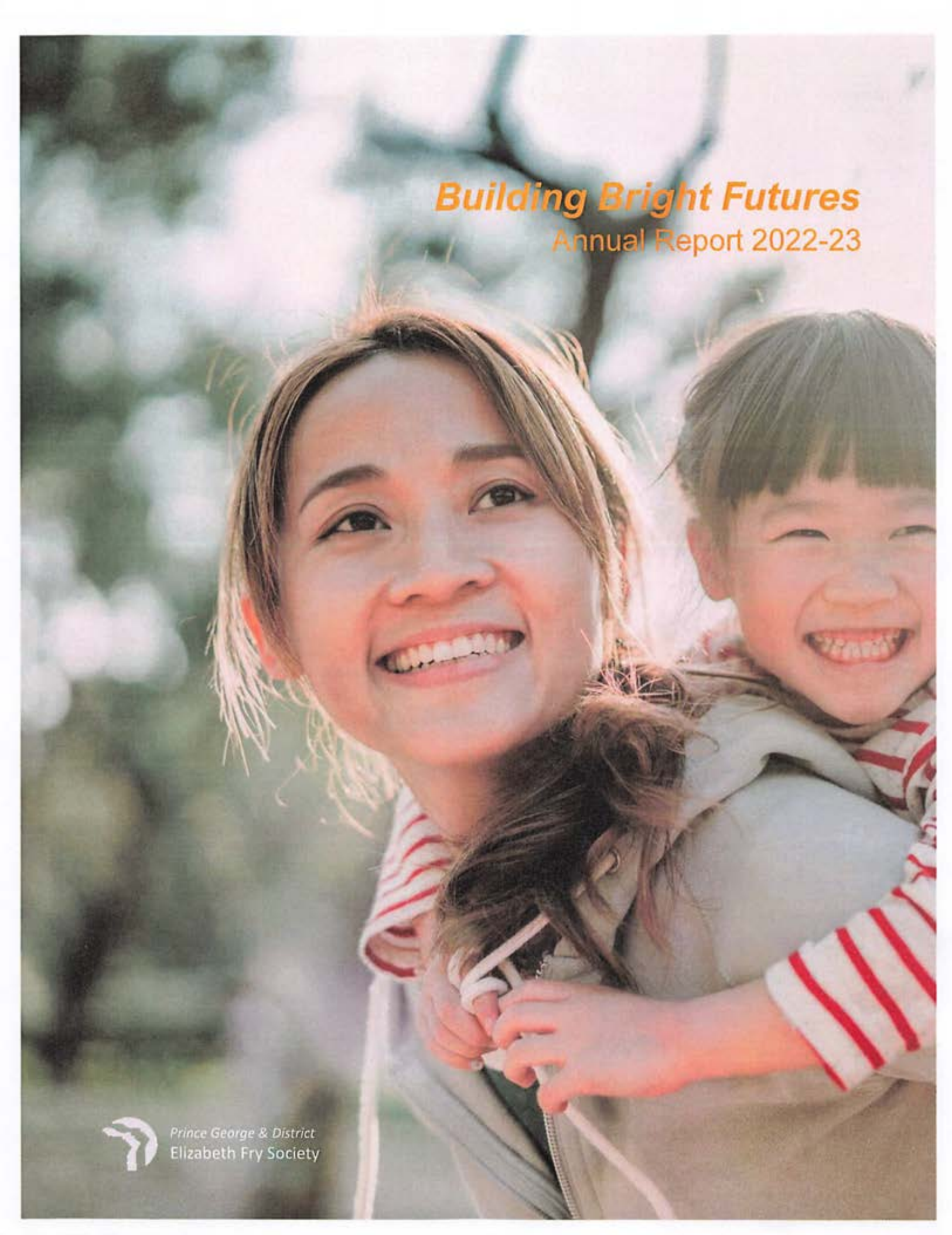


A photograph of a woman with long brown hair and a young child with bangs, both smiling and laughing. The woman is holding the child, who is wearing a grey jacket and a red and white striped shirt. They are outdoors with trees in the background.

Building Bright Futures

Annual Report 2022-23



Prince George & District
Elizabeth Fry Society

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Executive Director's Report

It has been 44 years since the Elizabeth Fry Society doors opened in Prince George. I am proud of this community organization and the resource that we have become. This past year saw the Society receive a three-year CARF Accreditation, a grand achievement. This effort involved every staff member and is a milestone to be very proud of.

Our agency supports women who, every day, are living lives where poverty, racism, criminalization, violence, abuse, oppression, marginalization, and a lack of educational and employment opportunities persist. Homelessness is a prevalent issue, and the current solutions are too small to meet the need. The work of our agency builds stronger and healthier communities – and one life at a time - it builds brighter futures.

The gift of this organization is the commitment and passion that its employees and volunteers have and their understanding that change happens in relationship with others. It is through these relationships that all our lives are touched.

The Elizabeth Fry Society has been able to create change because of its employees, people who give their time to it, our clients who have come to believe in their own worth, and certainly not least, our donors and funders who support the work we do.

As we celebrate another year, we remember people's names, faces, and journeys, and I feel deeply privileged to have worked with so many who make a difference in so many lives. Our ability to recognize the positive potential in every person, no matter what their present circumstances may be or their past history may involve, is our greatest strength. Our commitment to providing quality programming in a respectful manner that upholds the dignity and safety of those we serve is our most valuable of contributions.

On behalf of our Board and Management Team. I thank our funders, partners, and stakeholders for their ongoing support and faith in the services and resources that we provide.

I invite you to review the 2022-2023 highlights on the following pages and celebrate our collective achievements that marked this past year.

With your continued involvement and support we look forward to another rewarding year for the Prince George & District Elizabeth Fry Society.

In Strength,

Shannon Smith, Executive Director



Finance and 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.



CARF Accreditation

In 2018 the Ministry of Children and Family Development (MCFD) directed the Elizabeth Fry Society to begin the process of accrediting all programs funded by the Ministry. This requirement was the start of the process of accrediting the overall agency and MCFD-funded programs to obtain a successful Commission on Accreditation of Rehabilitation Facilities (CARF) Accreditation.

