



# Shuswap Children's Association

## Annual Report 2021-22

"We support children and their families  
to play, grow, and thrive."

Shuswap Children's Association is located on the  
unceded traditional territory of the Secwépemc People  
of the Shuswap Nation and the home of the  
Salmon Arm Métis Association.



# Message from our Board of Directors President

It has been another exciting and challenging year for Shuswap Children's Association. It is a milestone year for the agency, celebrating 40 years of providing services to families and children in our community. Happy Anniversary! Shuswap Exceptional Children's Association (SECA) was formed in 1982 by a group of parents of children needing support services but unable to access these elsewhere. Community professionals and service providers collaborated with these parents to meet the needs of their children. Over the last 40 years, Shuswap Children's Association has grown to be a vital and respected agency in providing an extensive array of much needed services to families and children in our area.

The Board and Committees, always essential in providing outstanding governance for the agency, had another unprecedented year. Board meetings were conducted virtually due to the continuation of the pandemic. The Board's orientation meeting in September did not take place and other educational opportunities were limited. However, the Board members continued to rise to the challenge and fulfilled their responsibilities to the agency with dedication and heart.

Shuswap Children's Association welcomed Tim Gibson into the position of Executive Director in June 2021. Tim hit the ground running and hair straight back! He quickly learned the programs, staff and their responsibilities, and the operations of the organization. Tim worked with the Board to develop a Strategic Plan for 2021-2023, created a business plan, a budget, conciliation education plan, and networked with other agencies. He addressed many challenges including COVID restrictions and safety, recruitment of new staff, and forest fires.

To add to these challenges, the provincial government threw a curve ball and introduced the Family Connections Centres, which will change the delivery of services by Shuswap Children's Association in many aspects. Tim familiarized himself and is educating the Board in this new model, developing a plan for us to meet this new frontier in service delivery with limited information from the Ministry. Tim's hard work and dedication is very much appreciated.

# Continued Message from our Board of Directors President

Shuswap Children's Association's staff are the bedrock of our agency. They continue to go over and above in providing services and programs to families and children. This year they took the initiative to learn new skills and knowledge by taking educational courses over Zoom. Their dedication and commitment are always much appreciated by families and by the Board. Shuswap Children's Association welcomed new staff members to Supported Child Development, Infant Development, Family Navigator, and Administration. The new staff bring a variety of skills and talent to the agency.

Shuswap Children's Association would like to sincerely thank community groups and individuals who continue to be generous with their donations throughout the year. It takes a community to raise a child.

As mentioned earlier, Shuswap Children's Association has had an extremely busy and productive year. Some highlights include implementing an outdoor play group, offering an LGBTQ+ drop in youth night, a 40th anniversary celebration, partnering with the Silverbacks Hockey team for fund raising, introducing 12 videos outlining our history and programs, re-establishing Askew's gift cards, and a variety of social media communications. WOW, so impressive!

I would like to thank the Board for the privilege and honour of being the President for the last 3 years. I am always amazed how the Board and the staff are so committed to support positive change for children and families and the magic happens. I am stepping down as President. It is time for another President with new and fresh ideas to take on the position. I will continue on as a Board member. The Shuswap Children's Association has been and always will be near and dear to my heart.

Your continued support and dedication to Shuswap Children's Association allow children and their families to play, grow, and thrive. Every child belongs.

**Jo Ann Fowler**

Board President

# Message from our Executive Director

It is hard to believe that a year has gone by already. From acronyms to arithmetic, banks to bookkeeping, contracts to conundrums, the past year has been exciting, unpredictable, and there seems to be no sign of a decrease in the steepness of the parabolic learning curve. In fact, it has probably steepened. There is always something new to learn, especially with some of the events that have transpired over the past year.

The summer of 2021 was challenging as everyone navigated the continuously changing restrictions and requirements of the ongoing COVID-19 pandemic. Add in the stress of a severe wildfire season, and the challenges only increased. Even during these uncertain and challenging times, staff adjusted when required, to ensure SCA's summer programs were a success.

