



# ANNUAL REPORT 2025/2026

The Federation of Community  
Social Services of BC



THE FEDERATION  
of COMMUNITY SOCIAL SERVICES of BC

## Who we are

The Federation of Community Social Services of BC is a provincial association representing over 165 organizations that deliver essential social services throughout B.C. Our members work on the front lines of care, supporting children, youth, families, seniors and individuals navigating complex challenges. With over four decades of collective leadership, we are a trusted, values-driven voice in British Columbia's social policy landscape.

## Vision

A society of healthy individuals, families and communities, with equitable access to inclusive, comprehensive, high-quality social services.

## Mission

The Federation knits together the diverse needs and aspirations of organizations in the community social services sector. We work to be a voice for the sector, supporting our members to advance equity and justice for children, youth and families.



**THE FEDERATION**  
of COMMUNITY SOCIAL SERVICES of BC



## Values

**Solidarity:** we believe we really are better together.

**Inclusivity:** we believe the intentional inclusion of many voices creates lasting change, there is wisdom in different perspectives, and the voices of Indigenous communities are critical.

**Access:** we believe access to social care is a human right, and accessible social service organizations are critical to a healthy community

**Leadership:** we believe we can foster a healthy and vibrant sector by sustaining a Federation where leadership can grow, where relationships between leaders can form, and where learning opportunities abound as research and wisdom are shared.

**Intention:** we believe progress toward social justice and equity comes only through intention — that systemic change can happen only through a deliberate, concerted and enduring effort to engage the underlying issues creating barriers to equity and justice.

**Attention:** we believe the best community services are grounded in close attention to specifics of local knowledge and local relationships.



# Our People

## Board of directors

**President:** Tim Veresh  
PLEA Community Services

**Vice-president:** Julia Staub-French  
Family Services of the North Shore

**Secretary-treasurer:** Maria Howard  
Family Services of Greater Vancouver

**Past president:** Tanya Behardien  
OneSky Community Resources

**Regional director, Fraser:**  
Karen Dickenson Smith  
Fraser Valley Child Development Centre

**Regional director, Interior:**  
Jeremy Welder  
BGC Okanagan

**Regional director, North:**  
Colleen Murnaghan  
Sources Community Resource Centres

**Regional director, Vancouver Coastal:**  
Joshua Myers  
BC Centre for Ability

**Regional director, Vancouver Island:**  
Azra Hussain  
Elizabeth Fry Society of Greater Vancouver

**Director at large:** Shairose Jinnah  
Archway Community Services

**Director at large:** Jaye Russell  
Sea to Sky Community Services

**Director at large:** Brittney Sharma  
Taproot Community Support Servies

**Director at large:** Judy Valsonis  
Touchstone Family Association

## Staff

**Executive director:** Amy Mullis

**Managing director:** Brandon Yan

**Director of programs and services:**  
Kathy Borneman

**Director of engagement and advocacy:**  
Caleigh Garland

**Communications manager:**  
Giovani Izidorio Cesconetto

**Program manager:** Katherine Lim

**Financial controller:** Parveen Chand

**Administrative coordinator and systems specialist:** Blesilda Mangahas



# Leadership reflections

## Message from the president

This year, we focused on planning and moving forward. We acted upon our new strategic plan and began modernizing the organization's governance. We hosted in-person member events in Kelowna and Victoria to share progress, listen to feedback and reassess our direction. It was valuable to connect face-to-face and to see staff deliver these key gatherings effectively.

The strategic planning continues as we strengthen *Our Foundation*, welcoming Amy Mullis as executive director. Amy and her team are strengthening internal operations and our long-term financial outlook. I appreciate their focus and discipline. *Our Centre* has concentrated on member needs and on understanding what is happening across the sector. Regional meetings have been well attended, and the information shared has benefited members — thank you for your engagement. *Our Voice* has been active, addressing ongoing issues and responding to new challenges, including changes in government interpretation of contracts, audits and contracting practices that shift risk and financial liability to organizations.

Strengthening relationships with members, partners and government remains a priority. *Our Voices and vision* conference in Victoria brought together the BC Association of Aboriginal Friendship Centres, the BC Association for Child Development and Intervention, and the Board Voice Society of BC, along with provincial government partners. The focus was practical: building understanding and improving how we work together.

We also saw changes on the board. Brittney Sharma has joined as a director-at-large at the AGM. We modernized our bylaws and held a special general meeting to strengthen governance and organizational stability.

I want to acknowledge Tanya Behardien, who has served as the past president for four years and will leave the board in June. Tanya has supported the Federation through multiple leadership roles, and I thank her for her stewardship.

My term as president concludes at the AGM. I am proud of our staff team, the board and the work of our members. The Federation has a clear direction, and we are building with purpose. I encourage you to stay engaged as we move forward.

Thank you for your support, insight and continued belief in the power of community. Together, we are shaping a future where communities thrive.

With gratitude,

**Tim Veresh**

President, Board of Directors

# Leadership reflections

## Message from the executive director

This has been a year of steady, meaningful progress for the Federation. What may have felt like small steps, taken together, have moved us forward in important ways.

At the outset of the year, my focus was clear: show the work. Build confidence through stronger relationships and clearer, more consistent communication. I am proud of what we have achieved together.

We created more purposeful opportunities to connect — through working tables, conferences and revitalized regional meetings — bringing members and partners into closer dialogue on shared priorities.

We deepened relationships across the sector, working alongside you and our partners to better understand the issues we face, the broader context and the complexity of the work ahead.

We also continued to look inward, strengthening our operations and reinforcing our financial stability to better support members now and into the future.