Headquartered in Tucson, Arizona, CARF certifies programs throughout the world. (Edmonton-based CARF Canada provided direction and assistance to the Society.) CARF standards document, which we applied, is the Child and Youth Services Standards Manual and covers topic areas such as:

- Leadership
- Strategic Planning
- Health and Safety
- Input from Stakeholders
- Workforce Development and Management
- Technology
- Performance Measurement and Management
- Program Standards

The overall agency completed the Aspire Section, referenced above and the following programs met specific standards unique to them:

Prince George

- Early Years Program
- Young Parent Program
- Domestic Violence Community Liaison Worker

Burns Lake

- Early Years Program
- Family Support Program
- Intensive Family Support Program

The agency accreditation team of Shannon Smith and Pat Devore worked through the extensive CARF manual to develop Society manuals, documents, trainings, and processes etc. to meet rigorous CARF Standards. Staff information sessions and training were also conducted as part of this process.

The CARF survey team of two arrived for three full days in Prince George and Burns Lake in February 2023. They reviewed 1,410 standards and then provided an information meeting to announce the Society had met all but six standards - an amazing result a first survey.

This process will be repeated every three years to ensure the Society continues to meet the ever-changing CARF standards of accreditation.





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.

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 2SLGBTQQIA+, 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 2SLGBTQQIA+ 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

This Year's Highlights

- Staff workshops offered - Land Acknowledgements and the History of Lheidli T'enneh; Colonization & Culturally Inclusive Communication; Colonization of Indigenous Women to name a few.
- Indigenous healing-based support programs launched: drumming, Medicine Wheel Café, Bannock Days, women's healing circle.

195

INDIVIDUALS SERVED

39

PETS
ACCOMMODATED

181

CHILDREN SERVED

93

PROGRAMMING
HOURS SUPPORTING
WOMEN & CHILDREN

22+

ONSITE CHILDCARE
HOURS

46

COMMUNITY
REFERRALS

379+

DIRECT CLIENT
SERVICE DELIVERY
HOURS

23

PG & DISTRICT
SOCIETY REFERRALS

My Sister's Place

This community housing program supports women with or without children who have experienced domestic violence and or abuse. It consists of three "levels" of supports and housing: Amber House, the Second Stage Program, and the Long-Term Housing Program. These programs work together to provide connection, safety, and community for women who are healing from trauma and wishing to make change in their lives and the lives of their children.

209

CLIENTS SERVED
(PRINCE GEORGE)

422

APPOINTMENTS
(PRINCE GEORGE)

725

COMMUNITY
REFERRALS
(PRINCE GEORGE)

234

REFERRALS RECEIVED
(PRINCE GEORGE)

130

NEW CLIENTS
(QUESNEL)

260

CLIENTS SERVED
(QUESNEL)

96

SAFETY PLANS
(QUESNEL)

40

BAIL INTERVIEWS
(QUESNEL)

30

CRIME ASSISTANCE
APPLICATIONS
(QUESNEL)

This Year's Highlights

- Staff were involved in the community and attended events, including Indigenous People's Day and several community meetings.
- ICAT meetings were hosted and held regularly by Society staff.
- ICAT training was also completed by Society staff and community members.

Victim Services

The Prince George and Quesnel community-based Victim Services (CBVS) program supports victims of 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.

This Year's Highlights

- Helping organizations within the Court House: Legal Aid, Native Court Work Services, Crown Counsel, the Court Registry and Judicial Case Managers Office.
- Helping organization outside the Court House: Elizabeth Fry services, RCMP, Victim Services, Sexual Assault Centre, Community Care Centre, Active Support Against Poverty, and more.

2,310

TOTAL CONTACTS

222

ADULT MALES

170

ADULT FEMALES

17

YOUTH MALES

2

YOUTH FEMALES

0

IN CUSTODY

845

CRIMINAL COURT
PROCEDURES

17

WITNESS ASSISTS

387

FAMILY COURT
ASSISTS

6

SMALL CLAIMS
COURT ASSISTS

903

REFERRALS

Court Worker Program

This program has returned after a two-year hiatus due to COVID-19. The program supports individuals who do not have legal representation and who have low incomes and connects them with Duty Counsel to receive the best legal advice possible to guide them through their family/criminal/civil law issue. The Court Worker also provide much needed emotional support and referral to several "helping" organization within and outside the Court House.

