



9:00 - 10:30am, October 14, 2025

Community Room,
NIT TU,O Office

In-Person & VIA Microsoft Teams

2024/2025 ANNUAL REPORT



TODAY'S AGENDA

01

Opening Prayer/
Welcome

02

Introductions

03

Approval of
the Agenda

04

2024 AGM
Minutes

05

Audited Financial
Statements
2024 - 2025

06

Appointment
of Auditor for
2025 - 2026

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Executive
Director's Report
for 2024 - 2025

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Closing Prayer/
Adjournment



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2024

**AGM
MINUTES**



2024 AGM Minutes

Meeting: NĪ TU,O Annual General Meeting

Time & Date: 10:30-11:53 am, October 2, 2024

Location: NĪ TU,O Child and Family Services Society Offices,
Community Room and via Zoom

Recording: Erica Fritch



In Attendance

NĪ TU,O Board Members and Executive Director

Rose Dumont, T'Sou-ke 

Bonnie Hill, T'Sou-ke 

Denise Chewka, SC'IANEW 

Rebecca David, Pauquachin

Alva Bob, Pauquachin

Margaret Charlie, Songhees

Sheeba Sawyer, SC'IANEW

Katharina Stocker, Executive Director

NĪ TU,O Staff

Ashley Morris

Ruth Real

Hayley Heaps

William Husack

Shannon Campbell

Lydia Jim

Sara Henry 

Amir Noor 

Prim Sreeta 

Lenny Henry

Mahalia Robinson 

Annie Konopasek 

Michelle Rusher 

Virginia Joseph 

Lillian Joe 

Jacqueline Faminow 

Guests

Raj Sigdel, Schell and Associates

Colin Tessier, Threshold Housing Society 

Sara Hogarth, MCFD 

Doron Pollachek,
Pauquachin Health Director

 Attended via Zoom



1. Opening / Welcome

Rose Dumont opened the meeting with words of welcome and gratitude to the Board members and staff for attending the AGM. She thanked Katharina Stocker for her years of service and dedication to the society, recognizing that this is Katharina's last AGM with NIK TU.O. The 2024 Annual General Meeting was called to order at 10:34 am

2. Introductions

All AGM attendees introduced themselves

3. Approval of Agenda – additions/deletions

The Chair asked the Board to review the draft agenda for the 2024 Annual General Meeting.

Motion: To accept the agenda.

The motion was moved by Denise Chewka and seconded by Margaret Charlie.

All in favour.

4. Minutes from the 2023 AGM

Rose Dumont requested to have Denise Chewka Chair the meeting moving forward from this point as she had limited internet. The Chair was passed to Denise Chewka. Rose Dumont continued to participate in the meeting via Zoom chat. The Chair asked the Board to review the draft minutes from the 2023 Annual General Meeting.

Motion: To accept 2023 AGM Minutes as presented

The motion was moved by Rebecca David and seconded by Alva Bob.

All in favour.

5. Audited Financial Statements 2023-2024

Raj Sigdel from Schell and Associates presented the 2023-2024 Audited Financial Statements and described the role of the Auditor. In the Auditor's opinion, the financial statements are presented fairly, and in accordance with the Canadian accounting standards for not-for-profit organizations.

Motion: To accept the 2023-2024 Audited Financial Statements as presented.

The motion was moved by Rebecca David and seconded by Rose Dumont.

All in favour.

6. Appointment of Auditor for 2024-2025

Ruth Real, Director of Finance, recommended to appoint Schell & Associates and Raj Sigdel as the Auditor for the 2024-2025 fiscal year.

Motion: To appoint Schell & Associates and Raj Sigdel as the Auditor for the 2024-2025 financial audit.

The motion was moved by Margaret Charlie and seconded by Rose Dumont.

All in favour.



7. Executive Director Report: 2023-2024

Katharina Stocker presented NIT TU,O's AGM Report for the 2023-2024 year inclusive of file statistics and projections, and program updates in regards to Delegated work, non-Delegated work, Prevention programs, Family Strengthening, Cultural Camps, and Community Programs, as reflected in the AGM Report. This year marks the Society's 26th year in operation, and there was an open house that took place in celebration of this accomplishment.

Motion: To accept the Executive Director Report for the 2023-2024 year as presented.

The motion was moved by Rose Dumont and seconded by Margaret Charlie.

All in favour.

8. Closing

Denise Chewka thanked the Board members, management team and staff members of the Society for all their hard work. She thanked Katharina Stocker for her dedication as Executive Director over the years, Erica Fritch for her work to prepare the AGM and assist the Board through the year, and Ruth Real for her ongoing work to keep the Board and all NIT TU,O finances accountable and accurate. Rose Dumont had Denise Chewka read her closing statement:

"As we come to the close of our Annual General Meeting, I want to extend my heartfelt thanks on behalf of the Board, to each of you for your time, commitment, and contributions today. The discussions we've had reflect the passion and dedication we all share in making a positive difference in the lives of children and families.

It is clear that through our collective efforts, we are building a stronger, more supportive community. But our work doesn't stop here. Today is just a reminder of the importance of coming together, listening to one another, and continuing to push forward for the betterment of every child and family we serve.

I encourage each of you to carry the energy and ideas from today's meeting into your everyday work. Let's keep fostering collaboration, advocating for change, and supporting one another as we create the best possible future for our children and families.

Thank you once again for your ongoing dedication, and I look forward to the meaningful work ahead."

The Chair called a motion to adjourn the 2024 Annual General Meeting at 11:53am.

Motion: To adjourn the 2024 Annual General Meeting.

The motion was moved by Rebecca David and seconded by Margaret Charlie.

All in favour.



AUDITED FINANCIAL STATEMENTS



NIL TU,O Child & Family Services Society

Financial Statements

March 31, 2025

Schell & Associates
Chartered Professional Accountants
204 - 2840 Nanaimo Street
Victoria, BC V8T 4W9

NIL TU,O Child & Family Services Society

March 31, 2025

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Schell & Associates

204-2840 Nanaimo Street, Victoria, BC V8T 4W9

Independent Auditor's Report

To the Members of
NIL TU,O Child & Family Services Society

Report on the Financial Statements

Opinion

We have audited the financial statements of NIL TU,O Child & Family Services Society, (the "Society") which comprise the statement of financial position as at March 31, 2025, and Statements of income, retained earnings and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis of Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian ASNPO, 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.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Society's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions,



Schell & Associates

204-2840 Nanaimo Street, Victoria, BC V8T 4W9

Independent Auditor's Report

misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit 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 Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the Society's financial statements have been prepared following Canadian accounting standard for not-for-profit organizations. Financial statements were prepared on a basis consistent with the basis on which the financial statements that related to the preceding period were prepared.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**SHELL & ASSOCIATES,
CHARTERED PROFESSIONAL ACCOUNTANTS**

204 - 2840 Nanaimo Street

Victoria, BC V8T 4W9

September 08, 2025

NIL TU,O Child & Family Services Society

Statement of Revenue and Expenditures

Year Ended March 31, 2025

	Note	2025	2024
Revenue			
Indigenous Services Canada (ISC)		\$ 5,133,333	\$ 4,725,579
Ministry of Children and Family Development (MCFD)		3,684,064	2,947,487
Government of Canada (CSA)		184,965	178,578
Revenue recognition - Deferred Capital Contributions	[2c]	115,391	115,391
Other income	[2c]	379,921	441,212
		9,497,674	8,408,247
Operating expenses			
Advertising and promotion		51,000	90,805
Amortization		260,609	246,293
Automotive		53,073	31,672
Dues and memberships		226	255
Equipment and other leases		58,440	43,349
Honoraria		12,120	13,265
Insurance		56,547	50,430
Interest and bank charges		4,215	3,142
IT and communication		232,101	152,259
Land lease	[6]	131,610	131,610
Meetings		6,468	11,953
Professional fees		210,244	140,139
Programs	[11]	4,496,157	3,830,942
Property taxes		55,122	56,143
Recruitment and retention		132,500	96,033
Repairs and maintenance		107,482	81,589
Salaries and wages		3,237,931	2,516,087
Stationary and office expenses		69,342	48,494
Secretariat		50,000	35,000
Training and workshops		61,352	46,263
Travel expenses		41,245	38,827
Utilities		19,850	18,901
		9,347,635	7,683,451
Excess of Revenue Over Expenses		\$ 150,039	\$ 724,796

The accompanying notes are an integral part of these financial statements.

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NIL TU,O Child & Family Services Society

Statement of Changes in Net Assets

For the Year Ended March 31, 2025

	Invested in Capital Assets	Capital Reserves	Unrestricted	2025	2024
Balance, beginning	\$ 763,042	\$ 255,023	\$ 3,311,814	\$ 4,329,879	\$ 3,605,083
Excess of Revenue Over Expenses	-	-	150,039	150,039	724,796
Capital assets acquired	399,790	(240,132)	(159,658)	-	-
Amortization	(260,609)	-	260,609	-	-
Capital reserves top-up [8]	-	240,132	(240,132)	-	-
Disposal of capital assets	(27,850)	-	27,850	-	-
Revenue from amortization of Deferred Capital Contributions	115,391	-	(115,391)	-	-
	\$ 989,764	\$ 255,023	\$ 3,235,131	\$ 4,479,918	\$ 4,329,879

The accompanying notes are an integral part of these financial statements.

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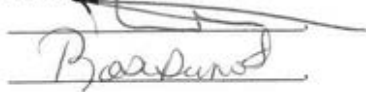
NIL TU,O Child & Family Services Society

Statement of Financial Position

March 31, 2025

	Note	2025	2024
Assets			
Current Assets			
Cash		\$ 7,612,555	\$ 4,340,613
Short term investment		-	2,000,000
Accounts receivable		1,796,003	1,942,571
GST recoverable		72,899	66,370
Prepaid expenses	[3]	92,074	68,213
		9,573,531	8,417,767
Capital Assets	[2f & 4]	3,873,167	3,759,966
Intangible Assets	[2f & 5]	1,385	3,256
		\$ 13,448,083	\$ 12,180,989
Liabilities			
Current Liabilities			
Accounts payable and accrued liabilities		\$ 604,295	\$ 906,241
Payroll payable		247,584	186,338
Source deductions payable		21,577	46,221
Child tax benefits on hand	[8]	837,833	783,288
Deferred revenue	[10]	4,372,090	2,928,846
		6,083,379	4,850,932
Deferred Capital Contributions	[9]	2,884,786	3,000,178
Net Assets			
Invested in Capital Assets	[2b]	989,764	763,042
Capital reserves [2b],[2h]	[7]	255,023	255,023
Unrestricted	[2b]	3,235,131	3,311,814
		4,479,918	4,329,879
		\$ 13,448,083	\$ 12,180,989

Approved on Behalf of the Board:



The accompanying notes are an integral part of these financial statements.

