



FAMILY SUPPORT
Institute of BC
families supporting families



FAMILY SUPPORT INSTITUTE OF BC **ANNUAL REPORT 2020-21**

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A MESSAGE FROM THE PRESIDENT

I can't believe another year has gone by! This year's AGM and Training Weekend are once again being held virtually; however, as we come out the other side of the pandemic, we can see a time, not far off, when we can safely gather in person again.

The last couple of years have been hard, yet families continue to pull together and support one another and are coming through the pandemic stronger and more connected than ever. I am so appreciative of the families that make up our membership and volunteer network, of the staff and my fellow board members, and of the many friends and partners of FSI. I also deeply appreciate the families that come to FSI for support, who share their stories with us and allow us to be part of their journey.

The past year has been another busy one, with the board meeting regularly over zoom. Since the last AGM, the board has met virtually four times, and many board members have met in addition to this as part of committee work. In August, we had the pleasure of appointing Levonne Abshire to the board, giving us a full slate. Board development continues to be a priority as part of our strategic plan, and I'm happy to report we've had some fulsome conversations with Sheri Kashman of Jouta Performance Group. Sheri has been guiding us

through some JEDI training. No, we are not learning to be Star Wars Jedi's, JEDI stands for Justice, Equity, Diversity, and Inclusion. This training also connects with our strategic plan goal around building a diversity action plan, and the Diversity Committee has been meeting regularly to work on this.

FSI continues to be a strong voice for families in BC, working to keep family voices front and center in conversations that effect families, including those about health, education, housing, and childcare. We couldn't do this work without all of you, and I am so hopeful for the future we are working towards. Together, every day brings us closer to one where all individuals and families are supported, connected and fully valued in their communities.

I look forward to seeing you soon. Stay healthy and safe,

**Danielle Cross,
President**



EXECUTIVE DIRECTOR REPORT

In 2020-2021 the pandemic continued to place pressures on every aspect of community from the economy, jobs, supports, mental health and wellbeing, education, and people's ability to access their previous way of life. Many families have faced isolation and restricted supports in ways they have never experienced before. These unprecedented times have put organizations such as FSI in a place of seeking innovation and family support initiatives in new and diverse ways that encouraged us to explore the thresholds of creativity and flexibility.

FSI made every attempt to listen deeply and respond to the best of our ability with family support, family hangouts, Learning Explorations, our multiple publications, training events, and networking opportunities in a variety of ways.

The FSI team has grown significantly over the past four years, and FSI has increased team development and support with Human Resource management. FSI has done team training focused in the areas of:

- Truth and Reconciliation
- Our life Before - Historical Timelines, Residential Schools and 60's Scoop
- Trauma-Informed Practice
- Cultural Sensitivity and Humility
- Family-Centered Practice
- How to navigate difficult conversations

Through the learning, FSI has continued to re-visit the history of FSI and the Community Living Movement, and embed this into our grass-roots work. FSI continues to assist families through peer-to-peer support and strives to remain relevant and meet families in whatever situation of life they find themselves in. FSI engages with families, listens to what they are facing in their day-to-day lives, and makes every attempt to walk beside them to find solutions that work for them and their loved ones. Many times, this takes creativity, time and patience – especially during the pandemic when we are prevented from meeting face-to-face and attending meetings in person where it can feel like sometimes emotions are better handled, and situations can be easier to resolve.

During 2020-2021 the Ministry of Child and Family Development announced a shift in service delivery for Child and Youth with Support needs services, as well as an end to Autism funding beginning in 2025 (as well as all other forms of individualized funding). This announcement was fraught with challenges in communication, misinformation, and unanswered questions. This uncertainty instigated fragmentation in families and upheaval in community, as people tried to find answers. FSI was one of many stakeholders that banded together to field those questions, but at the same time felt angst and hesitation at the direction the Ministry was moving. These upcoming changes continue to dominate FSI's time, to provide as much information to support staff, volunteers, and families.

Covid-19 has allowed FSI to connect more online, and although we feel disconnected at times from the face-to-face meetings, FSI has been able to pivot quickly to meet online and offer supports in a variety of ways. This

method has been extraordinarily successful. We have met more families in need of support using this process than ever before.

FSI has engaged in multiple research projects during the past year, which has provided a new perspective and increased outreach. The research projects have provided a learning journey that is steep, profound, and rich. FSI's community partners have been reaching out more than ever. Some partners are looking to brainstorm, attend the online sessions, while other partners are looking for connections themselves, helping to solidify the important relationships we have with these partners. FSI has partnered on a few surveys (Education, CYSN), reports (Education, CYSN), and joint letters (Child Care move to Education), highlighting issues of concern for families during the pandemic. As services are in flux, the situations families face the ebb and flow in ways that affect their wellbeing. These pieces of joint work not only solidify our partnerships but also elevate the voices and experiences of families while moving slowly towards systems change. In particular, for 2020-2021 we appreciate BC Ed Access Society, BC Parents of Complex Kids Society, and Inclusion BC for their commitment to families, self-advocates, and dedication to change.

In late spring, the remains of 215 children were discovered, buried under the Kamloops Indian Residential School. This discovery has reopened wounds and is triggering for many people that have suffered in ways that we cannot imagine. FSI stands by and grieves with the Tk'emlúps te Secwépemc First Nation and all Indigenous peoples who are affected by this significant tragedy. We are listening, and hearing your stories.

FSI VOLUNTEER NETWORK OF PEER SUPPORT PARENTS / PEERS

FSI has been operating for 37 years following peer support, or the family-to-family support model. FSI has "Resource Parents/Peers" (RPs) across the province that have family members with disabilities. RPs come into this role with a passion and desire to support others in similar situations and circumstances. This family-to-family support is achieved with storytelling, guidance, coaching, listening, and navigational support, building resilience for others in need in every corner of BC.

Over the years, traditional in-person or phone support has grown to also include video calls, texts, and Facebook groups. RPs continue to attend meetings with families, provide advocacy mentorship, assist with paperwork, share



2020-2021 HIGHLIGHTS



8920*
FAMILY SUPPORT
REQUESTS

35+
YEARS OF FAMILY
SUPPORT

26 STAFF
DOWN 1 FROM 2020

* From November 1, 2020
to October 31, 2021

PARENTAL BURNOUT

PARENTS ARE GETTING TIRED OF THE 'FIGHT' AND IT IS A COMMON THREAD IN OUR SUPPORT CALLS THIS YEAR.

their experiences and connections in many other creative ways. Every support is unique and personalized to the family's needs. These connections between RPs and families have been known to lead to long-lasting friendships.

In 2020-2021, FSI had 238 volunteers across BC. Each year, the FSI office receives approximately 8,000 support contacts, requests for training, and/or informational referrals. FSI office staff administer these requests and refer them to the volunteers and staff as appropriate. Together we help reduce isolation, build capacity and strengthen families in BC.

WHAT ARE FAMILIES TELLING US?

The complexity of calls to the FSI provincial office has steadily increased, such as:

- Parental mental health
- Mental health of children and youth – no access point
- Parental burnout – parents tired of the “fight”
- No diagnosis = no service
- Limited funding (adult and child)
- Inclusive education struggles
- Limited behavior supports available to meet the needs of children/adults
- Lack of respite (also no access to caregivers)
- Child protection is triggered when families ask for help
- Waitlists (often aging out before they even access services)
- Lack of coordination of services

PARTNERSHIPS AND ENGAGEMENT

As the complexity of support for families increases, FSI realizes that the RP volunteers also need more support as they strive to help families. FSI continues to work on developing new projects that align with the needs of families, sit on committees, advisories, and focus groups, that require the perspectives of families, and invite families to attend these meetings with FSI. FSI passes on these family perspectives to government representatives in addition to the trends FSI sees from the support calls.

FSI has representation on the following committees:

- Kids Brain Health Network – Navigation Summit Provincial Advisory Committee and Board
- Child and Youth Mental Health Substance Use (CYMHSU) Collaborative – Advisory

- Inclusive Childcare Reference Group (MCFD) – Advisory
- Early Years Committee Advisory (UBC – Sunnyhill) – Conference Planning Committee
- Children with Support Needs Framework Ministers Advisory Council (MCFD) – Advisory
- Central Co-ordinating Body (Advocacy – focused on Essential Visitors) - Advisory
- Inclusive Education Partners Group – Chaired by FSI (Advisory)
- Core Planning Team (CLBC) – Advisory
- Canadian Institute for Inclusion and Citizenship - Board
- TYDE - Advisory
- Family Support Workers Network – Advisory
- Family Advocacy (IBC committee) – Advisory
- “Reimagining Community Living - RCI” (MSDPR) - Committee/Advisory (also sit on the Health Committee)
- Early Learning Framework (MCFD/MoE) – Advisory

BOARD AND EXECUTIVE DIRECTOR COMMITTEES

There is a great deal of work that requires input from those who have the expertise, thus FSI has created the following Committees:

- Executive Committee (Board)
- Finance and Audit Committee (Board)
- Governance Committee (Board)
- Nominations Committee (Board)
- Diversity Committee (Executive Director)
- Resource Parent Committee (Executive Director)
- Historian Committee (Executive Director)
- Housing Committee (Executive Director)
- Health and Wellness (staff driven)

FSI STAFF

FSI currently has 26 staff across BC providing an expanded presence in new communities. Which translates to wider outreach, greater partnership development, and stronger RP engagement. FSI is also able to do collective learning and brainstorming, which has been a gift in many areas such as community development, outreach, RP connections, family support, online family hangouts, training, and relationship development with more partners

and stakeholders. All of this comes with benefits for those FSI supports in community. Every day FSI staff bring wisdom and dedication to their roles.

