

# URBAN NATIVE YOUTH ASSOCIATION

*Training the Leaders of Tomorrow*

## ANNUAL REPORT 2015-2016



**Education**

**Personal Support**

**Residential**

**Sports & Rec**

**Publications & Videos**

**Native Youth Centre**

Creating a Home Away from Home

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## **President's Message**

The Urban Native Youth Association (UNYA) is very fortunate to have a dedicated management team and Board of Directors. We are made up of unique and passionate community members, with a strong commitment to Aboriginal youth. Together, through our 20 programs, we seek to empower our youth in all aspects of their lives. Our youth are our future, and we remain committed to strengthening our programs and enhancing the supports and opportunities available to them so that they can pursue their dreams and fully realize their potential.

At our annual orientation/training retreat, the Board of Directors learned a lot about each other and the important role we play in providing healthy and strong governance to UNYA. We also had a lot of fun while learning more about the unique gifts each Board member brings to UNYA, gaining new knowledge and skills through in-depth training sessions, and taking part in dynamic team-building activities which continue to strengthen our Board and the work that we do.

All programs have been successful this year; we continue to engage lots of youth and new community partners and leverage diverse support for our programs and initiatives. We greatly appreciate all the amazing work of the youth, staff, volunteers, and community partners at UNYA.

We are very pleased that UNYA continues to grow and strengthen as an organization. We have over one hundred volunteers, almost 100 full and part-time staff, and 300+ community partners.

Thank you to the UNYA membership for entrusting us with this important work on behalf of the community.

Rick Lavallee  
President, Board of Directors

## **Executive Director's Message**

It's incredibly gratifying to work with such a committed team of board members, staff, and youth leaders on a daily basis. My hands go up in appreciation to everyone who is contributing to UNYA's ongoing growth.

It is always rewarding to see youth take hold of opportunities and blossom into the young people they were always meant to be. Unfortunately, we also continue to struggle with funding for very important prevention and intervention programs and activities related to arts, culture, music, sports, and recreation. Funders are few and far between, and often short-term, sporadic, or unstable. We continue to offer these opportunities where we can in all of our programs, but it is not at the level that we would like and that Native youth deserve.

We continue to work hard to ensure that the Native Youth Centre capital campaign is still moving forward so that our efforts to ensure that Native youth have a culturally-appropriate and welcoming youth centre to call home is realized as soon as possible. I am very excited to report that we will soon start yet another program that is slated to move into the NYC: a Native Youth Health and Wellness Centre is in development! We were recently notified that we will have a full-time Nurse Practitioner hosted by UNYA. We have begun discussions with potential partners who can help us to provide culturally-appropriate and accessible programming to meet the holistic health needs of Native youth.

Of course, this important work could not be done without the dedication, knowledge, and enthusiasm of our staff, Board members, volunteers, and partners. Our staff and volunteers have been doing great work with urban Native youth. Their efforts help to ensure that youth have access to meaningful opportunities to reach their goals and full potential. In addition, we are grateful to our 265+ community partners who help to ensure that youth are able to access welcoming and relevant services throughout the community. Thank you for your commitment to youth and trust in UNYA as an organization.

I look forward to watching UNYA continue to provide meaningful opportunities and support to Native youth with creativity, enthusiasm, respect, and great dedication to Native youth.

Dena Klashinsky, Musqueam and Kwakwaka'wakw Nations  
Executive Director

# UNYA Board of Directors

Our Board of Directors is made up of youth, service providers, and community activists. We are very grateful for their dedication, time, and commitment. They have been very supportive to both staff and youth through their direct involvement in community and staff activities. Thank you all for contributing to the success of UNYA.



**Jerry Adams** is Nisga'a from the Eagle Clan. He has been on the Board for eight years. He has been in the social service field for over forty years and is currently the Executive Director of the Circle of Eagles Lodge Society. He was the Executive Director of UNYA for thirteen years, is a youth advocate, and champion of the Native Youth Centre capital campaign. Jerry has been married to his lifelong sweetheart Linda for thirty-nine years and the proud papa of three grown children.



**Lesley Campbell** is Mi'kmaq from Newfoundland. Lesley joined the Board in 2011, and currently serves as our Vice President. She recently completed an MA in Indigenous Community Planning at UBC. Lesley moved to Vancouver in 2007, and worked with UNYA as the Kinnections Program Coordinator. She says that "working at UNYA had an impact on me both personally and professionally and has a lot to do with who I am today. I recognize that I am not unique in that experience. After I moved on from my position, I wanted to continue to support the work that UNYA does for our youth and community and that's why I volunteered for the Board".



**Daniel Cook** is from the Huu-ay-aht First Nation of the Nuu-chah-nulth peoples on his father's side, and is of the Ganada Clan of the Nisga'a on his mother's side. He attended UBC in the Native Indian Teacher Education Program. Daniel has worked for various organizations in the community, including UNYA (Native Youth Drop-In Centre), Vancouver Native Housing Society (Elders Program), and Circle of Eagles Lodge Society (Eastside Aboriginal Space for Youth, other youth programming, and Finance). Currently, Daniel coordinates the Eagles Youth Program at COELS. Daniel joined the UNYA Board in 2011. He hopes to continue working for the youth in the community.



**Clayton Gray** is 28 years old and is a member of the Curve Lake First Nation. Born in Ontario, raised in Athens, Georgia, but has lived in Metro Vancouver for the past 8 years. Clay originally joined UNYA as a volunteer with the Aboriginal Youth First Sports and Recreation program in 2011. Clay mainly acted as a wrestling coach for AYF but also assisted with the canoe program and the snowboarding team. Clay joined the board in 2014 because he believed strongly in the work that UNYA has undertaken and wanted to be involved beyond volunteering. Clay also felt his experience with non-profits could assist UNYA and was keen to learn from the Elders and fellow board members. Clay has since stepped down from the board to pursue a law degree at the University of Victoria.



**Brittany Stewart** is a member of the Sliammon and Nisga'a First Nations. Born and raised in Vancouver, she first started visiting UNYA with her mom when she was younger. Now a regular at UNYA for 6 years, she particularly enjoys activities in the Overly Creative Minds (OCM) and AYF Sports & Recreation Programs, and participating with the UNYA canoe family on canoe journeys. She feels it's important to take the time to participate in traditional practices with Elders and cultural mentors. Brittany joined the board in 2012 as a youth because she feels her knowledge about UNYA makes her able to represent her peers well, with a strong voice. Brittany serves as our Board Secretary.



**Rick Lavallee** is Metis from Manitoba. He is a Vancouver Police Department Constable working as the Aboriginal Liaison to help build relationships with the Aboriginal community, especially youth. He is the Board President, and has served on the Board of Directors since 2008. He is also the Vice-President of the Circle of Eagles Lodge Society. Rick organizes and participates in activities with youth, such as day hikes and canoe pulls. He is on our Board as he believes strongly in Aboriginal youth empowerment.



**Denise Williams** Denise Williams is a member of Cowichan Tribes and is of both First Nations and Scottish ancestry. For the last ten years, she has focused on capacity-building efforts amongst First Nations, specifically through education and technology. She recently completed a Masters in Business Administration through Simon Fraser University. Denise is the Executive Director of the First Nations Technology Council, a role that inspires and challenges her. She has greatly appreciated the opportunity to develop and implement a social enterprise business model for the Technology Council, and the opportunity to connect with First Nations communities across the province. In addition to joining the UNYA Board this year, Denise also serves as the President of the Vancouver Aboriginal Community Policing Centre Society.



**Leila Williams** is of Wet'suwet'en and Carrier descent from Moricetown, B.C. Now in her second year on the UNYA board, she is a youth Board member. Leila also volunteers at the Collingwood Neighbourhood House as a youth worker in the Collingwood Aboriginal Youth C.R.E.W. (Cultural.Recreational.Education.Work.) Program. For more than a decade, she has been a participant in about 10 different youth programs in Vancouver, and she is also involved in various community events. The help Leila has received from many youth workers over the years has inspired her to pursue youth work as a career, and she is currently working towards attaining a youth and child care degree. Leila is fueled by a desire to give back to the communities she grew up in. She has already taken steps toward meeting her goals and will continue to do what she loves.

## A Brief History of UNYA

UNYA offered its first program to Native youth in 1988 and became a non-profit society in 1989. We have since grown to include more than twenty programs and initiatives, including four live-in programs. We have more than 100 staff and work with over one hundred and seventy volunteers every year. We also have over 270 community partners.

We believe that Native youth have the right to live safe, healthy, and positive lives that are free from negative influences. We strive to address issues that negatively affect the lives of Native youth by providing a supportive continuum of care, with a large focus on prevention-based activities such as our peer leadership, sports and recreational activities, and health programs.

We continue to focus on prevention because we firmly believe that Native youth lack opportunities, not abilities. We strive to meet their immediate and long-term needs. When they have access to opportunities, our children and youth excel, and they have many strengths to build upon. Should youth become involved in street or negative lifestyles, we're also here to support and help them make positive changes in their lives. We will continue to adapt to meet the changing needs of today's Native youth to ensure that they have the best chance possible to lead safe, healthy, and positive lives.

Youth are consulted in the development of new programs and services, as we feel youth are the experts in their own lives and are in the best position to advise us on youth issues. We always strive to have at least 4 Native youth on our board of 9 members. Youth are influential in programming through the direct input they provide as participants, in user group consultations for the new Native Youth Centre, and ongoing research and community development initiatives.

We continue to focus much of our efforts on community development initiatives, for we believe that the strengthening of our community as a whole can have a tremendous and positive impact on the lives of Native youth. Over the years, we have strived to contribute to the positive development of our community by creating our *Full Circle* and *Helping Hands* manuals. We've also created several new resources for youth, including a series of violence-prevention posters and empowering videos created by young women, and *BALANCE*, a parenting manual for youth. We continue to widely distribute a Health Booklet, health-promotion posters, and a cookbook, *Eating Healthy on a Budget*, all youth-focused resources. We also host community meetings and forums, offer training on youth issues to the community, serve on community steering committees, attend consultation meetings, conduct research, develop innovative programs, hire and train youth, participate on the Metro Vancouver Aboriginal Executive Council (MVAEC), and create partnerships that strengthen and expand services for Native youth.

Our Executive Director and administrative team work hard to ensure that our staff members are supported, both in their work and as individuals. As part of our efforts to promote healthy lifestyles, we provide an Employee Assistance Program that enables staff to debrief with or regularly visit a qualified Counsellor. UNYA is well known for our monthly FUNYA Day, which is a team building and wellness day. In the morning, we organize workshops that provide information and awareness to assist us in doing our work more effectively, aid in our personal wellness, or enhance our cultural knowledge. At lunch, we sit together and share a meal. In the afternoon, we participate in a fun activity such as sports, games or nature walks. FUNYA is a great opportunity for our many staff to provide updates about their programs, welcome new staff members, and spend time getting to know one another as our programs are spread throughout the community and staff do not always have an opportunity to visit, learn, and relax with each other. It is a great team-building day, which enhances and strengthens UNYA on many levels.

# Youth Involvement

UNYA is committed to involving youth in planning and developing programs as much as possible. Youth are engaged on many levels, including participating in community meetings and events and representing the Board at meetings with funders and other partners, contributing to surveys, serving on our Board of Directors, as staff, in practicum positions, as summer students, and in training opportunities.

## **Board of Directors**

At least four of the nine Board positions are reserved for youth, and many have served in the Board Executive. Youth Board members, in particular, have been very helpful in ensuring that UNYA remains youth-focused, that youth voice is heard and responded to throughout the organization, new programs are relevant to Native youth, and youth needs are being positively addressed. All of our Board members are committed to being active mentors and learners, so that their Board term can be a fulfilling learning experience that will increase their skills and knowledge.

## **Research**

UNYA has conducted many surveys that have helped us to identify the needs of youth. This is a very important aspect of our work, because we believe that youth are the experts in their own lives. Youth input is essential in developing new programs, identifying youth needs, and finding ways to address those needs. Youth have been very helpful, both by participating and helping to conduct the surveys.

## **Ongoing Program Development**

Youth are very instrumental in program development through the input they provide while participating in our programs and activities, and through youth advisory committees which are active in several programs. Our staff is very aware that youth will not attend programs that are not relevant, welcoming, or safe for them to attend. So, when youth provide feedback about different aspects of a program or activity, we give it very serious consideration. We want to ensure that our programs are accessible and truly useful for youth. Sometimes, we are not able to change things due to safety or regulations, but we try to adapt what we can to ensure that youth input is meaningfully incorporated and programs remain youth-driven.

## **Native Youth Centre**

UNYA has been working to develop a Native Youth Centre at Commercial & Hastings. Youth have been involved throughout this process through our Board of Directors and on various planning committees. They have also helped to develop the project logo and marketing materials, as well as Permanent Donor Recognition plans. Youth have met with funders and participated in focus and user groups, as well as community meetings which have provided input during the facility program stages.

## **Summer Student Employment and Internships**

Every year, funds permitting, we hire youth for summer student positions and host youth internships within various programs. We strive to provide as many opportunities as possible for youth to learn as much as they can about youth work during their time with us. Most recently, youth summer students and interns have helped to create and deliver dynamic programming in our Young Spirits Summer Program, and enhanced summer programming offered by the Aboriginal Youth Worker, Overly Creative Minds (OCM), and Native Youth Learning Centre Programs. They help to develop, coordinate and supervise programs, and prove to be great mentors and very good role models.

## **Employment and Training Opportunities**

Whenever possible, we aim to hire youth to work for us in both short-term and permanent positions. We strive to teach youth new skills and give them new experiences in areas that they may not have the opportunity to acquire otherwise. Youth have been particularly helpful with research and survey projects, where they have worked as surveyors. After receiving training, these youth have been instrumental in soliciting youth input, by identifying and working with their peers in the community. Youth were hired to help create and update several editions of the Helping Hands Resource Manual. They also helped to conduct surveys of 223 Native youth to inform the development of our AYF Sports and Rec Program. Youth have also been directly involved in our youth engagement strategies, where they have been hired and trained on a part-time basis to do outreach to youth where they congregate, as well as with community organizations and others who work with Native youth, so that they are more aware of UNYA and the programs that we provide.



# Year in Review

## Special Projects for the Year

Starting this year, our two alternate school programs, **Aries** and **Cedar Walk**, now have designated spots for self-referrals. Previously, referrals could only be made by a Social Worker or Probation Officer and this change allows our programs to be more easily accessible to youth wishing to attend.

UNYA was excited to open our newest program in September 2015, the **Native Youth Health and Wellness Centre** which offers free health care services to Native youth. Through partnerships with Providence Health, Vancouver Coastal Health, Strathcona Midwifery Collective among others, we are able offer holistic health care services through a Nurse Practitioner, Addictions Counsellor, registered Midwives, and Elders. The centre also hosted a first year medical student who collaborated with the NYHWC team to start collection of valuable health information and resources to share with youth.

In October we welcomed youth, families, service providers, and funders to our Halloween-themed **Open House** event that included a haunted house theme with staff from all programs on site, tours, food, and incredible door prizes. The event proved quite popular among our youth and community members alike.

This year, the **Young Bears Lodge** program underwent a renewal to identify ways to strengthen programming to most effectively respond to the needs of youth while remaining Aboriginal in focus, spirit, and operations. We are very pleased to add a Clinical Counsellor and Intake and Referral Counsellor to our team of Youth Care Counsellors and Program Manager. These new positions contribute to strengthened clinical care and help to maintain connections between youth, their family, and other care providers. We've also identified new ways to support the roles of Elders and peer mentors, and incorporate cultural activities and practices.

**Hockey Helps the Homeless** held their annual Vancouver tournament in November, with money raised going to support UNYA and other community organizations that provide services to meet immediate and long term needs of people struggling with homelessness.

UNYA's Dojo space was temporarily transformed into a free clothing store for youth during our **Eat Shop Hang** event. We hosted a fun filled afternoon where youth were able to expand their wardrobes from a wide selection of clothing, shoes, and accessories.

In January, staff put together and delivered 122 **Youth Hampers** containing food and resources for youth and their families. We included a combination of fresh produce, perishable, and nonperishable items. We're thankful to partnerships: No Frills who provided food at wholesale and reduced prices to make our hampers more affordable, while Maple Leaf storage generously provided 125 storage boxes for us to easily package and drop off food to youth.

This winter marked the 5<sup>th</sup> annual **Bentwood Box Auction** fundraiser. Thanks to our continuing partnership with the Lattimer Gallery, the artists, bidders, and matching donors, we raised an outstanding \$42,693.85 in support of the Native Youth Centre and current UNYA programming.

During **Homelessness Action Week** UNYA was recognized by the City of Vancouver for providing housing/emergency shelter and support services to youth who are homeless in Vancouver.

An adjustment with our internal **accounting team** which consisted of Dorothy Kwan and her various staff. Dorothy worked with UNYA for eleven years. She provided tremendous stability to our accounting system and procedures. We've greatly appreciated her knowledge, skills, and professionalism. Through her company, Dorothy will continue to offer accounting services but she is choosing to focus her efforts on a smaller scale, working with select not-for-profits so that she has more time to dedicate to family. We celebrate her commitment in this regard, and wish her and her family much happiness and every success in all of their endeavours.

**Dr. Martin Brokenleg** hosted a fundraiser for UNYA and the Coming Home Society. He spoke about the Circle of Courage model and the importance of resiliency and hope when working with youth and families. Through our ongoing partnership with the **Coming Home Society** we have focused on enhancing cultural opportunities within our individual programs with the **Wisdom of Elders Program**. Through this, individual programs are offering activities where youth and Elders or other Traditional Knowledge Keepers can connect and pass down history, tradition, and cultural knowledge, contributing to their overall wellness. Activities are ongoing including carving, arts projects, a medicine walk, sharing history about residential school, as well as planting and teachings around traditional medicines at one of our residential programs. At the Wellness Centre, an Elder is available on a weekly basis to support youth and give them space to talk about spirituality.

As always, the summer was busy with regular activities, day camps, and enhanced programming. Our Canoe Club participated again in the **Pulling Together Canoe Journey**, and travelled through the Lil'wat and Sts'ailes territory with other youth, law enforcement, and community members for what is always a fantastic experience. The Aboriginal Youth Worker and OCM Program hosted the annual **Girls Rock Camp Vancouver**. The week-long music empowerment camp culminated in community showcase where the girls brought the house down, yet again! Our **Young Spirits Summer Program** was also very successful. These enhanced programs kept youth active, helped them develop and hone new skills, and apply their natural leadership abilities.

The **AYF Sports & Recreation Program** continues to offer a broad range of dynamic, community-based programming, despite the absence of secure, long-term funding. The success of the program is due to renewed project funding, some generous contributions from new individual donors, and the efforts of many committed community partners. However, we are still searching for sustainable funding to ensure the long-term viability of this highly successful program. We hope that anyone who has ideas about potential funding sources will pass them on to us, to help ensure that this important community resource continues to provide great opportunities for youth.

This year, our partnership with Full Circle: First Nations Performing Arts Society's **Talking Stick Festival** continued to grow. This collaboration resulted in fantastic workshops with Native artists, in which youth from the Aboriginal Youth Worker, OCM and Aries Programs took part. This festival, which takes place for two weeks every February, has a great number of diverse arts activities including plays, workshops, readings, dance, and many other exciting First Nations' arts and cultural activities. Check out their website at [www.fullcircle.ca](http://www.fullcircle.ca). During this time OCM also developed an exciting new partnership with **Bard on the Beach** in which professional actors offered weekly acting lessons and mentorship to youth leading up to the festival. They also continued their partnership with **Sarah McLachlan School of Music** where teachers offered youth free, private music lessons on weekly basis. Both of these partnerships helped to give youth a diverse range of opportunities to develop their skills.

## Challenges for the Year

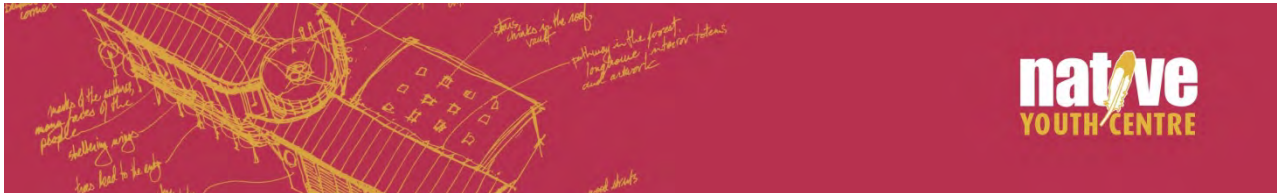
We continue to work on issues that can negatively affect the lives of Native youth. To aid these efforts, we work with many organizations, government representatives, community committees, and community members to try to foster positive change for Native youth. While we realize that these issues must be addressed, we also make every effort to focus on identifying and taking action with positive solutions, and continuing to offer prevention-based programming that builds on the strengths of our youth.

Fundraising and securing longer-term, sustainable funding remain both a challenge and priority. Limited, short-term, and unpredictable funding, coupled with increasing costs, makes it difficult to enhance and expand programs, even when we know there are immediate needs, great opportunities for partnership, and proven positive outcomes. In particular, it has been very challenging securing long-term funding for the AYF Sports and Recreation Program and our Overly Creative Minds Program despite their great success in engaging and supporting Native youth in positive programming which teaches them new skills that they can use now and in the future to help them fulfill their personal goals and full potential. We were able to secure some generous donations and short-term, project-based funding, but securing long-term, sustainable funding continues to be a top priority.

We simply do not have the staff, resources, or time to respond to all community needs and all of the requests that we receive. For this reason, we continue to consistently advocate for more resources for Native youth issues, more people to work in this area, and for other Native and non-Native community organizations to join us in this important work.

### **Goals for the Coming Year**

- Continue to identify and secure funding, particularly longer-term funding, to offer programs and services that will fill in some gaps in what we consider to be a good continuum of services.
- Continue with our organizational development work to help ensure that UNYA is becoming stronger as an organization and for when we transition into the Native Youth Centre.
- Continue working towards establishing the Native Youth Centre.
- Continue to build new and innovative community partnerships to ensure that Native youth have access to both Native and non-Native resources that can help them to lead safer and healthier lives and reach their goals and full potential.
- Develop diverse programs to help youth develop the skills needed to find, obtain, and retain meaningful employment.



The Urban Native Youth Association continues to actively engage in a development process that will result in the construction of a multi-purpose Native Youth Centre that reflects the diverse needs of urban Native youth. The overall design and function of the Native Youth Centre has been determined through the direct involvement of youth. Furthermore, the Centre's uniqueness is enhanced by the fact that youth will manage the organization and facility through their significant role on the Board of Directors. The Native Youth Centre will be located at the southwest corner of East Hastings Street and Commercial Drive.



*Computer-generated image of the NYC main entrance*

UNYA firmly believes that the greatest positive changes can be made through prevention-based initiatives; therefore, we will continue moving in a direction that focuses on prevention and fun versus that of solely a model of crisis intervention. We want to show youth that they are cared for, that they have the right to a safe and healthy environment and that they can access programs, and services that will teach them skills that will help to build their confidence, leadership and spirit of independence. The NYC will be a place for youth to call their own. It will be a permanent home for UNYA's programs, maximizing operational efficiencies, and providing space for new initiatives and partnerships, while representing Aboriginal culture throughout its design and architecture.

## Progress Report

This year, our primary accomplishment has been maintaining interest in the Native Youth Centre. Although it could be easy for some to try to back away from the project due to the number of years we have been pursuing this community dream, we have been able to show that this project is vital to helping Native youth improve their health, education, employment, and social prospects.

We are confident that the Province of BC and the Government of Canada recognize that this is a unique opportunity to partner with the private sector and the urban Aboriginal community to meaningfully address many of the issues that are priorities for their governments. Once these two levels of government are on board, we will be able to implement the final phase of our capital campaign and will work with the private sector to finalize this unique development.

On behalf of the Board of Directors, we thank everyone who has volunteered, donated funds or supported the NYC project. We truly appreciate your belief in, and commitment to, Native youth.

## **Website: [www.nativeyouthcentre.ca](http://www.nativeyouthcentre.ca)**

Please visit our website at [www.nativeyouthcentre.ca](http://www.nativeyouthcentre.ca) to see some tangible ways that everyone can become involved in making the Native Youth Centre a reality, including volunteering and making donations. Large or small, every contribution helps. We invite you to visit this site to view updates on activities, fundraising goals, and to donate the Native Youth Centre capital campaign.

## **Permanent Donor Recognition**

The Board of Directors has created a Permanent Donor Recognition Chart which shows potential contributors how their level of donation will be publicly recognized. Recognition opportunities include: an official tax receipt and letter of appreciation; your name on etched glass wall in main foyer; recognition on the NYC & UNYA web site; a cheque presentation, press release, and media event; your name on art Installation in main foyer, including framed photo with youth artist; your name with art piece on exterior wall by the main entrance, including framed photo with youth artist; your name on plaque at the main entrance of the NYC; acknowledging the donors of exterior art panels on the second floor, including framed photo with youth artist; or your name on 2'x2' foot tile in the walkway to the entrance of building, including framed photo with youth artist.

## **Responsible Design**

The Native Youth Centre is being designed to be as energy efficient as possible in order to fit with First Nations values of protecting the environment, and to reduce energy costs for the building. Leadership in Energy & Environmental Design (LEED) is the standard used for rating energy efficient buildings. Ratings include basic certification, silver, gold, and platinum. We will be striving to become one of only a handful of Platinum LEED buildings in North America.



