



**2019** ANNUAL  
**REPORT**

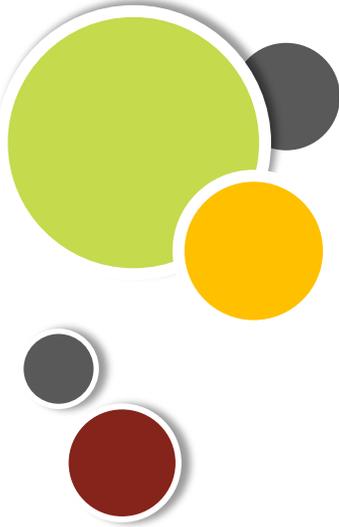
**KSACC**



KAMLOOPS SEXUAL ASSAULT COUNSELLING CENTRE

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counselling ▪ support services ▪ advocacy ▪ education ▪ prevention



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## BOARD OF DIRECTORS 2018-2019

Chelsi Corsi - President  
Tanya Pawliuk - Vice President  
Mandy Jean - Treasurer  
Lisa Scruton - Secretary  
Directors: Kirstin McLaughlin

### MISSION STATEMENT

*Kamloops Sexual Assault Counselling Centre is a feminist organization that supports individuals who have experienced sexualized violence. We provide counselling, support services, advocacy, education and prevention.*



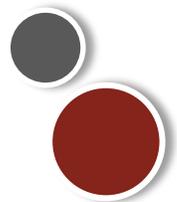
# AGENDA

5:30 pm – Membership sign in and snacks

5:45 pm – Welcome by President Chelsea Corsi

5:50 pm – KSACC Annual General Meeting

- a) Welcome and call to order
- b) Acceptance of Agenda
- c) Approval of 2018 AGM Minutes
- d) Financial Report - BDO
- e) President's report
- f) Agency Coordinator's report
- g) Election of KSACC Board of Directors
- h) Recognition of Service
- i) New Business
- i) Adjournment





# Message from Board President

Hello and welcome to our valued Society Members, KSACC staff, fellow Board Directors and guests.

This past year was my second and final year as acting President of the Kamloops Sexual Assault Counselling Centre (KSACC) Board of Directors. To say that this role has challenged my personal and professional growth development would be an understatement. It is hard to express how much I have learned from my board colleagues as well as the inspirational staff at KSACC who work each and every day to walk our talk and fulfill our mission which states KSACC:

***“Is a feminist organization that supports individuals who have experienced sexualized violence. We provide counselling, support services, advocacy, education, and prevention.”***

All I can say is that I am genuinely grateful to have had the privilege of learning from and working alongside passionate feminist role models!

You will be pleased to know that over the 2018-19 year, the small group of five Board Directors worked diligently to meet our mandate of providing appropriate governance for the KSACC organization. For example, we established a Board Nominations Committee that developed and implemented a formal Board Director Nomination Process. We also established a Policy and Confidentiality Committee to improve our overall security and technology systems, as well as respond to the recent attempts by legal counsel to access our confidential client files for court cases. This demonstrates that the Board will continue to develop and enhance policies and procedures that protect clients' rights and privacy.

Our Finance Committee has worked to ensure the financial health of the organization so that we are in a good position moving forward. This committee has also taken steps to streamline financial processes in order to create efficiency and address gaps in our systems.

Last year at this time we hired Barb Gladdish as the new Agency Coordinator (AC) for KSACC. Barb has recently passed her six-month probationary review and has accepted the AC role permanently. The Board could not be more excited! Her collaborative vision, community engagement efforts, and demonstrated critical practice reflection truly benefit our agency and the people we serve. We look forward to Barb co-navigating the agency for many more years to come!

As I look to the year ahead, I acknowledge that we as a board still have some work to do. As our organization continues to respond to the pervasive culture of sexualized violence within our society, our advocacy work, collaboration, and ingenuity must be raised to new heights...we really have no choice but to respond and lead the way forward. With the final report of the *National Inquiry into Missing and Murdered Indigenous Women and Girls* just being released, our agency will need to critically examine the findings in order to address the social, political, and health inequities that create disproportionate vulnerability to sexualized violence among Indigenous women and girls, and other populations of people in our community. As a membership group, we ask that you walk along side us as we strive to eliminate sexualized violence in our community and beyond.

