

VACESS Annual Report



VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

Our Children, Our Future, Our Responsibility





OUR LOGO

Laurence Wilson, from the Nisga'a Nation, designed the Vancouver Aboriginal Child and Family Services Society logo in 1993. The translation for the logo is "Human and Wolf Child". As the wolf represents family, this is a perfect symbol for our Agency, which has been established to strengthen Aboriginal families. Laurence Wilson was born in 1954 in Nass River, an area located near the North Coast of British Columbia. Laurence has apprenticed under Norman Tait, a highly regarded West Coast artist for three years, and attended the prestigious Native art school, 'Ksan, from the beginning of 1978 to the end of 1979. He prefers to use such mediums as wood, canvas and hide in order to produce original paintings, drums and two-dimensional carvings. With his extensive background in design and form informed by his culture, Laurence Wilson has become one of the many prominent Native artists in British Columbia.



OUR MISSION, OUR VISION

OUR MISSION STATEMENT

Provide holistic service delivery that culturally and spiritually strengthens Aboriginal children and families.

OUR VISION STATEMENT

A balanced and harmonious Aboriginal community.

OUR POLICY STATEMENT

An Aboriginal perspective will be acknowledged, respected and legitimized through policy. An Aboriginal presence of knowledge and thinking will be reflected throughout VACFSS programs, policies, and practice.

OUR PHILOSOPHY OF SERVICE DELIVERY

We ensure that the rights, safety, well-being and spirit of Aboriginal children and families are upheld, honored and protected. We strive to eliminate oppression, discrimination and marginalization within our community. We acknowledge and honor the inherent wisdom, capacity and resourcefulness of our community in designing programs and services to care for our own children and families. Accordingly, we are dedicated to planning, developing, and implementing creative and innovative Aboriginal programs and services in collaboration with members of our community and other agencies.



OUR VALUES

HUMILITY

Humility is putting others first by giving up what you think you deserve; Mother Earth for she provides our every need and loves us even when we do not listen to her; a newborn baby coming into this world with nothing but their small presence asking only to be loved and cared for; recognizing what we give in our lives and being thankful for each new day.

STRENGTH BASED PRACTICE

VACFSS incorporates a strength-based approach to service delivery. We believe in empowering people to trust that they have both the capacity and mastery to take responsibility for their own healing. By carrying the teachings of our ancestors and incorporating Aboriginal cultural customs within our social work practice, we can facilitate healing opportunities and share in the successes of Aboriginal children, families and the community that are involved with VACFSS.

RESPECT

Respect flows freely from the Creator to and through everyone and everything without judgment, from the tiniest child to the oldest Elder. It is the basic law of life that allows feeling and showing honor for all the creator's creations; all cultures, all ways and all paths to the creator which keeps the circle flowing in a good way.

INTEGRITY

Integrity is doing the right thing even when nobody's watching.

BELONGING

Belonging is creating authentic connections that encourages healthy and caring relationships with our children, families and community.



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"THERE ARE TWO GIFTS WE SHOULD GIVE OUR CHILDREN: ONE IS ROOTS, AND THE OTHER IS WINGS" - AUTHOR UNKNOWN





BOARD OF DIRECTORS

THE BOARD OF DIRECTORS AS OF THE 2013 ANNUAL GENERAL MEETING

LInda Stiller
Madeleine MacIvor
Richard George
Susan Tatoosh
Lee Brown Director
Marilyn Mura
Leona M. Sparrow
Gerry Oleman
Virga Silvaira Director



MESSAGE FROM THE CHAIR

It is my great honour and pleasure to be part of the Board of Directors for Vancouver Aboriginal Child and Family Services Society. As members, we cannot underestimate the value of a dedicated and knowledgeable Board to carry out the stewardship required in an urban child welfare organization delegated under provincial legislation.

2012/2013 has been a very busy and productive year for VACFSS as we celebrated our 20th Anniversary as an incorporated Society in December and signed an extension to our Delegation Confirmation Agreement with the Provincial Director.

We continue to work in partnership with other Aboriginal agencies to establish protocols in the home communities of the children and youth in our care.

The Board's strategic priorities were established in 2005 and have essentially remained the same over the last eight years. The priorities of the Society are to:

- » Develop and implement culturally relevant strategies to decrease the number of Aboriginal children in continuing care
- » Continue developing the capacity required to develop a full range of child, youth and family services
- » Continue to develop and implement a culturally and spiritually appropriate system of care
- » Continue to build on accomplishments to date and ensure strong governance of the organization
- » Continue to develop and implement effective communication strategies
- » Continue to develop and implement strategic and risk management strategies

The CEO, with the assistance of the managers, reports annually on the initiatives which support these priorities. We continue to support the CEO to ensure that our relationship with the community remains focused on partnership and networking to meet the goal of maximizing service access for clients. We are, like all other social service providers, faced with the challenges posed by government restraints while continuing to find new and more appropriate ways to support Aboriginal children and families in the Vancouver area.

Respectfully Submitted,

LINDA STILLER CHAIR, BOARD OF DIRECTORS



MESSAGE FROM THE CEO

It is with deep gratitude and enthusiasm that I reflect on another year of service and relationship with our community. VACFSS celebrated 20 years of service in December 2012. Since its inception, VACFSS has evolved from a small Family Support Agency with a budget of under 100 thousand dollars in 1992 to a provincially delegated child welfare agency with funding of over 30 Million in 2012. The scope and complexity of VACFSS' Programs is significant. With 142 funded employees, we are responsible for services to an average of 500 families and 500 children in our care, relying on approximately 200 foster parents to carry our mandate.

The most considerable strength of VACFSS is the capacity of our employees to continually regroup and recommit to the vision that was put forth by our founders and our community so many years ago. We are grateful for the dedication of our staff who carry out the work on a daily basis in the face of structural, policy and human resources changes.

This past year we embarked on a new initiative called "Strengthening our Practice" to identify conversations, attitudes, least intrusive options, frameworks, cultural practices, resources, and service pathways that support positive outcomes for families, children and youth. This was achieved through consultation with our social workers, parents, caregivers and youth in care. Through dialogue we were able to identify the factors that support best practice as well as the barriers within and outside the agency that need to be addressed. We will be continuing with the Strengthening our Practice Project through a second phase in 2013/14.

VACFSS continually seeks to improve its social work practice grounded in our history as a people and our diverse cultural wisdom. One of our goals is that of reclaiming proven paths of healing for addressing the addiction and post trauma symptoms that compromise parental capacity. We are encouraged by the number of relatives who have stepped forward to care for children through the out of care option, the educational outcomes for youth aging out of care, the number of children who remain connected with their families while in continuing care and the participation of our families in family group decision making, mediation and parenting programs.



Youth Engagement in the form of a Youth Advisory Committee is one our most important achievements. The Youth involved in this Committee not only have the opportunity to develop their gift for leadership they are able to inform us of what works best for youth in care. This year they hosted their second annual conference and had over 60 youth in care present.

Our first annual coffee house for members and partners took place on April 4, 2013 at the Cultch with four outstanding performers. Our goal in implementing this coffee house is to bring together the individuals that support VACFSS in various ways, to show case Aboriginal Role Models for our youth in care, and to say thank you for standing beside us and being witness to the work we do.

Ekosi N'totimahk All My Relations,

BERNADETTE SPENCE CHIEF EXECUTIVE OFFICER



DIRECTOR OF PROGRAMS

SOHAN SINGH

The Director of Programs works under the direction of the CEO to support, oversee and coordinate the activities of the Guardianship, Resources, Integrated Services and Child Protection Programs. The Managers of each of these Programs reports to the Director of Programs as do the: Cultural Coordinator, Research and Policy Analyst and the Special Projects Officer.

Collaborative planning and an integrated approach to practice are utilized to enhance strength-based and culturally relevant service delivery to children, youth and families. We have worked to promote and embed these practices among staff and in our relationships with service recipients and community partners.

INTER-PROGRAM COLLABORATION

PROGRAM MANAGERS' MEETINGS

The Program Managers' Meeting is held bi-weekly. The purpose of this meeting is to provide an opportunity for Managers to discuss new policies, initiatives, and to work collaboratively to resolve any identified practice issues. The Managers provide updates from their Program areas and we develop joint strategies to accomplish short and long term goals. These meetings have been very productive in creating an environment of shared responsibility for the provision of quality services to our community members.

INTEGRATING OUR PRACTICE MEETINGS

The Integrating Our Practice Meetings are a new initiative that commenced in late 2012. These meetings occur bi-monthly and include all Team Leaders and Program Managers. The purpose of the meetings is to enhance the relationships among the program areas in order to promote a more cohesive and integrated approach to child welfare practice. Each program area has had an opportunity to present and highlight a key aspect of their program at the meetings. We are now working in smaller cross program groupings to make presentations at future meetings on practice topics of mutual interest. All participants are very positive and

enthusiastic about this new initiative and indicate it has contributed to a deeper understanding and appreciation of the continuum of child welfare services within VACFSS.

VACFSS SPECIAL PROJECTS

Vancouver Aboriginal Child and Family Services Society (VACFSS) continues to lead two special projects: (1) The Culturally Relevant Urban Wellness (CRUW), which provides land-based interventions promoting empowerment and wellness among diverse at-risk youth; and (2) Strengthening Our Practice (SOP), a reflective organizational development project identifying and further establishing strength based best practices within the burgeoning field of Aboriginal child and family services.

CULTURALLY RELEVANT URBAN WELLNESS (CRUW) PROGRAM

The CRUW Program, now entering its second year, brings together diverse at-risk youth from the Lower Mainland to reflect on and celebrate the diversity of the city, and engage in culturally relevant land-based practices promoting holistic and sustainable urban wellness. The program is a partnership between: 1) Vancouver Aboriginal Child and Family Services Society (VACFSS); 2) the UBC Institute for Aboriginal Health (IAH); 3) Pacific Community Resources Society (PCRS); and 4) the Centre for Sustainable Agriculture at the UBC Farm.

CRUW accepts 27 youth annually, with most of the participants from the Guardianship Program. The program runs every second Saturday, from late March until late October, at the UBC Farm. Youth participants engage with program staff, Aboriginal elders and knowledge keepers, and other professionals in a wide diversity of youth-centered engagements each grounded in one of the CRUW program objectives: (1) Honouring Our Diversity, with an emphasis on applying ancestral Aboriginal knowledge and practice to contemporary urban living; (2) Emotional and Cultural Competence, with an emphasis on breaking down stereotypes, bullying and discrimination; (3) Holistic and Sustainable Urban Wellness, with an emphasis on the prevention and reduction of

substance misuse, positive mental health, and healthy life transitions; and (4) Mentorship, with an emphasis on peer mentorship and elder-youth connections.

CRUW has been a tremendous success in participant retention, program objectives, community partnerships and funder relations. 23 of the 27 youth who began in program in March of 2012 graduated in October of that year. Of the 23 graduates, all provided testimonials demonstrating growth within program objective areas, and 8 applied to rejoin the program as youth mentors for its second year. CRUW maintains strong relationships with each of our community partners and funders, and is currently in the process of raising funds for our 2014 program year.



STRENGTHENING OUR PRACTICE (SOP)

Strengthening Our Practice (SOP) began in January 2012, and is now beginning its second phase. The project continues to be conducted in partnership with the International Centre for Child Rights and Development (IICRD). The project team is currently preparing to present the phase one findings and recommendations to VACFSS staff, community partners, and the wider community. Beginning later in the summer, and throughout the fall, the team will be working with the leadership and frontline staffing teams at each of the VACFSS offices to develop a clear structure and process for implementing the recommended changes to strengthen the delivery of culturally relevant strength based best practices to Aboriginal children, youth and families.

CULTURAL ACTIVITIES

The integration of cultural values and sacred knowledge in our programs, policies and procedures is at the heart of our approach to service delivery. The Cultural Committee continues to bring VACFSS staff of diverse cultural backgrounds together to develop strategies to achieve this goal. The Committee is led by the Cultural Coordinator who plans and participates in cultural events for VACFSS staff and children, youth and families. There have been several cultural activities during the past year: sage picking, swamp tea picking, drum making, moccasin making, elders' forum, Caregiver cultural camp, honoring the journey of our youth, burning ceremony, youth conference, and honoring our babies ceremony. A renowned Aboriginal singer also presented a workshop for VACFSS singing group in contemporary and traditional hand drum songs.