Just as the threats of the wildfires subsided, the Ministry of Child and Family Development announced a change to the current Child and Youth with Support Needs service model. Set to open with 4-pilot sites by 2023 and full implementation by 2024, the new Family Connection Centre model will significantly change the way Shuswap Children's Association delivers services. While the full impact of this model is not yet known, the Board did not hesitate to act by updating SCA's strategic plan in the winter of 2022. While there is more work to be done, the Board is committed to ensuring that SCA's programs and services will continue well into the future.

At 40-years young, Shuswap Children's Association continued to grow its programs and services over the past 12-months with the goal of meeting the changing needs of families and children in a growing community. Project Affinity offered a new 'Sup?' Club program, while the Nest started to expand services to children over age 6 and offered new Social Skills groups. In the summer, the Little Caboose program was adjusted to a new Outdoor Playgroup program for families with children aged 0 – 6 and just before Christmas we were notified that we were successful in a grant application to Autism Speaks, which led to the development of the new Friends and Leisure Youth (FLY) Recreation Program.



# Continued Message from our Executive Director

In addition to developing new programs and services, over the past year, SCA has placed a focus on collaboration and partnerships. A few weeks into the New Year, we were successful in establishing a partnership with Essie's Place and together we created and offered the LGBTQ+ drop-in youth night at the Loft. In collaboration with Okanagan College, we offered another round of child care training. In early February, we attended a Salmon Arm Silverbacks game and later partnered with them in the Brighter Communities initiative, powered by Shaw. Lastly, we continued to partner with a number of other local organizations, including the Okanagan Library, on a number of programming and promotional initiatives.

In a year filled with fundraising and donation challenges, which included postponing our annual Children's Film Festival for the 3rd straight year, community members and organizations, stepped forward with generous donations and grant funding. In addition, staff developed and implemented creative fundraising and community events focused on supporting community, families, and the Shuswap Children's Association. Some of the fundraising and community initiatives included StoryWalks, a Bubly and Book Bonanza, a 40th B-day Party, a Haunted House, a Shoe Box filled with kids activities, a festival at SheShed, Inclusive Arts buttons, and the sale of Askew's Gift Cards. Planning is underway for a number of new and exciting fundraising and community events.

After years of stability, SCA welcomed five new staff this year. Many of these vacant positions were available as a number of long-term employees retired and moved on to a new chapter in their lives. The many years of service provided to SCA by former employees goes to show just how wonderful working for Shuswap Children's Association truly is. Many thanks to all the staff, the Board of Directors and volunteers for their continued dedication and hard work over this past year. As we navigate through uncertain waters, we will continue to work tirelessly to support children and families to play, grow, and thrive.

**Tim Gibson**

Executive Director

# Agency Information



## Shuswap Children's Association

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### **Agency Name:**

Shuswap Children's Association

### **Date of Incorporation:**

January 12, 1982

### **Services:**

Children and Youth and Family Services  
Early Years Programs and Supports  
Autism Services  
Positive Behavioural Services  
Community Outreach  
Child Care Resources & Referrals  
Youth with Support Needs Programs  
Community Events and Workshops

### **Date of Canadian Registered Charity:**

March 1, 1985

# Agency Strategic Plan

## STRATEGIC PLAN

### PRIORITIES and OBJECTIVES for 2022-2024

2022: Learning and awareness

2023: Relationships, and exploring transitions

Ongoing: Reputation and quality

#### COMMUNITY

1. Increase the public's awareness of SCA's vision and services. (Operations)
2. Increase awareness of SCA's services to physicians and other referral sources. (Operations)
3. Increase the number of partnerships in planning and provision of services. (Operations & Board)
4. Provide educational development to improve effectiveness of Board function. (Board)
5. Increase Board member understanding of diversity and social issues affecting children and families. (Board)
6. Plan opportunities and recruit volunteers to help SCA achieve its goals. (Board)
7. Nurture and grow collaborative relationships with partners/stakeholders and families. (Operations & Board)