The results are tangible. There is greater transparency in how the Federation works and what we are advancing. Our communications are more consistent and coordinated, supporting a more informed and engaged membership. Our membership continues to grow, and with it, a stronger, more strategic collective voice for community social services in B.C.

I am proud of this progress. It reflects the commitment of an exceptional staff team and a dedicated board, and I want to thank them for their dedication and care in advancing this work every day.

At the same time, we are operating in a challenging environment for our sector and for the province. The pressures facing community social services are real and persistent. Our work, together, is to turn ideas into action, to build on what is working and to be clear-eyed about where more is needed. This is the work of a strong sector. Grounded in relationships, focused on solutions and committed to one another. When we show up together, we are more resilient, more capable and better positioned to build the B.C. communities we all want to see.

Sincerely,

**Amy Mullis**

Executive director

# Strategic direction in action

We organized our work this past year through three integrated areas that reflect how the Federation operates in practice:

- **Our Foundation:** internal strength and organizational stability
- **Our Centre:** member connection and shared learning
- **Our Voice:** advocacy and systems engagement

These areas are not separate streams of work. They are interconnected and reinforce one another as part of a coordinated approach to building a stronger sector together.

## Our Foundation

*Our Foundation* reflects the internal systems, governance and staffing structures that support stability and continuity.

This past year focused on strengthening operational systems, clarifying governance and enhancing financial sustainability to support long-term organizational health.

### Key updates:

- Governance renewal following Realize Solutions audit (2024)
- Bylaw review completed, with proposed updates advancing Board effectiveness and continuity
- Active committee structure maintained:
  - Executive Committee
  - Finance Committee
  - Governance Committee
  - Membership Committee

### Outcome focus:

*Stronger internal alignment, clearer decision-making and improved organizational resilience to support members more effectively.*



# Strategic direction in action

## Our Centre

*Our Centre* reflects how the Federation builds relationships, convenes members and supports shared learning across the province.

This year emphasized **connection, dialogue and showing the work through engagement.**

### Participation and engagement highlights:

- 15 regional meetings
- Multiple working tables convened on key policy areas
- Expanded conferences and sector gatherings

### Regional meetings: key themes

Across all regions, members consistently identified:

- workforce sustainability challenges
- wage disparities and classification pressures
- administrative burden and reporting complexity
- inconsistent decision-making across ministries and regions
- rising service demand and complexity

Emerging service pressures were most acute in:

- housing instability
- mental health supports
- children and youth with complex needs

These conversations reflect a sector under pressure but deeply committed to **working together to strengthen systems and outcomes.**

## Strategic direction in action

### Working tables

Working tables provided focused spaces for deeper policy dialogue and coordinated sector response.

#### Child care working table

- Engagement on Operational Funding Model
- Sector concerns regarding the \$10-a-day program pause and system stability

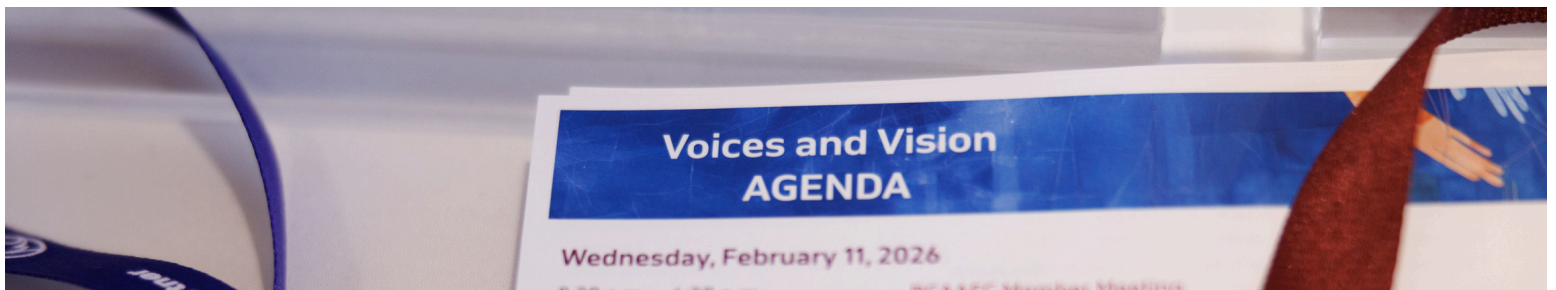
#### Children and youth with support needs (planned table)

- Development underway for expanded engagement

#### Specialized Homes and Support Services

- Engagement pending government recalibration and policy alignment

These tables continue to strengthen shared understanding and support more coordinated advocacy across the sector.



# Strategic direction in action

## Our Voice

*Our Voice* reflects the Federation's advocacy role, grounded in member experience and sector expertise.

This work is built through **relationships, structured engagement and shared evidence from across the province.**

## What we heard across all engagement channels

- workforce sustainability pressures
- wage disparities and classification challenges
- administrative burden and reporting complexity
- rising service demand and system complexity
- need for coordinated and transparent communication
- funding predictability and system alignment
- need for strengthened trust across the sector

**These themes reinforce a consistent message:** *the sector is working to maintain stability in an increasingly complex environment and requires coordinated system responses.*



## Rooted in truth, growing through action

The Federation's approach to Reconciliation is grounded in sustained action to address structural inequities within the social services system.

This work is not separate from our operations. It is embedded in how we build relationships, design programs and support members across B.C.

We recognize that Indigenous knowledge systems, governance and cultural practices are not supplementary to this work; they are foundational to building more complete and equitable systems.

### Decolonization and systems change

Decolonization requires critical examination of how systems operate, including:

- procurement and contracting
- organizational structures
- hiring and leadership practices
- decision-making frameworks
- communication and accountability systems

It is an ongoing process of **challenging dominant assumptions and building more equitable approaches together.**



## Advocacy focus

The Federation's advocacy continues to emphasize:

- strengthening workforce stability
- improving funding alignment
- reducing administrative burden
- supporting coordinated system design
- building trust and consistency across ministries and regions

This is ongoing work to clearly and collectively utilize member experience to inform system change.

