with a specialization in counselling First Nations people and hope to move into more of a mental health role here. I have worked with CHIP for almost three years as an Early Intervention Planner. Before that, I worked for Summit in Family Advancement, School Family Support, and as a Stopping the Violence Women's Counsellor. The changes to the CHIP program and the move out to the reserve in April were very exciting for me. I feel privileged to have the opportunity to work in the Ktunaxa Nation. I am looking forward to the coming year in my work with the Ktunaxa/Kinbasket Social Sector Society.

Eleine Gordon



Gwen Phillips,
Social Sector
Consultant



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Ktunaxa Kinbasket Child and Family Services Social Sector Consultation Report – G. Phillips

Building Capacity – Building Relationships
Social Sector Consultation, Gwen Phillips

I continue to represent the interests of the Ktunaxa Nation communities and citizens at in the process of provincial regionalization of services, specifically the Child and Family Development Aboriginal Authorities planning process and the Interior Health Authority Aboriginal Health and Wellness Advisory Committee. It is going on three years that I have been participating in these consultative processes and both have been very rewarding and frustrating at times. I believe that my role continues to be one of ensuring that our Inherent rights are not infringed upon or disregarded in these processes and to ensure that our interests are included in their planning.

MCFD – Aboriginal Peoples’ Family Accord

The APFA is the MCFD’s Interior Region planning committee that is implementing the province’s regionalization of services agenda. The committee members are appointed by the provincial government, upon recommendation from the Aboriginal communities of the region. The table includes Métis and Urban representatives in addition to the governing First Nations. The region covers from here in the Kootenays, west to the Lillooet area and north to the Quesnel area – a huge region with very diverse interests.

It seems that this body has achieved nothing over the past year and I believe that it is due to the government’s re-thinking the whole regionalization process. There was a similar process implemented for non-aboriginal peoples too, but it was halted. Even though the APFA has done little, the Ktunaxa Nation and our Delegated Agency (Child and Family Services) have accomplished a great many things. We have created the first integrated service delivery model in the province and by moving the MCFD resources into our First Nation community, have assumed a management and director role over their service provision. Eventually our agency will be responsible for providing a whole host of services to all aboriginal people of the region. Once again, the Ktunaxa are leading the way!



My role at the APFA table has been to continually remind the Planning Committee that the Inherent Right and responsibility for children belongs to the First Nations, not the APFA as an extension of the provincial government. There has been some disagreement of misunderstanding with respect to who should be responsible for service delivery. Our position has been that the Ktunaxa Nation will provide services and eventually assume jurisdiction under self-government. The APFA has no authority to speak on behalf of or to make decisions on behalf of, the Ktunaxa Nation. We have recently forwarded correspondence to the APFA Committee and Chiefs to inform them of our concerns and to ensure that they understand the Ktunaxa Nation's interests in this area.

Interior Health Authority – Aboriginal Health and Wellness Advisory Committee

The work of this committee is to inform the IHA senior staff and management of the interests of the region's aboriginal people, with respect to health services and to help bridge the gap in coordinating federal and provincial health services. Once again, the work of this committee has been very good and very difficult at times. We originally were tasked with drafting an Aboriginal Health Plan for the region and did so successfully. However, the implementation of the plan is another matter. In order to implement the higher level plan, local strategies needed to be developed on the ground where the people are...

The Ktunaxa Nation, in consultation with the aboriginal peoples of the East Kootenay Operating area of IHA, drafted a Community Development report and plan that defined the interests of the region and recommended strategies for moving forward in both relationship building and in improving service delivery to aboriginal people. The report was produced with financial assistance from IHA and was to become a catalyst for the release of Health Improvement funds to our area, for implementation of the report's findings. It has been nearly two years since the report was submitted and we are still awaiting a formal response to it. The other three operating areas did not complete strategic plans as we did, and therefore our region had to wait until something could be done. This has been very frustrating.

IHA hired an Aboriginal Strategies Coordinator again, two years ago, and our Nation has yet to receive formal correspondence from this individual to even say hello never mind to meet with us. This too, has been very frustrating, since it is he who is our inner representative in the IHA Management team. I don't believe that this person has the best interests of our communities in mind and have recommended that a review of this position take place.

Some good has come from our relationship with IHA; we have negotiated funds to hire an Aboriginal Liaison, Velma Hogan and will hopefully be able to increase her time soon, and we will also soon be receiving an allocated share of the Health Improvement funds to implement local strategies. The meetings of this committee are held approximately every two months.



Michele Sam,
Ktunaxa Nation
Head Start Planner



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Ktunaxa Kinbasket Child and Family Services Head Start Planner Report – M. Sam

This past year has seen much development in the delivery of Head Start programming in each of the four communities. The program has clearly identified itself among Early Childhood Development, Care and Education providers in the region as well.

We have had opportunities to collaborate as a nation program through team meetings hosted in each of the four communities, bringing together Head Start front line facilitators to share ideas and successes in each of the 6 Head Start components.