**native**  
**YOUTH CENTRE**

### **Project Patrons**

- Dr. Evan Adams
- Adam Beach
- Thomas Berger
- Dr. Martin Brokenleg
- Chief Leonard George
- Peter Mansbridge
- Lee Maracle
- Terry David Mulligan
- James Taras

*Computer-generated image looking SW to the corner of Hastings & Commercial*

# UNYA Programs

**Aboriginal Outreach Team:** provides support to 12-18 year olds who are considered at risk of becoming street-involved or entrenched because of their involvement in high-risk activities and areas of Vancouver.

**Aboriginal Transition Team:** assists 15-18 year old Native youth who are involved with MCFD and VACFSS to develop the confidence, life and social skills needed to successfully live independently.

**Aboriginal Wellness Counsellor:** works with 12-18 year old Native youth whose mental health is being affected by stress or other factors. Also leads workshops for youth, schools and staff.

**Aboriginal Youth First (AYF) Sports & Recreation Program:** a multi-faceted program offering sports and recreation and leadership opportunities for Native youth ages 13-24 at locations throughout East Vancouver.

**Aboriginal Youth Safehouse:** provides a safe & stable environment for 16–18 year olds to help them make the first move from the street. We help with re-unification with family/traditions, when appropriate.

**Aboriginal Youth Worker at UNYA:** provides cultural, recreational, and educational group programming, referrals, advocacy, and support to Native youth at UNYA, in schools and other centres.

**Alcohol & Drug Counsellors:** located at UNYA and Britannia Community Centre. Provide individual and group counselling for Native youth, ages 13-21 years. Session locations based on needs of youth.

**Aries Program:** alternative education program for Native youth ages 13-18 years. Provides academics up to grade 10, life-skills, alcohol & drug awareness, recreation, food, cultural enrichment, and more.

**Cedar Walk Program:** alternative education program for 13-18 year old Native youth. The program focuses on supporting their students in working towards the completion of their grade 10 provincial exams, as well as provides life-skills, A & D awareness, recreation, food, cultural enrichment, and more.

**Kinnections Program:** connects 16-19 year old Native youth with trained volunteer mentors who assist youth in life-skill development and the learning of other skills which support their transition to adulthood.

**Mediation Program:** works with 12-18 year old Native youth and their families to help them develop effective communication and problem-solving skills, with opportunities to meet face-to-face in a safe and neutral place to find workable solutions to problems before they become a crisis.

**Mentorship Program:** connects 12-15 year old Native youth with volunteer mentors to provide positive social, recreational, educational, and cultural opportunities, as well as support, advocacy and guidance.

**Native Youth Learning Centre:** a computer lab for Native youth up to 30 years. Offers e-learning, workshops, resumes, computer access, homework clubs, one-to-one support, and much more.

**Native Youth Health & Wellness Centre:** offers holistic health services to Native youth age 12-24, through a Nurse Practitioner, Addictions Counsellor, registered Midwives, and Elders.

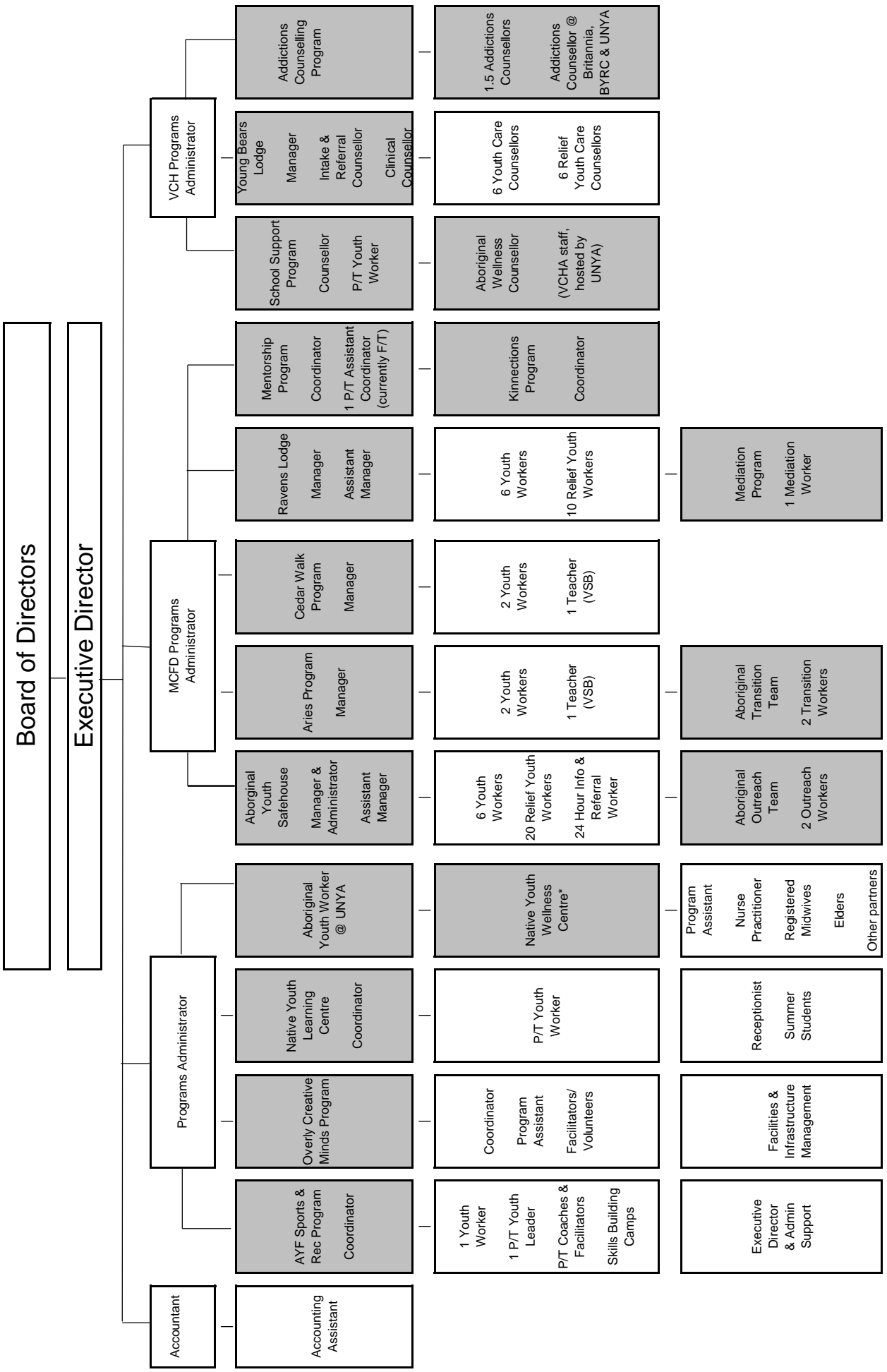
**Overly Creative Minds (OCM):** a new, dynamic arts and culture program focused on empowering Native youth to share their voices and experiences with the broader community.

**Ravens Lodge:** a five-bed residential program which offers short-term transitional beds for Aboriginal female youth in the care of Vancouver Aboriginal Children and Family Services Society (VACFSS).

**School Support Team:** works with VSB staff to connect youth to resources, to help youth stay in and do well in school, both academically and socially, and abstain from A & D use.

**Young Bears Lodge:** 16-week program with 5 beds for Native youth, ages 13-18 years. Includes individual & group counselling, recreation, cultural teachings, outings, arts and crafts, and basic lifeskills.

# Urban Native Youth Association Current Organizational Chart



■ Indicates a program



# **Aboriginal Outreach Program**

## **Background Info**

In its 12<sup>th</sup> year of existence and funded through the Ministry of Children and Family Development (MCFD), the Aboriginal Outreach Program provides street outreach services and support to Aboriginal youth who are, or are at high risk of becoming, street entrenched. The Outreach team meets with youth, both Aboriginal and non-Aboriginal, with the goal of providing non-judgmental support and healthy alternatives to street involvement. We accept referrals from various sources; however youth are encouraged to speak to us on their own behalf if they feel they are in need of our services. Both Outreach team members act as a referral service for youth and support them in making appointments and accessing services that best support their needs and personal goals. We also network with community partners and with other service providers to positively respond to the needs of Aboriginal youth in the hopes of helping them make healthy choices for themselves and getting off the street.

## **Statistics**

There are two full time Outreach Workers who spend a large amount of time meeting with youth in the community on either a one-to-one basis or as part of a larger group. When meeting with youth on the street, we try to support them in whatever capacity they see as important.

This year, we had 3062 contacts with 956 individual youth; 641 males and 581 females.

## **Incorporating Culture into Programming**

Because of the nature of frontline outreach, the majority of the Outreach team's cultural programming is accomplished through referrals to other UNYA programs, such as the Overly Creative Minds (OCM) space or our residential treatment program, the Young Bears Lodge. We do provide referrals to other Aboriginal agencies in Vancouver as well. This year for example, we have been involved with several youth through their extrajudicial sentencing requirements. This involves the Outreach team coordinating with the Native Courtworkers at the youth court, and the Justice Coordinators at the Vancouver Aboriginal Transformative Justice Services Society (VATJSS). The team participates in healing circles at VATJSS as a community support for the youth; we also work in the community with the youth to help them accomplish their individual healing plans, which usually include a cultural component. This year, UNYA also opened a Native Youth Health and Wellness Centre for Native youth aged 12-24. This new centre has been a fantastic resource for the Outreach team to connect youth with health care services, and it will soon be offering a connection to Elders and traditional knowledge keepers as well.

## **Youth Engagement**

The role of an Outreach Worker is to meet youth where they are, both on the street and where they are on their life's path. It is the belief of the Outreach team that youth are the experts in their own lives and that giving youth the opportunity to make informed decisions regarding their lives is vital. Our objective is to have youth become self-empowered and self-aware, and we use a client-centered, individualistic approach when interacting with youth. Simply getting a youth on the street to speak with a worker can be a task on its own. Therefore, building strong and trustworthy relationships with youth is an important and integral piece to the Outreach program. Outreach has introduced the use of social media (Facebook) this year as an effective way of connecting with youth, and being relevant to our demographic in this technological age. Our team is often the first contact that many of the youth on the streets have with services. This responsibility is not taken lightly by Outreach and we are constantly introducing youth to services, programs, and Youth Workers that will be beneficial and supportive. By asking the youth for feedback on how we can better support or serve them, they often give us many great ideas that will go on to be incorporated into the team's daily routines. The Outreach team is constantly encouraging youth to discuss with us how we can do things in a more youth-friendly manner.

## **Highlights for the Year**

- The Outreach team has increased the amount of one-to-one work done this year; in particular by taking part in a large number of Integrated Case Management Meetings (ICM's). This allows us to



advocate on a youth's behalf, and give them the comfort and security of knowing there is somebody else in the room looking out for their best interests.

- The addition of Facebook has been a huge advantage to the team in terms of connecting with youth; as previously those without cell phones were often impossible to locate. Now, with access to WiFi which is readily available in the community, youth can connect with us quickly over Facebook and arrange to meet up for support within minutes. The positive impact this new tool has had on our work cannot be overstated.
- The team was able to partake in a number of fantastic training opportunities this year; including a two day seminar on Indigenous Trauma Informed Practice, Mental Health First Aid training, Suicide Prevention training, and an FASD workshop.

## **Challenges for the Year**

- Alcohol misuse continues to affect a large number of youth we see in the community, with many still not willing to acknowledge their drinking as a problem. Despite our best efforts in connecting youth to the UNYA A&D Counselling team, and maintaining relationships with youth where we can have difficult conversations about issues with alcohol and practicing harm reduction, the pattern continues.
- Fentanyl use, both intentional and accidental, has been a rising cause for concern this year with many of our youth. Sadly, there have been numerous overdoses including several youth known to the Outreach team, which has had a profound impact on the community. We continue to try and create awareness around the extreme dangers of fentanyl use, and support youth affected by fentanyl overdoses by making counselling and/or detox referrals whenever applicable.
- The Outreach team has noticed an increase in teen pregnancies and teen mothers raising babies on their own in the past year. We continually provide referrals to UNYA's Native Youth Health and Wellness Centre for the provision of health care, and to organizations such as BabyGoRound for things like baby items. The Outreach team also supports young families by accompanying young mothers and their children to medical appointments, prenatal classes, and parenting courses, and by providing meals for them along the way.
- As each year passes without a funding increase to the Outreach program from MCFD, providing things such as snacks, water, socks, and other supplies to youth on the streets becomes a bigger challenge. The team struggles to offer the youth we meet on the streets an appropriate amount of food, and often runs out of supplies well before the end of the month when they are re-stocked. Sitting down to have that meal or a coffee with youth, is a critical first step in breaking the ice, connecting with them, and connecting them to greater support around health care, housing, substance misuse, and a host of other issues.

## **Goals for the Coming Year**

- The Outreach team hopes to be a part of more Rapid Response Team (RRT) meetings with Social Workers, Nurse Practitioners, and other local service providers. The RRT was created to discuss the most vulnerable and at-risk youth in Vancouver; we feel that because of the strong and mutually respectful relationships we have built with so many youth in the community, we can provide valuable insight, in particular on any Aboriginal youth who may be discussed.
- We will strive to build on our existing community partnerships by partaking in local events and meetings, and by partnering with workers from a number of different agencies on Outreach shifts. The team will also aim to continue to strengthen the bonds with other UNYA programs in order to provide culturally appropriate, wrap-around care.

## **Summary**

The Outreach team continues to work hard to develop safe and supportive relationships with Aboriginal youth in Vancouver. By using a client-centered, harm reduction approach we are able to provide the safest and most appropriate support for everybody, meeting them where they are in their life's journey.

# **Aboriginal Transition Team**

## **Background Info**

Started in May 2004, the Transition program provides Aboriginal youth aged 12 to 19 with intensive, non-judgmental one-to-one support in the community. The program is goal-oriented and focuses on successfully transitioning youth from Ministry supports to post-majority independent living. Plans encompass a wide range of areas including: finding safe and affordable housing, seeking meaningful employment, developing life skills, pursuing educational goals, connecting with community resources, replacing identification, addressing medical/dental issues, and developing budgeting and time management skills. The program is funded by the Ministry of Children and Family Development (MCFD) and referrals must come from an MCFD or Vancouver Aboriginal Child and Family Services Society (VACFSS) Social Worker or Probation Officer.

## **Statistics**

The program consists of two full-time Transition Workers (one male, one female). Typically, one youth is involved per session, but we occasionally host group activities. This year, 21 female youth and 22 male youth (aged 16 - 19) have accessed the program. Over the course of the year, the Transition Workers had 595 appointments with youth.

## **Incorporating Culture into Programming**

The Transition program understands the importance of culture to a youth's success as well as to their overall well-being. This is why the Transition team uses a holistic approach rooted in the philosophy of the medicine wheel. Youth that are interested in exploring or maintaining a connection to their culture are offered a wide range of activities, ceremonies, and classes. Many of our youth participate regularly in sweat lodges, smudges, canoe club, drumming, and dancing; largely facilitated through UNYA and its partners. If youth on the caseload choose to not engage in cultural activities, they are still exposed to healthy lifestyle choices deeply rooted in their cultural ideologies.

## **Youth Engagement**

Youth are at the forefront of the decision making and goal setting process; starting from the time of referral and throughout their involvement with the Transition program. The initial meeting between a youth, their Transition Worker, and the referring Social Worker or Probation Officer, along with subsequent quarterly review meetings ensures that youth continually have a platform to express their needs. The Transition Workers take a non-judgmental approach when meeting with youth, utilizing a strength-based method to help them reach their potential and enhance their confidence, allowing the youth to reprioritize or revise their goals if needed. This year, one of our Transition Workers developed an anonymous feedback form for youth who have participated in the program. Through this, they are able to give some insight into their experience with the Transition team and provide comments on what they felt were the highlights of their time with their Transition Worker, as well as any improvements they feel are needed.

## **Highlights for the Year**

- The Transition team took part in several training opportunities, including a conference on Fetal Alcohol Spectrum Disorders in the Downtown Eastside, a course on Indigenous Trauma Informed Practice with Youth, and ASIST Suicide Intervention Training.
- The Transition team developed a number of new partnerships this year, including the YWCA's STRIVE program (youth life skills and employment skills training), Aunt Leah's Friendly Landlord Network (housing for youth in care), Dress for Success (removing barriers to employment for youth), BC Technology for Learning Society (free computers for youth), Helping Families in Need Society (free household items for youth and their families), and the YMCA's Youth Beat Program (employment training for youth facing mental health issues).
- Both Transition Workers set up UNYA Transition team Facebook pages to connect with the youth on their caseloads. This has been a huge advantage in being able to get in touch with youth who don't have access to a phone, but are still able to get online and use Facebook to communicate. We have used this new tool to remind youth about appointments with their supports, find them when others are having trouble connecting, and set up meetings with us to work on goals. The addition of Facebook

pages for the Transition team has led to improved communication and an increase in one-on-one face time with youth.

- The Transition team partnered with a local Aboriginal artist and several students from Britannia Outreach Alternative School to work on a mural that will go on the wall inside the school. This provided an opportunity for a youth on the caseload to tap into his creative side and get engaged in some community resources, which had been a struggle up until that point.
- Thanks to a new partnership with the BC Technology for Learning Society, who has programs that focus on providing free refurbished computers to youth, two of our youth will be receiving computers this year. This has also opened up the possibility further future partnership.
- One Transition Worker attended the graduation ceremony of a youth from the Baristas Training program. It was an honour to meet some of the other graduates and learn more about the program. Youth got to express their growth within the program and the challenges they faced, and their gratefulness in being able to be a part of the program. It also provided inspiration for the team to continue doing the work we do in helping our youth get into programs such as this.
- We are seeing more successes and better outcomes for many of our youth after continuing to work with them once they turn 19. Some youth only require support for an extra month or two, while others have remained on the caseload for nearly a year after aging out of Ministry care. This small amount of added support from a Transition Worker goes a long way in helping them with the initial adjustment period of turning 19.

### **Challenges for the Year**

- Many youth in the care of the Ministry continue to move towards the age of 19 without adequate plans for independence; Social Workers are still seeing increased caseloads and many youth aren't referred to our program until they are well past their 18<sup>th</sup> birthdays. In response, the Transition program has taken the initiative and begun doing 3 month reviews on our own; ensuring transition plans are reviewed regularly.
- We have seen an increase in bedbugs in the community, which has affected some of our youth and their families. This has been a real challenge as it has reduced our ability to transport youth in our vehicles, and has led to difficulties in accomplishing goals or helping them with things like moving.
- Due to rising housing costs and a lack of increases to the amount of money youth on a Youth Agreement (YAG) are given for rent, finding affordable housing for youth in Vancouver is increasingly difficult. Youth are being forced to rent houses further and further away from Vancouver (where they go to school or receive other services including our program), making connecting with them a greater challenge.

### **Goals for the Coming Year**

- The team aims to carry on instilling a sense of pride in our youth, by connecting them with their history, cultural teachings, and supports in the community that can help them be more confident about who they are. This includes discussing and focusing on youth that are not only considered "high-risk", but also on youth that have overcome challenges, and sharing their positive stories.
- Maintaining ongoing communication and relationships with our many community partners and fellow service providers; particularly the other Transition Workers in the Lower Mainland.
- Gaining more knowledge, awareness, and resources about mental illness to be able to better support youth we work with who are struggling with mental health.

### **Summary**

With the help of our community partners, the Transition program continues to offer comprehensive and culturally sensitive support services to youth; meeting them where they are at and helping those who face multiple barriers achieve their goals.

# **Aboriginal Wellness Counsellor (AWC)**

## **Background Info**

The AWC position results from a cooperative partnership between Urban Native Youth Association (UNYA) and Child & Youth Mental Health (C&YMH) which began in 2006. The partnership allows for 1 full-time C&YMH Counsellor to be integrated into UNYA's space and available to other UNYA programs. The program supports youth who are between the ages of 12 and 18 who identify as having Aboriginal ancestry, and the greater community. Costs associated with the delivery of the AWC program are funded by both UNYA and Child & youth Mental Health.

The AWC provides multi-modal counselling services through many formats, including conventional 1:1 session, group work (including workshops, presentations, process groups, and ceremony), and through consultation and community capacity building. The referral process is no barrier and consists of an initial introduction via phone, text, email, or in person. Services are delivered at UNYA, in the community, or at a predetermined space as identified by service users.

## **Statistics**

There is one full-time MH Clinician in the AWC program, Amanda Whippy. The AWC provides services for youth ages 12-18. This year, the program provided service to 23 separate youth; 7 male and 16 female through approximately 293 individual sessions with a mixture of outreach and office sessions. The program also provided services to 150 youth in group format. The Clinician facilitated or supported youth in cultural ceremonial events 37 times.

The AWC also provided consultation and other support services to youth, families, community members, and service providers throughout the year.

## **Incorporating Culture into Programming**

Although services users are offered services according to their identified preference, the AWC program is clearly and fundamentally rooted in Traditional Aboriginal culture/spirituality along with its various modern manifestations. For the most part, what is acted upon in the program is wellness in the Traditional sense, and the corresponding aspects of culture(s) are often the medicine. The artifacts of this work are well represented in the program space. Thus even when a service user is resistant or rejecting of culture, Traditional belongings are still normalized in a healthy and productive environment. As is often the case, exposure leads to readiness to incorporate ceremony in tandem with their previously identified therapeutic preferences.

## **Youth Engagement**

The AWC program is completely youth driven. Each individual youth determines their level of participation and the individual direction in which their therapeutic agenda unfolds. The AWC consistently 'checks in' with each service user throughout the therapeutic relationship in order to ensure that the youth feels they are receiving a service that is meaningful to them. This is often done at the start or conclusion of most sessions, as well as when the AWC solicits their perspective on the benefits of service. Some youth that do not express themselves verbally are able to use text and email to ensure continued communication.

## **Highlights for the Year**

- Referrals have increased substantially and youth engagement has been consistent throughout the course of the year.
- Weekly Wellness Group at Directions Youth Services.
- Youth Sweat Lodge.
- Outreach work has increased, leading to accessible service delivery for clients.
- Connecting youth to volunteer work with UGM.

### **Challenges for the Year**

- Demand for counselling services has surpassed the programs capacity. The AWC has operated with a waitlist all year.

### **Goals for the Coming Year**

- To support DBT group for youth struggling with emotional dysregulation and suicidal ideation.
- To increase access to cultural teachings and elder support for clients.

### **Summary**

The AWC Program continues to be a well utilized and well received program. It has successfully met the initial vision; to reduce the number of underserved Aboriginal youth in Vancouver. Its success can largely be attributed to the ongoing contributions of partners whom demonstrate their concern for the wellness of youth year after year.

# Aboriginal Youth FIRST Sports & Recreation Program



## Background Info

Aboriginal Youth First (Futures in Recreation and Sport Training) began in 2003. We provide safe, inclusive, and community-based programming for Native youth, ages 11-24 in East Vancouver. We aim to use a dynamic roster of sports and recreation activities as the vehicle to provide leadership opportunities to our incredible youth participants. We provide a positive and supportive environment that will support the sports and recreational aspirations of any youth that steps through our Dojo doors. We value the input of our participants and celebrate programming that has been identified, developed and fostered by Native youth, for Native youth. Our current roster of 8 core programs (Lacrosse, Ju-Jutsu, Yoga, Fitness, Open Mats, Youth-led Fitness, Track Cycling and Cooking), along with our seasonal activities (Canoeing, Snowboarding, Hiking and Rock Climbing) have been the gateway to fitness for a large number of youth. While participating, not only are they having fun, but they are choosing to make that healthy lifestyle choice and developing positive peer networks in the process. We work to eliminate barriers of participation in order to enhance the accessibility of healthy activity, and develop youth resiliencies. Participation in sports and recreation provides youth with incredible opportunities, and skill development. Positive participation increases self-esteem, healthy behavior/life choices, school successes, and many other positive outcomes.

Youth are welcome to come by, check it out, and 'self-refer' into any of our drop-in programs.

This year, AYF was supported by a diverse range of funders and donors, including; ViaSport (BC Sport Participation Program), Hockey Helps the Homeless, Vancouver Coastal Health (AHIP), Nike N7 Fund, the Aboriginal Sports Recreation and Physical Activity Partners Council, and generous private donations.

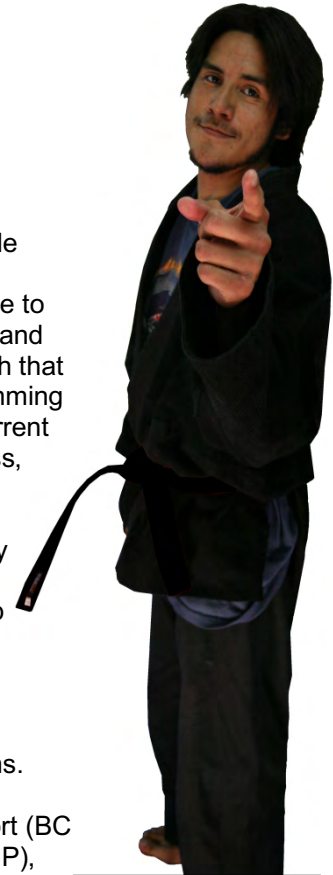
## Statistics

Team AYF consists of three staff: a Coordinator (Nikki Walser), a Youth Worker (James Hanson), along with our Youth Leader (Stephen "Sweetz" Cain). Ongoing support and supervision from UNYA's Program Administrator makes for a well-rounded team. This year, AYF worked with 10 phenomenal volunteers, and 30 Peer Leaders. These volunteers and 26 Community Partners provided invaluable in-kind support, thereby increasing our programs capacity to allow such dynamic programming opportunities.