## Bringing people together

The Federation continued to convene members and partners through conferences, learning events and sector gatherings. These spaces strengthen relationships, support alignment and contribute to a more connected sector.

### **Stronger Together: conference and AGM 2025**

- 130 delegates
- 65 organizations
- 4 plenary sessions
- 3 concurrent sessions
- Sponsors: Federation Association Benefit Plan and CARF Canada

### **Voices and Vision: leading change in social services 2026**

- 322 delegates
- 150 organizations
- 1 pre conference session
- 3 plenary sessions
- 7 concurrent sessions
- \$4,650 raised for the youth bursary
- Partners: The BC Association of Aboriginal Friendship Centres, The BC Association for Child Development and Intervention, and The Board Voice Society of BC
- Sponsors: Lynxedge Solutions, CARF Canada

This conference expanded cross-sector dialogue and strengthened the **collective voice for community social services in B.C.**

# Advocacy focus

## Regional engagement and sector relationships

Regional meetings and sector convenings continue to be core mechanisms for strengthening relationships and ensuring that member perspectives inform our strategic direction.

Across engagements, members emphasized the importance of:

- coordinated communication
- consistent funding approaches
- stronger cross-ministry alignment
- trust-building across the system

These insights directly inform the Federation's ongoing advocacy and engagement work.

## Building better practice

The Federation supported a range of learning and practice initiatives focused on leadership development, operational capacity and applied learning across the sector.

Across all initiatives:

- 190+ participants engaged
- 70+ hours of structured learning delivered



# Advocacy focus

## Transformative Reconciliation

- 38 participants
- 17 organizations
- 22 hours of learning sessions
- 10 hours of witnessing sessions

Participants completed applied decolonizing intervention projects, including:

- revised land acknowledgement protocols
- integration of decolonizing storytelling in communications
- updated discharge reporting centred on family-defined goals

This program continues to translate Reconciliation from concept into **practice change within organizations**, strengthening sector capacity through sustained learning and reflection.



## Youth education bursary

The Federation continues to invest in the future of the sector through the Youth Education Bursary program, supporting students with lived experience in care.

Since 2009:

- 345 applications received
- 271 bursaries awarded
- Over \$355,000 distributed
- Up to \$2,000 per student per year

2025 highlights:

- 28 applications received
- 27 bursaries awarded

This program reflects a **long-term commitment to strengthening** the sector by supporting the **next generation of leaders and practitioners**.

# Advocacy focus

## Support to Practice Management

- 51 participants
- 2 cohorts (Kelowna and virtual)
- 30 hours

### Focus areas:

- supervision and leadership models
- organizational culture
- coaching and communication
- conflict navigation

Participants consistently highlighted peer connection and communication practice as key outcomes, reinforcing the importance of **relationships in leadership development.**

## Benefits Wayfinder workshop

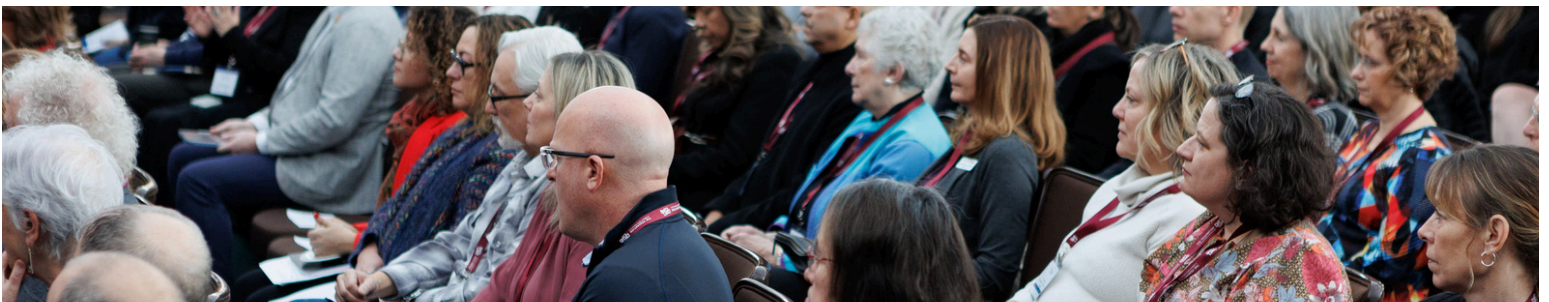
- 12 participants
- 2 sessions
- 3 hours

Focused on trauma-informed financial conversations using Prosper Canada's Benefits Wayfinder tool, delivered in partnership with Family Services of Greater Vancouver.

## How to prepare your community organization for wildfire season in B.C.

- 18 participants
- 1.5-hour webinar

In partnership with Green Technology Education Centre (GTEC), this initiative strengthened sector preparedness for climate-related emergencies and included a wildfire-readiness checklist to support organizational planning.



