



Prince George & District
Elizabeth Fry Society

"We're Here For You."

Annual Report 2021-22

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Executive Director's Report

It is an honour to be writing my first Executive Director's report for the Prince George and District Elizabeth Fry Society. I consider myself a very fortunate new Executive Director. Kathi Heim, our fearless leader, has remained at the agency and continues to oversee the construction of our new housing complex. Every question I had was answered and any guidance I sought was provided. I have been blessed with true meaningful mentorship.

This has been the second year of learning and pivoting in response to the COVID-19 pandemic. The pandemic continued to impact our community's health, economics, and social well-being to degrees we have not seen. We discovered that even during a worldwide pandemic spanning into its second year, we were able to keep all our programs open for services. Although at times we limited in person appointments and drop-in services, we were able to provide connection via phone, email, text, and video conferencing. Ensuring the health and safety of clients, guests, and staff was our upmost goal during this year.

During this storm, which to date has not fully subsided to calm waters, our agency has achieved remarkable things. Most importantly, a strategic plan was created, providing a solid, confident keel in which to navigate forward. The Board of Directors worked hard to develop a vibrant, authentic, and inspiring strategic plan. I have received an amazing framework that I will take forward and work with leadership, staff, volunteers, and community stakeholders to continue to move the Elizabeth Fry Society forward.

CARF Accreditation is another area we have been working very hard on. The goal is to receive a three-year certification. The Ministry of Children and Family Development (MCFD) programs within the agency are on track to be surveyed in March 2023. This will be the first Accreditation survey for the agency and a lot of time and energy has gone into developing systems, forms, and supporting staff to become aware of the process. A successful three-year CARF Accreditation certification would identify the agency as meeting a high level of standard practices.

Our biggest development of the year is the continued construction of My Sister's Place, a women-led tenancy community consisting of Amber House, our 17-bed transitional housing residence, 16 units of second staging residences, and 22 units of long-term housing. The anticipated completion date is summer of 2022.

Throughout my first year as Executive Director I have learned many new skills and have appreciated support from the Board of Directors, leadership team, staff, and clients.

In Strength,

Shannon Smith



Finance & Administration

The organization's administrative and financial support services are provided by a small, dedicated team consisting of a manager, two full-time staff, and one part-time employee.

Even during office renovations, the team continued to patiently and professionally maintain a level of support that the society has come to expect.

Many donations of cash and gift certificates were also received this year from kind and generous community members, including Ford, who believe in the work of the society.

A complete set of Financial Statements is available by contacting our office.



Who We Are

Our Vision

To create an equitable and safe world free of violence, injustices, and oppression.

Our Mission

The Prince George and District Elizabeth Fry Society is an intersectional feminist organization who provides programs and services to individuals who identify as women, children, and their families and who are at risk of or have experienced violence, abuse, inequities, marginalization, and/or criminalization.

We contribute to a safe community by raising awareness, promoting self-empowerment, and resilience.

Our Values

Our values set the foundation to further our mission.

These values inform our decisions, actions, and interactions to create a bold organizational culture of integrity, transparency, accountability, safety, creativity, potential, and belonging for those we serve, staff and volunteers, and our community as a whole.

Our four intersecting core values are embedded in our actions and sustained in our collective empowerment.

The Elizabeth Fry Society is committed to our core values of:

Respect and Integrity

The Elizabeth Fry Society is committed to respect and integrity as a foundation of our organizational culture.

We operate on the premise of trust, honesty, openness, transparency, and accountability with the highest level of stewardship and ethical standards.

Advocacy

The Elizabeth Fry Society is committed to being authentic in our advocacy.



We will strive to create a sense of belonging, system of support, and elevate the voices of individuals who identify as women, children, and their families.

By being advocates, we will endeavour to challenge injustice, address critical issues of oppression and marginalization, and to bring about change. We are committed to strengthening individuals and creating resilience by being a catalyst of change.

Equity, Diversity, and Inclusion

The Elizabeth Fry Society is committed to action towards improving equity, embracing diversity, and fostering inclusion.

We will honour the rights of all people including those who experience colonization.

We will create a place of belonging regardless of gender identity, gender expression, sexual orientation, ethnicity, race, national origin, ancestry, socio-economic status, health status, age, abilities, religious beliefs, political beliefs.

We will address systemic barriers, improve decision making to enhance service planning, create a culture of freedom of expression and acceptance, and celebrate individuals within our communities.

Truth, Reconciliation, and Calls to Justice

The Elizabeth Fry Society calls for an end to systemic inequities and advocates for decolonization.

We are committed to furthering the Truth and Reconciliation Commission Calls to Action and Murdered and Missing Indigenous Women and Girls Report Calls to Justice.

We will integrate intentional education and awareness to understand the root cause of violence against Indigenous women, girls, and 2SLGBTQIA+, the impact of colonization, the role systems currently play in marginalization, and never forget history and its impact on intergenerational trauma.

By taking the lead from Indigenous leaders, partners, and communities to build meaningful relations, we can walk together in a good way.



Our Eight Strategic Goals



To be advocates in raising awareness of violence, marginalization, inequities, and oppression against individuals who identify as women, children, and their families.



To foster an organization built on the foundation of equity, diversity, and inclusion.



To respond to the Calls to Action of Truth and Reconciliation and Calls to Justice of Murdered and Missing Indigenous Women and Girls by understanding the root causes of violence against Indigenous women, girls, and 2SLGBTQIA+ and the impact of colonization through increased intentional organizational awareness, opportunities for education and learning, and enhanced engagement with Indigenous communities



To develop innovative programming in response to the community and regional needs



To strengthen the use of technology to improve service delivery options and increase business efficiency and effectiveness.



To raise the profile of the Elizabeth Fry Society through an intentional communication and public relations strategy.



To create a diverse, sustainable, and supported workforce that builds on best practice, teamwork, wellness, and growth.



To succeed as a results-driven Board of Directors through development, education, and governance.