#### PEOPLE

1. Diversify Board membership and skill set. (Board)
2. Ensure staffing capacity alignment with programs and services. (Operations)
3. Support staff wellness and mental health. (Operations & Board)
4. Maintain a safe and respectful workplace. (Operations)
5. Encourage an open atmosphere for the exchange and development of new ideas. (Operations & Board)
6. Support staff to develop and achieve their desired professional goals. (Operations)

#### PROGRAMS & SERVICES

1. Actively take part in Community Connection Centre learning process. (Operations)
2. Develop a facility plan to meet our program, service, and operational needs. (Operations)
3. Increase diversity and inclusiveness of programs and services. (Operations)
4. Actively participate in Community Connection Centre procurement process. (Operations)
5. Achieve and maintain maximum CARF accreditation through a commitment to quality and impact. (Operations)
6. Build inclusivity through strategic relationships with diverse organizations and communities. (Operations & Board)
7. Continue open and transparent communication about program capacity and waitlists. (Operations)
8. Grow our programs and services to families. (Operations)
9. Offer quality services that contribute to healthy families. (Operations)

#### FINANCES

1. Advocate for increased funding for programs and services. (Operations)
2. Diversify funding sources. (Operations)
3. Explore grant writing resources. (Operations)
4. Position the organization for growth. (Operations & Board)
5. Achieve appropriate government funding to appropriately meet needs. (Operations)
6. Ensure effective management of cash, assets, and reserves. (Operations)

#### MISSION:

We support children  
and their  
families to play,  
grow, and thrive.

every  
child  
belongs





# Our Volunteer Board of Directors

We would like to express our sincerest thanks to our Board of Directors for another year of service. The pandemic made this past year difficult for us all, but our amazing community members that make up our Board of Directors continue to use their skills and experiences to overcome challenges and provide direction.

As a non-profit, SCA is governed by a Board of Directors made up entirely of volunteers committing their skills and time to SCA. Their contribution and leadership is invaluable to our agency.

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## Our Board of Directors

President: Jo Ann Fowler  
Vice President: Carolyn Iker  
Treasurer: Elizabeth Teece  
Secretary: Monica Kriese

Directors:  
Kathie Aitken  
Lindsay Blackstock  
Robyn Jespersen  
Loyd Ondang  
Janice Derpak



# Our Programs and Services for our Community

- Book Program
- Child Care Resource & Referral
- Family Navigator
- Family Support Worker
- FASD Keyworker
- Friends & Leisure for Youth (Fly)
- Infant Development
- LGBTQ+ Drop in Youth Night
- Occupational Therapy
- Outdoor Recreation
- Physiotherapy
- Project Affinity
- Supported Child Development
- Respite Care
- The Nest Positive Behaviour Support
- The Loft



## Agency Service Area

- |                |             |
|----------------|-------------|
| • Salmon Arm   | • Sicamous  |
| • Canoe        | • Mara      |
| • Enderby      | • Malakwa   |
| • Silver Creek | • Blind Bay |
|                | • Sorrento  |