FSI staff and volunteers make every effort to remain current on policies, procedures, and issues of concern to ensure that families have the current information they need

to make informed decisions. FSI is proud of its mandate and will continue to focus on the mission, vision, beliefs, and strategic plan goals. Thank you to the amazing FSI family for all of their hard work. Thank you to the board, volunteers, staff, and families who support the work of FSI and who share their stories. Without them, FSI would not be here doing this work. Thank you!

Angela Clancy,
Executive Director



STRATEGIC PLAN REVIEW

FSI is four years into our five-year Strategic Plan. We feel we are making steady progress on our goals and objectives.

GOAL #1 - HAVE A STRONG AND EFFECTIVE VOLUNTEER NETWORK THAT IS ENGAGED, RESPONSIVE & INVOLVED

Our volunteer network of Resource Parents/Family Members are the bedrock of FSI. They bring with them wisdom, expertise, and a willingness to connect with other families, provide support/advocacy and guidance to resources among many other more nuanced and intricate supports.

We have focused on Resource Parent engagement making trying to connect regularly with all volunteers, and provide volunteers with needed tools and training to better support and mentor families in their communities, or online and in meetings if that is the method of support chosen.

GOAL #2 - HAVE ESTABLISHED A SYSTEM FOR EVALUATING AND COMMUNICATING OUR IMPACT TO OUR STAKEHOLDERS AND THE PUBLIC.

FSI continuously strives to meet the needs of the people we support. Part of this is looking at our impact in community. Last fiscal year we began a research project, led by Dr. Lucy Lach and Dr. David Nichols (researchers from McGill University and the University of Calgary) to help us measure and monitor our impact on our stakeholders and the public. By facilitating focus groups and surveying families who have received support from our RPs, the researchers were able to delve deep into the RP-family experience, as well as the mentorship experience between an RP and an RNC. We have been doing a lot of learning from these findings so far and we will be able to release the report at some point during 2022.

Families continue to tell us that, after connecting with other families, they feel less alone. We are hopeful that this research project will provide us with opportunities to enhance the tools we have available to us and give us an opportunity to improve the ways we support families across BC through our peer-support model.

The research will also evaluate our training methodology, which will focus on how we deliver our workshops such as; Training Weekend, Learning Explorations, and our Family Hangouts. The findings will support our goal to continue to grow and improve in areas that families connect and learn alongside us.

GOAL #3 - HAVE DEVELOPED, IMPLEMENTED AND INFORMED DIVERSITY ACTION PLAN THAT REFLECTS THE DEMOGRAPHICS OF B.C.

During this fiscal, FSI has tried to focus on these key areas of outreach:

- outreach to younger families,
- culturally diverse families,
- the LGBTQ+ communities,
- refugee families and
- newcomers to BC.

Implementing this plan has required a massive learning curve for FSI, and we have made significant new relationships in all these areas, in all regions of BC. We have built new skills and have recruited some new volunteers in areas where there were gaps. This will help us fill the increasing diversity of support call requests that come through our office.

One of the important things we have realized is that this Diversity Action Plan will need to be an ongoing project that must continue past the current 5-year strategic plan. This is an area we look forward to building on for many years to come.

FSI has created a Diversity Committee and will be starting with a diversity audit to launch our work as an organization. This audit will give us a baseline for our work and inform our outreach going forward. We have also received 2 grants to out towards this work, and will be seeking out ways to be intentional about how to apply these funds towards this goal in a meaningful way.

GOAL #4 – HAVE A BOARD AND COMMITTEES THAT ARE EDUCATED AND INFORMED TO CONFIDENTLY LEAD AND GOVERN THE ORGANISATION AND ENSURE ITS VIBRANCY INTO THE FUTURE.

FSI has a passionate and engaged board that is committed to the future of FSI. The board has been doing development training over the past year and is committed to ongoing training to remain strong and stable.

The board has done training on:

- overall board governance,
- cultural competency,
- the history of FSI,
- the overall FSI team and their roles.

GOAL #5 - INCREASE ITS REVENUE BY 15%

FSI continues to seek the diversity of funding sources and projects that can meet the needs of families. We wish to be less financially reliant on governmental funding. Covid-19 has been a particularly challenging time for FSI, as we know it has for all not-for-profits. Events came to a halt, fundraisers looked to alternative methods, and regular donors faced financial pressures which ultimately redirected their contributions. We had a lean budget and worked hard as a team to manage our budget, and focus on the imperative parts of our programs. We were able to get through the year and are working towards another year of intentional programs.

FSI's CURRENT STRATEGIC PLAN (YEARS 2018-2023)

#1 VOLUNTEERS

FSI will have a strong and effective volunteer network that is engaged, responsive and involved

#2 EVALUATION AND COMMUNICATION

FSI will have established a system for reevaluating and communicating our impact to our stakeholders and the public

#3 DIVERSITY

FSI will have developed and implemented an informed diversity action plan that reflects the demographics of BC

#4 BOARD & COMMITTEES

FSI will have a board and committees that are educated and informed to confidently lead and govern the organisation and ensure its vibrancy into the future

#5 REVENUE

FSI will increase it's revenue by 15%



DIRECTOR OF PROGRAMS REPORT

The Family Support Institute (FSI) has always understood the value and importance of relationship - whether it be in support of one another as family members or in collaboration with the various community partners across the province. This past year has been no exception to this fundamental value and the benefits of the intentional and ongoing efforts made in this area continue to serve families, FSI and community at large.

This past year was filled with perseverance, collaboration, and support. FSI continued to offer a suite of online sessions via themed “Family Hangouts” (online support groups) and “Learning Explorations” (online information sessions). Both were developed in response to family need and interest and as a result, FSI’s reach has increased exponentially across the province. In these online settings, families have found trusted, safe spaces to share their stories, get guidance, learn and ask questions. We have learned that although these offerings were created as a response to the restrictions of Covid, it is clear now that their impact is great and will remain as permanent features going forward.

the relationships being developed are opening channels for respectful conversation and partnership. Collaborative pilot projects and out-of-the-box ideas are currently underway to meet family needs in ways that are most meaningful to them. Alongside this work, we are also committed to learning how to be an ally to our Indigenous partners as we expand our knowledge and sensitivity around Indigenous history and culture and as we learn what our role is in the healing process of those affected by intergenerational trauma.

The impact of FSI’s outreach across the province is evidenced in two important ways: firstly, support calls to our provincial office have doubled and secondly, these calls have further activated the volunteer Resource Parent network which is healthier and more engaged than ever. We are pleased to report that FSI continues to have a steady number of new volunteers joining our fold and filling identified diversity gaps in the network.

This past year has had no shortage of elements testing our resolve - a 2nd year of the COVID marathon, deep sadness and pain upon discovery of residential school graves, and anxiety accompanying the announcements of shifting policy within ministries to name a few. All of these affect our mindset and mental health and can change how we move through the world today. However, if there is one thing FSI families know and understand it’s that with hardship and struggle comes the opportunity for great learning, increased strength and deeper relationship development. We are stronger together and remain committed to our vision where all individuals and families are supported, connected and fully valued in their communities.

**Franceska Grantzidis,
Director of Programs**

The FSI Regional Network Coordinator (RNC) role is one which is tasked with the engagement of volunteers, families and community partners across the province to inform them about FSI’s family support model and tools. Over the past three years, RNCs have worked diligently towards this goal and have made inroads to better connection with some of the most vulnerable and isolated families in the province including families in remote regions, younger families, Indigenous families, fathers, families with kids in the care of the ministry, single parents, families with kids with self-injurious behaviours, families affected by FASD, families receiving nursing supports and families within the LGBTQ2+ community to name just a few. The challenges for this engagement are layered but



11

**REGIONAL NETWORK
CO-ORDINATORS
MENTORING...**

238

**VOLUNTEER
RESOURCE
PARENTS/
PARTNERS (RPS)
AN INCREASE OF 13**



ABOUT FSI

The Family Support Institute (FSI) supports families who have family members with disabilities and mental health challenges. FSI is unique in Canada and is the only grassroots, family-to-family support organization. FSI believes that families are the best resource to support one another, and the strongest voice for their family members.

FSI supports all families, with children of all ages, disabilities, and concurrent conditions. FSI's supports are free to any family. FSI maintains a network of over 300 peer volunteers who proudly support others by sharing experiences, acting as guides or emotional connections, mentoring, advocacy support, attending meetings, or being a facilitator. FSI has diverse experience, wisdom, and expertise and applies culturally safe, trauma-informed, and family-centred practices to all supports we offer.