35

WOMEN REFERRED
TO THE PROGRAM

200

INDIVIDUAL
COUNSELLING
SESSIONS

16

DROP-
IN/SUPPORT/CRISIS
CALLS

46

CLOSED FILES

15

CLINICAL
SUPERVISIONS

0

GROUP SUPPORT
SESSIONS HELD THIS
YEAR

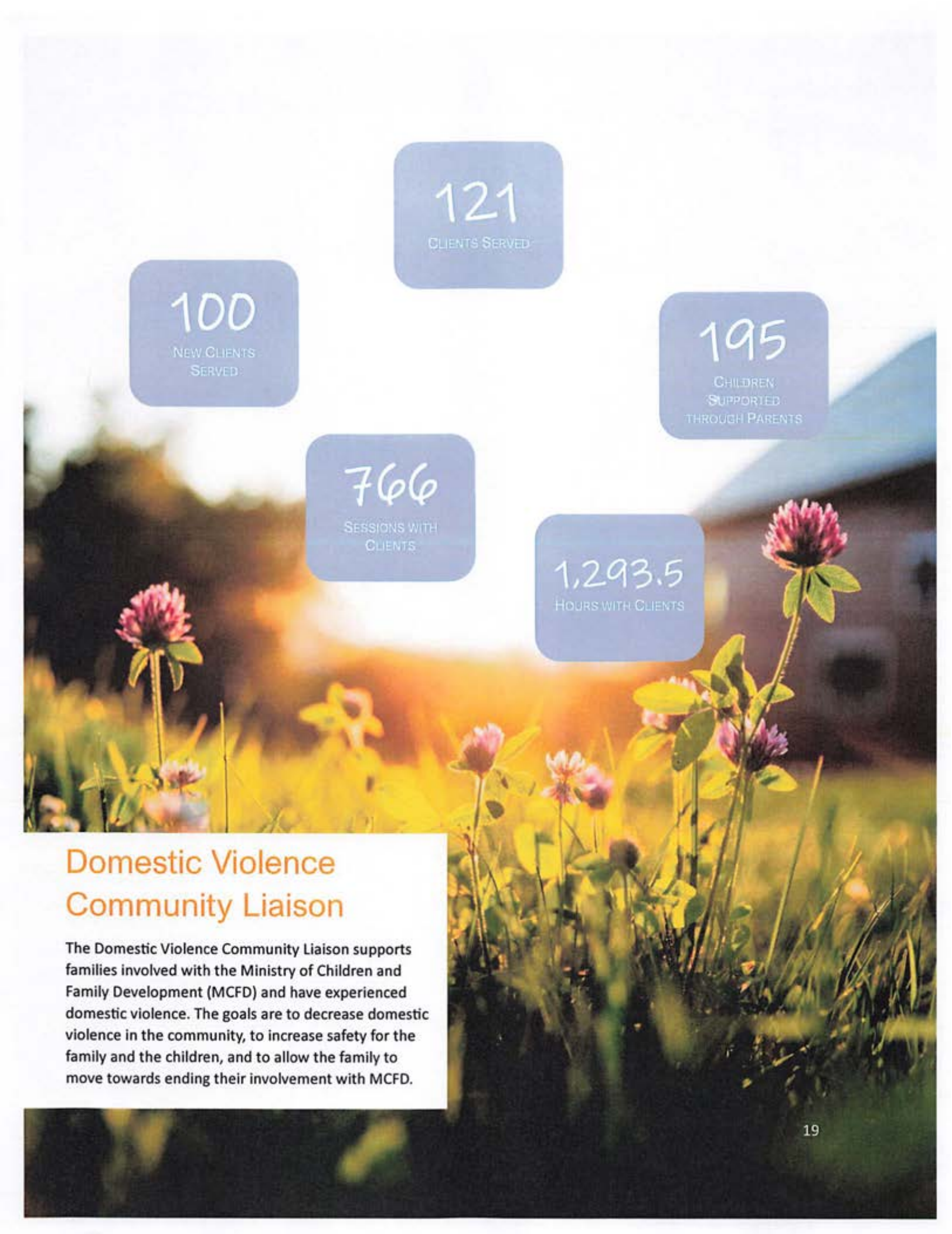
This Year's Highlights

- Program and Victim Services collaborated on revising the Victim Services application for service and a feedback form for both programs.
- The teams also created a recycling video to encourage in-office recycling.
- Several other materials and videos are in progress to support in-house and community training and education.

Stopping the Violence

This program provides long term counselling and therapeutic assistance to women who have experienced violence in a relationship, childhood abuse, criminal harassment, partner assault or sexual assault. Staff provide information about police files, the criminal justice system, court case results, referrals for emergency social services, legal services, resources for children.

Our Family Programs



100

NEW CLIENTS
SERVED

121

CLIENTS SERVED

195

CHILDREN
SUPPORTED
THROUGH PARENTS

766

SESSIONS WITH
CLIENTS

1,293.5

HOURS WITH CLIENTS

Domestic Violence Community Liaison

The Domestic Violence Community Liaison supports families 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.



364

WOMEN ACCESSED
SERVICES

140

CHILDREN RECEIVED
SUPPORTS

Women's Outreach

For women and children fleeing abuse or who live in the community and are at risk of homelessness, outreach provides wrap-around support through referrals to mental health and addictions services, advocacy, housing, financial assistance, family court accompaniments, and information. 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.



371

TOTAL SESSIONS
PROVIDED

145

INDIVIDUAL
PARENT/CAREGIVER
SESSIONS

200

INDIVIDUAL CHILD
SESSIONS

10

GROUP CHILD
SESSIONS

16

GROUP
PARENT/CAREGIVER
SESSIONS

PEACE

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 a safe place where counsellor and child can foster healthy connection, and safely identify, name, express and regulate their feelings.



31

GROUPS SUPPORTED

53

CLIENTS SERVED

699

1-1 APPOINTMENTS

19

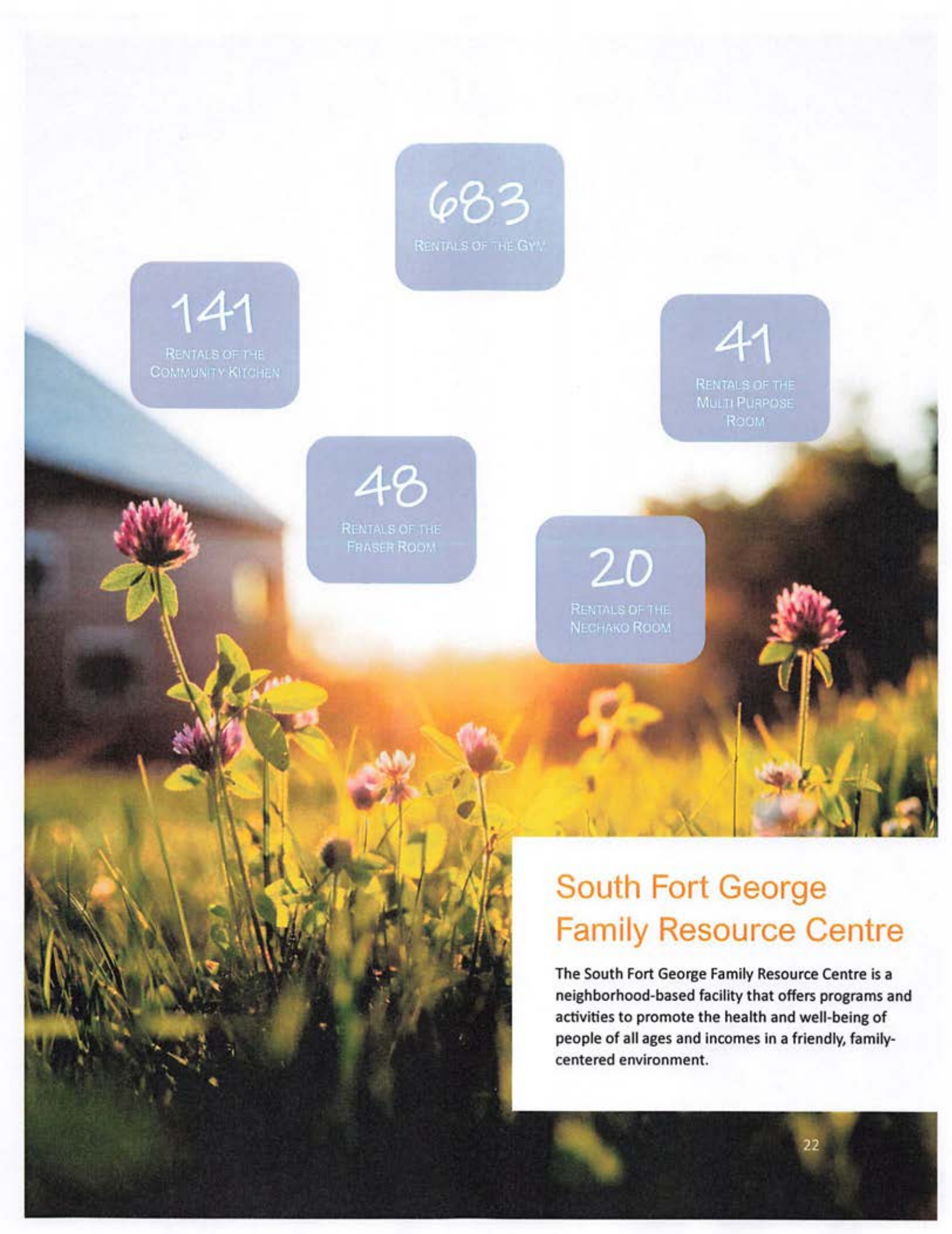
FAMILIES RECEIVED
CARE FROM THE
FAMILY CENTRE