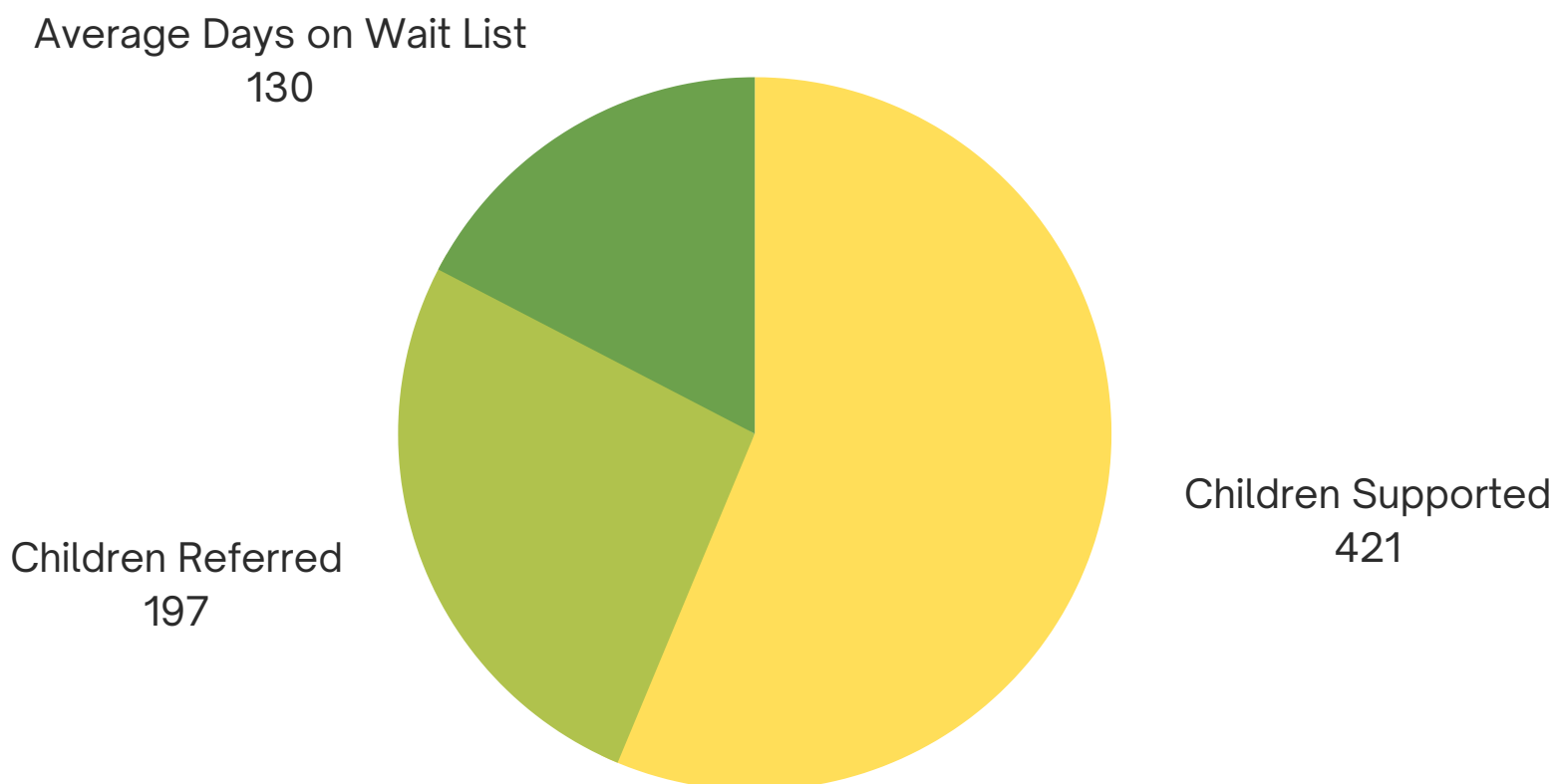
- **16 Provincial Contracts**
- **1 Federal Contract**
- **2 Programs Funded by Grants and Donations**
- **2 Fee for Service Programs**



## Ministry of Children and Family Development (MCFD) Funded Programs. 2021-2022

**Referrals are made by Families & Professionals.**

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### **Programs include**

Infant Development, Full Time Equivalent 1.6

Supported Child Development, Full Time Equivalent 2

Occupational Therapy, Full Time Equivalent 0.43

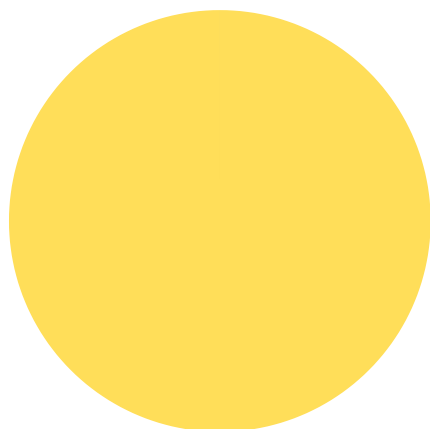
Physiotherapy, Full Time Equivalent 0.43