OUR FAMILY SUPPORT MODEL

FSI has trained volunteers throughout the province. These volunteers are referred to as "Resource Parents/Partners" (RPs). All of our volunteers have a family member with a disability which gives this network of people the unique ability to connect with families by sharing experiences, expertise and guidance.

WE OFFER

- family support for anyone, any age, with any disability
- connection to other families
- encouragement and guidance
- networking opportunities
- information sharing and referral
- workshops and training

OUR VOLUNTEERS WILL

- connect by phone, email or in-person
- guide families to community resources
- attend meetings; take notes; debrief
- mentor and coach
- listen, empathise and learn
- share successes and celebrate families

DO WE ADVOCATE?

FSI will coach and mentor families to advocate for themselves.

WE WILL

- help families develop relationships
- work collaboratively with families and stakeholders to problem-solve together
- accompany families as their voices are being heard
- assist families and individuals to understand and navigate systems
- help families and individuals to understand their and their family members rights
- help families and individuals find policy/resources to inform their own advocacy
- advise government and decision-makers of trends/issues

OUR VISION

All individuals and families are supported, connected and fully valued in their communities.

OUR MISSION

To strengthen, connect and build communities and resources with families of people with disabilities in BC.

OUR BELIEFS

We honour that the Family Support Institute of BC grew out of an era that did not value the pivotal role of families.

Therefore, we believe:

- families are the best voice to speak for their unique circumstance
- families have a critical role in shaping the future for their family members
- families are the best resource to support one another
- informed families are more empowered to speak for themselves when needed
- informed, involved, and confident families are the most effective agents for creating social change



"It's the first time I have reached out to the FSI and I wanted to say that it has been a great experience thus far - we don't feel alone anymore... so thank you for that."

THE GUIDING PRINCIPLES OF FSI

1. Keep the organization's vision, mission and beliefs at the heart of all we do
2. Support, mentor, and build capacity in families
3. Promote inclusion for people with disabilities and their families in all aspects of our work
4. Promote equal rights and equal opportunities for people with disabilities and their families in all aspects of our work
5. Support families to advocate for and promote quality supports and services for people with disabilities and their families and respect choice and diversity in all areas of life
6. Lift and support team members for exemplary teamwork and collaboration
7. Share knowledge and best practice in family support, advocacy, stakeholder relations, and projects always
8. Build relationships with community partners who align themselves with the organization
9. Advocate for social change
10. Participate and contribute in community and with families
11. Value diversity in backgrounds, experience and perspectives
12. Be inclusive - inviting and accepting of differences in one another



FSI BOARD AND OFFICE STAFF

EXECUTIVE



Danielle Cross
President
Region: Fraser Valley
Appointed:
August 8, 2017



Jay Goddard
Vice-President
Region: Interior
Came on board:
May 25, 2017



Adam Gartland
Treasurer
Region: Vancouver
Coastal
Appointed:
May 28, 2021

DIRECTORS



Nancy Hoyano
Region: Island
Came on board:
May 25, 2017



Dana Brynelsen
Region: Vancouver
Coastal
Appointed:
May 28, 2021



Levonne Abshire
Region: Vancouver
Coastal
Appointed:
August 13, 2021



David Paynter
Region: Interior
Appointed:
October 27, 2018



Dominic Rockall
Region: Island
Appointed:
December 3, 2018



Lori Woods
Region: Fraser Valley
Appointed:
December 3, 2018



Melanie Angus
Region: North
Appointed:
May 27, 2019



Bosang Lee
Region: Fraser Valley
Came on board:
April 25, 2020



Jane Holland
Region: Vancouver
Coastal
Appointed:
June 17, 2019

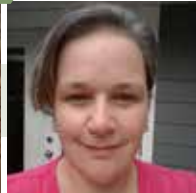


"FSI is always on my mind and forever in my heart. NO ONE needs to be alone like I was in the 70s and 80s. Keep up the great support to families."

STAFF



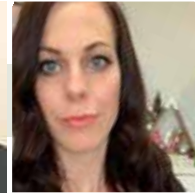
Angela Clancy
Executive Director



Lisa Butt
Acting Office
Manager



Nancy Chan
Office Manager
(on leave)



Tina Rudy
Community Resource
Coordinator



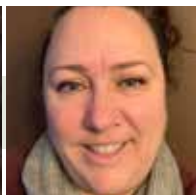
Mazy Tolentino
Director of Finance



Mandy Young
Family Support &
Projects Manager



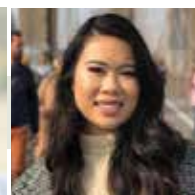
Francesca Grantzidis
Director of Programs



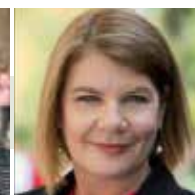
Bobbi Taylor
Family Support
Coordinator



Bob Kashyap
Family Support
Coordinator



Jessica La
Communications
Coordinator



Sylvia Stephens
Special Events and
Training Coordinator



Joe Liang
Technology Support



Lydia Kang
Project
Coordinator



Erin Tesan
Office
Volunteer

BOARD MEMBERS WHO STEPPED DOWN MID-TERM



Robert Bromley
Served:
April 25, 2019 -
May 28, 2021

REGIONAL NETWORK COORDINATORS (RNCs)



GREAT NORTH EAST
Bonnie Fallowfield,
(Retired May 2021)
Robyn Alden and Cari Rawling
NEW RPS* = 4
TOTAL RPS = 23



VANCOUVER ISLAND NORTH
Saima Ijaz
NEW RPS* = 5
TOTAL RPS = 22



VANCOUVER ISLAND SOUTH
Rachel Skidmore
NEW RPS* = 0
TOTAL RPS = 25



FRASER NORTH
Kerry Lawson
NEW RPS* = 6
TOTAL RPS = 43



FRASER SOUTH
Karen Speijer
NEW RPS* = 3
TOTAL RPS = 33



FRASER VALLEY
Esther King
NEW RPS* = 1
TOTAL RPS = 13



GREAT NORTH WEST
Renee Morven
NEW RPS* = 0
TOTAL RPS = 5



THOMPSON/OKANAGAN
Tracey Beckett
NEW RPS* = 3
TOTAL RPS = 28



GREATER VANCOUVER
Heather Beach
NEW RPS* = 1
TOTAL RPS = 29



KOOTENAYS
Ben Postmus
NEW RPS* = 9
TOTAL RPS = 25

*New RPs acquired between Nov 1, 2020 and Oct 31, 2021



FSI'S CORE WORK

FSI's foundational source of support is through a peer support model – or family-to-family supports. We have built this model from the beginning of our organization in 1985 with what we now call “Resource Parents/Partners” (RPs).



WHAT CAN FAMILIES EXPECT?

Families reaching out to FSI can expect to be met with empathy, compassion, and understanding. FSI strives to have every family feel heard with confidential and non-judgmental support. This model builds relationships, reduces isolation, and increases individual and family capacity.

FSI VOLUNTEERS (RPS) STATS *

REGION	#	REGION	#
Greater Vancouver	32	South Island	21
Fraser North	43	Thompson/Okanagan	28
Fraser South	32	Kootenays	27
Fraser Valley	12	Great North West	5
North Island	19	Great North East	20

* Numbers as of October 31, 2021

FSI SUPPORT REQUESTS FROM FAMILIES STATS **

REGION	#	REGION	#
Greater Vancouver	1995	South Island	1023
Fraser North	1011	Thompson/Okanagan	893
Fraser South	737	Kootenays	601
Fraser Valley	1001	Great North West	422
North Island	599	Great North East	628

** From November 1, 2020 to October 31, 2021

***Our stats often overlap into many categories and are captured in several areas/categories so numbers may not always be completely accurate. They are also based on manual entry.

ALTERNATIVE FORMS OF SUPPORT THROUGH SOCIAL MEDIA

FSI wants to reach as many families as possible, which means offering support outside of the regular phone/email format. Thus reaching more young families who may not otherwise seek help from FSI. With this in mind FSI created several private Facebook groups where families could connect with each other and gain some much needed support, insight and resources.

FSI FACEBOOK PAGE

Our main, public Facebook page is usually the first stop for those searching for FSI on Facebook. With event postings and community partner news it is a rich source of information and updates.

FSI: CONTINUING CONVERSATIONS

FSI's 'general' private Facebook group where anyone can join and get help from other families across BC. Currently has **561** members.

FSI: EARLY YEARS TRANSITIONS

Aimed to support families navigate the journey of transitioning into Kindergarten for their loved ones through peer-to-peer support and shared experiences. Since it's inception in spring 2021 it currently has **127** members.

FSI: TRANSITIONING TO ADULTHOOD

Aimed to help families navigate the journey of transitioning into adulthood for their loved ones through peer-to-peer support and shared experiences. This is a fast growing group which currently has **312** members.

FSI: ALL ABOUT RESPITE

The intention of this group is for families who receive respite funds through CLBC to be creative and share with others their thoughts and ideas about respite options. This relatively new group has **275** members thus far.