NIL TU,O Child & Family Services Society

Statement of Cash Flows

For the Year Ended March 31, 2025

	Note	2025	2024
OPERATING ACTIVITIES:			
Excess of revenue over expenses	\$	150,039	\$ 724,797
Item not affecting cash:			
Amortization		260,609	246,293
Deferred Capital Contributions		(115,392)	(115,391)
Gain on disposal of capital assets		(11,145)	-
Changes in operating receivables and payables:			
Accounts receivables		146,566	(1,124,886)
GST recoverable		(6,529)	(32,028)
Prepaid expenses		(23,861)	6,790
Accounts payable and accrued liabilities		(301,946)	18,385
Payroll payable		61,246	(73,563)
Source deductions payable		(24,644)	11,178
Deferrals:			
Deferred revenue		1,443,244	1,488,542
Child tax benefits on hand		54,545	39,482
		1,632,732	1,189,599
INVESTING ACTIVITIES:			
Additions to capital assets		(399,790)	(272,126)
Proceeds from disposal of capital assets		39,000	-
Short term investment		2,000,000	(2,000,000)
		1,639,210	(2,272,126)
Increase in cash		3,271,942	(1,082,527)
Cash at beginning of period		4,340,613	5,423,140
Cash, at end of period	\$	7,612,555	\$ 4,340,613

The accompanying notes are an integral part of these financial statements.

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NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

1. Purpose of the organization:

NIL TU,O Child and Family Services Society ("the Society") was incorporated on November 5, 1997 under the Societies Act of British Columbia. The Society is a not-for-profit organization as described in paragraph 149(1)(l) of the Income Tax Act. The Society has been designated to ensure the safety, protection, and well-being of First Nations' children and families. The Society strives to help families and children in a respectful, professional, caring and culturally relevant manner. The Society provides services to seven Coast Salish Nations that include Beecher Bay, Pauquachin, Songhees, Tsartlip, Tsawout, Tseycum, and T'Sou-ke.

2. Significant accounting policies

a. Basis of preparation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO) in Part III of the CPA Canada Handbook.

b. Net assets

The Unrestricted net assets are used for the Society's program delivery and administrative activities. The internally restricted Invested in Capital Assets and Capital Reserves funds report the assets, liabilities, revenue and expenditures related to the Society's capital assets.

c. Revenue recognition

The Society follows the deferral method of accounting for restricted grants and contributions. Unrestricted contributions are recognized as revenue of the unrestricted fund when received or receivable, if the amount to be received can be reasonably estimated, and collection is reasonably assured. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Revenue recognition of deferred capital contributions: Revenue recognition related to the Capital Project - Building Improvements is included in the income statement and amortized on a straight-line basis over 30 years matching with the building lease term. (see note 10).

Other income: Interest and rental income are recognized in the period in which they are earned. Other income also includes Surrounded by Cedar and VAFSS reimbursements which represents actual reimbursable costs that were spent for the children in care of the respective agencies.

d. Financial instruments

The Society's financial instruments consist of cash, accounts receivable, payables, and accruals. A financial asset or liability is recognized when the Society becomes party to contractual provisions of the instrument. All financial instruments are initially measured on the statement of financial position at fair value. The Society subsequently measures all its financial assets and financial liabilities at amortized cost less any reduction for impairment.

e. Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and funds on short-term deposits with financial institution including deposits in high interest rate saving accounts.

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

2. Significant accounting policies

f. Capital assets, intangible assets, and amortization

Capital assets and intangible assets are recorded at cost less accumulated amortization. Capital assets acquired during the year but not placed into use are not amortized until they are placed into use. They are amortized on a straight-line basis over their expected service lives as follows;

Buildings improvements	30 years
Buildings	30 years
Computer equipment	4 years
Furniture and equipment	10 years
Vehicles	5 years
Intangible assets: website & software	4 years

The Capital Project - Building Improvements were completed and depreciation started in FY20-21 on a straight-line basis over 30 years, matching with the land lease term, ending on June 30, 2050.

Expected service lives of future capital building improvements are adjusted to match with the remaining land lease term.

The organization regularly reviews its capital assets to eliminate obsolete items.

g. Use of estimates

The preparation of financial statements in accordance with ASNPO, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the financial position date and the reported amounts of revenues and expenses during the year. Assumptions are based on a number of factors including historical experiences, current events and actions that the organization may undertake in the future, and other assumptions that are believed reasonable under the circumstances. Actual results could differ from those estimates under different conditions and assumptions. Estimates are used when accounting for the useful lives of tangible and intangible capital assets.

h. Capital reserves

The Society ensures a process for the planning and implementation of repairs or replacement of capital assets. The Society's Management develops a capital expenditure plan and makes recommendations at the beginning of each fiscal year for the amount to be allocated between four Capital Reserve accounts including Buildings, Computers and IT, Furniture and Equipment, and Vehicles. The Board of Directors of the Society provides an approval prior to Management proceeding with the establishment or top up of Capital Reserve accounts. Capital Reserves are internally restricted in nature.

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

3. Prepaid expenses

Prepaid expenses include vehicle insurance, non-cash items, general liability, property, board insurance, and other prepaid payments.

4. Capital assets

Capital assets consist of the following:

	Cost	Accumulated Depreciation	2025 Net Book Value	2024 Net Book Value
Building Improvements (Note 2f)	\$ 3,388,123	\$ 503,337	\$ 2,884,786	\$ 3,000,178
Buildings	817,978	453,891	364,087	251,332
Computer equipment	210,518	192,480	18,038	20,560
Furniture and equipment	635,652	354,343	281,309	275,196
Vehicle	514,812	194,576	320,236	207,400
Security System	5,316	604	4,712	5,301
Total	\$ 5,572,399	\$ 1,699,232	\$ 3,873,167	\$ 3,759,966

5. Intangible assets

Intangible assets consist of the following:

	Cost	Accumulated amortization	2025 Net Book Value	2024 Net Book Value
Software	\$ 20,541	\$ 19,156	\$ 1,385	\$ 3,256

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

6. Lease commitments

The Society has entered into agreements to lease land, equipment, and other leases for various periods. Minimum lease payable for the land, equipment, and other leases for each of the next five years is as follows:

	Land	Equipment	Other leases	Total
2026	155,428	9,700	91,500	256,628
2027	162,297	7,727	50,400	220,424
2028	162,297	3,780	50,400	216,477
2029	162,297	3,780	50,400	216,477
2030	162,297	158	37,800	200,255

Land lease agreement has been renewed for another 30 years commencing on July 1, 2020, ending June 30, 2050. The expected minimum lease payments including taxes have been shown for the next five years.

Land Lease cost includes payments made to the landlord during the year.

7. Capital reserves

	2025	2024
Building	\$ 116,000	\$ 95,000
Computer and IT	10,000	15,000
Furniture and equipment	5,000	75,023
Vehicles	124,023	70,000
	\$ 255,023	\$ 255,023

On an annual basis Management tops up the four Capital Reserves accounts as per the Society's Capital Expenditure policy. See note 2(h).

During the fiscal year, the spending of the Capital Reserves to purchase capital assets consists following:

	2025	2024
Building	\$ 113,434	\$ 31,788
Computer and IT	7,072	-
Vehicles	119,626	74,223
	\$ 240,132	\$ 106,011

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

8. Child tax benefits on hand (CTB)

The Society is acting as a guardian for certain children who are in care. The Society receives the CTB from the government of Canada. CTB is unrelated to other government funded programs and is restricted in nature.

	2025	2024
Child tax benefits on hand, beginning balance	\$ 783,288	\$ 743,807
Fund received during the year	249,510	238,059
Fund used during the year	(194,965)	(198,578)
	\$ 837,833	\$ 783,288

9. Deferred capital contributions - building improvements

The Society received fundings from Indigenous Services Canada (ISC) for the Capital Project: Building Improvements in FY19-20. The project was completed in FY20-21. (See note 2c).

	Deferred	Accumulated Amortization to income	2025	2024
Deferred Capital Contributions	\$ 3,388,123	\$ 503,337	\$ 2,884,786	\$ 3,000,178

10. Deferred revenue

Deferred revenues are funds received by the Society but have not been reported as revenue yet:

	Opening balance	Fund received	Income recognized	2025	2024
Satellite Office	\$ 915,996	\$ -	\$ -	\$ 915,996	\$ 915,996
Scholarship for CICs and Voluntary Services	200,000	-	-	200,000	200,000
Substantive Equality	100,000	550,000	-	650,000	100,000
Cultural Continuity	-	150,000	-	150,000	-
Building repairs and maintenance	-	30,000	-	30,000	-
Canoe Projects	4,328	-	-	4,328	4,328
Social Committee	-	5,402	-	5,402	-
Cultural Funding	43,400	-	43,400	-	43,400
Stop HIV AIDS Programs	4,390	-	-	4,390	4,390
Transition Funding	16,000	-	16,000	-	16,000
IFSD Program Implementation	50,000	-	11,114	38,886	50,000
LT Reform IT	130,123	-	75,000	55,123	130,123
Results	187,565	-	123,687	63,878	187,565
Prevention Allocation	1,277,044	1,277,044	300,000	2,254,088	1,277,044
	\$ 2,928,846	\$ 2,012,446	\$ 569,202	\$ 4,372,090	\$ 2,928,846

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

11. Programs

	2025	2024
Residential and Group Home	\$ 2,305,412	\$ 2,241,278
Other Delegated Cost	942,787	676,484
Threshold Housing-Cultural Wellness Program	-	128,568
Threshold Housing-Scattered Housing for Youth	-	124,941
Post Majority/Youth Transition	118,062	-
Camps and Group Programs	300,645	146,213
Family Support	185,229	227,802
Temporary Shelter	70,896	-
Program Facilitation Services	1,621	56,726
Community Awareness	43,536	46,042
Health & Wellness Homes	300,000	-
Tribal Journey	18,708	-
Canoe Painting	37,400	-
Canoe Blessing & Song	43,105	-
Other Program Cost	128,756	182,888
	\$ 4,496,157	\$ 3,830,942

12. Economic dependence

The Society is economically dependent on the government grants, which represent 95% (2024 - 93%) of the total revenue. The Society receives the majority of its revenues pursuant to funding arrangements with ISC and MCFD.

13. Financial instruments risk

With the exception of cash, it is management's opinion that the Society is not exposed to risks arising from its financial instruments. Credit risk is the risk that one party to a financial instrument will cause financial loss for the other party by failing to discharge an obligation. The Society's main credit risk relates to its cash. The Society places its cash deposits with a major Canadian chartered bank and accordingly, credit risk with respect to cash deposits is considered to be minimal. However, such cash deposits are in excess of the \$100,000 Canada Deposit Insurance Corporation Insurance limit.