# Advocacy focus

## Additional learning initiatives

### *Get Well Canada toolkit*

- 30 participants
- 1.5 hours

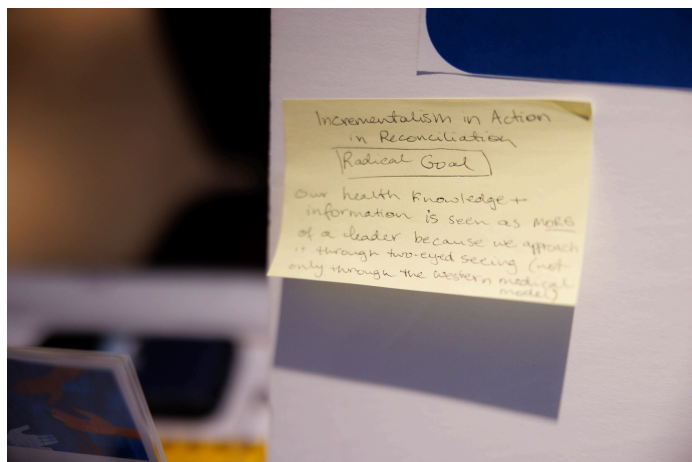
### *Toxic drug crisis – Representative for Children & Youth session*

- 58 participants
- 1 hour

### *Glue Up onboarding*

- 5 webinars
- 5 drop-in sessions

These initiatives reflect continued investment in **sector capacity, coordination and shared learning.**



## Rooted in truth, growing through action

### Decolonization and systems change

Decolonization requires critical examination of how systems operate, including:

- procurement and contracting
- organizational structures
- hiring and leadership practices
- decision-making frameworks
- communication and accountability systems

It is an ongoing process of challenging dominant assumptions and building more equitable approaches together.

### Transformative Reconciliation in practice

The Transformative Reconciliation program, led by Dr. Dustin Louie, continues to support applied learning across the sector.

Cohort 5 demonstrates how reconciliation is operationalized through:

- organizational practice change
- communication redesign
- service delivery adaptation
- leadership reflection and learning

Participants engaged in sustained learning and unlearning, translating reconciliation into concrete organizational action.

### Shared responsibility

The Federation understands Reconciliation as a shared responsibility across the sector. It requires humility, accountability and sustained relationship-building with Indigenous communities and Nations.

The canoe teaching continues to guide this approach, emphasizing respect, permission and awareness when engaging across territories and knowledge systems.



## Financials

We are pleased to share that KPMG issued an unqualified audit opinion for the Federation, reflecting our commitment to sound governance and accountability.

The Federation ended the 2025/26 fiscal year with total net assets of \$1.96 million, up from \$1.94 million the previous year. This growth reflects prudent financial management and our focus on building stability in an unpredictable funding landscape.

While total revenues declined to \$1.7 million (down from \$2.4 million in 2025), this was expected following the completion of several large grant-funded projects. Revenue was still strong and diversified:

- \$677,347 from administration fees
- \$385,475 from membership fees
- \$237,192 from conference registration fees
- \$234,378 from grants and other incomes
- \$126,510 from other income

Expenses totaled \$1.6 million, declining from \$2.1 million. The Federation chose this path, anticipating challenging fiscal times amid uncertainty. While expenses declined, we continued to invest in staffing, training and professional services to support our growing programs and events.

We closed the year with an operating surplus of \$21,918. In line with our long-term vision, our internally restricted Contingency Fund totals \$510,000, providing a safety net for the Federation to support our sector.

# Financial statement

April 2025 through March 2026

Revenues	2026	2025
Administration fees	\$ 677,347	\$ 793,009
Membership fees	385,475	350,465
Conference registration fees	237,192	222,110
Grants and other income	234,378	688,874
Other income	126,510	346,982
	<hr/> 1,660,902	<hr/> 2,401,440
Expenses	2026	2025
Salaries, wages, training and development	\$ 1,022,252	\$ 1,174,976
Conferences and meetings	248,650	280,228
Professional fees	175,385	441,325
Office and general	51,415	77,563
Travel	50,383	69,017
Rent and utilities	36,736	42,950
Grants and bursaries	28,338	3,388
Amortization	10,324	10,818
Interest and bank charges	8,656	9,738
Insurance	3,624	3,179
Bad debts	1,616	13,048
Dues, fees and licenses	1,605	1,679
	<hr/> 1,638,984	<hr/> 2,127,909
Excess of revenues over expenditures	\$ 21,918	\$ 273,531

# Federation members

## Member organizations

1Up Victoria Single Parent Resource Centre

ACT 2 Child and Family Services

Active Care Youth & Adult Services

Alternate Shelter Society

Applegate Residential Programs Ltd arc programs

Archway Community Services

Archway Society for Domestic Peace

Axis Family Resources Ltd - Thompson Branch

BC Centre for Ability

Beacon Community Services

BeConnected Support Services Ltd.

Bella Coola Community Support Society

BGC Okanagan

Bonaventure Support Services

Boundary Family Services Society

Building Healthy Families Society

Burnaby Association for Community Inclusion (BACI)

Burnaby Family Life Institute

Cariboo Family Enrichment Centre Society

Caring Families Society (Formerly FPSS Society)

Carmichael Enterprises Residential Programs Ltd

Child Abuse Prevention and Counselling Society of Greater Victoria

Children Matter Community Services

Chilliwack Community Services

Clements Centre Society

Coastal Mountain Child & Youth Services Ltd (Integrity Family Services Ltd)

Columbia Basin Family Resource Society

Connect Counselling & Therapy Central Okanagan

Connections Community Services Society

Connexus Community Resources Society (Nechako Valley Community Services Society)

Covenant House Vancouver

Cowichan Valley Youth Services Society

Day One Society

Deltassist Family & Community Services

Eastside Family Place

Emotions Health and Wellness Society of British Columbia

Encompass Support Services Society

Family Services of Greater Vancouver

Family Services of the North Shore

Federation of BC Youth in Care Networks

FIVE Behaviour & Education Services Inc.

Footholds Therapy Center

Fraser Valley Child Development Centre

Freedom Quest Youth Services Society

Golden Family Center Society

Greater Vancouver Community Services Society

GreenTree Community Inclusion Programs

High Road Services Society

Hollyburn Family Services Ltd.