8920
SUPPORT REQUESTS

UP FROM
8,236 IN 2020

238***
VOLUNTEERS

15
NUMBER OF NEW RPS
PROVINCE WIDE

1995
SUPPORT REQUESTS
GREATER VANCOUVER
HAD THE MOST SUPPORT
REQUESTS IN BRITISH
COLUMBIA IN 2020/21.

3620
TOTAL "FOLLOWERS"
OF FSI FACEBOOK
PAGE (THOSE SEE OUR
CONTENT IN THEIR
NEWS FEEDS.)

FSI PAGE
FOLLOWERS ARE UP
90%
FROM THE
PREVIOUS YEAR.

VIRTUAL FAMILY HANGOUTS

In 2021 COVID-19 was still here and FSI maintained engagement with some of those who sought support through our popular Family Hangouts (FHO).

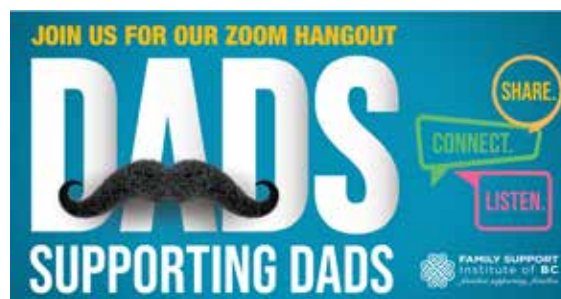
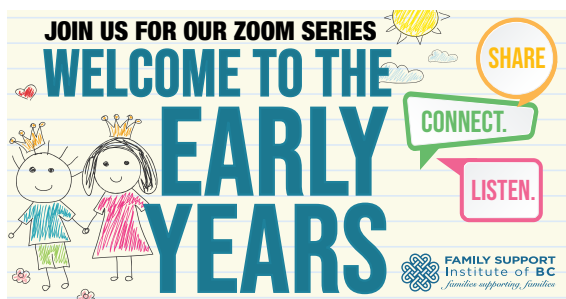
This online peer-to-peer family support is an opportunity for online connection where anyone can share, listen, learn, and connect with families facing similar challenges, fears and questions. Participants could join to learn about a wide variety of topics or simply join to mitigate the feeling of isolation due to Covid-19.

FSI is constantly seeking to fill the gaps in support, and so to reflect this need we try to add new FHOs through the year and retire the ones that are not well attended.

From November 1, 2020 to October 31, 2021, we are happy to say that we have had 455 sessions and had 3071 participants join our family hangouts. Seeing this need for connection between peers being met, FSI is proud to continue these sessions into the coming year.

REGULAR FAMILY HANGOUT SESSIONS

- Dads Supporting Dads
- Recipes for Respite
- Children In Care
- Nursing Supports
- Complex & Challenging Behaviours
- Housing Options
- FASD - Thinking Outside of the Box
- Self Injurious Behaviours
- Family Hangout
- Navigating the Early Years
- Journey Through Grief
- Newly Diagnosed Autism *NEW!*
- Waitlists *NEW!*
- Welcome to the Early Years
- Transitioning to the Adult World
- Non Verbal Autism *NEW!*
- Employment Options *NEW!*
- Families Receiving Nursing Supports
- Single Parent Hangout *NEW!*
- Transitioning to Adulthood
- Becoming an FSI Volunteer *NEW!*
- FASD Series *NEW!*
- FASD: Thinking Outside the Box *NEW!*



455
NUMBER OF VIRTUAL FAMILY HANGOUTS HELD
 FROM NOV 2020 - OCTOBER 2021
 UP FROM 113



3071
NUMBER OF PEOPLE ATTENDING VIRTUAL FAMILY HANGOUTS
 FROM NOV 2020 - OCTOBER 2021
 UP FROM 922

"I want to say that we really appreciate the Thursday evening sessions. It has opened us up to options that we hadn't known about before and would take us so much more time and effort to figure out if the FSI ZOOMs weren't there. We don't know just what our son's needs will be in the future but now we have the tools we need to act and make better decisions when the time comes."



306
 NUMBER OF
 VOLUNTEERS
 WHO
 ATTENDED
 VIRTUAL
 EVENTS IN
 2021

**ADVOCACY
 AND ALLIES** WAS
 MOST POPULAR
 WORKSHOP WITH
54
 VOLUNTEERS
 ATTENDING

TRAINING NOT-A-WEEKEND 2021

For 35 years our volunteer network has come together from all over the province for training, networking and information sharing. All of which have broadened their skills when supporting families in their respective communities.

This past year has continued to bring many challenges to families, Resource Parents, and community partners alike but has also offered many lessons and opportunities for connections. We continue to be inspired by the passion, commitment, and resiliency of our network and are proud of the ongoing inroads we forge together.

To continue nurturing the important relationships that have been seeded, as well as encouraging new ones, the theme for FSI 35th Training Weekend was **Collaborative Connections: Ready, Set, Grow!**

Our annual Training Weekend allows our volunteers the opportunity to learn from one another, but it also offers information, skill building and dialogue-based sessions. This provides them the opportunity to hear about how things have been successful in other parts of BC so that they can be warriors of inclusion in their community.

TRAINING NOT-A-WEEKEND 2021 SESSIONS:

- Community Living BC
 - Part 1: Re-Imagining Community Inclusion and CLBC 2021 Strategic Planning Process: Update and Input
 - Part 2: Reconciliation, Cultural Safety & the UNDRIP: What does this mean for our community.
- Conversation with BC’s Accessibility Secretariat
- Conversation with the Ministry of Education
- Conversation with the Ministry of Social Development and Poverty Reduction - SDPR Services and Programs For Families
- Fostering Resilience in Turbulent Times
- Historians
- Inclusive Housing Options and the Inclusive Housing Plan
- Ministry of Mental Health & Addictions Panel - they consented to recording the session
- Recipes for Respite
- Wills and Estate Planning
- 2021 Training Weekend Wrap Up Party
- Advocacy and Allies
- Conversation with The Ministry of Children and Family Development
- Ministry of Advanced Education and Skills Training - Supporting Accessibility for All Students
- Representation Agreements



“Everything - the excellent speakers, seeing FSI folk, the casual atmosphere, sharing and caring within the chat, the timeliness of the topic – EVERYTHING.”

Representation Agreements
 with Ken Kramer Q.C. & Audrey Jun
Mon, May 3 @ 1:00 - 2:30pm
 FSI TRAINING NOT A WEEKEND
Collaborative Connections
 ready set grow 

Conversation with the Ministry of Education
 with Jennifer Halbert & Martin Breuhan
Thursday, April 15 @ 1:00 - 3:00pm
 FSI TRAINING NOT A WEEKEND
Collaborative Connections
 ready set grow 




FSI Historians
Thursday, April 29
6:30 - 8:00pm
 FSI TRAINING NOT A WEEKEND
Collaborative Connections
 ready set grow 

Inclusive Housing Options and the Inclusive Housing Plan
 with Karla Verschoor & Jack Styan
Wednesday, April 14
10:00am - 12:00pm
 FSI TRAINING NOT A WEEKEND
Collaborative Connections
 ready set grow 




FSI WORKSHOPS

FSI workshops were strategically designed with diversity in mind for families, professionals, and individuals with disabilities, to be able to walk away from each session with tangible skills and knowledge to assist them and their families navigate everyday life. Due to Covid-19 FSI moved its workshops to a virtual platform allowing individuals to learn skills, techniques, strategies, processes, and acquire tools to put in their toolkit, from the comfort and safety of their homes.

TOPICS INCLUDE:

- FSIBC - How we can support your community
- Brothers and Sisters
- Circle of Friends
- Effective Advocacy Strengthens Community
- Families Leading the Way
- Families Promoting Employment First
- Key Roles for Families Ensuring Good Lives
- Leaving High School - What's Next?
- Parents, Partners in Education
- Parent Professional Relationships
- Preschool Transition - Preparing for Change Together
- Safeguards: Addressing Personal Vulnerability Through Planning
- Sexual Health
- About the Family Support Institute

ABOUT FSI PRESENTATIONS

About FSI presentations are presentations that share all about the Family Support Institute of BC. Our presenters are all family members who are either staff or volunteers. They tell the audience about who we are as an organization, our mission statement, our vision, and the history of how families came together some 30+ years ago to create the network we are today. They will also highlight the value and

impact of being connected to a larger provincial network of families all experiencing a similar journey and the importance and impact of our peer-to-peer support. The presentations cover the numerous initiatives and projects that FSI has spearheaded over the years as well as the tools and workshops that have been developed- all in response to families' requests and needs.

MYBOOKLET BC TRAINING SEMINARS

This year FSI presented three myBookletBC workshops via Zoom. The goal is to promote myBookletBC as a free online tool that individuals and families can utilize to create a beautiful and personalized "All About Me" information booklet. The "All About Me" booklet stores and shares the

individual's strengths, gifts, goals, and more! myBooklet BC is a powerful tool for families as well as the individual's team, such as schools, medical practitioners, and other professionals engaged with the individual.