We have taken part in on going training opportunities such as, Aboriginal ECE training at the regional conference in March, and received resources from Health Canada that will enhance our ability to provide quality programming in the future. Each community received a brand new computer from Health Canada as well as Language (Card) Masters for use by parents and their children.

Much work has gone into formalizing the program through policy development and the development of a Parents Manual is underway.

This past year has allowed us to continue to prepare for an upcoming program evaluation that will determine our funding opportunities for future years.

In each community a group of interested and dedicated parents have been identified as foundations upon which to build our next generation. In the future we hope to expand this group and support individual parents to continue to build themselves and their families while contributing to the community based program itself.

Language and cultural resources continue to be identified and shared in order to ensure that this focus is integrated into all programming opportunities for our children and families.



Biography

My mother was Patricia Sam, my grandparents were Gertrude Gonzaga and Louis Sam. I am registered with the St. Mary's community and have two kids: Malakai 2years old and Mahalia 11 years old.

Michele A Sam



Jackie Brown,
Social Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker Report – J. Brown

Well another year has past us by & I must say quickly – uncertain if it is because we are so busy or is it just that way when you reach a certain age.

While I was visiting with some of the children I work with, we started talking about the AGM they all shared their favorite times. One enjoyed the AGM 2 years ago when she received a blanket from KKCFS. In fact she had to run up and fetch it to show it to us. Several others spoke about the children's POW Wow and were asking if we were having another this year. I shared with them that we were doing something totally different & exciting. They all were looking forward to coming again this year. This melted my heart. Sometimes during the year when the stress is high and it seems that no matter what you do it is difficult to see the forest for the trees. But I have to tell you – they helped see the trees.

As most of you know we have grown in leaps and bounds in the past year. This too has been exciting but at times along with the work challenging. It is difficult to be in a constant movement of change. But I think we have survived the turbulence and from now on it will be less stressful. We have all managed to fit in and are striving towards building a team.

I must admit though this could have not been successful without the support of the community and all the members.

I would like to take this opportunity to thank all of you. It is my hope that more community members will utilize all the services that Ktunaxa Kinbasket Social Sector has to offer.

Thanks Again
Jackie Brown



Lucinda Gahr,
Social Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker Report – L. Gahr

Hi to All!

My name is Lucinda – I have been working with Ktunaxa Kinbasket Child and Family Services since November 2004 on a temporary basis and will be here until the end of December 2005. I have enjoyed every minute of my time here and am very happy to be asked to stay longer!!

Since I have been here, I have mainly been doing the Intake position, although I have done a little of everything. I have been amazed by the tremendous amount of change and growth in this agency and celebrate the successes and the positive movement towards fulfilling the dreams this nation and agency has for the future... I have a great deal of respect for all the hard work and dedication that has gone into this effort and recognize that there is still a lot of work ahead. I admire those who are dedicated to making the dream a reality...

I have enjoyed my growing knowledge of the culture and have particularly enjoyed the language lessons, although I am still afraid to try to say words I learn!

I have always believed in the absolute importance of family and believe that one of the greatest strengths in this work has been the commitment to the involvement and reconnection to family. In my own personal life, my family means everything..

Thank you for allowing me to share in this work...

Sukaqna n



No Picture Available

Samantha Sam,
Parenting Group
Facilitator



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Ktunaxa Kinbasket Child and Family Services Parenting Group Facilitator Report – S. Sam

I have been working with Child and Family since December 2004. I was hired as the Nurturing Families Parenting Group facilitator. The first group was geared towards families with infants. This was a success. We had nine families participate in this group and it was a lot of fun. I would like to thank all of the people who came out and shared their knowledge with us.

After completing the Nurturing families program in March, I was able to work on another project called the Cit nana program that went until the middle of May. I am presently working on another program which I am hoping we can offer in the fall.

We are trying to gear our programming to the needs of people and what they are wanting so please drop in the office and share some ideas or give me a call and let me know what you would like to see in the programming that we are working on.

Thank you,
Samantha Sam



Herman Alpine,
Family Support
Worker



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**Ktunaxa Kinbasket Child and Family Services
Family Support Worker Report – H. Alpine**

Herman Joseph Alpine

I am involved in the Language and culture at Aqamnik Elementary School. I work for St. Mary's Indian Band on a half time basis. I work for Ktunaxa Kinbasket Child & Family Services half time as a Family Support Worker.

I provide language lessons to the staff of the Ktunaxa Kinbasket Child & Family Services at our weekly meetings.

I have been actively involved in the Rediscovery Camps and working with our youth from the Nation. I was honored and privileged to co-facilitate the community healing circles. You will often find me at the school doing various activities with the children. The children call me "Mr. Herman".

I am enjoying my work and look forward to meeting with everyone.



Gerry VandenBrink,
Social Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker Report – G. VandenBrink

Ki?suk Kyukyit,

My name is Gerry VandenBrink. I moved out here, with my family, from Vancouver Island in 2000. I love the natural beauty of this area (it almost rivals the island). It is even nicer now that I am lucky enough to work in a beautiful location like St Mary's.