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

14. Director remuneration

Board Members	2025	2024
Rose Dumont (T'Sou-ke)	\$ 3,440	\$ 3,442
Tanya Jimmy (Tseycum)	-	200
Margaret Charlie (Songhees)	1,400	-
Kelli Telford (Tseycum)	400	1,000
Gordon Elliot (Tsartlip)	2,840	3,645
Sheeba Sawyer (Beecher Bay)	200	-
Miranda Metge (Beecher Bay)	400	-
Rebecca David (Pauquachin)	445	1,393
Samantha Etzel (Tsawout)	400	838
Abraham Pelkey (Tsawout)	200	-
Denise Chewka (Beecher Bay)	1,400	2,041
Lydia Drzymala (Pauquachin)	-	200
Alva Bob (Pauquachin)	1,005	646
Blake Joseph (Tsawout)	-	438
	\$ 12,130	\$ 13,843

Payments for Beecher Bay, Pauquachin, and T'Sou-ke board members were paid directly to their respective First Nation band offices.

15. Employees' remuneration

During the fiscal year, the Society paid a total of \$2,496,630 (2024 - \$1,745,722) in salary and benefits to 25 employees (2024 - 17 employees) who earned \$75,000 or more in salary and benefits.

NIL TU,O Child & Family Services Society

Notes to the Financial Statements

For the Year Ended March 31, 2025

16. Pension plan

The Society and its employees contribute to the Public Service Pension Plan (PSPP) (a jointly trustee pension plan) under British Columbia Pension Corporation effective April 1, 2019. The Public Service Pension Board of Trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan and the basic pension benefits are based on a formula.

Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The actuary determines an appropriate combined employer and member contribution rate to fund the plan. The actuary's calculated contribution rate is based on the entry-age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plan. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability. The latest actuarial valuation is as at March 31, 2023 and the next valuation will be as at March 31, 2026, with results available in early 2027.

Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plan records accrued liabilities and accrued assets for the plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plan.

The Society contributed a cumulative total of \$846,832 (2024 - \$633,427) for employer contributions to the plan in the fiscal year ended 2025.

	2025	2024
PSPP contribution: Society portion	\$ 213,405	\$ 175,633
PSPP contribution: Employee portion	180,906	148,887
	\$ 394,311	\$ 324,520

17. Comparative figures

Certain figures have been reclassified to conform to the presentation adopted in 2024.

MESSAGE FROM THE EXECUTIVE DIRECTOR

**& THANKING
OUR FUNDERS**



Message from the Executive Director



Executive Director Ashley Morris

I am honoured to be bringing you this message during my first year as Executive Director at NĪ TU,O. Working with children and families is my passion, and as someone born and raised in Snuneymuxw who has been living in Tsartlip for 25 years, I am so grateful for the opportunity to work with and address the needs and individual differences that each of the seven communities we work with brings.

I started working at NĪ TU,O in 2015, and have worked at all levels of the organization. I started as a Family Support Worker, then became a Social Worker, followed by a transition into management as a Community Services Manager

I now serve as the Executive Director. I have seen the growth and change of the team over the years and I'm so impressed by and proud of what this group of dedicated individuals is capable of. In my new leadership role, my focus will be to continue to work with the amazing management team at NĪ TU,O while they work with our frontline workers, and to continue to be available to all team members to hear their feedback and provide guidance when I can.

My goal for NĪ TU,O's work as we move forward together is to focus on community engagement, both from myself and the whole team; to continue building strong community connections; support communities with their needs and the work they are doing with their members; and to increase communication with the communities to learn how we can collaborate to meet their goals.

NĪ TU,O remains committed to reconnecting children with their parents, extended family, and communities. We strive to engage each child and family in their culture and traditional language in meaningful ways using a blend of traditional and modern platforms. In collaboration with speakers and knowledge keepers, we gather and share cultural knowledge by integrating it into our offices and out to the communities through oral storytelling, visual media, and written materials, both in physical and digital formats, supported by up-to-date technology. The work that NĪ TU,O does is such a team effort. I'm grateful to be part of this incredible team and excited to continue growing together in the years ahead.

Thanking Our Funders

We wish to thank Indigenous Services Canada (ISC) for their ongoing support in the work we are doing. They provide 70% of our funding for delegated staff and operations.

We would like to thank Ministry of Children and Family Services (MCFD) for the funding they provide that goes toward our non-delegated staff and a portion of our operations.

Governance and Staff Structures & Supports Overview

Governance Structure

The NIT TU,O Board consists of fourteen Directors – two representatives from each of the seven Coast Salish Nations we serve. The Chiefs and Councils from each community appoint their two Board representatives – one Director and one alternate – for a term of one year. The current NIT TU,O Board members and changes in Board representation between 2023 – 2024 are provided in the table below.

POSITION TYPE	POSITION	COMMUNITY	BOARD CHANGES
Sheeba Sawyer	Board Director	SC'IA'NEW	Replaced Denise Chewka
Miranda Metge	Alternate	SC'IA'NEW	
Rebecca David	Board Director	Pauquachin	
Alva Bob	Alternate	Pauquachin	
Margaret Charlie	Board Director/Secretary	Songhees	Replaced Ronald Sam
Ronald Sam	Alternate	Songhees	Replaced Margaret Charlie
Gordon Elliott	Board Director	Tsartlip	
Joe Seward	Alternate	Tsartlip	
Abraham Pelkey	Board Director/Vice President	Tsawout	Replaced Samantha Etzel
Samantha Etzel	Alternate	Tsawout	Replaced Blake Joseph
Tanya Jimmy	Board Director	Tseycum	
Vacant	Alternate	Tseycum	Previously Kelli Telford
Rose Dumont	Board Director/President	T'Sou-ke	
Bonnie Hill	Alternate	T'Sou-ke	



NIT TU,O's Canoe Blessing Ceremony

NIŁ TUO Staff Structure and Qualifications

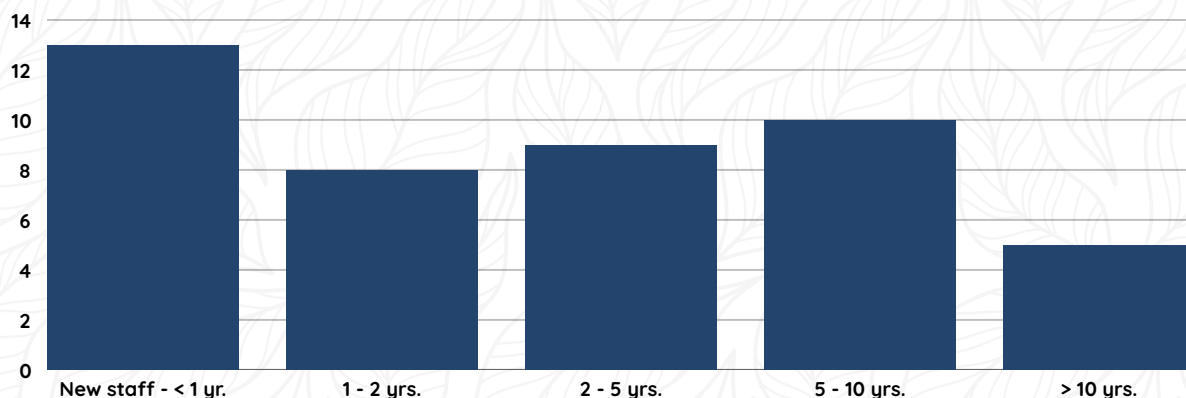
The following illustration shows NIŁ TUO's organizational structure by position type and team. A summary of each team's educational qualifications and years of experience is included.

POSITION TYPE	DELEGATION	EDUCATION	YRS EXPERIENCE
Executive Director	Yes	BSW, Diploma	10
Administrative Manager	No	BA, MA	15
Executive Coordinator	No	BA, Diploma, Certificate	7
Team Assistant	No	Certificate	26
Team Assistant	No	Diploma, Certificate	26
Team Assistant	No	High School Diploma	2
Team Assistant	No	Diploma	30
Community Service Manager - KEŚENTEŁ team	Yes	BSW	12
KEŚENTEŁ (Social Worker)	Yes	BCYC	35
KEŚENTEŁ (Social Worker)	Yes	BA	19
KEŚENTEŁ (Social Worker)	Yes	BCYC	18
KEŚENTEŁ (Social Worker)	Yes	BA, BSW	12
KEŚENTEŁ (Social Worker)	Yes	BA	6
KEŚENTEŁ (Social Worker)	Yes	Diploma, Certificate	18
KEŚENTEŁ (Social Worker)	Yes	BSW	6
KEŚENTEŁ (Social Worker)	Yes	BSW, Diploma, Certificate	6
KEŚENTEŁ (Social Worker)	Yes	BSW, Diploma, Certificate	8
KEŚENTEŁ (Social Worker)	Yes	BSW	8
KEŚENTEŁ (Social Worker)	Yes	BSW	22
Community Service Manager – Family Support Worker Team	Yes	Diploma	5
Family Support Worker	No	BA ongoing	16
Family Support Worker	No	BSW	13
Family Support Worker	No	Certificates	15
Family Support Worker	No	BS ongoing, Certificate	3
Family Support Worker	No	Diploma, Certificate	3
Family Support Worker	No	Diploma	3
Family Support Worker	No	BAS Ongoing, Diploma	6
Family Support Worker	No	Certificate, BA in progress	4
Family Support Worker	No	Diploma	12
Family Support Worker	No	High School Diploma	1

POSITION TYPE	DELEGATION	EDUCATION	YRS EXPERIENCE
Community Services Manager – Community Wellness Team	No	MSW in progress, BSW, Certificates	12
Community Wellness Facilitator	No	Certificates	23
Community Wellness Facilitator	No	BA, Certificate	18
Community Wellness Facilitator	No	BCYC ongoing	12
Community Wellness Facilitator	No	Diploma, Certificate	3
Community Wellness Facilitator	No	BA in progress	3
Director of Finance	No	BS Accountancy	30
Finance Officer	No	Certificate	15
Data Engineer	No		10
Data Co-op	No		1
Data Co-op	No		1
Total Current Staff	40 Staff and Contractors		Combined 782 years

How long staff have been with NIŁ TUO

based on staff working with the Society as of March 31, 2025



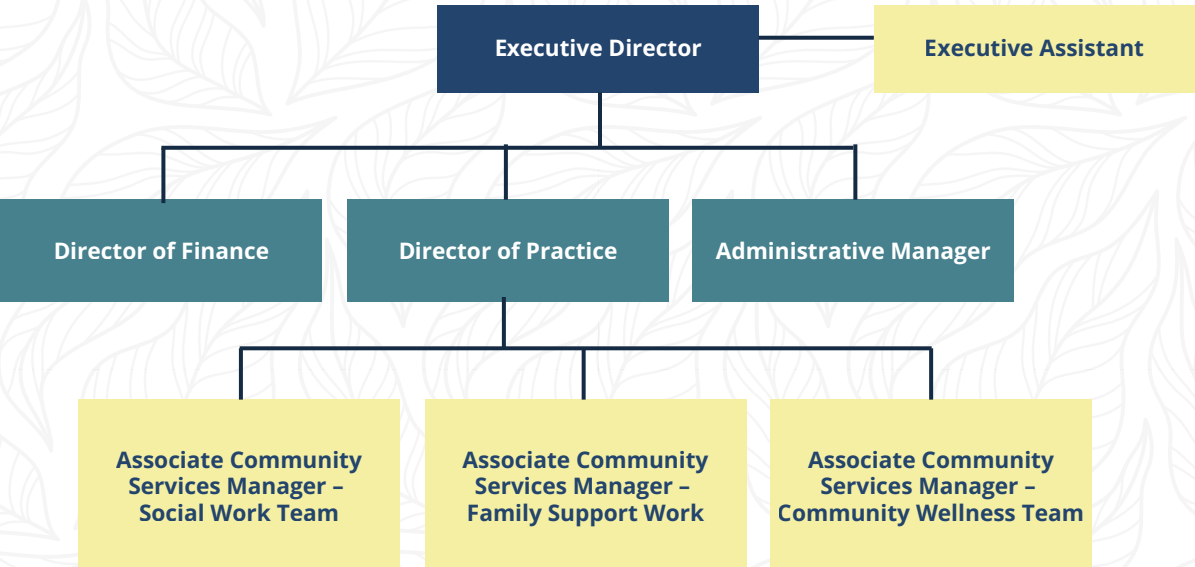
Between April 1, 2024, and March 31, 2025, we had 14 people join and 5 people leave the organization.