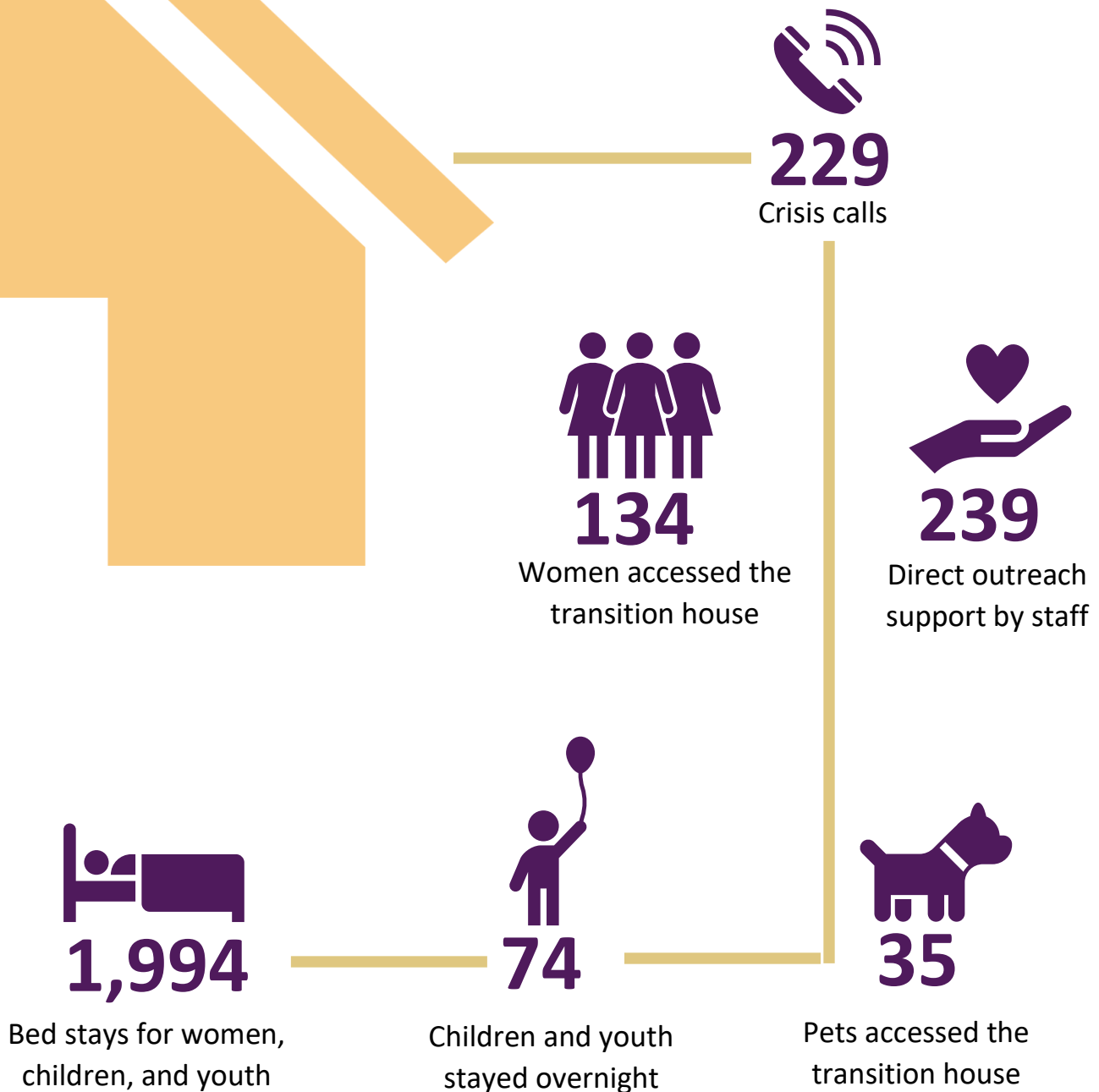


Our Community, Social & Justice Programs

Amber House

Amber House is a safe place for women and children experiencing intimate relationship violence or who are at risk of violence in the community.

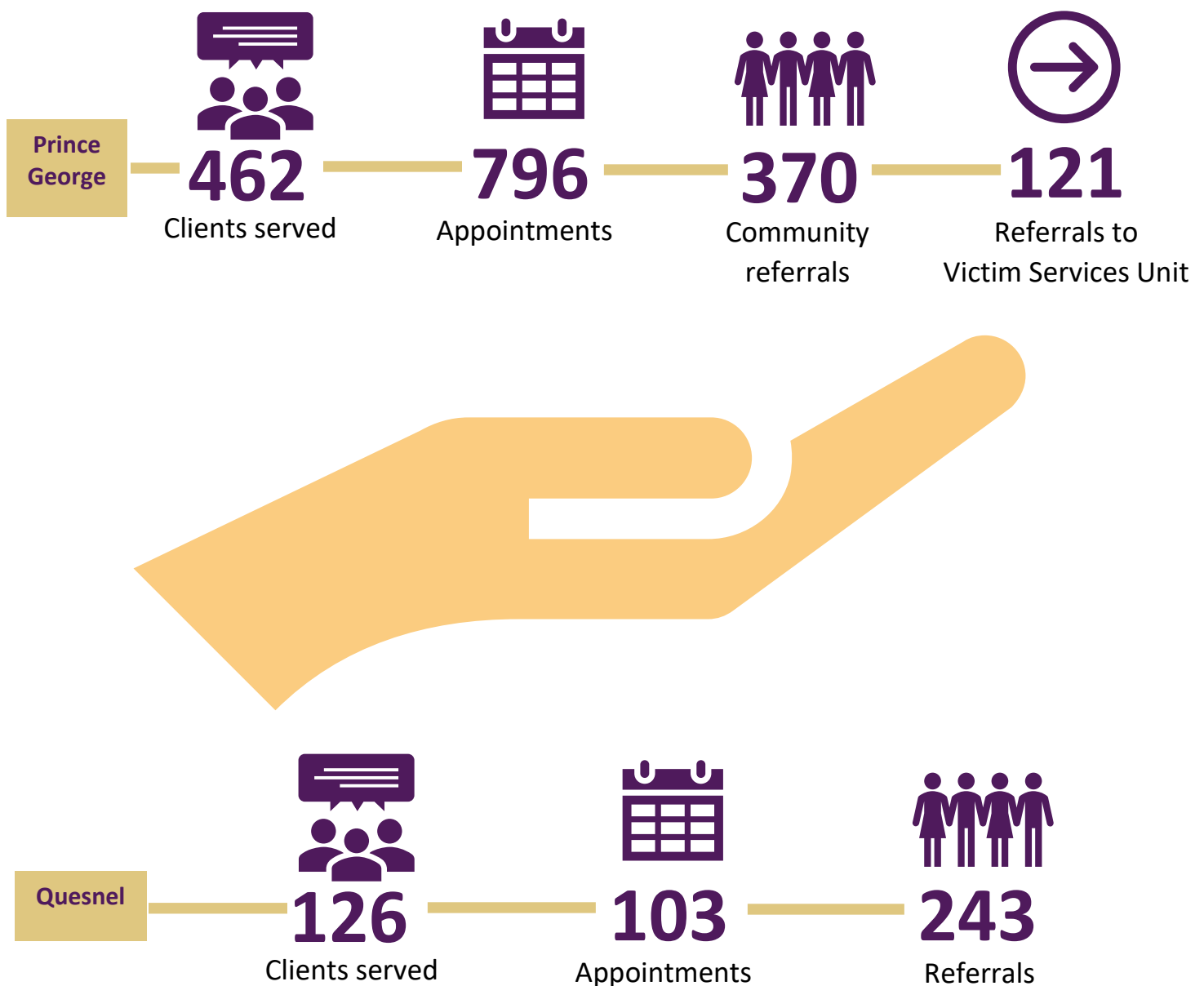
The transition house is a haven where women can take the time to decide on options that may affect their relationship and/or that clarify the supports, services, and advocacy they need.