As always, it has been an exciting year for AYF. In total, we offered 331 sessions, engaging 340 individual youth (171 male, 169 female), 30 of which are Peer Leaders. Our 'drop-in style approach' welcomed a dedicated crew of youth who contributed to us far exceeding our projected targets of youth visits (2403) for the year. Our dojo doors will always remain open for all Native youth between the ages of 11-24 to participate in the 1000 hours of direct programming we offer throughout the year.

## Incorporating Culture into Programming

As First Nations people, physical activity is in our natural DNA. Being healthy and active is a lifestyle choice the youth make and one that stems from our traditional ways. Our young leaders do a phenomenal job at facilitating many of the cultural aspects within AYF, that lead to incredible sharing and learning opportunities (ie. prayers, talking circles, smudging, canoe ceremony, big house teachings, songs, etc). As an urban organization, we aim to honour and respect the teachings of youth who come from lands across Turtle Island. A lot of our work is based around the Circle of Courage model, which focuses on the universal growth needs of youth: generosity, independence, mastery and belonging. Our success lies in providing a safe and inclusive space where youth can explore and find balance in these teachings.



*Cloudy Days Caprian  
– First UNYA black  
belt and current  
Ju-Jutsu sensei*

## Youth Engagement

AYF prides itself on being a youth driven program. We rely on youth input to ensure our programming is exciting, dynamic, relevant, and most importantly, what they are looking for. Their feedback and participation is valued in all stages of programming; from development to delivery. Our program provides a safe space where youth feel they belong and therefore feel safe to communicate their desires, whether it be in a talking circle, snack time chatter, on the mat “shout outs”, van rides, or in our anonymous suggestion box.

## Highlights for the Year

- **Youth Leadership:** Not only do participants have a say in the programming we offer, but many have tapped into their natural leadership abilities and are *running* the programs. This is the epitome of success; providing youth the opportunity to shine and step into these mentoring roles. This element of legacy building has developed over years of dedicated programming and will continue to be fostered for future generations.
- **Amazing Community Partnerships:** We are thankful to work with a diverse group of service providers in the community. With limited funding, we appreciate the incredible partnerships we have established as they provide a wide array of in-kind support and help to make so many opportunities available to our youth, their families, and the community as a whole. This year, we developed a great initiative with UNYA's Cedar Walk program. Once a month, they bring their students to the dojo to participate in a Phys Ed class. It has been a lot of fun and we hope to carry this forward into the next school year.
- **Incredible Volunteer Support:** We have the WORLD'S GREATEST volunteers! They provide an impressive caliber of athleticism, expertise and passion for their chosen discipline. Programs run by our volunteers range from community driven fitness and nutrition initiatives, to world class athletes sharing their knowledge. Our hands go up to them for their ongoing dedication and commitment to our program and providing such unique opportunities for our youth.
- **Consistent Programming:** Youth can be confident that when they come to the UNYA Dojo that they will know the what, where, and when's of AYF programming. This is vital to the success of our program. Our ongoing roster of activities has attracted a diverse group of youth who have a safe space to engage in programming where they feel a strong sense of belonging. Many youth feel as though UNYA is their second home and take pride and ownership of the program.

## Challenges for the Year

- **Staffing Capacity:** We are extremely fortunate to have a dedicated team of 3 staff in our program. Between us, we are able to provide a lot of awesome programming for our youth. That being said, if we have the funding capacity to have more staff it would open the door for us to expand on our existing programming and build on its success. The youth are hungry for healthy outlets and at times our staffing capacity limits what we can offer.
- **Space/Facility:** We are fortunate to have an awesome dojo to provide a space for a large majority of our programming. Combined with our strong community connections, we are able to offer some programs at various locations throughout Vancouver. That being said, we look forward to the day when the Native Youth Centre will be opened as it would greatly increase our capacity to offer a plethora of programs in the gym space and training facility.
- **Sustainable Funding:** We are thankful for the support of our current funders that allow us to provide such dynamic programming for youth. Despite more than a decade of excellent youth engagement and programming successes, we are still reliant upon short-term, project based funding. Long term funding would ensure that the legacy of AYF will continue for generations to come.

## Goals for the Coming Year

- Build on our existing programming and continue to introduce new and exciting program opportunities for Native youth, based on their interests and feedback.
- Continue to do more outreach in the community to ensure that everyone is aware of the amazing opportunities being offered with our programming.
- Secure long term sustainable funding.
- Continue to support our amazing young leaders so that they may achieve whatever it is they choose!

## Summary

Overall, it has been another amazing year for our program! Working alongside such incredible youth and leaders is awe-inspiring. Their desire to make healthy choices and engage in positive programming informs us we are on the right track. Their commitment to their wellness is to be commended and the future success of this program lies in their very capable hands. The future is very bright!



Come join

AYF

*the*  
HYPE!





# **Aboriginal Youth Safehouse**

## **Background Info**

It has been twenty years since the inception of the Aboriginal Youth Safehouse (ASH). Opening its doors on April 1, 1996, this program derived from a dream to provide a safe place for Native youth who were living in the downtown area of Vancouver's Eastside. ASH is now a self-referral program whose doors are open to any and all at-risk and street involved youth between the ages of 16 and 18. With the approval of the Ministry of Children and Family Development (MCFD), we may also house 13-15 year olds in emergency situations. We accept telephone referrals 24 hours a day, 7 days a week, and we are funded by MCFD.

ASH is a non-judgmental place, where youth can come to be free from sexual and/or physical exploitation and be provided short term residential care in a safe, supportive environment. We support the universal rights of children and youth to safe housing, adequate food, proper legal representation, accessible education and health care. We believe that youth have a right to a safe, non-threatening environment in which to learn, grow, and enjoy life regardless of behavioural problems, legal situations, family or personal background. Staff will advocate for, and assist youth in, asserting their rights with community resources, residents, other professionals, employers, or local merchants if we feel their rights are being infringed upon. During their stay with us, we work with youth to begin an assessment that will help them start to create stability in their lives, make good decisions, and eventually secure a more stable living arrangement.

## **Statistics**

As of March 31<sup>st</sup>, 2016 we employ a Manager, an Assistant Manager, and 7 full time Youth Workers. We also employ an average of 15-20 on-call relief Youth Workers.

The Safehouse can accommodate up to 7 youth at a time, and this year housed a total of 115 youth; 63 males, and 52 females. We had 21 sixteen year olds, 41 seventeen year olds, and 53 eighteen year olds. We had a 63% occupancy rate for the year, and sadly had to turn away 95 potential clients.

## **Incorporating Culture into Programming**

ASH has always been a place where staff promotes youth participation in ceremony and traditional practices. Through the large network of service providers and resources we partner with (in particular other UNYA programs) there is always a cultural event in the community we encourage youth to attend. As many of these take place off-site, the staff at ASH are very proactive in helping youth get to and from events, and in connecting them to groups to attend cultural outings with. As for on-site activities, the youth at ASH are able to participate in prayer, arts and crafts, and smudges of the house. We are also fortunate enough to have an Elder who comes to clear the Safehouse at the change of seasons, as well as sit and talk with our staff and youth to share his some of his teachings.

## **Youth Engagement**

When youth arrive at ASH, they sit down with the Youth Workers and determine daily goals to work on while residing at the Safehouse. These goals can be anything from trying to find work or stable housing, to meeting with family or workers from other resources. During their stay, these goals are revisited and they meet with the Youth Workers regularly to discuss their goals and work through any issues they have in accomplishing them. As a team, the staff also work hard to empower youth and have them take part in their own advocacy whenever possible. Encouraging youth to learn how to do things such as cook their own meals, make their own phone calls when looking for housing, and practice job interviews are all ways we try to ensure youth who stay at ASH have skills to take away from their time with us. Also, youth at ASH have access to client satisfaction surveys in order to provide the staff and Managers with feedback about their stay, and any ways they feel the Safehouse could improve its services. Finally, we have a suggestion box for youth to voice their opinions if they feel more comfortable doing so anonymously.

## Highlights for the Year

- In an effort to serve the youth in our community to the best of our abilities, ASH has recently made significant changes to our policies and house rules. Taking into consideration the values of harm reduction and strengths-based practice, we have reduced barriers for youth to access the Safehouse, and are working to be more creative and supportive in the way we provide motivation and consequences to youth who stay with us.
- The most positive result of the changes we made was a significant increase in occupancy over the last two months of the year. As a part of the new rules, we now allow youth to stay in the house throughout the entire day if they are working on goals; this has brought a happy and positive energy to the house. Because youth are no longer rushed out the door in the morning, they are able to take the time they need to have a more positive start to the day, and can receive extra support with their goals if needed. This added opportunity to develop more of a connection with ASH Youth Workers has produced a lot of positive change for both youth and staff.
- We have a new Assistant Manager at the Safehouse, who comes from the Outreach team and therefore has many contacts with community partners and frontline staff across Vancouver and the Lower Mainland. The Assistant Manager has been working hard to maintain these connections in order to help spread the word about ASH and the recent changes to our policy. Having a familiar face at the Safehouse has also provided a certain level of comfort for youth who are accessing our services for the first time, but may have known the Assistant Manager as an Outreach Worker.

## Challenges for the Year

- Overwhelming workloads for staff at the MCFD offices our youth visit is an ongoing obstacle to them receiving effective service. A delay in connecting a youth with their Social Worker has many consequences; including lapses in their service plans and a lack of planning for when they age out of Ministry care. As well, without guidance or information when they need it the most, youth can unintentionally hurt their chances of securing things like housing, employment, or access to treatment.
- With the changes we have made to the house rules at ASH, which includes doing everything we can to avoid discharging youth into homelessness, the Youth Workers are experiencing new challenges; one of them being providing meaningful consequences to youth who misbehave or break the rules. Staff has had to get creative in coming up with appropriate consequences to problem behaviors, and have worked hard to involve the youth in helping to determine their own consequences.
- With the long time it is taking for many youth's plans to come together, there is also the challenge of keeping them motivated and on track while they are waiting for responses from Social Workers, Income Assistance, and other supports and services. Finding activities to engage youth in at ASH, along with ways of rewarding them for staying on track with both daily and long term goals continues to be challenging.
- With greater cost pressures each year, and a big increase in occupancy since reducing barriers to access, ASH is struggling to keep pace with the amount of food and bus tickets we need for our residents. Combined with a growing amount of staff turnover, providing the service we are known for amongst youth in the Lower Mainland becomes a greater challenge each year.

## Goals for the Coming Year

- ASH will continue to work within the new context of a harm reduction and strengths-based model. By working hard to get youth invested in their case planning, and thinking outside the box in terms of consequences and motivation, we will learn from each experience. We will continue to fine tune our procedures to meet each individual youth's needs.
- Creating stability in terms of staffing is another goal for the coming year. As new workers settle into their roles and learn from those who have been at ASH for a longer time, we grow and strengthen our team, and our ability to provide the best care to the many youth who access our resource.

## Summary

ASH continues to adapt our services as new trends emerge, working hard to keep our program relevant to the population that we work with. As times change, the Safehouse maintains its focus on providing strength-based practice and safe, supportive housing to youth in need.

# **Aboriginal Youth Worker at UNYA**

## **Background Info**

Based out of UNYA the Aboriginal Youth Worker (AYW) develops and delivers a range of dynamic prevention focused programming, provides advocacy, and facilitates access to a continuum of supportive programs and services in the community in order to fulfill the specific needs of Native youth (primarily aged 11-24 years) who may be otherwise be reluctant to engage in programming.

The AYW actively outreaches to youth through UNYA programs and diverse community sites, offers cultural and skills development workshops, provides supportive recreational and cultural activities and offers one-to-one support to foster a sense of belonging and positive identity amongst Native youth. She actively promotes youth engagement and leadership development. She also offers non-judgmental support information and referrals to youth and their caregivers. She acts as a liaison between UNYA and the local schools and community centers, and networks with other community partners. The AYW also undertakes other community development activities to strengthen partnerships and enhance community capacity to meet the needs of Native youth.

Youth self-refer to this program. Activities are drop-in and open to Native youth within the mandate of the program. Caregivers and service providers involved with a youth can also make a referral by contacting the AYW directly. The AYW is funded by a Direct Social Service Grant through the City of Vancouver.

## **Statistics**

This program consists of one full-time youth worker, with supervision and support provided by the Programs Administrator. Ongoing community partnerships continue to play a role in the AYW programming, with over 12 community partners and regular youth and community volunteers that help support the cooking program, and Young Women's Drum group and other initiatives.

This year AYW has worked with 231 youth who accessed programming and support, during more than 722 visits.

## **Incorporating Culture into Programming**

The AYW strives to create and maintain a holistic, culturally-centered approach throughout all programming by incorporating cultural teachings from local First Nations as well as teachings of the Medicine Wheel and the Circle of Courage. Most importantly she invites elders within the community to come in and pass on their knowledge on cultural teachings, stories, songs and ceremony. Through the AYW, youth can also access smudge, and take part in a variety of cultural, arts-based activities, including drumming and singing. Through the Cooking Program, youth have learned a great deal about preparing traditional foods and medicines. Youth were encouraged to attend ceremonies and other local cultural/community events. The AYW has partnered with the Native Youth Learning Centre to facilitate Young Women's Drum Group in the learning centre. The Drum group incorporates smudge and talking circle every session. Participants really enjoy being able to continue to share their songs and encourage other youth and/or their family to join the group when they attend.

## **Youth Engagement**

Youth input determines every aspect of the AYW's programming. On an ongoing basis, the AYW conducts outreach within other UNYA programs and at various sites in the community to promote programming, develop rapport with, and engage youth through one-to-one conversations and group meetings. Most often we hear youth and volunteers say how they have felt good energy in the program spaces at UNYA and how comfortable and safe they feel when they are here. On a daily basis, youth are involved in programming by leading the smudge, helping with food preparations, setting up for and helping to lead program activities, and cleaning up. The Young Women's Drum Group is involved in every aspect of the drum group. They help set up for weekly practices, and often share teachings when the drum group represents UNYA at community events. Participants help to share teachings with new and potential members. By sharing their knowledge and teachings, they are showing the new members how much this program has done for them, and how it will empower the new youth coming into the program.

## Highlights for the Year

- Year End Concert and performance at Donor Night at Sarah McLachlan meet and greet with Sarah McLachlan herself.
- Young Women's Drum Group revitalized and gaining momentum with new youth and volunteers.
- Partnership with SACY – Leadership and Resiliency Program (Cooking program), Nimbus School of Recording and Media.
- New cooking equipment for UNYA's canteen.
- Partnership with VPD to access fresh fruits and veggies from their rooftop garden.
- 6 dedicated volunteers that brought their expertise and gifts to share with the youth in programs.

## Challenges for the Year

- Limited program funding remains a challenge. We could definitely use more funds to support enhanced programming, ceremonies, and field trips. We will continue to seek new and creative ways to develop partnerships and make the most of available resources.

## Goals for the Coming Year

- Continued outreach at various sites within the community to meet youth 'where they are at' and identify/develop programming in collaboration with youth which best serves their needs and interests.
- Build and enhance varied community partnerships to encourage diverse youth participation and maximize programming opportunities.
- Continue to fundraise and secure enhanced program funding to support transportation, youth activities, and honoraria to bring in cultural teachers.
- Offer enhanced arts and culture programming which engages youth, shares cultural teachings and practices, and encourages healthy life choices and leadership amongst youth.
- Continue to build upon the success of AYW-specific programming (i.e. Cooking and the YWDG), while enhancing co-programming with other UNYA programs, so that new youth will get opportunities to engage with the AYW.

## Summary

It has been an exciting year for our youth and the Aboriginal Youth Worker Program. Amazing opportunities with music, cooking, traditional arts and crafts and Young Women's Drum Group has really enhanced the ability of our youth to thrive in the arts and culture in the community. It's been inspiring to see how much they have grown and been confident in sharing their own experiences in the program as well as mentoring new youth. This has played a huge role in having them feel welcome in the space and enabling their growth as evolving leaders in the community. Last but not least hearing youth and mentors who come to UNYA share their positive thoughts and feelings about the support and the programs we offer really is a testament to what we offer here at UNYA. We look forward to the amazing developments, partnerships and experiences that are to be had in the upcoming year.

# **Aboriginal Substance Use Counsellor at UNYA/BYRC/Britannia**

## **Background Info**

The Aboriginal Substance Use Program began in August 2009. The program's objectives originally included the planning, development, and implementation of a Substance Use Counsellor at Broadway Youth Resource Centre (BYRC) for Native Youth ages 12 to 24 years old. In April 2013, the Aboriginal SU Counsellor moved into Britannia Community Centre while the BYRC was under construction. Since the BYRC's completion in 2015 the Aboriginal SU Counsellor moved into UNYA's head office and has been working between: Britannia School, Broadway Youth Resource Centre, UNYA as well as with the alternate schools and live-in programs within UNYA. The Aboriginal Substance Use Counsellor provides:

- Culturally relevant consultation information, education and support to youth at and around the Britannia Community Centre, in the school, at BYRC, and the Commercial Drive corridor.
- A safe, healthy, and positive environment for Native youth to learn about issues related to alcohol and drug misuse/abuse.
- 1:1 counselling sessions to youth in need.
- Educational workshops, community development, support groups and culturally focused therapy groups.
- Information, advocacy, and support in the referral process for internal and external healing programs, as well as other supports in the community.
- A & D assessments combined with other diverse healing approaches that create a culturally-specific, harm-reducing approach to healing.
- Provide immediate crisis counselling with appropriate follow-up referrals to programs and resources in the community to support youth's personal goals
- Culturally based harm reducing activities such as regalia-making, talking circles, drum practices, and sweat lodge.
- Easy access to preventative and supportive services, and the opportunity to educate themselves and others.

Youth can self-refer by contacting the Aboriginal SU Counsellor directly. Guardians, service providers, and other supportive community members can also facilitate the referral process with the consent of the youth. This program is a partnership between the Urban Native Youth Association, the Broadway Youth Resource Centre, the Britannia Community Centre. Funding is provided by the Vancouver Coastal Health Authority's Youth Substance Use Services Program.

## **Statistics**

There is 1 Full-Time Aboriginal Substance Use Counsellor that works between Britannia, the Broadway Youth Resource Centre and UNYA. From July 2015 to March 2016 there have been 43 youth, ages 12-24 (8 male, 35 female) to attend 1:1 counselling sessions, with a total of 176 hours. There have been a total of 209 participants in 34 group sessions.

## **Incorporating Culture into Programming**

Throughout the year the Aboriginal SU Counsellor has participated in many ceremonies and has been taught many cultural teachings that have been incorporated into individual and group Counselling sessions. Smudge ceremonies, medicine wheel teachings, and tobacco offering, when spending time outdoors are, are examples of daily cultural practices. The Aboriginal SU Counsellor has also participated alongside youth in talking stick circles, blanketing ceremonies, and sweats. The group sessions that are facilitated (with other substance use counsellors) always have a cultural component presented, such as incorporation of the medicine wheel, encouragement for exploration of one's own cultural identity, and the addiction model through a combination of both traditional and scientific lens.

## **Youth Engagement**

Youth have direct input into all aspects of program planning. In our individual sessions, youth contact via phone, or UNYA's Facebook page directly and determine where the session will take place, what will be discussed, and their own individual goals. All of the workshops are developed and implemented based on youth input.

## **Highlights for the Year**

- Aboriginal A & D counsellor position filled; reconnecting with community partners to encourage Native youth who seek out counselling
- Office space at BYRC
- Meeting Native youth at the other end of the Drive increases the referrals and continued counselling, also connecting with alternate schools at BYRC
- Native Youth Health and Wellness Centre opening October 2015; opportunity to run weekly group sessions and to connect with youth new to UNYA
- Re-opening of Young Bears Lodge; now working closely with youth for 1:1 sessions, as well as facilitating groups sessions on a weekly basis

## **Challenges for the Year**

- Homelessness
- Youth numbers sometimes low for group attendances

## **Goals for the Coming Year**

- To continue to increase referrals by being present in the community
- To cater workshops and group sessions to what Native youth want and need
- To continue to collaborate with community partners in order to support Native youth with resources

## **Summary**

Relationships within the Britannia corridor, Broadway Youth Resource Centre, and through UNYA's programming are necessary in continuing to create a strong and reliable substance use resource for our Native youth. The cultural and traditional components remain to be at the core of healing methods for our youth, which ultimately ensure that they utilize our programming. Working with community partners increases Native youth awareness that resources are available to them on a continuing basis.

# Alcohol & Drug Counsellors

## Background Info

The UNYA A&D Counsellors program began in 1988. We work with Native Youth whose lives are affected by any kind of alcohol & drug use; whether through friends, family, or in their environment. With counselling we offer client-centered support, ranging from preventative strategies, a harm-reduction approach, and abstinence-based approach, depending on what our youth want. We offer workshops, 1-1 counselling, group therapy and outreach. Youth can self-refer or parents/workers can refer them to our services, simply through a call or text which we will follow up with an in-person meeting as soon as possible. We are currently funded by Vancouver Coastal Health.

## Statistics

The program consists of one full-time counsellor at UNYA's main head office and one part-time counsellor, working out of the Native Youth Health and Wellness Centre. We work with youth ages 12-24 (although we will extend service slightly for youth who have turned 25 and who still benefit from services) of all gender identities. We typically do one-on-one sessions for counselling but also offer larger workshops. We are currently working with 27 different youth and have had about 455 visits this year. We have served approximately 54 youth this past year.

## Incorporating Culture into Programming

We incorporate Native Culture into our programming as much as we are able to. We frequently refer to the benefits of engagement with culture when working with youth, and often use the Medicine Wheel as a way to conceptualize cases. We frequently collaborate with elders and other knowledge-holders in the community, engaging in traditional practices and taking in as many teachings as we can. Our youth frequently explore their relationship with culture in session and we may work with traditional medicines if the youth is open to this.

## Youth Engagement

Our program is entirely client-centered and trauma informed. The therapy we do with the youth we work with is entirely directed by their own goals and their wishes on a given day. We do not attempt to impose therapy goals or interventions when there is not consent, and refer to the basic Rogerian conditions or attempt other, more appropriate interventions when this is the case. Our workshops are also entirely determined by recurring trends within the youth community, and also often directly out of the requests that youth make. We make every effort to cater to youth needs by supplying food, drinks, bus passes and prizes at all of our workshops, and furthermore style the workshops based on youth interests and sense of humour.

## Highlights for the Year

- Strong, positive feedback from numerous youth about our services
- Referrals coming in steadily throughout the year
- Whistler conference on Addiction Treatment best practices
- Bruce Alexander presenting for us at FUNYA
- Development of the *Inside Out* Series, *Marijuana* workshop, and the rest of the workshops we put together this year
- The hiring of the part-time counsellor (a position that was previously vacant)
- Establishing the counsellors in the new Wellness Centre
- Presentations in the community- including workshops for teachers of the Vancouver School Board, for various alternative school programs
- Offered workshops for School Support's Summer and Spring Break programs
- Offering support at a Youth Sweat Lodge through School Support
- New books for the program, including *Memoirs of an Addicted Brain*, *The Biology of Desire*
- Developing a very strong relationship with Young Bears Lodge by offering counselling and workshops for the youth as well as staff support. We participated in numerous cultural events with YBL.

- Continued outreach to youth all over Vancouver. Increased outreach to youth in UNYA's various other programs including kickboxing at AYF and other events with Cedar Walk and Aries Schools
- Participation in UNYA's Food Hamper program
- Developing a group for Mixed-race and Metis youth with School Support
- Taking youth on field trips to Vancouver Aquarium, gym, Lynn Canyon, Science World, and more
- Outreach to Insite and Drug Users Resource Centre
- Supporting staff in NYLC and OCM with challenging behaviour from youth
- Attending an Existential Analysis workshop to develop professional skills
- Attending Sharing Circle and Moon Teachings seminars through VCH

## **Challenges for the Year**

- Various high-risk and challenging behaviours from youth
- Dealing with the emotional challenges of the work, maintaining a consistent self-care
- Adjustments to new initiatives and staffing
- Some issues with program equipment for workshops in the past
- Funding

## **Goals for the Coming Year**

- Developing new workshops, increasing turnout
- Developing new tools for youth who are on waitlists, who do not/cannot readily access services
- Continuing to grow as a team
- Taking part in more training
- Continuing to improve services for youth
- Improving the way we connect with youth through social media
- Offer more opportunities for youth to access group psychotherapy through the program

## **Summary**

Our program has made a number of initiatives to offer youth the highest level of counselling support. We seek to continually improve our services and to increase the quality of our work. We are both deeply devoted to our work and hugely motivated to offer the best kind of service we can.



# **Aries Program**

## **Background Info**

Opening in 1989, the Aries Program was developed in response to a need identified by the Downtown Eastside Community for an alternate educational and recreational program that served Aboriginal youth ages 13-16 whose educational needs were not being met by the mainstream school systems. Centrally located within the Friendship Centre, Aries strives to provide an accessible, safe, home-like environment for all, and to encourage youth access to other supportive resources in the community. The Aries program is funded jointly by the Ministry of Children & Family Development and the Vancouver School Board.

For a youth to be able to attend the Aries program a Social Worker must make a referral to the Community Liaison at MCFD, or do a referral through the Aries Program with one of our 4 spaces that do not require a ministry referral. Once a referral has been received, the Day Program Screening Committee reviews the student's file and refers to a specific school. If Aries receives the referral we will notify the parent/guardian, and set up an appointment to complete the intake process.

Major components of the program include academic upgrading, one-to-one tutoring, life skills development, recreational and social programs, arts & crafts as well as cultural enrichment.

## **Statistics**

The Aries team consists of four UNYA staff, a full-time Program Manager, two full-time Youth Workers and one full-time Teacher provided by the Vancouver School Board.

Aries has space for 20 youth and currently have a total of 14 youth enrolled in our program. Throughout this past year Aries has worked with 21 youth between the ages 13 and 17 years. Aries has engaged with 13 female students and 8 male students totaling 682 visits to the program.