At the beginning of April 2024, we had 32 employees. We had 39 employees at the end of March 2025, making our growth rate nearly 22%. This change was based on the increase in requests to work with NIŁ TUO workers. The growth has positive implications (organizational growth, increased capacity, attractiveness as an employer, and funding confidence) but it also comes with challenges as a result of the rapid growth (operational strain, cultural shifts, onboarding and training, infrastructure needs). Thank you to our teams who have been so supportive and helpful in welcoming our new ŚWEŁOKE members and the changes that come with our growth!

Management Structure

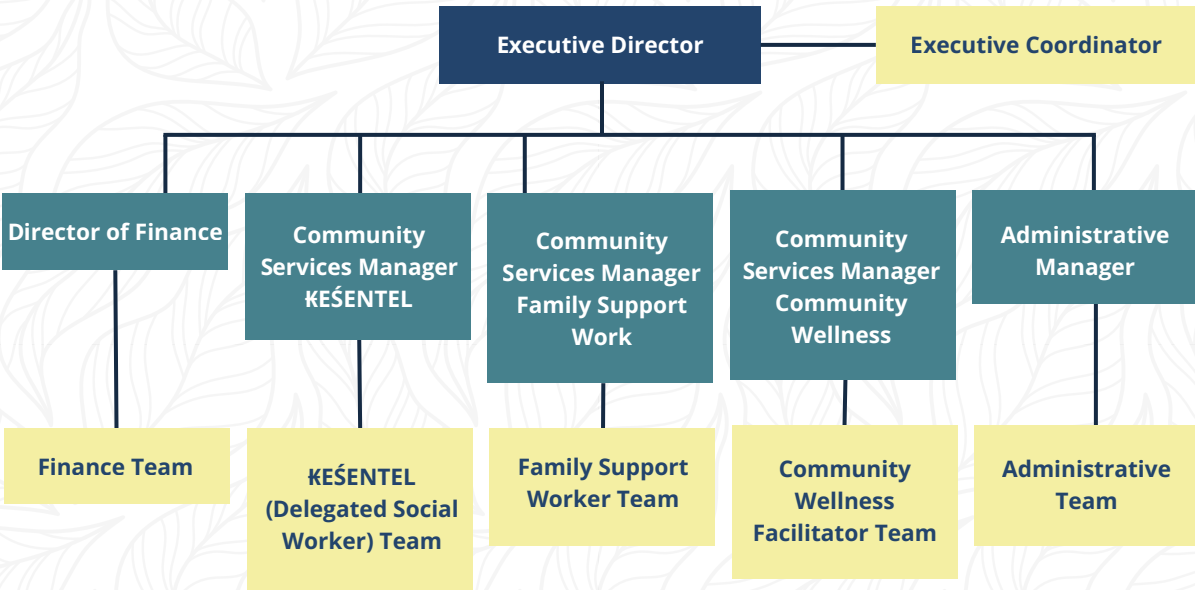
2024 saw the introduction of the Director of Practice role. Ashley Morris moved into this role to mentor and oversee the three new Associate Community Services Managers while they move into their new roles managing the KEŚENTEL, Family Support Worker and Community Wellness Facilitator Teams.

Management Structure 2024



At the end of 2024, Katharina Stocker retired after 15 years serving as Executive Director of NIŁ TU,O. The Board of Directors appointed Ashley Morris as the new Executive Director, with her ten years of experience working at NIŁ TU,O in both front line and management roles. Our Associate team managers became Community Service Managers, and the Executive Assistant role changed to Executive Coordinator.

Management Structure 2025



Supports Overview

NIŁ TU,Ō serves seven Coast Salish communities located in South Vancouver Island: SC'IANEW, Pauquachin, Songhees, Tseycum, Tsartlip, Tsawout, and T'Sou-ke (the "South Island First Nations"). As a Delegated Aboriginal Society, we serve Coast Salish children who are "affiliated" with the communities we have a Band Council Resolution (BCR) with.

A child or family shall be considered "affiliated" with a South Island First Nation if:

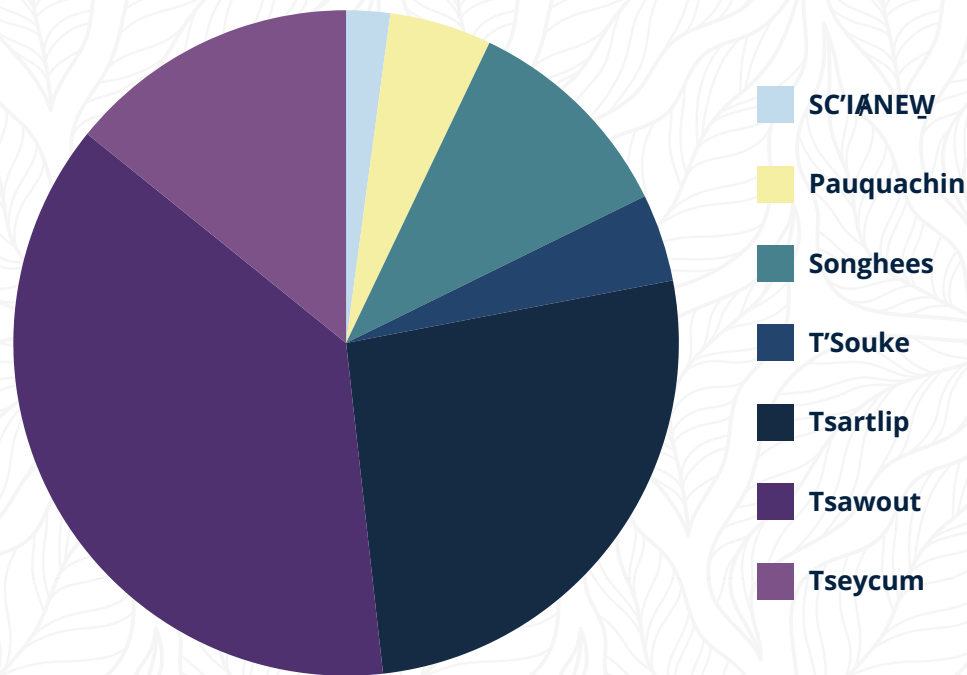
1. The child is registered with a South Island First Nation.
2. One or both parents caring for the child is registered with a South Island First Nation.
3. One or both parents not caring for the child is registered with a South Island First Nation.
4. One of the child's siblings is registered with a South Island First Nation.
5. One of the child's grandparents, uncles and aunties is registered with a South Island First Nation.
6. The child's extended family Caregiver is registered with a South Island First Nation.
7. The child's non-family Caregiver is registered with a South Island First Nation.
8. The child's extended family Caregiver is not registered with a South Island First Nation, but lives on the Reserve of a South Island First Nation.
9. The child's non-family Caregiver is not registered with a South Island First Nation, but lives on the Reserve of a South Island First Nation.

Summary of Supports by Nation

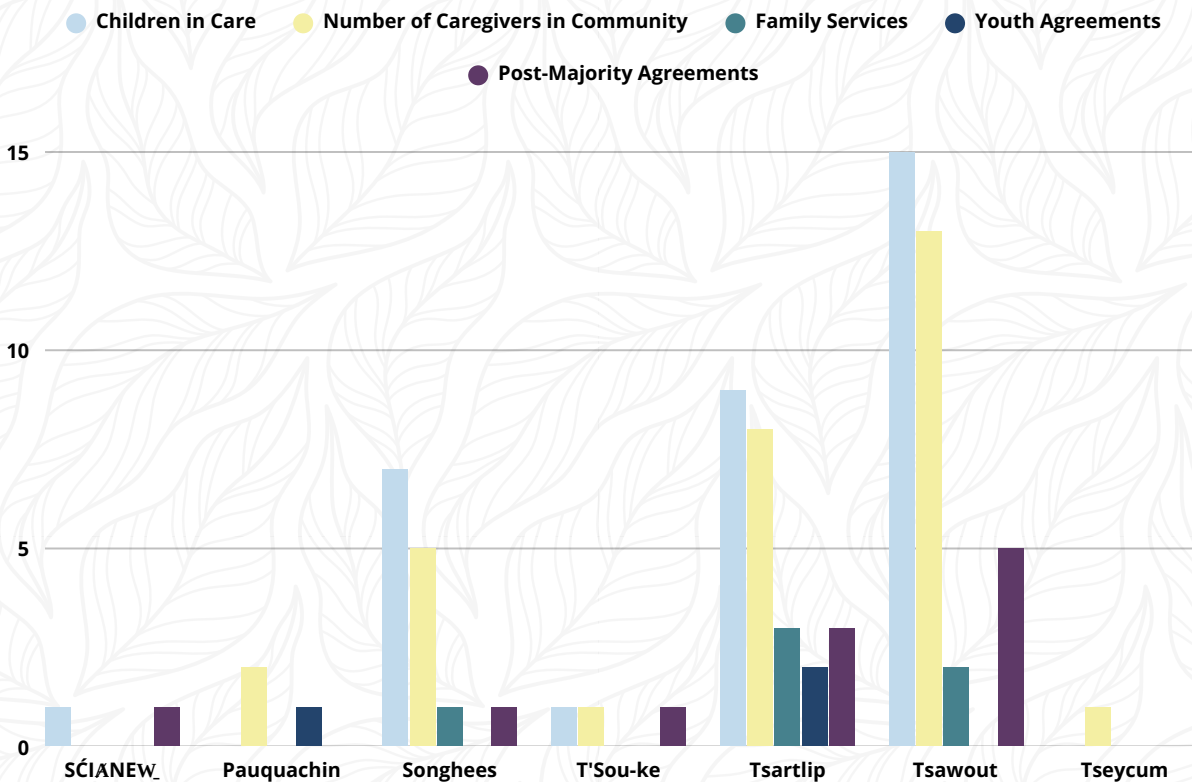
The following provides a snapshot of clients by Coast Salish Nation.