A PERIOD OF CHANGE AND RENEWAL

This has been a year of significant change in the Management Team. I commenced as the new Director of Programs in July 2012 and in the late spring of 2013 a new Manager of Integrated Services and Manager of Child Protection have been recruited. Despite these recent and dramatic changes the Program Management Team is already a cohesive group who demonstrate a strong commitment to working together to provide the best possible service to our families.

HUMAN RESOURCES AND QUALITY ASSURANCE PAUL HUCUL, DIRECTOR

MANDATE

The mandate of the Human Resources and Quality Assurance (HRQA) Department is to develop and administer programs in the following areas: Recruitment, Selection, Training and Staff Development, Practicum Program, Performance Management, Labour Relations, Compensation Management, Records Management, Information Management, Occupational Safety and Health, Wellness, Benefits Administration, HR policies and procedures and Quality Assurance.

OVERVIEW

In the 2012/2013 fiscal year, a significant amount of Human Resources activities in the agency were geared toward training. These training initiatives included: Integrated Case Management Training (ICM), leadership and supervisor training, Non Violent Crisis Intervention and Critical Incident Stress Management. In addition, Human Resources activities in the 2012/2013 fiscal year ensured that vacancies were filled in a timely fashion. Resources were applied to functions and activities which focused on strengthening initiatives and mitigating risks and a great effort was made toward creating a welcoming work environment. Furthermore, in order to

strengthen its practice, VACFSS continued to ground its practices and procedures in cultural concepts and protocols.

HRQA also engaged in a Labour Relations strategy which attempted to balance labour harmony and management rights. Moreover, HRQA continued its client advocacy system through the Quality Assurance Program which resulted in a greater voice for VACFSS clients.

STAFFING (AS OF MARCH 31, 2013)

VACFSS has ensured that there are the necessary staffing levels to meet its service level mandate. Staffing includes a mixture of VACFSS Regular Employees, MCFD Secondments and Casual Employees. VACFSS has 142 funded positions. In order to supplement staffing levels, VACFSS has created additional Authorized Positions and applied efficiencies to bring up the total complement of employees to 164.

In addition, 51% of VACFSS staff members are of Aboriginal ancestry to reflect the demographics of the clients that VACFSS serves.

Recruitment activities of HRQA have been successful in that there were 197 applications to VACFSS resulting in 14 new employees hired. 6 (43%) of these new hires were of Aboriginal ancestry. There were also 23 internal selections.

The turnover rate for VACFSS improved in that it was 9.4% as compared to 13% for the 2011/2012 fiscal year. There was 1 retiree in the 2012/2013 fiscal year. Excluding the retiree VACFSS' turnover rate was 8.7%.

PRACTICUM PROGRAM

HRQA has maintained a very successful Practicum Program at VACFSS. The program supports Social Work students in completing their education/training by providing them with valuable practice experience and encouraging future applications to VACFSS. The students also provided significant assistance to VACFSS workers in practical ways.

In 2012/2013, ten (10) practicum students completed placements at VACFSS including four (4) of Aboriginal ancestry. A number of these students are seeking employment with VACFSS.

EDUCATION AND TRAINING

VACFSS was faced with a major training challenge with the advent of ICM information system mandated by MCFD. All delegated employees were required to be trained in ICM which placed a significant drain on human resources, especially in the Child Protection Program. HRQA continued to support Leadership Training at VACFSS under Siiyamints (see-yom-main-ts). Twenty – two (22) Supervisors/Team leaders and Senior Social Workers received supervisor training from Caring for First Nations Children Society (CFNCS) at the VACFSS site without any accommodation or travel costs incurred by VACFSS. Managers also received in - house training in management and leadership skills. Four (4) sessions of the Non Violent Crisis Intervention program was initiated and delivered by VACFSS HRQA staff utilizing the Crisis Prevention Institute (CPI) model. In addition, eight (8) employees were given an intense 4 day training session in Critical Incident Stress Management (CISM) under the International Critical Incident Stress Foundation.

LABOUR RELATIONS

HRQA continued to work out issues with the BCGEU. Labour Management Committee meetings were held every two months. Several labour issues were resolved without going to the grievance process and six (6) grievances were filed and five (5) are outstanding.

Collective Bargaining resumed in 2012 between the Community Social Services Employers Association (CSSEA) and the Community Social Services Bargaining Association (CSSBA). VACFSS management represented VACFSS' interests at the bargaining table. The 2012 – 2014 Collective Agreement was ratified in April, 2013.

OCCUPATIONAL SAFETY AND HEALTH (OSH)

VACFSS continued to invest significant resources into the OSH program. The infrastructure at all sites is set up including Joint Occupational Safety and Health Committees along with Emergency personnel. Meetings were held monthly. OSH procedures are in place and the OSH manual is posted on

the Intranet. Emergency fire drills have taken place at all sites. Ongoing OSH training was delivered to members by outside resources as well as by Managers and Supervisors.

The Workplace Violence Protection Program was developed and the Non Violent Crisis Intervention Program (CPI) was delivered to VACFSS employees in the 2012/2013 fiscal year. Violence Prevention Committees were set up at all sites and members received training from OSH Consultant, Mark Offerhaus.

VACFSS is faced with the ongoing challenge of emergency personnel turnover, continual OSH training, procedure writing and amendments, OSH administration and emergency drills.

QUALITY ASSURANCE

The Client Complaint Resolution Process (CCRP) was administered by the Quality Assurance Advisor under the HRQA Manager. Fifty – four (54) complaints were made to VACFSS and forty – two (42) were resolved at the Local Resolution Stage. Fifty (50) percent of closed complaints were resolved within 30 days. The process continues to demonstrate that VACFSS has an administratively fair complaints process in place for the people we serve. The Quality Assurance Advisor will continue to coordinate and assist Program Managers in achieving the 30 day compliance requirement.

The VACFSS Quality Assurance Advisor is an active member of the QA Working Group which consists of Quality Assurance representatives from Delegated Aboriginal Agencies across the province. VACFSS is a key leader in Delegated Aboriginal Agency QA Practice.

Satisfaction Surveys were given to 225 VACFSS clients. Eighty - three percent (83%) were satisfied with VACFSS workers and seventy – four percent (74%) were satisfied with VACFSS services. Furthermore, the Dispute Resolution Process for Caregivers policy and procedures continues to give a voice to VACFSS caregivers.

WELLNESS: LIVING A HEALTHY ABORIGINAL LIFESTYLE (LAHAL)

VACFSS has continued to support its employees in performing their difficult work by maintaining the following wellness activities:

- "Massage for Stress Reduction" was provided to staff at the 3 sites
- » Sewing for Wellness was provided to staff
- » Stress reduction through Yoga
- » VACFSS Elder, Orene Brown, provided emotional, physical and spiritual support for all members at all three sites. Her work was well received
- » The Critical Incident Stress Management (CISM) Team continued to provide peer support to workers who experience Critical Incidents
- » The Sun Run sponsorship
- » One to one cultural sessions were provided by the VACFSS Elder

CULTURAL TRAINING

Training and education were provided to VACFSS staff members as follows:

- » Cultural Immersion Camp was held on June 18-20, 2012. Twenty – three (23) staff attended
- » Bright New Day Aboriginal Circle

On March 7-8, 2013 six (6) staff members attended the "Urban Aboriginal – Bright New Day Reconciliation Circle" in Musqueam. The focus was on reconciliation – bringing Aboriginal and non Aboriginal people together to "tell our stories, imagine a future together and take action on reconciliation." A presentation was presented to VACFSS staff on April 17, 2013.

SUMMARY

In the 2012/2013 fiscal year the HRQA Department continued to be faced with significant challenges as the result of the dramatic growth of VACFSS. The HRQA staff worked extremely hard to provide on – going service and support to all the programs and departments through regular consultation and development of organizational systems and procedures. Agency - wide HR initiatives contributed to a welcoming work environment.

FUTURE INITIATIVES AND GOALS

The following initiatives will be taken in the 2013/2014 fiscal year:

- » Training for VACFSS Team Leaders/Supervisors, Acting Supervisors and Managers will be continued;
- » The Cultural Camp will be held in the Fall and Elders forums will also be provided for staff;
- » HRQA will continue to provide Non Violent Crisis Intervention to all staff members. Training will be delivered by two certified VACFSS trainers under the Crisis Prevention Institute (CPI);
- » HRQA will provide education for managers, supervisors and staff members in Critical Incident Stress Management;
- » HRQA will deliver a program of Respectful Communication and Behaviour in the Workplace as a preventative measure for bullying and harassment in the workplace;
- » There will be a continued cultural grounding of HR practices and procedures;
- » Occupational Health and Safety procedures will continue to be developed and amended;
- » The Quality Assurance Program will be further developed to ensure greater accountability to the clients that VACFSS serves; and
- » Recruitment and Selection initiatives will be intensified to ensure that VACFSS staffing levels are at an acceptable level and that high quality workers are employed. In addition, further initiatives will be taken to increase the percentage of Aboriginal Employees at VACFSS.



FINANCE AND INFORMATION TECHNOLOGY ROSEMARY LIU, DIRECTOR

The Finance Department supports the CEO in its continuous negotiations for the necessary resources to serve the needs of our children and families within the Aboriginal community. Ministry of Children and Family Development (MCFD) funds the whole Agency as we continue to strengthen this partnership. It is this relationship that allows us to provide the services and support to our children and families in care.

REVENUE

The Society's total revenue for the year ending March 31, 2013 remains at \$30.5 million. We have five contract agreements with Ministry of Child and Family Development (MCFD): Integrated Services, Guardianship and Residential Resources FTEs, Child Protection, Residential Resources Management, and Infrastructure. There has been no increase in funding this year due to the economic conditions. Of the \$30.5 million, \$15.3 million was spent on residential resources, \$10 million on salaries and benefits, \$1.8 million on direct program costs, \$1.4 million on sub-contractors services, \$1.5 million on building occupancy costs, and \$1.3 million on general and administrative costs. All expenditures greater than our annual funding have been supported by the Agency's efficiencies accumulated over the past years.

STAFFING

We are presently funded for 142 full time equivalents (FTE) of which 4 support Finance and 2 support the Information Technology (IT) department. We processed over 14,000 manual cheques and direct deposits during the year, an increase of 183% since Child Protection program commenced five years ago. The amount of verifications to calculations, backup to support the cheque requisitions, proper authorization to spend, reconciliations to caregiver contracts, follow-ups on outstanding issues, coding, and filing have increased, in addition to the increase in volume in cheque printing. We continued to maintain our 1 FTE from our efficiencies from last year and this remains as part of our negotiations for additional funding categorized under capacity building.

INFORMATION TECHNOLOGY

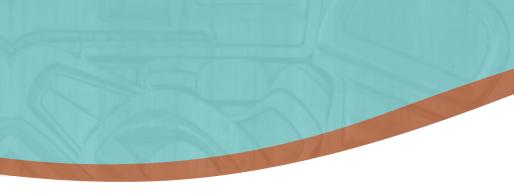
Last year, an independent third party was hired to review, document and recommend improvements on the Agency's information technology systems. And based on the recommendations, the servers have been upgraded to better meet the Agency's needs. Virtual servers have been installed to reduce the use of physical space by consolidating several machines into one server running multiple virtual environments. This also enables the technicians to isolate independent systems where they can test new applications or operating systems without affecting other applications.

OFFICE SPACE

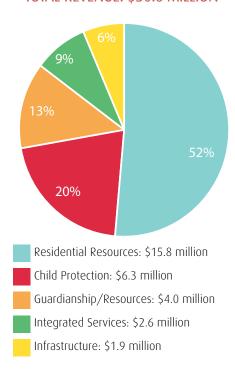
The Agency has always been cognizant in regards to ensuring sufficient office space to carry out the services and support to the urban Aboriginal children and families. We acquired additional space at 471 E Broadway last year to house the Child Protection program with over 60 staff. The lease at 745 Clark Drive has been renewed to 2016. The Agency will begin negotiating lease renewal for 3284 E Broadway site in the new year.