20

CHILDREN RECEIVED
CARE FROM THE
FAMILY CENTRE

Young Parent Program

For youth under 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 and daycare are available free of charge. A partnership with School District #57 provides access to educators and school counsellors. Outreach workers and family development services support and assist.



683

RENTALS OF THE GYM

141

RENTALS OF THE
COMMUNITY KITCHEN

41

RENTALS OF THE
MULTI PURPOSE
ROOM

48

RENTALS OF THE
FRASER ROOM

20

RENTALS OF THE
NECHAKO ROOM

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.

67

NEW PRENATAL &
POSTPARTUM
INTAKES

42

BOTTLES OF
PRENATAL VITAMINS
GIVEN

414

BUS TICKETS GIVEN

490

\$18 HEALTHY FOOD
VOUCHERS PROVIDED

630

PHONE SUPPORT
CALLS

30

FAMILIES SUPPORTED
WITH FARMERS'
MARKET COUPONS

This Year's Highlights

- A total of \$12,960 of Farmers' Market coupons supported 30 families to access healthy local produce, meat, eggs, and honey over the summer months.
- Each family received \$27 a week over 16 weeks, totalling \$432 per family.

Baby's New Beginnings

Baby's New Beginnings is a family-focused, pregnancy outreach program operating out of the South Fort George Family Resource Centre. It provides 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 empower, encourage, and educate families on healthy pregnancies and the resources available for the transition into parenthood.





23

PROGRAM
PARTICIPANTS

43

REFERRALS RECEIVED

87

APPOINTMENT
ACCOMPANIMENTS

17

INTAKES

20

GRADUATIONS

Healthy Care Pregnancy Program (HCPP)

HCPP supports pregnant women and new parents who use or have used substances in navigating 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, connecting them with housing, child welfare, and family services.



613

CAREGIVERS
SUPPORTED

849

CHILDREN AGES 0-6
ENGAGED

Community Action Program for Children

This program funds groups that promote healthy development of children ages 0 to 6 who are subjected to poverty, teen parenting, social and geographic isolation, substance use, or family violence by improving parenting skills and parent-child relationships, socialization skills, child self-esteem, and engaging them in child-focused activities, such as preschool programs and play groups.