IDM Youth Services Inc.

Inclusion Chilliwack Society

Interior Community Services

Intersect Youth & Family Services

Island Metis Family and Community Services Society

Janus Family Programs

Jewish Family Services of Vancouver

# Federation members

## Member organizations

Kalum Community School Society  
Kaslo Community Services Society  
Kindale Developmental Association  
Kiwassa Neighbourhood House  
Kootenay Boundary Community Services Co-operative  
Langley Community Services Society  
Leo Street Youth and Family Services Society  
Maple Ridge / Pitt Meadows Community Services  
March of Dimes Canada  
Marpole Oakridge Family Place Society  
Milieu Children and Family Services Inc.  
MSA Society for Community Living  
Nanaimo Association for Community Living  
Nanaimo Family Resource Programs  
Nelson Cares Society  
Nelson Community Services  
North Coast Community Services Society  
North Island Community Services Society  
North Okanagan Youth & Family Services  
Oasis Mental Health Services Support Society  
OneSky Community Resources  
Options Community Services  
Orenda Services to Children INC.  
Outlines for Life Society  
Pacific Community Resources Society  
Parent Support Services Society of BC  
Peak House - Pacific Youth & Family Services Society  
PLEA Community Services Society of BC  
posAbilities Association of British Columbia

Prana Services Incorporated  
Reach Child and Youth Development Society  
Richmond Addiction Services Society  
Richmond Family Place Society  
Riverhaven Child and Youth Services Ltd.  
Robson Valley Community Services  
Sea to Sky Community Services Society  
Sechelt Community School Society  
SHARE Family & Community Services Society  
Sooke Family Resource Society  
Sources Community Resources Centres  
South Peace Community Resources Society  
South Vancouver Family Place Society  
Spirit of the Children Society  
Starbright Children's Development Centre Association  
Sunshine Coast Community Services Society  
Taproot Community Support Services  
The Bridge Youth & Family Services Society  
The Child & Youth Advocacy Centre of Kelowna  
The Children's Foundation  
The Cridge Centre for the Family  
The Elizabeth Fry Society of Greater Vancouver  
The Family Support Institute of BC  
The PACE Child and Family Society  
The Prince George Native Friendship Centre Society  
The Victoria Youth Empowerment Society  
Thompson Community Services

# Federation members

## Member organizations

Thrive Social Services Society  
Thunderbird Neighbourhood Association  
Touchstone Family Association  
Valley Community Services Society  
Victoria Native Friendship Centre  
West Side Family Place Society  
Westcoast Family Centres Society  
Yellowhead Community Services  
Youth & Family  
YWCA BC

## Associate

Alliance to End Homelessness in the  
Capital Region  
Association of Neighbourhood Houses of  
British Columbia  
BC Association of Community Response  
Networks  
BC Association of Family Resource  
Programs  
BC Federation of Foster Parents  
Association  
BC Network of Child and Youth Advocacy  
Centres Society  
BC Society of Transition Houses  
BJP Case Administration Management  
System Ltd.  
Board Voice Society  
British Columbia Council for Families  
Camosun College - Community, Family  
and Child Studies  
Canadian Mental Health Association, BC  
Division  
CARF Canada  
City University  
Community Action Initiative (CAI)

Community Social Services Health and  
Safety Association of BC  
Ending Violence Association of BC  
First Call Child and Youth Advocacy  
Society  
Foundry Central Office  
John Howard Society of British Columbia  
Langara College - Department of Social  
Services  
McCreary Centre Society  
NucleusLabs Information Technologies  
(Canada) Ltd.  
Options for Sexual Health Association  
Simon Fraser University Morris J. Wosk  
Centre for Dialogue  
Social Current  
SPARC BC - Social Planning and Research  
Council of BC  
Surrounded by Cedar Child & Family  
Services  
The Treehouse Child and Youth Advocacy  
Centre  
University of The Fraser Valley - Child,  
Youth & Family Studies  
University of Victoria - The School of Child  
& Youth Care  
Vancouver Island University - Human  
Services Program, Child and Youth Care  
Volunteer BC

## Sponsors and partners



Official I.T. partner

# Appendix

# Voices and Vision

leading change in social services

## Agenda

*Wednesday February 11, 2026*

8:30 a.m. – 4:30 p.m.

BCAAFC Member Meeting

Spirit ABCD

8:30 a.m. – 5:00 p.m.

BCACDI Member Meeting

Merino

1:00 p.m. – 4:00 p.m.

### Pre-Conference Session: Building Better Boards

This session by The Board Voice Society of BC reframes governance as a complex system rather than just a board function. Participants will explore a board's essential leadership role alongside legal and fiduciary responsibilities, helping directors intentionally design governance practices that meet today's increasingly complex nonprofit environment.

Stone

4:00 p.m. – 5:00 p.m.

Board Voice Welcome Reception

Hunt

5:00 p.m. – 7:00 p.m.

Conference Welcome Reception and Early Check In

Terrace



# Thursday, February 12, 2026

7:30 a.m. – 9:00 a.m.

Networking and Breakfast

Foyer

9:00 a.m. – 9:30 a.m.

- Land Acknowledgement
- Welcome to the Territory
  - Councillor Sherry Thomas, Esquimalt Nation
- Welcome to Voices and Vision
  - Conference Partners
- Jodie Wickens, Minister of Children and Family Development

Terrace

## Decolonizing Leadership: A Two-Eyed Seeing Approach

9:30 a.m. – 10:30 a.m.

This session blends Indigenous and Western leadership approaches through the lens of Two-Eyed Seeing. Participants will explore shifting from colonial, authoritarian models to relational, coaching-based leadership that honours Indigenous wisdom while supporting collaboration, humility and transformative organizational growth.