I have been working as a social worker for child and families for well over a year now. I have experienced many wonderful and positive moments with my clients, my fellow workers and many members of the community. I am honoured to be working among such wonderful people. Sometimes it may feel like I have been here ten years, but that is just because we work within an environment that is constantly evolving. A lot of incredible work is going on, which I believe will result in a better agency and a stronger community.

Last year I was the first social worker to come over from MCFD, and since that time I have seen an enormous amount of growth and changes in our agency. At times it has felt like a bit of a whirlwind adventure (or a monster roller-coaster;). As we all know, this kind of change can be stressful, but I have been fortunate enough to witness the growth of a wonderful and caring support community within our work environment. This is something that I have truly come to appreciate. Though quite rewarding at times, our work can be quite difficult and it is the open and supportive nature of our agency that makes it possible to carry on during the hard times. I would like to give a special thank you to all those who remain supportive. It does make the job easier.

I would just like to add that I came to this agency because I thought it was possible to do this kind of work in a more inclusive environment and in a more holistic way. I believe this agency (and the whole social sector in general), is on the right path. We are evolving into something which the whole community should be able to take great pride.

Anwin nikit!



Velma Hogan,
Interior Health
Aboriginal Liaison &
Family Support Worker



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Interior Health Aboriginal Liaison/Family Support Report – V. Hogan

Another year and I have been extremely busy with duties that have come through my positions at the Ktunaxa Kinbasket Child & Family Services. As you may or may not be aware, I currently hold the East Kootenay Aboriginal Liaison position with Interior Health on a part time basis. I work as a Family Support Worker for the other half of my employment.

What is the Aboriginal Liaison position and what does it do for you? This position was created as a bridge between the Aboriginal community health needs and the services that are being provided by the Interior Health system within the East Kootenay health service area.

This Interior Health position has kept me very busy doing Regional Meetings with the communities, attending Senior Management meetings with Interior Health senior staff members, being a part of the Chronic Disease Management team, participating in the provincial Aboriginal Health and Wellness Advisory Committee and becoming more active with the other Aboriginal Liaison positions from the Health Service Areas. EK Interior Health is ready to do things with and for the Aboriginal people but they need input as to what those things are.

Some highlights from the Regional Meeting that was held on March 22, 2005 included:

- Meeting with local Aboriginal community members
- Aboriginal Liaison work plan was distributed along with the report from the previous community forums that were compiled by the Ktunaxa Nation
- Discussion of roles within Interior Health and the structure of the organization
- Discussion of goals and objectives of the Aboriginal Health and Wellness Plan that is part of the provincial Interior Health mandate
- Break out sessions that identified current resources and programs that may or may not be working for the Aboriginal people. The gaps, challenges and solutions for our health system was also a focus of the sessions
- Interior Health discussed dollars that have been allocated to the East Kootenay area to go towards community projects and programs



- The results of this meeting went back to the provincial Aboriginal body for those representing Aboriginal interests – the Aboriginal Health and Wellness Advisory Committee

We had a Chief's Health Committee meeting shortly after that. Again, we discussed the Health needs of Aboriginal people and what this group could do to advocate for those needs.

I have relayed all the health concerns and complaints that I have received to the appropriate departments and resources. Networking has been a big task for this position to learn the services and resources that are available for the Aboriginal people (or not available). I am community minded, so I bring the Aboriginal peoples needs first (from the East Kootenay area) and represent the interests of the Ktunaxa nation and I also represent the off-reserve, Métis and urban Aboriginal population. I have learned ways to access various health resources for the Aboriginal people.

I have had opportunities to meet with Aboriginal individuals, meet with elders on a group and individual basis and answer requests in person, telephone and email. It's been productive by having many networking opportunities and times to meet with organizations and request resources internally and externally from those involved with health.

I developed some Aboriginal cultural teaching tools that I have used at Interior Health Senior Management team meetings and also brought forward at other tables within Ktunaxa Kinbasket Child & Family Services. I have brought specific tools to show the elders from the Ktunaxa Nation during the Elder's Advisory group – approval was expressed for the work I did.

My other role as Family Support Worker has brought me much self satisfaction in being able to meet with individuals and families within the Ktunaxa Kinbasket Child & Family Services department. I again express that I am a social person who enjoys the interaction of people allowing me opportunities for creativity and skills utilization. What I mean by this is that I provide life skills learning and more opportunities for the people I work with to gain independence. Most of my work with people involves those who are youth or younger adults. It is great to be able to provide one on one time with the clients and we accomplish many great tasks and learn together from activities that include:

- Household maintenance and chores
- Once A Month Cooking (OAMC) – this is actually an acronym that is found on the website for those of you looking for recipes to bulk cook
- Grocery shopping and shopping on a budget
- Finding treasures from thrift stores to furnish homes
- Utilizing community resources to get through the hard times

The Family Support role has lots of paperwork that needs to be done. Preparation and involvement in community activities provides support at community events to meet with clients and community members on a more fun level. You will see us out and about as we take part in contributing to the many functions that make working here an exciting



and never boring part of our job duties. Some of the activities I got involved in were the Ktunaxa Kinbasket Child & Family Open House, Children's Foster Christmas Party and Celebrating Children's Festival.