FSI WEBSITE

The value of connection on-line is more important now than ever before. We had been planning a facelift on our FSI website for quite some time and 2021 was the year to do it! Our previous FSI website was a work horse for our organization for many years, but it was time to retire it and look for a more modern, fast and accessible site. After months of hard work and collaboration, our new and improved website was launched in June 2021. It is now an easy and reliable space to navigate, as well as the go to for many to find updated news, events, make a donation and find valuable tools and resources.

We won't be stopping here, we have many plans to expand and improve the site to make it the 'one stop shop' for everything FSI. Including a tool kits section as well as adding a Resource Parent/Peer designated landing page for all things volunteer related.



7
WORKSHOPS
DELIVERED
DOWN FROM 32

72
ABOUT FSI
PRESENTATIONS
WERE
DELIVERED
IN 2021

30268
UNIQUE
PAGEVIEWS
TO OUR NEW FSI SITE
SINCE LAUNCH UNTIL
OCTOBER 31, 2021

FSI LEARNING EXPLORATIONS 2021

SUPPORTING YOUR JOURNEY



55*

VIRTUAL LEARNING EXPLORATIONS WERE DELIVERED NOV 2020-OCT 2021



"FSI has always been there for us on our journey.....just knowing there was someone there in our darkest and brightest times we could reach out to and share with! Thanks from our family!"

Despite Covid-19, FSI continues to support families along this changing landscape by offering 1-1 peer support, guidance, and many opportunities for connection and learning.

In 2020/2021, FSI presented 55 free online learning opportunities titled Learning Explorations. These webinars were available to individuals, families, and professionals to learn about various topics. Among our most popular topics were Kindergarten Transitions, Representation Agreements, Wills and Estates Planning, Sexual Health, Inclusive Education, Microboards, Creative Housing Options, and History of Community Living - Deinstitutionalization Stories from Self Advocates.

These sessions were presented by FSI staff, volunteer parents, and special guest speakers who are considered champions of diversity in their field. This expertise allowed for collaborative learning and dynamic discussions while curbing isolation during these unprecedented times.



PUBLICATIONS

FSI has publications available to families FREE of charge. All of our publications are created as a means to provide learning, inspiration, education, and information to families all over BC.

FSI QUARTERLY NEWSLETTER | POSSIBILITIES

The FSI quarterly newsletter was first published over 30 years ago. Possibilities is filled with inspirational stories, tangible resources, and personal accounts of how strategies and supports have worked for families and testimonials from various individuals and groups regarding initiatives, projects, supports, and much, much more.



3108

SUBSCRIBERS RECEIVE FSI'S PUBLICATIONS

FSI WEEKLY NEWSLETTER

As the pandemic continued and with constantly changing information, FSI continued to supply information to our subscribers more often than monthly or quarterly. The FSI weekly newsletter has remained in place to help inform subscribers about upcoming FSI virtual events as well as access to news from our community partners in a more timely manner.



* From November 1, 2020 to October 31, 2021

PROJECTS, INITIATIVES & PARTNERSHIPS

The following are ongoing special projects and partnerships that FSI has spearheaded. With the changing social climate, FSI has had to roll with those changes in our projects.

findSupport BC

findSupport BC is an all-encompassing and searchable online database that hosts thousands of resources related to disability and mental health for all ages. The findSupport BC website provides an inclusive list of current resources from in-home supports, community programs, grants, government-run, non-profit agencies, and much more.

Through collaborative efforts of community members, organizations, and a dedicated FSI staff member, as the resource database grows so does the ability for those requiring services to gain the awareness and knowledge to access them.

FINDSUPPORT BC TRANSITIONS TIMELINE

findSupport BC Transitions Timeline is an online service that provides information for children, youth, adults, and their families to navigate pivotal stages in one's life. findSupport BC provides a comprehensive checklist, along with a short write-up for each step to appraise at various transitional stages. The stages are accompanied with links and helpful hints from those who have gone through similar or the same process.

myCommunity BC

myCommunity BC is an online tool for people to share and celebrate the gifts and assets in their community with the goal of building more connected and inclusive communities for all. It was recently launched to the public in 2019 through partnership with Family Support Institute, Community Living BC, and BC Community Asset Mapping Network. Engaging with the public libraries and other avenues to promote this tool, myCommunity BC has grown to almost one thousand inclusive community resources and is growing weekly. This tool enables community members to not only suggest places, but share their personal stories as to what makes it inclusive, as well as save community resources to their own personal map by creating a profile based on their geographical location.

Support Worker Central

Support Worker Central is an online database designed to match individuals, families, and agencies with support workers/caregivers in their communities. FSI initially created this matching site ten years ago as we knew that finding good, qualified support workers is an ongoing challenge for many families.

In much need of an upgrade, in spring 2021 the new and improved Support Worker Central site was launched and has been growing steadily ever since. Helping families, and support workers, find each other.



7048*
NEW USERS
UP FROM 5,135
AN INCREASE OF 34%

10589*
TOTAL SESSIONS
UP FROM 7,887
AN INCREASE OF 33.6%

1659*
NEW USERS

917
TOTAL USERS
OF THE NEW SUPPORT
WORKER CENTRAL
WEBSITE SINCE MARCH
2021 LAUNCH

* From November 1, 2020
to October 31, 2021

74
NEW SIBSHOP
FACILITATORS
WERE TRAINED

SIBSHOP FACILITATOR TRAINING

In conjunction with the BC Children’s Hospital and Ronald McDonald House of BC, FSI was excited to offer parents, adult siblings, service providers and clinicians the opportunity to learn more about the challenges facing people whose brother or sister have additional support needs and/or medical complexities. This two day facilitator training was FREE and was an opportunity to enhance the provinces ability to offer Sibshops throughout the province at a lower cost to families.



Facilitated by Sibling Support Project in Washington state, Day 1 was an information sharing session from our local sibling panel. Day 2 provided the certification to host SibShop workshops in community.

8094
NEW USERS
VISITED
MYBOOKLETBC



MyBookletBC is the simple way to get everyone on the same page - literally! It’s FREE & EASY! The myBooklet BC is a FREE online tool that individuals and/or families can use to create a beautiful and personalized information booklet to store and share strengths, gifts, goals, and much, much more. It is simple-to-use and user-friendly. To share your myBooklet BC booklet, you can either export it as a PDF file or use the “SHARE BOOKLET” function!

Key Features

- Easy-to-use forms that will walk you through creating your own booklet
- Ready-to-use professional design templates
- Valuable resources to give you support and inspiration



3294
TOTAL BOOKLETS
CREATED TO DATE



Wayfinders is a personalized program that is designed to meet the planning needs of families and their loved ones who have intellectual disabilities.

WayFinders supports people to plan for their future through personalized discussions around holistic inclusion, and individualized needs of each person. We take a “coaching approach” to support people as they map out their future plans.

Other offerings include:

- Resource sharing about what is available in the community
- Solution seeking for issues that arise during times of transition
- Connections to others who might have experience that is relevant
- Expertise in Person Centered Planning

During 2020 /21 the Wayfinders found themselves in a perpetual state of pivot as lockdowns became a way of life. It was no longer possible to meet in person and forced us to get creative about how to reach families and people who had planning needs.

Covid also impacted our marketing and promotion efforts to promote the program.

We used ZOOM and other similar platforms to communicate to host virtual meetings both to promote the program with families and support individual families as well.

As families became more familiar with virtual meetings, the reach of this program widened, and we were not limited geographically to the location of our facilitators. Every family across the province could now reach out and connect with any of our six facilitators for a one on one meeting and a Person-Centred Planning session. In some ways, our worlds got bigger and in others, our worlds became more isolated than ever before.

WAYFINDERS VISION STATEMENT

Every individual be empowered to find their direction towards fuller, richer lives.

WAYFINDERS MISSION STATEMENT

To offer families personalized conversations and resources that empower people with disabilities to find their direction towards fuller, richer lives in their community.



“I am feeling much more confident in my ability to help my son in his transition to independent living.

I have you to thank for that!”

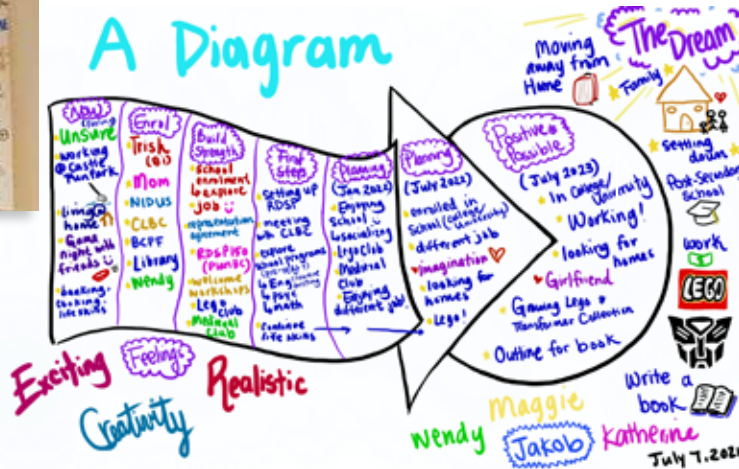
PATH PLANNING & FSI PATH FACILITATOR TRAINING

A PATH (Planning Alternative Tomorrows with Hope) is a facilitated process which graphically captures an individual's hopes, dreams, and aspirations.

