

BC FEDERATION OF FOSTER PARENT ASSOCIATIONS (BCFFPA)

208 - 20641 Logan Avenue Langley, BC V3A 7R3

The BCFFPA Provincial Office is located on the traditional, ancestral and unceded territories of the Kwantlen, Katzie and Semiahmoo peoples.

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PROVINCIAL STAFF

Executive Director Jayne Wilson

jayne@bcfosterparents.ca

Office Manager Ronda Sweeney

ronda@bcfosterparents.ca

Solutions Manager Annette Harding

annette@bcfosterparents.ca

Communications Manager Michelle Relevante

michelle@bcfosterparents.ca

Solutions Coordinator Krissy Ramcharan

krissy@bcfosterparents.ca

Reception Gabby Cousins

gabby@bcfosterparents.ca

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Submissions — Forward articles, personal stories or ideas to the BCFFPA provincial office. Materials may be edited for length and suitability. To be added to our Foster Community Resources list as a regional or agency contact, please email Michelle Relevante at michelle@bcfosterparents.ca.

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President's Report

Greetings from the sunny, warm Okanagan. It is nice to see and feel like things are slowly progressing back to normal. We

have all missed seeing our families near and far, and we are looking forward to some reunions this summer.

We were happy to support and celebrate Child and Youth in Care Week (May 31-June 6). This is the time that we celebrate the children and youth in our care for their many gifts and aspirations. Our kids in care are an important part of the future of this province. I continue to be inspired by the children I have cared for. You can still check out the website at www.bcchildandyouthincareweek. com and learn about this amazing diverse group and how they continue to contribute to our communities.

June is Indigenous History Month! We want to take this opportunity to recognize the traditions and strengths of the Indigenous communities in our province. I invite you to check out the website at https://www.rcaanc-cirnac.gc.ca and the plans for celebration and ways to participate in your own communities.

I feel compelled to mention the remains of the 215 Indigenous children discovered in Kamloops and the other children being discovered across the country. My heart is broken. I know we all stand beside the families and communities affected by this historical travesty. We need to embrace the cultures of this land and stand together to support healing. We foster because we love children and every child matters.

As you may know it takes many months and hours of planning to put together one of our AGMs. This year, we chose a virtual AGM again in an abundance of caution as it is expensive to change plans later in the year. We are excited to offer virtual training and are looking forward to seeing those that are local to the event in Kamloops as well as the rest of those attending virtually.

Our Board of Directors continue to seek delegates for the Island, North, and Coast Fraser regions. We are seeking foster parents who want to make a change for the face of fostering in this province and who have a strong network in their community. If you live in any of these areas, are a current BCFFPA member and are interested or know someone that might be, give us a call!

As we watch the numbers of Covid cases decrease, we can be encouraged that this summer will be more enjoyable. I encourage you all to get outside and reconnect with your communities again! I hope you all have a safe and fun filled summer.

Thank you for your continued hard work for the children of our province.

Julie Holmlund, President

Reflections from the Office

Greetings friends! We've certainly had our challenges throughout the past year managing Covid in our



communities, but we're almost on the other side of it. We've heard from many foster parents about the creative ways they were connecting with friends and maintaining networks to keep up morale. We also heard about some very concerning situations where foster parents felt their health was put at risk. Throughout the pandemic, BCFFPA gathered your questions and concerns and relayed these to MCFD's provincial action committee. Though not all concerns received a response, we were able to address several issues that were unique to our sector.

Moving forward in the 2021-2022 fiscal year, we have 3 new videos to produce. This year, we will be partnering with the Ministry of Children and Families to update the Foster Family Handbook. As well we are developing a new website that will provide an abundance of resource information (articles, videos, trainings, programs) for foster parents to build knowledge about social/emotional development for children aged 0-6.

We have learned that the underwriters for our Rider Insurance program have decided to discontinue our group plan due to recent changes in the insurance sector. We are working quickly to establish a new extended property damage insurance program through a different underwriter. Rest assured that BCFFPA and MCFD are making every effort to design a future program that is in the best interest of the foster parent community. Our current Rider Insurance coverage ends at 12:01 a.m. on July 1st, 2021.

Our Board of Directors is thrilled to announce changes to Chapter 5: Child and Youth In Care Policies that now incorporate the intention of each of the Foster Parent Rights. We will be creating a webinar so that social workers and foster parents alike are aware of how the policy changes are anticipated to impact practice. Watch for news of the webinar in the coming few months.

If you follow our AGM information in this newsletter, you'll notice that some of our nomination and voting timelines are a bit different than previous years. This is because our new Bylaws provide the flexibility which is more common for non-profits. This year, our Treasurer and Vice President positions are posted for election.