439

CAREGIVERS
SUPPORTED

605

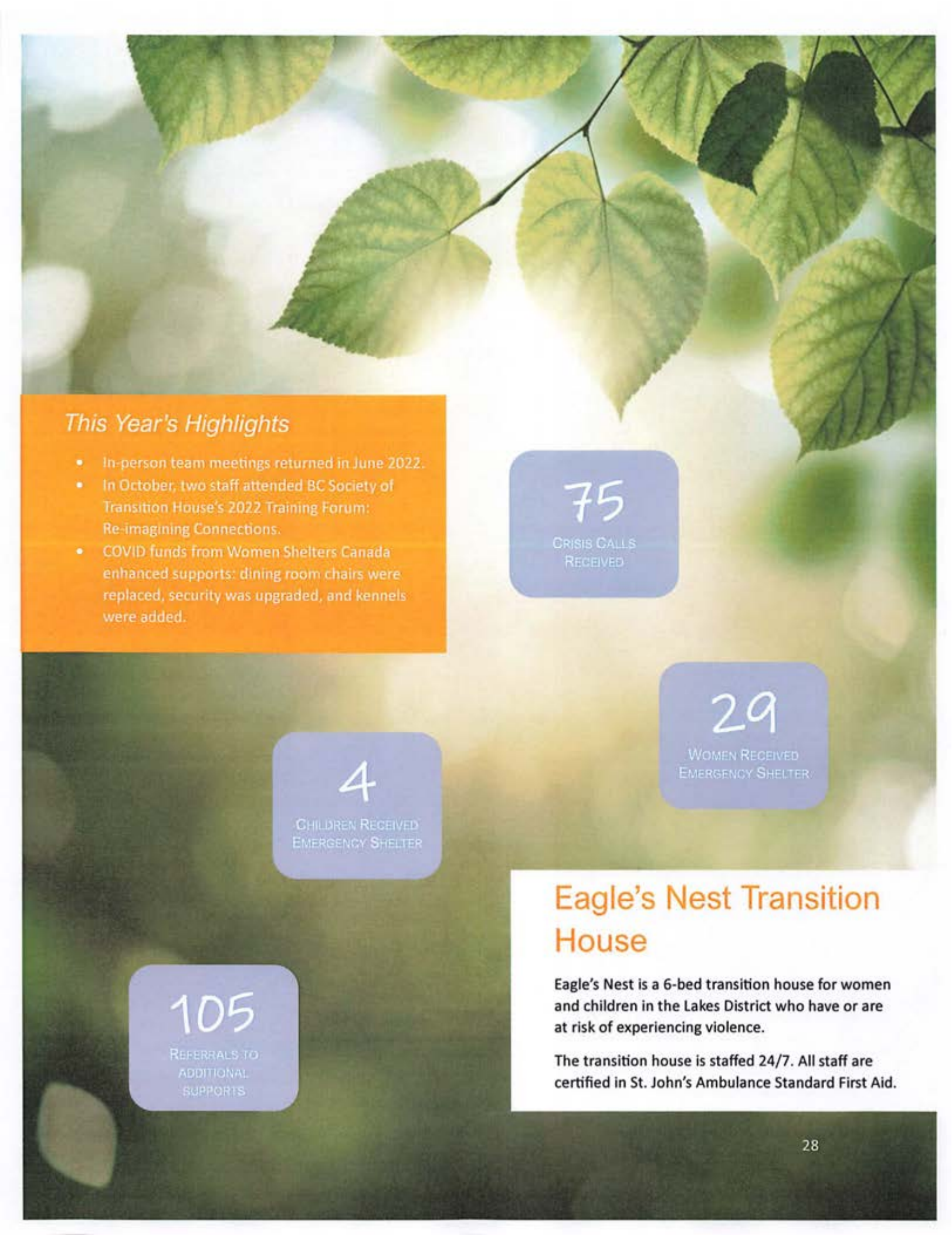
CHILDREN AGES 0-5
ENGAGED

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.

Women's Services Burns Lake



This Year's Highlights

- In-person team meetings returned in June 2022.
- In October, two staff attended BC Society of Transition House's 2022 Training Forum: Re-imagining Connections.
- COVID funds from Women Shelters Canada enhanced supports: dining room chairs were replaced, security was upgraded, and kennels were added.

75

CRISIS CALLS
RECEIVED

29

WOMEN RECEIVED
EMERGENCY SHELTER

4

CHILDREN RECEIVED
EMERGENCY SHELTER

105

REFERRALS TO
ADDITIONAL
SUPPORTS

Eagle's Nest Transition House

Eagle's Nest is a 6-bed transition house for women and children in the Lakes District who have or are at risk of experiencing violence.

The transition house is staffed 24/7. All staff are certified in St. John's Ambulance Standard First Aid.

A smiling woman with grey hair is holding a large bouquet of pink and red carnations. She is wearing a black top with white polka dots and a beaded necklace. The background is a blurred outdoor setting with a brick building and greenery.

53

VISITS TO THE
CLOTHESLINE

85

CALLS FROM WOMEN
IN THE COMMUNITY

161

SERVICES PROVIDED
(REFERRALS,
TRANSPORT, ADVOCACY)

48

STUDENTS
PARTICIPATED IN
WEEKLY GROUPS

This Year's Highlights

- Provided an information table at Indigenous People's Day.
- Distributed coasters to raise awareness during National Day of Remembrance and Action on Violence Against Women on December 6.
- Shared 100 carnation flowers to women in the community to recognize International Women's Day on March 8.

Women's Outreach

The Burns Lake Women's Outreach Program is multifaceted, supporting women accessing Eagles Nest Transition House, and assisting women in the community who need help and who are not necessarily in need of the transition house services.

Community education and awareness building of violence against women is also part of this program.



This Year's Highlights

- There is no wait list, and no one had to wait more than 30 days for service.
- After almost 30 years of working in the women's sector in various roles, Counsellor Bernadette retired in February 2023.

22

WOMEN RECEIVED
COUNSELLING
SERVICES

265

CALLS RECEIVED

428

COUNSELLING
SESSIONS PROVIDED

81

REFERRALS MADE
FOR ADDITIONAL
SUPPORTS

Stopping the Violence

The Stopping the Violence Counselling Program provides long term therapeutic assistance to women who have experienced historical and/or relationship violence.

This program operates 21 hours per week.