A PATH session is meant to be a visual depiction of collective brainstorming and identifies short, medium, and long-term goals. The individual and their family, friends, school, and community contacts contribute to this process which is led by two trained PATH facilitators. Over the years, families have told us repeatedly how they thoroughly enjoyed the process of a PATH. However, one hindrance to getting a PATH is cost, which typically ranges from \$1,000-\$2,000.

FSI never wants an individual's financial status to be a barrier to access these types of services, so we sought out

funding and developed a plan to bring affordable PATHs to families in BC. With this secured funding, FSI trained 94 PATH facilitators in 38 communities in BC. In exchange for this FREE training, these newly trained PATH facilitators committed to delivering three FREE PATHs to families in their communities as a community development exercise. Upon completion of the free PATHs, each facilitator can offer PATHs on an ongoing basis at a fee of no more than \$150 for a period of two years. We are pleased that as of March 2022, FSI has a total of 87 PATH facilitators and we have provided 277 free PATHs and have 107 free PATHs left to provide.



87
TRAINED PATH
FACILITATORS
DOWN FROM 94

277
FREE PATHS
DELIVERED TO DATE

YOUTH AND MENTAL HEALTH

In early 2021 FSI applied for, and was granted, funding from United Way to find creative ways to support youth with mental health issues.

Recognising that the pandemic was having an adverse effect on youth who struggle with mental health challenges, FSI wanted to find a way to bring hope, understanding and most importantly, joy into the lives of these vulnerable young people.

Of course we were unable to create an in-person event due to restrictions but wanted something dynamic and exciting that would still come across over a virtual platform. FSI decided to approach the world-renowned spoken word poet/artist/author, Shane Koyczan, who has had his own struggles with mental illness, to put together a three session workshop.

FSI invited 50 youth between the ages of 12 and 18 who struggle with mental health challenges to attend the sessions. Helping them to use art and

poetry as a means to express themselves. By all accounts it was an inspiring and fulfilling event for both the participants and Shane himself.

Workshop 1: Focussed on writing and extending the range of our empathy to open up new perspectives and broaden the lens we see through as we create.

Workshop 2: Often the work we create is deeply personal and the prospect of getting that work in the open can be anxiety riddled, but what often happens is that the more people begin to share the more it emboldens others to do the same.

Workshop 3: Shane will be taking questions from the students on writing, touring, influences, publishing and all things creative, and maybe some things that aren't.

Shane
Koyczan



RESEARCH AND SPECIAL PROJECTS

Here is an overview of recent research projects that FSI is involved with, either as co-lead or community partner.

SELF INJURIOUS BEHAVIOURS (SIB) WORKSHOP SERIES

TAKING PLACE SEPT 2021 – FEB 2022

Families and caregivers of children and youth impacted by Self Injurious Behaviours (SIB) is a 6-part educational workshop series combined with peer supports.

Workshop sessions are part of a research project being conducted by the Principal Investigator (PI), Dr. Anamaria Richardson.

Topics Include:

- Sleeping like a baby
- Safety: Equipment or Medication
- Medically Controversial Topics (Cannabis and CBD)
- A Mixed Bag: Psychiatric Comorbidities
- Things We Take for Granted: Feeding and Toileting
- Getting to the Source (Structured Behavioural Observation, Functional Analysis, Hanley Method)

This project aims to promote education around severe SIB, create a supportive SIB community, as well as advocate for better health outcomes.

IMPACTS OF MENTAL HEALTH ON PARENTS OF CHILDREN WITH DISABILITIES AND COVID-19

FINAL REPORT ANTICIPATED SEPT 2022

FSI is co-leading a research project with the University of British Columbia (Jennifer Baumbusch), Mental Health Research Canada, and the Michael Smith Foundation for Health Research (MSFHR), to better understand and mitigate the impact of COVID-19 on the mental health of parents and caregivers of children and youth with special needs in British Columbia.

UNDERSTANDING THE DISPARITIES IN ACCESS TO ESSENTIAL SERVICES FOR YOUTH WITH DISABILITIES AND THEIR FAMILIES

FALL 2019 & SPRING 2020

Family Support Institute is co-leading a research project led by the University of Calgary, and supported by the Canadian institutes for Health Research (Dr. Jennifer Zwicker). This project is designed to understand the disparities in access to health, education, and social services for youth with disabilities and their families in Alberta and BC, across various stages of life.

One of the main objectives of this research project is to design policy recommendations and inclusive approaches to improve access to services. We have developed an Advisory Committee to help reach the objectives of the project and to help disseminate the work.

Outcomes from this project are directly aimed at influencing policy that will improve integration of services and supports for optimal brain development of children and youth with developmental disabilities, and working collaboratively with decision-makers.

COVID IN THE EARLY YEARS PROJECT

APRIL 2020-2021

FSI is involved in a research project with the University of Northern BC (UNBC), Northern Health (NH), and the Provincial Health Services Authority (PHSA). This community participation study is exploring the pandemic's impact on the early years (0-8 yrs) across Northern communities.

The team working on the COVID in the Early Years Project consists of people occupying a variety of roles — nurse, professor, service provider, researcher, student — to name a few. Participants come to the project with a different lens, and each of these viewpoints culminates into a common thread that gives purpose and meaning to this research.

COMMUNITY VOICES ON TAPPING INTO TECH

2 YEAR PROJECT — LAUNCH JULY 2021

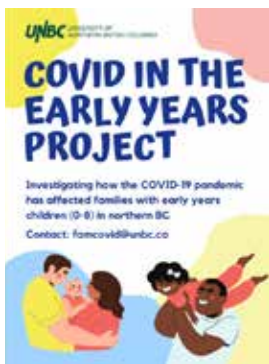
Many families, living in rural and northern parts of BC, raising young children with extra support needs face barriers to accessing a wide-range of supports and services for their children's early health, development and wellbeing. Community Voices On Tapping Into Tech is a province-wide, community-driven research project aimed at improving families' access to early child development (ECD) and health resources and services in rural and northern BC.

We will explore ways that information and communication technologies can be used as long-term ways for families to access information and connect with services in addition to in-person options.

The goal is to listen to and learn from Indigenous, non-Indigenous and newcomer families, children and service providers in rural and northern areas of BC about their experiences and ideas about using technologies for this purpose, especially families who experience social, economic and geographical barriers to in-person ECD information and services.

This project is funded by the Vancouver Foundation and is co-led by Dr. Alison Gerlach from the University of Victoria, Jason Gordon from the BC Association of Child Development and Intervention and a 'Tapping into Tech Community Council' made up of grassroots child disability advocacy groups, rural and northern parent, young people with lived experience of disability, and ECD frontline providers as community researchers, and university researchers. The Council guides and supports the project, ensuring the voices of the community inform the research design and mobilization of the findings. Family Support Institute is funding a Parent Reference Group that will help to bring diverse parent voices to the research process.

This two-year participatory action research project has the potential to make a large and lasting impact on the provincial ECD early childhood system in BC by mobilizing community knowledge(s) to tailor information and communication technologies in response to the lived realities, preferences and resources of northern, rural and Indigenous families, children and ECD providers.



"What research means to us" At its base, this research means listening to families and getting to share in a little bit of their life. The goal is to gather what struggles and triumphs they find most important and impactful, and share these findings..."

SUMMER INSTITUTE 2021

Creating the Future - Partnerships for Inclusive Learning took place on the EasyReg platform on August 23-25, 2021. This conference was intended for individuals who have an interest in inclusive learning such as teachers, administrators, parents, paraprofessionals, therapists and other members of a school based team.

This three day event provided a robust learning environment that will facilitate strategic approaches to inclusion and belonging for all students in BC's elementary and secondary schools.

Sessions were attended by learning professionals from all across Canada. Included with the 290 participants from British Columbia there were two from Alberta, three from Manitoba, three from New Brunswick, three from Northwest Territories, one from Nova Scotia and nine from Ontario.

KEYNOTES WERE PRESENTED BY:



Shelley Moore
Identity and Inclusion

BC's renewed curriculum has foundational principles that support inclusion, but these principles rely on design not retrofit solutions. Come see how some design frameworks

can work together to support the successful inclusion of every person in this fun and real life example!

How does identity connect to inclusion and how can we develop and capture it in our students, to help us plan for them in inclusive classrooms?



Sue Sterling-Bur
Indigenous Giftedness and Inclusion

Sue will discuss and share ways of decolonizing and rethinking the systems of approach for working with and supporting Indigenous children with disabilities and their

families within the Education system. Examples of how to weave and integrate Indigenous ways of knowing, Indigenous Rights, and Indigenous voices and experiences will be shared throughout the presentation.