Terrace

Len Pierre is Coast Salish from Katzie (kate-zee) First Nation. An award-winning entrepreneur, consultant and educator, he specializes in decolonization- and reconciliation-centred learning. He holds a master’s degree in education from Simon Fraser University and brings extensive experience in Indigenous education and program leadership across Canada.

10:30 a.m. – 11:00 a.m.

Refreshments, Networking and Exhibitors

Foyer



## Thursday, February 12, 2026 cont.

### *Concurrent session 1* Incrementalism in Action

11:00 a.m. – 12:15 p.m.

Moderated by Dr. Dustin Louie, this panel explores the power of relentless incrementalism. Leaders from the social services sector will share practical lessons on advancing reconciliation and systems change through sustained, values-driven action rather than one-time interventions.

Terrace

### *Concurrent session 2* Recruit and Retain Your ED/CEO

11:00 a.m. – 12:15 p.m.

This session by The Board Voice Society of BC examines the board's role in recruiting, supporting and retaining an effective ED or CEO. Participants will explore strategies to ensure leadership continuity, alignment and resilience amid the ongoing uncertainty facing community-based nonprofits.

Spirit AB

### *Concurrent session 3* In Community, For Community! Advancing B.C.'s Population and Public Health Framework

11:00 a.m. – 12:15 p.m.

This session by the Public Health Association of BC highlights how community partners across B.C. are advancing the Population and Public Health Framework. Focusing on the Best Start in Life priority, speakers will share progress, lessons learned and how collective action is shaping healthier outcomes for children and families.

Spirit CD



## Thursday, February 12, 2026 cont.

12:15 p.m. – 1:25 p.m.

Lunch

Foyer

### In Conversation with Government

1:25 p.m. – 2:30 p.m.

Join a conversation with senior MCFD leaders on current priorities, updates and emerging issues. Participants are encouraged to bring questions and engage directly through microphones or Slido in this interactive dialogue with government representatives. Moderated by Tanya Behardien and with the participation of Fisnik Preniqi, EFO & ADM Finance and Corporate Services Division, Kelly Durand, ADM Service Delivery Division, and Emily Horton, ADM Policy, Legislation and Litigation Division.

Terrace

2:30 p.m. – 3:00 p.m.

Refreshments, Networking and Exhibitors

Foyer

### *Concurrent Session 1*

### Demystifying AI for Use in the Social Services Sector

3:00 p.m. – 4:30 p.m.

AIQgroup.ca brings a practical session that cuts through AI hype to examine real-world uses and risks for social services. Participants will explore how AI can reduce administrative burden while addressing critical concerns such as privacy, bias and ethical use in client-centred care.

Spirit CD

### *Concurrent Session 2*

### Local Issues, Collaboration and Advocacy

3:00 p.m. – 4:30 p.m.

This session by The Board Voice Society of BC focuses on shifting boards from inward governance to outward, systems-level leadership. Drawing on lessons from collaborative responses to crisis, participants will explore shared leadership, community collaboration and advocacy approaches needed to navigate complex local challenges.

Hunt

## Thursday, February 12, 2026 cont.

### Concurrent Session 3

#### Anti-Indigenous Racism Escalation in B.C.: Implications for Leadership and System Safety

3:00 p.m. – 4:30 p.m.

This session with Dr. Cheryl Ward, BCAAFC, and Brenda Lohrenz, Eastside Family Place, examines the rise of anti-Indigenous racism in B.C., why it is occurring and how leaders can respond with integrity. Participants will also be introduced to a new organizational anti-racism self-assessment tool developed with the social care sector.

Spirit AB

### Concurrent Session 4

#### Early Years Disrupted: B.C. Trends in Child Development and Well-being Post-pandemic

3:00 p.m. – 4:30 p.m.

Speakers from HELP at UBC will present post-pandemic data on child development and well-being in B.C. The session explores how early experiences shape long-term outcomes and how data can support cross-sector action for children and families.

Merino

### Fundraising Dinner\*

4:30 p.m. – 6:30 p.m.

- 4:30 p.m.
  - Dinner begins
- 5:15 p.m.
  - Welcome
  - Sheila Malcolmson, Minister of Social Development and Poverty Reduction
- 5:30 p.m.
  - Music bingo begins

Terrace

*\*Please note a separate ticket needs to be purchased for this event.*



## Friday, February 13, 2026

7:30 a.m. – 9:00 a.m.

Networking and Breakfast

Foyer

9:00 a.m. – 9:15 a.m.

- Land acknowledgement
- Welcome to the Territory
- Welcome to Day 2
- Spencer Chandra Herbert, Minister of Indigenous Relations and Reconciliation (video)

Terrace

### Leadership and Joy

9:15 a.m. – 10:30 a.m.

This session explores joy and rest as essential leadership practices. Through personal stories, participants will examine how leadership shaped by Black women challenges capitalism, white supremacy and patriarchy, and learn ways to recognize and dismantle oppression within organizations.

Terrace

Paul Taylor is a long-time activist, nonprofit leader and co-founder of Evenings & Weekends Consulting. A former executive director of FoodShare Toronto, he has led equity-focused organizational change, taught leadership at Simon Fraser University, chaired provincial and national boards and is a nationally recognized commentator on social issues.



## *Friday, February 13, 2026 cont.*

10:30 a.m. – 10:45 a.m.	Thank You and Closing Remarks	Terrace
10:45 a.m. – 11:00 a.m.	Refreshments and Networking	Foyer
11:00 a.m. – 12:00 p.m.	FCSSBC General Meeting	Spirit AB
11:00 a.m. – 12:00 p.m.	Board Voice Member Meeting	Merino

### Quiet space & Meeting room

Need a place to get away and relax in a tranquil, chatter-free space? Check out the quiet space, a dedicated space where delegates can decompress, get centred and re-energize before diving back into the conference. We encourage a device-free zone to get the most out of this relaxing space.

