



# Cariboo Friendship Society

## Mission Statement:

The Cariboo Friendship Society is a First Nations Centre of Friendship offering holistic services to all people.

# CARIBOO FRIENDSHIP SOCIETY

The Cariboo Friendship Society is a non-profit, charitable Society registered under the BC Society Act.

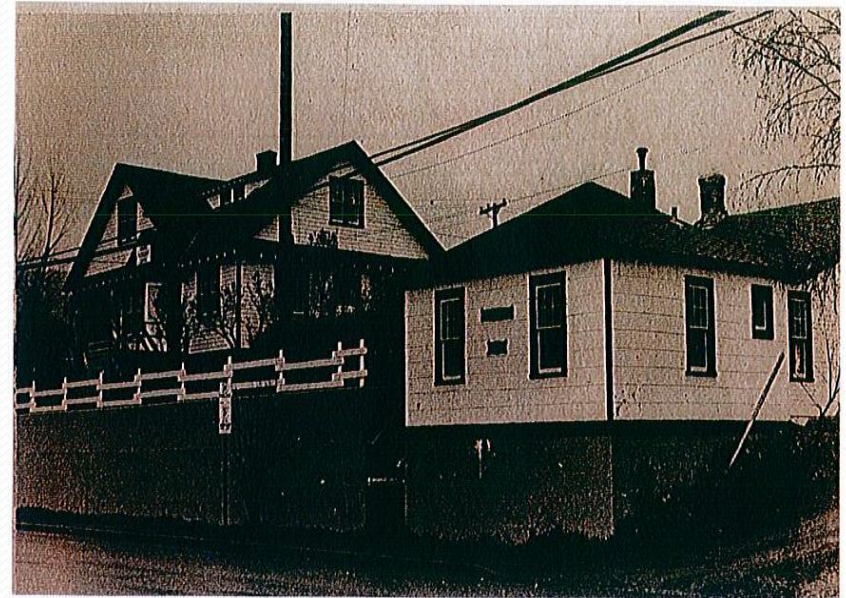
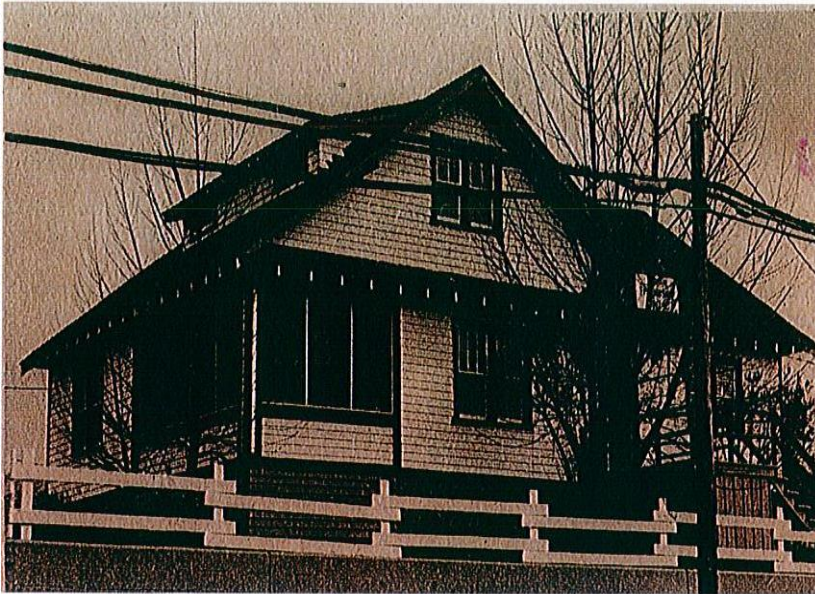
The Society has been active in the community of Williams Lake since 1967 and was registered in 1969. Membership is drawn from the people in the city and surrounding areas and while membership is open to all, the Constitution requires that two-thirds of the Board of Directors be of Native descent.

# CARIBOO FRIENDSHIP SOCIETY

The Society, which operates from a Centre at 99 South Third Avenue in the heart of downtown Williams Lake, receives funds from the Provincial and Federal Governments, as well as from private donations and local fund raising activities such as gaming, raffles, etc.