## **Incorporating Culture into Programming.**

Our program works on many traditional crafts throughout the year. We proudly display any works of art that the youth wants to keep in the space. Some of the traditional crafts include dream catcher button blankets, moccasins, drums, rattles and cedar weaving. We will often have someone from the community come in to share their knowledge and craft with the students.

Our Vancouver School Board teacher incorporates variety of First Nations authors, current events news articles and research projects into their education. Throughout the year we also visit a variety of museums and art galleries that have a focus on First Nations art and history. Students will often have a work sheet to do during the trip that helps them engage and learn about what is being presented.

Every day we have a talking circle and we smudge with our youth. In the talking circle, youth and staff share how they are feeling on a scale of 1-10 followed by something they would like to share. Students enjoy having a safe space to share and support each other. Students also have access to our smudge bowl and medicines in the counselling room, and are free to access it when needed.

## **Youth Engagement**

Our Facebook page has been a useful tool to connect and engage with youth. The Aries Program has a private group page for youth and their caregivers. On the Aries Private Group page you will find our program calendar, daily updates, reminders and contests to get the youth engaged. Staff are often able to connect with youth that they might otherwise not have connected with over phone.

Our students voices is what helps develop our monthly programming. Students are encouraged to share and suggest ideas that interested them. We also book workshops based off trends we see in the program and in the community. We want to empower our youth by letting them know that their voice matters and that we hear them.

## Highlights for the Year

- Aries opened up 4 spots for non-ministry referrals
- Some of our most memorable outing were Extreme Air Park, Sarah MacLauchlan School of Music, tour of EA games, bike riding around the sea wall and Grouse Mountain
- Four students who were moving on to other programs were blanketed in our year end ceremony
- Having UNYA counsellors connect with our youth on a regular basis
- Cooking a meal with our students, then taking them to the grocery store to purchase the groceries so they can make a meal for their family at home
- Our program had access to the Vancouver Public Library Inspiration Pass where, we are able to visit a number of the communities museums and Venues for free
- Welcoming our new Principle Andrea Davidson



*Nature walk at Lynn Canyon*

## Challenges for the Year

- Chronic lateness
- Low attendance
- One of our youth workers went on maternity leave half way through the year
- Our part time cook position was cut
- Engaging the youth with morning rides to school

## Goals for the Coming Year

- Connecting on a one to one basis with our youth through goal planning
- Connect with more caregiver on Facebook
- Filling all 4 of our non MCFD Referral spots
- Creating a relationship with our school liaison
- Maintain a safe environment where we can support youth where they are at
- Connecting with more community organization to talk about our program in hopes of increasing our student numbers

## Summary

The Aries Program had another successful year. We accomplished all of our goals from the previous year that included incorporating more life skills, one to one support, sending a monthly food hamper home and connecting our youth and families to our counselling supports. As we continuously re-evaluate our program and how we are meeting the youth's needs, we are confident that the year ahead will be full of great opportunities for our program.



# **Cedar Walk**

## **Background Info**

Cedar Walk is an alternative educational day program for Aboriginal youth ages 15-19 years old. The program first opened in September 2005. Our name was chosen to honour the tree of life and acknowledge the coastal territory.

Cedar Walk provides a safe, non-judgmental and culturally relevant environment, which respects each student's individual academic, employment and personal goals. Students have opportunities to explore pathways to graduation, learn about a variety of vocational options, sports, recreation, and art. At Cedar Walk our main focus is providing our students with a safe and meaningful environment for them to explore their educational goals. In addition, Cedar Walk staff members strive to offer diverse traditional activities and teachings, to encourage cultural awareness and growth while preserving a healthy and respectful atmosphere.

For youth to attend our program, they must be referred by either a Social Worker or Probation Officer. An MCFD/VSB screening committee reviews the student's file and decides which educational program will best suit the individual student's needs. Once we receive a referral, the student and parent/guardian come to Cedar Walk to complete the intake process. Funding for Cedar Walk is provided by the Ministry of Children and Family Development, while the Vancouver School Board provides us with a certified teacher and funds our hot lunch program.

## **Statistics**

The Cedar Walk team consists of 1 Program Manager Telia Hsieh, 2 Youth Workers Danielle Stacey and Courtney Nash and 1 Vancouver School Board Certified Teacher Omar Kassis. We provide a morning program for 10 students and an afternoon program for 10 students with a class list of 20 enrolled students at one time. This school year we have enrolled 22 different youth between the ages of 15-19 years (16 female and 6 male). Thirteen previous Cedar Walk students, who no longer attend the program, have initiated contact with the school to share personal updates, life goals or to ask for further support and advocacy. To date we have had roughly 963 visits to the program space from enrolled students, and at least 22 visits from previously enrolled Cedar Walk students.

## **Incorporating Culture into Programming**

Cedar Walk has long been a model of Indigenous ways of knowing, by developing programming with a focus on storytelling, connection to place, development of community and a culture of reciprocity. Cedar Walk works to ensure that our cultural programming reflects the diverse background of our students. We also offer students the opportunity to smudge or cedar brush on a regular basis. As well, we hold talking circles daily at the beginning of both morning and afternoon sessions where each individual is offered a chance to share. The concept of the sharing circle helps to encourage a sense of community and interconnectedness. Staff also encourage youth to connect with family and community to explore their cultural backgrounds and traditions in hopes to foster and strengthen their cultural identity.

## **Youth Engagement**

Often times youth come to Cedar Walk having had many previous experiences with adults dictating how they should be living. Cedar Walk takes pride in the flexibility of our team and programming in order to meet the current needs and interests of our students. Every year is a new year with a different group of students, which consequently means our team is continuously engaging and listening to the youths' input. Maintaining a great relationship with students allows us the opportunity to collect feedback about every workshop and/or outing we take part in. In doing this, we are equipped with many ideas for future outings, workshops and meals when creating the monthly calendar.

## **Highlights for the Year**

- VSB teacher has successfully run pilot project to expand students' academic reach to include the Adult Dogwood diploma

- Positive ongoing collaboration with UNYA Aboriginal Youth Fitness to enhance monthly Physical Education opportunities for Cedar Walk students
- Two community feasts that have brought students, their family and friends together to share a meal.
- Continued Financial Literacy workshops by The Public Guardian and Trustee of British Columbia
- Yearlong music classes through the Sarah McLachlan School of Music; increased classes from once a month to twice a month.
- Initiated a new relationship with VSB Knowledge Keeper Shane Point
- Many Cedar Walk students were able to successfully connect and complete either Foodsafe or First Aid training from UNYA's Native Youth Learning Centre
- 1 previous Cedar Walk student will be graduating from Grade 12 this year
- 3 Cedar Walk students won awards in the Vancouver Alternative Secondary School Arts Fair; in the categories of Masks and Sculpture.
- Staff connected with many students and their families over the spring and winter break delivering small food hampers and allowing time to build rapport with students and their families.
- Staff reassessed and created more effective logging system. New logging system has proven especially useful when negotiating miscommunications with outside parties.
- The UNYA Wellness Centre has elevated the level of physical health support provided to Cedar Walk students. The ability to build relationship with UNYA's Nurse Practitioner, consistent clinic hours and minimal waits has removed several barriers and made health care options more accessible.

## **Challenges for the Year**

- Not receiving consistent communication, engagement and/or collaboration from students' social workers.
- Shifts in staff, creating new team cohesiveness

## **Goals for the Coming Year**

- Increasing access to culture teachings, Elders, ceremonies and community events
- Continue to increase inter-agency communication and coordination in order to heighten the quality of support and case planning provided to the youth
- Support VSB teacher in incorporating Grade 11 and 12 curriculum towards adult graduation credit

## **Summary**

The Cedar Walk team ushers in the end of its 11<sup>th</sup> year with many great successes. With a new team formed came new approaches and creative programming ideas. We continued to stay committed to creating a safe and empowering environment for our Indigenous youth. At the same time, this year more than previous years, staff took a larger role outside of the program space engaging actively in positions of advocacy. Staff held a consistent presence in the community amongst youths' support teams, initiating and/or attending regular Integrated Case Management meetings. Staff became more proficient in logging and minute taking, providing written notes to help keep tasks organized and professionals accountable. In doing this the program has helped to pinpoint exactly where communication break downs between professionals were taking place. Strengthening the relationships and communication between youth and their support teams continues to be a work in progress. Another exciting endeavor Cedar Walk intends to embark on in the coming year will be the expansion of the school curriculum. The VSB teacher will be creating opportunities for students to achieve Grade 11 and 12 level credits in order for the full breadth of their educational experience to be realized. Staff are continuously proud of the many great achievements that all of the students achieved in their personal and academic goals and look forward to another year to come.

# Kinnections Program

## Background Info

The Kinnections Program began in March 2008. Kinnections works with Aboriginal youth between the ages of 16-19. The goal of the Kinnections program is to support Aboriginal youth as they transition into independence by connecting them to volunteer mentors within the community.

Kinnections accepts referrals from a variety of sources, such as: social workers, probation officers, family members, school staff, counsellors, or any other support staff.

The Kinnections program accepts MCFD Youth Program Referral Forms, Kinnections Self-Referral Forms or the Kinnections Brochure.

Kinnections is funded by MCFD.

## Statistics

Caitlyn Weisgerber is the full-time Program Manager for the Kinnections Program. Kinnections is currently in transition, but will be hiring one part-time youth worker for 8 hours per week.

This year, Kinnections made 25 matches.

9 males aged 17, 17, 18, 19, 17, 16, 18, 16, 18

16 Females aged 17, 19, 17, 19, 16, 19, 16, 18, 17, 16, 19, 16, 17, 17, 18, 17

Currently, Kinnections has 25 youth matched: 6 males and 19 females. Kinnections has 5 youth currently on the waitlist: 4 males and 1 female.

Over the course of the year Kinnections had 44 individual youth accessing the program.

This year mentors and youth spent an average of 5.6 hours per month together.

## Incorporating Culture into Programming

The Kinnections Program strives to ensure culture remains core component of the program. This year, mentors and youth attended workshops on Medicine Making at the UBC Musqueam Garden, Drum Making at UNYA, Snow Shoeing at Mt. Seymour and Hiking in Deep Cove. In addition, this year a suicide prevention workshop was provided for mentors with a specific focus on Aboriginal communities. Mentors and youth also had the opportunity to take place in the Women's Memorial March.

## Youth Engagement

Kinnections is a youth run program. Youth set their own goals and tell volunteers and staff their needs. Kinnections supports youth and encourages them to develop a strong voice.

Before the youth is introduced to their mentor the Kinnections' program manager and youth discuss the youth's goals, what they hope to achieve in the program and their personal likes and dislikes. The program manager uses that information to provide continual support to the youth and to make sure the youth is paired with a mentor with an appropriate skillset.

## Highlights for the Year

- Kinnections had 4 youth age out of the program.
- Kinnections had 41 volunteers involved with the program throughout the year.
- Kinnections was able to present our program information to two university programs from UBC and Langara this year.

## Challenges for the Year

- Kinnections is currently undergoing a change in staffing with our part-time youth worker.

- The current demographic of youth accessing the Kinnections program requires additional support and monitoring outside the program's current scope. Kinnections could benefit from a full-time support worker to grow the success of the program and ensure that the needs of all youth are met.
- It has been a challenge recruiting and keeping male volunteers. As a result there are long youth waitlists for male youth and a high rate of turn-over for male volunteers.

### **Goals for the Coming Year**

- To gain funding for a full-time staff to help with monitoring, recruitment and screening of youth and volunteers, as well as matching and ongoing youth support.
- Kinnections hopes to exceed the minimum of 25 matches next year.

### **Summary**

Kinnections continues to be a successful program. Kinnections has once again met its annual target goals and diversified cultural activities within the program. Kinnections will continue to provide support to Aboriginal youth by supporting them with positive role models as they are transitioning into independence.

# **MCFD Programs Administrator**

## **Background Info**

This position was created in 2004, when the Ministry for Children and Family Development (MCFD) introduced significant changes to their business practices with non-profit agencies. UNYA was chosen by the community and lead Aboriginal agencies as the MCFD hub providing services to Aboriginal youth.

The MCFD Programs Administrator supervises and coordinates the delivery of all programs and services delivered under contract through MCFD. This position also supervises the Ravens Lodge transitional foster care program, which receives funding through the Vancouver Aboriginal Child and Family Services Society. This position oversees the following programs:

- Aboriginal Safehouse
- 24-hour Info & Referral Line
- Aries Program
- Cedar Walk Program
- Kinnections Program
- Mediation Program
- Mentorship Program
- Outreach Program
- Ravens Lodge
- Transition Program

## **Statistics**

This position is part of UNYA's senior administrative team reporting to the Executive Director.

## **Incorporating Culture into Programming**

The MCFD Programs Administrator ensures that all of the programs in her portfolio have culture incorporated into program delivery. This practice starts during the hiring process, where new employees are informed about expectations regarding the incorporation of cultural content into programming. We are also constantly on the lookout for new opportunities available through our many community partners to provide cultural teachings and workshops to staff and youth involved in the MCFD-funded programs.

## **Youth Engagement**

While this position doesn't have direct contact with youth, the MCFD Programs Administrator ensures that all programs are receptive to the input they receive from youth. We treat this feedback as constructive advice to be used in improving programming and making it more youth-friendly, moving forward.

## **Highlights for the Year**

It has been another great year, with the MCFD programs exceeding their target numbers, and yet again. We have also managed to maintain our funding levels in these difficult economic times, and continue to work creatively as a team to engage as many youth as possible by maximizing the resources available to us.

## **Challenges for the Year**

- Staffing continues to be a challenge. Changes to program staff throughout the year cause disruptions to service delivery and ultimately, have the most impact on the youth we serve.
- Maintaining the current level of service with an increasing caseload in some programs.

## **Goals for the Coming Year**

- Focus on staff retention across programs and provide enhanced training for current staff.
- Ensure that all programs continue to meet or exceed their target numbers.

## **Summary**

On the whole, it has been a successful year for the MCFD programs. We look forward to another great year!

# Mediation Program

## Background Info

The Mediation Program began in May 2004. This program works with Native youth (ages 12-18), along with caregivers or other individuals whom youth would like to include in the mediation/counselling process. Through a family systems lens, the Mediation Program is designed to empower youth to make positive changes within their family and personal relationships. By taking a family systems approach, the Mediation/ Family Counsellor helps youth to recognize their role in relationships and how they impact others around them. Given this focus, the mediation/ family counselling process is encouraged to include as many family members/ significant individuals as possible. This ensures that the youth not only is able to speak their mind in a safe space, but allows them to be heard and validated by those whom they identify as important in their lives.

The Mediation Program is open to Native Youth ages 12-18 along with whomever they would like to invite to participate in the mediation/counselling process. Typically, youth who are experiencing conflict within their relationships seek mediation. These relationships can include family, friendships, partnerships, student-teacher relationships, social worker- youth relationships etc. Mediation sessions are facilitated by a Mediation/ Family Counsellor. The goal of Mediation is the help youth and families establish goals, identify strengths, and address difficulties in a safe and confidential space. The ultimate outcome of the mediation/ family counselling process is the identification of the external cause of conflict within the family/relationship. Through identifying the external cause of conflicts, blame is taken away from the individual and all parties involved can work collaboratively towards a solution. By eliminating blame, youth and their families can develop healthy and positive communication skills.

Mediation is an MCFD-funded program. Referrals can come through the Ministry of Children and Families, Vancouver Aboriginal Child and Family Services Society, or through self-referral.

## Statistics

The program employs 1 full time Mediation/Family Counsellor

Each session typically includes one or two youth, as well as parents/caregivers or other relevant individuals. 39 youth have accessed the Mediation/ Family Counsellor this year, including 13 males and 26 females.

This year, the program received 8 MCFD and VACFSS referrals, along with 16 self-referrals. 15 youth from other UNYA programs have also accessed the Mediation Program.

Mediation provided 163.25 hours of individual intervention sessions, and 169.50 hours of group intervention. Due to significantly long vacancies in the Mediation position, these numbers are lower than previous years.

## Incorporating Culture into Programming

The Mediation office incorporates cultural art work, as well as cultural pieces such as dream catchers, talking sticks, and healing crystals. Youth and families can also perform ceremonies such as smudging in the Mediation office. Throughout the Mediation office, there are posters outlining the medicine wheel and its connection to conflict resolution. Youth are encouraged to access other UNYA programming along with Mediation, with the intention of further connecting them with their community. A particularly successful space for this has been UNYA's OCM, as youth can connect with culture through the creation of moccasins, drums, dreamcatchers, etc.

## Youth Engagement

The best interests of the youth are at the forefront of the Mediation Program, and youth are encouraged to take an active role in Mediation. Youth input is a crucial component to the Mediation Program. Youth participating in Mediation are encouraged to work with the Mediation/Family Counsellor on establishing goals for counselling, as well as inviting those whom they feel are important to participate. The Mediation Program takes a person centred approach, allowing youth to feel that they are in control and are able to direct sessions as they see fit. The Mediation/Family Counsellor reminds youth that they are in the driver seat and know their needs more than anyone else. All decisions are made in collaboration with the youth, including the invitation of others to participate in Mediation. Youth are encouraged to extend invitations, though if they are not comfortable doing



so, the Mediation/Family Counsellor will assist. While engaging in Mediation, youth are encouraged to also participate in other UNYA programs, including OCM, NYLC, and AYF programming. The Mediation/Family Counsellor will accompany youth to other UNYA programs as needed.

## **Highlights for the Year**

- New Mediation/Family Counsellor in the Mediation Program
- Connecting with UNYA programs, particularly the school programs Aries and Cedar Walk both within the school spaces and during community outings.
- Participating in the re-opening of Young Bears Lodge. The Mediation/Family Counsellor spends weekly time slots at the lodge, along with UNYA's A&D Counsellors. During this time, the Mediation/Family Counsellor has worked with the Young Bears youth on healthy relationship and communication skills, as well as art therapy projects.
- Mediation/Family Counsellor completed Kid Whispering training
- Connecting with counsellors and teachers at Britannia Secondary. This has led to a significant number of youth at Britannia accessing the Mediation Program, both at school and at UNYA.
- The introduction of Facebook for the Mediation Program. This has been extremely helpful in connecting with youth whom do not have access to phones.

## **Challenges for the Year**

- Connecting with families accessing previous Mediation/ Family Counsellor
- Increasing Mediation case load in a timely manner
- Lengthy vacancy in the Mediation position
- Youth and families experiencing difficulties connected to poverty including inadequate housing and lack of consistent food options

## **Goals for the Coming Year**

- Work closely with MCFD and VACFSS in promoting the Mediation Program
- Exceed Mediation target numbers
- Update Mediation brochure
- Attend relevant training opportunities
- Increase Mediation case load
- Increase involvement of entire family units in the Mediation process

## **Summary**

Overall, the Mediation Program has seen some great success this year. Though vacancies in the position were lengthy, the Mediation Program has continued to make connections both within UNYA programming and in the community. Each and every member of the UNYA community has been extremely helpful in welcoming the new Mediation/ Family Counsellor. We look forward to continuing the good work with this wonderful community.

# Mentorship Program

## Background Info

The Mentorship Program began in July 2004. The program connects Aboriginal youth to qualified volunteer mentors, who act as the youth's friend, confidant and advocate. Volunteer mentors encourage confidence and competence-building, and model healthy, pro-social behaviors. The Mentorship Program also coordinates monthly group activities and workshops, allowing volunteer mentors and youth to expand their social networks. Mentorships meet weekly for 2 to 4 hours and require, at minimum, a one-year time commitment from both mentors and youth. Ideally, mentorships become life-long friendships.

The Mentorship Program engages Aboriginal youth between the ages of 12 to 18 years old, who are willing to work towards positive change and make the most of the mentorship opportunities offered to them. Youth are matched with mentors when they are between 12 to 15 years old. The program continues to work with youth until they turn 19 years old, at which time volunteer mentors and youth can opt to transfer to the Kinnections Program for a final year of UNYA-supervised support, or to carry on the relationships outside of UNYA.

Youth can be referred to the Mentorship Program through an MCFD or VACFSS Social Worker or Probation Officer, through a third-party like a parent or teacher, or through their own self-referral. No matter the means of the referral, the youth must be aware of and receptive to the referral, as the Mentorship Program is voluntary and youth-driven.

The Mentorship Program's main funder is the MCFD. This past year, the program received additional grants from CLICK Foundation and Coast Capital Savings Young Leaders Community Council.

## Statistics

The Mentorship Program has one full-time Program Manager and one full-time Youth Worker. This year, the program matched 33 youth with volunteer mentors, broken down as follows:

	12 y/o	13 y/o	14 y/o	15 y/o	16 y/o
Female	4	11	2	2	2
Male	4	4	-	3	1
Total	8	15	2	5	3

The program currently has an active caseload of 50 matches to monitor, which includes 36 females, 14 males, and a wait-list of 10 youth, 2 females, 8 males. The Mentorship Program interviewed 39 new volunteer mentors, 21 females, 18 males. The Mentorship Program received 41 new youth referrals, 26 females, 15 males.

## Incorporating Culture into Programming

The Mentorship Program works hard to make culture a core component of its volunteer training and mentorship activities. In addition to program-specific trainings, volunteer mentors attend a mandatory workshop on the Intergenerational Effects of Residential Schools, as presented by the Indian Residential Schools Survivors Society.

We connect youth and their volunteer mentors to cultural opportunities and classes run by fellow UNYA programs on a continual basis. External cultural activities and opportunities are also circulated to mentorships, as well as incorporated into our group programming. Some group activities from the past year include canoeing, tea harvesting, salve making, Pow Wow, National Aboriginal Day, drum-making, traditional cooking and snow-shoeing.

## Youth Engagement

The Mentorship Program is driven by our youth participants, and youth are actively involved in every aspect of their service. Youth meet with program staff to explain the type of volunteer mentor they are looking for, the goals they have for themselves, and what they require to be successful in the program. Before a mentorship is established, youth are given information on their prospective mentor, and can accept or decline. During their mentorships, youth set their own goals and agendas, and staff and volunteer mentors act as supports, to help the youth realize these goals. Program staff meet with youth privately and frequently throughout their

participation in the program, to assess how the mentorship is going, provide additional support, and to give the youth the opportunity to voice their concerns and share new interests and achievements. Should the youth wish, they have the right to withdraw from the Mentorship Program at any point during a mentorship, as they see fit.

## **Highlights for the Year**

- Once again exceeded our yearly matching target, making 33 new matches.
- Strong volunteer and youth retention; the majority of mentorships extend well beyond the one-year commitment.
- Secured a \$1,500 grant from the CLICK Foundation, in support of the Mentorship Program.
- Secured a \$5,000 grant from Coast Capital Savings Young Leaders Community Council, in support of the Mentorship Program.
- Presented to Coast Capital Savings' Young Leaders Council, the Vancouver Sunrise Rotary Club, Langara College and UBC regarding UNYA, the Mentorship Program and issues facing urban Aboriginal youth in our community.
- Hosted volunteer workshops on the following topics: FASD, suicide intervention, intergenerational trauma, LGBTQ2S inclusiveness and mindfulness.
- Hosted the Red Cross Babysitting First Aid workshop twice, providing free certification to program youth.
- Networked with diverse referral sources, internal and external, Aboriginal and main-stream, to maintain a reliable stream of youth referrals.
- Very strong attendance at monthly group activities for mentors and youth. Activities included canoeing, pizza making, drum-making, Fright Nights, hiking, laser tag, pottery, trampolining, go-carting, snowshoeing, aquarium, bouldering, Cirque du Soleil, bowling, Women's Memorial March and a Whitecaps game.
- Program staff took courses on Trauma Informed Practice, Mental Health First Aid and Suicide Intervention.

## **Challenges for the Year**

- Male volunteer recruitment requires continual attention. We are making use of social media, online portals, internal word-of-mouth, networking events and volunteer fairs to help us recruit committed volunteer mentors.
- The total caseload of matched youth/mentors is growing steadily. Manager applying for small grants, to off-set growing costs.

## **Goals for the Coming Year**

- To once again exceed our yearly target of 30 new matches made.
- To continue to grow our base of donors; to increase the number and variety of partnerships with organizations that donate funds, tickets, food and activity vouchers to the program, to off-set the increasing cost of our growing caseload.
- To maintain a short youth wait-list, ensuring no interested youth is left in need of mentoring services.

## **Summary**

The Mentorship Program has established a strong reputation in the community, as well as a reliable network of referral sources that provide a consistent flow of both youth and volunteer mentor participants. Thanks to the support of our skilled volunteer mentors, staff and community partners, the Mentorship Program is providing positive and unique opportunities for our youth, including emotional support, life-skills training, confidence building, cultural connection and most importantly, a trustworthy and dedicated friend.

# **Native Youth Learning Centre**

## **Background Info**

The NYLC began in 2005. It is an employment and educational resource centre for Native youth ages 15-30 years of age. The NYLC provides support and resources to youth including resume and cover letter writing, job search assistance, referrals to programs, job postings, free certification programs, and access to educational supports such as tutoring and online learning. Resources are available in key areas such as job search, career development, assisted computer applications and life management skills. Certificate and employment maintenance workshops are scheduled based on current and emerging needs amongst youth. Clients must possess a valid social insurance number (SIN). If youth do not have a valid SIN when they first access our resources, staff will help them obtain one. The NYLC is funded by Aboriginal Community Career Employment Services Society (ACCESS).

## **Statistics**

This year, our team consisted of a full-time Coordinator and a part-time Youth Worker. We also had an intern from the Aboriginal Youth Internship Program complete his internship at the NYLC from June 1<sup>st</sup> 2015 to August 31<sup>st</sup> 2016.