Other involvement and accomplishments for the year included:

- The "Family Favorite" Newsletter
- "Strengthening Families – Attachment Disorder" workshop
- Vaccination support & FNIHB Band Visits for Vision Care
- Nursing Placements support
- Ktucqakyam Inserts
- "Beyond Fear" certificate for Residential School Trauma Training
- Worked with "Delegated Enhancement Agreement" committee
- Social Sector Website Development
- Sending you numerous invites to health related workshops and conferences
- Designing posters and cards for distribution i.e. Request for Kinship Care homes, Baby Label & Poster and Health Reminder cards for vaccinations and other needs
- Teddy Bears for children
- Kinship Care Manual

Future Projects and Request for Community Involvement

- Physician's Communication with Aboriginal People
- Elder's Health Passbook

This upcoming term, I plan on getting out into the communities more.

The Interior Health position has been increased from half time to full time employment.

Hunaqanakni?ni



Brett Ross,
Youth Support
Worker



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Youth Support Worker Report – B. Ross

My name is Brett Marshall Ross and I am a Youth Support Worker with the Ktunaxa/Kinbasket Child and Family Sector. I have been blessed with the opportunity and responsibility of helping our children reconnect with their families, culture, community, nature, themselves and ultimately, the Creator. I am so very thankful for the position I uphold with the help of my fellow co-workers and teachers.

I have found this work to be most rewarding and humbling, to know that it is my choice to be a living example of what I am communicating to our children at all times and in all ways. Through my actions, words, and the simple demeanor I present, I recognize that our children look up to us with innocence and wonder, looking to be shown the way to Love and understanding. Can you as an adult honestly answer a child when they look into the depth of your being and ask you, "why are things the way they are"? It takes great humility to admit our own bad choices and to ask for forgiveness for what we've created. Let's give our children hope for a new world that we can all create together. For in truth the children are our Golden future and it is our divine duty to guide our children, to help them be responsible and respectful, first by taking responsibility for our own actions and choices, so our children will in turn do the same.

It is time to lend an ear and listen to what the children are saying, not out of polite kindness, but because we are genuinely concerned and care. One will say that our children are our mirror to who we are as a human family, scary it is that we've chosen to be blinded by the very things we care so much about. It's time to wake up.

In dedication to the vision of the Ktunaxa/Kinbasket Child and Family Sector; Brett Marshall Ross



Joyce Beattie,
Social Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker Report – J. Beattie

Hello. My name is Joyce Beattie. I am new to Cranbrook and to the Ktunaxa Kinbasket Child & Family Services. I was born north of the Arctic Circle in a small Dene village called Arctic Red River. From the age of 5, I experienced many changes in my life and I was on my own from age 16. I met my husband in the 70's and we moved to BC in 1982. We have two children, and we are the proud grandparents of 3 grandsons.

I went to the University of Victoria graduating with my Bachelor of Social Work in 1990. I worked with First Nation communities in Merritt and Vernon prior to coming to Cranbrook. I started working at KKCFS in April 2005. I completed my Level 12, 13 and 15 delegation training, and I am a Guardianship worker starting this month.

Not knowing the Ktunaxa Kinbasket language and culture is a disadvantage, so my hope is to learn as much as I can from staff and community members and to understand the history and family systems.

I look forward to my work with the children and their family members.

Joyce



No Picture Available

Kelly Ryckman,
Social Worker &
Family Support Worker



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Ktunaxa Kinbasket Child and Family Services Social Worker & Family Support Worker Report – K. Ryckman

I started working with KKCFSS in July 2004 and have had several roles over the past year. I have been primarily a Family Support Worker in the community of Lower Kootenay Band in Creston, BC, and have also been the Head Start Coordinator from October to June. Over the past several months I have been completing my delegation training for Aboriginal Social Work, and have now finished the training and will be doing a Community Social Work role as well as Family Support Work at Lower Kootenay Band and in the Creston area.

Some of the things that I have been a part of over the past year have involved facilitating a Girls Group, which developed into a youth group in partnership with the Aboriginal Family Centre, spending one-to-one time with students at Yaqan Nukiy School, supporting families and children, attending community events, and connecting with other community resources in order to provide the best services for families in this area.

I love working with KKCFSS and the Lower Kootenay Band Community and feel I have been given many gifts of teachings, friendship, and growth. I look forward to my new role and all the learning yet to come.

Thank You!

Kelly Ryckman



Joyce Rhodda,
CHIP/Family Support
Worker



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Ktunaxa Kinbasket Child and Family Services CHIP/Family Support Worker Report – J. Rhodda

Ki?suk Kyukyit!

I have been an employee with Community Healing Intervention P since February 2003, serving the Invermere and Golden areas. Recently my hours were extended to full time to include Family Support Work. I am both humbled and honoured to be a resource for the nation.

My education is in Psychology and Social Services Technician (not quite the same as social worker), but I'm still working on a degree. I have taken the basic training for Critical Incidence Stress Management and also work as a support worker for the Columbia Valley Safe Homes program. I am a member of the Columbia Valley Food Bank Board and served this past year as Chair.