Throughout the pandemic, our office team has been split between working remotely and in the office. We are looking forward to when we can all be together in the same space again. We are also looking forward to seeing those of you who are able to join us, either virtually or in person, for our AGM in Kamloops.

Wishing you all a safe and fun summer with your families!

Jayne Wilson, Executive Director

OUR MISSION

To represent and support all foster parents who provide quality in-home family care in BC.



OUR BELIEF

Supported and resilient caregivers raise empowered children and youth.



OUR VISION

Supporting children and youth to reach their full potential through exceptional care.



The BCFFPA is a provincial organization for foster parents, run by foster parents. We are a registered non-profit charity which aims to bring together foster parents, social workers and other stakeholders who are working to continuously improve the standard of care for children in our province.

We provide information to the general public about fostering and recruitment services to the Ministry of Children and Family Development and Delegated Aboriginal Agencies. We offer our community a support network through our local Branch affiliations and our Solutions Program, accessible fostering information and education, a hub to share news across our sector and insurance resources for foster caregivers. For over 50 years, we have consulted about the revision and development of policy and practice within BC's child welfare sector.

BCFFPA's structure facilitates contact with all foster parents in the province. We provide funding to our Branches and Regional Councils, and we maintain a Board of Directors that represents our diverse BC culture. BCFFPA's Board of Directors provincially, regionally and at a community level are all volunteers, elected by their foster parent membership community.

BCFFPA Roadmap for the Year 2021

The Year Ahead at BCFFPA



Monitor the community's need throughout the COVID-19 pandemic and advocate for families as necessary

Foster Parent recruitment campaigns

Collaborate with MCFD to revise policy wording in support of foster parent rights

Provide increased emotional support for foster parents

Board development Three BC Foster
Basics Videos will
be released
this year

Work will be continuing on the multi-agency/Ministry partnership conducting a review of the system of care

Branch development



Foster Family Handbook update



Facilitate opportunities for training and networking within the fostering community through hosted events

Message from BC's Representative for Children and Youth, Dr. Jennifer Charlesworth

Hello everyone;

Now that the COVID-19 vaccination program is in full swing, I hope you are all feeling more hopeful that this period of hardship – and sometimes despair – of more than a year is nearing an end. Here at RCY, we have continued to bring to government's attention the long-established inequities that have come into sharp focus during the pandemic, as well as ensure that our other important work continues.

Highlights of our work over the past few months include presentations to government committees, continued work on a number of reports and the release of a public report.

In February, I presented to the B.C. government's Special Committee on Reforming the Police Act. Although policing is not part of my legislated mandate, the children we see are often interacting with multiple systems, and police are involved in many children's lives. It is not unusual for police to be the first to become aware of child well-being and protection issues as they are called to domestic violence situations, acute mental health crises, drug use or overdose incidents, and when there is a concern about child safety. Police notify MCFD of child safety concerns more than any other group. They are



also called when service providers don't know where else to turn with a child or youth whose behaviour is beyond what they feel they can handle. In our work, we see police often being called in cases that would likely be better served by different responses – particularly when there are mental health concerns. The key point I made to the committee was that police are being called upon to do work that is beyond the scope of what was intended when the Police Act was developed, and that they need additional knowledge and skills—to understand mental health and trauma for example—and should not do this work alone.

March in our Office saw the release of a report on fetal alcohol spectrum disorder (FASD), examining the experiences of children and families through their eyes and the eyes of those who support them. Excluded: Increasing Understanding, Support and Inclusion for Children with FASD and their Families revealed significant imbalances in services available to children with FASD and a general lack of understanding about this 'invisible disorder.' It also examined the structural racism that RCY was told skews the referral process for First Nations, Métis, Inuit and Urban Indigenous children toward an assessment of FASD. The report does not focus on the cause of FASD but looks instead at the needs of those children and youth with FASD here now who need support. Among the findings are that the FASD assessment process is resource intensive and difficult for families to access; that an FASD diagnosis is a "diagnosis to nowhere" due to the lack of supports and services for children and their families; that those with FASD are not sufficiently supported in the public school system; and that children in government care who have FASD may not receive a diagnosis or proper supports and can face significant hurdles as they enter adulthood and transition out of care. Excluded recommends that the provincial government take immediate and long-term action to examine systemic bias in referral pathways for FASD and other assessments, enhance service provider training and understanding of FASD, and improve supports and services to children with FASD and their families.

I was honoured to present this report to the Select Standing Committee on Children and Youth with our co-researcher, Myles Himmelreich who is an adult with FASD, and three parents of children with FASD. You can review their powerful contributions and the positive response from the committee here.