Thank you, Chelsea Corsi



# Agency Coordinator Report

Thank you for attending the KSACC Annual General Meeting and continuing to support the work that we do here at KSACC.

This past year at KSACC has been met with lots of enthusiasm and activity. In September KSACC celebrated 35 years of being in the community of Kamloops. To commemorate this achievement the Staff and Board Directors hosted an open house. What a success! There was a great spread of food, drinks, and many community members came out to meet the staff and learn more about the services provided at KSACC.

In November and December, we applied for **Civil Forfeiture Grants**, **Social Planning Funds**, as well, an application went in for a **Gaming Grant**. KSACC was successful in being a recipient of all three applications. The Civil Forfeiture money is dedicated to a collaborative partnership with Thompson Rivers University. This project has a KSACC staff member working closely with the Sexualized Violence Response and Prevention staff to develop a learning resource for staff and faculty. The project will also support the development of resources for specific student groups that have been identified as wanting supports, tools, and resources. KSACC has partnered with TRU on several projects and we hope to continue to support a strong relationship with the University. The Social Planning Grant is marked for providing funds to continue to support the position of Domestic Violence Sexual Assault Response Team Coordinator. This position began in June 2018 and the funding has created the opportunity to continue this position until March 2020. As a result of being able to secure funding to hire a Coordinator, the Coordinator has been able to train additional volunteers, increase the hours of support, and expand services to include supporting survivors of intimate partner violence (domestic violence). The Gaming Grant funds allows us to continue to provide support to male survivors of violence. At this time, KSACC is the only agency in Kamloops that provides free counselling to male survivors of historical or recent sexualized violence.

In January, our staff team had the opportunity to meet together to review the strategic plan, the services that KSACC provides, mission statement, and identify how we, as a staff body, do the work; essentially, how is the mission statement, values, and philosophy of the agency are reflected in our every day practice. The overarching theme that came out of this meeting is that we do the work through relationship. Relationship with ourselves, our team, our board of directors, our clients, and our community. Each of these categories of relationship guide my role as agency coordinator and build the foundation for my practice and place within the agency. In my role, I am fortunate enough to work with so many inspiring people, each of whom provides me with an opportunity to learn and grow within my position.

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# Agency Coordinator Report

## continued...

As I continue my role as Agency Coordinator, I work with the Board of Directors to ensure that the strategic goals continue to guide our practice. In addition to working with the Board, I have also been connecting with community to build on relationships and develop new ones. I am inspired by the community's openness and inclusiveness to having me join the group of individuals and agencies supporting each other and community members of Kamloops. Many community members, businesses, and organizations have reached out to support KSACC in the way that works best for them. I am appreciative of the ongoing community support for the work that we do here at KSACC as well as the community's stance against violence.

The counsellors, support persons, and administration who are working at the centre are certainly the backbone of the organization. They work tirelessly to support individuals at the centre and in the community. This past year, like most years, has brought about some staffing changes. We have had the opportunity to say hello and also to say good-bye. I express a debt of gratitude for each person that has connected with KSACC as they have all taught me so many things about what it means to be the Agency Coordinator.

**This next year, I plan to continue developing my leaderships roles and responsibilities by ensuring that the objectives outlined in our strategic plan support the forward movement of the agency. Collaboration, consensus, transparency, support, and intention are words that I use to guide my work here at KSACC.**

With gratitude,  
barb gladdish

### STRATEGIC GOALS

Create a  
framework for  
service  
excellence

Enhance  
social action and  
community  
awareness about  
sexualized  
violence

Enhance  
reputation and  
community  
awareness of  
KSACC

Ensure  
appropriate and  
effective  
governance for  
KSACC



# Treasurer's Report

After taking a medical leave of absence, 2017 to September 2018, I have returned to the role of Treasurer for the Kamloops Sexual Assault Counselling Centre Society. Since then, I have also become the Chair of the KSACC finance subcommittee. This subcommittee reviews all financial policy and procedures and then makes recommendations to the Board of Directors. The Business Manager, Agency Coordinator, and Chair of the Board of Directors also participate in the committee meetings. I look forward to the upcoming year and working collaboratively within the Agency and Board.