I have had the pleasure to present several CHIP workshops in both Invermere and recently in Golden. I am also in the process of helping to prepare special events and information for International FASD Awareness Day (Sept. 9). I am also assisting several clients, both with and without FASD issues. I am very grateful and excited about the opportunity the KKTC Social Sector has given me, and will do my best for all I come into contact with in my capacity as a CHIP/FS Worker.

Hunaqanakni?ni

Texas...

Joyce



Codie Andrew,
Human Investment
Coordinator

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Human Investment Coordinator – C. Andrew

The past year has proven to be a busy one! Over the past year my position has changed quite a bit. I have taken on additional responsibilities for the KKATC program as well as ITP. My previous job title of *Job Coach/ITP Coordinator* has been changed to *Human Investment Coordinator*.

I have transitioned into becoming fully responsible for administering the KKATC program and budget, including the day-to-day operations, provincial reporting functions as well as participation in provincial AHRDA meetings. I also am responsible for working with clients on their ITP and Job Coaching.

I continue to manage the day-to-day operations of KKATC, including reviewing and processing all claims, monitoring, assisting individuals, bands and organizations in applying to KKATC for funding, attending and chairing KKATC Committee meetings, etc. I now am also responsible for all aspects of the KKATC program, including reporting functions to OKAMS and HRSDC, as well as participating at a provincial level with the other AHRDAs in BC.

I also continue in my role as lead Job Coach assisting individuals and employers in working through situations in order to obtain and maintain employment. Marion and Mike provide me some assistance as necessary. I also assist clients in pursuing their ITP and accessing various resources in doing so and providing clients with academic and career counseling.

In October/November 2004 I worked with the KKATC Committee representatives in each of the communities host a review session for the KKATC policy and procedures and answer questions. The goal that was achieved in these information sessions was increased knowledge at the community levels. These sessions were well attended by the KKATC committee representatives and their alternates, Social Development Workers, and Education Coordinators. These sessions went very well!

Our department met with CHIP and Child and Family Services to discuss mutual and multi-barrier clients. Together we recognized that there were gaps and strategize on working together, filling the gaps and job readiness. This was beneficial to me as a job



coach who often works with clients with multiple barriers (employment, social, personal, physical, etc.).

I was also involved with the Band Social Development Workers in looking at potential training opportunities for social assistance recipients and potential ASARET opportunities. I also was invited to attend a Social Development Sector meeting that included all of the Band Social Development Workers. The majority of ASARET initiatives this year proved to be highly successful as a result of recognizing and ensuring that there will be a circle of supports for the client. The client typically had support from the job coach, their Social Development Worker, Trainer/employer, family, etc. I was also invited to attend the provincial Social Development Conference in Vancouver as the changes to the social assistance on reserve nears, it is apparent that social development and AHRDA should partner to assist clients in receipt of social assistance.

Highlights

- ➔ ASARET initiatives, Social Development partnerships, proactive strategizing
- ➔ Integrated Case Management (ICM) meetings with clients
- ➔ Provided public & post secondary school support
- ➔ Follow up luncheon with 2003 WOW participants
- ➔ Created a combined client intake/database form and ITP template
- ➔ East Kootenay Youth Employment Initiative
- ➔ Open House at Tembec
- ➔ SuperHost and FoodSafe training in conjunction with Band Social Development and the KKATC Summer Students
- ➔ Career/academic planning
- ➔ Public and post secondary student support
- ➔ Attended Akisqnuq Healthy Community Meeting
- ➔ Attended Social Development Sector meeting
- ➔ KKTC AGM
- ➔ Meeting in Osooyos, BC with Band Social Development Workers, INAC, KKATC, OTDC, HRSDC and FNSDSCS to discuss upcoming changes to on reserve Social Assistance
- ➔ OKAMS AGM
- ➔ KKATC monitors
- ➔ KKATC Summer Student Lunches in each community (total of 30+ students)
- ➔ KKATC policy & procedure information sessions (LKB Oct 27, TPB Nov 4, SMB Nov 9, SB Nov 10, AFN Nov 16)
- ➔ Staff meeting to strategize working with multi-barrier clients
- ➔ Employment met with Child and Family and CHIP to strategize working with mutual clients and service gaps
- ➔ AHRDs II renewal and AHRDA JMC meeting & Capacity workshops
- ➔ Information session on KKATC/Employment Services in Golden in conjunction with KABAS & KRMA (Feb 16-17)
- ➔ KKTC Resource Industry Career Fair (Feb 23-25)
- ➔ Staff Retention Workshop (March 16-17)
- ➔ Guiding Circles Workshop (March 22-23)
- ➔ Basic Chainsaw Operations and Maintenance Training
- ➔ Drivers Training
- ➔ Update KKTC Skills Database
- ➔ Summer Student Workshops



Sherry Sebastian,
Administrative Assistant

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Administrative Assistant – S. Sebastian

Over the past year we have had a few changes in our department with staff duties and a physical move, but my duties have remained the same. I have continued to process all KKATC applications, making sure all the required information is in tact and it is ready to be reviewed by the KKATC committee.