FUTURE PLAN

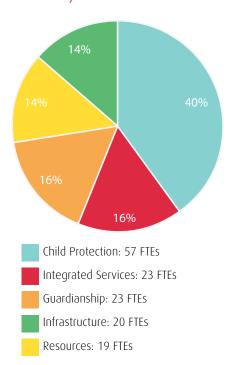
There will be on going negotiations with MCFD for additional funding to support and deliver program services, capacity building, and general and administrative expenditures. Plans are underway to upgrade the speed of the internet access and to upgrade the desk top computers at our Clark Drive site. The lease at 3284 E Broadway will be up in June, 2014 and we are planning to renew the lease for another five years.



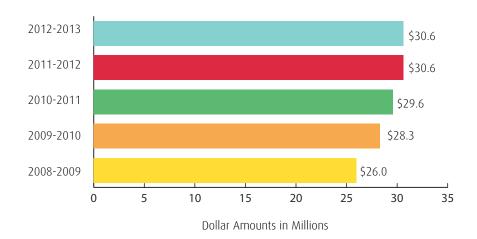
TOTAL REVENUE: \$30.6 MILLION



TOTAL 12/13 FUNDED FTEs: 142



FUNDED REVENUE 2009 - 2013





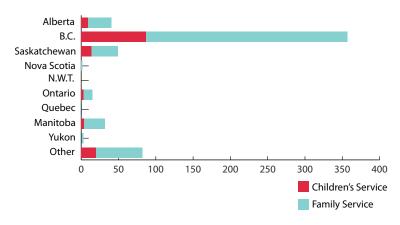
CHILD PROTECTION NAZEEM RATANSHI, MANAGER

The Child Protection Program serves Aboriginal children and families in Greater Vancouver who are struggling with multiple challenges which impact their ability to provide consistent safe care for children. The Child Protection Program staff receives reports from the community, and through an assessment of the family's history, strengths and challenges, implements a service plan under the provisions of the *Child Family and Community Services Act (CFCSA)* as well as coordinating community services available. The Program staff provides concrete support to address specific needs. The overall goal of the Child Protection Program is to support families through a healing journey to a place of safety, strength and wellness. The Child Protection Program consists of one Intake team, four Family Service Teams and a Collaborative Practice team.

CP STAFF	POSITIONS FILLED
CP MANAGER	1
CP ASSOCIATE MANAGER	1
CP CONSULTANT	1
CP MENTOR	1
CP OFFICE MANAGER	2
CP FS TEAM LEADERS	4
CP INTAKE TEAM LEADER	1
COLLABORATIVE TEAM LEADER	1
CP SOCIAL WORKERS	25
COLLABORATIVE ADMIN ASSISTANT	
FGDM WORKERS	4
CP SOCIAL WORK ASSISTANTS	3
SPECIAL PROJECTS OFFICERS	1
CP ADMIN ASSISTANTS	6
CP ACCOUNTING CLERK	1
CP ACCOUNTING CLERK (R9)	1
ELDERS	3
TOTAL	57

CHILD AND FAMILY SERVICE FILES BY NATION OF ORIGIN

This year 87 (60%) Child Service files and 270 (61%) Family Service files belong to First Nations in BC, leaving 174 (39%) Family Service files and 50 (40%) Child Service files belonging to Nations in other parts of Canada.



*"Other" includes Provinces not listed, unknown and non-affiliated (Statistics from the Ministry Warehouse Data Retrieval System).

	CHILDREN'S SERVICE	FAMILY SERVICE
ALBERTA	9	31
ВС	87	270
SASKATCHEWAN	14	35
NOVA SCOTIA	0	2
N.W.T.	0	0
ONTARIO	3	12
QUEBEC	0	1
MANITOBA		28
YUKON	0	3
OTHER	20	62
TOTAL	137	444

PROFILE OF REPORTS RECEIVED

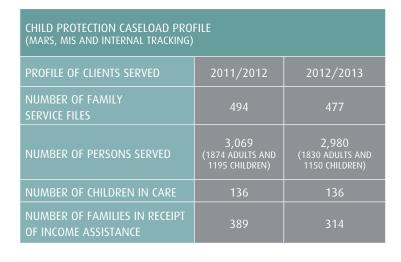
From April 01, 2012 to March 31, 2013 the Intake team recorded 938 reports or requests for services; this is an increase from last year's reported 403. This large increase in the number of incidents and service requests was influenced mostly by a change in service delivery done by after hours. Reports of suspected child abuse and neglect may be coded as Offer of Family Support Services (OSP) or, Investigation (INV) or Family Development Response (FDR). FDR is a protective response that is offered when parents are willing to work collaboratively with VACFSS to mitigate safety concerns.

During the reporting period, 67% of intakes were diverted to OSP, FDR or the Community and 33% were investigated. Nine percent (9%) of the reports or request for service received were opened as Family Service (FS) files (81 case files) and transferred by intake to one of the 4 Family Service teams – The remaining 91% were served by the Intake team. Four percent of the cases involved pregnancies in the substance misusing or socially complicated (domestic violence, mental health) population of women. Less than 5% of the intakes received contained reports of serious physical or sexual abuse.

PROGAM ACTIVITY

As of March 31, 2013 there were 477 Family Service (FS) files and 136 Child Service (CS). Of the Family Service Files, 62 were open at intake and 415 were open on the 4 Family Service Teams. Of the Child Service files, 133 were open on the Family Service Teams and 3 were open on the Intake Team. The total of 477 FS and 133 CS files represent 1830 adults and 1150 children. This statistic represents the multi-generational profile of the families we work with and speaks to the hardship that families experience with inadequate housing. Each social worker is involved in the lives of approximately 103 people. 314 of 470, or 67% of families served at VACFSS receive income assistance; this is down by 9% from last year. As more families are not in receipt of income assistance, they require additional support in order to ameliorate the adverse impact of poverty on family functioning.

CHILD PROTECTION INTAKE REPORTS				
INTAKES OUTCOMES	2011/2012	2012/2013	INCIDENTS	SERVICE REQUESTS
NUMBER OF INTAKES	403	938 TOTAL	752	186
NUMBER OF INTAKES CLOSED/DIVERTED	212	539 TOTAL	398	141
NUMBER OF INTAKE INVESTIGATIONS	199	305		
NUMBER OF FAMILY DEVELOPMENT RESPONSE	0	318		
NUMBER OF OFFERED SUPPORT SERVICES	0	72		
NO FURTHER ACTION	0	57		
NUMBER OF INTAKE OPENED IN FAMILY SERVICE TEAMS	191	500 TOTAL	458	42
NUMBER OF HIGH RISK PREGNANCIES	35	38		





DYNAMIC NATURE OF CASELOAD

In April 2012 VACFSS implemented a new case management system called ICM requiring services to be recorded through either a case, service request or an incident file. All case management data is entered and stored in ICM. Also, VACFSS adopted a new policy, chapter 3, which changed the service delivery system resulting in a significant increase in the

DYNAMIC NATURE OF CASELOAD

THE FOLLOWING TABLE FROM MARS SHOWS THE NUMBER OF CASES OPENED TO THE INTAKE AND FAMILY SERVICE TEAMS FOR THE PERIOD OF APRIL 01, 2012 TO MARCH 31, 2013.

MONTH	NEW STARTS	ONGOING CASES	CLOSED CASES	OPEN AND CLOSE	TOTAL SERVED DURING MONTH	MONTH END CASELOAD
APR 2012	22	460	11	1	494	482
MAY 2012	19	465	18	1	503	484
JUN 2012	21	472	15	4	512	493
JUL 2012	16	476	17	3	512	492
AUG 2012	10	483	9	0	502	493
SEPT 2012	10	470	17	1	498	480
OCT 2012	10	474	4	0	488	484
NOV 2012	7	468	16	0	491	475
DEC 2012	7	469	7	0	483	476
JAN 2013	9	467	9	1	486	476
FEB 2013	15	465	12	1	493	480
MAR 2013	7	470	9	0	486	477

number or reports recorded under incidents. Chapter 3 comprises policies, standards and procedures that support the duties and responsibilities carried out by delegated child protection workers under part 3 of the CFCSA. As a result, 122 case files were transferred from the Intake Team to the 4 Family Service teams for on-going service for this time period compared to 191 last year. This number is much lower than the numbers that we had last year as intake is able to provide services over a longer period of time through a FDR incident file rather than opening and transferring the FS case file to one of the Family Services teams. During this period the teams closed 157 case files; this includes the files opened and closed at Intake. This number also is lower compared to the 244 case files closed the year before. The number of closed files indicates that families are dealing with crises and then moving on to receive support in the community. .

OUT-OF CARE OPTIONS

We continue to build our out-of-care options program where VACFSS supports relatives and significant others in a child's life to care for the child when parents are unable. Currently both court-ordered and agreement-based out of care options continue for approximately two years. In some cases it is necessary to view the out-of-care option as a "doorway to permanence". A new court ordered ongoing out of care plan is anticipated this June. Currently there are 20 families receiving out-of-care options funding to support 43 children.



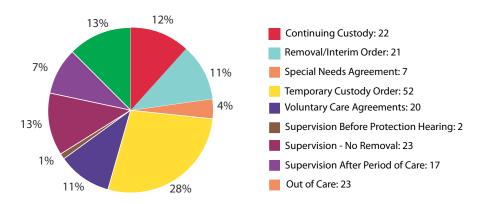
COLLABORATIVE PRACTICE/CULTURAL SUPPORT

The Family Group Conference Coordinators continue to build on the collaborative practice of families coming together to make plans for children when parents are involved with the child protection system. This year saw a slight decrease in family group decision making conferences from 75 in 2012 to 71 for this time period. However, there was a dramatic increase (+71%) in the use of mediations. There was also an increased in the use of Aboriginal mediators in the court based mediation system which jumped from 40% to 67 %. In addition, there were 12 Integrated Case Management Conferences facilitated by the collaborative practice team for this time period.

VACFSS continues to develop our ability to offer cultural support to families. This year we continued with the implementation of the "Homecoming Ceremony" wherein all families are offered a ceremony when children are returned. We were also gifted with rattles to support the homecomings and a ceremony was conducted to awaken the power of the rattles. We were also able to support families to take children to cultural events on their home territory. In cases where there are traumatic events leading to complicated grief we have been able to bring an elder in to work with family members.

COLLABORATIVE PRACTICE	71 FAMILY GROUP DECISION MAKING CONFERENCES
IVE PR	58 MEDIATIONS
30RATI	67% ABORIGINAL MEDIATORS
ILA!	12 ICM (INTEGRATED CASE
8	MANAGEMENT CONFERENCE)
	6 HOMECOMING CEREMONIES
	1 HONORING CEREMONY
	1 GRAD CEREMONY
_	1 FAMILY FEAST – KISPIOX NATION
IPPOR	1 AGING OUT CEREMONY
CULTURAL SUPPORT	2 COMMUNITY CEREMONY
	KWHLII GIBAYKW NISGA'A DANCE TROUPE PERFORMED AT CHILDREN'S CHRISTMAS PARTY





CHILDREN IN LEGAL ORDERS AS OF MARCH 31, 2013 (MARS)

As of March 31, 2013 there were 187 children in court ordered care. This is down from 212 in the last reporting period, as the protection program strives to use less intrusive measures in keeping children safe. In some cases, children are removed and returned within 7 days or are returned under a supervision order. The 23% of children under supervision orders represent children who have been under a custody order and subsequently returned and children who are in the home under "supervision without removal" – down from 28% last reporting period. Agreements (voluntary and special needs) are at 11% this year as opposed to 10% last year.

During the reporting period of April 01, 2012 to March 31, 2013 there were 103 removals in the Child Protection Program (Intake and Family Service). This represents 9% of the total number of children in the caseloads (1150); this is down 1% from last year. As of March 31, 2013 there were 23 children under continuing custody order and for the last reporting period 15 files were transferred to Guardianship.