On average, the Native Youth Learning Centre is accessed by youth (both new and returning) 189.5 times a month. In our slowest month, the NYLC was accessed 150 times and in our busiest month, we had 252 visits. In total, the NYLC was accessed 2,274 times between April 2015 and March 2016. This year, the NYLC also picked up 130 new clients and was accessed by a total of 534 new and returning clients. Approximately half of our clients are male and half female, and all were Native youth, between the ages 15-30. Although we see clients of all ages, a large portion are between the ages 16-24.

## **Incorporating Culture into Programming**

The Learning Centre strives to incorporate culture into all possible areas of programming. We always have a smudge bowl available for youth, for cleansing whenever they have a need or desire to use it. The youth are welcome to do individual smudging or lead the group in a smudge. This year the NYLC has partnered with the AYW and hosts The Young Women's Drum group once a week. This group has been very successful and has been an opportunity for youth to learn more about culture, protocols and traditional songs. We have also partnered with the OCM and have hosted Storytelling / Shaping the Smoke in the NYLC on Thursday nights. Youth have had an opportunity to meet with an elder and discuss the importance of storytelling and oral traditions. Youth have created and shared stories that they have worked on during their time spent in this group.

## **Youth Engagement**

The NYLC utilizes a variety of approaches to engage and seek ongoing feedback from youth. This year we had a full-time Coordinator, a summer intern, and a part-time Youth Worker that started in October 2015. The NYLC staff took part in doing outreach when possible. When doing outreach NYLC staff will meet with youth at local post-secondary schools and other community organizations. We also encourage youth input on an ongoing and informal basis. They let us know what educational or career goals they would like more information about, what the NYLC is doing well, and what we could improve on. The most useful way of tracking what the youth want to see in the Learning Centre is by tracking what workshops they are in most need of. When we plan our monthly workshops and activities, we always review what requests have been coming in most, and develop these around the needs of youth.

## **Highlights for the Year**

- We were able to provide an internship for an aboriginal youth, he was a part of the Aboriginal Youth Internship Program. He was with the NYLC from June 1<sup>st</sup> 2015 – August 31<sup>st</sup> 2015.
- In August we arranged a Capilano University Campus tour for youth interested in post-secondary education. This was a very successful tour as the youth were very inspired and left with a lot of new information regarding courses/programs offered as well as resources available to them at the university.

- In September the NYLC hosted an Information Session for youth interested in being on, and finding out about UNYA's board. This information session went very well; we had current youth members attend and speak with youth that were interested. Our hope was to encourage youth to take active roles within their community as it provides great experience, and is also something that can be added to a youths resume.
- UNYA held its annual AGM in October 2015. During the AGM new board members were elected, 4 of which were youth. This was a successful event and was an opportunity to inform youth of what is offered at the NYLC.
- The NYLC was able to fill a part time Youth Worker position as of October 2015. The NYLC was pleased to have the new youth worker as a part of the NYLC. The new youth worker has a tremendous amount of skills to offer and is definitely a young leader within our community.
- The NYLC, OCM, AYF and AYW programs at UNYA hosted our annual Winter Social in December 2015. This was a successful event, and we had many youth and their families attend. We provided food, entertainment, and door prizes. This was a great way to connect with our youth and also a way to introduce youth to our program.
- The NYLC and AYW partnered and started the Young Women's Drum Group which happens once a week. We have had a good turnout for this group, and it has been a great way to incorporate culture into our programming.
- The NYLC has partnered with the OCM and started a writing workshop that takes place on Thursdays (Shaping the Smoke). Some participants in this program went on to participate in the Talking Stick festival. This group has continued to be a success as youth have gained writing skills and have had an opportunity to work with an elder.
- We had 8 youth participate in the Talking Stick festival this year. All youth performed and collaborated with peers and professional First Nations artists. These youth worked on their resumes and portfolios after this performance at the NYLC as they now have professional work experience to add to their work history.
- In March 2016 the NYLC partnered with the Aboriginal Youth First Program and we hosted another Eat, Shop, Hang event. This was extremely successful and was a great opportunity for youth to get clothing for job interviews and work. It was also a wonderful opportunity to inform youth of what the NYLC and UNYA has to offer young people.
- The NYLC spent time this year doing outreach to inform youth of what the NYLC offers as well as discussed the upcoming Skills to Youth Employment program. We met with Britannia youth and staff, VPL staff and local community businesses to discuss the possibilities around building new partnerships.
- The Vancouver Community College, Urban Aboriginal Outreach Worker Anne Prince regularly came to the NYLC on Tuesdays. Anne supports and assists youth with looking into options for school funding. Youth have consistently met with Anne, and we look forward to continued partnership in the following year.
- We have been fortunate to have 2 tutors at the NYLC this year. Both Ocean and Ashwika are at the NYLC at least once a week. We are pleased to have formed this partnership with the Centre for Community Engaged Learning and the First Nations House of Learning at UBC.

## **Challenges for the Year**

- While the NYLC is well-utilized, engaging and maintaining consistent youth participation continues to be a concern. Two of our most consistent challenges are maintaining high levels of youth engagement in workshops, and being able to stay in communication with our clients to follow up on their successes and challenges.
- Often, we are able to offer amazing certification opportunities for youth. Youth express great interest, but don't always follow through with attendance. To overcome this challenge, we discuss the opportunity in-depth with youth, follow up with telephone reminders the day before (and day of) workshops and we also significantly overbook registrations so that we can make sure we have enough participants.

- For the first half of the year the NYLC was only staffed by the Program Coordinator. We were able to have some support with the help of an intern during the summer months. In October we were able to hire a part-time youth worker. Having the extra support in the NYLC enables staff to take part in more outreach opportunities, maintain statistics and track youth participation.

## **Goals for the Coming Year**

- Increase and maintain consistent workshop attendance - implement an agreement system with youth when they pre-register for workshops, provide appointment cards, make two reminder calls instead of one, and continue to provide completion incentives, whenever resources permit.
- Continue to develop and deliver new programming for youth who there are service gaps for. The newest program that NYLC is delivering is Youth Skills to Employment provides a pre-employment program for youth in secondary school who would like to gain skills and certifications to help them attain part-time employment.
- Seek and secure new/enhanced funding for more staff so that we can increase programming while maintaining our capacity to outreach to and work with youth one-on-one.
- Build new partnerships and continue to work with our existing partners and strengthen our relationships.

## **Summary**

Overall, this was a very successful year. The NYLC was able to provide unique training opportunities for youth while maintaining a safe place that they can access every weekday. Staff will continue to work closely with youth to identify new and innovative ways to promote learning and enhance our programming which supports their educational and employment goals. We look forward to another great year ahead.

# Overly Creative Minds (OCM) Studio

## Background Info

The Overly Creative Minds (OCM) studio was first created in April 2011. The OCM studio provides a safe and welcoming space for Native youth which is dedicated to arts and culture programming, while fostering leadership, cultural development, and community engagement through the arts, job readiness, and professional mentorship. The program developed to run out of the studio was called the Spectacular Professional Arts Resume Kick- Starter Program (SPARK). This program provides Native youth (ages 16-24 years) with ongoing access to an array of resources and creative processes that enhance their cultural knowledge encourage them to explore arts and cultural practices. OCM youth develop their skills as professional Artist through a series of year round opportunities to showcase their work. Programming is offered 5 days per week afterschool and occasionally on weekend for special events. All programming is based on youth interests and offered on a drop-in basis. Youth can choose from various activities (one-time, weekly, or intensive skill building workshops and professional opportunities) where they have opportunities to learn, share, and practice new creative and cultural skills geared towards careers in the arts. This year's programming was funded by the Urban Aboriginal Strategy (UAS) Urban Partnerships Program: Youth Stream and donations from UNYA's Bentwood box auction.

This year, weekly/ongoing programming included:

- Slam Poetry Nights led by a professional poet included lessons, outings, and public performances.
- Sarah McLachlan School of Music lessons including base, guitar, percussion, and recording.
- Bard on the Beach Acting Workshops facilitated by a two professional actors.
- Traditional Arts Programming included dance and visual art classes taught by professionals in Hoop Dance, Form line drawing, Drum making.
- Visuals Arts Programming led by professional artists who mentored youth while they worked on their portfolios and resumes including painting, drawing, mixed media, graphic design, Photoshop, curating, film making.
- Artist in Residence program (AIR program) happened every Friday and was focused on exposing youth to professional artists committed to their practice.
- Alternative art School- 8J9J from Britannia attended Thursday art classes in our studio.

## Statistics

This year OCM was supported by: full-time Coordinator and a part time Program Assistant. Programming was enhanced by contracted cultural teachers, artists, and workshop facilitators. OCM was also supported by **2** wonderful volunteers and **23** community partners, who provided great role modeling and mentorship while sharing their diverse skills and expertise. Over the course of the year, **199** individual youth took part in OCM programming. We hosted **1,392** youth visits over the course of the year, for an average of **5.8** youth per day. On average **51.8** individual youth took part in programming each month. All youth calculated in these numbers were between the ages of **16-24**.

## Incorporating Culture into Programming

OCM's SPARK program mandate creates opportunities for youth to develop professionalism while exploring their identities as Aboriginal people. We hosts First Nations mentors, artists, and cultural leaders every month and by doing so youth are exposed to traditional and nontraditional art forms that embrace heritage and protocol while encouraging experimentation and self-exploration. Through their artistic development OCM youth had the opportunity to share their knowledge and pride with others through dynamic community-based projects and performances. This has manifested into poetry, theatre, dance, clowning, paintings, drawings, make up art, and installations that celebrate Indigenous cultural pride and ways of knowing. Ceremony, smudging, cedar brushing, and prayer are led by an elder before every major performance and art event. Whenever possible, programming will take part in group outings to cultural events, ceremonies, and activities that are happening in the local area.

## Youth Engagement

Youth are encouraged to be active peer leaders in all aspects of OCM/SPARK programming, including developing and leading ongoing and one-time activities. To ensure that the OCM studio is a safe, youth-driven space, consistent one to one discussion with our youth informs all of our programming. This way we ensure we are meeting the youth where they are at. These discussions include ideas for new programming and community-based arts projects, materials, potential partnerships, as well as educational and cultural interests. The staff also encourages open discussion in the studio nightly. These discussions often lead to group projects and planning for future public performances and art events.

## Highlights for the Year

We collaborated with many other UNYA programs and a wide array of community partners to deliver some fantastic programming. Key highlights and milestones for the year included collaborations with **23 different community partners**. Close to **exceptionally talented professional artist from Vancouver worked with youth** to share their expertise, passion, and skills in the areas of: cultural practices and traditions, music and spoken word, clowning, history, videography, photography, visual arts, creative writing, activism, regalia making, traditional dance, storytelling, public art and performance, painting, graffiti, acting, radio production, and many more.

- A renewed partnership with the **UBC Museum of Anthropology's Native Youth Program**- resulting in a series of enhanced summer workshops including and a fulltime summer position for one of our youth most dedicated youth.
- **Access to Media Education Society (AMES)** - provided professional film makers to mentor our youth and create 8 original films of our youth performances.
- **Bard on the Beach**- This new partnership provided us with the opportunity to run weekly theatre programming and even provided a full time job opportunity for one of our most dedicated youth.
- **Elder Bruce**- has been integrated into OCM programming during traditional arts nights, special public performances, and casual programming. He has become a constant presence in our community which provides the opportunity for cultural exchange and spiritual guidance for our youth, staff, and community.
- OCM youth participated in multiple outings to First Nations ceremonies this year including: Hoyibee, berry picking, edible indigenous plant walks led by **Environmental Manager and Botanists Kenneth Bennett**.
- **Full Circle First Nations Performance: Talking Stick Festival (TSF)**- provided festival venue, marketing, and technical support (including professional mentorship from directors, stage manager, lighting and audio engineer). They also paid all of the youth performers honoraria for their outstanding performances at the Talking Stick festival
- **Sarah McLachlan School of Music** – provided weekly music lessons and funded **4** professional musical to support programming.
- **Grunt Gallery**- Partnership in providing the gallery, promotional, and staff for our art show.
- **ROVE Gallery Walk**- provided free publicity and attendee recruiter for the art show at Grunt Gallery. They have invited us to be part of their annual Gallery Hop on Main St.
- **CJSF Radio Station at Simon Frazer University**- provided tour of their radio station including, staff support, massive music collection, professional audio studios and equipment, and their FM air waves. With more possibilities in the upcoming year.
- **Vancouver Firefighters Union, IAFF Local 18 Union** – this partnership was formed for a Pro Logo design competition which gave three youth the opportunity to build on their professional. Three youth won honoraria for their contributions and the one who won the competition now has his work all over the VIFF swag.
- **Eastside Culture Crawl**: Youth engaged with professional painters, sculptors, leatherworkers, photographers, and more, in their professional studios. The ESCC is Vancouver largest annual exhibition of artists work. This outing helped youth to understand the dedication and personal growth that solo professional artist must continuously endure to stay on top of their game.
- **Spring Break Media workshop with LOVE**: This year OCM partnered with LOVE (Leave Out Violence Everywhere) To produce a four-day workshop that covered the issues of Oppression, Sexism, Racism,



Stereotypes, as well as photography, lighting, and script writing workshops. We also worked on the creation of a short video about youth dealing with prejudice.

## **Challenges for the Year**

- Funding stability can be challenging to know what type of programming that can continue beyond the current funding cycle, but over-all funding, staffing, youth safety and satisfaction were all strong.

## **Goals for the Coming Year**

- As always OCM continues to look for funding from community partners in order to insure the long term success of the program. In the upcoming year we have several opportunities, with new partners, submitted and under consideration. If they go through we will have weekly dance instruction for two years and professional poetry and hip hop workshops through 2017.

## **Summary**

As always, OCM studio is grateful for the enthusiasm, keen engagement, and hard work offered by our youth, volunteers, mentors, staff, and community partners. OCM's Goal for the year is to continue to host and provide programs such as SPARK to encourage Native youth to reach for their professional and personal goals. We have a good momentum going with performances and art show opportunities. OCM has established a highly motivated group of youth who are ready to take their art to the next level some of who have already graduated from art school and are ready for what OCM has to offer their professional development. Our growing partnerships are providing us with consistent opportunities and every year we seem to surpass our own expectations. OCM strives to achieve long-term positive change in the lives of our youth. We created a "home away from home" that encourages, guides, and provides professional opportunities for the creative leaders of tomorrow. Youth become more successful each year because of the dedicated mentors, staff, growing number of community partners, and the public engagement that contributes to their successes!

The new IAFF Local 18 logo; designed by Elvis Chevrefils, Kelsey Hall, Marie Wustner, John Nicholson. and Shea Hobbis.



# Programs Administrator

## Background Info

The Programs Administrator focuses on the coordination of a variety of programs and special initiatives, as well as supporting UNYA's community and organizational development activities. The position began in 1999 and was originally funded by MCFD, but is now primarily funded within UNYA's administration, with some supervisory funds provided through programs. This position is responsible for coordinating:

- Aboriginal Youth Worker at UNYA
- AYF Sports & Recreation Program
- Native Youth Learning Centre
- Overly Creative Minds Program
- Reception
- Summer students and Internships

The Programs Administrator also works in close collaboration with UNYA's Executive Director and the rest of the administrative team to support broader organizational needs and goals. She liaises with other community organizations, various levels of government, and the private sector to create and strengthen collaborations which enhance programs and services available to Native youth.

## Statistics

This position consists of one staff member who is part of UNYA's senior administrative team reporting to the Executive Director.

## Incorporating Culture into Programming

The inclusion of culture is a priority in all aspects of UNYA programming, for it plays such a key role in facilitating a sense of belonging, connection, and empowerment amongst Native youth. Culture is also a great source of strength. All of the programs that I work with focus on incorporating cultural practices and teachings into their work, every day. Smudge is available in all of the program spaces, and discussions are held in a Talking Circle format. Medicine Wheel teachings and the Circle of Courage encourage youth to make healthy lifestyle choices, and develop and share their natural leadership abilities. Through our Cooking Program, Young Women's Drum Group, cultural outings and ceremonies, and workshops, we promote traditional songs, foods, and natural medicines. We also host UNYA's Canoe Club through our Sports and Rec program, prepare youth for and take them on a 10 day Canoe Journey, offer Lacrosse, and coordinate cultural outings and ceremonies for youth to participate in. Other traditional and contemporary arts, crafts, and cultural practices are regularly offered through programming.

## Youth Engagement

Our programs continue to be youth-driven and youth-focused. Youth are encouraged to be active peer leaders in all aspects of programming, including developing and leading ongoing and one-time activities and workshops. This is done through the Youth Advisory Council (YAC) meetings, feedback forms, surveys and discussion groups, as well as day-to-day interactions with staff. Youth help to develop and lead programming, recruit new participants, assist with preparations and clean up, and represent UNYA at community events – all with great enthusiasm and commitment!

## Highlights for the Year

It has been another very successful year.

- Programs continue to be enhanced and developed to meet the needs of the youth and the current issues or trends they may be facing.
- We also benefited from invaluable support provided by several foundations, private individual donors, and a host of dynamic volunteers and community partners. Building these partnerships to create consistent ongoing support for programming is of paramount importance.
- Utilizing the range of dynamic UNYA programming we are able to offer a consistency and depth of programming that supports and provides Native youth with opportunities.

- Tremendous opportunities for youth to develop and utilize their strong leadership abilities, such as a former youth who received all his Ju-Jutsu training achieving his Black belt and now is currently running our UNYA dojo.
- Youth have readily stepped up, engaging in cultural activities and becoming more active within our community.

### **Challenges for the Year**

- Securing longer-term, sustainable funding remains both a challenge and priority, for several of our long-standing and highly successful programs.
- Limited/short-term funding and shrinking budgets, coupled with increasing costs and demands on staff time, leave little room for expansion or enhancement.
- Despite great youth engagement, strong programming, and many successful outcomes, several programs must operate as short-term pilots while some ongoing programs are forced to close temporarily, due to delays in the release of funding, a lack of available program funding, and/or constantly shifting funding criteria and priorities.
- As always, we seek new and sustainable sources of support so that we can continue to offer dynamic programs which develop skills and leadership amongst Native youth, while encouraging rich cultural and community engagement opportunities.

### **Goals for the Coming Year**

Goals for the upcoming year include identifying and securing new funding and partnerships to expand programs and supports available. In particular, identify and secure longer-term, sustainable, and diverse funding to support much-needed and successful programs, particularly AYF and OCM.

### **Summary**

We have been able to offer fantastic programming and resources for Native youth, despite limited resources and constant transitions resulting from intermittent funding. This is entirely due to the efforts of a very committed team, both within UNYA and amongst our diverse community partners and supporters.

# **Ravens Lodge**

## **Background Info**

Ravens Lodge is a five-bed residential program that opened in August 2008. We offer short-term transitional beds for female Aboriginal youth who are in care of Vancouver Aboriginal Child and Family Services Society (VACFSS). The program operates 24 hours a day, 7 days a week.

The main goal of Ravens Lodge is to empower youth to make healthy lifestyle choices to create positive changes in their lives. We do this by creating a safe home environment; we work with youth using culture as therapy while offering cultural activities and ceremonies giving them a greater sense of confidence and self-awareness.

We provide one-to-one support, encourage and develop life skills, foster health, strengthen their family ties (as appropriate), and assist with referrals to other community resources. Our program also provides support for the youth and potential foster homes, to assist them in a smooth transition.

Program funding is provided by Vancouver Aboriginal Child and Family Services Society (VACFSS). For intake into Ravens Lodge, youth must be referred directly by VACFSS.

## **Statistics**

Our team consists of a full-time Manager True Thomas, an Assistant Manager Tatiana Sardoiz, and 5 full-time Youth Workers; Shaunacy Betschel, Steve Egger, Merissa McNeil, Lynn Lewis, and Chasity Kuzmich. On average, we also employ 15 on-call relief staff.

This year we provided services for 17 female youth between the ages of 14-18.

## **Incorporating Culture into Programming**

Our main goal in our program is fostering a strong culturally diverse environment for our young woman residing within the home. The programs cultural adornments attempt to honor all indigenous peoples, while stimulating the participants to learn and admire their cultures. Our team offers culture through the implementation and observation of the Circle of Courage; empowering a sense of Belonging, Mastery, Independence and Generosity. The focus on culture is to assist in strengthening their values, teaching identity; while being respectful towards their individual diversity. The team provides and practices culture in a variety of ways:

- Access to ceremonies, traditional medicines, and community events
- Connections with the community members such as Elders, as well as family in order to maintain and strengthen cultural identity
- The youth engage by self-lead smudges, cold water baths, cedar brushings, honoring cultural teachings and passing Sacred knowledge forward
- Crafting traditional arts and belongings such as: Weaving, Regalia and Beading
- Recreational activities are predominately based around Mother Earth and her offering elements

## **Youth Engagement**

We recognize that each youth coming into transition at our lodge deserves the opportunity to be heard, empowered and have a strong sense of belonging. We work with our youth to ensure that their inputs regarding their needs, concerns and thoughts are welcomed and addressed by the team, as well as the Program Manager. As we recognize that our youth are also our teachers, we hold monthly house meetings in which they are able to provide us with their feedback with formal and informal discussions. In this way, we are able to use it towards improvement in our day-to day- programming and community connections.

## **Highlights for the Year**

- Redecorating the lodge to integrate a more cultural atmosphere. We were able to bring in an artist to paint a mural of a tipi. This will be used as a medicine room where staff and youth will drum, sing;

have talking circles, and storytelling. We also were able to design the living room space to represent a traditional Longhouse.

- The lodge was gifted with a big powwow drum.
- Healthy transitions; one youth transitioned to independent living, one youth to semi-independent living, one youth to a Foster Family, two youth to treatment facility and six youth were reunited back with their families.
- Training and employment; One youth received a full-time Job and four youth received part time jobs.
- All youth were enrolled in academic school programs and gained the skills of waking themselves up and getting to school on time.
- Three youth gave back to the community by volunteering their time.
- Meeting all requirements for Licensing with Vancouver Coastal Health and being designated as extremely low-risk.

## Challenges for the Year

- Increased number of youth with mental health diagnoses and medication.
- Increasing number of youth self-medicating through substance.
- Increased number of youth with suicide ideation.
- A growing concern for our female youth being sexually exploited
- Resources in the community not providing consistent services for youth
- Hiring and training staff within the Vancouver Coastal Health Licensing certification requirements

## Goals for the Coming Year

- We will continue to build and enhance relationships with other agencies in developing and carrying out youth care plans in a consistent manner by all professionals involved.
- To gain more access to Elders in the community.
- Further development to our Life Skills programming for youth transitioning to independent living
- Continue to develop our knowledge base and skills of culture and education through training, workshops and community events

## Summary

This year Ravens Lodge was able to support 17 female youth, with many positive transitions. Our youth have become increasingly interested and motivated towards culture and engage in traditional practices; they have worked towards being productive members of society by finding and maintaining employment and giving back to the community through volunteering. Throughout the year, Ravens Lodge has been redecorated to provide a fresh and fun environment; this has driven the youth towards creative changes and strong cultural identities. As a team we will continue to foster culture as therapy, while providing a safe supportive and non-judgmental environment.



# School Support Team

## Background Info

The School Support Program began in January 2001. Our primary goals are to ensure that Native students, who are affected by alcohol or drug use, remain in school and/or stay connected to a school education program and experience both social and academic success. As part of our efforts to support youth we provide timely, relevant and culturally-appropriate educational activities and resources on alcohol and drug education for both youth and other community members. We facilitate community and school workshops focused on healthy life choices, First Nations teachings and protocols, Aboriginal wellness, educational issues, and other relevant community resources. We also liaise and work with community organizations and Vancouver Board of Education staff to increase and enhance networking opportunities, with a focus on improving programs and services available to Native youth.

Our referral process is open. Youth can self-refer by contacting our team. We also receive referrals from VBE, UNYA, VACFSS, MCFD, Youth and Family Workers, other agencies that work within schools, and caregivers. Program funding is provided by Vancouver Coastal Health

## Statistics

Our team consists of a full-time Youth Worker Chuck Lafferty and one part-time Youth Worker Molly Billows.

This year we worked with 316 youth (ages 10 – 24 years) through one-to-one contacts, in workshops, groups, and community events, as well as our summer and spring day camps. We work with youth primarily in schools and in other education programs, as well as community sites and cultural events.

Number of youth per session: 15-20 youth (on Average)

Number of visits per year: 957

Age and gender of youth: 118 female youth, age 12-15; 46 female youth, age 16-19; 6 transgender or genderqueer youth ages 16-19; 106 male youth, age 12-15; 38 male youth, age 16-19; 2 male youth, age 20-24

## Incorporating Culture into Programming

We provide opportunities for youth to connect to culture and ceremony by hosting a bi-monthly Youth Teaching Sweatlodge, inviting youth to participate and providing cultural protocols leading up to events. We incorporate cultural aspects into all our daily programming; for example in our spring break and summer camps we hold daily talking circles to open and close the day, as well as at all of our school lunch time drop-in groups throughout the school year. We are consistently practicing and teaching cultural protocols such as: acknowledging the traditional territory we are living/working on and offering a prayer to be thankful for food before eating together. Other cultural programming has included drum making, Smudge ceremonies and visiting the Emily Carr Aboriginal Gathering Place with youth.

## Youth Engagement

We ensure that youth have input into our programming by listening and responding to the needs that come up at each school, for example having focused sessions on gaming addiction and having a talking circle focused on mixed-identity and belonging. In most cases the input is conversational, based on questions that come up at groups' sessions, and the one-to-one conversation with youth and staff at the schools we visit or host programming. We also held an initial focus group with Aboriginal LGBTQ+Two-Spirit youth to get their input on what kind of Two-Spirit programming we can start at UNYA.