54

FAMILIES ACCESSED
PROGRAM GROUPS

67

OUTSIDE
OUTREACH HOURS

230

HOURS OF DIRECT
SERVICES TO
FAMILIES

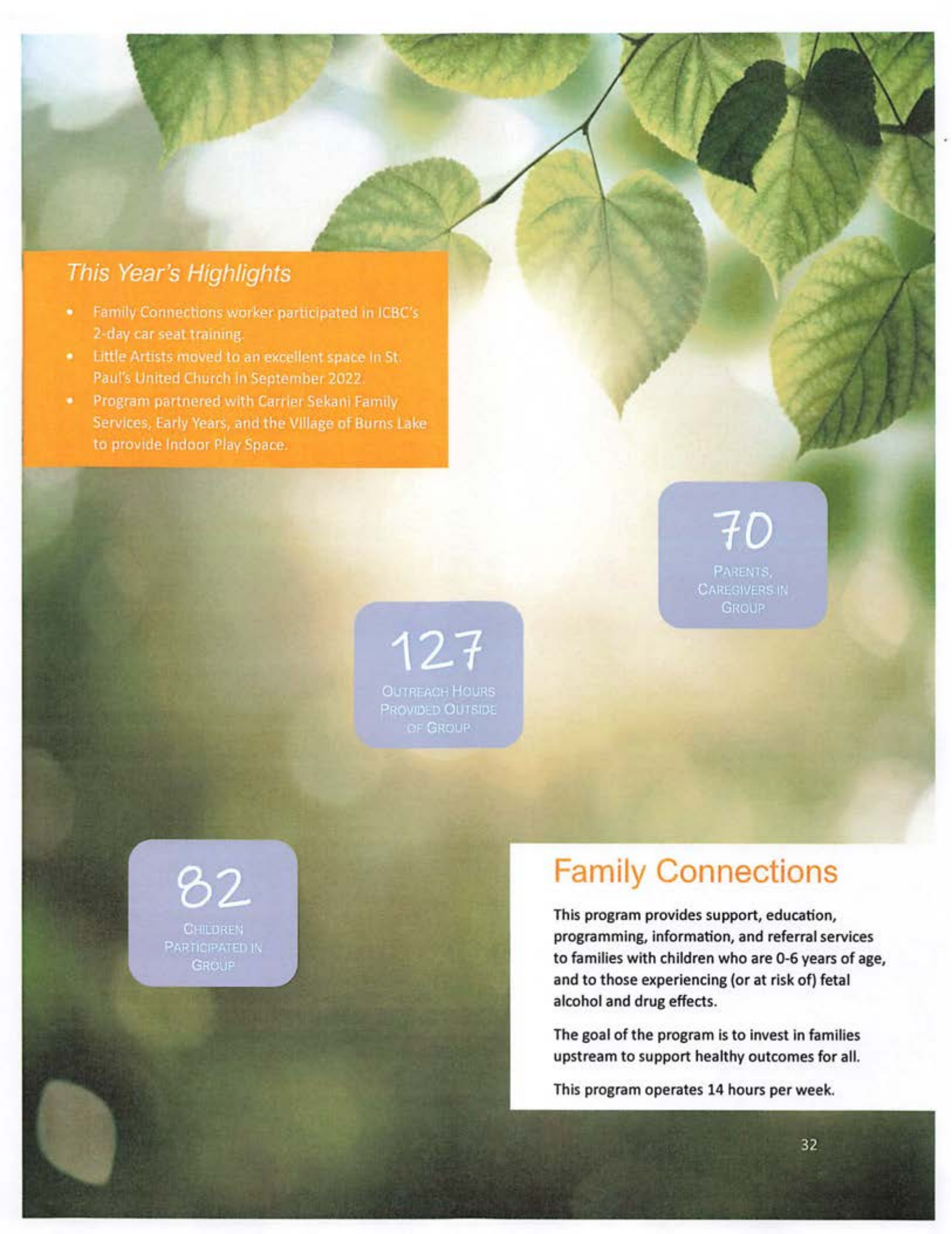
This Year's Highlights

- Included in the agency's successful 3-year CARF certification.
- Offered *Little Artists*, *Healthy Start for Mommy and Me*, and *Indoor Play Space*.
- Hosted a children's activity table during Indigenous People's Day.

Early Years

Early Years provides information, education, peer support, and referrals to parents of children ages 0 to 6 years of age. Development during these formative years is crucial for lifelong physical, social, emotional, and mental health.

The program fills a gap between pre- and post-natal and the school-provided services for children ages 5+.



This Year's Highlights

- Family Connections worker participated in ICBC's 2-day car seat training.
- Little Artists moved to an excellent space in St. Paul's United Church in September 2022.
- Program partnered with Carrier Sekani Family Services, Early Years, and the Village of Burns Lake to provide Indoor Play Space.

70

PARENTS,
CAREGIVERS IN
GROUP

127

OUTREACH HOURS
PROVIDED OUTSIDE
OF GROUP

82

CHILDREN
PARTICIPATED IN
GROUP

Family Connections

This program provides support, education, programming, information, and referral services to families with children who are 0-6 years of age, and to those experiencing (or at risk of) fetal alcohol and drug effects.

The goal of the program is to invest in families upstream to support healthy outcomes for all.

This program operates 14 hours per week.



50

FAMILIES ACCESSED
SERVICES

This Year's Highlights

- Program staff received Naloxone training.
- The Ladies Auxiliary donated \$5,000 towards food for group participants.
- Program is MCFD funded and was successful in achieving a 3-year CARF Accreditation.

1,432

HOURS OF DIRECT
SERVICES DELIVERY
PROVIDED

Family Support

This program provides intensive support to families through MCFD referrals and non-intensive support for families from all other referrals sources. Once referred, plans are developed to address the needs of the family. Families may work towards reunification or build capacity to remain unified.

Referrals cover a large geography so families in remote communities have equal access to the program.