PROGRAM ACHIEVEMENTS AND GOALS

Along with our colleagues at MCFD we have also been busy with implementation of the new Structured Decision Making Tools in Child Protection Practice and the new Integrated Case Management System. This required some changes in service

delivery and we anticipate more changes as a new phase of ICM is currently being introduced. With regards to staffing, we have a new child protection manager and 3 new team leaders. This year we also saw a positive change in the *CFCSA* under section 54.01 which allows for the permanent transfer of custody of children to a proposed guardian, with whom the child has a significant relationship or cultural connection, without the need of a continuing custody order. This is an important tool in our effort to promote the use of less intrusive measures to meet its goals of keeping children safe. The use of alternatives to care continues to be a key goal. Supporting kinship caregivers in their efforts to address the needs of children thus provides an opportunity to improve the lives of many children who have already experienced trauma.

We are continually strengthening our cultural grounding in order to better serve our families. We have added 2 more elders on the collaborative practice team. We continue to build on our connections to Aboriginal agencies in both the city of Vancouver and the throughout the province.

Staff training remains a central goal in order to meet the needs of the children and families we serve. In order to reduce the impacts of changes in policy, legislation and on both staff and the families served, ongoing staff training remains a goal of the protection program. There are numerous practice guidelines, clinical standards, and changes in service delivery initiatives for staff to comprehend and integrate into their practice.





INTEGRATED SERVICES ANJU SOHAL, MANAGER

PROGRAM OVERVIEW

Integrated Services is comprised of two streams of service: Family Preservation and Reunification (FPR), and Associated Services. Families are referred to the program from VACFSS Child Protection and Guardianship teams. The purpose of the program is to strengthen family functioning, prevent children from coming into care, and to work with parents to have children safely return home after they have been removed.

Integrated Services is currently comprised of 21 staff which includes:

- » 1 Integrated Services Manager
- » 2 Family Preservation Team Leaders
- » 12 Family Preservation Counselors
- » 1 Group Work Coordinator
- » 1 In-Home Supports Coordinator
- » 1 Administrative Supervisor
- » 2 Administrative Support Staff
- » 2 Elder's job sharing 1 position

FAMILY PRESERVATION AND REUNIFICATION SERVICES

The Family Preservation and Reunification Program accepts referrals from all program areas at VACFSS, offering strength-based clinical services to Aboriginal families navigating through the child welfare system. FPR's mandate is to engage with families in crisis and to assist them in improving family functioning, increase safety in the home, and keep children connected to their families. This is accomplished through intensive individual family work, immediate response, and group work within the context of facilitating a healing journey for all people served.

INTENSIVE INDIVIDUAL FAMILY PRESERVATION

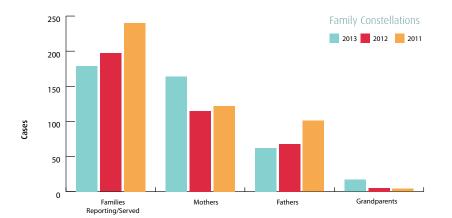
A Family Preservation Counsellor is assigned to the family and offers in home service based on the assessed needs identified in the referral. The FPR counsellor, referring social worker, and the family have an initial meeting to introduce the counsellor to the family, discuss information about the program, and agree upon the goals of service. Services can include:

- » Assisting with Concrete Needs
- » Parenting Skills and Education
- » Financial Stress and Budgeting
- » Managing Parent-Child Conflict
- » Therapeutic interventions with families, couples, and individuals
- » Specialized referrals to other services related to :
 - · Alcohol and Drug Addiction
 - · Mental Health
 - · Domestic Violence
 - · Anger Management, and more

At any given time, twelve FPR Counsellors work individually with ten families for a period of six months. Service can be extended up to eighteen months.

IMMEDIATE RESPONSE

Immediate Response Counsellors work directly with the Intake Team at Child Protection responding to immediate crisis. Families in this program receive intensive service for eight to twelve weeks with the intention of mitigating safety concerns in order to divert families from further involvement in the Child Protection system



GROUP WORK

Strengthening Families

The Strengthening Families Program is for families with children aged 6-16 years old with daycare provided for children under the age of five. The overall goal of the program is to increase family bonding, family strengths and resilience, and to reduce risk factors by improving family communication, positive parenting skills, school performance, and parent-child relationships. This program was founded on the belief that in order to reduce risk factors, the family environment and parent's abilities to nurture and provide appropriate learning opportunities for their children must first be improved.

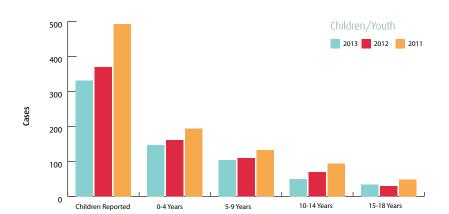
During the ten week program, parents learn appropriate developmental expectations, knowledge of child rearing and behavioural management, alcohol and drug risk and protective factors, and how to create positive familial relationships. The children learn positive pro-social skills such as resistance to peer pressure, getting along better with family members and peers, discussing topics politely, sharing feelings without making others upset, and problem solving.

Three sessions of Strengthening Families were held this year with 49 families participating. Of these families, 37 successfully graduated from the program.

FAMILIES SERVED AT FPR

Family Preservation and Reunification provided 274 families with Intensive Individual Family Preservation and Immediate Response services. Of these families, 293 adults were active in the lives of 331 children. For statistical purposes, 179 families are reported served. Of the adults providing primary care for the children:

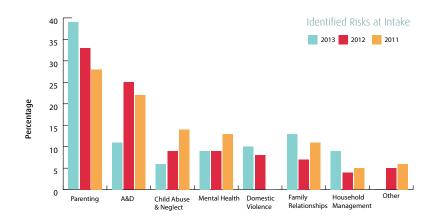
- » 164 were Mothers
- » 62 were Fathers
- » 17 were Grandparents



Of the 331 children involved in the families:

- » 146 were age 0-4 years
- » 103 were age 5-9 years
- » 49 were age 10-14 years
- » 33 were age 15-18 years

Upon the commencement of FPR services, the referring Social Workers, families, and Family Preservation Counsellors identified the following issues as areas of potential risk to be addressed in service planning.



- » 307 Parenting Issues
- » 114 Alcohol and Drug Issues
- » 51 Child Abuse (8) and Neglect Concerns (43)
- » 72 Mental Health Issues
- » 75 Domestic Violence Concerns
- » 100 Family Relationship Concerns
- » 69 Household Management Concerns

ASSOCIATED SERVICES

Associated Services are designed to enhance the work undertaken by the Family Preservation and Reunification program. These services are referred out to our community partners with the intent of providing highly specialized and specific intervention for families and children.

FAMILY DAY PROGRAM

Family Services of Greater Vancouver provided 11 spots to VACFSS families with children between the ages of newborn to three years old. This group work program focused on teaching the ages and stages of development, parenting techniques, and child management skills.

THERAPEUTIC COUNSELLING FOR CHILDREN

This year the Pace Society provided service to 7 VACFSS children who had been identified as needing specific therapeutic approaches and strategies to assist them in understanding and coping with the issues and stressors in their young lives.

CHILD AND YOUTH INTERVENTIONS

The Watari Research Association provided service to 5 VACFSS high-risk youth who were in danger of either street and gang involvement or extreme isolation and alienation from family, peers, and support networks.

VOLUNTEER MENTORING

Big Sisters of British Columbia Lower Mainland provides one-to-one mentorship for girls matching them with a Big Sister. The aim is to provide a consistent and positive relationship in the girl's life while engaging in "soft" counselling support and recreational activities. This year 5 VACFSS girls were matched up with Big Sisters.

SUPERVISED VISITS

In Partnership with the Pacific Association of First Nations Women (PAFNW) and the Network of Inner City Community Services Society (NICCSS), families with children in the foster care system were provided support to visit their children in a safe environment. This service acknowledges the key role families play in their children's lives and the importance of keeping children connected to them. This year 118 families were provided supervised visits at VACFSS and 124 families utilized transportation services.

HOMEMAKING SERVICES

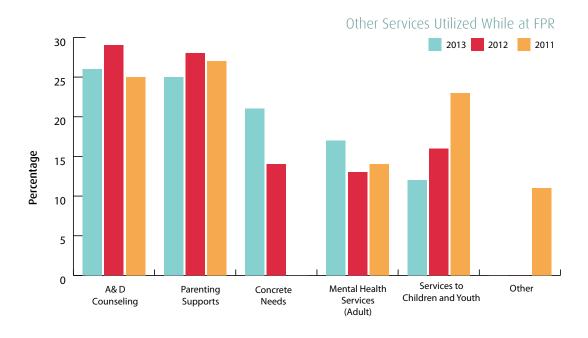
PAFNW and NICCSS provide homemaking services to support families at creating and maintaining a clean, hygienic, and safe home environment. Homemaking services help to mitigate concerns about the physical space of the home so that children are not at risk where they live. This year homemaking services were provided to 75 VACFSS families. Childcare was provided to 17 VACFSS families.

DOULA SERVICES

Drake Medox Health Services provides new mothers with specialized instructional support around caring for infants through their Doula program. This year Doula's assisted 23 VACFSS families in caring for their newborns.

FAMILIES SERVED THROUGH ASSOCIATED SERVICES

Associated Services provided VACFSS families with numerous services through our community partnerships. The following graph shows trends in the types of service requested over a three year period.



NEW INITIATIVES

YOUTH ENGAGEMENT

VACFSS responded in several ways to the growing number of Aboriginal youth engaging in high risk, self-harming behaviours.

Elder's Program

Since January 2013, VACFSS had two Elder's work with high risk youth and their families to provide cultural counselling and support. Between January and March 2013, 23 youth and their families participated in this program. Participants responded with great enthusiasm, thus the program has been expanded to serve all vulnerable families wanting Elder support.

Watari Outreach - April 2013 - Sept 2014

VACFSS has partnered with Watari Research Association for outreach support workers to engage with Aboriginal Youth ages 11-16 in and around the Britannia Community Center area. The aim of the program is to find ways to include youth in safe activities, form positive social interactions, access educational, vocational, and child welfare services.

GROUP WORK

Strengthening Fathers

In an effort to create increased involvement with Aboriginal Fathers, VACFSS initiated the Strengthening Father's Group designed to assist men in understanding their role as fathers. A variety of topics were introduced including traditional teachings of what it means to be a man, the importance of fathers interacting with their children, moving beyond generations of living in a "welfare world", and information on educational and vocational training options. Two groups were held with a total of 41 fathers attending. Time was given for fathers and children to eat and play together. The group was very well received by the men and facilitators observed the men supporting and sharing in one another's successes.



STAFF EDUCATION

Delegation Training

Integrated Services employees have an integral role at providing service to Aboriginal families. This year, staff participated in Delegation Training with the aim of strengthening workers' clinical skills and understanding of the child welfare system. Training incorporated the Aboriginal Operational and Practice Standards and Indicators (AOPSI), and provincial legislation from the *Child Family, and Community Services Act (CFCSA)*. Training was completed through The Caring for First Nations Childrens Society with 19 employees having graduated on May 31, 2013.

GOALS FOR THE UPCOMING YEAR

Integrated Services will be focused on the following endeavours this year:

- » Completing the Family Preservation and Reunification Policy Manual
- » Solidifying and strengthening clinical practice through various training initiatives
- » The creation and Initiation of a Strengthening Relatives Group that focuses on assisting relatives to care for their family member's children
- » Increasing the number of referrals from the Guardianship and Residential Resources Program
- » Reviewing and streamlining the data collection system

The Integrated Services Program would like to acknowledge the former leadership of Wally Rupert for his vision and commitment to serving Aboriginal Children and Families.

RESIDENTIAL RESOURCES DONALD ROBERTSHAW, MANAGER

The Residential Resource Program continued with providing safe, nurturing, culturally supportive homes for children in VACFSS' care. The program focused on enhancing foster home services for our children and youth by an increased focus on caregiver support and monitoring. The collaboration with all VACFSS programs and community partners remains essential to provide the best life outcomes for our children in care.

We are happy to report that the number of children in care has been reduced by 9% from last year. Furthermore, most of the children in care are residing in foster homes and the number of foster homes remains relatively constant at 198 foster homes. The numbers of child placements are also down 8% from last year. The Program's financial expenditures also remained within budget.