This spring, we will release an investigative report that looks at the importance of belonging through the life story of a First Nations youth who died by overdose after having been separated from her mother, family, community and other loved ones for a number of years. This investigation takes into consideration the harmful impacts of the child welfare system on First Nations, Métis, Inuit and Urban Indigenous children and families and is guided by the principles of cultural safety, restorative approaches and trauma-informed practice. The report uses interviews and quantitative data to tell a story by intentionally weaving Indigenous ways of being and knowing into the work. It tells the youth's story of separation from her family, culture and community, and seeks to understand systemic change that is needed to support the development of a stong and positive identity through relational, physical, cultural and legal belonging for First Nations, Métis, Inuit and Urban Indigenous children across the province. The stories shared throughout the report illustrate the need for transformative change to improve how families are supported to prevent a child coming into care as well as how children and youth are supported while in government care.

Other recent or upcoming work includes our statement recognizing the International Day Against Homophobia, Transphobia and Biphobia on May 17 and truly honouring those affected by these phobias, and raising our hands to young people during BC Child and Youth in Care Week in early June.

It's important to note that our RCY Advocacy services are still available during the pandemic, and our Advocates are as busy as ever assisting young people with their needs and questions. A reminder that to get help from an Advocate, youth can reach our office through our new text and chat functions: text 1-778-404-7161, or find chat through the button on our website youth page – rcybc.ca/get-help-now. And finally, a great way to keep up with my Office is through social media – find us on Instagram (@rcybcyouth), Facebook (@rcybc or @rcybcyouth) and Twitter (@rcybc or @rcybcyouth).

Until next time,

Jennifer Charlesworth

Representative of Children and Youth

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Coast Fraser Delegate Report

by Jeanette Dyer



I ended my Spring report with the message "The sun will come out tomorrow"; and so it has in many ways. The sun is shining. Flowers are in bloom. The vaccine is readily available, even for our 12 year olds and up, and the infection numbers are going down. Soon, restrictions will be lifted. We need to do it slowly and cautiously to be able to get back to a somewhat normal life.

Thank you to you all who have struggled through, stayed the course and continued to care for the precious children and youth in your care. Thank you to the agencies that have supported us all, Chilliwack's Hummingbird group, Archway Community Services and Fraser Valley Foster Parent Support Group.

The foster parents I have been able to connect with are still lamenting the lack of their social workers' availability when needed, and the lack of personal contact between social workers and the kids they have guardianship over, and the expectations some social workers have of foster parents. Many foster parents are stressed and exhausted yet have continued to be there for children and youth in their care—visits, appointments, schooling either at home or at the educational facility. Foster parents need to be celebrated and honoured.

As for Abbotsford/Mission, we were able to meet for the first time for a casual get together over Zoom on May 20th. It was great to connect with a few of our foster parents. We will have another meeting on June 24th. With the restrictions slowly being lifted, we hope to be able to work with Archway and MCFD to have our annual picnic perhaps late in the summer.

Here in Mission, our Vancity Savings Branch has kindly, for the last three or so years, provided our Branch with meeting space in their community room free of charge. We, the Mission Branch, can't thank them enough. Unfortunately, Vancity will no longer be able to accommodate the use of the space by community groups. so our Branch will be looking for other spaces that can be used as soon as we are able to gather in-person again.

Let's face it, nothing beats "face to face" meetings for support, laughs and just general well-being. Stay tuned. Feel free to reach out to me at jfcdyer@gmail.com or 604-826-9348. Until next time.

Interior Delegate Report

by Raquel Lesieur



The recent discovery of the remains of 215 children by the Tk'emlúps te Secwépemc First Nation at the former Kamloops Indian Residential School has left everyone with grief. It is a painful reminder of the enduring trauma that survivors and generations of Indigenous peoples have been forced to live with as a result of the residential school system in Canada.

As British Columbia eases restrictions and slowly returns to normal life, I cannot help but reflect on how foster parents have stood up to the challenge of the pandemic. It takes an enormous amount of empathy and adaptability to be a foster parent at any time—but particularly during a pandemic. Over the past 15 months, foster parents have assumed new roles in order to support the young people in their care and figured out ways to keep them safe and help them make sense of the pandemic. We have all faced unique stressors since the start of the pandemic and I would like to commend all foster parents for their dedication.

Since my last report, there is still a lack of communication from social workers in our area (e.g. delayed response or no communication at all). Interior Community Services (ICS) has been busy with providing training and support for foster parents. We have been utilizing virtual tools such as Zoom to stay connected and get the support that we need. I have to acknowledge that "Zoom fatigue" is real and many young people and adults are feeling the stress and mental exhaustion after prolonged periods of video calls.