FASD Keyworker, Full Time Equivalent 0.60

# Ministry of Children and Family Development (MCFD) Funded Programs, 2021-2022

Referred by MCFD 'Child & Youth with Support Needs' Staff

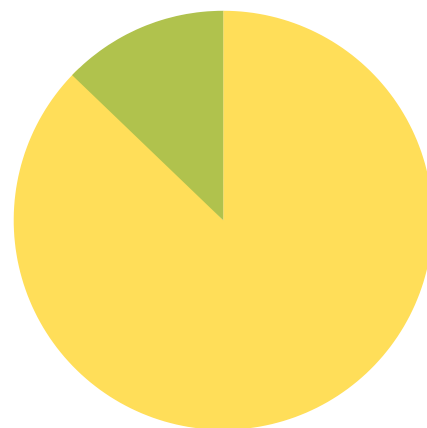
## Respite Care Program



Youth Supported  
17

## The Loft Program

New Youth Welcomed  
5



Youth Supported  
34

# Shuswap Children's Association

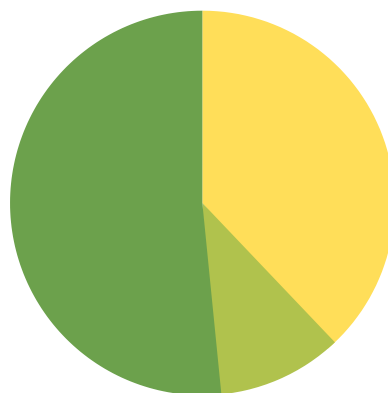
## SCA Funded (grants & donations) Program, 2021-2022

### Referred by SCA Staff

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### Family Support Worker

Average Days on Wait List  
49



Families Supported  
36

Families Referred  
10

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The grants and donations received to run this program allowed our much needed Family Support Worker to work 14 hours per week.

Thank You!

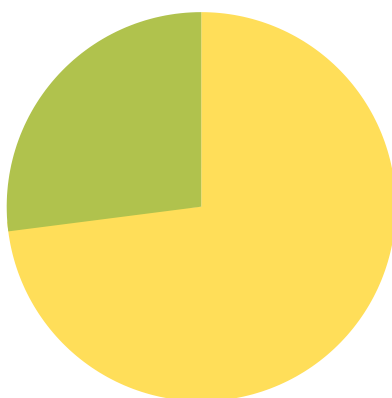


**Shuswap Children's Association**  
**SCA Privately Funded (ASD funding, distributed learning funds and private funds) Programs 2021-2022**  
**Referred by Families**

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**The Nest Positive Behaviour Support**

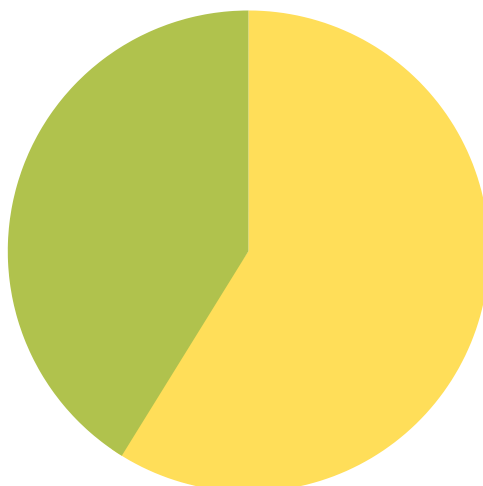
Children & Youth Referred  
10



Children & Youth Supported  
27

**Project Affinity**

Youth Referred  
28



Youth Supported  
40



# What did we do for the Community?

- We started a year round outdoor playgroup
- We provided free entry to Motoring Munchkins
- Social media give-aways were everywhere
- We ran a playgroup in Silver Creek
- StoryWalks popped up all over the community
- Summer shoe boxes for kids were handed out