Community-Based Victim Services Prince George & Quesnel

The Community-Based Victim Services (CBVS) program for Prince George and Quesnel supports victims of crime, specifically domestic violence, by providing information on the criminal justice system, court support, and referrals to community services.

The program referrals include self-referral from clients, the RCMP, Crown Counsel, RCMP Victim Services, and community agencies.



Court Worker Program



The Court Worker program is a beneficial resource where individuals receive legal information about and assistance with court procedures and processes.

The program connects people with Duty Counsel and other legal resources, helping them receive the best legal advice possible and guiding them through their family, criminal, or civil law issue.

The Court Worker provides emotional support, as well as referrals to other helping organizations within and outside of the Court House.

Organizations within the Court House include Legal Aid, Crown Counsel, the Court Registry, Family Justice Centre, Judicial Case Manager's office and Native Court Work Services

Organizations outside the Court House include various Elizabeth Fry Services, Victim Services, Sexual Assault Centre, Community Counselling Centre, Active Support Against Poverty and the Parent Legal Centre.

The Court Work Program also receives referrals from many of the above-mentioned organizations in return.



181

Adult females assisted



326

Adult males assisted

Embedded Domestic Violence Unit

The Embedded Domestic Violence Unit consists of a specialized Victim Service Worker, a worker from the Ministry of Children and Family Development, and a member of the RCMP.



The unit supports cases with the highest risk of domestic violence. Having the ability to go out into the community and do check-ins on clients is crucial to building relationships and keeping clients safe.



58

Clients received support



3

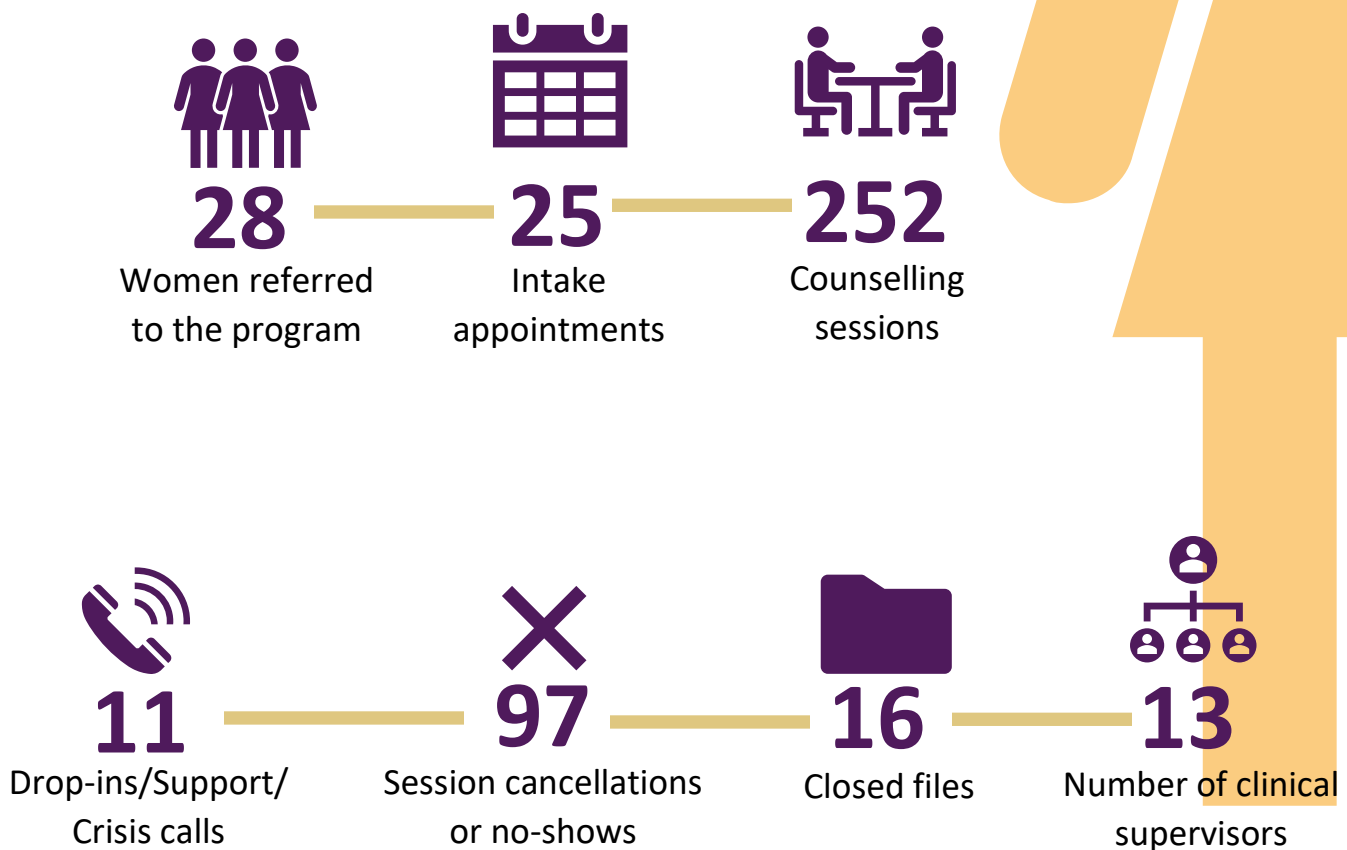
Women supported in their relocations to new communities