Aligning our BCFFPA Branch operations with legal requirements and our new Bylaws have meant that small changes to Branch Language and Practice were needed. You can read a summary of the changes on page 23 of the newsletter.

Foster parents, don't forget to practice self-care. Don't foster in isolation. I encourage you to reach out to your local foster parent support agency, a BCFFPA Branch in your area or the BCFFPA Solutions Program. Wishing you all a wonderful summer!



CONTENT WARNING: This news contains details some readers may find distressing or triggering.

Addressing the overrepresentation of Indigenous children and youth in care as a legacy of the residential school system

On May 27, 2021, the Tk'emlúps te Secwépemc First Nation confirmed that the remains of 215 children who were students at the former Kamloops Indian Residential School were discovered using ground-penetrating radar. As the discovery opens the wounds of colonial history, the painful legacy of the residential school system becomes more evident in the child welfare system. "The child welfare system is overly involved in the lives of Indigenous children and families. This dates back to residential schools, is part of the damaging colonial legacy that continues to this day – and it needs to stop," said Mitzi Dean, Minister of Children and Family Development.

In 2015, the Truth and Reconciliation Commission (TRC) called upon the federal, provincial and territorial governments to commit to reducing the number of Indigenous children in care. This is the basis for the Federal Indigenous Child Welfare Legislation that came into force in January 2020.

"I have heard the calls from Indigenous communities and leaders and from the Truth and Reconciliation Commission to stop bringing Indigenous children into care, and I have asked my staff to work with our Indigenous partners to bring us closer to that vision because one child in care is too many," said Minister Mitzi Dean. — **Source: MCFD**

For emotional and crisis referral services, you can contact:

National Indian Residential School Crisis Line: available 24/7 at 1-866 925-4419

KUU-US Crisis Line Society: available 24/7 at 1-800-588-8717 or online at kuu-uscrisisline.com

First Nations and Inuit Hope for Wellness Help Line and Online Counselling Service: available 24/7 at 1-855-242-3310 or through hopeforwellness.ca

Métis Crisis Line: available 24/7 at 1-833-MétisBC (1-833-638-4722)

BC Crisis Centre: available 24/7 at 1-800-784-2433 or online chat: www.crisislines.bc.ca

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Representative for Children and Youth urges MCFD to focus on keeping Indigenous children in care connected to their family, culture and community

On June 10, 2021, the Office of BC's Representative for Children and Youth released a report entitled "Skye's Legacy: A Focus on Belonging". The report shows that, when Skye was removed from her mother's care, the Ministry of Children and Family Development almost solely focused on finding her an adoptive home, rather than supporting a potential return to her mother's care or facilitating Skye's connection with her family, her Dene culture and her community. Skye's story reflects the stories of many First Nations, Métis, Inuit and urban Indigenous children whose families have been torn apart by the intergenerational impacts of colonialism—her mother was removed from her family during the Sixties Scoop and was adopted by a non-Indigenous family. Skye's search for belonging ended with her tragic overdose death on her 17th birthday in 2017.

While the report acknowledges that there have been many positive changes in MCFD policy and practice, RCY says that it continues to see situations where children and youth in care experience a lack of connection to their family, culture and communities. RCY makes three recommendations:

- MCFD conduct a systemic needs analysis of cultural and family support resources required to ensure social workers are supported in promoting a sense of belonging and identity for First Nations, Métis, Inuit and urban Indigenous children and youth in care.
- MCFD review and revise all relevant care-planning and case management standards and practices to align with the goals of the report.
- MCFD distribute the report to all staff who work with children and youth in care or who may come into care, and then meaningfully engage in bringing change.

Mitzi Dean, Minister of Children and Family Development, responded to the report: "Since coming into government, we have given priority to transforming the system and addressing the over-representation of Indigenous children and youth in care. We removed the pressure on social workers to prioritize adoption over all other forms of permanency. We also have taken steps – through legislative changes and budget measures – to improve how we work with and share information with First Nations and Indigenous communities to keep children and youth with extended family and connected to their community and culture. Nations and communities have told us they want to care for their children,

and we are working with them toward exercising their jurisdiction. We've committed to adopting and implementing the federal legislation, An Act respecting First Nations, Inuit and Métis children, youth and families." Source: Office of BC's Representative for Children and Youth and MCFD

BC celebrates Child and Youth in Care Week

First proclaimed by the province of British Columbia in 2011, BC Child and Youth in Care Week is a time for everyone in communities across the province to stand in support and celebration of our province's incredible, diverse young people in care. A group of youth in and from care advocated for this week so their siblings in care could grow up feeling celebrated and surrounded by a supportive community. They also wanted to raise awareness about the barriers they face and fight the stigma that comes with being a "foster kid."