# CARIBOO FRIENDSHIP SOCIETY

## 1969 ERA



# CARIBOO FRIENDSHIP SOCIETY PRESENT ERA



# CARIBOO FRIENDSHIP SOCIETY

The Cariboo Friendship Society in Williams Lake, British Columbia began in 1969 to provide Shelter and has expanded considerably over the years to address the growing needs in the community. It now has a comprehensive mandate and service offerings including social program, Aboriginal Head Start, abuse prevention and counseling, addictions and mental health outreach, pregnancy outreach, supported child development, infant development, emergency transitional and permanent housing. The Friendship Centre is involved in economic development through ownership of a restaurant, facilities rentals, and arts and craft shop, and through contracting out its maintenance staff.

Cariboo Friendship Society expanded its mandate into permanent residential housing in 1985 and has continued to create new affordable housing as recently as 2007. Our portfolio consists of 88 units, including the emergency and transitional housing. Almost all of the residents are Indigenous people.

The Society has 83 employees, of which 56 are full time and 27 part time, with a wide range of skills and experiences. 36 employees identify as Indigenous.



# KEY POINTS



The Cariboo Friendship Society strives to provide comprehensive response to peoples' needs and is constantly identifying needs, evaluation gaps, examining options, and creating solutions. It is able to maintain specialized services, with the goal of providing seamless supports as required by its residents.

Accountability to funders, residents, the board of directors, the community and its employees is paramount. The front office accounting staff are described as the backbone of the organization.

The organization is fully integrated with other key local service providers, including cross-appointments on board of directors.

The comprehensive service offerings mean the Centre receives government funding predominately through – health, social services and housing.

# Employment and Training

The Cariboo Friendship Society has developed its expertise and core staff over many years of work, taking advantage of every opportunity that presented itself and also working to make opportunities happen. It has been able to hire qualified staff for most activities and is in frequent communication with the local community college and university about future demands. The next important employment area will be social workers, and there is always a need for more nurses. The Centre had to cancel an after school program due to a shortage of qualified workers.

The housing arm of the Friendship Centre works closely with the British Columbia Non-Profit Housing Association and the Aboriginal Housing Management Association. It has benefited from many workshops and training opportunities on tenant relations, legal matters and administration.

Funding for youth training is inadequate and it is hard to create positions that offer meaningful work experience.

Counselling staff must have a human service worker certificate before being hired.





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The Centre supports staff to upgrade their qualifications through courses and on-the-job training. It also stresses a code of conduct for employees and residents that has been successful in supporting positive behaviours.

The Centre's maintenance staff are sufficiently skilled that the organization can minimize outside contracting for repairs, and offers repair services to other parties on a fee-for-service basis. This has brought about \$30,000 a year in revenue that is used to support the Centre's functions.

The Centre partnered with BC Hydro and Fortis BC on training related to energy retrofits. The program helped individuals facing employment barriers develop new skills towards working in the field of energy efficiency retrofits, as well as entry-level trade/construction jobs. The Centre also created a social enterprise that helped young women learn skills in house painting.

The Board of Directors adds to the skill set of the Centre, bring a variety of backgrounds: nursing, law, addictions treatment, maintenance, economic development, ranching and 3 First Nation Chiefs.

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# CHIWD AND CWWA VIOLENCE PREVENTION WEEK AND LOVE IS



# CHIWID AND CWWA PROJECTS



# ELDERS TEACHING YOUTH



# PREGNANCY OUTREACH PROGRAM



# LITTLE MOCCASINS LEARNING CENTRE



# HOUSING

Concerning the end of operating agreements, 20 units have come off subsidy to date. Rents were raised to market or near market. Staff has modeled the impact of coming EOA situations: 20 units will not present problems but there will be issue for another 8 units. Cariboo Friendship Society is confident that it will find ways to make the situation work. Economy of scale works for 20 units but not less than that to sustain operating budgets with the same level of staffing and quality. Ownership would be our priority.

The Centre continues to take advantage of every new program offering and is well situated to keep doing so. It is concerned about the focus of provincial funding on homelessness and “housing first”, believing that investments in permanent housing are equally important to addressing homelessness and the focus on homelessness does not address the needs of young families. Affordable homes

The Centre attempted to achieve LEED Gold status on its last project. Although the project is well designed and very efficient, it ultimately did not make LEED Gold Standard. The Centre found the experience to be very process oriented, expensive, and added a year to the process.

With experience, the Centre has developed strong relations with architects and development consultants who understand northern housing conditions and the needs of the organization and its residents.





# RIBBON CUTTING - EAGLES NEST