Women's Counselling

Victim Services and Women's Counselling triage incoming calls, which has been effective in supporting women for several years.

This year, the Counselling program delivered sessions through telephone or video, with flexible appointment times offered to accommodate people who operate small businesses in their homes, have young children and/or who require time off work for their counselling appointments.

These changes were positively received, with many people expressing their gratitude in the efforts to making already distressing situations less stressful.



Women's Outreach Services



The Women's Outreach Services program supports women and children fleeing abuse or at risk of homelessness who are currently residing at the transition house or in the community.

Outreach aims to provide wrap-around community support through referrals, information, and advocacy. This support is also offered to those working with the Ministry of Children and Family Development, the Ministry of Social Development and Poverty Reduction, and the RCMP.

The program assists with housing, financial assistance, family court accompaniments, and referrals to mental health and addictions services.



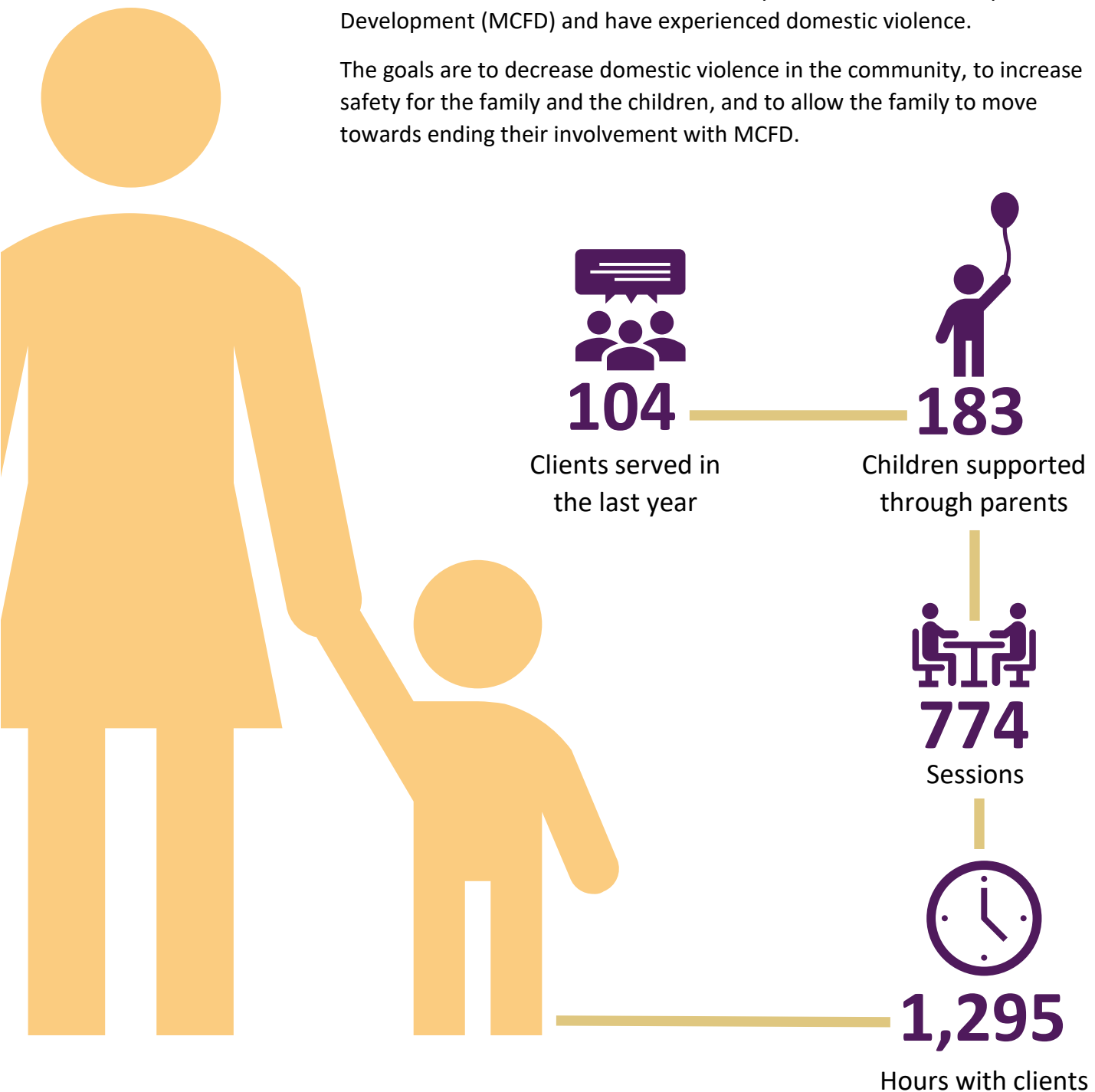


Our Family Programs

Domestic Violence Community Liaison Worker

The Domestic Violence Community Liaison Worker (DVCLW) supports families who are involved with the Ministry of Children and Family Development (MCFD) and have experienced domestic violence.