This year, the week of May 31 to June 6 was devoted to celebrating BC Child and Youth in Care Week. Many children and youth in care were nominated for the Recognition Awards this year. The committee received the the most nominations ever and some young people were nominated more than once! A total of 438 awards were distributed this year—350 awards were given to children in care aged 6 to 18 and 88 awards were given to youth from care aged 19 to 24. Each awardee received the following: (1) an Award certificate signed by Minister Dean and Cory Heavener, (2) a card designed by a youth artist, 3) a letter with their nomination essay, and (4) a \$25 Amazon gift card.

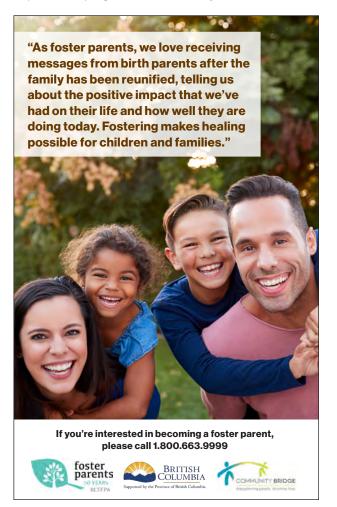
Caregivers Group Liability Program (CGLP) replaces the Master Insurance Program (MIP)

As of April 1, 2021, foster parents were enrolled in the Caregivers Group Liability Program (CGLP). The purpose of the CGLP is to provide foster caregivers added protection by way of liability coverage. The coverage is provided to caregivers at no cost through their agreement with either MCFD or a Delegate Aboriginal Agency (DAA). By definition, a caregiver is an adult person and their spouse, residents in the home for over 30 days, respite and relief caregivers, and pre-adoptive parent(s) in the residency period.

A website was developed to deliver liability insurance certificates to foster parents on behalf of the Province of British Columbia and paid for by the Province of British Columbia. The actual certificate of insurance will be emailed to caregivers once enrollment is confirmed. For more information, FAQs and claim reporting information, please visit this **link**.

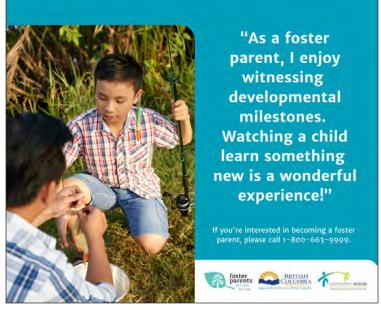
Northeastern Recruitment Campaign

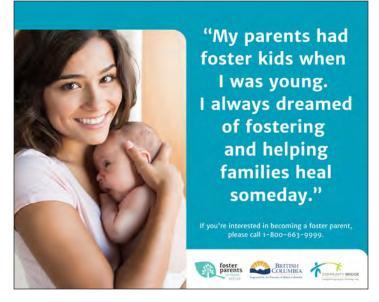
Every year, BCFFPA develops foster parent recruitment campaigns for regional distribution. These campaigns are done in partnership either with BC's contracted foster parent support service agencies or MCFD offices. Early this year, we launched our Northeastern regional recruitment campaign in collaboration with Community Bridge in Fort St. John and the foster parents they support within their region. We created posters, newspaper ads and social media ads using quotes from interviews with foster parents. We are grateful to all the foster parents who participated and provided their valuable insights to help the campaign become a reality.



Since the recruitment campaign's launch, we have been able to reach close to 20,000 social media users.

We also advertised on the Dawson Creek Mirror, both digital and print. The online ads ran for a month while the print ads were published for two weeks. A thousand posters were also printed for distribution by Community Bridge.







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The BCFFPA Solutions Program provides expanded support, advocacy and mediation services for all foster families across British Columbia. The Ministry and BCFFPA recognize the need for a new approach to help address the current challenges with retention and reducing the loss of new foster caregivers. The systemic issues that lead to the loss of foster parents is mitigated by working in partnership and applying a solutions-focused perspective.

Our service is available to all foster caregivers in the province and we regularly accept referrals for service from contracted agencies, Ministry, and Delegated Aboriginal Agencies.

BCFFPA's direct advocacy activities include working with foster parents and Ministry staff to assist in the resolution of complex support situations such as:

- Investigations and quality of care
- Contract and payment
- Care team and planning concerns
- Foster parent adoption processes
- Placements of children

The value of BCFFPA's service is in our solutions focused perspective, our peer support model, and long history and experience working within the Ministry's policy and practice framework.