A meeting room is also available for those who need a quiet place to work, reply to emails or catch up on tasks.

- *Quiet space: Wednesday to Friday, from 8:00 a.m. to 5:00 p.m., beside Merino*
- *Meeting room: Thursday to Friday, from 8:00 a.m. to 5:00 p.m., at Stone*



## The Federation's Commitment

The work of the Federation and its members takes place on the unceded traditional lands of many Indigenous communities and First Nations. In all that we do, the Federation strives to create more equitable relationships for and with Indigenous partners and community members. We believe that the decision of Indigenous communities to participate in the social service sector is not ours to dictate. We recognize that the historic and ongoing impacts of colonialism contribute to the over-representation of Indigenous, First Nations, Métis and Inuit people within the social service system.



## Land acknowledgement

This conference is being held on the ancestral territories of the Ləkʷəŋən (Songhees and Esquimalt) and W̱SÁNEĆ peoples. We come with respect, to honour the cultures and traditions here, and to deepen our knowledge over time as guests on these lands. We hope our listening and growing connection support both our relationship to this place, and the ongoing care and vitality of these lands & waters and its people.

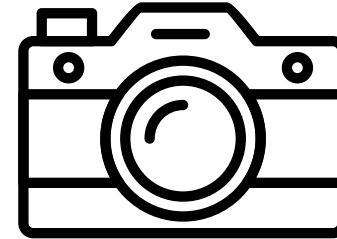
*Photo by Vlad D on Unsplash*

## Notice of Photography

This notice is to advise that staff will be taking photographs and videos throughout the site for subsequent promotional use of "FCSSBC" and "BCAAFC" programs, initiatives and events.

If you do not wish to be photographed or retained for general promotional purposes, we request that you both notify the photographers on site and contact [info@fcssbc.ca](mailto:info@fcssbc.ca) (with your photo attached) to notify staff directly of your concerns, so that any such photos or videos can be permanently removed from our records.

Thank you for your support and consideration on this matter.



## Health and Safety

The safety and well-being of our members and guests is our utmost priority.

To ensure a safe environment, we have made disposable masks and hand sanitizer readily available at the registration desk.

We appreciate your cooperation and commitment to maintaining a healthy space for everyone.

Thank you for playing your part in keeping our community safe!

A decorative header image featuring a blue background with a network of white lines. On the right side, there are several hands in various colors (orange, yellow, blue) reaching out towards the center.

## Support our youth

Please donate and help support two youth programs:

- The **FCSSBC Youth Education Bursary** supports youth in care with their post-secondary education. We need these dedicated, caring, skilled young people in our field!
- The **BCAAFC Provincial Indigenous Youth Council** connects youth across the province, implements initiatives that benefit Indigenous youth, and co-hosts *Gathering Our Voices*.

*Voices and Vision* participants can support these programs in four ways:

1. Attend the fundraising dinner: tickets available at registration
2. Donate directly: forms available at registration
3. Participate in the online silent auction
4. Participate in the fundraising activity at the registration table

## Wi-Fi password

Spirit ABCD: spiritroom / Merino: merinoroom / Stone: stoneroom / Hunt: huntroom

# Voices and Vision

leading change in social services

## Sponsors



Official I.T. Partner



## Partners

THE FEDERATION  
of COMMUNITY SOCIAL SERVICES of BC



BC Association of  
Aboriginal Friendship  
Centres



# Stronger Together 2025

## Thursday, June 12

*8:00 a.m. - 9:00 a.m. Breakfast & Registration (Foyer)*

*9:00 a.m. - 9:30 a.m. Welcome & Opening (Waterfront 2 & 3)*

*9:30 a.m. - 10:30 a.m. Mohammed Hashim, Canadian Race Relations Foundation (Waterfront 2 & 3)*

*10:30 a.m. - 11:00 a.m. Networking & Refreshments (Foyer)*

*11:00 a.m. - 12:00 p.m. Concurrent Breakout Sessions*

- Reconciliation Workshop with Dr. Dustin Louie (*Waterfront 1*)
- Aligning CARF Standards with SHSS Operational Realities: Let's Make a Plan! (*Waterfront 2 & 3*)
- *The Virtuous Cycle: How Well-being and Collaboration Fuel Purposeful Impact (View Room)*

*12:00 p.m. - 1:00 p.m. Networking and Lunch (Foyer)*

*1:00 p.m. - 2:30 p.m. Focusing on the Centre: Identifying Key Advocacy Priorities (Waterfront 2 & 3)*

*2:30 p.m. - 3:00 p.m. Networking & Refreshments (Foyer)*

*3:00 p.m. - 4:30 p.m. Stories of Community Collaboration and Impact: Panel Discussion (Waterfront 2 & 3)*

*4:30 p.m. - 6:30 p.m. Reception hosted by FABP (Rooftop)*

## Friday, June 13

*8:00 a.m. - 9:00 a.m. Breakfast and Registration (Foyer)*

*9:00 a.m. - 10:00 a.m. Dr. Jennifer Charlesworth, Representative for Children and Youth (Waterfront 2 & 3)*

*10:00 a.m. - 10:15 a.m. Networking & Refreshments (Foyer)*

*10:15 a.m. - 12:15 p.m. Annual General Meeting (Waterfront 2 & 3)*



THE FEDERATION  
of COMMUNITY SOCIAL SERVICES of BC



# Stronger Together 2025

## Land acknowledgement

The Federation acknowledges our presence on the traditional, ancestral and unceded  $tr\acute{x}w\acute{u}la\text{?}x^w$  (land) of the syilx / Okanagan people who have resided here since time immemorial. We recognize, honour and respect the syilx / Okanagan lands upon which we host this conference.