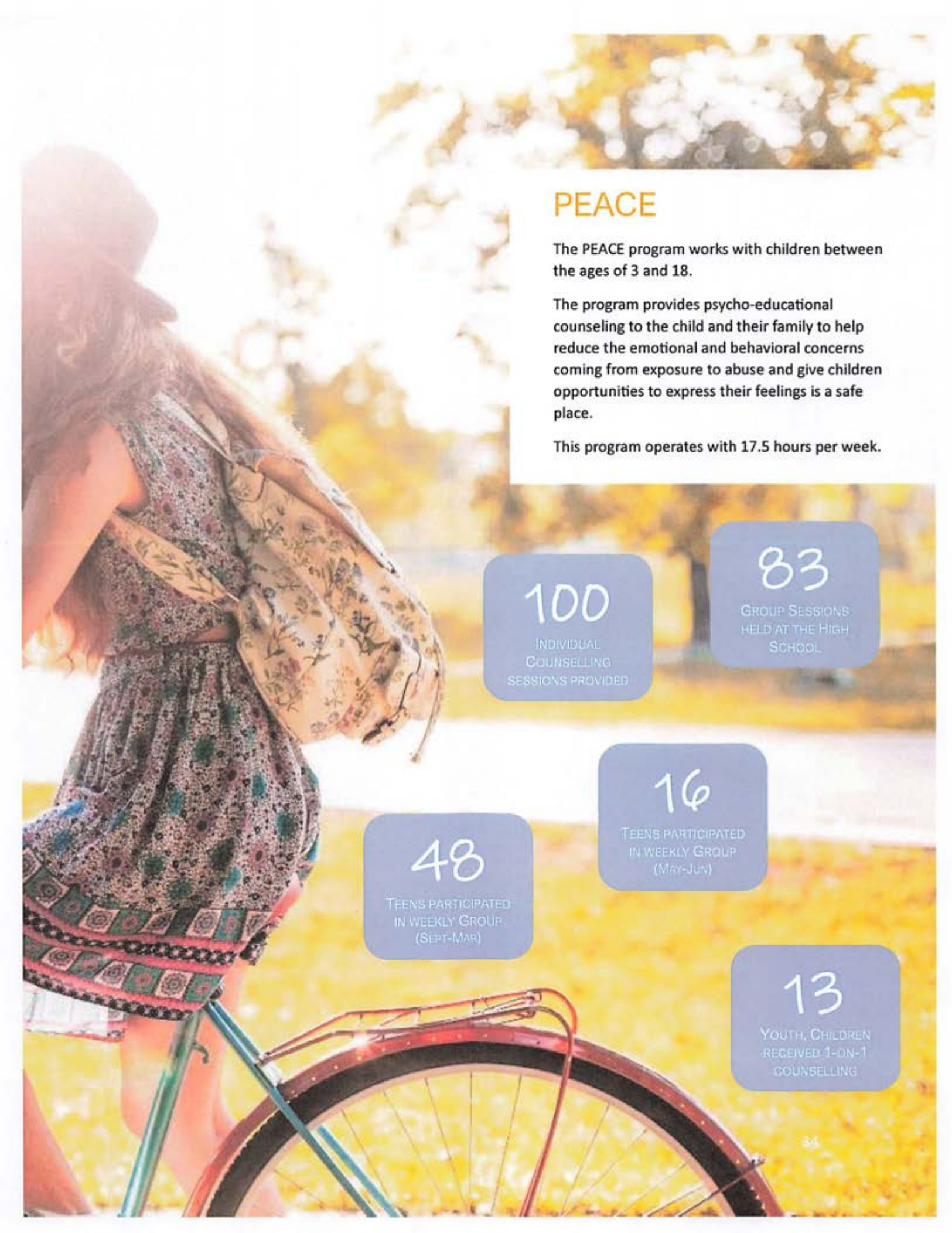
106

HOURS INDIRECT
SERVICE PROVIDED

23

CDBC* PROGRAM
HOURS

*CRIMINAL RECORDS
BEHAVIORAL CONDITIONS



PEACE

The PEACE program works with children between the ages of 3 and 18.

The program provides psycho-educational counseling to the child and their family to help reduce the emotional and behavioral concerns coming from exposure to abuse and give children opportunities to express their feelings in a safe place.

This program operates with 17.5 hours per week.

100

INDIVIDUAL
COUNSELLING
SESSIONS PROVIDED

83

GROUP SESSIONS
HELD AT THE HIGH
SCHOOL

16

TEENS PARTICIPATED
IN WEEKLY GROUP
(MAY-JUN)

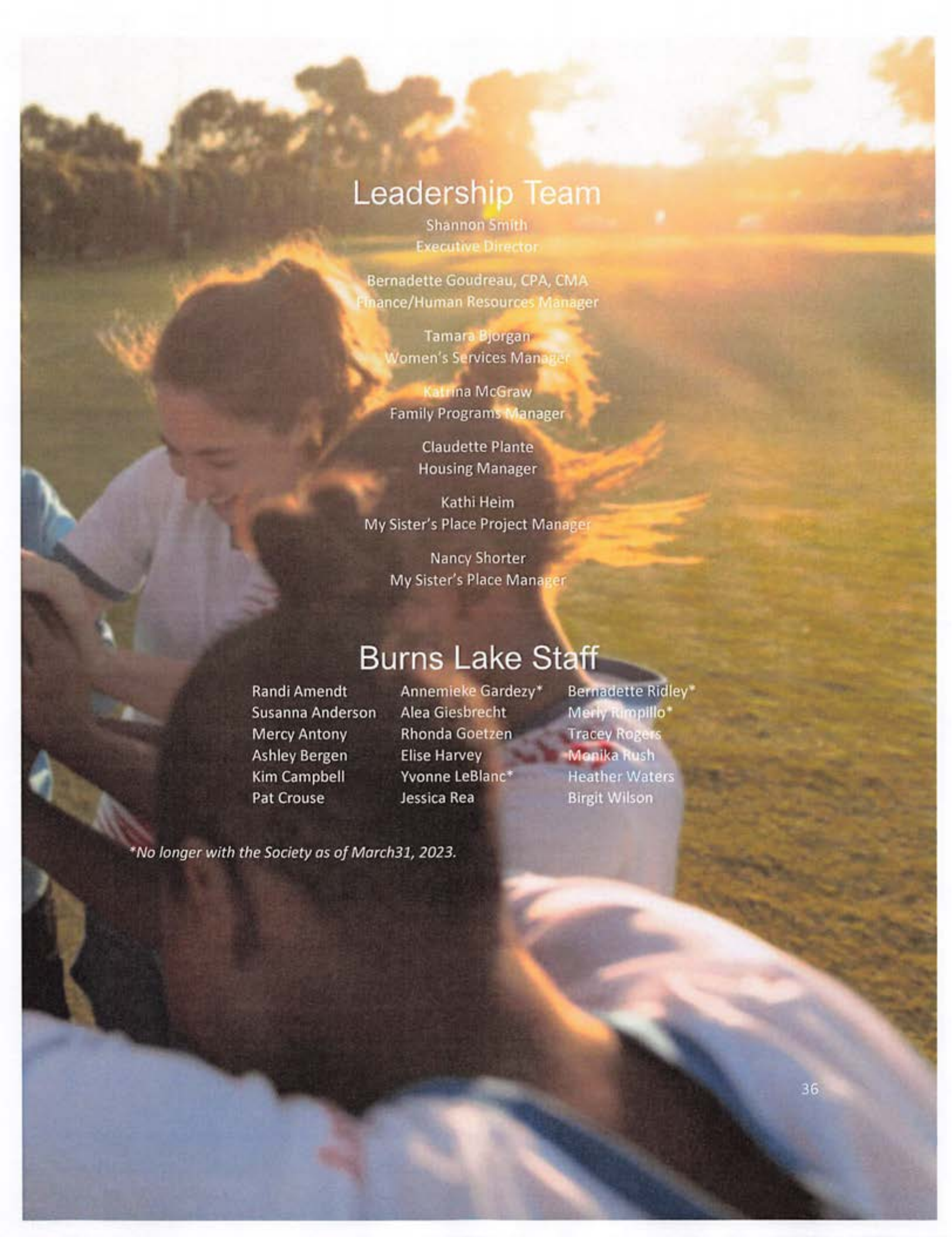
48

TEENS PARTICIPATED
IN WEEKLY GROUP
(SEPT-MAR)