The Solutions Program can be accessed through our toll-free line at 1-800-663-9999 or 604-553-8844 during office hours. Please note that the Solutions Program is NOT an emergency, 24/7 service.

Solutions Program Statistics (2020-2021)

- 130 support/advocacy cases
- 9,203 communications regarding support cases to foster parent and/or community agency, MCFD or DAA teams, MCFD provincial office
- 15 referrals for assistance from other agencies/DAA
- 15 supports provided in partnership with other agencies
- 1 virtual training for foster parents
- 1 community survey and 1 community meeting follow-up

BCFFPA Members have access to discounts through our partnership with Canada's leading perk program!



Step 1: Go to Perkopolis.com and click 'Register' in the top right corner.

Step 2: To access all perks, you must register by using a valid email address. Then, you will receive an email to activate your registration. – click the link within this email that says "Complete my profile".

Step 3: Enter your member ID code which is BCFFPA + your 5-digit membership number (e.g. BCFFPA12345). Once you are logged in, click on your name in the top right corner of the screen, then choose 'Profile'. Your BCFFPA Membership Number will appear as the first item under 'Your Information'. You can now navigate back to perkopolis.com.

Step 4: Enter the required information. Click the 'accept terms and conditions' box. Click 'Confirm'.

You're all set to start saving!

Use your BCFFPA membership to enjoy savings on North America's top travel, entertainment, health and wellness, and lifestyle brands!

Adidas The Brick
Apple Carter's
Cineplex Cruises.ca
Cirque du Soleil Columbia
Disney on Ice Club Monaco
Disneyland CityPASS

Dyson Dell

Great Wolf Lodge Ever New

Hunter HP

Indigo KitchenAid

La-Z-Boy Furniture Kiehl's

Landmark Cinemas LE CHÂTEAU

LEGOLAND RW & CO Lenovo Matt & Nat

Lenovo Matt & Nat Petsecure Panasonic

Reitmans Sorel

Samsung TurboTax

UGG Walt Disney World

Universal Orlando

WestJet Wyndham Hotels

Vitamix

Get your continuing education hours.

Download your certificate upon completion of the webinar and test. Enjoy access to 3 webinars until October 1, 2021.

Depression: Practical Intervention Strategies

The Ethics of Helping: Boundaries and Relationships

Vicarious Trauma: Strategies for Resilience

Fee: \$50 for BCFFPA members and \$75 for Non-members/Professionals

To register, please email office@bcfosterparents.ca or call 1-800-663-9999





Camps for Kids Grants are now open for applications twice a year!

We have opened a Fall/Winter cycle to alleviate some of the costs foster parent members encounter when sending their foster, adopted, or birth children to camp.

Application Dates

Applications will be accepted from August 1 - October 31 of each year for the Fall/Winter cycle. Awards will be made in November.

Amount of Grants and Grant Cycle

Spring/Summer and Fall/Winter grant cycles provide grants of \$300 per eligible family. Non-members may apply for the summer grant cycle to be placed in a lottery of up to 4 \$150 grants.

How to Apply

Please complete the application form outlining the name, type of camp, and proposed dates of attendance for each participant in the family being applied for, and the full cost for each child/youth to attend. Depending on funds available, grants will be awarded to eligible applicants chosen at random who have applied with all relevant documentation.

Not covered by a group health plan? Concerned about health & dental expenses?

Find the coverage that's right for you and your family with a Health Assist plan from Green Shield Canada (GSC for short).

bhealthassist®

You can choose a plan that offers prescription drug coverage, dental or a combination of both. Plus, all plans provide coverage towards vision care, extended health care (like registered massage therapists and chiropractors), and emergency medical travel protection. Your acceptance is guaranteed for many plans - no medical questions asked*. Best of all, Health Assist plans are easy to understand and easy to get.

It's all about you and what you need. Want more info?



Candace Dodson-Willis

in strategic alliance with Group One Candace_Dodson@icloud.com

Plans provided by Green Shield Canada (GSC)

*Acceptance is guaranteed for select plans as long as GSC receives the initial payment; other plans require completion of a health questionnaire and medical underwriting.

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BCFFPA will be holding the annual election for executive officer positions on our Board of Directors at our Annual General Meeting on September 25, 2021 at Coast Kamloops Hotel and Conference Centre.

This year, there are 2 positions for election on the BCFFPA Board of Directors Executive Committee:

- Vice President
- Treasurer

Each position has a two-year term. Nominations for each position must be received by the BCFFPA Provincial office by **July 16, 2021**, for distribution to the membership for our mail voting process.