Dr. Leyton Schnellert
Developing Student Voice in Inclusive Classrooms

It's an exciting time in education in BC. With a renewed curriculum there are more opportunities to nurture student learning through

big idea and competency-based teaching and learning. Perhaps one of the most transformational things we can do is reorient our teaching to foster student voice. The core competencies have opened the door to positioning students as self advocates. We can all learning from the disability communities' credo "nothing about us without us" (Charlton, 1998). In this keynote we'll explore supporting disabled students in the development of a positive disability identity (DSESIG, 2019) within inclusive classrooms.

SUMMER INSTITUTE TOPICS INCLUDED:

- Competency and Strength Based IEPs for Inclusive Classrooms
Shelley Moore
- Inclusive Education and Universal Design for Learning
Dr. Jennifer Katz
- Positive Behavior Support
Dr. Brenda Fossett
- Social and Emotional Learning and Kindness
Dr. John-Tyler Binfet
- Transition and Employment
Dr. Paul Malette and Deborah Simak
- Nurturing all learners through inclusive literacy practices
Dr. Leyton Schnellert and Donna Kozakon

312
PARTICIPANTS
ATTENDED SUMMER
INSTITUTE 2021

\$80624
REVENUE
GENERATED
FROM SUMMER
INSTITUTE 2021,
THESE FUNDS WILL
BE HELD FOR FUTURE
SUMMER INSTITUTES.



LEARNING OPPORTUNITY FOR EDUCATORS!



CREATING THE future 2021
Partnerships for Inclusive Learning

AUGUST 23 - 25, 2021



FAMILY SUPPORT
Institute of BC
families supporting families



CREATING THE future 2021
Partnerships for Inclusive Learning



"Thank you for putting together such a great panel of experts to address so many suggestions that our unique learners can benefit from."

TREASURER'S REPORT

FINANCIAL PERFORMANCE

The **Statement of Operations** listed the revenue and expenses of Family Support Institute of BC's (FSI) for the fiscal year November 1, 2020 to October 31, 2021. Also provided in the statement was the net surplus (excess of revenues over expenses) which can be used to measure financial performance.

For the fiscal year 2020-2021, FSI finished the year with a surplus of \$5,215 which was in line with the projected budget for the year.

Financially speaking, COVID-19 had less of an impact on FSI's operations in 2021 as compared to the prior year. For example, this year FSI did not receive any wage subsidy for COVID-19 and most of FSI's services and training were able to resume to prior year levels. As a result, revenues increased by 87% or \$662,346 for a total of \$1,422,737 compared to \$760,391 in the prior year. The largest increase in revenue sources came from MCFD contract income which now accounts for 56% of FSI's overall revenue. Expenses increased this year by 30% or \$324,049 for a total of \$1,420,396. The largest increase to expenses was for salaries and benefits, which was to be expected with a return to more normal operating conditions.

FINANCIAL NET WORTH

The **Statement of Financial Position** listed the assets and liabilities of FSI as of October 31, 2021. Also provided in the statements was the fund balances (excess of assets over liabilities) that make up the financial net worth of FSI.

FSI's liquid assets, composed mostly of cash, decreased by 16% year over year due to FSI spending more money on programs and services this fiscal year. FSI's liabilities decreased by 18% or \$160,356 compared to 2020. Liabilities are mostly composed of deferred income from our funding sources, which is money that was received from our funders but unspent in the current fiscal year. As a result of these changes to assets and liabilities, working capital (liquid assets minus current liabilities) increased by \$11,676 or 35% in 2021. Working capital is a financial metric to measure operating capital of an organization.

ECONOMIC DEPENDENCE

FSI continues to remain in sound fiscal health as its financial assets can well cover the payment of all its debts. However, FSI does not have a very large reserve to sustain its operations should unexpected challenges occur.

FSI's economic dependence on provincial government funding (BC Gaming; CLBC; MCFD) does expose the organization to risk should a major provincial funding cutback occur. To mitigate this risk, part of FSI's current strategic plan is to diversify and explore funding sources from other branches of government and to explore grants and corporate sponsorships.

I would like to acknowledge the hardwork and dedication of Angela, Mazy and the rest of the team for prudently managing the financial resources of the organization

Please feel free to contact the Executive Director, President or Treasure for any questions or concerns regarding FSI's finances.

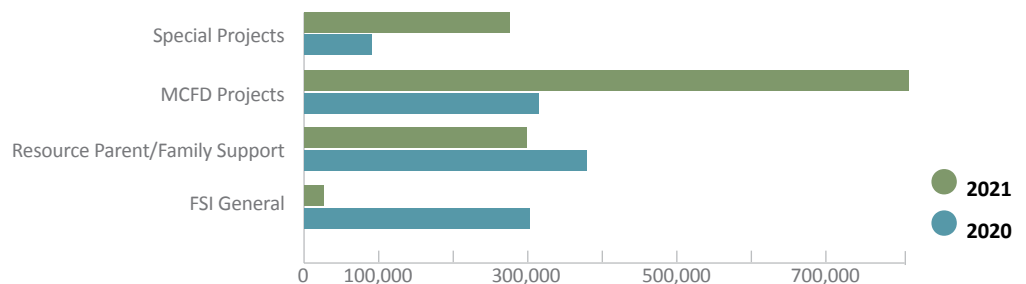
Adam Gartland,
Treasurer, FSI

87%
INCREASE IN
REVENUE
COMPARED
TO 2020

REVENUE COMPARISON



EXPENSES COMPARISON



REVENUE IN 2021 BY SOURCES

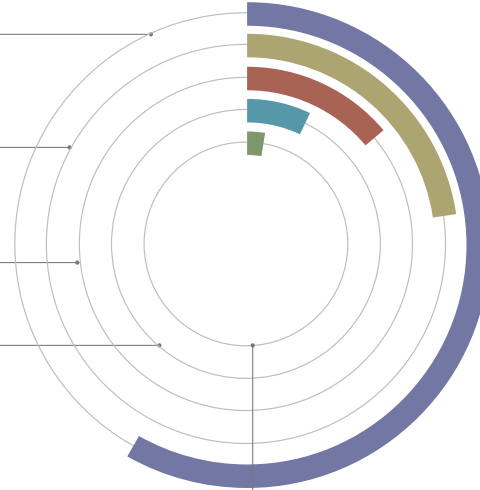
56.4% **MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT(MCFD) CONTRACTS** | The contract with MCFD is to enhance our peer support network to focus on the early years, diverse cultures, refugee families, LGBTQ+ communities, First Nations, and newcomers to BC. We have liaisons with the MCFD offices all over BC to work together.

21.1% **SPECIAL PROJECTS** | Our special projects are new initiatives that FSI takes on, with needs identified by families, and funded by grants.

12.5% **GAMING GRANT** | Gaming is funded by the province that enables FSI to provide family support and RP capacity growth in our volunteer network.

7.7% **COMMUNITY LIVING BRITISH COLUMBIA (CLBC) CONTRACTS** | These contracts enable training support to families in regions to build capacity and growth. It also enhances our online platforms such as findSupportBC, myBookletBC, Support Worker Central and myCommunityBC.

2.2% **PRIVATE DONATIONS & FUNDRAISING** | FSI is grateful for our donations and fundraising to support the ongoing work of FSI. We rely on our donors and their commitment to the work we do.



30%
INCREASE IN EXPENSES
COMPARED TO 2020

EXPENSES BY PROGRAM IN 2021

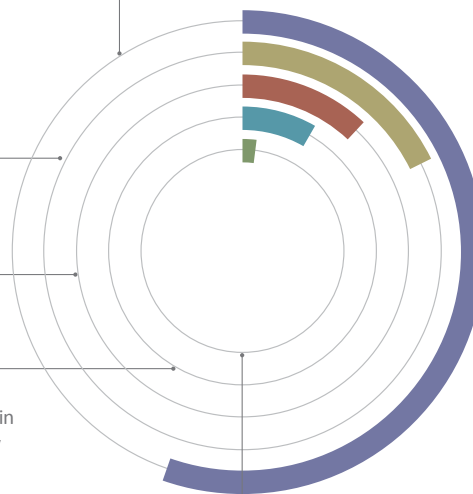
56.5% **MCFD PROJECTS** | These expenses cover the Outreach Programs and Workshops presented by the Regional Network Coordinators.

20.3% **SPECIAL PROJECTS** | Funded by grants, FSI takes on many special projects required by families in need.