The partnership between VACFSS and Luma Native Housing resulted in the Aboriginal Children's Village located in Vancouver, which provides safe and culturally appropriate housing for up to three youth and ten foster parents. Hollyburn Family Services has moved their caregiver support office to the Village to create a "Hub" for foster parent learning, training, and support.

Aboriginal cultural interventions and child & caregiver participation has increased this last year. Dr. Martin Brokenleg conducted a wonderful teaching this year with many caregivers and children in care attending, which focused in part on the importance of foster parents & caregivers becoming a part of the child's extended family. VACFSS also organized a wonderful ceremony, entitled "Honoring Our Babies Ceremony" in February, 2013. This ceremony brought 22 babies together with their biological parents, foster parents, social workers, friends, and Aboriginal Elders. The most impacting part of the ceremony was the help of a Medicine Man and the two Stolo Spiritual Guides who shared spiritual practice and gave teachings to our parents, children, caregivers, and staff. The purpose of this ceremony was to honor the sacredness of our babies, their culture, and history, and to bind the babies, their parents and extended family members together. This ceremony will become part of VACFSS' annual special events for children and youth.

PROGRAM MANDATE

The Residential Resource Program focuses on three main areas: recruitment, retention, and management of residential resources. We recruit foster parents that meet the range of needs associated with our children in care. The retention and support of caregivers includes specialized support services that address the need for ongoing knowledge and skill development. We manage resources in an efficient manner to ensure that all children in care have access to culture and receive the best parenting and support to realize their potential.

PROGRAM ACTIVITY

The Residential Resource Program is composed of three teams with four to five social workers and a team leader. The Program also has a manager, resource accountant, shared supervisor of administrative services with the Guardianship Program, and three administrative support staff. One team is focused on the placement of children, foster parent recruitment and assessment. The two other social work teams are dedicated to supporting and monitoring foster homes and staff specialised resources.

The Program's 2012-2013 budget was \$15,407,253 and the expenditures were \$14,672,567.

The average number of children in care has been reduced from 466 (2011-2012) to 439 (2012-2013). The child in care caseload has reduced by 9% from the previous 12 month reporting period.

VACFSS Children in Care Over Time: April 2011-March 2013

VACSS Children in Care by Age - March 2013



The two largest age groups remain 15 to 18 year old children (118 youth) and 0 to 4 year old children (109 children). There was a slight reduction in the number of 15 to 18 year old children in care since the last reporting period and the number of children in care aged 0 to 4 year old increased from 19% to 25%.

Cases 9 10 11 12 13 14 15 16 17 18

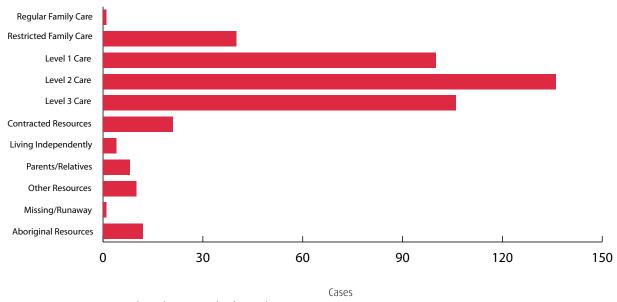
Age in Years

Source: MCFD Corporate Date Warehouse (SWSMIS Monthend Extracts)

Foster care remains the main residential service provided to children in care, averaging 87% this year and 85% last year. From the VACFSS data collection system the average numbers of children (2012/13) are clustered in the following placement types:

- » Foster care, 391 children (including 35 children in restricted foster homes up from 29 children last year);
- » Living with family and friends, 24 children
- » Staff residential homes, 11 children
- » Independent living, 10 children
- » Child specific specialized placements, 8 children
- » Foster homes in other provinces, 7 children

Children in Care by Placement Type- March 2013



Source: MCFD Corporate Date Warehouse (SWSMIS Monthend Extracts)

The Residential Resource Program has facilitated 170 child placements from April/12 to March/13 down from 208 child and youth placements the previous year. The age of children placed remain relatively the same at 101 child placements under 12 years and 69 children placements over 12 years. The total number of new child placements were 126 children and the number of child re-placements of children was 44. The program is having challenges placing infants and sibling groups as the capacity to place children under 12 years is reaching its capacity.

The program's capacity of foster homes continues to be stable with 198 active foster home this last year which is similar to the last two years averaging 197 (2011/12) and 198 (2010/11). The number of Aboriginal foster homes has reduced from 53 (2011/12) to 48 (2012/13).

To increase the residential resources capacity the foster parent recruitment activities resulted in 20 new foster homes opened in this reporting period as compared to 17 foster homes in 2011/12. The community based recruitment activities led by an Aboriginal Social Worker continues to focus on engaging people during Aboriginal community events. The number of new foster parent applications has slightly increased from 40 to 41 this year.

VACFSS continues to provide training, learning and direct support to foster parents to list a few:

- » The Federation of Aboriginal Foster Parents was able to provide foster parent education, cultural training, and specialised training to 134 foster parents during the reporting period
- » Hollyburn Family Services continues to provide services to support foster families and out of care options families with family support work, formal counselling, and caregiver support groups
- » MCFD & VACFSS continued to support foster parents through the Safe Babies Program (59 foster parents) and Foster Early Development Program (86 foster parents)
- » Luma Native Housing's partnership with VACFSS has resulted in providing safe and culturally appropriate housing for up to three youth and ten foster parents.
- » The Summer Cultural Camp for foster parents resulted in 19 foster parents and 47 VACFSS children participating.

PROGRAM RECOMMENDATIONS

- » To continue with the recruitment of Aboriginal caregivers and skilled caregivers
- » To continue and enhance the support and monitoring of foster homes
- » To improve the coordination and collaboration of child focus planning and implementation
- » To continue with education, support and case management for Inclusive Foster Care
- » To continue with data collection & analysis to improve outcomes for children & families

ACKNOWLEDGEMENT

Residential Resources Staff wish to acknowledge that we are honoured to serve as "Helpers" on Coast Salish Territory.

We thank the Creator and raise our hands to our parents, family members, caregivers, youth and children.











GUARDIANSHIPHELGA STOPPER, MANAGER

OVERVIEW

Our children are served within a circle of relationships that are based on respect for diversity and focus on strengths. The Guardianship Program is entrusted with the responsibility for 324 children in care by continuing custody order (CCO). Guardianship social workers work in partnership with extended family, caregivers and First Nations communities to ensure that children remain connected to their loved ones and to their culture. While children typically reside in foster homes, planning a return to family does not end with a continuing custody order. The VACFSS policy of inclusive foster care offers biological parents an opportunity to remain involved in the child's life to the best of their ability as they go through their own healing journey.

We focus on developing comprehensive, holistic care plans that reflect the unique circumstances and needs of each individual child. When returning a child to parents is not possible, permanency planning decisions such as a transfer of guardianship or open adoption are always made in consultation with the child's First Nations community and extended family. In all cases, developing a culturally and spiritually appropriate Plan of Care is central to the work carried out by quardianship social workers.

GUARDIANSHIP STAFFING

The staffing consists of 15 delegated guardianship social workers, divided into 3 teams. Each team has a team leader and one administrative assistant. Other guardianship positions include a manager with overall responsibility for the Guardianship Program, a supervisor of administrative support, a consultant to support staff when dealing with difficult issues related to planning and services and a lifelong connections worker responsible for establishing close ties with the child's First Nation community and extended family.

PROGRAM ACTIVITY

As of March 2013, 324 children are in continuing care which is a decrease of 16 children over the previous year. Of this number, 86 children in care are age six or younger.

Table: Children in Care by Age

AGE	CASES
0	1
1	6
2	10
3	15
4	20
5	16
6	18
7	21
8	14
9	12
10	17
11	20
12	17
13	18
14	17
15	21
16	24
17	37
18	20
TOTAL	324

For this age group, the Guardianship Program participates in "Fostering Early Development" an initiative developed jointly by Vancouver Coastal MCFD, Vancouver Coastal Health Authority, Developmental Disabilities Association and VACFSS. The development of children from birth to age 6 is screened at intervals to measure communication, gross motor, fine motor, problem solving, personal and social skills. Children who need further services are referred to the appropriate professionals for follow up.

When parents demonstrate a readiness to resume caring for their children, their efforts are supported at every step. Daily contact and overnight stays for children with their parents are arranged in preparation for the full time return. In the past year, three children were returned to their mothers with CCOs rescinded. In addition, transfers of guardianship are underway for two children to their grandmother and one child to an aunt.

GUARDIANSHIP DATABASE

In 2011, a database was created for documenting significant factors affecting the development and well-being of children and youth throughout their lives in care. The project draws relevant information from the files of youth who reached the age of majority in 2010, 2011 and 2012. The data has been collected for these three years and will be collected for the next three years. This project is an attempt to review and understand the experiences, needs, accomplishments and challenges of youth from the time they enter the foster care system to their exit from care at age 19. The overall goal is to inform and improve social work practice for the Guardianship Program and other delegated VACFSS Programs.

A brief synopsis of some the data collected for 2012 includes these findings:

There were a total of 38 youth in continuing custody who were born in 1993 and who were discharged from care upon reaching the age of 19 in 2012. Of that number, 16 (42%) came into care as infants, under the age of one. The most frequent reasons for the removal of children were parental addiction to alcohol and/or drugs and family violence.

Most children were diagnosed in early childhood and many had more than one diagnosis. The most prevalent diagnoses were:

DIAGNOSIS	# OF CHILDREN	%
Fetal Alcohol Spectrum Disorder (FASD)	19	50%
Neonatal Abstinence Syndrome (NAS)	10	26%
Attention Deficit Hyperactivity Disorder (ADHD)	22	58%
Developmental Disability(DD) (CLBC eligible)	10	26%

The findings also included other diagnosis such as Alcohol Related Neurodevelopment Disorder (ARND), Anxiety, Post Traumatic Stress Disorder (PTSD), Depression, Attachment Disorder, Oppositional Defiance Disorder (ODD).

With regard to Educational Outcomes, there were 10 youth who achieved full graduation from Grade 12 with a Dogwood. Of this group, 5 youth came into care as infants and 6 youth continued to reside in their foster homes past the age of 19. Only 1 youth had a diagnosis of FASD and 6 youth were diagnosed with NAS and ADHD.

Youth who only completed Grade 9 or less, were returned to parents one or more times before the age of 5 and all experienced a number of subsequent moves growing up in foster care. FASD was the prevalent diagnosis in this group of youth.

COMMUNITY LIVING, BC (CLBC) PARTNERSHIP

Given that a significant number of youth, 10 out of 38, were CLBC eligible, a strong partnership with CLBC is maintained in order to transition youth with developmental disabilities immediately to the identified adult CLBC services at age 19. Collaborative planning with CLBC begins about two years earlier, when youth reach the age of 17, thereby giving CLBC adequate notice to secure the funding and the specific services required.



YOUTH ADVISORY COMMITTEE (YAC)

Established in 2010 by the Guardianship Program, YAC consists of 12 youth who meet monthly to ensure that youth have a voice in issues and services that affect them. One 17 year old youth who is a member of YAC, was given the Award of Excellence in the Youth Leadership Division by the Representative for Children and Youth in October 2012. He and his fellow YAC members were invited to attend a gala reception in Victoria. YAC has carved out an important role in VACFSS agency functions and has provided excellent opportunities for its youth members to develop leadership and public speaking skills.

YOUTH ENGAGEMENT

The Guardianship Program is making concerted efforts to introduce an increased number of activities for youth to strengthen their relationship with the VACFSS community. A series of independent living workshops, moccasin making, creating a cultural space in the lobby and drum making were offered. In response, the feedback from youth echoes a greater sense of belonging and a stronger Aboriginal identity.

Dr. Brokenleg spoke to an audience of 80 youth in care and approximately 100 foster parents, social workers and child care counsellors in February 2013. He discussed the strength and spirituality of Aboriginal culture and he offered research on the healing effects of cultural involvement. From the feedback of those who attended, Dr. Brokenleg's presentation was itself a powerful cultural experience that touched the hearts and minds of youth.