The Bylaws regarding eligibility to become an Officer of the Federation, state the following:

- Paid in full member as of January 31st of current year.
- Must be present at the AGM unless excused by the President for extraordinary reasons.
- Nominations from the floor will not be accepted.
- Candidates and nominations for these officer positions shall be vetted by the Nominating Committee and are chosen for their knowledge and expertise in relation to these positions.
- If only one nominee's name is submitted for a posted position and they meet all eligibility criteria as stated in the Bylaws, the individual is considered to be elected by acclamation.

- The successful candidates will be elected through a combination of mail-in votes and the votes of those attending the Annual General Meeting.
- Associate Members who have been elected to hold positions on the Federation Board of Directors shall have full voting privileges during their term of office.
- Any candidate for these posted positions must have held a BCFFPA membership in good standing for at least three years immediately previous to running.
- Candidates running for these positions must have served for at least one year in the previous three years on a Local or Macro regional council, or on the BCFFPA Provincial Board of Directors.
- Nominees require a nomination form duly moved and seconded by two BCFFFPA members in good standing (ie. current membership as of January 31st of the present year).

PLEASE FORWARD NOMINATIONS TO THE BCFFPA PROVINCIAL OFFICE:

BC Federation of Foster Parent Associations 208-20641 Logan Avenue Langley, BC V3A 7R3

Or by e-mail to jayne@bcfosterparents.ca

Fax: 604-544-2223

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DATES TO REMEMBER

July 16, 2021

Nominations and Special Resolutions submission due date

July 23, 2021

Voting Ballots and Registration Packages mailed to all members

August 24, 2021

Due date for all Voting Ballots

August 25, 2021

Official Notice of AGM via email/social media posting to all Members

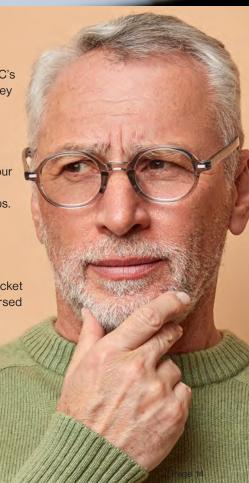


How does a BCFFPA Membership Benefit YOU?

BCFFPA was formed 54 years ago by BC's foster parents and social workers. We continue to be BC's contracted advocate with a provincial mandate to represent foster parents, regardless of where they live or who they are fostering for—whether Ministry or an agency.

Why be a member?

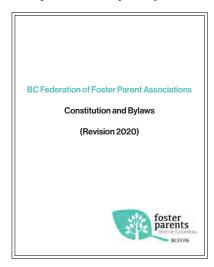
- 85% of the membership fees paid to BCFFPA are sent to our community branches formed by our network of foster parents across the province. The funds you give to us for membership in turn provide support for your very own community's foster family activities, meetings and workshops.
- Members have access to our annual Camps for Kids bursary. We also support the youth in our community with education bursaries for former children in care and for your own children.
- Members have access to our new Medical Travel Grant. Foster parents should not be out of pocket for the work that you do, and we realize that you often incur extra costs that may not be reimbursed for those out of town trips for medical care.
- BCFFPA maintains a list of vendors where our members can receive substantial discounts on goods, services and hotels.
- As a member, you can participate in shaping the future of the foster care sector by proposing motions for action at our Annual General Meeting through working with committees or by joining the provincial BCFFPA Board of Directors.



I	Special Resolutions 2021					
I	Whereas: (state circumstance)					
l						
I						
ı						
ı						
ı						
ı	Therefore: (state proposed special resolution)					
ì						
I						
ï						
' 						
١.	Moved By:	Membership Number:				
ı	(name)					
I	Seconded By:	Membership Number:				
ı	(name)					
 	Please submit your proposed Special Resolution by July 16, 2021. Packages will be distributed by mail for ballot voting by July 23, 2021. Proposed Special Resolutions will be accepted from members in good standing (current members as of January 31, 2021). Please submit one form for each Special Resolution proposed.					

"Special Resolutions": Prior to the BCFFPA Annual General Meeting, we receive proposals from members in good standing for special resolutions. A special resolution is a proposed change to our Bylaws. The proposed changes are presented to our membership as a whole and voted on. We require a majority vote for the special resolution to be passed. When a special resolution is adopted into BCFFPA's Bylaws through a membership vote, the wording of the resolution is then submitted to the governmental authorities to become part of the Association's permanent documentation.

BCFFPA Constitution and Bylaws are the formal documents that contain BCFFPA's fundamental objectives and principles.