13

YOUTH, CHILDREN
RECEIVED 1-ON-1
COUNSELLING

Leadership,
Staff,
Board of Directors



Leadership Team

Shannon Smith
Executive Director

Bernadette Goudreau, CPA, CMA
Finance/Human Resources Manager

Tamara Bjorgan
Women's Services Manager

Katrina McGraw
Family Programs Manager

Claudette Plante
Housing Manager

Kathi Heim
My Sister's Place Project Manager

Nancy Shorter
My Sister's Place Manager

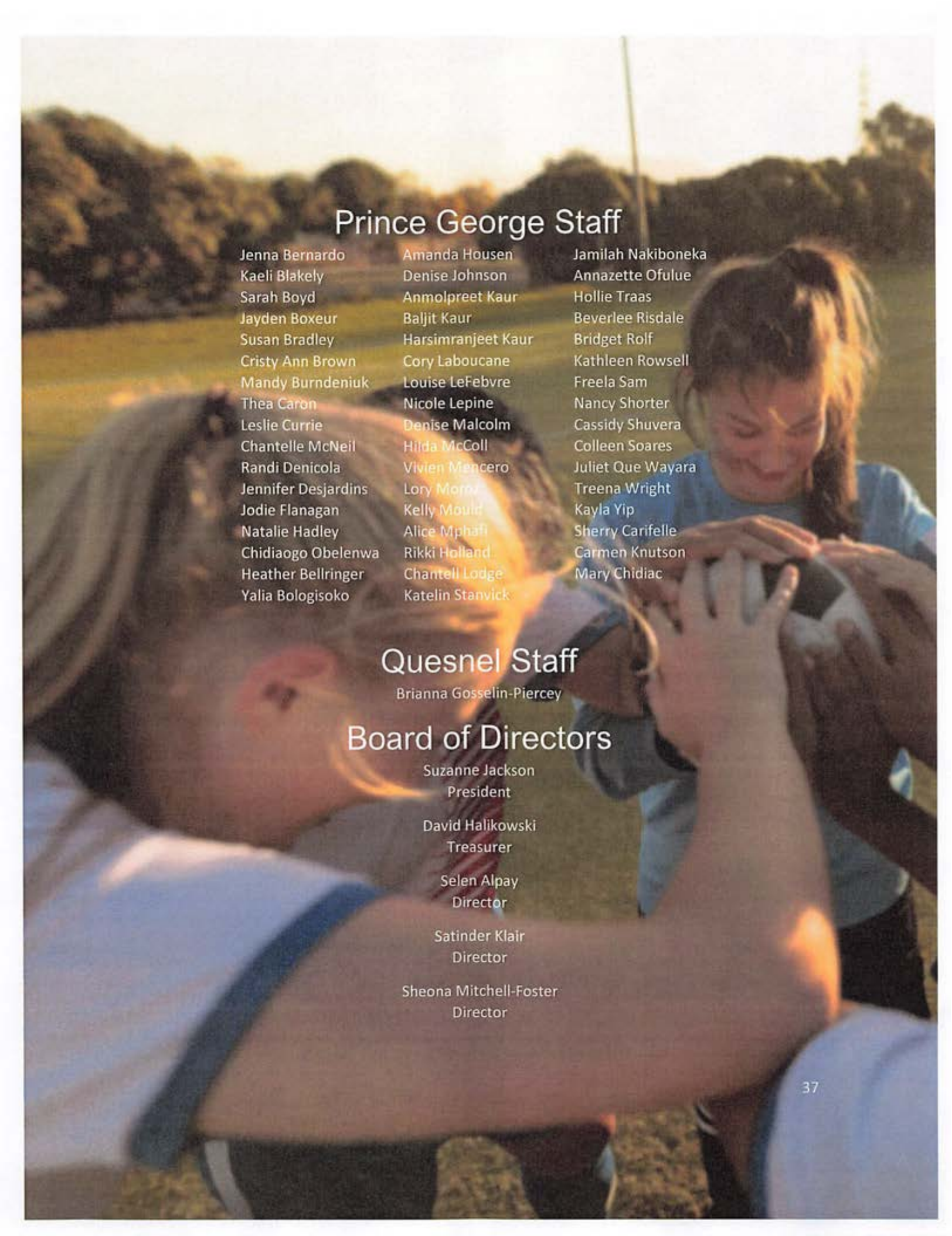
Burns Lake Staff

Randi Amendt
Susanna Anderson
Mercy Antony
Ashley Bergen
Kim Campbell
Pat Crouse

Annemieke Gardezy*
Alea Giesbrecht
Rhonda Goetzen
Elise Harvey
Yvonne LeBlanc*
Jessica Rea

Bernadette Ridley*
Merly Rimpillo*
Tracey Rogers
Monika Rush
Heather Waters
Birgit Wilson

**No longer with the Society as of March 31, 2023.*



Prince George Staff

Jenna Bernardo

Kaeli Blakely

Sarah Boyd

Jayden Boxeur

Susan Bradley

Cristy Ann Brown

Mandy Burndeniuk

Thea Caron

Leslie Currie

Chantelle McNeil

Randi Denicola

Jennifer Desjardins

Jodie Flanagan

Natalie Hadley

Chidiaogo Obelenwa

Heather Bellringer

Yalia Bologisoko

Amanda Housen

Denise Johnson

Anmolpreet Kaur

Baljit Kaur

Harsimranjeet Kaur

Cory Laboucane

Louise LeFebvre

Nicole Lepine

Denise Malcolm

Hilda McColl

Vivien Mencerio

Lory Momo

Kelly Moulr

Alice Mphafi

Rikki Holland

Chantell Lodge

Katelin Stanvick

Jamilah Nakiboneka

Annazette Ofulue

Hollie Traas

Beverlee Risdale

Bridget Rolf

Kathleen Rowsell

Freela Sam

Nancy Shorter

Cassidy Shuvera

Colleen Soares

Juliet Que Wayara

Treena Wright

Kayla Yip

Sherry Carifelle

Carmen Knutson

Mary Chidiac

Quesnel Staff

Brianna Gosselin-Piercey

Board of Directors

Suzanne Jackson
President

David Halikowski
Treasurer

Selen Alpay
Director

Satinder Klair
Director

Sheona Mitchell-Foster
Director

Our Funders & Donors

A photograph of a person with long dark hair, seen from the side, holding a small child's hand. The person is wearing a dark jacket with a visible zipper. The background is a soft-focus outdoor scene with greenery and a path.

Donations

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

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.