The KKATC Committee meets on the last Wednesday of every month in which I record the minutes. I also maintain the KKATC files and input all the required information into the Contact IV program, as required by HRSDC.

I continue to maintain a Nation Directory that includes current Band and Organization staff and contact information that is updated every three to four months.

I continue to provide administrative assistance to Codie with the KKATC programs, and I continue to circulate and post job notices electronically to those registered as KKTC Employment Services Department job seekers as well as I maintain the job board with up to date job postings.



Mike Guarney,
Employment Assistance
Officer

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Employment Assistance Officer – M. Guarney

This past year has required me to participate in several facets of employment-related tasks, including but limited to: resume development, assistance with cover letters, providing workshops on job search and skills, and individual counseling. I also assisted clients with WCB claims, on-line EI claims and appeals, and labour disputes with employers as well follow up with the B.C.'s Labour Relations.

During this past reporting period, I have coordinated job postings and interviews for Treaty, as well as Tribal Council, and Band support when needed. The following media were used to advertise job postings: HRSDC website, The Advertiser, The Cranbrook Townsman, Creston Valley Advance, The Valley Echo, and The Calgary Herald and their website.

There were five Nation Member employed at Parks Canada (Lake Louise, Redstreak Campground, Yoho) during Summer 2004. Two were re-hired from previous Parks employment, and three were hired through the Parks equity program. It was a trying year for all the employees as several had to take on additional responsibility due to rotating strikes during a labour dispute.

Five Youth participated in the East Kootenay Youth Employment Program that was geared toward youth in order to gain work experience. This program was contracted to the Boys & Girls Club in Cranbrook. Two Youth participated in the Youth Moving Forward Program sponsored by the Cranbrook Chamber of Commerce. This program focuses on workshops on life skills as well as employment-related issues.

Human Resources Skills Development Canada now allows referrals to Federal programs from KKTC Employment Services. Clients with an EI attachment who are interested in Job Creation Partnerships, Targeted Wage Subsidy, Self-employment through Community Futures and other Federal-sponsored may be referred through our office.

Summer student workshops were conducted at the following secondary schools: David Thompson, Prince Charles, Fernie, Golden, Mt. Baker, and Kootenay Educational Services. The objective was to inform students that early preparation and job search will enhance their ability to obtain summer employment.



Other significant highlights include:

- Recruiting 3 Nation Members to participate in the Entry-level Forestry Program in Invermere
- Continuing the student computer donations from corporate donors,
- Drafting interview questions, participating in interviews, performing reference checks and recruiting people within the Nation for various posting throughout the year
- Attended the OKAMS/KKATC meeting in Osoyoys
- Assisted clients returning to school with funding using both KKATC and E.I. Part II sources
- Dispatched clients from the KKTC Temporary Employment list to temporary jobs for Tribal Council and private industry
- Attended two FASD workshops at the East Kootenay Regional Hospital
- Corrected hardware and software issues as needed
- Attended a two-day symposium on Natural Resource Skills Symposium in Calgary. Delegates from around the country attended the symposium to discuss skills, immigration, Aboriginal employment, and skill shortages in the industries such as: Geomatics, mining, forestry, renewable energy, environmental support, and to a lesser degree, education
- Developed the Employment component of the KKTC website (www.ktunaxa.org)
- Researched information regarding skills and hobbies of clients to support Treaty's effort on Non-Timber Forest Products issues
- Researched and drafted some of the questions for at KKTC CEO interview,
- Moderated the All Candidates Forum Federal debate for the Kootenay-Columbia riding
- Assisted with logistics of the 2005 Career Fair at SEM
- Attended ACEC Training for Communication Skills in Chilliwack, BC. Items covered include Problem Solving and the seven communication skills, working with clients to identify their attitudes and beliefs about helping relationships, problem clarification exercises, and job loss and grievance processes
- Attended the 2-day Guiding Circles workshop at SEM. It complimented the information learned the previous week during the ACEC Training for Communication Skills in Chilliwack, BC.



Johanne Allard,
Employment Assistance
Support Officer

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Employment Assistance Support Officer – J. Allard

As the newest member of the Ktunaxa/Kinbasket Employment Service's team I have been given the opportunity to work in conjunction with Mike Guarnerly. My major role as the Employment Assistance Support Officer is to assist clients with job searches; resume writing/updating; cover letter writing and interview preparation. I also help in the maintenance of the job board in our office; I update the job board and archive the old postings. Another important responsibility is the task of facilitating workshops that focus on employment aspects.

While working for the Employment Services I visit the communities. More recently Mike and I have facilitated workshops to secondary schools throughout our service area. These presentations were based on "Finding a Summer Job". We talked about a seven-step process on how to find employment. We briefly discuss each step and answer questions that the youth had. We had given handouts on transferable skills, cover letter writing, and interview techniques. Because this particular presentation didn't go greatly in-depth I encouraged youth to stop by the K/KTC Employment Services Office or contact us through the telephone or email for more information.

