



CARIBOO FAMILY ENRICHMENT CENTRE

2015/2016 Annual Report

*CFEC has over
10,000 client
interactions
per year*

CFEC has provided
free services to
community members
for over 28 years

*CFEC employs over 30
full-time and part-
time professionals*

**CFEC is C.O.A.
accredited**

CARIBOO FAMILY
ENRICHMENT CENTRE
Annual Report 2015/2016

Cariboo Family Enrichment Centre Society

Mission

The Cariboo Family Enrichment Centre strengthens the quality of personal, family, and community life through education, counselling, referral and support.

Vision

Enriched Families Living with Vitality

Values

Respect

We value and have consideration for ourselves and others, believing in the inherent worth of each individual. We regard each other as having equal value, worth and dignity.

Empathy

We have the capacity to participate in another's feeling or ideas, and are willing to do so. We care for each other and for each other's needs.

Integrity

We value honest, sound, genuine relationships and act accordingly. We accept responsibility for our obligations and are answerable for how we meet them.

Collaboration

We are committed to a process where all ideas and input are heard and considered and where decisions are made by consensus whenever possible.

Confidentiality

We will act in a professional manner with information that is shared.

Client Centred

The intent of all that we do is for the good of the client.

Quality Improvement

We continuously strive to improve the service we provide to each other, our clients and our community.

Our Strategic Goals

Positively Impact on the lives of children, youth and families in the South Cariboo

- Secure the resources and infrastructure needed to support children, youth and families in the South Cariboo

- Advocate and mobilize community to support children, youth and families

Board Chairpersons' Report



Sheila Hart
Board Co-Chair



Rita Giesbrecht
Board Co-Chair

THIS PAST YEAR the Chair of the Cariboo Family Enrichment Centre has been shared by Sheila Hart and Rita Giesbrecht. This reflects the priority set by this Board, and by Executive Director Lisa Paoli, to develop effective succession planning for sustainability and efficiency in serving the clients--always the first consideration of CFEC. We also welcomed the opportunity to include a succession plan for Executive Director, in positioning Chris Pettman to move into that role in future.

As Co-Chairpersons, we first thank Lisa and the entire staff from all areas of service, for their unstinting professionalism, dedication, and pure hard work over the last year. As always, they faced and overcame program and financial challenges and uncertainties. For the staff that has moved on from the organization, we wish them all good things in wherever life takes them from here.

For our colleagues on the Board of Directors, we thank you all, and welcome Stephanie Kappei with her valuable insights and legal experience, into our midst. Thanks to her, we now have a calculation of the living wage for our area and can look forward to its adoption.

Thanks to Board and staff, CFEC has taken steps to improve the service to our clients.

This has happened in myriad ways, and include building on the accreditation by the Council of Accreditation to the highest standard, by also completing the work for accreditation with Imagine Canada; by partnering with Big Brothers/Big Sisters Williams Lake to bring that program to the South Cariboo; and by continuing the program of Board Education for Not-for-Profit Boards; and by always improving, innovating, educating staff, and developing programming in every department, and building relationships across the community. By collaborating and building with other agencies, we all gain.

The coming year will bring new challenges, and we look forward to the opportunity to meet them. This is an amazingly strong and resilient organization with a dedicated commitment to improving the lives of individuals and families of the area.

We thank you all for the privilege of acting in the capacity of Chairpersons of the Cariboo Family Enrichment Centre,

Sheila Hart & Rita Giesbrecht

Our Board of Directors

Sheila Hart
Board Co-Chair

Rita Giesbrecht
Board Co-Chair

Leon Chretien
Secretary

Vic Popiel
Treasurer

Ingrid Meyer
Director

Stephanie Kappei
Director

Executive Director's Report



Lisa De Paoli
Executive Director

IT IS WITH GREAT HONOUR and heartfelt gratitude that I am writing the 2015/2016 Executive Director's report.

This year has been full of achievements celebrated and challenges overcome as a team proudly committed to helping children and families in the South Cariboo.

One of our achievements was being awarded our fourth – four year Council on Accreditation Standing with ratings of meeting or exceeding expectations on over 200 clinical and administrative standards. This is equivalent to a 5 star rating. The South Cariboo community can be proud to know that the services provided by the Cariboo Family Enrichment Centre meet the highest standards in North America.

We have addressed service gaps in our community adding the Child Counselling and Play Therapy Program, Youth Counselling and Youth Outreach to our continuum of services to support children, youth and families. We have reviewed and improved our services adding a Wellness component to our Pregnancy Outreach/Infant Toddler Program, renovating our facilities to be more client centred, and increasing the collaboration of all programs to provide “wrap around” services for families.