The Board has reviewed and approved the unaudited Financial Statements dated June 4, 2019.

Mandy Jean, BBA, CPA, CA

**“ACCOUNTABILITY  
feels like an attack when you're not  
ready to acknowledge how your  
behaviours harm others.”**

**“Equity feels like OPPRESSION  
when you are  
accustomed to PRIVILEGE”**



# Stopping The Violence

**The Stopping the Violence (STV) program supports individuals who are 19 years +, identify as women, and have experienced relationship violence. This can include sexual assault/abuse, physical assault/abuse, emotional, verbal, spiritual, financial, and Intellectual. The violence can have happened recently or historically.**

**KSACC provides one to one counselling in Kamloops, Logan Lake, and Chase.**

Technological possibilities have created an opportunity for STV counsellors to participate in various webinars. These opportunities provide valuable information for the counsellors to access up-to-date relevant information that previously may have only been available in the lower mainland. The use of technology can be extremely helpful with training and connecting with other services providers.

KSACC believes in connecting with other organizations and working with community to support folks who have experienced violence. We believe that supporting survivors of violence requires a collaborative community approach. With this value in mind, KSACC works closely with many community agencies.

**In KAMLOOPS**, KSACC partners with the YWCA to co-facilitate a women's relationship group. This group runs several times per year and supports women who have experienced violence and have previously accessed 1:1 counselling.

In smaller communities, such as Chase and Logan Lake, developing relationships with the community services is integral in providing support, sharing information, and building capacity within the community.

**In LOGAN LAKE**, the Stopping the Violence Counsellor is a member of the Logan Lake Health Care Advisory Committee. The role of the STV Counsellor is to share information about KSACC services and the impacts of violence in relationship. Also, KSACC partnered with the United Steelworkers Local 7619 Women of Steel Committee to provide a day that was focused on the well-being of the women of the community. This event included guest speakers, a yoga and self-defence course, and lunch for members of the community.

Within a small community, outreach support is integral to providing community support. As such, the KSACC STV Counsellor provided a small gift to women in the community on International Women's Day (March 8<sup>th</sup>).

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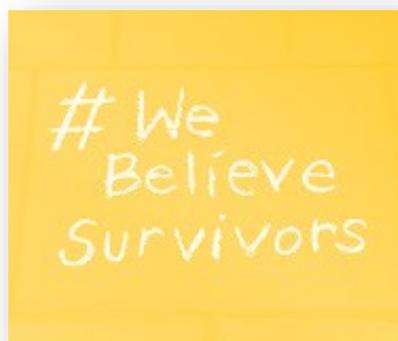
## Stopping the Violence continued...

Other outreach activities included visiting the neighboring community of Ashcroft to meet with the RCMP and Mental Health. In response to the limited support for youth in relationships, KSACC works with the Secondary School in Logan Lake to connect with youth as a means of supporting resource building.

**CHASE** is another community in which KSACC provides supports through the Stopping the Violence Program. Currently, there are two Stopping the Violence counsellors providing 1:1 counselling. Even so, there is still a waitlist for services. In response to the need for services, the Chase office has been able to provide a relationship group to women who have experienced violence.

The Chase team is connected with Adams Lake, Neskonlith, and Little Shuswap Lake Indian Bands. These connections provided an opportunity for the Counsellor to facilitate a series of three presentations about Sexual Violence at the Little Shuswap Lake Indian Band Wellness Centre. In addition to these presentations, the STV Counsellor has also participated in the Little Shuswap Lake Indian Band Safety Fair. Through community connections with the RCMP Victims Services, Adult Mental Health, and First Nations Wellness, KSACC has been able to increase community knowledge about the impacts of violence in relationship.

Unfortunately, violence in relationship is still prevalent in our communities. As such, there is an on-going wait-list for services for the Stopping the Violence Program in both Kamloops and Chase. The challenge is to provide meaningful support to those who access services while balancing the demand for services.