The Resource Industry Career Fair was a huge success. It was held at the St. Eugene Mission Resort on February 25, 2005. I was asked to help Marion Eunson with the finalizing aspects of the project. I was busy contacting and registering participants and presenters alike; organizing display tables; gathering and relaying information between the St. Eugene Mission Resort and the numerous participants/presenters. During the day of the Career Fair I was in charge of the Forestry room. I was to introduce and announce the presenters I enjoyed working on this project; it gave me the chance to utilize and strengthen my organizational, communication, technical and public speaking skills.

An important part of my job is to do office procedures. With every client contact I do file work to keep every individual's information current. This is necessary so each member of the Employment Services is on the same page in order to better serve our clients. We also keep a database called Contact IV for statistical purposes. I submit weekly reports are done on accomplishments and goals. Whether it's working with clients doing job searches, resume writing/updating, cover letter writing, interview preparation or



facilitating workshops I look forward to assisting all First Nations people find employment that relates to their aspirations.

On March 2 - 3, 2005 I was invited to go to Prince George, BC for an Economic Opportunities Forum as a youth representative for the Ktunaxa/Kinbasket Nation. This forum was to identify changes needed to better the economic realities of Native communities across British Columbia. There were economic development professionals, Aboriginal leaders (chiefs), administrators, youth, as well as representatives from the federal, provincial and municipal levels; all of which worked in conjunction to strategize for a brighter future for all BC Natives. All participants gathered ideas and recommendations on the four categories on the agenda which were:

- Governance and capacity
- Access to capital and investment
- Economic opportunities from lands and resource development
- Regulatory/legislative frameworks to facilitate economic opportunities

The outcome of the two-day forum was the creation of starting points for Aboriginal economic opportunities and set specific action plans for follow up. The Economic Opportunities Forum was a meeting to generate solutions to the problems in our communities and to get the ball rolling to fix such problems. A complete report of this forum is available June 2005 at the Joint Planning and Policy Forum websites: www.inac.gc.ca/bc/jf, for those who are interested in more information.



	<p>Heidi Hebditch, Social Worker</p>	
<p>Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)489-4563 Fax: (250)489-4585 Email: hhebditch@kktc.bc.ca</p>		

Social Worker Report – H. Hebditch

Greetings,

As a life-long resident of Cranbrook I can say with all sincerity that these roots of mine run very deep into the local soil. It was here in this average little town of Cranbrook that I took my first step, spoke my first word, met and married my husband, gave birth to four wonderful children and graduated from university – all without leaving home. Indeed, this city represents both the joy of my youth and the strength of my future. Why I chose to stay then, should be of no surprise but why I chose this profession is another story altogether.

Social work, to me, was a way to give back to this community; it was a way to connect with people, to learn from people, and to give to people. In short social work was the only profession in which I was able to envision a better future and participate in making that happen. Once I realized that I wanted to be a part of this profession I began to work toward this end; I completed my Associates Degree at the local College of the Rockies with my devoted interest being in First Nations studies. I volunteered on the local Crisis Line, worked at the Transition House and ran a small support group while raising my four children. Life was busy but never dull. Then it was on to the University of Victoria – thank goodness for me they have a distance program. And, just a few short years later I had my Bachelor of Social Work with a Child Welfare Specialization. Afterwards, I was grateful to begin my career developing reconnection plans and possibilities for Aboriginal children throughout the East and West Kootenays under the Kootenay Region Métis Association in partnership with KKCFS – this was a true gift and an honor.

And so, as one of the newest members of the Social Investment Sector's, Ktunaxa Kinbasket Child and Family Services, I would like to say thank you for honoring me with this opportunity to serve your families, and thank you for being willing to share you lives with me and most of all for being willing to teach me as I continue to grow as a social worker and as a person. I look forward to being able to participate in the change that I just know will lead to a future filled with hope, equality and empowerment. A future constructed on the constitutional rights and liberties of each individual to live independently of discrimination, oppression, poverty and violence. A future that could be realized if only we would have the courage to visualize it.

With all sincerity,

Heidi Hebditch, BSW/CWS



Photos & Contact Info – S. Knight, D. Dehart, M. Leyte

	<p>Sharon Knight, Administrative Executive</p>  <p>Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)489-4563 Fax: (250)489-4585 Email: sknight@kktc.bc.ca</p>
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	<p>Dusty Dehart Family Support/ Reconnection Worker</p>  <p>Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)342-6379 Fax: (250)342-6322 Email: dusty7@shaw.ca</p>
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	<p>Mike Leyte, Family Support Worker</p>  <p>Ktunaxa Kinbasket Child & Family Services #7472 Mission Road Cranbrook, BC V1C 7E5 Ph. (250)489-4563 Fax: (250)489-4585 Email: mleyte@kktc.bc.ca</p>
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Photos & Contact Info – L. York, C. Capilo, D. Trach



Larry York,
Justice Worker



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Clarine Capilo,
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Darlene Trach,
External Resource
Coordinator



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Photos & Contact Info –D. Joe, N. Fontaine, T. Francis



Dan Joe,
Building &
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Naomi Fontaine,
Reconnection/Family
Group Conference



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Tanya Francis,
Records Management



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Photos & Contact Info – J. Louie, J. Barnes, S. Bannatyne