What has now become an annual event, the Youth Conference in March 2013 was pronounced a resounding success by the 60 youth who participated in a day filled with educational, fun and inspirational activities. The event was hosted by the Youth Advisory Committee which organized four workshops around the theme of 'Inspiring Hope' and found presenters who had spent some time in the care system and were now leading successful lives. Youth reported that they felt inspired by new hope!

CULTURAL INVOLVEMENT

Children, families and social workers attended the Protocol signing between VACFSS and Gitxsan Child and Family Services Society, strengthening ties and re-affirming commitments to the cultural identity of Gitxsan children.

'Touching the Land of our Relations' journeys were organized for children and youth. Journeys were made to their home communities in BC, Alberta and Saskatchewan.

The Moricetown Band, Wet'suwet'en Nation, invited their children served by VACFSS and families to join

in a Welcome Home Feast and three day stay at their world renowned campground with tents, food and activities all supplied. Haida Gwaii also organized a homecoming for their children who were introduced to family members and to their ancestral lands.

The Lifelong Connections Worker facilitated a grandmother's conference call with children related to the Lax-Kw'alaams Nation where they skyped with their grandmothers and other relatives and re-established family ties.

A ceremony 'Honoring the Journey of our Youth' was held for youth who reached the age of 19 in 2012.

Our urban youth were given amazing opportunities to participate in cultural activities last summer provided by two land based agencies. Kw'umut Lelum Child and Family Services invited two youths to take part in their Tribal Journey, a ten day voyage by canoe from Nanaimo to Olympia, Washington. Nenan Dane zaa Deh Zona Family Services Society included four of our youth in their Youth and Elders Gathering at Pink Mountain near Fort St. John.



At the reception, freshly brewed coffee and teas were prepared and served. To accompany the drinks, the Friendship Catering prepared baked bannock mixed with flax seed served with maple whipped butter.

As it got closer to 7 o'clock, the ushers started to direct everyone into the entrance of the theatre—starting with the elders. Once everybody had settled in their seats, the lights dimmed and the emcee Jordan Point, a local Musqueam First Nations. Not only he welcomed everyone to the event, he welcomed us to the Musqueam territory. Madeleine McIvor, a VACFSS board member, welcomed and thanked everybody to the Coffee House on behalf of the board. Madeleine's partner, Tim Michel, sang a song to give thanks for our children are our future.

Without further ado, Jordan Point introduced the first performer: Corbin Girard, a young and talented dancer who danced to Sherryl Sewepagaham's new song, "The Journey". With flowing contemporary movements, Corbin danced gracefully. She exited the stage as the drumming in the song faded out. Jordan then introduced the next performer, an award winning Aboriginal cellist, Cris Derksen.

Cris took her seat on the stage. Surrounding her and her cello were a loop station and a pedal board.

Together, Cris made such amazing music that weaved her classical training with electronic sound waves.

The evening was Sherryl's debut performance of her solo career. Singing songs from her forth-coming album that was recorded at the end of April, Sherryl delivered with her naturally beautiful voice that needed no accompaniment other than her hand drum.

Lastly, Wayne Lavallee was the headliner for the evening. Consistent with his image, this Indian Cowboy wore a top hat to accompany his guitar. Coming from the foster home system himself, Wayne shared the importance of knowing where he comes from and how it impacted his music.

Finally, for the final song, Wayne invited Cris and Sherryl back to the stage. Together, the three artists performed a cover of a classic, "Buffalo Soldier", by Bob Marley. Wayne's voice, accompanied by Sherryl's melodies and Cris's cello playing, the audience was in for a treat with this unique version of "Buffalo Soldier". The evening ended with the audience exiting the theatre with an energy that is hopeful for the future—the children, youth and families...

VACFSS would like to thank everyone who had attended the event. We hope to see you all next year at the second Coffee House.





AUDITOR'S REPORT ENNS AND COMPANY

VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY FINANCIAL STATEMENTS MARCH 31, 2013

VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY INDEX MARCH 31, 2013

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INDEPENDENT AUDITOR'S REPORT

To the Members of: Vancouver Aboriginal Child and Family Services Society

We have audited the accompanying financial statements of Vancouver Aboriginal Child and Family Services Society which comprise the statement of financial position as at March 31, 2013, the statement of changes in net assets, statement of operations and statement of cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

Management Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian Accounting Standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2013, its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations. As required by the Society Act of British Columbia, we report that in our opinion, these principles have been applied on a basis consistent with the preceding year.

Burnaby, B.C., Canada June 4, 2013 ENNS & COMPANY Certified General Accountants

Page 1.

VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2013

		2013	2012
AS	SETS		
CURRENT Bank (Note 4) Short term investments (Note 5) Accounts receivable GST refundable Prepaid expenses	\$	1,519,888 5,748,167 69,340 172,926 56,864	\$ 1,221,455 5,659,098 95,276 176,386 135,488
CAPITAL ASSETS (Note 6)		7,567,185 427,367	7,287,703 421,093
	\$	7,994,552	\$ 7,708,796

The accompanying notes are an integral part of these financial statements

Page 2.



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2013

		2013		2012
LIABILITIES	3			
CURRENT Accounts payable and accrued liabilities Payroll liabilities Withholding and other payroll taxes Current capital lease obligations Deferred contributions (Note 7) Due to MCFD - net	\$	971,400 401,461 149,582 1,543,935 644,973	\$	948,563 362,139 146,198 1,205 1,975,419 394,120
		3,711,351		3,827,644
DEFERRED CONTRIBUTIONS RELATED TO CAPITA ASSETS (Note 8)	L	75,832		75,089
		3,787,183		3,902,733
CONTINGENCIES (Note 14)				
NET ASSETS	S			
NET ASSETS INVESTED IN CAPITAL ASSETS (Note 6)		351,535		346,004
NTERNALLY RESTRICTED - CAPITAL ACQUISITION		1,762,641		1,762,641
UNRESTRICTED (Page 4)		245,421		250,952
NTERNALLY RESTRICTED (Page 5)		1,847,772		1,479,354
RESTRICTED - DEFICIENCY				(32,888)
		4,207,369		3,806,063
	\$	7,994,552	s	7,708,796

APPROVED BY THE SOCIETY:

Director

Director

The accompanying notes are an integral part of these financial statements

Page 3.



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2013

	Pages #	Revenues	Expenses	Inter-fund Transfers	Surplus (deficit) for year	Surplus transfer/ Deficit recovered	Ending Surplus (Deficit
RESTRICTED							
Guardianship and Resources	15 - 16 \$	4,888,744	\$ (4,782,752)	\$ 32,123	\$ 138,115	\$(138,115)	\$ -
Residential & Cultural	19 - 20	15,121,679	(15,421,179)	332,388	32,888	(32,888)	- 2
Family Preservation	21 - 22	2,499,080	(2,321,602)	(46,744)	130,734	(130,734)	+
Child Protection	23 - 24	6,654,771	(6,340,959)	(158,875)	154,937	(154,937)	0.00
Vancouver Coastal Health	25	9,389	(9,389)	1	-		-
	\$	29,173,663	\$ (28,875,881)	\$ 158,892	\$ 456,674	\$ (456,674)	\$ -
Infrastructure (See below)	17 - 18 \$	2,317,513	\$ (2,213,990)	\$(158,892)	\$ (55,369)		
TOTAL	s	31,491,176	\$(31,089,871)	s -	\$ 401,305		

	2013	2012
UNRESTRICTED - Infrastructure		
Balance, beginning of year	\$ 250,952	\$ 250,730
Surplus (Deficit) for year (see above)	(55,369)	(574,587)
Deficit recovered from Internally Restricted reserve (Page 5)	55,369	574,587
Net assets invested in capital assets	(5,531)	222
Balance, End of year	\$ 245,421	\$ 250,952

The accompanying notes are an integral part of these financial statements



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2013

	Opening Surplus reserve transfer					Closing reserve	
INTERNALLY RESTRICTED (Note 12)							
Client Specific Services (40%)							
Guardianship and resources	\$ 183,270	S	55,246	\$		\$	238,516
Family preservation	104,588		52,294				156,882
Child protection	496,456		61,975				558,431
	784,314		169,515			_	953,829
Operational requirements (30%)							
Guardianship and resources	137,452		41,435				178,887
Family preservation	78,441		39,220		-		117,661
Child protection	372,342		46,481		8		418,823
	588,235		127,136				715,371
Infrastructure (30%)	106,805		127,136		(55,369)		178,572
Total	\$ 1,479,354	\$	423,787	\$	(55,369)	\$	1,847,772

The accompanying notes are an integral part of these financial statements



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2013

	2013		2012
REVENUES			
Provincial government contributions - Principal funding	\$ 30,613,208	\$	30,615,508
MCFD surpluses repayment for prior years	(335, 436)		4.1
Resource Home Revenue	571,214		672,336
Vancouver Coastal Health Authority	10,000		23,500
Other income (Note 11)	201,450		282,967
	31,060,436		31,594,311
DEFERRED CONTRIBUTIONS			
Related to operations - recognized (carried forward) in year	431,484		(212,392)
Related to capital assets amortization	23,378		27,358
Related to capital assets purchases	(24,122)		(22,938)
	430,740		(207,972)
	31,491,176		31,386,339
DIRECT PROGRAM COSTS	100 000		400 700
Automobile expenses	169,236		169,726
Child-in-care costs	731,301		664,046
Client assistance	162,282		147,403
Contract services	1,326,063		1,294,172
Caregiver expenses	276,542		153,848
Collaborative practice costs	12,846		11,885
Cultural intervention costs	102,540		64,393
Family support expenses	627,083		537,078
In Transit BC Fund expense	6,836		0.000
Out of care Children	9,780		9,378
Out of care caregivers	23,880		17,230
Out of care maintenance	368,983		296,927
Program supplies and miscellaneous	29,006		31,328
Residential resources costs	14,620,264		15,493,518
Salaries and benefits	7,575,323		7,744,416
Telephone and cellular	29,874	_	28,352
	\$ 26,071,839	s	26,663,700
NET FUNDING CONTRIBUTION	5,419,337		4,722,639

Continued....

The accompanying notes are an integral part of these financial statements



Page 6.

VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2013

		2013	2012
Action of the Committee of the Committee			
GENERAL AND ADMINISTRATION EXPENSES		5440	
AGM		4,081	2,733
Advertising		1,284	11,943
Amortization		126,454	160,956
Bank charges and interest		7,442	6,965
Board expenses		35,963	31,864
Contract services		58,166	143,349
Equipment leasing		15,085	15,513
Equipment purchases		11,815	54,414
Insurance		11,772	11,569
Janitorial expenses			37,507
Office and general		193,538	193,350
Postage and courier		29,031	17,506
Professional dues and membership		11,482	11,251
Professional fees		80,754	84,977
Public relations & community services		94,193	38,694
Rent and repairs		1,463,015	1,409,033
Salaries, labour and benefits		2,531,401	2,598,426
Special events		26,917	52,988
Staff related costs		193,365	279,899
Telephone, fax and cellular		122,274	119,794
reconstruction and control		5,018,032	5,282,731
NET EXCESS OF REVENUES OVER EXPENSES FOR THE YEAR	\$	401,305	\$ (560,092
ALLOCATED AS FOLLOWS.			
ALLOCATED AS FOLLOWS:			
Restricted programs (Page 4)	\$	456,674	\$ 14,495
Unrestricted program (Page 4)		(55,369)	(574,587
	S	401,305	\$ (560,092

The accompanying notes are an integral part of these financial statements



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY STATEMENT OF CASH FLOWS MARCH 31, 2013

	2013		2012
OPERATING ACTIVITIES			
Excess of revenues over expenses for year	\$ 401,305	S	(560,092)
Add: non-working capital charges	126,455		160,956
Amortization of capital assets Deferred contributions related to capital assets	744		(4,419)
Deferred contributions related to depital deserte			
Net change in non-cash working capital balances from	528,504		(403,555)
operations	424,416		839,826
Increase (decrease) in deferred contributions	(431,485)		212,392
	521,435		648,663
FINANCING ACTIVITIES			
Payments of lease obligations	(1,205)		(32,821)
INVESTING ACTIVITIES			
Acquisitions of capital assets	(132,728)		(156,314)
Purchase of short term investments	(89,069)		(91,706)
	(221,797)		(248,020)
NET INCREASE IN CASH AND CASH EQUIVALENTS	298,433		367,822
NET CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	1,221,455		853,633
NET CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 1,519,888	\$	1,221,455

The accompanying notes are an integral part of these financial statements



1. PURPOSES OF THE ORGANIZATION

The Vancouver Aboriginal Child and Family Services Society (the "Society" or "VACFSS") was incorporated on May 28, 1992 under the Society Act of British Columbia.