# Community Based Victim Services

**Community Based Victims Services (CBVS) is a program that supports victims, who are navigating the criminal justice system. The CBVS support workers are the only persons in Kamloops who can help individuals who are interested in completing a Third Party Report.**

## **Who We Support**

Children, Youth, and Adults of all gender identities who are survivors of violence. CBVS is now offering emotional support and accompaniment in family court for women who are victims of intimate partner violence

## **CBVS Highlights**

As part of bringing more awareness to community and to work more collaboratively with community partners, the CBVS support workers have participated in the following events:

- TRU Back to School BBQ
- Co-Facilitated training with DV/SART Volunteers
- Kamloops Law Days at the Courthouse
- Integrated Case Assessment Team Training (ICAT) and member
- From September until April CBVS provided support at TRU to provide information about KSACC programs, assist students with information on Third Party Reports, and completing necessary documentation
- Representing KSACC on the Community Response Network
- Attended the Shoe Memorial on Dec. 6th
- Violence Against Women in Relationships Committee
- KSACC, specifically CBVS, is part of a 3-year Pilot Project for Independent Legal Advice for Sexual Assault Survivors. We have referred 8 women to this program.
- Attended a 2-day training “Pathways to Violence” workshop.
- Attended the Restorative Justice community meeting
- Information session with Kamloops Immigrant Services
- Attended a 2 day Legal Services Conference



# Men's Counselling

KSACC's mission is to support *individuals* that have experienced sexualized violence.

As such, KSACC continues to apply annually for funding to be able to support folks who identify as male and whom have experienced sexualized violence. In the Kamloops community, KSACC is the only agency that provides free counselling services for men. This past year we have seen an increase in men accessing our services. Feedback from individuals accessing these supports has been positive and helps reduce the stigma of sexualized violence.

**“You either walk inside your story and own it, or you stand outside your story and hustle for your worthiness”**

**- Brene Brown**

**“Courage is like - it's a habitus, a habit, a virtue: You get it by courageous acts. It's like you learn to swim by swimming. You learn courage by couraging.”**

**- Brene Brown**



# Domestic Violence/ Sexual Assault Response Team

**The DV/SART Team is a free support service. This team, in partnership with Royal Inland Hospital, provides support to individuals who present at the hospital, have been physically and/or sexually assaulted in the past 7 days. This support service is available to people ages 13+ . The volunteers are contacted by Royal Inland Hospital, with the consent of the survivor, and provide the support in hospital.**

This past year has been an exciting time for the Sexual Assault Response Team, with lots of changes and growth. In partnership with Kamloops YMCA/YWCA Violence Against Women Intervention and Support Services, the Response Team expanded to also include supporting survivors of intimate partner violence (domestic violence). This is an exciting addition, which provides us with an incredible opportunity to create a more inclusive service that supports survivors of violence in our community.

To help support the growth of this program, in August 2018, KSACC hired a Domestic Violence and Sexual Assault Response Team Coordinator. Working in conjunction with the Agency Coordinator and the CBVS Support Worker, the Coordinator is working to strengthen relationships with community partners, engage and train new volunteers, and support current volunteers in their work. This was a temporary contract, but has been extended for another year into 2020.

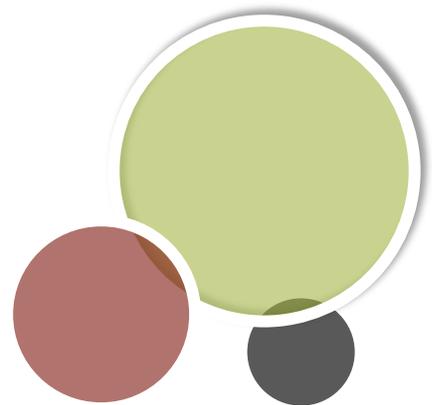
This year we hosted another training cohort for new volunteer team members. Partners from the Y Women's Shelter, White Buffalo, Kamloops Pride, as well as KSACC staff, helped to provide a comprehensive trauma informed training to ensure our volunteers are prepared for their role. At present, we have 24 active and committed volunteers. We continue to plan and prepare for further recruitment and training of more volunteers. From April 2018-March 2019, volunteers were on call for a total of 6779 hours. The volunteers were always supported by a KSACC staff backup person, totaling 3,466 hours.