SC'IANEW					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
5	0	0	0	1	1
PAUQUACHIN					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
11	0	3	0	1	0
SONGHEES					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
13	7	6	1	0	1
T'SOU-KE					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
4	1	1	0	0	1
TSARTLIP					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
28	9	11	2	0	3
TSAWOUT					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
21	15	10	1	0	5
TSEYCU					
Working with a Family Support Worker	Children in Care	Caregivers in Community	Family Services	Youth Agreements	Post majority agreements
8	0	4	0	0	0

Family Support Referrals by Community



Delegated Supports by Community



Summary of Supports by Programs & Services

The following provides a snapshot of supports by type.

SERVICE REQUESTS

Total number of new requests over the year

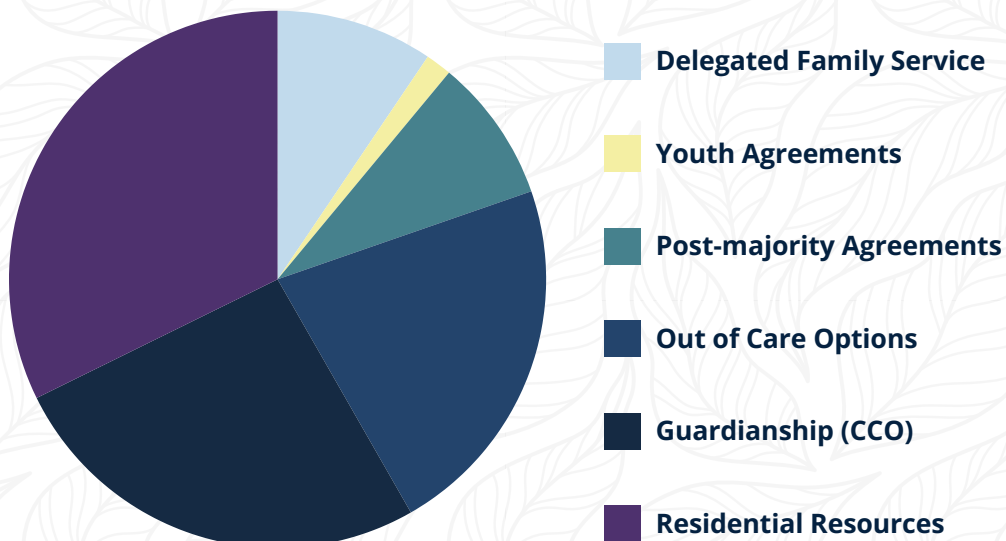
TYPE	LAST YEAR	THIS YEAR
	2023-24	2024-25
Delegated Service Requests	15	4
Non-Delegated Service Requests	145	152 (31 waitlisted)
TOTAL	86	156

DELEGATED SERVICES

Average per month

TYPE	LAST YEAR	THIS YEAR
	2023-24	2024-25
Delegated Family Service	4	12
Youth Agreements	3	2
Post-majority Agreements	N/A	11
Out of Care Options	8	28
Guardianship (CCO)	39	33
Residential Resources	36	41
TOTAL	90	109

DELEGATED SERVICES BY TYPE



NON-DELEGATED SERVICES – COMMUNITY WELLNESS TEAM

TYPE	LAST YEAR			THIS YEAR		
	2023-24			2024-25		
Complex Behaviour (FASD) Clients	3			3		
Aboriginal HIPPY and SMART Sessions	1			2		
Parenting Programs	10			2 Group sessions 14 one-on-one sessions		
Culture Night	Not offered during this period			8 at NĪ TU,O 3 in community		
Rent Smart	N/A			6 sessions Total of 81 participants		
Community Craft	Not offered during this period			10		
Reiki	Not offered during this period			6		
I.D. Clinic	Not offered during this period			2		
Cultural Camps & Paddleboard Club	Spring Break	8 camp days	10 kids per day	Spring Break	10 camp days	6-8 kids per day
	Pro D Day	10 Pro D days	10 kids per day	Pro D Day	5 camp days	4-6 kids per day
	Summer	16 camp days	10 kids per day	Summer	12 camp days	10 kids per day
	Paddleboard	11 SUP days	6 kids per day	Paddleboard	3 sessions	2 kids per day



NĪ TU,O Staff Circle

DELEGATED SERVICES

Guardianship

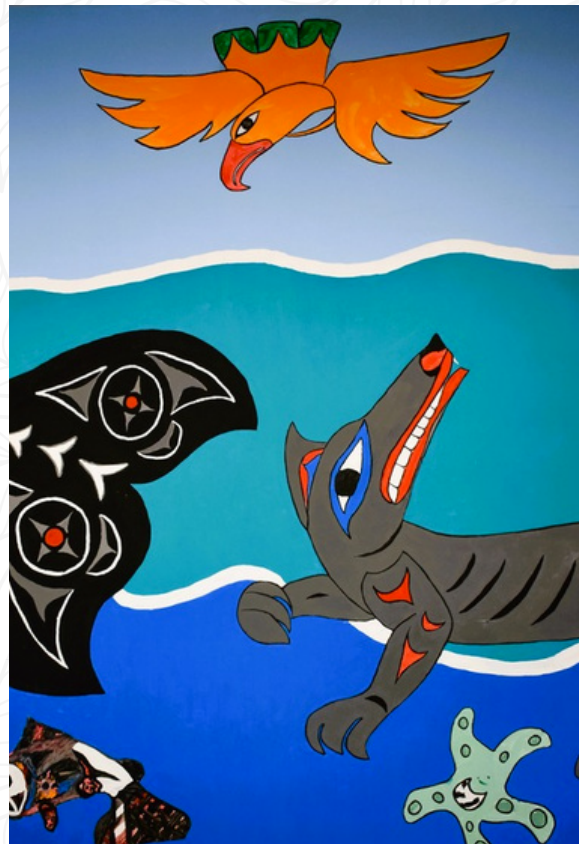
Guardianship KEŚENTEL (Social Workers) are responsible for the day-to-day guardianship decisions for a child while they stay in care. These KEŚENTEL work with the child or youth, their family, the community that the child belongs to, and the Caregivers to develop a permanency plan for the child. Guardianship workers capture cultural goals and community connections in an annual care plan and in the six-month review to ensure goals are being met. Guardianship KEŚENTEL refer to our Cultural Connections KEŚENTEL, who then meet with the Caregivers, Guardianship Workers and child to form a cultural plan and continue monthly records to document the cultural connection.

Some successes our Guardianship Social Workers had this year include:

- We supported the return of five children to their parents to reconnect with family and their community.
- We saw one of the children we have been working with be successfully adopted into their extended family.
- We began the adoption process for another four children we have been working with, placing two children each into two different communities.
- We took a group of siblings with their Caregiver to their Nation twice for both a cultural event and family connections. The children were invited back a third time in the future for a cultural event.



Painted paddles by Coast Salish youth



Nl̓x̌ TU,Ō's mural

Resources

Resource Social Workers are an integral team of KEŠENTEL who work alongside our Guardianship team and Child Protection MCFD social workers. Resource workers are responsible for retention of Caregivers; screening and recruitment of new Caregivers; completing home studies on potential Caregivers for children in care; supporting Caregivers on a daily basis to meet the needs of the children in their home; and providing additional supports as needed. The Resource team at NİŁ TU,O provides an in-person Caregiver dinner every other month that provides an evening of childminding, dinner, and an educational component for the Caregivers in one of the seven communities. Our Caregivers have stated that they feel supported and heard and feel a child-centered approach to caregiving through our resource team. Our Caregivers speak very highly of our Society and the work our team has been doing in our communities. The Resource KEŠENTEL team approaches our Caregivers with a cultural perspective and provides training in a culturally safe lens that keeps children in care connected to their culture, families, and communities. The team also supports Caregivers to access resources to learn more of the child's culture.

October is Caregiver appreciation month. Our resource team provided a turkey dinner, an Indigenous gift box, and a print by Doug Lafortune to our Caregivers who have completed 10, 15, and 20+ years of service in our communities. This event was well attended and had over one hundred participants.

Our team provided recruitment presentations in the communities and is still working on active recruitment for more Caregiver homes with Caregivers who identify as Indigenous and live on or off reserve. Over the last year we have had two new Caregivers join our team and have had many inquiries about becoming Caregivers with our Society. The majority of our Caregivers who are taking care of our children are extended family members. We have had four extended family plans with our team in which we provide daily supports. Our KEŠENTEL are able to complete home studies for any of our potential Caregivers in our seven communities. By keeping the children in community, the hope is always that the children can return back to their family's care. Our team strives to connect and maintain connection with family and community. This year we have been successful with one adoption and five permanent transfers of custody back to family.

NON-DELEGATED SERVICES

Family Support Workers

The Family Support Workers (FSW) team continues to work in supporting families and individuals to achieve the goals identified by the individual or family. Support requests can include arranging and funding services, such as pest management or garbage removal, as a way of supporting the individual or family to create a safer home environment. The FSW team has assisted with a variety of tasks such as filling out applications for housing, completing applications for status, obtaining government ID or birth certificates, and completing applications for the Sweet Dreams Safe Sleep bed program. Additionally, the FSW team has supported families in the area of child tax credit issues and provided supports such as transportation to medical or counselling appointments. The FSWs have assisted in completing Family Maintenance Program forms and, when requested, attended key appointments. The FSWs have provided support in navigating the many systems that face individuals and families, such as child welfare, justice, medical and mental health. FSWs support families and individuals by attending Family Case Planning Conferences to support and assist with anyone involved with MCFD. The team has also supported by way of connecting to external resources as well as NİŁ TU,O's in house programming, including the Triple P parenting program, FASD support, and training in the Rent Smart program which are designed for one-on-one or group settings.

From April 1st, 2024, to March 31st, 2025:

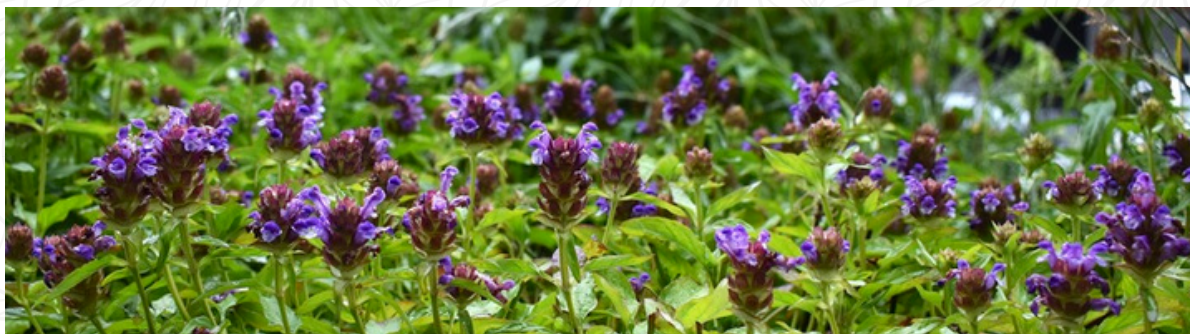
- 152 Family Support Referrals went through our Intake process.
- For the first time, we had a waitlist for people requesting to work with Family Support Workers, and 31 files were on the waitlist.
- Each Family Support Worker was assigned an average of 10 families or individuals.
- The team grew from seven to ten FSWs! There are plans to continue to expand the team.