## Highlights for the Year

- Hosting a bi-monthly Sweatlodge for youth, providing cultural information in schools and inviting youth to participate. Also connecting with their families (phone calls leading up to the ceremony and picking up/dropping off the youth).

- Young Spirits Summer Program had (47) youth registered for the two camps this year and it continues to provide top quality day camp programming for youth attending grades seven, eight and nine. Of special note was the youth volunteer that came to work for us during the second camp.
- Spring Break Basketball Camp had (22) youth registered for the camp and had their families come to a Feast at the end of the program.
- Weekly Drop-In Groups at (3) secondary schools, providing support, services, referrals. Our weekly average attendance is (47) students per week.
- New partnership with VCH & SACY Leadership and Resiliency Program, co-facilitating a weekly group for youth from Britannia 8J/9J alternative program.
- Supporting youth from 8J/9J to perform puppetry at the Talking Stick Festival youth show, and to develop short films to present to Grade 7 classes about the transition to secondary school.
- New partnership with YWCA Circle of Sisters, co-facilitating a girls group at Total Education
- Three volunteer youth/student peer-coaches involved with our Spring Break Basketball Camp
- One volunteer youth/student for our Young Spirits Summer Camp

### **Challenges for the Year**

- Spring Break Basketball Camp has a partnership with Britannia Community School which has partnerships with Britannia elementary and secondary school as well as Britannia Community centre. Our challenges were communications between all parties.
- One of our Secondary School Drop-In Groups had challenges with attracting youth and the allocated space provided by the school was not adequate.

### **Goals for the Coming Year**

- Increase visibility and provide programming for Native LGBTQ+Two-Spirit youth. We started an information gathering process and advisory to see what kind of programming they would like. The advisory notes will be passed to UNYA administration for future planning.
- We have started planning and programming with UNYA Substance Use Counsellors on the issue of mixed-Aboriginal identity and belonging, something that has come up in our school programming and also in counselling sessions. The youth are asking for more inclusion. They are calling themselves "Mixies"
- Increase programming for grade sevens at elementary schools.
- Balance our programming between secondary schools and alternate programs.
- Increase culture at our UNYA drop-in Groups at our schools by offering Smudge and Cedar Bow Cleansing where it is possible at schools.

### **Summary**

We were successful at increasing our engagement with secondary school students and with support staffs through our weekly lunch drop-in groups. Our lunch groups and outcomes were enhanced by bringing in guest speakers from within UNYA's programs as well as staff from community organizations to connect and engage youth in resources and opportunities. The Spring Break Basketball Camp and Young Spirits Summer Program day camps were also a great success at getting youth into programming that develops their personal, social, and academic success and well-being. Through the success of YSSP and SBBC day camps, we trained three Aboriginal youth as Peer Coaches and Youth Leaders in developing their leadership styles, communication, and problem solving skills. We had one youth/student volunteer for YSSP. With such active youth engagement, these programs delivered very positive outcomes for all participants.

# **VCHA Programs Administrator**

## **Background Info**

This position, formerly known as A & D Programs Coordinator, was created in 2004 to coordinate and provide holistic clinical supervision to UNYA's wellness programs including: the A/D Counsellors, Wellness Counsellor, School Support Program, and Young Bears Lodge & Young Wolves Lodge, which are funded by Vancouver Coastal Health Authority (VCHA).

## **Statistics**

The VCHA Programs Administrator is a full-time position. All of the VCH Programs are currently running at full capacity. YBL has held an 80%+ bed night rate since re-opening in Nov 2015, and all of our Counsellors caseloads are consistently at 30+ youth.

## **Incorporating Culture into Programming**

All UNYA VCH Programs incorporate culture by integrating the philosophy of Two-Eyed seeing, which allows us to look at wellness through both a cultural and clinical lens. At YBL our youth visit the UBC gardens weekly and are planning, with support through elders & community members, a tradition medicine garden at the lodge in summer 2016. Our youth are involved in long house ceremonies and plan to take part in Sundance & Kamloops Pow-Wows this summer. Many elders and traditional knowledge keepers support our cultural programming with drumming, singing, art, language, history, land based teachings and ceremonies. Our A & D Counsellors also use cultural teachings, protocols, and ceremonies in their counselling practices such as smudging, talking circles, medicine teachings and dream work. This year we have been able to offer monthly sweats for our youth and most recently sweats specifically for LGBTQ2S youth.

## **Youth Engagement**

All of our programs are self-referral. Youth have direct input into program & wellness planning through daily interactions with staff. Specific workshops are offered based on the needs and interests identified by youth. In our individual sessions, youth contact us directly and determine where sessions take place. We believe that our youth are the professionals in their own lives and we support and respect them to make the best choices for themselves.

## **Highlights for the Year**

This was a year of great collaborations and opportunities. Some highlights included:

- The closure, rejuvenation and reopening of Young Bears Lodge
- Two new positions at YBL: Intake and Referral Counsellor & a Clinical Counsellor
- An entirely new team of Counsellors
- Opening of the Native Youth Health and Wellness Centre
- Moving Britannia Counsellors office to UNYA's head office, while still servicing UNYA, Britannia and BYRC youth.
- Monthly sweats, including Two-Spirited Sweats
- Extra funding received from our Britannia Counsellor contract to create wage equality amongst our VCH Counsellors.

## **Challenges for the Year**

- Due to a lack of ongoing, sustainable program funding Young Wolves Lodge was closed.
- Increased funding is needed to enhance programming, and increase wages to ensure we can attract and retain well qualified individuals, remain competitive and create job security for our staff.
- Increased funding has been requested to make our P/T Counsellor F/T, which historically has seen long periods of vacancy.
- Waiting for confirmation from VCH that we have secured the enhanced funding for our two new positions at Young Bears Lodge long term.



## **Goals for the Coming Year**

- Continue to deliver high-quality, holistic and culturally-appropriate A & D services to meet the needs of youth and their families
- We would like to create a Cultural Counsellor position at Young Bears Lodge to fully live out our two-eyed seeing philosophy
- Increase program funding to support all of our employees having a competitive wages in their fields
- Secure VCH funding to re-open Young Wolves Lodge as an Tier 4 Residential Addictions Treatment Program

## **Summary**

While this was a year of change for several programs, we have continued to support strong youth-focused Aboriginal programs which consistently incorporated cultural healing modalities. We will continue to seek new and diverse sources of funding and community partnerships, so that we can enrich and expand the supports available for Native youth and their families.

# Young Bears Lodge

## Background Info

Young Bears Lodge opened in April 2001, as a healing lodge for Aboriginal youth experiencing challenges with drugs and alcohol. The lodge is a voluntary 16-week live-in program rooted in “two-eyed seeing”, which combines a cultural and a clinical approach to healing and wellness. The program provides both clinical and cultural counselling in 1-1 and group settings; cultural ceremonies, teachings, community events, and Elders; life skills workshops; volunteering opportunities; physical activity and recreational outings; support in education and employment goals; and more!

Young Bears Lodge is a Tier-4 Recovery Program funded by Vancouver Coastal Health. Referrals can be made by youth/caregivers as well as support professionals. Applications and Information Packages are available on the UNYA website, and by emailing [ybl.intake@unya.bc.ca](mailto:ybl.intake@unya.bc.ca).

Young Bears Lodge underwent a program renewal in the summer/fall of 2015, therefore all information in this report pertains to the period from November 2015 – March 31<sup>st</sup> 2016.

## Statistics

Young Bears Lodge has nine full-time staff and approximately 10 relief staff. Our full-time team includes: Fleurie Hunter (Program Manager); Jossy Russell-Taylor (Intake + Referral Counsellor); Tia Mihalj (Clinical Counsellor); Conrad Jones (Youth Care Counsellor); Monica Oliveira (Youth Care Counsellor); Kyla Barnes (Youth Care Counsellor); Sukhraj Dogra (Youth Care Counsellor); Krystal Jules (Youth Care Counsellor); Christine Allen (Youth Care Counsellor).

We have a maximum five youth residents per session, and served a total of eight youth between November 15<sup>th</sup> 2015 and March 31<sup>st</sup> 2016. Our youth range in age from 13-18 and include all genders. We had a total of 516 bed stays, which equals approximately a 79% occupancy rate over our operating period.

## Incorporating Culture into Programming

We incorporate culture into our program in a wide variety of ways. First, our therapeutic model is based on four-phases of recovery, and we include cultural teachings, practices, and ceremonies into those different phases (i.e. performing specific ceremonies relevant to the youths’ healing journey such as a grieving sweat; preparing giveaways for youths’ supporters; etc.). We also incorporate culture into the daily practices and operations of the lodge, such as our daily morning smudge and “Journey into the Night” circle and prayers, and our moon time teachings and materials (i.e. moon time dishes and protocols). The youth often take a leadership role in leading smudge and mentoring staff and other youth with these teachings.

We also incorporate culture into our programming through our in-house staff teachings on the medicine wheel, the Seven Sacred Teachings, amongst many other teachings. We also host guests and workshops with Indigenous Artists, Knowledge Keepers, and Elders (teachings on medicines, crafts, traditional songs and drumming, caring for the land, etc.), as well as participating and attending community events and ceremonies (Sweat Lodge, Longhouse, Round Dance, Pow Wows). The youth have many opportunities and involvement to contribute to the schedule and requesting events or workshops that are of interest.

## Youth Engagement

We host a weekly house meeting on Monday mornings, which is an opportunity for youth to share feedback and make requests on the programming and general goings on at the lodge. We also meet 1-1 with the youth on a weekly basis, which is another opportunity for them to voice concerns and make requests, as well as to work collaboratively with our staff to identify specific ceremonies, teachings or opportunities they want to pursue to meet their goals and pursue their healing journey. The youth in the program also are very vocal and empowered to make requests and initial discussions with staff on an on-going basis. We also perform an anonymous survey every two months, which gives youth a chance to provide anonymous feedback on the program.

## **Highlights for the Year**

- Secured funding for two new positions—Clinical Counsellor and Intake + Referral Counsellor—as part of the program renewal
- New “Artist in Residence” Program to bring an Indigenous Artist in for a whole month to complete a project with the youth
- Collaboration with Vancouver Aboriginal Policing Centre Society, Outward Bound, and the Tu’Wusht Project to develop a land-based healing component to our program
- Our youth produced some very exciting art work including a calendar featuring their photography and creative writing, as well as an original song written and recorded with volunteers from Nimbus Recording School called “Red Power”

## **Challenges for the Year**

- It’s taken some time to develop our new and enhanced program model following the renewal, as there was a very short timeframe for the new staff team to take the recommendations and develop a new program model before opening. This has been a work in progress but we are on the right track.
- Our staffing levels feel insufficient to fully meet our mandate of providing residential care (for youth with complex care needs) and a full-time therapeutic recovery program. We also feel that it is necessary for us to create a “Cultural Counsellor” position to be able to have equal leadership for the cultural and clinical components of our program.

## **Goals for the Coming Year**

- To develop a school component to our program by negotiating a PRP Agreement with the Ministry of Education
- To strengthen our therapeutic model and the integration of our clinical and cultural approaches to healing
- To build the land-based healing component of our program, including creating a garden in our backyard (possibly sourcing additional funding through an online Kickstarter campaign).

## **Summary**

We are very excited about the continued growth and evolution of the lodge!

	Funding	Donations, In-kind Contributions	Co-Programming	Facilities / Space	Workshops, Training & Resources	Referrals	Info Sharing, Networking	Case Management	Advocacy	Volunteers	Recruitment, Promotion
Aboriginal Community Career Employment Services Society (ACCESS) - Circle of Eagles (Pre-Employment Program) - <u>Bladderunners</u>	•	•	•		•	•	•	•	•		•
Aboriginal Mothers Center Society						•	•	•			
Access to Media Education Society (AMES)						•					
Alternative Learning Program (ALP) - School District 22						•	•				
Aunt Leah's Place - The Link Transition Program -Friendly Landlord Network						•	•	•	•		
BabyGoRound		•				•					
Barb on the Beach	•	•	•		•						
Battered Woman Support Services			•		•	•	•		•		•
BC 211 - Shelter and Street Help Line					•	•	•				•
BC Housing	•			•		•	•				
BC Technology for Learning Society		•				•					
Boys and Girls Club of Greater Vancouver - Kimount Gym -Nexus - Odyssey I & II			•	•	•	•	•	•	•		•
BSI Biodegradable Solutions		•									
Ministry of Justice - Burnaby Community Corrections						•					
Burnaby Village Museum				•							
Canada Place -Fly Over Canada				•							
Canadian Broadcasting Cooperation				•							
Canadian Mental Health Association - Pandemonium (Youth with Anxiety group)			•		•	•	•	•	•		
Canadian Red Cross - First Aid - Hero: Babysitting Course					•						
Caplano University						•	•				
Cedar Cottage Neighborhood House						•					
Children of the Street Society - TCO2			•		•		•		•		
City Of Vancouver - Blodel Conservatory -Hill Crest Community Centre - Carnegie Centre -Gathering Place - <u>Outreach Team</u>				•		•	•		•		
Community Living British Columbia - Housing - Transition	•					•	•	•	•		
Changing the Lives of Inner City Kids CLICK Foundation	•						•				
Coast Capital Savings - Young Leaders Community Council	•										
Covenant House Vancouver -Crisis Shelter - <u>Rights of Passage</u>		•				•	•	•	•		
Fraser Health - <u>Creekside Detox Centre</u>						•					
Developmental Disabilities Association						•	•				
Downtown Eastside Neighbourhood House						•			•		
Downtown Eastside Women's Centre						•					
Dress for Success Vancouver		•				•					
Portland Housing Society - <u>Drug Users Resource Centre (DURC)</u>							•		•		
BC Early Psychosis Intervention (EPI)							•	•	•		
Electronic Arts		•		•							
Extreme Air Park				•							
Family Services of Greater Vancouver - Community Education and Development Services - Directions Youth Service Centre - Directions Safehouse - Directions Youth Detox - Transition Program -Outreach Program - <u>Street Youth Job Action</u>			•	•	•	•	•	•	•		•
FASD Society for BC - Asante Centre - Through an Aboriginal Lens					•	•	•	•	•		
First Nations Snowboard Association - <u>Squamish Nation</u>		•	•			•	•				•
Food Safe					•						
Fraser Region Aboriginal Friendship Centre - All Nations Youth Safe House	•	•			•	•	•	•	•		•
Frog Hollow Neighborhood House - Youth Summer Hiking Program - Frames Film Project - <u>Drive Youth Employment Centre</u>			•		•	•	•	•	•		•
Frontier College - Literacy Programs (BC Chapter)		•			•					•	
Full Circle First Nations Performance - Talking Stick Festival	•	•	•	•	•		•				•
Gastown Vocational Services					•		•		•		
Gitxaala Nation						•					
go2 Tourism HR Society					•						
Greater Vancouver Food Bank Society - Community Angel Food Runners		•					•				•
Grouse Mountain				•							
Grunt Gallery	•	•	•	•	•					•	•
Gull Bay Indian Band Ontario - <u>School Funding</u>	•				•			•	•		
Helping Families in Need Society		•				•					
HIVE Bouldering Gym		•			•						
Hockey Helps the Homeless	•						•				
Hollyburn Family Services Society - <u>North Shore Youth Safehouse</u>					•	•	•	•	•		•
Homestart Foundation		•				•	•				
Indian Residential Schools Survivors Society					•						
S.U.C.C.E.S.S. - Job Options BC						•	•				
John Howard Society of BC - Community Living Outreach Program						•	•	•	•		
Justice For Girls							•				
Kids up Front		•									

	Funding	Donations, In-kind Contributions	Co-Programming	Facilities / Space	Workshops, Training & Resources	Referrals	Info Sharing, Networking	Case Management	Advocacy	Volunteers	Recruitment, Promotion
KidSafe Project Society			•			•	•				
Langara College				•		•	•			•	•
- Urban Aboriginal Studies Class						•					
-Volt Program						•					
Leave Out Violence BC						•					
Lu'ma Native Housing Society						•					
Maple Leaf Storage	•										
Marc's Place					•	•	•	•	•		•
McDonalds Careers					•						•
- Youth Employment											
Mennonite Central Committee BC (MCC BC)					•		•	•	•		
- Agora Employment Essentials - Kaleidoscope											
Metis Family Services					•	•	•	•	•		
Milieu Children and Family Services					•	•	•	•	•		•
-South Vancouver Youth Centre											
-Connexus											
Ministry of Children and Family Development	•	•	•	•	•	•	•	•	•		•
Ministry of Social Development						•	•	•	•		
Mission Possible					•	•					
Native Courtworker and Counselling Association of BC						•	•	•	•		•
Native Education College					•	•	•				•
Nuxalk Nation Bella Coala	•						•	•	•		
Nenqayni Wellness Society			•		•	•	•	•			
- Youth and Family Inhalant Program											
Network of Inner City Community Services			•	•		•	•		•		
-Roving Leaders -Youth Outreach - Eastside Boxing Club											
Nicola Valley Institute of Technology						•	•				
Nike - N7 Fund	•	•	•		•	•	•		•		
Nimbus School of Recording and Media			•	•	•		•			•	
Gordon's No Frills		•									
Open Door Group- Thrive Program					•	•					
Options for Sexual Health - Education Program					•						
Outward Bound Society	•		•				•				
Pacific Community Resource Society (PCRS)											
- Broadway Youth Resource Centre - Inter-Regional At-Risk Youth Link (IRAY-L) - Youth to Adult Transition Program - Barista Employment Training Program - Guildford Youth Resource Centre - Newton Youth Resource Centre		•	•	•	•	•	•	•	•		•
Pacific National Exhibition		•		•							
Peak House Pacific Youth & Family Services Society							•				•
Phoenix Society - Phoenix Centre						•					
PLEA Community Services			•		•	•	•	•	•		•
- ONYX - Supported Recovery - Waypoint - Intensive Support & Supervision Program (ISSP) - Work Placement Program (Mintage Vintage Clothing)											
Practical Power Fitness/Whole Cuisine		•	•		•	•	•		•	•	•
Providence Health Care											
-Inner City Youth						•		•	•		•
-St. Paul's Hospital											
Provincial Health Services Authority (PHSA) - B.C. Childrens Hospital - RICHER Initiative - Kelty Eating Disorders - Teleconferencing					•	•	•	•			
Province of BC - Aboriginal Youth Internship Program		•			•	•	•			•	•
Public Guardian and Trustee of British Columbia			•		•		•				
- Financial Literacy											
Pulling Together Canoe Society				•	•	•	•				•
Quest Food Exchange		•				•				•	
Raven Song						•	•				
Reach Community Health Center						•	•	•	•		
Red Fox Healthy Living Society					•	•	•		•		•
Reel 2 Reel International Film Festival For Youth				•	•		•				
Representative for Children and Youth BC					•		•	•	•		
Revs Entertainment Group				•							
Ridge Wilderness Adventures					•		•				
ROVE - Gallery Walk											•
Sarah McLachlan School of Music	•	•	•	•	•	•	•				•
Sea to Sky Community Services					•	•		•	•		
Secwepemc Child and Family Services						•					
Simon Fraser University			•	•	•	•	•			•	•
-Aboriginal Students' Association - First Nations Student Association -Volunteer Services - CJSE Radio											
Spirit of the Children Society						•	•				•
- Youth Groups											
Splashdown Park				•							
Spokes Bicycle Rental				•							
Sustainable Produce Urban Delivery (SPUD)		•									
Squamish Nation Canoe Family		•		•		•	•				
Starbucks Canada - Youth Employment					•						•
Takaya Golf Center				•							
Teepee Handicraft Ltd					•						
Telus World Of Science				•	•		•				
Tenant Resource and Advisory Centre			•		•						
Tenth Church Vancouver - Benevolent Fund		•									
The Canadian Mental Health Association					•	•	•				
The Children's Foundation					•						

	Funding	Donations, In-kind Contributions	Co-Programming	Facilities / Space	Workshops, Training & Resources	Referrals	Info Sharing, Networking	Case Management	Advocacy	Volunteers	Recruitment, Promotion
The Coming Home Society	•	•									
The Crisis Intervention and Suicide Prevention Centre of BC - Crisis line - Youth Workshops					•						
The Cultch - The Cultch Lab			•	•	•						•
The Kettle Society - Kettle On Burrard							•	•			
Trauma Tech					•		•				
U Paint I Fire				•							
UBC											
-Alma Mater Society (AMS) - First Nations House of Learning - Museum of Anthropology - Native Youth Program - Beaty Biodiversity Museum - Robson Square Ice Rink - UBC Farm (Musqueam Garden) (Centre for Sustainable Food Systems)		•	•	•	•	•	•			•	•
Union Gospel Mission							•				
Universal Learning Institute					•						
Vancouver Aboriginal Child and Family Services Society (VACFSS)	•		•	•	•	•	•	•	•		•
Vancouver Aboriginal Community Policing Centre Society - Youth Programs	•		•	•	•	•	•		•		
Vancouver Aboriginal Friendship Centre Society (VAFCS)		•	•	•	•	•	•			•	•
Vancouver Aboriginal Transformative Justice Services Society				•		•	•	•	•		
Vancouver Aquarium		•		•	•						
Vancouver Art Gallery		•		•	•		•				
Vancouver Board of Parks & Recreation											
- Britannia Community Services Society - Britannia Teen Centre - Trout Lake Community Centre - RavCam Cooperative Centre - Roundhouse Community Arts & Recreation Centre	•	•	•	•	•	•	•	•	•	•	•
Vancouver Canucks		•									
Vancouver Christmas Market				•							
Vancouver Coastal Health											
-Three Bridges - School Aged Children and Youth (SACY) - Leadership and Resiliency Program - Northeast Child and Youth Mental Health Team -Public Health Nurse - Access Central - Child and Adolescent Response Team C.A.R.T. - Prism - Mental Health Worker - Youth Pregnancy and Parenting Program - Aboriginal Health	•	•	•	•	•	•	•	•	•		•
Vancouver Community College					•						
Vancouver Firefighters Union, IAFF Local 18 Union	•										
Vancouver Holocaust Museum				•	•		•				
Vancouver Native Health Society - Tu'wusht Program			•		•		•			•	
Vancouver Native Housing Society						•					
Vancouver Poetry House - Vancouver Poetry Slam			•		•		•				•
Vancouver Police Department						•	•		•		•
- First Nations Liaison Officer											
Vancouver Police Museum				•	•						
Vancouver Public Library - Community Outreach					•	•	•				•
Vancouver School Board											
- Hooksum Outdoor School - Windermere Secondary - Britannia Elementary and Secondary School (Outreach, 8J 9J Alternative Program, Streetfront, Community Schools Team) - Vancouver Technical Secondary School - Templeton Secondary - Sir Charles Tupper Secondary - Killarney Secondary - Vancouver Alternate Secondary School - Eagle High Program- West Coast Alternate - Hamber House Program Total Education -Pinnacle - South Vancouver Learning Centre - School Age Children & Youth (SACY) Program	•	•	•	•	•	•	•	•	•		•
Vancouver Sunrise Rotary Club							•				
Vancouver Whitecaps FC		•									
VanDusen Botanical Gardens				•							
Vantage Point							•			•	•
Watari Counselling and Support Services Society			•	•	•	•	•	•			•
-Day Treatment Program -TIPS 1 & 2											
Women Against Violence Against Women (WAWAW) - Aboriginal Youth Program			•		•		•		•	•	
West Coast Legal and Education Action Fund					•						
YWCA					•	•	•	•			•
- Youth Beat Program - Circle of Sisters Program											
Youth Unlimited - Street Life - Work Life - Creative Life			•	•		•	•				
YouthCo HIV & HepC Society			•		•	•	•	•	•		•
YOW Canada					•						
YWCA Metro Vancouver					•	•	•		•		
- STRIVE Youth-In-Care Transition Program											
Zero Ceiling Society		•	•	•	•	•	•				•

## Funding Partners

This year, UNYA received financial support from the following funders for our ongoing programs:

**Aboriginal Outreach Team:** B.C. Ministry of Children and Family Development

**Aboriginal Transition Team:** B.C. Ministry of Children and Family Development

**Aboriginal Wellness Counsellor:** Ministry of Children and Family Development, administered by Vancouver Coastal Health Authority

**Aboriginal Youth First Sports & Recreation Program:** ViaSport (B.C. Sport Participation Program); Hockey Helps the Homeless; Vancouver Coastal Health Authority (AHIP); Nike N7 Fund-CAF; the Aboriginal Sports, Recreation and Physical Activity Partnership Council (BCAAFC); and other generous donations from individual community members and businesses

**Aboriginal Youth Safehouse:** B.C. Ministry of Children and Family Development; BC Housing Management Commission

**Aboriginal Youth Worker at UNYA:** City of Vancouver; community donations

**Aboriginal Alcohol & Drug Counsellor at BYRC:** Vancouver Coastal Health Authority

**Alcohol and Drug Counselling Program:** Vancouver Coastal Health Authority

**Aries Program:** B.C. Ministry of Children and Family Development; Vancouver School Board

**Cedar Walk Program:** B.C. Ministry of Children and Family Development; Vancouver School Board

**Kinnections Program:** B.C. Ministry of Children and Family Development

**Mediation Program:** B.C. Ministry of Children and Family Development

**Mentorship Program:** B.C. Ministry of Children and Family Development

**Native Youth Centre:** Bank of Montreal, Vancouver Foundation

**Native Youth Health & Wellness Centre:** Providence Healthcare, in partnership Vancouver Coastal Health, Strathcona Midwifery Collective & ask Dena for other funders