The goals are to decrease domestic violence in the community, to increase safety for the family and the children, and to allow the family to move towards ending their involvement with MCFD.



PEACE Program

The Prevention, Education, Advocacy, Counselling, and Empowerment Program, or PEACE for short, supports children and youth between the ages of 3 and 18 who have experienced violence.

(PEACE is the successor program to the Children Who Witness Abuse Program.)

The program offers psycho-educational counselling to children and families to help reduce the emotional and behavioral concerns that come from experiencing violence. PEACE is also a safe place where counsellor and child can foster healthy connection, and safely identify, name, express and regulate their feelings.



Children were supported by PEACE



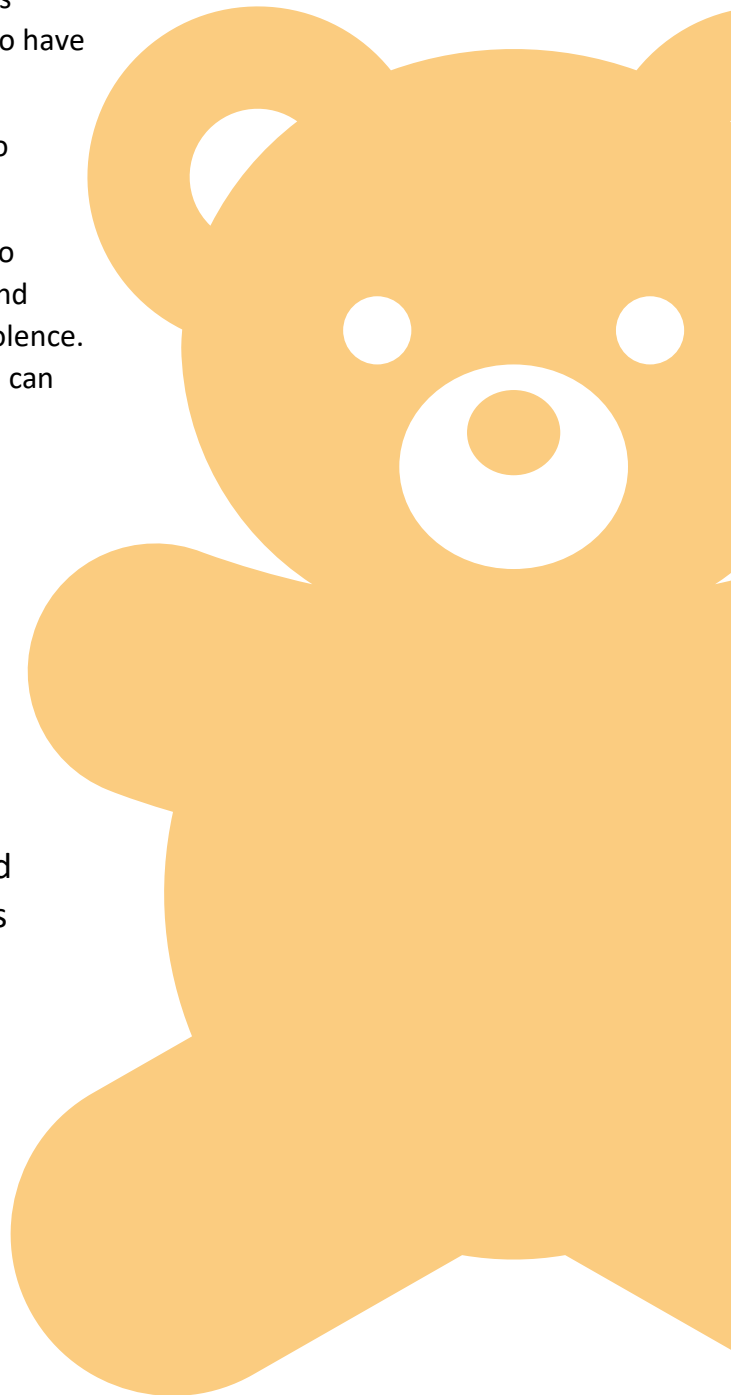
Caregivers supported children and families



One-on-one sessions



Referrals



Young Parent Program

This program supports youth under the age of 24 who are/were pregnant or parenting before the age of 20. The program provides individual support, parenting support, peer group activities, and information on educational opportunities. Fun family outings and activities, as well as daycare are also available free of charge.

A partnership with School District #57 provides access to educators and school counsellors.

Outreach workers and family development services provide support and assistance to clients.



Clients served
by the program



Children
attended
daycare



One-on-one
appointments



Groups



Children

12

Families

Supported by the
Family Centre

South Fort George Family Resource Centre

The South Fort George Family Resource Centre is a neighborhood-based facility that offers programs and activities to promote the health and well-being of people of all ages and incomes in a friendly, family-centered environment.