- 36 students earned their Early Childhood Educator Assistant certificate thanks to a partnership with Okanagan College and the Province of B.C.
- We handed out activity kits and had a free skate during Unplug and Play week
- We had fun at the farmers markets handing out books and saying hello

**Come and get a book  
from us anytime!**



# What did we do for the Community?

- We gave away books at the Salmon Arm Silverbacks hockey game
- We sponsored a playgroup in Eagle Bay
- In partnership with Essie's Place we launched the LGBTQ+ Youth Night at the Loft
- Our toy library had 215 visits
- Free family photos sessions were held



- 118 childcare referrals were given out to families in our community
- We provided amazing events and workshops for the community
- We sent faxes for families, helped set up online affordable childcare benefit accounts, provided information and resources for everybody's questions and so much more!



**See you at our next event!**



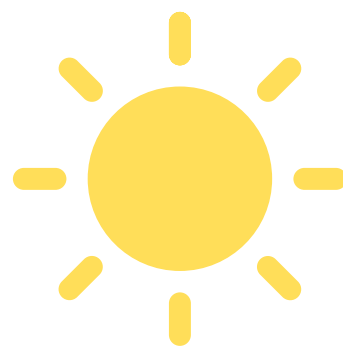
# Thank you to all of our funders & donors this year!

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- Province of BC
  - Government of Canada
  - Autism Speaks Community Grants
  - Shuswap Community Foundation
  - United Way British Columbia
  - Churches of Salmon Arm Used Goods Society
  - H & R Block
  - Royal Purple Lodge #279
  - BPO Elks Lodge #455
  - Essie's Place
  - Roman Catholic Bishop of Kamloops St. Joseph's Church
  - Bill's Bottle Depot
  - Tina Cosman Real Estate
  - The She Shed
  - Pay Pal Giving Fund Canada
  - Anglican Women's Guild of St. Johns Church
  - Private Donors
  - Individuals and Businesses who purchased Askew's gift cards
-

# Thank you to all of our **staff!** **You are amazing!**



## **FASD Keyworker**

- Pavlina Cannon
- Nadine Moore

## **Infant Development**

- Tammy Corston
- Susie Sayers



## **Supported Child Development**

- Trish Olin
- Rachel Richardson
- Rollo the famous St. John Therapy dog
- Our fabulous Program Assistants

## **Physiotherapy**

- Estera Hazlewood

## **Occupational Therapy**

- Michele Onstage

## **The Loft & Project Affinity**

- Tracey Morland
- Angelina Hartwig
- Victoria Derby
- Savannah Rampton
- Hannah Capek

## **Respite Care**

- Tracey Morland
- Our caring Program Assistants



## **Administration**

- Tim Gibson
- Nikki Wilson
- Kia Schneider



## **Child Care Resource & Referral**

- Christine Ondang
- Amy Nuttall
- Melissa Adrian

## **Family Support Worker**

- Pavlina Cannon

## **Family Navigator & Outdoor Recreation**

- Jessica Evans



## **The Nest Positive Behaviour Support**

- Leila Meyer
- Jeannette Jensen
- Caroline Pudsey
- Kia Schneider



## **Friends & Leisure Youth (Fly)**

- Angelina Hartwig





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to play, grow, and thrive.

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### Telephone

250-833-0164 ext. 0

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### Address

240 Shuswap Str NE, PO Box 2579  
Salmon Arm, BC  
V1E 4R5

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### Website

[www.shuswapchildrens.ca](http://www.shuswapchildrens.ca)

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### Social Media