NIŁ TU,O Staff Celebrating Pink Shirt Day

Family Support Worker in Community Day

We continued to have a Family Support Worker in community for an office day each week in Paquachin, Tseycum, and T'Sou-ke. Our FSW team members were available for walk-in intakes and to discuss what supports NIŁ TU,O has to offer. This year, we worked with the communities to streamline the Community Days to best serve community members. Watch for changes to the schedule and offerings from our FSW in your community this year. Check with your Health Department to find out when and where our FSW team member is in your area. And watch for FSW in Community days to start in our other communities.



Self-heal growing at NIŁ TU,O

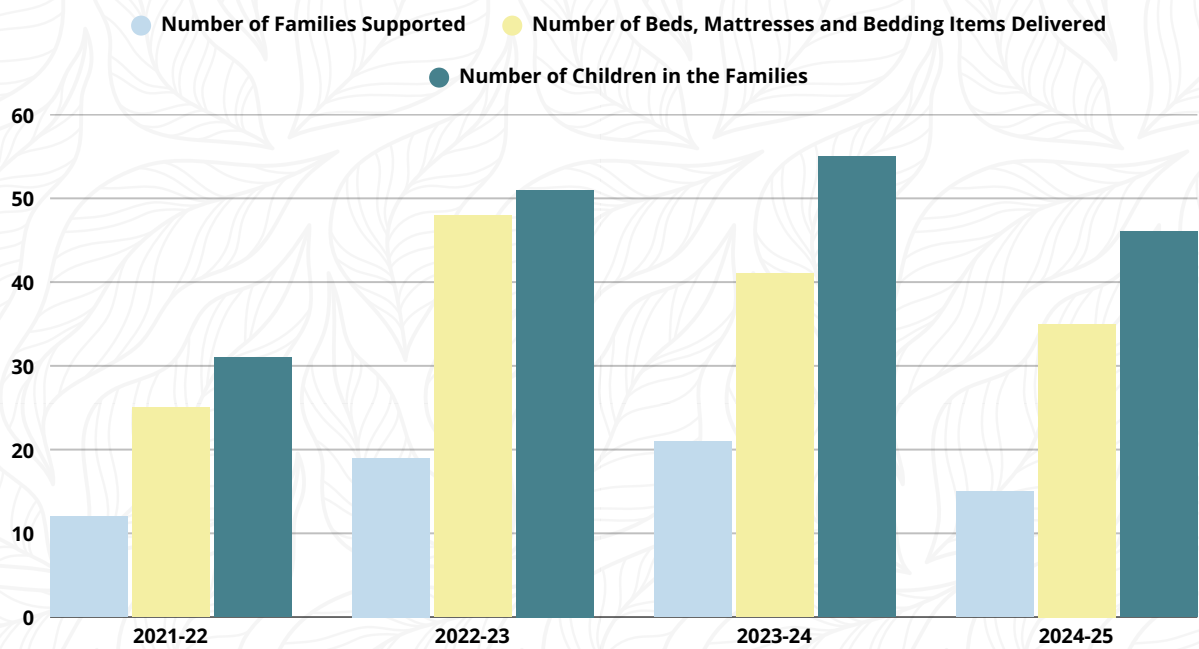
Sweet Dreams, Safe Sleep

The Sweet Dreams Safe Sleep Program launched in 2016. The program provides children under the age of 19 years with a safe and clean bed to call their own and promotes health and wellness through educating families on safe sleep and healthy bed practices. It is also a way to prevent children from going into the care of the Ministry, as it is considered neglect if a child does not have proper sleeping conditions. Most of the children receiving services from the program have been without proper beds for a long time. Many children did not have their own bed before the program. Some slept on the floor on air mattresses, or on a ripped or soiled mattress with exposed springs.

Since 2016, NLE TU,O Child and Family Services Society has provided nearly 285 bed deliveries to families in the seven communities we work with. Each bed delivery typically contains a mattress, a bed frame, a mattress protector, pillows and a set of bedding. In the fiscal year, 2024-2025, we provided the program to 16 families.

Sweet Dreams Safe Sleep Bed Program April 1, 2024 to March 31, 2025	
Number of families supported through the program	16
Number of bed frames delivered	35
Number of mattresses delivered	35
Number of bedding items delivered	32
Number of children in the families received the program	46
Number of adults in the families received the program	26

Sweet Dreams, Safe Sleep



COMMUNITY WELLNESS PROGRAMS

Culture Camps – Spring Break, Summer Break and Pro D Days

Pro-D Day Culture camps are for children aged 7-17, with a maximum of 10 participants per camp. The camps have a variety of activities from giving the children experience on the land, making traditional drums or rattles, and many types of physical activities. Staff include our Community Wellness Facilitators, some of our Family Support Workers and a member of one of our communities. This year, activities focused on crafts (medicine bags, rattles, drums, beading, artwork with artist Doug LaFortune.)

Spring Break Culture Camp ran for two weeks. The camps are for children aged 7-17 with guardianship in our organization and have a maximum of 10 kids per camp. The camps have a variety of activities from connecting the children to culture and getting out on the land. The staff included members of one of the communities, a junior camp leader who is also a child in care, and members of the Community Wellness Facilitators team and the Family Support Worker team. Activities included artwork with renowned artist Doug LaFortune and trips to East Sooke Park, Country Bee Farm, Playzone, and Wildplay.

Summer culture camp ran for four weeks in July and August for a maximum of 10 children ages 7-17 each day. Camp included a community member as a leader and driver and a junior camp guide leader who is also a child in care. The children engaged in other arts and crafts projects and outdoor trips including camping in Tofino; trips to East Sooke Park, WildPlay, and Flying Squirrel; and paddle boarding.



NIT TU,O Van In Community



Serving Ice Cream at our Meet and Greet Events

H.I.P.P.Y. & S.M.A.R.T.

NiŁ TU,O offers both the Supporting Mothers and Raising Toddlers (SMART) program and the Indigenous Home Instruction for Parents of Preschool Youngsters (HIPPY) program for our communities. Both programs are about empowering parents to teach their children in their home from the age of 18 months to 5 years. SMART is play-based and offers toys, books, and activity cards to engage toddlers from 18 months to 3 years. HIPPY is book-based with First Nations content and space to allow Coast Salish language to be explored. There are also activity packs and many other resources. The program runs the duration of the school year from September to June with breaks that follow the school district.

As the Community Wellness Facilitators team grows, we provide ongoing training to our CWF team to deliver both the SMART and the HIPPY programs. Both programs follow a role modelling format and encourage play to engage both parents and children.

Paddleboard Club

This year's Paddleboard Club for youth aged 10 - 17 included additional activities like fishing, crabbing, magnet fishing, and a witches and warlock paddle. The youth gained more experience and confidence being on different bodies of water from river to ocean and in different seasons and temperatures. In October, they learned how to load a fishing rod and fish off the paddleboards. The youth enjoyed the different locations and experiences.



Paddling our Canoes SWEWOET (Thunder) and XENEKT E TTE SWEWOET (Lightening)

Parenting Programs

Parenting programs are always a popular request from communities and families we work with. Parenting programs are run in either small groups or a one-on-one format and can be held at our offices, at a community location, or in a family's home.

Triple P is designed to give parents the skills they need to raise confident, healthy children and teenagers and to build stronger family relationships. Triple P does not tell people how to parent. Instead, it gives parents simple and practical strategies they can adapt to suit their own values, beliefs, and needs. The benefits can be dramatic and long-lasting. Our Community Wellness Facilitators add cultural teachings where possible during the Triple P program. Prayers are offered if parents request them. Spirituality takes many forms for our families; respecting and learning from each other is key to helping one another. We talk about what our Elders and Grandparents have taught us, look at past and present teachings and how they are connected to the Triple P teachings, as well as other parenting skills.

Rent Smart

Rent Smart is a 12-hour course that covers topics such as tenant and landlord rights and responsibilities, effective communication skills, budgeting, and maintenance dos and don'ts. Upon completion of the Rent Smart course, participants earn the Rent Smart Certificate of Completion. The certificate can act as a reference and lets landlords know that graduates have learned how to be a good tenant.

FASD Key Worker

We have three Fetal Alcohol Spectrum Disorder (FASD) Key Workers on the Community Wellness Facilitator (CWF) team and strive to have all CWFs equally trained and ready to support community needs. FASD key workers assist and support clients and families who are impacted by FASD and other brain-based disabilities in individual or group sessions either in their home in the communities or at the NIT TU,O office.

Culture Night

This year saw the return of Culture Night. Culture Night was offered in 10-week sessions with two goals. First is for community members to know that learning and creating crafts is a form of taking care of yourself, and second is to incorporate language to keep the traditional languages alive. Weeks rotate between one craft night and one language night, with dinner included each week. During the first week of each session, community members share what they want to do during the coming weeks, and workshops are created based on that input so that they are community driven. Workshops over the past year included traditional medicines, paint night, rawhide rattle workshops, traditional stick games, and language nights, including SENĆOŦEN Bingo for the first round of Culture Night and Hul'q'umi'num the second round. Bingo was a big hit!

We also offered culture programs to community members without having the 10-session commitment. We went to Sooke and made traditional shawls, made traditional loom wool weaving small blankets, ribbon skirts for the ladies and in Tsartlip, we made small loom weaves to create small blankets.