**Native Youth Learning Centre:** Aboriginal Community Career & Employment Services Society

**Overly Creative Minds Program:** BC Association of Friendship Centres – Urban Partnerships Program

**Ravens Lodge:** Vancouver Aboriginal Child and Family Services Society

**School Support Program:** Vancouver Coastal Health Authority

**Young Bears Lodge:** Vancouver Coastal Health Authority

**Youth Summer Students:** Human Resources and Skills Development Canada (Canada Summer Jobs Program)

## UNYA CONTACT INFO

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<p><b>Aboriginal Outreach Team</b>  Phone: 604-254-5147  Fax: 604-254-5159  Email: outreachteam@unya.bc.ca</p>	<p><b>Kinnections Program</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: kinnections@unya.bc.ca</p>
<p><b>Aboriginal Transition Team</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: transition@unya.bc.ca</p>	<p><b>Mediation Program</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: mediation@unya.bc.ca</p>
<p><b>Aboriginal Wellness Counsellor</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: available through info@unya.bc.ca</p>	<p><b>Mentorship Program</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: mentorship@unya.bc.ca</p>
<p><b>Aboriginal Youth First Sports &amp; Rec Program</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: sportsandrec@unya.bc.ca</p>	<p><b>Native Youth Learning Centre</b>  Phone: 604-254-5620  Fax: 604-254-7811  Email: learningcentre@unya.bc.ca</p>
<p><b>Aboriginal Youth Safehouse</b>  Phone: 604-254-5147  Fax: 604-254-5159  Email: safehouse@unya.bc.ca</p>	<p><b>Native Youth Health &amp; Wellness Centre</b>  Phone: 604-253-5885  Fax: 604-254-7234  Email: nativeyouthwellness@unya.bc.ca</p>
<p><b>Aboriginal Youth Worker at UNYA</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: aboriginallyouthworker@unya.bc.ca</p>	<p><b>Overly Creative Minds Program</b>  Phone: 604-254-7712 or 254-7732  Fax: 604-254-7811  Email: ocmcoordinator@unya.bc.ca</p>
<p><b>Alcohol &amp; Drug Counselling Program</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: adcounsellors@unya.bc.ca</p>	<p><b>Ravens Lodge</b>  Phone: 604-435-7343  Fax: 604-435-6193  Email: ravenslodge@unya.bc.ca</p>
<p><b>Alcohol &amp; Drug Counsellor at Britannia Community Centre</b>  Phone: 604-709-5736  Fax: 604-254-7811  Email: adcounsellor.britannia@unya.bc.ca</p>	<p><b>School Support Team</b>  Phone: 604-254-7732  Fax: 604-254-7811  Email: schoolsupport@unya.bc.ca</p>
<p><b>Aries Program</b>  Phone: 604-255-1326  Fax: 604-254-7811  Email: aries@unya.bc.ca</p>	<p><b>Young Bears Lodge</b>  Phone: 604-322-7577  Fax: 604-322-7571  Email: youngbearsldodge@unya.bc.ca</p>
<p><b>Cedar Walk Program</b>  Phone: 604-708-9130  Fax: 604-708-9160  Email: cedarwalk@unya.bc.ca</p>	



## **Appendix**

### **UNYA Audited Financial Statements (summary)**

**URBAN NATIVE YOUTH ASSOCIATION**

**Financial Statements**

**March 31, 2016**

# URBAN NATIVE YOUTH ASSOCIATION

## FINANCIAL STATEMENTS

**March 31, 2016**

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## INDEPENDENT AUDITOR'S REPORT

---

To the Members of Urban Native Youth Association:

We have audited the accompanying financial statements of Urban Native Youth Association, which comprise the statement of financial position as at March 31, 2016 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

### *Basis for Qualified Opinion*

In common with many not-for-profit organizations, Urban Native Youth Association derives a portion of its revenue from donations and fundraising activities, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of Urban Native Youth Association and we were not able to determine whether any adjustments might be necessary to donations and fundraising revenues, excess of revenues over expenses, assets, liabilities, and net assets.



*Opinion*

In our opinion, except for the possible effects of the matters described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2016, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations. As required by the British Columbia Society Act, we report that in our opinion, these principles have been applied on a basis consistent with that of the previous year.

A handwritten signature in black ink, appearing to read "Eric May" followed by a stylized flourish.

Vancouver, Canada  
July 21, 2016

**CHARTERED PROFESSIONAL ACCOUNTANTS**

**URBAN NATIVE YOUTH ASSOCIATION**  
**Statement of Operations**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES (Page 15)</b>	<b>\$ 4,206,143</b>	<b>\$ 4,153,266</b>
<b>EXPENSES</b>		
Accounting and audit	69,382	89,793
Advertising and promotion	753	1,434
Amortization	105,998	105,188
Automobile	24,365	22,714
Consulting	52,324	28,358
Cultural and spiritual development	265	1,946
Food, materials and supplies	299,116	315,516
Honorariums	20,635	21,164
Insurance	49,105	48,186
Interest and bank charges	47,725	49,482
Maintenance and repairs	64,159	99,137
Office and general	83,428	69,766
Professional development	52,399	41,002
Property management fee	2,522	-
Property taxes	26,352	24,190
Rent	102,303	90,740
Salaries and benefits	2,826,243	3,057,184
Special events and projects (recovery)	(800)	2,104
Telephone	67,858	71,133
Travel	58,414	56,854
Utilities	26,535	27,220
	<b>3,979,081</b>	<b>4,223,111</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>\$ 227,062</b>	<b>\$ (69,845)</b>

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

**URBAN NATIVE YOUTH ASSOCIATION**  
**Statement of Changes in Net Assets**  
**For the year ended March 31, 2016**

	<b>Net Assets Beginning of Year</b>	<b>Excess (Deficiency) of Revenues Over Expenses</b>	<b>Interfund Transfers (Note 12)</b>	<b>Net Assets End of Year</b>
<b>INVESTED IN CAPITAL ASSETS</b> (Note 9)	<b>\$ 3,306,477</b>	<b>\$ (105,998)</b>	<b>\$ 217,764</b>	<b>\$ 3,418,243</b>
<b>EXTERNALLY RESTRICTED</b> (Pages 16 - 17)	<b>1,321,502</b>	<b>123,659</b>	<b>(20,740)</b>	<b>1,424,421</b>
<b>INTERNALLY RESTRICTED</b>				
Grace Mirehouse Scholarship Fund	5,020	-	6,285	11,305
<b>UNRESTRICTED</b>				
General Fund	(84,266)	209,401	(203,309)	(78,174)
	<b>\$ 4,548,733</b>	<b>\$ 227,062</b>	<b>\$ -</b>	<b>\$ 4,775,795</b>


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

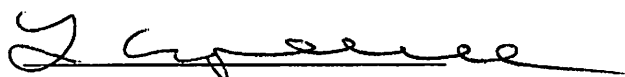
**URBAN NATIVE YOUTH ASSOCIATION**  
**Statement of Financial Position**  
**March 31,**

	2016	2015
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 1,344,877	\$ 1,173,100
Accounts receivable (Note 4)	117,699	152,518
Prepaid expenses and deposits	81,760	83,657
	<b>1,544,336</b>	<b>1,409,275</b>
<b>CAPITAL ASSETS (Note 5)</b>	<b>3,667,982</b>	<b>3,617,505</b>
<b>PROJECT DEVELOPMENT COSTS (Note 6)</b>	<b>1,080,410</b>	<b>1,080,410</b>
	<b>\$ 6,292,728</b>	<b>\$ 6,107,190</b>
<b>LIABILITIES</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities (Note 7)	\$ 186,784	\$ 167,019
Current portion of mortgage payable (Note 8)	63,510	61,285
	<b>250,294</b>	<b>228,304</b>
<b>MORTGAGE PAYABLE (Note 8)</b>	<b>1,266,639</b>	<b>1,330,153</b>
	<b>1,516,933</b>	<b>1,558,457</b>
<b>NET ASSETS</b>		
Invested in capital assets (Note 9)	3,418,243	3,306,477
Externally restricted (Note 10)	1,424,421	1,321,502
Internally restricted (Note 11)	11,305	5,020
Unrestricted	(78,174)	(84,266)
	<b>4,775,795</b>	<b>4,548,733</b>
	<b>\$ 6,292,728</b>	<b>\$ 6,107,190</b>

Lease Commitment (Note 15)

APPROVED ON BEHALF OF THE BOARD:

  
 \_\_\_\_\_

  
 \_\_\_\_\_

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



**URBAN NATIVE YOUTH ASSOCIATION**  
**Statement of Cash Flows**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>OPERATING ACTIVITIES</b>		
Excess (Deficiency) of revenues over expenses	\$ 227,062	\$ (69,845)
Adjustments:		
Amortization	105,998	105,188
	<b>333,060</b>	<b>35,343</b>
Non-cash working capital items affecting operations:		
Accounts receivable	34,819	25,264
Prepaid expenses and deposits	1,897	(15,782)
Accounts payable and accrued liabilities	19,765	(99,550)
	<b>389,541</b>	<b>(54,725)</b>
<b>FINANCING ACTIVITY</b>		
Repayment of mortgage payable	(61,289)	(59,171)
<b>INVESTING ACTIVITY</b>		
Acquisition of capital assets	(156,475)	(14,407)
<b>INCREASE (DECREASE) IN CASH</b>	<b>171,777</b>	<b>(128,303)</b>
<b>CASH, beginning of year</b>	<b>1,173,100</b>	<b>1,301,403</b>
<b>CASH, end of year</b>	<b>\$ 1,344,877</b>	<b>\$ 1,173,100</b>

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

# URBAN NATIVE YOUTH ASSOCIATION

## Notes to Financial Statements

March 31, 2016

### 1. GENERAL

---

The Urban Native Youth Association (the "Association") was incorporated under the Association Act as a not-for-profit organization under the laws of the Province of British Columbia on August 2, 1989 and is a registered charity under the Income Tax Act.

The purposes of the Association are:

- a. To encourage Native youth to pursue employment, educational, skills training, social, recreational, spiritual, artistic, cultural, health and wellness, and personal development opportunities;
- b. To encourage and help establish positive communication and participation of Native youth creating a community resource and supporting network where youth leadership and capacity building are promoted, developed, and maintained;
- c. To liaise with governments, Native and non-Native organizations and other individuals which concern themselves with issues related to youth;
- d. To advocate for positive change and make representations with respect to policies and decisions which affect the well-being and/or livelihood of Native youth;
- e. To strive to provide suitable facilities where counselling, employment, education, skills training, social, recreational, spiritual, artistic, cultural, health and wellness, and personal development services will be available, and where meetings related to Native youth can be held;
- f. To construct, acquire, develop, lease, own, maintain and manage one or more housing developments for rent/lease to or other use by low and moderate income individuals or homeless Native youth in the Province of British Columbia;
- g. To raise money through subscriptions, donations and by receiving gifts and testaments to carry out the purposes of the Association, and;
- h. To do all such things as are incidental or conducive to the attainment of the purposes of the Association.

The constitution of the Association provides that in the event of dissolution, the net assets shall be given or transferred to a charitable organization in Canada concerned with the education of Native people and most closely promoting the same purposes as the Association, as determined by the members of the Association.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

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These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant accounting policies are detailed as follows:

**Fund Accounting**

The Association follows the restricted fund method of accounting for contributions.

The General Fund accounts for the Association's administrative activities. This fund reports unrestricted resources and restricted operating grants.

All other funds report restricted resources and activities.

**Revenue Recognition**

Restricted contributions related to general operations are recognized as revenue of the General Fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

Unrestricted contributions are recognized as revenue of the General Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

**Contributed Services**

Volunteers contribute numerous hours per year to assist the Association in carrying out its services. Because of the difficulty in determining their fair value, contributed services are not recognized in the financial statements.

**Common expense allocation**

Certain common expenses including accounting and audit, automobile, insurance, office and general, rent, salaries and benefits, telephone, travel, and utilities are allocated between the various programs based on an estimate of the resources applied to each program. Note 13 details the allocation of these common expenses between the general fund to the other programs.

**Income Taxes**

Income taxes are not reflected in these financial statements as the Association is a not-for-profit organization.

**Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

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**Capital Assets and Amortization**

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Amortization is calculated using the declining balance method at the following annual rates:

Building	4%
Furniture and equipment	20%
Computer equipment	30%
Automotive	30%
Computer software	100%

Amortization of leasehold improvements is provided on a straight-line method over the remaining term of the lease.

In the year of acquisition, amortization is recorded at one-half the normal rate.

**Impairment of Long-lived Assets**

The Association tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected undiscounted future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent carrying value exceeds its fair value.

**Financial Instruments**

Financial assets originated or acquired or financial liabilities issued or assumed in an arm's length transaction are initially measured at their fair value. In the case of a financial asset or financial liability not subsequently measured at its fair value, the initial fair value is adjusted for financing fees and transaction costs that are directly attributable to its origination, acquisition, issuance or assumption. Such fees and costs in respect of financial assets and liabilities subsequently measured at fair value are expensed.

All financial assets and financial liabilities are measured at amortized cost.

*Impairment*

At the end of each reporting period, management assesses whether there are any indications that financial assets measured at cost or amortized cost may be impaired. If there is an indication of impairment, management determines whether a significant adverse change has occurred in the expected timing or the amount of future cash flows from the asset, in which case the asset's carrying amount is reduced to the highest expected value that is recoverable by either holding the asset, selling the asset or by exercising the right to any collateral. The carrying amount of the asset is reduced directly or through the use of an allowance account and the amount of the reduction is recognized as an impairment loss in the statement of operations.

Previously recognized impairment losses may be reversed to the extent of any improvement. The amount of the reversal is recognized in the statement of operations.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**3. FINANCIAL INSTRUMENTS**

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Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments.

The financial instruments of the Association and the nature of the risks to which it may be subject are as follows:

*Credit risk*

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is exposed to credit risk in its cash as the majority of its cash is held at two financial institutions. The Association limits its credit risk by placing its cash with major financial institutions. As at March 31, 2016, \$1,339,816 (2015 - \$1,168,039) in cash is held at Vancity and Bank of Montreal.

The Association is also exposed to credit risk in the event of non-performance by counterparties in connection with accounts receivable. The Association does not obtain collateral or other security to support the accounts receivable subject to credit risk but mitigates this risk by dealing only with what management believes to be financially sound counterparties and, accordingly, does not anticipate significant losses for non-performance.

*Liquidity Risk*

Liquidity risk is the risk that an entity will encounter difficulty in meeting its obligations associated with financial liabilities. The Association's exposure to liquidity risk is dependent on the receipt of funds from its related sources, whether in the form of revenue or advances. The Association reduces its exposure to liquidity risk by ensuring that it documents when authorized payments become due; monitors and manages its cash balance to ensure adequate cash flow is available to repay trade creditors as payments become due. As at March 31, 2016, the Association has working capital of \$1,294,042 (2015 - \$1,180,971).

*Market risk*

Market risk is the risk of loss that may arise from changes in market factors such as interest rates, foreign exchange rates, equity prices, and exposure of long term investments.

(i) *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association is exposed to interest rate risk from the interest rate differentials between the market rate and the rates used on these financial instruments.

The Association manages its financial instruments and interest rate risks based on its cash flow needs and with a view to minimizing interest expense. The interest rates on the mortgages are fixed. Therefore, the Association is not exposed to significant interest rate risk.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**4. ACCOUNTS RECEIVABLE**

	<b>2016</b>	<b>2015</b>
Grants receivable	\$ 94,855	\$ 137,112
GST recoverable	17,612	15,406
Due from employees	5,232	-
	<b>\$ 117,699</b>	<b>\$ 152,518</b>

**5. CAPITAL ASSETS**

<b>2016</b>	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>
Land	\$ 2,175,574	\$ -	\$ 2,175,574
Building	1,840,678	555,947	1,284,731
Furniture and equipment	406,567	315,349	91,218
Computer equipment	227,524	201,498	26,026
Automotive	171,081	158,419	12,662
Leasehold improvements	176,955	99,184	77,771
Computer software	19,062	19,062	-
	<b>\$ 5,017,441</b>	<b>\$ 1,349,459</b>	<b>\$ 3,667,982</b>

<b>2015</b>	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Net Book Value</b>
Land	\$ 2,175,574	\$ -	\$ 2,175,574
Building	1,782,181	503,636	1,278,545
Furniture and equipment	379,191	295,966	83,225
Computer equipment	222,678	191,590	31,088
Automotive	171,081	152,992	18,089
Leasehold improvements	111,199	80,215	30,984
Computer software	19,062	19,062	-
	<b>\$ 4,860,966</b>	<b>\$ 1,243,461</b>	<b>\$ 3,617,505</b>

**6. PROJECT DEVELOPMENT COSTS**

Project development costs relate to the design and construction of the Native Youth Centre, and will be reallocated to capital assets and amortized when the construction is completed.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

	2016	2015
Accounts payable and accrued liabilities	\$ 183,265	\$ 164,214
Government remittances payable	3,519	2,805
	<b>\$ 186,784</b>	<b>\$ 167,019</b>

**8. MORTGAGE PAYABLE**

	2016	2015
On April 13, 2012 the Association renewed its mortgage with VanCity Capital mortgage for a five year term with the following terms: a fixed interest at 3.5% per annum and repayable in bi-weekly payments of \$4,170 including principal and interest. The mortgage is secured by a registered first mortgage and assignment of rents over 1618-1622 East Hastings Street property, a general security agreement providing a security interest in all present and after-acquired personal property subject to existing prior charges approved by VanCity Capital, and an assignment of insurance listing VanCity as loss payee.	<b>\$ 1,330,149</b>	<b>\$ 1,391,438</b>
Less: current portion	<b>63,510</b>	<b>61,285</b>
<b>Mortgage payable</b>	<b>\$ 1,266,639</b>	<b>\$ 1,330,153</b>

Principal payments due in the next two years are as follows:

2017	\$ 63,510
2018	<u>1,266,639</u>
	<b>\$ 1,330,149</b>

The renewed mortgage has a covenant starting April 13, 2012 that imposes the following external restriction on capital:

- maintain a debt service coverage of a minimum of 1.10 times, calculated annually

As of March 31, 2016, the Association met the covenant requirement.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**9. INVESTED IN CAPITAL ASSETS**

	<b>2016</b>	<b>2015</b>
Capital assets, net book value	\$ 3,667,982	\$ 3,617,505
Project development costs	1,080,410	1,080,410
Less: mortgage payable	(1,330,149)	(1,391,438)
Fund balance invested in capital assets	\$ 3,418,243	\$ 3,306,477

**10. EXTERNALLY RESTRICTED NET ASSETS**

All funds, except the General Fund and Grace Mirehouse Scholarship Fund are externally restricted by the program funders and are to be used only within the terms stipulated by each contract.

**11. INTERNALLY RESTRICTED NET ASSETS**

The Grace Mirehouse Scholarship Fund is an internally restricted net asset that is not available for unrestricted purposes without approval of the Board of Directors.

**12. INTERFUND TRANSFERS**

In the current year, the Association's Board of Directors approved the transfer of \$56,285 (2015 - \$NIL) from General Fund (page 18) allocated as follows:

- (a) Grace Mirehouse Scholarship Fund \$6,285 (2015 - \$NIL).
- (b) Wellness Centre \$50,000 (2015 - \$NIL).

In addition, the Association transferred \$217,764 (2015 - \$73,578) to invested in capital assets as follows:

- (a) General Fund (page 18) \$147,024 (2015 - \$59,171).
- (b) Aries Program (page 19) \$6,788 (2015 - \$1,196).
- (c) Safehouse Program (page 20) \$NIL (2015 - \$1,199).
- (d) Youth Treatment Centre Program (a.k.a. Young Bears Lodge) (page 24) \$10,743 (2015 - \$1,580).
- (e) A&D School Support Program (page 25) \$969 (2015 - \$NIL).
- (f) Young Women's Recovery Program (a.k.a. Young Wolves Lodge) (page 28) \$51,256 (2015 - \$NIL).
- (g) A&D Counselling Program (page 32) \$NIL (2015 - \$1,986).
- (h) Community Development Initiatives (page 35) \$NIL (2015 - \$1,478).
- (i) Day Programming (a.k.a. Cedar Walk) (page 38) \$NIL (2015 - \$1,196).
- (j) MCFD Program Coordinator Program (page 42) \$984 (2015 - \$NIL).
- (k) Ravens Lodge (page 43) \$NIL (2015 - \$5,772).



**URBAN NATIVE YOUTH ASSOCIATION**  
**Notes to Financial Statements**  
**March 31, 2016**

**13. ADMINISTRATIVE FEE**

	2016	2015
Aries Program (Page 19)	\$ 24,174	\$ 23,485
Safehouse Program (Page 20)	63,883	60,729
Services to Transition Youth to Adulthood Program (Page 21)	15,539	14,109
Aboriginal Youth Worker Program (Page 22)	3,000	3,000
Youth Treatment Centre Program (a.k.a. Young Bears Lodge) (Page 24)	72,954	66,807
A&D School Support Program (Page 25)	14,089	21,622
Overly Creative Minds (Page 26)	4,300	2,858
Aboriginal Youth Substance Use Counsellor (Page 27)	7,425	6,102
Young Women's Recovery Program (a.k.a Young Wolves Lodge) (Page 28)	-	22,980
A.Y.F. Sports and Recreation Program (Page 30)	9,900	10,000
A&D Counselling Program (Page 32)	19,763	17,858
Native Youth Learning Centre (Page 33)	14,695	16,781
MCFD Kinnections Program (Page 34)	6,906	8,314
Community Outreach Services to Youth Program (Page 37)	13,813	12,927
Day Programming (a.k.a. Cedar Walk) (Page 38)	24,172	24,485
24 Hours Call Line Program (Page 39)	6,906	5,788
Volunteer Mentoring for Youth Program (Page 40)	6,906	12,027
Youth and Family Mediation and Reunification Program (Page 41)	10,359	9,423
Ravens Lodge (Page 43)	59,907	57,440
	<b>\$ 378,691</b>	<b>\$ 396,735</b>

Included in program expenses is an administrative fee charged by the Association's management for providing day-to-day administrative support and services.

**14. SAFEHOUSE PROGRAM - DONATED FACILITIES**

The Safehouse program carried on by the Association is operated in a house which is provided on a rent-free basis by the British Columbia Housing Management Commission. The agreement relating to the use of the house by the Association allows for the use of the house on a rent-free basis as long as the Association continues to receive funding from the Ministry of Children and Family Development to operate the Safehouse program. The fair value of the rent for the year has been estimated to be \$30,000, but has not been reported in the statement of operations for the Safehouse program.

**15. LEASE COMMITMENT**

The Association's premises at 1043 Kingsway are leased under a contract expiring on July 31, 2017. The total lease commitment to that date is \$37,563 plus applicable taxes.