Collaboration and Partnerships have continued including partnering with Big Brothers Big Sisters Williams Lake to open the South Cariboo satellite bringing Youth Mentorship to our community, working with Maples Adolescent Treatment Centre to train twenty care providers to be Connect Parent Facilitator, hosting the Circle of Security Parenting program with Infant Development Program and the Child and Youth Mental Health and working with the South Cariboo Early Years Centre providing a central physical and virtual resource of information and services for families.

We are humbled by the many members of the community who supported our Touch of Christmas campaign and who regularly donate and give in kind donations of food, clothing, baby supplies, produce and much more to help families in need. We thank the Ministry of Children and Family Development and the Province of British Columbia for their continued funding of contracts allowing us to provide services and their dedicated staff who work with us to support families in the South Cariboo.

Our challenge is the many needs of families within the environment of limited funding and resources. We are vigilant in applying for grants and working with community agencies to maximize the services we all provide within the funding available. We are also working strategically to advocate for system changes to address poverty which is the underlying cause of many of the problems faced by families.

All of our achievements and our ability to overcome the challenges we face us are the result of a visionary, supportive, and committed Board of Directors. I thank each one of them for their steadfast support and contribution of many volunteer hours to make a positive difference to families. I cannot say thank you enough as well to our staff. I am so proud to work with each of them. Everyone instills our values as they work with children, youth and families. They demonstrate their vocation, building upon the strengths of each child, youth and family that we have the privilege to work with helping them to achieve their fullest potential for a healthy life.

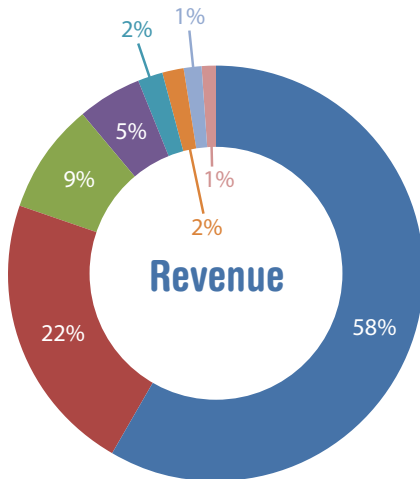
I look forward to the coming year with great anticipation and excitement. We have many plans to continue to enhance our services and work with our partners to improve the health and well being of our families in the South Cariboo.

Thank you for your continued support,

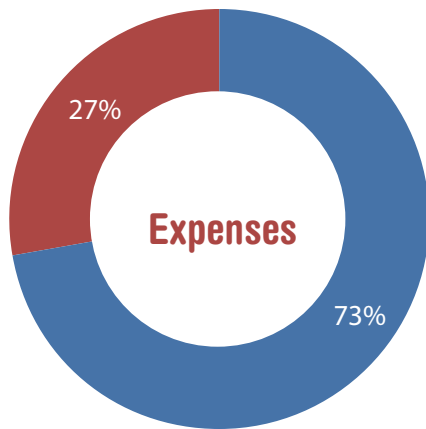
Lisa De Paoli

Financial Summary

The information on this page originates from the Cariboo Family Enrichment Centre Society's Financial Statements for 2016, which were audited by DELOITTE LLP. Our complete audited financial statements and T3010 Registered Charity Information Return are available at cariboofamily.org/about-us/annual-and-financial-reports.



	2016	2015
• Ministry of Children and Family Development	\$ 873,626	\$ 873,400
• Childcare revenue	328,145	254,948
• BC Gaming Commission	129,000	111,125
• Service Canada	76,670	116,472
• Fundraising	26,787	36,382
• Success By Six	26,100	43,238
• Course fees and other income	19,600	51,606
• Interior Health Authority	16,236	16,434
TOTAL	\$ 1,496,164	\$ 1,503,605



	2016	2015
• Wages and Benefits	\$ 1,128,269	\$ 1,031,231
• Other Expenses	409,601	430,138
TOTAL	\$ 1,537,870.00	\$ 1,461,369.00

Program Updates and Achievements

The Family Services team is proud of our achievements in 2015/2016 including:

- Enhancing the weekly Pregnancy Outreach/Infant Toddler Program with a regular group of guest speakers focusing on wellness and attachment
- Expanding the role of Home Visitors to include the full range of Family Support Worker services better supporting parents with wrap around services
- Collaborating with South Cariboo Infant Development Program and Child and Youth Mental Health to host the Circle of Security parenting program

The Counselling team is proud of our achievements in 2015/2016 including:

- Expanding services to offer child counselling and play therapy for children and families
- Enhancing the Men's night to focus on the needs of young men and dads in the community
- Developing working relationships with Adult Probation and Victims Assistance to provide support to people dealing with trauma and violence

The Youth Services team is proud of our achievements in 2015/2016 including:

- Partnership with BBBS to provide 14 mentorships between PSO students and 100 Mile Elementary Students
- Adding Youth Outreach to the continuum of services to support youth
- Supporting high school student led special interest groups

The South Cariboo Early Years Centre is proud of our achievements in 2015/2016 including:

- Daily drop-in of the Early Learning and Support Room available for parents and their children
- Launching of the South Cariboo Early Years App – a virtual centralized resource of early years programs and services
- Providing regular outreach services to Kinder-gym and Strong Start programs in the South Cariboo

Family Services

Family Services provides support to families prenatally and throughout their lives. Services include Pre Natal in a Day, Home Visiting, weekly Pregnancy Outreach/Infant Toddler Program, Family Support, Supervised and Supported Visits, Food Security, Nobody's Perfect, Infant Massage and Food Skills for Families.

Counselling Services

Counselling Services provides support to individuals, couples and families through child counselling and play therapy and youth and adult counselling. Support is provided for life and social skills, trauma, relationship, parent/teen mediation, communication, conflict resolution, grief and anger management.

Youth Services

Youth Services includes the Youth Zone (drop in centre), Youth Outreach and the Youth Employment Services Program. Youth Services also partners with Big Brother Big Sisters (BBBS) to provide youth mentoring services in the South Cariboo.

Program Updates and Achievements

South Cariboo Early Years Centre

The South Cariboo Early Years Centre entered into its second year of operation in 2015/2016. The Early Years Centre is part of the Provincial Early Years Strategy to provide easily accessible information, resources and support to parents and families to ensure that young children achieve their highest potential for successful healthy lives.

Early Care and Learning Centre

The Early Care and Learning Centre is a 49 space licensed Day Care Centre that provides the full continuum of early care and learning support for children including Infant Toddler (0 to 3 age), 3 to 5 ages, before school/after school/out of school and preschool programs.

Administration and Management

Administration and Management includes leadership, bookkeeping, clerical support, information technology, and reception.

The Early Care and Learning Centre (Daycare) staff are proud of our achievements in 2015/2016 including:

- Providing the Internationally recognized Seeds of Empathy (anti bullying) program
- Implementing a computerized intake and attendance program to improve information for parents and efficiency in the billing process
- Working with Family Support Works and community providers to provide wrap around services for children attending the centre.

The Administrative and Management staff are proud of our achievements in 2015/2016 including:

- Updating and moving to electronic systems in many administrative services including CFEC website, policies/procedure/forms and operating systems
- Collaborating with community organizations to offer additional education, training and services to the South Cariboo community
- Advocating for initiatives in the South Cariboo to help many children, youth and families living in Poverty

2016/2017 will be another exciting year for the Cariboo Family Enrichment Centre as we continue to focus on providing the highest quality services to families in the South Cariboo. We look forward to:

- Adding the Connect Parenting Program (for parents with teens) to our service continuum
- Achieving IMAGINE Canada Accreditation
- Completing application for BC Family Resource Program Accreditation
- Developing a new Strategic Plan for 2017/2018 to 2019/2020
- Collaborating with community organizations to implement Poverty Reduction Initiatives
- Raising awareness of the value of social services to community members, multi-levels of government, the corporate sector and various education systems

Thank You to Our Funders

The Cariboo Family Enrichment Centre is supported by the BC Provincial Government through contracts and grants provided by the Ministry of Children and Family Development and the BC Gaming Commission. Other funding sources include Service Canada, Thompson Nicola Valley United Way, District of 100 Mile House and Cariboo Regional District.

We are also very thankful to businesses, community organizations and community members in the South Cariboo who contribute to our Touch of Christmas campaign and provide donations and in kind support throughout the year.



Family

is what we're
all about.

Meerkats

As depicted in this report

Meerkats live together in big groups. Several meerkat families may live together to form a community. During the day, the group will scour for food. One meerkat will watch the group and alert them if a predator approaches. This sentry is relieved and replaced each hour so that every member has an equal opportunity to forage.

Meerkat mothers will give birth to three or four pups on average. The whole family, including the father and siblings, pitches in to help raise the new additions.

Meerkats are gregarious and support each other, exhibiting altruistic behaviour when living in large groups. In this way, they embody CFEC's definition of family: *two or more people who have a commitment to care for one another and mutually define themselves as **family**.*





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