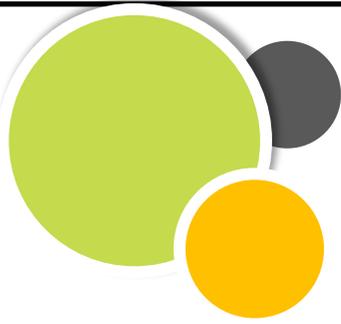
Another exciting change this year was the expansion of service hours. As of February 2019, the DV/SART volunteers are available every weeknight from 5pm-8am, and all weekend long. Prior to this, the service was only available on weekends. The expansion of hours has increased the need for more volunteers and training sessions. As expected, we have faced some challenges with the expanded hours of service that includes the Coordinator and other agency staff are sometimes filling the front-line volunteer roles. However, as the program becomes more established and as the volunteer team grows this challenge will be minimized.

Another challenge that we have experienced is that in the early part of this year, the DV/SART line was rarely accessed. To minimize barriers to accessing services, KSACC has been working to strengthen relationships and increase awareness about the DV/SART program. The expansion of hours of services has also proved to increase calls for support. Since expanding our service hours and meeting more frequently with hospital staff, we have seen an increase in callouts. With continued effort, these numbers will grow. This is an important transitional time for the DVSART program in Kamloops, as we try to build relationships, engage community, and increase accessibly to this service.



# **Programs for Children and Youth**





# Chase PEACE Program

The Prevention, Education, Advocacy, Counselling, and Empowerment (PEACE) program is for children who have experienced domestic violence and violence against women. This program had previously been called 'Children Who Witness Abuse'. However, the name change reflects our knowledge and understanding of the impacts of a child being in a home where there is domestic violence. The child or youth's experience of violence goes far beyond 'witnessing' and so the name change broadens the scope of the program as well as reflects our current knowledge about the impacts of violence.

**Essentially, the PEACE program provides counselling and support services to children and youth, ages 3 to 18 years, who have experienced violence in their home. Within the program, the PEACE counsellor in Chase works with children and youth to find creative ways to understand their experiences of violence, manage their responses, and to resolve conflict.**

This year the PEACE counsellor maintained a strong focus to build collaborative relationships with Haldane Elementary School staff; including the Principal, Vice Principal, Learning Resource teachers, and classroom teachers. The principal has provided the PEACE program with a counselling space at the school for a day and a half each week. Through this collaboration, school staff and students have the opportunity to become familiar with the PEACE counsellor and increase their awareness of the program's services. As such, the staff at Haldane School are now making referrals to the program. The PEACE counsellor participated in the Chase kindergarten fair and presented to two Aboriginal girls groups at Chase Secondary School.

After school individual sessions with children and youth are popular and those spots tend to fill-up quickly. To manage this challenge, the staff at Adams Lake First Nation Wellness have provided a weekly counselling space for counselling services to children who attend the Adams Lake Daycare. Over the past year, the Chase PEACE program began operating with a short waitlist.

Other key partnerships of this program include Child and Youth Mental Health, RCMP Victim Services, First Nations social workers, Chase Secondary School counsellors, Chase Public Health, and Secwepemc Child and Family Services.

In October, the PEACE counsellor was able to attend a three day BC Society of Transition Houses Annual Training Forum in Richmond where she enhanced her counselling skills and made professional connections.



# Sexual Abuse Intervention Program

**The SAIP program provides one to one counselling to children and youth ages 3 to 18 who have experienced sexualized violence. The SAIP counsellors at KSACC also provide one-to-one support to non-offending parents and caregivers.**

This past year the program has seen an increase in referrals of children under the age of 12; children with a mental health diagnosis; and children with more complex trauma. The complexities of the trauma may create the need for collaboration of multiple support services involved therefore requiring a more holistic approach to support. Due to the support needs of the clients, the SAIP counsellors have been more involved with inter-agency collaboration with caregivers, CYMH, MCFD, and School District 73. In addition, the SAIP counsellors have continued to provide outreach supports by supporting youth at the school, providing information to school staff, and sharing knowledge on how to support children and youth who disclose sexualized violence. This collaborative approach emphasizes the importance of working together to best support our community.