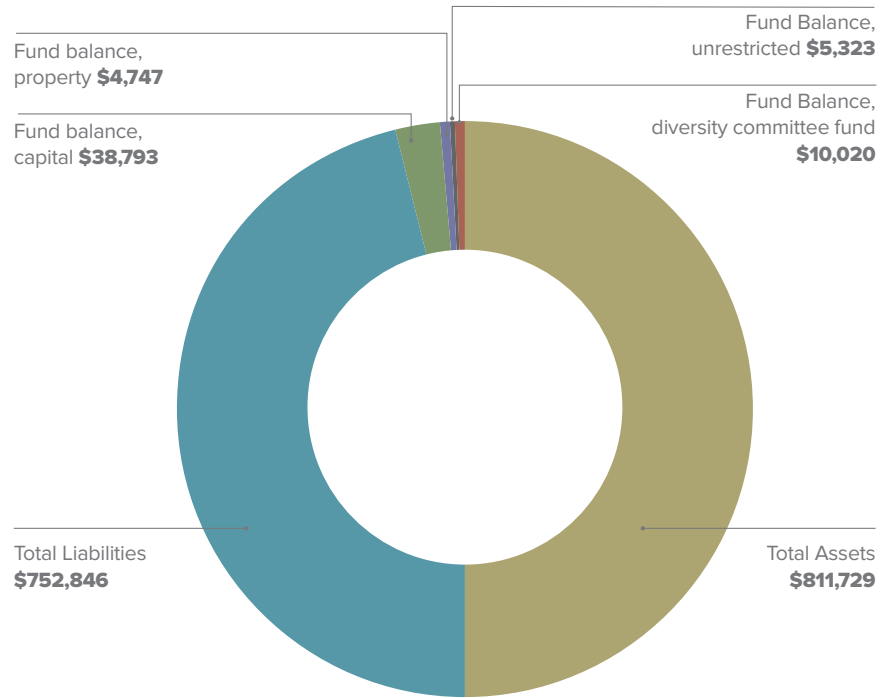
12.6% **GAMING** | These expenses enable FSI to provide and expand Regional Resource & Parent Network Support and measures RP capacity growth in our volunteer network.

8.6% **COMMUNITY LIVING BRITISH COLUMBIA (CLBC) PROJECTS** | These expenses cover the Family Support Worker position, activities and support service to families in BC.

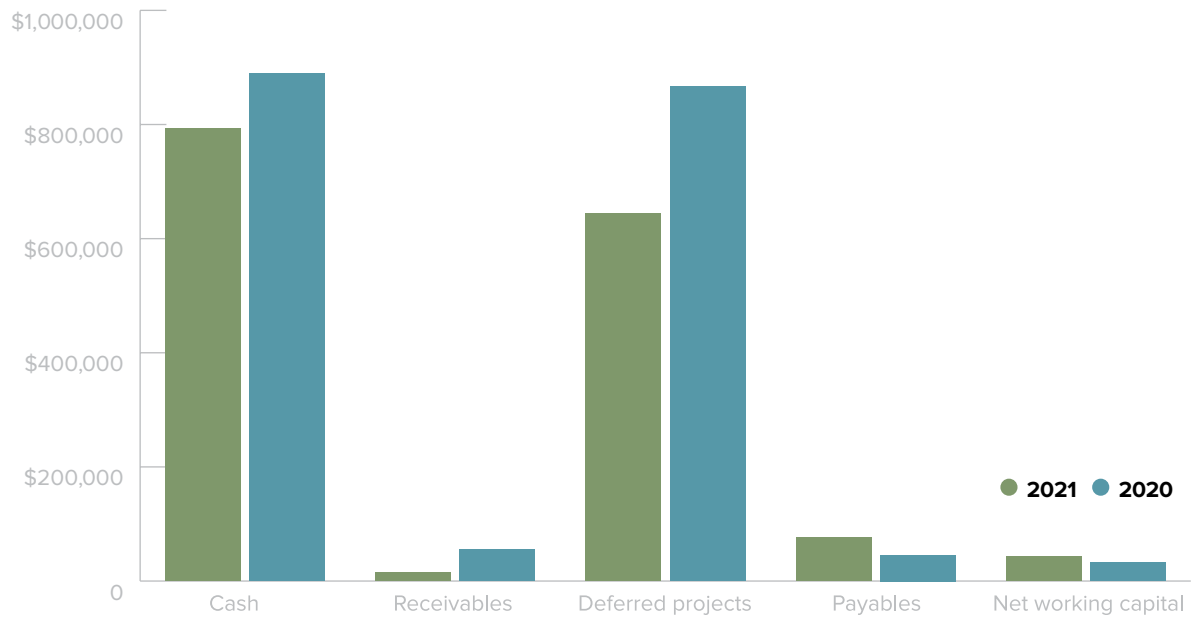
1.9% **FSI GENERAL & EXTERNALLY RESTRICTED** | With Covid-19 in 2020, a portion of employees' salaries has been subsidized by federal and other relief funds under general and administration expenses.



NET WORTH IN 2021



WORKING CAPITAL COMPARISON



* approved by the
FSI Board

FINANCIAL HIGHLIGHTS*

FAMILY SUPPORT INSTITUTE OF BC SOCIETY | STATEMENT OF OPERATIONS (UNAUDITED)

for the year ended October 31, 2021

REVENUE	2021	2020
MCFD contract	\$802,673	\$307,062
CLBC contract	110,193	121,547
Gaming income	178,324	163,800
Special Projects	300,604	140,519
Donations, fundraising and other income	30,943	27,463
TOTAL REVENUE	1,422,737	760,391
LESS: EXPENSES		
Salaries and benefits	1,204,270	908,502
Special project - program expenses	88,181	62,044
MCFD - program expenses	78,319	40,884
CLBCL & Regional resource parent expenses	7,139	23,149
Board, workshop & general program expenses	330	6,047
General & Administrative expenses	42,157	55,721
TOTAL EXPENSES	1,420,396	1,096,347
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	2,341	(335,956)
OTHER INCOME		
Canada Emergency Wage Subsidy (CEWS)	-	282,853
Other Grant Revenue	2,874	50,000
	2,874	332,853
NET SURPLUS (DEFICIT)	5,215	(3,103)

FAMILY SUPPORT INSTITUTE OF BC SOCIETY | STATEMENT OF FINANCIAL POSITION (UNAUDITED)

for the year ended October 31, 2021

ASSETS	2021	2020
Cash and equivalents	\$797,104	\$892,980
CEWS & Other Accounts receivables	806	55,201
Prepaid expenses	4,017	3,783
Property and equipment	4,747	11,497
E & E Bjarnasson fund- long term deposit	5,055	5,000
TOTAL ASSETS	\$811,729	\$968,461
LESS: LIABILITIES		
Accounts, lease, other payables and accrued liabilities	82,488	45,674
Deferred MCFD Projects	211,552	420,950
Deferred CLBC Projects	132,582	60,779
Deferred Gaming	11,940	189,188
Deferred Special Projects	294,097	185,395
Other deferred & externally restricted	20,187	11,216
Capital lease obligation	-	1,591
TOTAL LIABILITIES	752,846	914,793
FUND BALANCES		
Invested in property and equipment	4,747	11,497
Internally restricted capital fund	38,793	38,793
Internally restricted diversity committee fund	10,020	
Unrestricted	5,323	3,378
TOTAL FUND BALANCES	58,883	53,668
TOTAL LIABILITIES AND FUND BALANCES	\$811,729	\$968,461

DONORS, SPONSORS AND FUNDERS



PLEASE NOTE that some sponsors and funders targeted their support towards a specific project or work.

We would like to thank the following individuals and businesses who donated to FSI

Sharon Ansems	Christine Foell	Barbara McFadden	Melissa Patrick
Nancy Hoyano	Penny Lopez	Lori Woods	Kootenay Advocacy Network
Angela Clancy	Danielle Cross	Susan Peck	Vasile Macarie
Xiao Yu Yang	Donalda Madsen	Xuming Xing	Deborah Rhead
Pat Thompson	Saima Ijaz	Daryl Adams	Lillian Bartel
Rosa LeBoutillier	Nellie Wong	Sharon Ansems	Lucretia Macarie
Julie Underhill	Tim Windle	Dominic Rockall	Catriona Johnson
Angela Gillman	Melanie Arnis	Bo Sang Lee	Mark Forsythe
Susan Cairns	Lisa Trick	Kaori Lau (Fen Wei)	Laney Bryenton
Madeline Harlamovs	Levonne Abshire	Chrissy Thom	Gord Robertson
Wendy Hall	Aaron Chung	Shelley Nessman	Fergus and Bernice Mcann
Lori Woods	Arbe Myhre	Mike Packer	The Society of Transition Houses
Penny Sigouin	Donald Lawby	Theresa Edmondson	Mission Association for Community Living
Shannon Herdman	Judy Ennis	Debbie Moore	Living
Trinh Dang Bordes (Marlin Travel)	Franceska Grantzidis	Wendy Stevenson	PhSA Corporation
Carol Ann Caulfield	Pam Collins	Jo Ann Hildebrandt	Proteus Communication Services
Peter and Susan Swayne	Esther King	Kirsty Savic	University of Calgary
Danielle Cross	Daniel McDonald	Dana Brynelsen	
Lena Charlton	Tracey Beckett	Melanie Angus	
Shawna-Marie Phillips	Annette Pope	Connexus Community	



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It is important to FSI that we continue to learn the long standing history of the indigenous people in BC and understand our place within that history. FSI would like to acknowledge our Provincial office staff are uninvited settlers working on the unceded traditional territory of the Coast Salish First Nations, which lies within the shared territories of the Qayqayt First Nation, who have gathered and cared for the land here in this community well before we arrived. We raise our hands in thanks to these peoples for graciously allowing us to do our work on their homeland also known by its colonized name of New Westminster.