Chazz Elliott painting SWĒWŌET



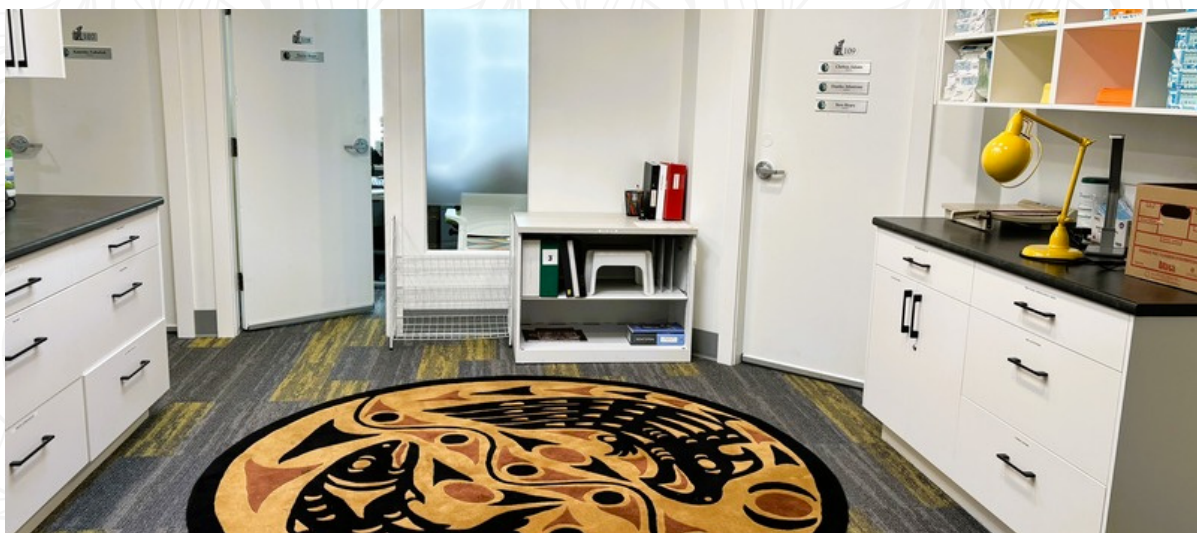
The Blessing of NIT TU,O's Canoes

Organizational Updates

Incorporating SENĆOŦEN Names

This year we expanded our use of Coast Salish language, with a particular focus on SENĆOŦEN. With the guidance of TETALEMOT (Ivy Seward), we received thoughtful recommendations on language use to best reflect the roles and programs we offer. As a result, several meaningful changes were implemented, including:

- **KEŚENTEL** – our new name for Social Workers. This name was chosen to include the care and connection our workers strive to bring to individuals and family, and move away from the associations people have with ‘social worker.’
- **ŚTENISTEL** – our new name for Family Support Workers. This word means “walking forward together” and captures the connection our FSWs create with the community members they work with and the forward-looking work they do to reach goals.
- **ŚWELOKE** – this word for family is used to describe the NIŁ TU,O ŚWELOKE – the staff who work together as a family.
- **ŦENŦENSIST TŦE ŚXENÁNS** – this year we chose a new name for what was formerly the Welcome Home Ceremony. Embracing Connections is more suitable to the new connections that this ceremony celebrates, and the SENĆOŦEN words extend the idea of connection and embrace even more.
- **KEP TÁLE** – gathered money (as support for someone). This refers to the process NIŁ TU,O has when a community member comes to the office to let us know about a member needing support after a loss.
- **TESNEUEL** – our Meet & Greet events will also be referred to as TESNEUEL, which means coming together, or reaching a destination together.
- **QENTA'LE** – Our newly created care kits.



NIŁ TU,O's File Room Expansion

Cultural Support for Clients, Caregivers and Staff

Doug and Kathy LaFortune and Ivy Seward are Elders who attend NIŁ TU,O offices weekly. Doug and Kathy are here on Mondays to provide cultural guidance and support to our staff in their work and are available to meet with NIŁ TU,O clients and Caregivers. We often have youth and family members come in to sit with Doug and Kathy.

Ivy attends NIŁ TU,O offices twice a month, including during our monthly all-staff meeting to share cultural teachings with the staff. She offers cultural guidance and support to staff and community members, and provides SENĆOŦEN language lessons on days when she is here.

Garden Sign Installation

NIŁ TU,O had a vision to create spaces that reflect the cultural and ecological heritage of the land. As part of this vision, we contracted Satinflower Nurseries to create gardens with plants indigenous to our area. In May this year, we had a celebratory gathering to install interactive plant signs in the garden. The signs, created by Remarkable Communications, identify plants with the English name, SENĆOŦEN name, care tips, and an illustration. We have colouring sheets in the office and on our website for download that can be used as activity pages with colouring, word search, and a fill-in-the-blank section with facts about the plant.



The interactive sign for TELİKĒLP (Yarrow), located in NIŁ TU,O's Garden

The installation included speakers from Satinflower Nurseries, an Elder to bless the garden and the event, a chance for NIŁ TU,O staff members and guests to help install the signs through the gardens, and refreshments. Guests included Board members and staff members from partnership organizations.

Our gardens this year even provided food for a short-term guest at the office. We had a fawn come around the office regularly for a couple of months. She would eat from our garden, let us take some photos, and then walk into the wooded area behind our buildings.

IT Reform and Data System Enhancement

Thanks to funding from Indigenous Services Canada through the IT Reform initiative, the Society was able to strengthen its data infrastructure by hiring a Data Engineer and two data co-op students during this fiscal year.

The Data Engineer conducted a comprehensive review of the organization's data needs and assessed the current system. This review identified the urgent need to update the Client Service Tracker database, recognizing that enhanced features would significantly improve data tracking, accessibility, and usability for staff. One of the major improvements included the integration of Power BI, which enabled access to both historical and current data. This allowed management to easily review statistics and generate up-to-date reports to support service delivery.

The initial phase involved analyzing the existing dataset to identify errors and gaps. Based on these findings, the team proposed the development of a new, more robust database system. In the latter part of the year, work began on building this new system.

This project will continue into fiscal year 2025, with the anticipated release of the new database also scheduled for the summer of 2025. The updated system is expected to streamline data processes and better support staff in delivering services to the community.

Social Committee

Our Social Committee continues to plan events to bring the NİŁ TU,O staff together. Events included:

- Monthly celebration of birthdays and work anniversaries with cake and recognition of staff members.
- Organizing our team participation in the TC 10K run.
- Halloween Lunch with potluck, games, activities, costumes and prizes.
- Decorating and planning games and activities for our staff Christmas lunch.

Massage Clinic

September 2024 saw the beginning of our in-office massage offering for staff. Senior students from the Registered Massage Therapy program at Camosun College now visit our office every second Friday and set up massage tables in the Community room. Staff receive clothed massages during the work day as part of NİŁ TU,O's continued commitment to promoting employee wellness by providing opportunities to take part in wellness practices in the workplace. This initiative represents a collaborative partnership with the students of Camosun, who are able to practice their training with a variety of clientele.

Cultural Wellness Day

This year we continued our Cultural Wellness Day for staff. Cultural Support Workers from Tsow Tun Le Lum Society provide various healing ceremonies based on which workers attend including cedar brushing, candle ceremony, eagle feather brushing, and Reiki.

Food Distribution Program

This was the second year that Farmlands Trust offered us produce from their farm. Their growing space increased this year, and so their production was much more than last year. Starting in June, we received boxes of lettuce, cabbage, zucchini, melons, carrots, various types of winter squash, and some of the biggest cauliflower we've ever seen! Our families and staff enjoyed the amazing fresh vegetables every week for the months of the growing season. The food was especially tasty knowing it was grown just up the street!



Harvest from Guardian Gathering

Strategic Planning Report

This year, we implemented and completed the majority of the tasks created by our one-year and five-year strategic plans at the beginning of 2024. Our Strategic Planning Report shares details of the many communication, organizational, and operational areas that our Board, staff, and management team identified as needing attention. A big thank you to everyone who first helped to identify areas for change, and then worked towards achieving these identified goals.

2025 Calendar

Our 2024 art contest for kids and youth in the communities was so popular that we did it again for our 2025 calendar! For 2025, the Calendar Committee decided to include all drawings that were submitted so that we featured many kids' artwork. The kids were excited to enter the contest and so happy to see their artwork in print. Calendars were distributed to families at Christmas and to Band Offices in the New Year, and were available for pick up at our office and in each of our seven affiliated communities' Band Offices.



2025 Calendar



2025 Calendar Winning Artworks

Mobile Office

This year we reached our goal of having a mobile office, an RV with a pop-up top. During the COVID-19 pandemic, it was recognized that NĪ TU,O workers could benefit from having a traveling office to meet with clients, youth and families in to ensure privacy and a safe space for check-ins and conversation. The need continues for having a flexible option for meeting space.

With the incredible design that we had created for the RV, we are happy to take the vehicle to events and gatherings. We have even had community members call in to work with us after seeing the RV and the welcoming image of NĪ TU,O!

15-passenger Van, Hybrid Vehicles & Electric Vehicle Charger

As part of our commitment to operational efficiency and staff safety, the organization undertook an upgrade of its company vehicles. This year we replaced our 15-passenger van and updated our fleet for daily use with two hybrid vehicles. Use of vehicles has been increasing with the continued growth of our staff and individuals and families requesting to work with us. The investment in new vehicles ensures that our team can continue to deliver services effectively and reliably across all areas we serve. With the move towards electric vehicles, we installed an e-charger for our vehicles as well as staff, client, visitor and community members to use.

Professional Development

NĪ TU,O values and supports professional development for our staff on an ongoing basis. Over the past year, staff have had the following group trainings:

- Supervision and Leadership Training for Management
- Lateral Kindness Workshop
- First Aid Training
- Respectful Workplace: Strategies for a Healthy Environment and Team Building
- Indigenous Research Law Unit workshop on Coast Salish Laws Relating to Child and Caregiver Nurturance and Safety
- Telus Business Connect

Individual or groups of staff members attended the following trainings or professional development:

- Basis FASD
- FASD for Community and Social Services Professionals
- Supervisor Training
- KEŚENTEL (Social Work) team workshops with a Practice Analyst for Special Needs Agreements and Voluntary care agreements, Kinship assessment tool review, extended family plan review
- Food Safe Certificate
- Loom Weaving Workshop
- Leadership Training
- Triple P Course
- Nobody's Perfect Parenting Facilitator
- Girl Power, 2BBoys, Fempower
- Family Support Worker Training with IPS
- Class 4 Drivers' Licence classroom workshop
- Gathering Our Medicine

Events

HEUIST TFE KĒLAK: Honour the Babies Celebration

Our 2024 HEUIST TFE KĒLAK: Honour the Babies Celebration was held at Saanich Fairgrounds with 10 babies in attendance. We had tables from community organizations – including Shaw Centre for the Salish Sea with starfish and sea cucumbers, Parents Legal Centre, Child Care Resource and Referral, Central Saanich Fire Department, COHI Program of Island Health, BC First Nations Justice Council, Diabetes Nurse Educator, Indigenous Health and generous gifts donated by community organizations.

We started with our speaker offering a welcome, acknowledging and thanking everyone for being there, thanking NĒ TU,O for putting on the ceremony that honoured and recognized the “little flowers” that are the communities’ babies are. Kathy Lafortune and Ivy Seward both spoke to the babies and their Caregivers and families.

There was a craft table for kids, gift giving, and door prizes, including two cedar hats made by one of NĒ TU,O’s Community Wellness Facilitators. Lunch was prepared by Auntie Rose and served to our guests by NĒ TU,O staff. Guests included our Board President Rose Dumont, folks from Threshold Housing, Tsartlip Health Department, as well as families from our seven affiliated communities.