## **GROUPS AND COMMUNITY EVENTS/ PARTICIPATION**

This year the SAIP counsellors have collaborated with Secondary Schools in the district to provide information to Girls Groups. Topics and discussions for groups centre around healthy relationships, consent, safety planning, resource building, and information about what is sexualized violence.

KSACC participated in several community events this past year, including the Youth Transition Fair hosted by A Way Home Kamloops, the TREC Wellness Fair, the Chase Wellness Summit, Power of Being a Girl, and Strength in Being a Boy hosted by the YMCA. KSACC's role included providing information about the agency, awareness and education around sexualized violence, as well as support to event participants and staff.

KSACC has continued to be an active member of A Way Home Kamloops, a community movement working towards preventing, reducing, and ending youth homelessness in Kamloops. As a community member, KSACC's role includes attending monthly meetings and community events, reviewing newsletters and reports, and participating in the annual Youth Homelessness Count. A key contact represents the agency at member meetings and events, collects and distributes any important information, and facilitates the Youth Count. This past year, the SAIP counsellor has mainly served as a member of the Prevention and Supports committee as well as attended Wrapforce and larger AWH community meetings. Through our work providing counselling and support to youth in our community, KSACC will continue to be an active member of A Way Home.

## **TRAINING AND PERSONAL DEVELOPMENT**

One of the SAIP counsellors had the privilege of attending a two-day Play Therapy training in Vancouver hosted by the Crisis and Trauma Resource Institute Canada which focused on intervention strategies for working with children and youth. The counsellor also participated in a one-day personal development workshop hosted by KSACC focusing on intervention tools for working with trauma survivors.



Thank you to our many community partners who work with us to support individuals in our community.

A Way Home

Adams Lake Indian Band

ASK Wellness

BC Society of Transition Houses

Canadian Mental Health Association

Chase Literacy Program

Chief Atahm School

Child & Youth Mental Health

Crown Counsel

Elizabeth Fry Society

Ending Violence Association of BC

Family Tree Family Centre

Haldane Elementary School

Interior Community Services

Interior Health

Kamloops Y Violence Against Women  
Intervention and Support Services

Kamloops Immigrant Services

Kamloops Aboriginal Friendship  
Society

Lii Michif Otipemisiwak Family and  
Community Services

Little Shuswap Indian Band

Logan Lake Health Centre

Logan Lake Secondary School

Logan Lake WHY

Ministry of Children & Family  
Development

Neskonlith First Nation

Phoenix Centre

Police Based Victim Services

RCMP

SCAN Clinic

School District 73

Secwepemc Child and Family Services

Thompson Rivers University

Village of Chase





Chase Wellness Fair



Pride Parade



TRU Back to School BBQ



TREC Wellness Fair



Boogie the Shore

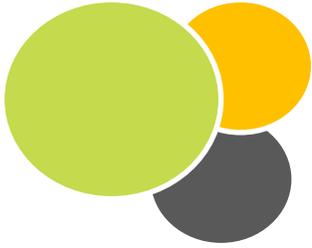


35th Anniversary Open House



Law Day





# Thank you to our funders, donors & supporters



We acknowledge the financial support of the Province of British Columbia

BDO Canada

Barb Turner

Canada Helps

J. McCormick

S. Kanigan

Kamloops This Week  
- Christmas Cheer Fund

E. McBride

Rexall 7122

Kamloops Women's Resource  
Centre

K. Miller - United Way Toronto

K. Bates

L. Korobanik

M. Strandt

Provincial Employees Service  
Fund

S. Todd

F. Caputo

T. Ettinger

DQ Chill & Grill - 8th Street

Mt. Paul Golf Course

Kelly O'Bryans

Morning Star Crafters/Christ  
Community Church

Russell Investments

Blenz Coffee

Nandi Flavours of India

Paper Unicorn

Monte Creek Winery

Mittz Kitchen

K. Erlandson

Harper's Trail Winery



The Shoebox for Shelters



United Steelworkers Local 7619  
- Women of Steel



Shoppers Drug Mart  
Valleyview Square



Rotary  
Kamloops Daybreak