447
Gym rentals



40
Nechako Room
rentals



41
Fraser Room
rentals



93
Multi-purpose
Room rentals



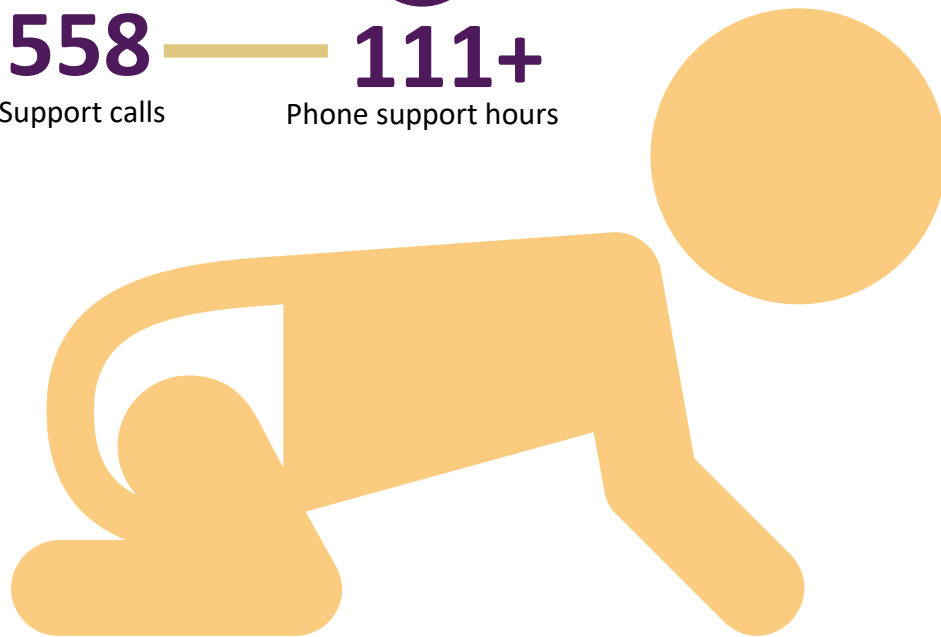
72
Community
kitchen rentals

Baby's New Beginnings

Baby's New Beginnings is a family-focused, pregnancy outreach program that operates out of the South Fort George Family Resource Centre.

The program provides a variety of drop-in services for pregnant women who are struggling with marginalization or have young infants up to 6 months of age.

Group and individual supports aim to empower, encourage, and educate families on healthy pregnancies and the resources available for the transition into parenthood.



Healthy Care Pregnancy Program

The Healthy Care Pregnancy Program (HCPP) supports pregnant women and new parents who use or have used substances, navigating through primary care, community care, and acute hospital settings while accessing treatment and recovery services.

The program is crucial for women with complex medical, health, and social risks as it connects them with housing services, child welfare, and family services.



10

Program participants



31

Number of times parents were accompanied to appointments

If I was given the opportunity to be a parent to at least one of my four children...I wouldn't have to be substance dependent.

I feel like crying because I am able to take my little girl home with me.

--Program Participant



10

Intakes



4

Graduations



25

Referrals received

Community Action Program for Children

The Community Action Program for Children (CAPC) funds community groups that promote the healthy development of children from birth to age 6 who face challenges that put their health at risk: poverty, teen parenting, social and geographic isolation, substance use, and family violence.

The goals of the CAPC are to improve healthy child development by improving parenting skills and parent-child relationships, decreasing social isolation, increasing child self-esteem, and providing child-focused activities, such as preschool programs and play groups.

Family Connections is part of the South Fort George Family Resource Centre. Due to COVID-19, Family Connections and Early Years Prince George are currently operating at a limited capacity and as sign-up cohort groups.



474

Caregivers
supported



668

Children
supported

Early Years

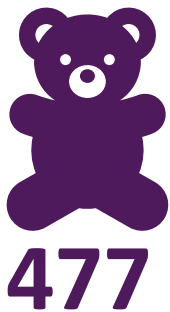
The Early Years program offers fun, age appropriate, drop-in play group opportunities for families and provides information answering questions parents may have about their children's social, emotional, and physical development.

A person-centred approach is used when engaging with parents to reduce barriers such as isolation and language. The program also provides advocacy and referrals.

With the pandemic, drop-in groups were run differently this year and the Little Artist and Community Kitchen programs were paused.