Jason Louie,
Community Support
Worker, LKB



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John Barnes,
Youth Worker



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Sue Bannatyne,
Early Intervention
Planner, Fernie & Area



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Photos & Contact Info – C. Nicholas, Diane Whitehead, M. Eugene



**Chelsey Nicholas,
Summer Student -
Health**



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**Diane Whitehead,
Summer Student -
Administration**



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**Morgana Eugene
Summer Student**



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Photos & Contact Info – J. Sebastian



Jennifer Sebastian,
Family Support
Worker

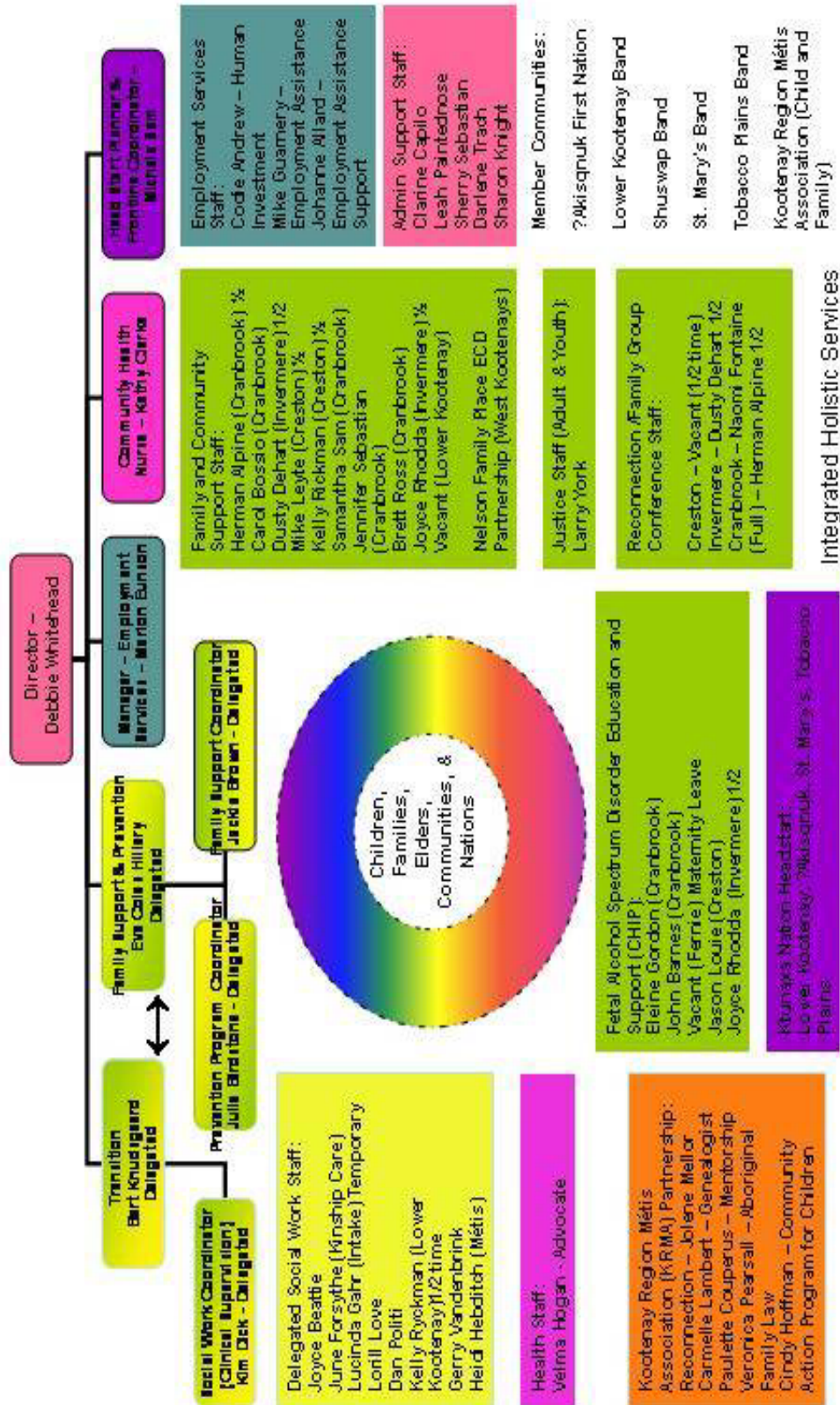


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Ktunaxa Kinbasket Social Sector – Organization Chart

Ktunaxa Kinbasket Social Investment Sector - June 2005 Child and Family Services – Employment Services – Health Services





Ktunaxa Kinbasket Social Sector – Services & Programs

?a'kuk'pukam finding your roots

?a'kuk'pukamnam finding yourself

Early Childhood Development

Family Support & Reconnection

Justice Advocacy

Health Services

Kinship Care

Child Protection

Guardianship

Holistic support services for Aboriginal Children and Families of the Kootenay Region... First Nation, Métis and Inuit...

Ktunaxa Kinbasket Child & Family Services (Society)
 please call toll free: 1- 888-489-4563
 or the Children's Helpline at 310-1234