NĒ TU,O's HEUIST TFE KĒLAK: Honour the Babies Celebration

ÇENÇENSIST TFE ŠXENÁNS: Embracing Connections Ceremony

This year's Embracing Connections Ceremony (formerly the Welcome Home Ceremony) was held in July at Saanich Fairgrounds. To celebrate the new families, we had our speakers, Joe Seward, Elders Ivy Seward, Kathy Lafortune and Doug Lafortune provide words of encouragement to the new families. There were performances by the Songhees Dancers and the NUU CHAH NULTH Drummers and Singers. Lunch was catered by Auntie Rose. The two families who were being celebrated were touched by the ceremony, the presence of so many people to recognize and celebrate the connections and the support and gifts from NĒ TU,O and our workers.

NIŁ TU,O Meet & Greet

Summer 2024 was our second year of bringing our Ice Cream Meet & Greet to the communities we work with. These events introduce our Family Support Worker team to each community to put some faces to names and explain what services we offer and who we can support with our work.

Our Meet & Greets grew this year with more kids and adults joining us for ice cream, games and bubbles. Everyone loved being able to take home water bottles, tote bags, stickers and temporary tattoos. The adults and parents all learned a lot about what we offer and what is available to them, especially that we have so much support for parents and Caregivers and not just children in care.

We continue to see an increase in requests for support for individuals and families from our time taking the team out into communities.

Summer Picnic

Our annual summer barbecue for families who work with our KEŠENTEL was held at Centennial Park near NIŁ TU,O's offices. Kids, youth, Caregivers and families working with NIŁ TU,O joined us for a lunch with hamburgers and hotdogs barbecued by NIŁ TU,O staff and salads catered by Auntie Rose. Cake rounded out the celebration of the families and Caregivers of the NIŁ TU,O community. There were activities, face painting, bubbles, and the start of our art contest for the 2025 calendar.



Community Events

NIŁ TU,O continues to be invited to set up a table at Community Events, including:

- Tseycum Health Fair, June 2024
- Tsartlip Summer Celebration Back to School Event, August 2024
- Pauquachin Health Fair, August 2024
- SC'IANEW Summer Camp, August 2024
- SC'IANEW Health Fair, September 2024
- Songhees Health Fair, November 2024
- Songhees Child and Family Services Resource Fair, March 2025

Our team is eager to participate in local events to continue strengthening community relationships and raising awareness about our services. We welcome invitations from communities to host an information table where we can share details about the support we provide to families, offer information about our programs, respond to questions from individuals interested in becoming Caregivers, and distribute promotional items such as water bottles, pens, and stickers.

Pride Festival

NIĚ TU,O participated in the 2024 Pride Festival! Three staff members volunteered to be at our table to share information, talk about our programs and services, and hand out giveaway items – including our Pride design bags, pride stickers, lip balms, frisbees, lanyards, and our regular stickers. The hot July day was a hit and our staff members had fun talking with everyone and being with so many positive people!

Christmas Dinner & Hampers

Each year we host a Children in Care Christmas dinner and party in December. This year, we had 46 people attend including children in care, their families, and Caregivers. We also had our full staff and the Elders we work with attend at the Tsawout gym. Our hardworking staff members transformed the gym into a festive space for the families to play games, do crafts and decorate cookies. A turkey dinner was served, and after dinner Santa and his elves passed out presents to all the kids in care.

Our Family Support Worker (FSW) team put together Holiday Hampers for 78 families that they work with. Hampers included turkey, ham, vegetables and pie for a full holiday dinner, a cookie kit for families to make cookies together, the new NIĚ TU,O calendar, our NIĚ TU,O wordsearch booklet and more! Our FSW team put the hampers together and hand delivered them to the families we work with.



NIĚ TU,O's 2024 Christmas Dinner



NIĚ TU,O's 2025 Canoe Blessing Ceremony

Canoe Blessing Ceremony

Our two Tribal Journey canoes were completed this year and we held a canoe blessing ceremony to awaken the canoes and prepare them for the water. The cedar strip canoe was carved and painted by Len Morris, and our dugout canoe was carved by Luke Marsden and painted by Chazz Elliott. All three individuals were present at the canoe blessing to speak about their intentions behind their creations and their hopes for the canoes now that they are complete.

The staff and community members who attended were treated to an introduction from a speaker; singing from Songhees singers; a chance to participate in blessing the canoe with cedar branches; some rain; a telling of the Flood Story from one of the community Elders; other speakers sharing their gratitude at seeing two traditional canoes for the children to use and connect to their culture; and an opportunity to go for a short paddle ride in one of the two canoes in the ocean. After the canoes were out of the water, an Elder from Songhees blessed the food, and everyone sat down to share a warm lunch and warm up from the rain.

Our two canoes are named SWEWOET (Thunder) and XENEKT E TFE SWEWOET (Lightening), names inspired by the Flood Story, which also inspired the painting on the dugout canoe.

Special thanks to Songhees for hosting the event!

Tribal Journeys

The decision to participate in Tribal Journeys 2025 marked the beginning of a major organizational commitment with planning, budgeting, and training efforts launching in 2024. Over the course of the year, a substantial number of staff hours were dedicated to this initiative. Our Tribal Journeys Committee met weekly for several months to plan and prepare for this big undertaking. The initial survey reflected varying levels of staff engagement, with some preparing to join the full journey as part of the land or ocean crew, others planning to attend landing day, and many offering essential in-house support from the office.

We are deeply grateful to Kwumut Lelum for generously sharing their insights and guidance, which helped us lay a strong foundation for this significant undertaking. We also extend our thanks to the many others who continue to support and advise us as we prepare for NIT TU,O's first-ever participation in this cultural and community-building event in 2025.

Gathering Our Voices

This year, NIT TU,O returned to the Gathering Our Voices conference, held in Kamloops in March 2025. NIT TU,O invited youth connected to our Society to attend. We had 4 youth from Tsawout and Tsartlip communities attend and sign up for various workshops. The conference provided amazing and inspirational speakers. The workshops included cultural and educational opportunities. Staff members supported the youth in their attendance at the conference. The staff and youth stayed in a hotel where the youth had freedom to visit the pool or gym. The group travelled by plane to and from Kamloops, which was a first for many. The youth who attended formed new friendships with each other and with other participants at the conference. Gathering Our Voices is an amazing opportunity for these youth to grow by gaining confidence from the empowerment being offered.

Partnerships

Our Children Our Way Secretariat

NIŁ TU,O works with the Our Children Our Way Secretariat (OCOW). OCOW provides support to the Indigenous Child and Family Services Directors who represent 25 Delegated Aboriginal Agencies in BC. NIŁ TU,O's membership with OCOW allows us to participate in Director and Partnership Forums throughout the year that focus on developments in child welfare and child and family services.

The mission of Our Children Our Way Society is to support Indigenous Nations' visions for jurisdiction and self-government pertaining to the well-being of their children and youth. They work to safeguard the best interests of Indigenous children; to advocate for systemic changes to policy, practice, legislations and funding; and to address issues that have a province-wide impact, with a vision to provide a collective First Nations voice.



Threshold Housing Society

NIŁ TU,O continues our partnership with Threshold Housing Society, an organization working to prevent homelessness for at-risk youth aged 15 to 24. Indigenous youth account for 40% of Threshold's cases. NIŁ TU,O supports Threshold to provide a safe, culturally appropriate environment for those youth. Through our partnership we have provided funds for an Indigenous Wellness Advocate who helps Indigenous youth explore culture and ceremony. We also have provided funds for youth who are affiliated with NIŁ TU,O to access apartments in the Scattered Housing for Youth (S.H.Y.) program which supports the youth with wrap around services.

Indigenous Law Research Unit

NIŁ TU,O and the Indigenous Law Research Unit (ILRU) at the University of Victoria returned this year to the work they have been doing since 2020. In March 2022 the Toolkit, Casebook, and Activity Books were published following four years of research: Coast Salish Laws Relating to Child and Caregiver Nurturance and Safety. These books are story-based tools to guide and empower families, children, service providers, and organizations to have a better understanding of how to be supportive in community while respecting and honouring Coast Salish teachings.

In February, ILRU provided a short workshop for our staff to see how the stories apply to their daily work with children and families. Staff found the information and group work so useful and interesting that they requested another, longer workshop to continue learning how to incorporate the stories and learning into their work.

IFSD

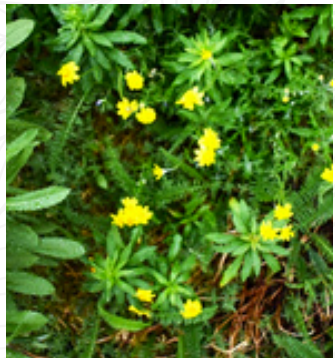
We continued our participation with the Institute of Fiscal Studies and Democracy's project to collect data on First Nations Child and Family Services organizations to create a database of information to use to find and address gaps in the existing system and funding models. Their work was guided in part by some of the Canadian Human Rights Tribunal rulings over the years regarding First Nations Child and Family Service organizations and funding. This past year included a capstone gathering in May where collaborators shared the practices and tools they have developed to enhance their service delivery to children and families. The presentation included a prevention tracking platform that leverages the Measuring to Thrive framework IFSD created over their three-year study so that all First Nations Child and Family Services organizations can calculate and compare budgets and funding.

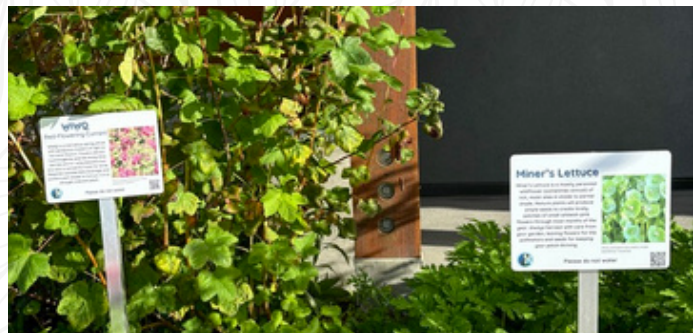
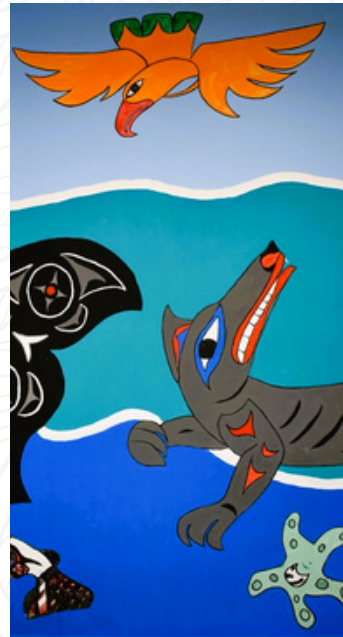
Saanich Peninsula Publication "Seaside Magazine"

NIŁ TU,O Child and Family Services Society has been featured in SeaSide Magazine bi-monthly since 2022. Our articles share NIŁ TU,O's work, the partnerships we have developed and the opportunity for the local community to learn and understand how we do our work in a culturally sensitive way.



NIŁ TU,O Office









October 14, 2025 9:00 - 10:30am

Community Room,
NIŁ TU,O Office

In-Person & VIA Microsoft Teams