Children 0 to 6
received support



Children 0 to 6 years of
age participated in
Power Play Drop-In



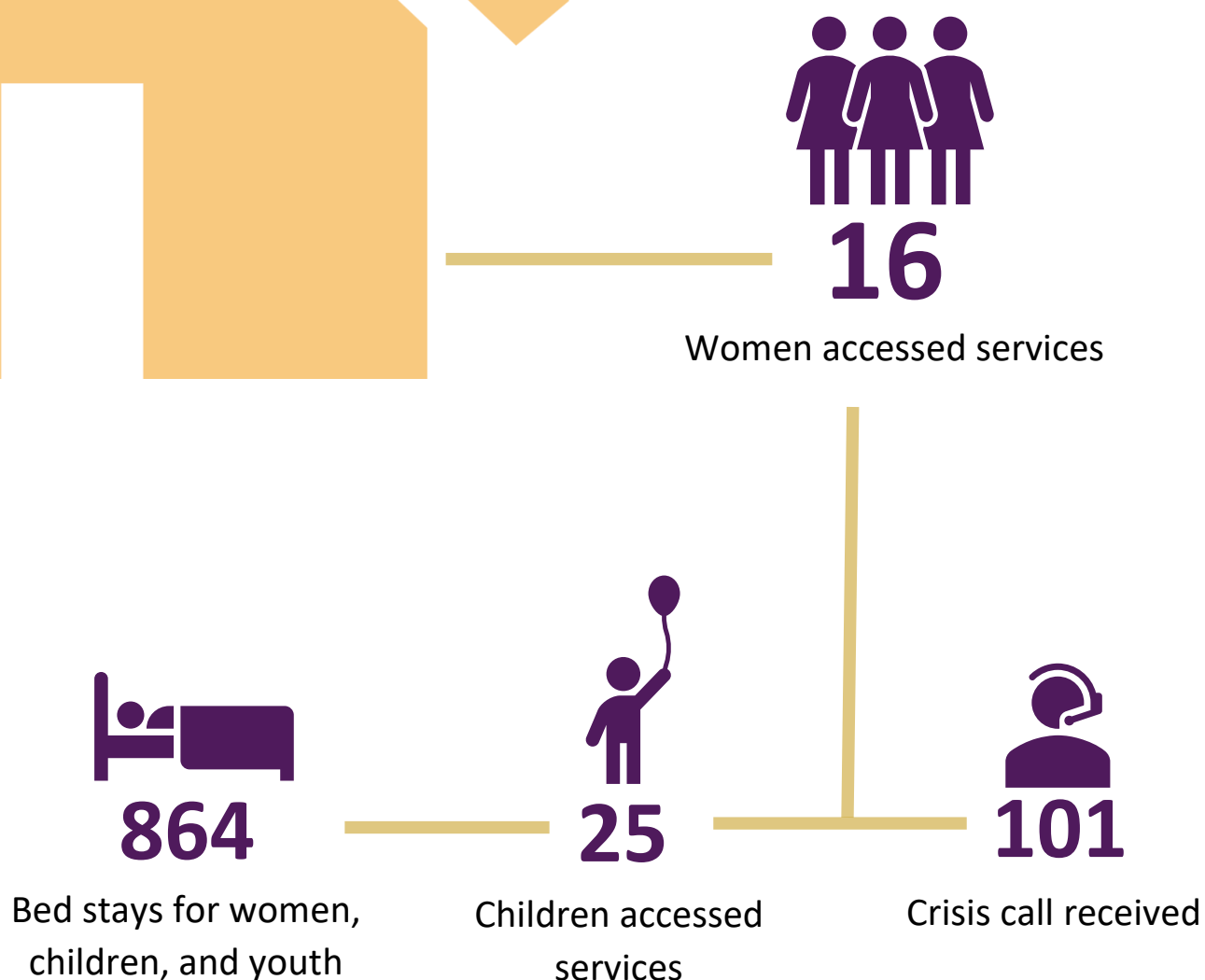


Women's Services: Burns Lake

Eagle's Nest Transition House

Eagle's Nest is a six-bed transition house for women and children in the Lakes District who have experienced or who are at risk of violence. The program also provides supportive recovery beds to women transitioning to/from addiction programs.

Improvements to the house continued this year. The backyard now has an improved kennel space and a fenced children's play area. Coaches have also been replaced with washable alternatives and all bunkbeds have been upgraded.



Women's Outreach

A part time Outreach Worker who forms this program has a multifaceted job.

(The role was vacant for six months resulting in lower program numbers for the year.)

Along with supporting the women who need to access Eagle's Nest Transition House, the program also assists women in the community who need of help but are not necessarily in need of transition house services.



Women accessed services



Individuals accessed the Clothesline Free Store through call-ins

Stopping the Violence Counselling (STV)

The Burns Lake Stopping the Violence (STV) Counselling program provides long term therapeutic assistance to women who have experienced relationship violence.

This program typically operates 21 hours per week. This year, the STV program has been operating at full capacity.

Wait list times have typically not exceeded one month. Most clients preferred virtual services and appreciated that they did not have to travel anywhere for their sessions.



Women received
services through this
program

Early Years – Burns Lake

The Burns Lake Early Years program provides information, education, peer support, and referrals to parents of children from birth to 6 years of age.

The program fills a gap between pre-/post-natal and the services provided by the school system for children that are age five and older.

The development that happens from birth to age six is crucial for lifelong physical, social, emotional, and mental health.

Groups offered throughout the year included Little Artist; Circle of Security; Healthy Start for Mommy and Me.

*The boys love coming here.
They ask about it all the time.*

--Little Artist's Parent



Families accessed
the program



Family Connections Burns Lake

Family Connections Burns Lake provides support, education, programming, information, and referral services to families who have children ages 0 to 6 and to those experiencing or who are at risk of fetal alcohol and drug effects.

COVID made regular groups very challenging. The program was closed for several weeks due to COVID outbreaks in the community. As a result, there were also fewer families wanting to interact with people face-to-face.

The goal is to invest in families upstream to support healthy outcomes for all. This part-time program currently operates 27 hours per week.