The purposes of the Society are to:

- a) supply essential social services to aboriginal children and families who are at risk, and their communities, by:
 - providing delegated child welfare and related services on behalf of government agencies.
 - acting as a liaison between government agencies and aboriginal children, families and communities.
 - assisting aboriginal children and families to reconnect with their communities, culture and heritage.
- promote the well-being of aboriginal children and families, and encourage their full participation in Canadian society,
- enter into contracts which may be conducive to the Society's aims with any person, corporation or government agency,
- d) solicit, collect, receive, acquire, hold and invest money and property, both real and personal, received by gift, contribution, bequest devised, or otherwise, sell and convert property, both real and personal, into cash, and use the fund of the Society and proceeds, income, rent, and profits derived from any property of the Society in furtherance of the purposes set out above.
 - e) purchase, lease, sell or hold such property, equipment and materials as are deemed necessary to accomplish the Society's purposes,
 - f) do all such things as may be necessary or conducive to the attainment of these purposes.

The Society must primarily but not exclusively service aboriginal children, families and communities in the lower mainland of British Columbia

2. ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

Effective April 1, 2012, the society adopted the new requirements of the Canadian Institute of Chartered Accountants (CICA) Handbook – Accounting ("Part III"). These are the society's first financial statements for which Part III has been applied and consequently, they have been prepared in accordance with the provisions set out in Section 1501 of Part III, First-Time Adoption by Not-For-Profit Organizations, which have been applied retrospectively. The accounting policies set out in the below significant accounting policies note have been applied in preparing these financial statements for the year ended March 31, 2013, the comparative information presented in these financial statements for the year ended March 31, 2012.

An opening Part III balance sheet at April 1, 2011 (the society's date of transition) has not been presented as the Part III's adoption had no impact on the reported assets, liabilities and equity of the society on that date.

The society issued financial statements for the year ended March 31, 2012 using generally accepted accounting principles prescribed by CICA Handbook - Accounting XFI. The adoption of Part III had no impact on the previously reported assets, liabilities and equity of the society, and accordingly, no adjustments have been recorded in the comparative balance sheet, income statement, statement of retained earnings and the cash flow statement. Certain of the company's disclosures included in these financial statements reflect the new disclosure requirements of Part III.

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3. SIGNIFICANT ACCOUNTING POLICIES

Contributions

The Society follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the appropriate fund for the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenue in the appropriate fund when they are received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Capital assets

Purchased capital assets are recorded at cost.

Amortization for capital assets acquired with non-restricted funds and capital assets acquired with restricted funds have been provided over their estimated useful lives as follows:

> 30% reducing balance Office equipment Computer hardware 30% reducing balance 100%

Computer software

Over the term of the lease Leasehold improvements

Assets under capital leases Lesser of term of the lease and asset life

Asset retirement obligations

The Society recognizes asset retirement obligations where a reasonable estimate of the fair value of the obligation and the future settlement date of the retirement of the asset can be determined.

Measurement uncertainty

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Management reviews all significant estimates affecting its financial statements on a recurring basis and records the effect of any necessary adjustments. Significant areas requiring the use of estimates include the determination of rates of amortization of capital assets, recognition of asset retirement obligations, contingencies and in particular, assumptions with respect to accrued sick leave and severance benefits and long-term disability. Actual results could differ from the estimates.

4. BANK FACILITIES

The Society has a line of credit facility of \$500,000, an equipment financing lease credit line of \$250,000 and a Scotia business visa card facilities of \$75,000 which are secured by a general security agreement covering all personal property of the borrower and by an authority to the bank to hold funds for \$500,000 in the form on a long-term non-redeemable GIC. As of March 31, 2013, none of bank line of credit and leasing credit and \$36,835 of the visa card credit were utilised.



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5. SHORT TERM INVESTMENTS

	2013	2012
Guaranteed Investment Certificates at cost plus accrued interest at rates varying from 1.71% to 2.45% per annum, maturing on various dates.	\$ 3,511,914	\$ 3,511,973
Various savings accounts with interest at variable rates.	2,236,253	2,147,125
	\$ 5,748,167	\$ 5,659,098

One of the guaranteed investment certificate included above amounting to \$500,000 is nonredeemable as it is being used to secure the bank facilities provided to the society (Note 4).

6. CAPITAL ASSETS

		Capital Assets - Restricted plus Unrestricted funds						unds
		Cost		cumulated nortization		Net 2013		Net 2012
Assets acquired with non-restricted fund:								
Office equipment Computer hardware	\$	151,037 168,137	\$	100,870 50,770	\$	50,167 117,367	\$	61,307 42,672
Computer software Telephone equipment Leasehold		180,765		106,131		74,634		2,041 101,130
improvements Automobiles		102,679 82,942		32,438 43,816		70,241 39,126		84,774 53,016
Equipment under capital leases		-		-		-4		1,064
		685,560		334,025		351,535		346,004
Assets acquired with restricted fund (Note 7):								
Office equipment Computer hardware		140,732 99,478		111,997 72,945		28,735		35,792
Telephone equipment Leasehold		67,531		61,845		26,533 5,686		11,801 7,705
improvements Automobiles		16,181 19,500		6,027 14,776		10,154 4,724		13,390 6,401
		343,422		267,590		75,832		75,089
Total	\$	1,028,982	\$	601,615	\$	427,367	\$	421,093



Page 11.

7. DEFERRED CONTRIBUTIONS

Deferred contributions represent unspent resources externally restricted and unrestricted operating funding received in the current period that is related to the subsequent period.

8. DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS

Deferred contributions related to capital assets represent the unamortized portions of equipment and leasehold improvements acquired with restricted contributions (Note 5).

The changes for the year in the deferred contributions balances are as follows:

		amily servation	Gu	ardianship	Infi	rastructure	Pi	Child rotection	Total
Cost Amortization to	\$	4,176	S	46,743		245,022		48,134	\$ 344,075
revenue		(3,899)		(34,577)		(215,267)		(14,500)	 (268,243)
Ending balances - 2013	\$	277	s	12,166	s	29,755	\$	33,634	\$ 75,832
Ending balances - 2012	s	375	S	16,485	s	40,318	S	17,911	\$ 75,089

9. OPERATING LEASES

Office premises

The Society occupies leased premises in various buildings under operating leases. The annual charges consist of the basic rent, the proportion share of the property tax and operating expenses.

Office equipment

The Society also leases various office equipment which are held under operating leases.

The future minimum operating lease payments in respect of office premises and equipment for each of the next three years are as follows:

	Equipment		
2014 2015	\$ 16,094 1,341	\$	1,437,325
2016			1,013,580
	\$ 17,435	\$	3,574,259



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10. PENSION PLAN

The Society is a member of the British Columbia's Public Service Pension Plan. The plan is considered a contributory defined benefit pension plan covering all employees of the society. Under the plan, contributions are made by the plan members and the society. The plan is administered by the Government of British Columbia.

The pension plan has approximately 110,000 active and retired members. At March 31, 2011, the date of the most recent actuarial valuation available, the plan had an unfunded liability of approximately \$275,000.

The society's contribution to the plan during the current year amounted to \$683,182.

11. OTHER INCOME

THE THE PARTY OF T		2013	2012
Donations	\$	36,679	\$ 17,983
Interest income		127,252	127,949
Miscellaneous income		13,269	28,535
Community Action Initiative grant	ant	24,250	 108,500
	\$	201,450	\$ 282,967

12. INTERNALLY RESTRICTED/UNRESTRICTED NET ASSETS

Pursuant to a board resolution passed on June 18, 2008, it was resolved that future surpluses arising from the restricted programs and authorized to be retained by the Society in accordance with the terms of the corresponding funding agreements will be dealt as follows:

70% of that program's surplus for the year will be internally restricted to be used to enhance client specific services (40%) and to address operational requirements within that program (30%).

The remaining 30% will be transferred to infrastructure and will be unrestricted to support agency wide initiatives and operational requirements.

13. FINANCIAL INSTRUMENTS

The Society's financial instruments include cash, short-term investments, accounts receivable, accounts payable, deferred contributions and loans. It is management's opinion that the party is not exposed to any significant credit or interest rate risk as a result of these financial instruments. Interest rates are fixed on all debts. The fair value of these instruments approximates the carrying value. The operations are all based in Canada and there is no exposure to foreign exchange fluctuation.



14.CONTINGENCIES

The society is a member of the Health Employers Association of British Columbia ("HEABC") that entered into a contractual agreement with the trustees of the Healthcare Benefit Trust ("HBT") to participate in the Community Social Services Group Benefits plan.

Under the agreement, if the society was to leave the plan for any reason, it will be liable for its share of any unfunded actuarial liabilities in respect of all the benefit programs that the society participated in, as of the termination date.

As at March 31, 2013, the society's share of unfunded actuarial liabilities based on the valuation date on December 31, 2012 was estimated to be \$38,153 (2012-\$455,127).

15. ECONOMIC DEPENDENCE

The Society is dependent on the Ministry of Children and Family Development to provide sufficient funds to continue operations, replace essential equipment and complete its capital projects.

16. COMPARATIVE FIGURES

Certain of the comparative figures have been reclassified to conform with current year's financial statement presentation.



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VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY GUARDIANSHIP AND RESOURCES (R000139809) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
REVENUES				
Provincial government contributions - Principal funding	S	4,639,097	\$	4,639,097
Other income		37,225		16,781
		4,676,322		4,655,878
DESCRIPTION OF THE PROPERTY OF				
DEFERRED CONTRIBUTIONS Related to operations - recognized (carried forward) in year		208,103		(178,702)
Related to operations -recognized (carried forward) in year		4,319		5,793
Related to capital assets purchases		4,013		(2,329)
related to capital assets pulchases		212,422		(175,238)
		4,888,744		4,480,640
		4,000,744		4,400,040
DIRECT PROGRAM COSTS		00.000		67 474
Automobile expenses		68,939		67,174
Contract services		212,056		168,665
Cultural intervention costs		46,396		33,944
D Arsenault Memorial Fund Expense		40.440		710
Donation expense-C Montour		10,442		2,138
In Transit BC Fund expenses		6,836		.7
Salaries and benefits		2,861,884		2,904,391
Seconded wages		5,576		70,655
Staff expenses		9,197		15,973
Telephone and cellular		11,468	_	9,879
		3,232,794		3,273,529
CHILD-IN-CARE COSTS				
Allowances/dental		32,761		45,705
Client minding costs		58,625		47,067
Client travel		101,770		91,986
CIC - Clothing grant		12,845		16,960
Developing the Gifts of Children expenses				3,410
Education/school events		91,780		80,294
CIC - Equipment		24,575		11,794
Foods and Household		64,437		58,116
CIC - Recognizing Milestones		6,126		4,860
		58,011		55,955
Medical expenditures		the state of the s		
Living with family and friends		27,241		9,520
Others Professional support and services		68,079 41,886		66,256 14,594
		588,136		506,517
NET FUNDANC CONTRIBUTION				
NET FUNDING CONTRIBUTION	\$	1,067,814	\$	700,594



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY GUARDIANSHIP AND RESOURCES (R000139809) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
GENERAL AND ADMINISTRATIVE EXPENSES				
Advertising	\$	-	S	265
Amortization - Capital Assets		42,185		52,903
Bank charges and interest		206		82
Equipment leasing		2,179		2,523
Equipment purchases		3,411		14,402
Office and general		57,009		45,954
Professional fees		3.082		3.028
Rent		415,986		398,247
Salaries, labour and benefits		371,483		418,440
Special events		2,424		293
Staff related costs		27,257		27,813
Telephone fax and cellular		36,600		36,928
		961,822		1,000,878
EXCESS (DEFICIENCY) OF REVENUES OVER				
EXPENSES FOR THE YEAR		105,992		(300,284)
INTERFUND TRANSFERS		32,123		82,918
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	s	138,115	s	(217,366)