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Revenues**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Ministry of Children and Family Development	\$ 1,726,564	\$ 1,712,862
Vancouver Coastal Health Authority	1,194,309	1,101,709
Vancouver Aboriginal Child and Family Services Society	595,453	589,980
Metro Vancouver	-	189,907
Aboriginal Community Career Employment Services Society	137,420	130,000
Lu'ma Native Housing Society	-	75,000
City of Vancouver	156,743	66,370
Donations and fundraising	94,712	62,387
ViaSport British Columbia Society	50,000	50,000
British Columbia Association of Aboriginal Friendship Centres	91,100	48,789
Hockey Helps the Homeless Vancouver	50,400	39,053
Expense recovery	52,642	31,410
CAF America-Nike N7 Fund	18,239	16,365
Coming Home Society	4,443	12,890
Human Resources and Skills Development Canada	12,357	9,520
Provincial Health Services Authority	-	5,000
Interest income	2,491	4,384
Other grants	15,160	3,442
British Columbia Housing Management Commission	4,110	3,360
Vancouver Police Foundation	-	838
	<b>\$ 4,206,143</b>	<b>\$ 4,153,266</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Externally Restricted Net Assets**  
**For the year ended March 31, 2016**

	<b>Net Assets Beginning of Year</b>	<b>Excess (Deficiency) of Revenues Over Expenses</b>	<b>Interfund Transfers (Note 12)</b>	<b>Net Assets End of Year</b>
Aries Program (Page 19)	\$ (119,281)	\$ (7,984)	\$ (6,788)	\$ (134,053)
Safehouse Program (Page 20)	52,862	2,812	-	55,674
Services to Transition Youth to Adulthood Program (Page 21)	154,063	7,846	-	161,909
Aboriginal Youth Worker Program (Page 22)	11,585	1,441	-	13,026
Youth Treatment Centre Program (a.k.a. Young Bears Lodge) (Page 24)	255,699	91,195	(10,743)	336,151
A&D School Support Program (Page 25)	99,373	(5,567)	(969)	92,837
Overly Creative Minds (Page 26)	30,005	(8,214)	-	21,791
Aboriginal Youth Substance Use Counsellor (Page 27)	73,707	(964)	-	72,743
Young Women's Recovery Program (a.k.a Young Wolves Lodge) (Page 28)	10,302	21,044	(51,256)	(19,910)
Wellness Centre (Page 29)	-	11,347	50,000	61,347
A.Y.F. Sports and Recreation Program (Page 30)	4,874	(4,887)	-	(13)
Native Youth Centre Project (Page 31)	326,546	13,967	-	340,513
A&D Counselling Program (Page 32)	41,648	3,469	-	45,117
Tutoring/Mentoring Program	(20)	-	-	(20)
MCFD Kinnections Program (Page 34)	102,396	(5,841)	-	96,555
Community Development Initiatives (Page 35)	61,485	(1,958)	-	59,527
HRDC Summer Student Program (Page 36)	(5,777)	-	-	(5,777)
Community Outreach Services to Youth Program (Page 37)	151,334	10,721	-	162,055
Day Programming (a.k.a. Cedar Walk) (Page 38)	(165,531)	1,248	-	(164,283)
24 Hours Call Line Program (Page 39)	116,172	198	-	116,370
Volunteer Mentoring for Youth Program (Page 40)	40,986	(17,665)	-	23,321
<b>BALANCE, CARRY FORWARD</b>	<b>\$ 1,242,428</b>	<b>\$ 112,208</b>	<b>\$ (19,756)</b>	<b>\$ 1,334,880</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Externally Restricted Net Assets (continued)**  
**For the year ended March 31, 2016**

	<b>Net Assets Beginning of Year</b>	<b>Excess (Deficiency) of Revenues Over Expenses</b>	<b>Interfund Transfers (Note 12)</b>	<b>Net Assets End of Year</b>
<b>BALANCE, BROUGHT FORWARD</b>	<b>\$ 1,242,428</b>	<b>\$ 112,208</b>	<b>\$ (19,756)</b>	<b>\$ 1,334,880</b>
Youth and Family Mediation and Reunification Program (Page 41)	33,143	14,177	-	47,320
MCFD Program Coordinator Program (Page 42)	(54,249)	(8,726)	(984)	(63,959)
Ravens Lodge (Page 43)	106,652	6,000	-	112,652
ACCESS Summer Students Program	(6,472)	-	-	(6,472)
	<b>\$ 1,321,502</b>	<b>\$ 123,659</b>	<b>\$ (20,740)</b>	<b>\$ 1,424,421</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**General Fund**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Administrative recovery (Note 13)	\$ 378,691	\$ 396,735
City of Vancouver	72,162	-
Program administrative recovery	25,789	25,789
Donations and fundraising	23,133	6,670
Expense recovery	20,578	15,380
Vancouver Coastal Health Authority	6,974	7,609
Interest income	2,491	4,384
Other grants	160	-
	<b>529,978</b>	<b>456,567</b>
<b>EXPENSES (RECOVERIES)</b>		
Accounting and audit	69,382	89,793
Advertising and promotion	117	-
Automobile	11,963	5,739
Consulting	150	2,128
Food, materials and supplies	4,661	4,814
Insurance	15,032	21,318
Interest and bank charges	47,725	49,468
Maintenance and repairs	26,596	30,010
Office and general	25,189	24,365
Professional development	875	750
Property taxes	10,230	9,157
Rent recovery	(124,469)	(107,035)
Salaries and benefits	206,205	218,611
Special events and projects	-	150
Telephone	15,440	14,603
Travel	1,616	947
Utilities	9,865	12,434
	<b>320,577</b>	<b>377,252</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>209,401</b>	<b>79,315</b>
<b>NET ASSETS, beginning of year</b>	<b>(84,266)</b>	<b>(104,410)</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>(147,024)</b>	<b>(59,171)</b>
<b>INTERFUND TRANSFERS (Note 12)</b>	<b>(56,285)</b>	<b>-</b>
<b>NET ASSETS, end of year</b>	<b>\$ (78,174)</b>	<b>\$ (84,266)</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Aries Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Ministry of Children and Family Development	\$ 219,986	\$ 232,096
Expense recovery	6,404	7,698
Donations and fundraising	500	-
Miscellaneous Revenue	100	-
	<b>226,990</b>	<b>239,794</b>
<b>EXPENSES</b>		
Administrative (Note 13)	24,174	23,485
Advertising and promotion	169	50
Automobile	2,369	2,818
Consulting	-	341
Food, materials and supplies	29,692	23,293
Honorariums	1,080	980
Insurance	1,386	704
Maintenance and repairs	800	1,049
Office and general	1,333	2,515
Professional development	219	942
Program administrative	18,000	18,000
Rent	20,418	17,415
Salaries and benefits	128,546	140,620
Telephone	4,941	5,627
Travel	1,847	3,321
	<b>234,974</b>	<b>241,160</b>
<b>DEFICIENCY OF REVENUES OVER EXPENSES</b>	<b>(7,984)</b>	<b>(1,366)</b>
<b>NET ASSETS, beginning of year</b>	<b>(119,281)</b>	<b>(116,719)</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>(6,788)</b>	<b>(1,196)</b>
<b>NET ASSETS, end of year</b>	<b>\$ (134,053)</b>	<b>\$ (119,281)</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Safehouse Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Ministry of Children and Family Development	\$ 629,022	\$ 615,447
British Columbia Housing Management Commission	3,360	3,360
Expense recovery	600	699
Donations and fundraising	500	-
	<b>633,482</b>	<b>619,506</b>
<b>EXPENSES (RECOVERIES)</b>		
Administrative (Note 13)	63,883	60,729
Advertising and promotion	-	100
Automobile	372	288
Food, materials and supplies	29,839	38,911
Honorariums	1,297	853
Insurance	1,368	382
Maintenance and repairs	4,648	8,952
Office and general	3,945	3,754
Professional development	219	1,245
Program administrative	37,000	37,000
Rent recovery	(7,200)	(7,200)
Salaries and benefits	486,508	481,684
Telephone	5,784	4,485
Travel	3,007	3,343
	<b>630,670</b>	<b>634,526</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>2,812</b>	<b>(15,020)</b>
<b>NET ASSETS, beginning of year</b>	<b>52,862</b>	<b>69,081</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>-</b>	<b>(1,199)</b>
<b>NET ASSETS, end of year</b>	<b>\$ 55,674</b>	<b>\$ 52,862</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Services to Transition Youth to Adulthood Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Ministry of Children and Family Development	\$ 147,672	\$ 139,140
<b>EXPENSES</b>		
Administrative (Note 13)	15,539	14,109
Automobile	755	288
Food, materials and supplies	6,280	6,639
Insurance	-	620
Maintenance and repairs	310	-
Office and general	2,592	967
Professional development	677	327
Program administrative	11,000	11,000
Rent	10,500	10,500
Salaries and benefits	84,177	87,774
Telephone	1,935	1,235
Travel	6,061	7,648
	<b>139,826</b>	<b>141,107</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>7,846</b>	<b>(1,967)</b>
<b>NET ASSETS, beginning of year</b>	<b>154,063</b>	<b>156,030</b>
<b>NET ASSETS, end of year</b>	<b>\$ 161,909</b>	<b>\$ 154,063</b>



**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Aboriginal Youth Worker Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
City of Vancouver	\$ 56,581	\$ 56,370
<b>EXPENSES</b>		
Administrative (Note 13)	3,000	3,000
Consulting	875	-
Food, materials and supplies	4,666	4,149
Honorariums	480	1,945
Insurance	360	-
Office and general	506	642
Salaries and benefits	43,348	57,620
Telephone	473	473
Travel	1,432	981
	<b>55,140</b>	<b>68,810</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>1,441</b>	<b>(12,440)</b>
<b>NET ASSETS, beginning of year</b>	<b>11,585</b>	<b>24,025</b>
<b>NET ASSETS, end of year</b>	<b>\$ 13,026</b>	<b>\$ 11,585</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**UMAYC Program (a.k.a. Drop-in Centre)**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>EXPENSE</b>		
Salaries and benefits	\$ -	\$ 11,712
<b>DEFICIENCY OF REVENUE OVER EXPENSE</b>	-	(11,712)
<b>NET ASSETS, beginning of year</b>	-	11,712
<b>NET ASSETS, end of year</b>	\$ -	\$ -

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Youth Treatment Centre Program (a.k.a. Young Bears Lodge)**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Vancouver Coastal Health Authority	\$ 727,269	\$ 612,577
<b>EXPENSES</b>		
Administrative (Note 13)	72,954	66,807
Advertising and promotion	100	510
Automobile	1,033	2,279
Consulting	-	6,289
Food, materials and supplies	56,249	65,278
Honorariums	5,573	3,625
Insurance	11,886	8,667
Maintenance and repairs	15,143	40,165
Office and general	8,597	5,961
Professional development	17,626	6,646
Property taxes	6,213	5,424
Salaries and benefits	427,341	418,391
Telephone	6,905	8,498
Travel	3,475	2,049
Utilities	2,979	4,335
	<b>636,074</b>	<b>644,924</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>91,195</b>	<b>(32,347)</b>
<b>NET ASSETS, beginning of year</b>	<b>255,699</b>	<b>289,626</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>(10,743)</b>	<b>(1,580)</b>
<b>NET ASSETS, end of year</b>	<b>\$ 336,151</b>	<b>\$ 255,699</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**A&D School Support Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Vancouver Coastal Health Authority	\$ 138,016	\$ 135,062
<b>EXPENSES</b>		
Administrative (Note 13)	14,089	21,622
Advertising and promotion	97	-
Automobile	69	181
Cultural and spiritual development	-	800
Food, materials and supplies	18,724	18,305
Honorariums	4,789	6,985
Maintenance and repairs	347	-
Office and general	1,516	2,951
Professional development	75	2,143
Rent	12,600	10,800
Salaries and benefits	84,876	80,864
Special events and projects	(800)	-
Telephone	574	1,477
Travel	6,627	5,802
	<b>143,583</b>	<b>151,930</b>
<b>DEFICIENCY OF REVENUE OVER EXPENSES</b>	<b>(5,567)</b>	<b>(16,868)</b>
<b>NET ASSETS, beginning of year</b>	<b>99,373</b>	<b>116,241</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>(969)</b>	<b>-</b>
<b>NET ASSETS, end of year</b>	<b>\$ 92,837</b>	<b>\$ 99,373</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Overly Creative Minds**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
British Columbia Association of Aboriginal Friendship Centres	\$ 91,000	\$ 47,187
Donations and fundraising	10,000	16,375
Miscellaneous Revenue	750	-
Expense recovery	750	-
City of Vancouver	-	10,000
Provincial Health Services Authority	-	5,000
	<b>102,500</b>	<b>78,562</b>
<b>EXPENSES</b>		
Administrative (Note 13)	4,300	2,858
Automobile	-	300
Consulting	7,358	9,429
Food, materials and supplies	4,582	5,712
Honorariums	1,210	1,005
Office and general	484	1,415
Rent	17,400	6,350
Salaries and benefits	69,065	21,158
Telephone	1,080	301
Travel	1,635	1,498
Utilities	3,600	900
	<b>110,714</b>	<b>50,926</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>(8,214)</b>	<b>27,636</b>
<b>NET ASSETS, beginning of year</b>	<b>30,005</b>	<b>2,369</b>
<b>NET ASSETS, end of year</b>	<b>\$ 21,791</b>	<b>\$ 30,005</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Aboriginal Youth Substance Use Counsellor**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Vancouver Coastal Health Authority	\$ 63,772	\$ 68,518
<b>EXPENSES</b>		
Administrative (Note 13)	7,425	6,102
Advertising and promotion	-	25
Food, materials and supplies	7,234	2,824
Honorariums	-	1,500
Maintenance and repairs	310	-
Office and general	3,114	863
Professional development	1,635	4
Salaries and benefits	41,291	34,177
Telephone	1,729	474
Travel	1,998	631
	<b>64,736</b>	<b>46,600</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>(964)</b>	<b>21,918</b>
<b>NET ASSETS, beginning of year</b>	<b>73,707</b>	<b>51,789</b>
<b>NET ASSETS, end of year</b>	<b>\$ 72,743</b>	<b>\$ 73,707</b>

# URBAN NATIVE YOUTH ASSOCIATION

## Schedule of Operations and Net Assets

### Young Women's Recovery Program (a.k.a. Young Wolves Lodge)

For the year ended March 31, 2016

	2016	2015
<b>REVENUES</b>		
Donations and fundraising	\$ 19,218	\$ 5,340
Expense recovery	17,023	457
Coming Home Society	4,443	12,890
Metro Vancouver	-	189,907
Lu'ma Native Housing Society	-	75,000
	<b>40,684</b>	<b>283,594</b>
<b>EXPENSES</b>		
Administrative (Note 13)	-	22,980
Food, materials and supplies	1,289	17,766
Honorariums	600	-
Insurance	5,150	6,985
Maintenance and repairs	484	2,040
Office and general	204	1,212
Property taxes	5,080	4,800
Property management fee	2,522	-
Salaries and benefits	3,719	212,175
Telephone	267	4,101
Travel	-	1,833
Utilities	325	4,433
	<b>19,640</b>	<b>278,325</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>21,044</b>	<b>5,269</b>
<b>NET ASSETS, beginning of year</b>	<b>10,302</b>	<b>5,033</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>(51,256)</b>	<b>-</b>
<b>NET ASSETS, end of year</b>	<b>\$ (19,910)</b>	<b>\$ 10,302</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Wellness Centre**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Vancouver Coastal Health Authority	\$ 50,000	\$ -
Donations and fundraising	11,347	-
	<b>61,347</b>	<b>-</b>
<b>EXPENSES</b>		
Food, materials and supplies	2,956	-
Insurance	2,000	-
Maintenance and repairs	3,676	-
Office and general	1,600	-
Rent	16,000	-
Salaries and benefits	18,360	-
Telephone	2,325	-
Utilities	3,083	-
	<b>50,000</b>	<b>-</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>11,347</b>	<b>-</b>
<b>NET ASSETS, beginning of year</b>	<b>-</b>	<b>-</b>
<b>INTERFUND TRANSFERS (Note 12)</b>	<b>50,000</b>	<b>-</b>
<b>NET ASSETS, end of year</b>	<b>\$ 61,347</b>	<b>\$ -</b>



**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**A.Y.F. Sports and Recreation Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Hockey Helps the Homeless Vancouver	\$ 50,400	\$ 39,053
ViaSport British Columbia Society	50,000	50,000
Vancouver Coastal Health Authority	33,015	35,259
CAF America-Nike N7 Fund	18,239	16,365
Other grants	-	3,442
British Columbia Association of Aboriginal Friendship Centres	-	1,602
Vancouver Police Foundation	-	838
	<b>151,654</b>	<b>146,559</b>
<b>EXPENSES</b>		
Administrative (Note 13)	9,900	10,000
Automobile	279	-
Consulting	6,800	5,860
Food, materials and supplies	11,615	16,363
Insurance	3,245	3,192
Interest and bank charges	-	14
Maintenance and repairs	164	-
Office and general	5,669	1,556
Rent	14,979	19,145
Salaries and benefits	95,741	81,470
Telephone	476	479
Travel	7,673	7,718
	<b>156,541</b>	<b>145,797</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>(4,887)</b>	<b>762</b>
<b>NET ASSETS, beginning of year</b>	<b>4,874</b>	<b>4,112</b>
<b>NET ASSETS, end of year</b>	<b>\$ (13)</b>	<b>\$ 4,874</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Native Youth Centre Project**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
City of Vancouver	\$ 28,000	\$ -
Donations and fundraising	27,714	34,002
	<b>55,714</b>	<b>34,002</b>
<b>EXPENSES</b>		
Advertising and promotion	126	-
Consulting	37,141	3,573
Food, materials and supplies	188	108
Honorariums	100	-
Office and general	3,858	19
Salaries and benefits	134	-
Telephone	-	148
Travel	200	-
	<b>41,747</b>	<b>3,848</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>13,967</b>	<b>30,154</b>
<b>NET ASSETS, beginning of year</b>	<b>326,546</b>	<b>296,392</b>
<b>NET ASSETS, end of year</b>	<b>\$ 340,513</b>	<b>\$ 326,546</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**A&D Counselling Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Vancouver Coastal Health Authority	\$ 175,264	\$ 242,684
<b>EXPENSES</b>		
Administrative (Note 13)	19,763	17,858
Advertising and promotion	69	461
Automobile	64	23
Cultural and spiritual development	-	600
Food, materials and supplies	8,789	10,085
Honorariums	288	1,225
Maintenance and repairs	899	2,831
Office and general	3,280	4,752
Professional development	2,271	3,455
Rent	24,000	19,800
Salaries and benefits	104,532	141,366
Telephone	2,842	3,041
Travel	4,998	5,458
	<b>171,795</b>	<b>210,955</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>3,469</b>	<b>31,729</b>
<b>NET ASSETS, beginning of year</b>	<b>41,648</b>	<b>11,905</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>-</b>	<b>(1,986)</b>
<b>NET ASSETS, end of year</b>	<b>\$ 45,117</b>	<b>\$ 41,648</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Native Youth Learning Centre**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Aboriginal Community Career Employment Services Society	\$ 137,420	\$ 130,000
Expense recovery	-	300
	<b>137,420</b>	<b>130,300</b>
<b>EXPENSES</b>		
Administrative (Note 13)	14,695	16,781
Food, materials and supplies	6,986	5,835
Honorariums	2,400	-
Office and general	5,317	3,017
Professional development	22,101	20,034
Rent	17,400	29,600
Salaries and benefits	62,402	86,824
Telephone	4,211	4,187
Travel	1,908	1,200
	<b>137,420</b>	<b>167,478</b>
<b>DEFICIENCY OF REVENUES OVER EXPENSES</b>	<b>-</b>	<b>(37,178)</b>
<b>NET ASSETS, beginning of year</b>	<b>-</b>	<b>37,178</b>
<b>NET ASSETS, end of year</b>	<b>\$ -</b>	<b>\$ -</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**MCFD Kinnections Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Ministry of Children and Family Development	\$ 82,188	\$ 83,036
Expense recovery	600	-
	<b>82,788</b>	<b>83,036</b>
<b>EXPENSES</b>		
Administrative (Note 13)	6,906	8,314
Food, materials and supplies	12,398	8,626
Honorariums	702	1,083
Insurance	267	255
Maintenance and repairs	310	-
Office and general	1,227	1,350
Professional development	254	819
Program administrative	4,000	4,000
Rent	7,000	7,000
Salaries and benefits	52,687	43,225
Telephone	478	550
Travel	2,400	2,853
	<b>88,629</b>	<b>78,075</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>(5,841)</b>	<b>4,961</b>
<b>NET ASSETS, beginning of year</b>	<b>102,396</b>	<b>97,435</b>
<b>NET ASSETS, end of year</b>	<b>\$ 96,555</b>	<b>\$ 102,396</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Community Development Initiatives**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>EXPENSES</b>		
Consulting	\$ -	\$ 738
Food, materials and supplies	<b>1,436</b>	1,801
Office and general	<b>522</b>	461
Salaries and benefits	-	8,569
Special events and projects	-	1,954
Telephone	-	329
Travel	-	11
	<b>1,958</b>	<b>13,863</b>
<b>DEFICIENCY OF REVENUES OVER EXPENSES</b>	<b>(1,958)</b>	<b>(13,863)</b>
<b>NET ASSETS, beginning of year</b>	<b>61,485</b>	<b>76,826</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>-</b>	<b>(1,478)</b>
<b>NET ASSETS, end of year</b>	<b>\$ 59,527</b>	<b>\$ 61,485</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**HRDC Summer Student Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Human Resources and Skills Development Canada	\$ 12,357	\$ 9,520
<b>EXPENSE</b>		
Salaries and benefits	12,357	9,520
<b>EXCESS OF REVENUE OVER EXPENSE</b>	-	-
<b>NET ASSETS, beginning of year</b>	<b>(5,777)</b>	<b>(5,777)</b>
<b>NET ASSETS, end of year</b>	<b>\$ (5,777)</b>	<b>\$ (5,777)</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Community Outreach Services to Youth Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Ministry of Children and Family Development	\$ 132,191	\$ 128,607
<b>EXPENSES</b>		
Administrative (Note 13)	13,813	12,927
Automobile	290	288
Food, materials and supplies	11,391	7,601
Office and general	2,594	964
Professional development	617	327
Program administrative	9,000	9,000
Rent	7,200	7,200
Salaries and benefits	71,097	83,698
Telephone	1,891	1,234
Travel	3,577	4,710
	<b>121,470</b>	<b>127,949</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>10,721</b>	<b>658</b>
<b>NET ASSETS, beginning of year</b>	<b>151,334</b>	<b>150,676</b>
<b>NET ASSETS, end of year</b>	<b>\$ 162,055</b>	<b>\$ 151,334</b>



**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Day Programming (a.k.a. Cedar Walk)**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Ministry of Children and Family Development	\$ 246,491	\$ 243,405
Expense recovery	7,136	6,807
	<b>253,627</b>	<b>250,212</b>
<b>EXPENSES</b>		
Administrative (Note 13)	24,172	24,485
Advertising and promotion	25	263
Automobile	133	458
Cultural and spiritual development	-	101
Food, materials and supplies	19,870	21,869
Honorariums	1,836	1,748
Insurance	1,846	761
Maintenance and repairs	375	1,080
Office and general	2,505	1,696
Professional development	946	2,035
Program administrative	18,000	18,000
Rent	52,675	43,365
Salaries and benefits	117,786	127,656
Telephone	6,503	5,757
Travel	1,857	3,525
Utilities	3,850	2,342
	<b>252,379</b>	<b>255,141</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>	<b>1,248</b>	<b>(4,929)</b>
<b>NET ASSETS, beginning of year</b>	<b>(165,531)</b>	<b>(159,406)</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>-</b>	<b>(1,196)</b>
<b>NET ASSETS, end of year</b>	<b>\$ (164,283)</b>	<b>\$ (165,531)</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**24 Hours Call Line Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Ministry of Children and Family Development	\$ 60,223	\$ 57,884
<b>EXPENSES</b>		
Administrative (Note 13)	6,906	5,788
Automobile	290	288
Food, materials and supplies	23	307
Office and general	106	496
Professional development	-	287
Program administrative	5,000	5,000
Salaries and benefits	47,700	38,588
Telephone	-	1,872
	<b>60,025</b>	<b>52,626</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>198</b>	<b>5,258</b>
<b>NET ASSETS, beginning of year</b>	<b>116,172</b>	<b>110,914</b>
<b>NET ASSETS, end of year</b>	<b>\$ 116,370</b>	<b>\$ 116,172</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Volunteer Mentoring for Youth Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUES</b>		
Ministry of Children and Family Development	\$ 114,230	\$ 119,015
Other Grants	15,000	-
Donations and fundraising	1,700	-
Expense recovery	150	68
	<b>131,080</b>	<b>119,083</b>
<b>EXPENSES</b>		
Administrative (Note 13)	6,906	12,027
Automobile	290	384
Food, materials and supplies	16,355	13,211
Honorariums	280	215
Insurance	388	211
Maintenance and repairs	340	-
Office and general	1,460	2,301
Professional development	419	599
Program administrative	6,000	6,000
Rent	14,000	14,000
Salaries and benefits	98,310	97,393
Telephone	1,318	1,029
Travel	2,679	1,043
	<b>148,745</b>	<b>148,413</b>
<b>DEFICIENCY OF REVENUES OVER EXPENSES</b>	<b>(17,665)</b>	<b>(29,330)</b>
<b>NET ASSETS, beginning of year</b>	<b>40,986</b>	<b>70,316</b>
<b>NET ASSETS, end of year</b>	<b>\$ 23,321</b>	<b>\$ 40,986</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Youth and Family Mediation and Reunification Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Ministry of Children and Family Development	\$ 94,561	\$ 94,232
<b>EXPENSES</b>		
Administrative (Note 13)	10,359	9,423
Advertising and promotion	25	25
Automobile	390	288
Food, materials and supplies	2,437	2,465
Maintenance and repairs	310	-
Office and general	1,314	850
Rent	10,500	10,500
Professional development	590	392
Program administrative	14,000	14,000
Salaries and benefits	39,488	49,583
Telephone	473	609
Travel	498	317
	<b>80,384</b>	<b>88,452</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>14,177</b>	<b>5,780</b>
<b>NET ASSETS, beginning of year</b>	<b>33,143</b>	<b>27,363</b>
<b>NET ASSETS, end of year</b>	<b>\$ 47,320</b>	<b>\$ 33,143</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**MCFD Program Coordinator Program**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Program administrative recovery	\$ 96,212	\$ 96,212
<b>EXPENSES</b>		
Food, materials and supplies	292	306
Maintenance and repairs	413	-
Office and general	1,652	1,829
Professional development	3,875	-
Rent	9,300	9,300
Salaries and benefits	87,466	88,500
Telephone	1,518	2,023
Travel	422	118
	<b>104,938</b>	<b>102,076</b>
<b>DEFICIENCY OF REVENUE OVER EXPENSES</b>	<b>(8,726)</b>	<b>(5,864)</b>
<b>NET ASSETS, beginning of year</b>	<b>(54,249)</b>	<b>(48,385)</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>(984)</b>	<b>-</b>
<b>NET ASSETS, end of year</b>	<b>\$ (63,959)</b>	<b>\$ (54,249)</b>

**URBAN NATIVE YOUTH ASSOCIATION**  
**Schedule of Operations and Net Assets**  
**Ravens Lodge**  
**For the year ended March 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Vancouver Aboriginal Child and Family Services Society	\$ 595,453	\$ 589,980
<b>EXPENSES</b>		
Administrative (Note 13)	59,907	57,440
Advertising and promotion	25	-
Automobile	6,068	9,092
Cultural and spiritual development	265	445
Food, materials and supplies	41,164	39,248
Insurance	6,177	5,091
Maintenance and repairs	9,034	13,010
Office and general	4,845	5,830
Professional development	-	997
Property taxes	4,829	4,809
Salaries and benefits	443,107	436,006
Telephone	6,695	8,601
Travel	4,504	1,848
Utilities	2,833	2,776
	<b>589,453</b>	<b>585,193</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>6,000</b>	<b>4,787</b>
<b>NET ASSETS, beginning of year</b>	<b>106,652</b>	<b>107,637</b>
<b>INVESTMENT IN CAPITAL ASSETS (Note 12)</b>	<b>-</b>	<b>(5,772)</b>
<b>NET ASSETS, end of year</b>	<b>\$ 112,652</b>	<b>\$ 106,652</b>