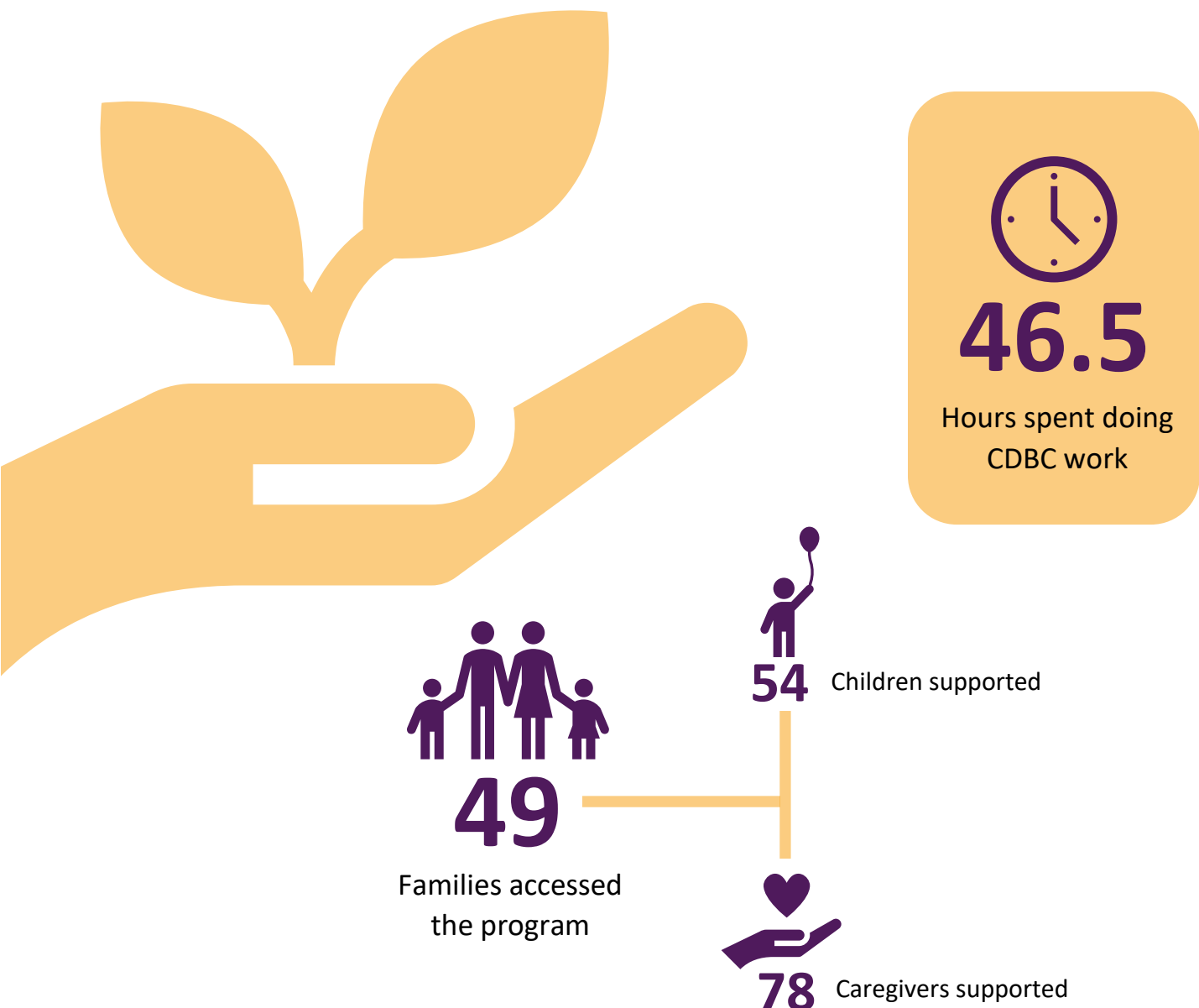


Intensive Family Support

Intensive Family Support is for families referred by the Ministry of Children and Family Development (MCFD).

Once families are referred, individual plans are developed to address the specific needs of the family. The families may be working towards reunification or may be building capacity to remain unified.

Referrals cover a large geographical area to ensure families in remote communities have equal access to the support program.



PEACE Burns Lake

Prevention, Education, Advocacy, Counselling, and Empowerment (PEACE) Burns Lake works with children between the ages of 3 and 18 years of age.

The program provides psycho-educational counseling to children and families to help reduce the emotional and behavioral concerns that come from being exposed to abuse.

It is also a safe space where children can express their feelings.

This program operates 17.5 hours per week.



Children and youth
received services



Caregivers received
support services



A black and white photograph of a window with a chain-link fence view. In the foreground, a pair of sneakers is on the floor. A purple banner with white text is overlaid on the image.

Leadership, Staff & Board of Directors

Leadership Team

Shannon Smith
Executive Director

Kathi Heim
Outgoing Executive Director, My Sister's Place Project Manager

Bernadette Goudreau, CPA, CMA
Finance/Human Resources Manager

Bally Bassi, MA
Community, Social and Justice Programs Manager

Tamara Bjorgan
Women's Services Manager

Katrina McGraw
Family Programs Manager

Claudette Plante
Housing Manager

Nancy Shorter
My Sister's Place Manager

Burns Lake Staff

Susanna Anderson
Kim Campbell
Pat Crouse
Annemieke Gardezy
Alea Giesbrecht

Rhonda Goetzen
Elise Harvey
Samantha Larsen*
Yvonne LeBlanc
Jessica Rea

Bernadette Ridley
Tracey Rogers
Monika Rush
Heather Waters
Birgit Wilson

**No longer with the Society as of March 31, 2022.*

Prince George Staff

Jenna Bernardo
Kaeli Blakely
Sarah Boyd
Jayden Boxeur
Susan Bradley
Cristy Ann Brown
Mandy Burndeniuk
Thea Caron
Leslie Currie
Shady Dack*
Randi Denicola
Jennifer Desjardins
Jodie Flanagan
Natalie Hadley

Amanda Housen
Denise Johnson
Anmolpreet Kaur
Baljit Kaur
Harsimranjeet Kaur
Cory Laboucane
Louise LeFebvre
Nicole Lepine
Denise Malcolm
Hilda McColl
Vivien Mencer
Janet Morgan-Rosen*
Kelly Mould
Alice Mphafi

Jamilah Nakiboneka
Annazette Ofulue
Ashley Petten*
Beverlee Risdale
Bridget Rolf
Kathleen Rowsell
Freela Sam
Nancy Shorter
Cassidy Shuvera
Colleen Soares
Juliet Que Wayara
Treena Wright
Kayla Yip

**No longer with the Society as of March 31, 2022.*

Quesnel Staff

Sherry Carifelle

Holly Trass

Board of Directors

Suzanne Jackson
President

David Halikowski
Treasurer

Selen Alpay
Director

Satinder Klair
Director

Sheona Mitchell-Foster
Director

A black and white photograph showing a close-up of an adult's hand gently holding a baby's foot. The adult's hand is on the left, with fingers wrapped around the baby's foot. The baby's foot is on the right, with toes visible. A solid purple horizontal banner is positioned across the middle of the image, partially obscuring the hands. The text "Our Funders & Donors" is written in white, bold, sans-serif font on the banner.

Our Funders & Donors

Donations

We acknowledge and thank those in the community who have made many generous clothing and household donations

Elizabeth Fry Society Funders

We acknowledge and thank our funders.

With their ongoing and continued support, our Society can provide valuable services to individuals seeking assistance.

- BC Housing
- Canadian Association of Elizabeth Fry Societies
- Government of Canada - Department of Justice, Public Health Authority Canada
- Connexus
- Ministry of Children and Family Development
- BC Association of Pregnancy Outreach Programs
- Ministry of Public Safety and Solicitor General
- Northern Health Authority
- Public Health Agency of Canada
- School District #57
- Province of BC - Civil Forfeiture Office



Our Donors

Many individual donations come from the community and friends of E. Fry.

Thank you:

- Lisa Gardiner
- Joseph Sackaeey
- Pat Priestner (Prince George Ford)
- Mark Dial
- Labour Day Organizing Committee
- Lindsay Timmermans
- Dr. R.K. Hampole Inc.
- Susan McElhanney
- FLNRO Social Fund
- Greg and Sharon Nikkel
- Betty Thacker
- Festival of Trees
- Canadian Vocational Training Centre
- Moira Perrins
- Shauna Lynch Personal Real Estate Corporation
- Spruce Credit Union
- Royal LePage Aspire
- Beth Chernowski
- Richard and Jane Girard
- Two Rivers Gallery
- Burns Lake District Teachers Union
- TBJ LLP
- Rhiannon Murphy





Prince George & District
Elizabeth Fry Society

www.pgefry.bc.ca