## What is $tr\acute{x}w\acute{u}la\text{?}x^w$ ?

$tr\acute{x}w\acute{u}la\text{?}x^w$  means the land and everything that lives and interacts on it. It is an all-encompassing word that expresses the intersectionality of land and nature.

## Support our youth

The FCSSBC Youth Education Bursary supports youth in care with their post-secondary education. We need these dedicated, caring, skilled young people in our field!

## Photography

A photographer will be on hand throughout the conference, taking photos for future communications and promotional purposes. Images may be used, reproduced and/or made available in print publications, online or on mobile devices.

## Wi-Fi password

What is the password? Each room has a unique Wi-Fi password. Please look for the password signage in each room.

**Stronger Together 2025 is presented by:**



# Stronger Together 2025

**Thursday, June 12**

---

8:00 AM - 9:00 AM **Breakfast & Registration** *Foyer*

9:00 AM **Welcome & Opening** *Waterfront 2 & 3*

9:30 AM **Keynote**

Mohammed Hashim, CEO, Canadian Race Relations Foundation *Waterfront 2 & 3*

10:30 AM- 11:00 AM **Networking & Refreshments** *Foyer*

11:00 AM **Concurrent Breakout Sessions**

A. Reconciliation Workshop with Dr. Dustin Louie *Waterfront 1*

B. Aligning CARF Standards with SHSS Operational Realities: Let's Make a Plan!  
*Waterfront 2 & 3*

C. The Virtuous Cycle: How Well-being and Collaboration Fuel Purposeful Impact  
*View Room*

12:00 PM - 1:00 PM **Networking & Lunch** *Foyer*

1:00 PM **Focusing on the Centre: Identifying Key Advocacy Priorities**  
*Waterfront 2 & 3*

2:30 PM - 3:00 PM **Networking & Refreshments** *Foyer*

3:00 PM **Stories of Community Collaboration and Impact: Panel Discussion**  
*Waterfront 2 & 3*

4:30PM **Reception hosted by FABP** *Rooftop*

**Friday, June 13**

---

8:00 AM - 9:00 AM **Breakfast & Registration** *Foyer*

9:00 AM **Welcome & Opening** *Waterfront 2 & 3*

9:00 AM **Updates and Insights**, Dr. Jennifer Charlesworth, Representative for  
Children and Youth *Waterfront 2 & 3*

10:00 AM - 10:15 AM **Networking & Refreshments** *Foyer*

10:15 AM **Annual General Meeting** *Waterfront 2 & 3*

**Stronger Together 2025**  
is presented by:



# Stronger Together 2025

**Thursday, June 12**

*8:00 a.m. - 9:00 a.m. Breakfast & Registration (Foyer)*

---

*9:00 a.m. - 9:30 a.m. **Welcome & Opening** (Waterfront 2 & 3)*

---

*9:30 a.m. - 10:30 a.m. **Mohammed Hashim, Canadian Race Relations Foundation** (Waterfront 2 & 3): Join Mohammed Hashim, a human rights advocate, for a keynote on addressing systemic racism and hate in Canada.*

---

*10:30 a.m. - 11:00 a.m. **Networking & Refreshments** (Foyer)*

---

*11:00 a.m. - 12:00 p.m. **Concurrent Breakout Sessions***

- **Reconciliation Workshop with Dr. Dustin Louie** (Waterfront 1): A workshop exploring reconciliation, decolonizing education, and Indigenous perspectives with Dr. Dustin Louie, a First Nations scholar.
  - **Aligning CARF Standards with SHSS Operational Realities: Let's Make a Plan!** (Waterfront 2 & 3): Explore practical ways to align CARF standards with SHSS requirements to reduce duplication and improve operational efficiency.
  - **The Virtuous Cycle: How Well-being and Collaboration Fuel Purposeful Impact** (View Room): Learn how well-being and collaboration build trust, resilience and impact in social purpose organizations. Practical tools included.
- 

*12:00 p.m. - 1:00 p.m. **Networking and Lunch** (Foyer)*

*1:00 p.m. - 2:30 p.m. **Focusing on the Centre: Identifying Key Advocacy Priorities** (Waterfront 2 & 3): Facilitated discussion on key member issues to inform and guide the Federation's new advocacy strategy.*

*2:30 p.m. - 3:00 p.m. **Networking & Refreshments** (Foyer)*

*3:00 p.m. - 4:30 p.m. **Stories of Community Collaboration and Impact: Panel Discussion** (Waterfront 2 & 3): Panellists share collaborative approaches to housing, food security and sustainable funding that are creating lasting impact in B.C. communities.*

*4:30 p.m. - 6:30 p.m. **Reception hosted by FABP** (Rooftop)*

**Friday, June 13**

*8:00 a.m. - 9:00 a.m. **Breakfast and Registration** (Foyer)*

*9:00 a.m. - 10:00 a.m. **Dr. Jennifer Charlesworth, Representative for Children and Youth** (Waterfront 2 & 3): Dr. Charlesworth shares updates on residential review work, focusing on SHSS and advancing culturally safe, systemic change for youth.*

*10:00 a.m. - 10:15 a.m. **Networking & Refreshments** (Foyer)*

*10:15 a.m. - 12:15 p.m. **Annual General Meeting** (Waterfront 2 & 3): Annual meeting with updates on strategic priorities and a presentation from CSSEA CEO Sandra Case. Members and guests only.*

This is the land of the Syilx People of the Okanagan Nation, known today as the Westbank First Nation. The Syilx People have inhabited the land and been responsible for the resources for thousands of years.