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY INFRASTRUCTURE (R000139810) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
REVENUES				
Provincial government contributions - Principal funding Other income	\$	1,811,156 157,472	\$	1,811,156 243,735
		1,968,628		2,054,891
DEFERRED CONTRIBUTIONS Related to operations - recognized (carried forward) in year Related to capital assets amortization		338,322 10,563		(405,989) 17,257
		348,885		(388,732)
NET FUNDING CONTRIBUTION	S	2,317,513	S	1,666,159



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY INFRASTRUCTURE (R000139810) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

	2013		2012
GENERAL AND ADMINISTRATIVE EXPENSES			
Advertising	\$ 425	S	9,866
AGM	4.081		2,733
Amortization - Capital Assets	24.623		37,779
Bank charges and interest	6.976		6,552
Board expenses	35,963		31,864
Contract services	31,891		134,424
Equipment leasing	3,733		3,569
Equipment purchases	4,845		9,170
nsurance	11,772		11,569
Janitorial services	11,074		760
Office and general	70,166		59,360
Professional fees	76,527		81,053
Public Relations and Community Services	93,535		30,749
Rent and repairs	174,823		181,069
Salaries, labour and benefits	1,452,264		1,535,486
Seconded wages	58,172		1,000,100
Security	375		323
Special events	23,340		44,037
Staff related costs	104,949		190,767
Felephone fax and cellular	24,048		21,912
Professional Dues & Memberships	11,482		11,251
	2,213,990		2,404,293
EXCESS (DEFICIENCY) OF REVENUES OVER			
EXPENSES FOR THE YEAR	103,523		(738,134)
NTERFUND TRANSFERS	(158,892)		163,547
NET EXCESS (DEFICIENCY) OF REVENUES OVER			
EXPENSES FOR THE YEAR	\$ (55,369)	\$	(574,587)



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY RESIDENTIAL RESOURCES AND CULTURAL (R000139808) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
REVENUES				
Provincial government contributions - Principal funding	5	15,107,669	\$	15,109,970
Resource homes revenue		571,214		672,336
Cultural program funding		83,714		83,714
Other income		1,300		22,450
		15,763,897		15,888,470
DEFERRED CONTRIBUTIONS				
Related to operations - recognized (carried forward) in year		(642,218)	_	245,535
		15,121,679	_	16,134,005
DIRECT PROGRAM COSTS				
Automobile expenses		1,429		2,115
Contract services		414,268		449,430
Cultural intervention costs		9,722		2,837
Program activities and miscellaneous		2,329		2,197
Residential resources costs		14,620,264		15,493,518
Salaries and benefits		85,863		82,451
	_	15,133,875	_	16,032,548
CHILD-IN-CARE COSTS				
Aboriginal Children Village		117,740		
Caregivers expenses		73,895		64,714
Foster parent appreciation night		15,421		17,527
Foster parent recruitment		11,658		13,995
Kiwassa Housing		57,828		57,612
		276,542		153,848
NET FUNDING CONTRIBUTION	\$	(288,738)	\$	(52,391)



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY RESIDENTIAL RESOURCES AND CULTURAL (R000139808) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		0040		2042
		2013	_	2012
GENERAL AND ADMINISTRATIVE EXPENSES				
Amortization	\$		S	61
Automobile expenses		203		7
Casual labour		~		70
Equipment leasing		45		54
Equipment purchases		136		96
Office and general		680		22,906
Rent and repairs		8,656		8,514
Special event		68		4,404
Staff related costs		315		141
Telephone fax and cellular		659		741
		10,762		36,987
EXCESS (DEFICIENCY) OF REVENUES OVER		To be write		177 240
EXPENSES FOR THE YEAR		(299,500)		(89,378
INTERFUND TRANSFERS		332,388		56,490
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	S	32,888	S	(32,888



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VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY FAMILY PRESERVATION (R000139806) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
REVENUES Provincial government contributions - Principal funding MCFD surplus repayment for prior years	s	2,614,661 (335,436)	s	2,614,661
		2,279,225		2,614,661
DEFERRED CONTRIBUTIONS Related to operations - recognized (carried forward) in year Related to capital assets amortization		219,757 98		(82,423) 133
		219,855		(82,290)
		2,499,080		2,532,371
DIRECT PROGRAM COSTS Automobile expenses Client assistance and travel Contract services Cultural intervention costs Program supplies Program services Salaries and benefits Telephone and cellular		13,697 16,802 653,784 8,652 648 145,480 1,088,594 4,710 1,932,367		17,677 15,572 657,711 4,403 - 131,831 1,097,717 4,278 1,929,189
NET FUNDING CONTRIBUTION	\$	566,713	\$	603,182



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY FAMILY PRESERVATION (R000139806) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013	2012
GENERAL AND ADMINISTRATIVE EXPENSES			
Amortization - Capital Assets	\$	7,796	\$ 15,569
Bank charges		65	65
Contract services			3,635
Equipment leasing		3,656	3,688
Equipment purchases		609	7,405
Office and general		29,031	17,506
Public relations & community services		158	25
Rent and repairs		175,086	179,873
Salaries, labour and benefits		135,625	133,583
Special event		750	2,695
Staff related costs		18,151	13,663
Telephone fax and cellular		18,308	18,591
		389,235	396,298
EXCESS (DEFICIENCY) OF REVENUES OVER			
EXPENSES FOR THE YEAR		177,478	206,884
INTERFUND TRANSFERS		(46,744)	(76,147)
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	s	130,734	\$ 130,737



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY CHILD PROTECTION (R000139811) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013	2012
REVENUES Provincial government contributions - Principal funding Other income	s	6,356,911 5,453	\$ 6,356,911
		6,362,364	6,356,911
DEFERRED CONTRIBUTIONS Deferred contributions related to operations - recognized (carried forward) in year		308,131	212,448
Related to capital assets amortization - recognized in the current year Related to capital assets purchases		8,398 (24,122)	4,175 (20,609)
		292,407	196,014
		6,654,771	6,552,925
DIRECT PROGRAM COSTS Automobile expenses Contract services		85,171 45,955	82,760 18,366
Program supplies Salaries and benefits Staff expenses		116 3,533,406 6,592	5,000 3,589,202 5,627
Telephone and cellular		13,378 3,684,618	13,878 3,714,833
CHILD-IN-CARE COSTS		3,004,010	3,7 14,055
Allowances for inter/out provincial transfers Camp costs Client minding costs Client travel CIC - Clothing grant Equipment Education/school events Foods and Household CIC - Recognizing Milestones Goods and services Medical/dental expenses Others		4,159 3,083 33,133 25,134 14,647 6,937 2,945 26,023 750 6,020 12,807 7,527	5,858 2,129 36,392 38,796 15,992 6,813 4,249 14,674 1,520 3,060 15,704 12,342
Others		1,521	 12,342



VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY CHILD PROTECTION (R000139811) STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
OTHER PROGRAM COSTS				
Out of care children	S	9,780	\$	9,378
Out of care caregivers	*	23,880	-	17,230
Out of care maintenance		368,983		296,927
Family support expenses		627,083		537,078
Cultural intervention costs		37,770		23,209
Collaborative practice costs		12,846		11,885
		1,080,342		895,707
NET FUNDING CONTRIBUTION		1,746,646		1,784,856
GENERAL AND ADMINISTRATIVE EXPENSES				
Advertising		859		1,812
Amortization - Capital Assets		51.850		54,524
Bank charges		195		266
Contract services		26,275		5,290
Equipment leasing		5,304		5,572
Equipment purchases		2,814		23,229
Janitorial services		1-1		36,747
Miscellaneous and general		1,693		2,829
Office and general		63,356		61,135
Professional fees		1,145		896
Public relations & community services		500		7.920
Rent and repairs		680.256		623,721
Salaries, labour and benefits		513,857		510,773
Special event		335		1,559
Staff related costs		42,490		47,497
Telephone, fax and cellular		41,905		40,266
		1,432,834		1,424,036
EXCESS (DEFICIENCY) OF REVENUES OVER		618614		2.3/451
EXPENSES FOR THE YEAR		313,812		360,820
INTERFUND TRANSFERS		(158,875)		(226,808)
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	S	154,937	5	134,012



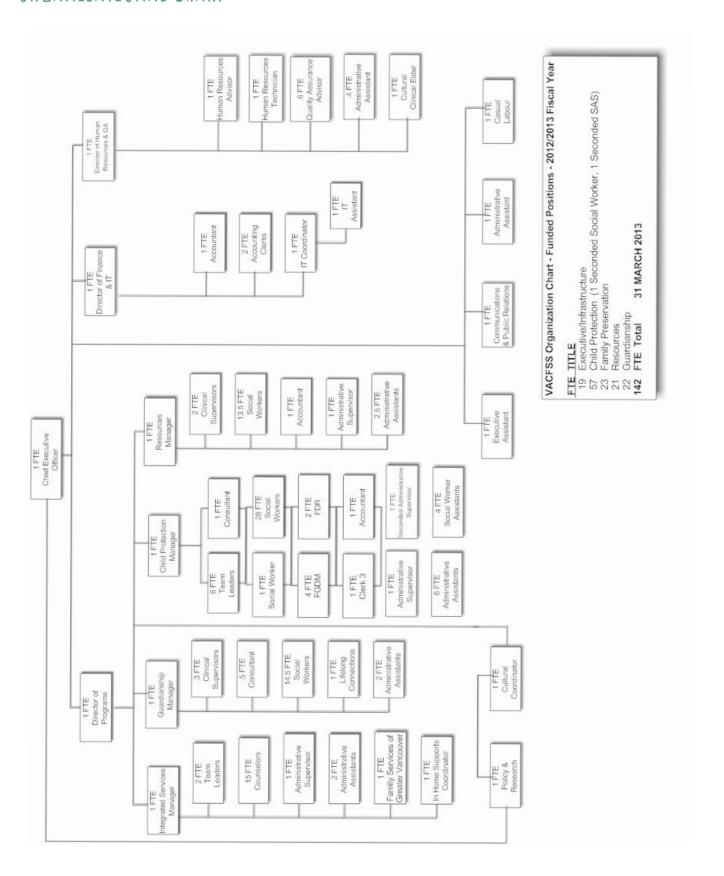
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VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY VANCOUVER COASTAL HEALTH AUTHORITY STATEMENT OF REVENUES AND EXPENSES FOR THE YEAR ENDED MARCH 31, 2013

		2013		2012
REVENUES				
Provincial government contributions - Principal funding	\$	10,000	\$	23,500
DEFERRED CONTRIBUTIONS				
Related to operations - recognized (carried forward) in year	(611)		(3,261)	
NET FUNDING CONTRIBUTION		9,389		20,239
GENERAL AND ADMINISTRATIVE EXPENSES				
Amortization - Capital Assets				120
Casual labour				74
Equipment leasing		168		107
Equipment purchases		4.4.000		112
Office and general		634		1,166
Rent		7,833		17,286
Staff related costs				18
Telephone		754		1,356
		9,389		20,239
INTERFUND TRANSFERS				
NET EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FOR THE YEAR	\$		S	



ORGANIZATIONAL CHART





CONTACT US

HEAD OFFICE & INTEGRATED SERVICES

745 Clark Drive, Vancouver, BC V5L 3J3

Phone: 604-872-6723 Fax: 604-872-5274

GUARDIANSHIP & RESIDENTIAL RESOURCES

3284 E. Broadway, Vancouver, BC V5M 1Z8 Ph: 604-872-6723 Fax: (G) 604-215-0273

(R.R.) 604-216-0176

CHILD PROTECTION

471 E. Broadway, Vancouver, BC V5T 1W9
Ph: 778-331-4500 Fax: 778-331-4515

TOLL FREE: 1-877-982-2377

CP TOLL FREE: 1-877-331-4505

E-MAIL: info@vacfss.com

WFR: www.vacfss.com

DESIGN AND LAYOUT:

Freida Gladue and Clarissa Poernomo