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BCFFPA Provincial Board of Directors Nomination Form 2021

Name of Candidate		Membership Number					
Address		City					
Postal Code	Phone Number	Email					
Current Foster Contract Expiry Date _		Contracted With					
Eligibility Criteria (in addition to general Director criteria required by law): Must hold a BCFFPA foster home membership in good standing (renewed of January 31 of the current year) Must have established connections with other foster parents in their community and region Must not be a Board member or employee of another agency in the adoption/fostering sector Must demonstrate previous experience with BCFFPA branch, regional committee or provincial Board of Directors							
Candidate Information (please attack	n additional pages as necessary	y to provide all information requested)					
Fostering Experience							
BCFFPA Experience							
Related Volunteer or Employment Exp	perience						
Views and Objectives to Offer this Pos	sition						
Other Comments							
Nominated by		Membership Number					
Nominated by		Membership Number					
Signature of Candidate		Date					
Naminaca may be saked to participate in	on interview with Neminations Com	mittee member(e) to discuss their remineti	on/onnlication for the				

Nominees may be asked to participate in an interview with Nominations Committee member(s) to discuss their nomination/application for the position prior to an election process or appointment.

Please attach any supplemental relevant information to your nomination.

Mail to: BCFFPA, 208-20641 Logan Avenue, Langley, BC V3A 7R3

or Fax to: 604-544-2223 or email to Jayne Wilson at jayne@bcfosterparents.ca

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Updated Resource: The Period of PURPLE Crying

Infant crying is a part of normal child development. It is a way for babies to communicate. Increased and persistent crying however, can also be very frustrating. It is often this increase in crying that can be overwhelming for parents/caregivers, and in a moment of frustration they can lose control and react in frustration and anger. This is why crying is the number one trigger for shaken baby syndrome.

The Period of PURPLE Crying is a universal parent education intervention program that is delivered to all parents/caregivers of newborns in BC. It provides information on infant crying, the dangers of shaking a baby as well as research-based soothing methods and coping strategies. Since the PURPLE program started in 2009, there has been an overall 35% decrease of shaken baby cases in children under 24 months of age in BC.

The Period of PURPLE Crying education is available in an App/Booklet format. The 10-page booklet comes with a unique QR code to access the App (available for free on the Google Play and App Stores) which has links to topics such as crying, soothing, coping and sleeping. Please contact us directly to receive your free copy of the PURPLE materials (Email: Chumphreys@bcchr.ca or Karen.Sadler@bcchr.ca). A one-page infographic is also available electronically and in print.

PURPLE education specific to foster and adoptive parents is also available free of charge online. It may be accessed directly at this link: http://training.dontshake.org/register/user/10590. The training takes about one hour to complete and a training completion certificate is generated at the end of the presentation.

For additional information and resources on the Period of PURPLE Crying program, please contact us at:

Prevent Shaken Baby Syndrome BC BC Children's Hospital Managers: Claire Humphreys and Karen Sadler 4480 Oak Street, F503 Vancouver, BC V6H 3V4

Email: Chumphreys@bcchr.ca and Karen.Sadler@bcchr.ca

The letters in PURPLE stand for

PEAK OF CRYING

Your baby may cry more each week, the most in month 2, then less in 3-5 months UNEXPECTED

Crying can come and go and you don't know why R

RESISTS

SOOTHING

Your baby may not stop crying no matter what you try P

PAIN-LIKE
FACE
A crying baby

may look like they are in pain, even when they are not

LONG LASTING

Crying can last

as much as 5 hours a day, or more

EVENING

Your baby may cry more in the late afternoon and evening

The word PERIOD means that the crying has a beginning and an end.

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Crying: Is My Baby Normal?





2 If your baby keeps crying - try these!



(check if hungry, wet or tired)





(talk & sing)



Crying 0-6 hours/day is NORMAL



(warm bath)

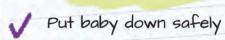


(skin-to-skin

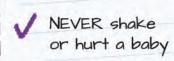


(go for a walk or car ride)

Baby still crying?









3

It's OK to feel...









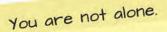


REMEMBER: Shaken Baby

Syndrome can lead to permanent

brain damage or death

Disclaimer: The information including text and images of this infographic, are intended for your information only and do not substitute professional medical advice and is provided for educational purposes only. Always seek the advice of a physician or other qualified health care provider about any questions you may have regarding a medical condition. Illustrations courtesy of Flaticon and Vecteezy.





The Period of PURPLE Crying® materials



dontshake.ca -ORpurplecrying.info



HealthLink BC (8-1-1 to talk to a nurse)





Ministry of Children and Family Development



BC INJURY research and prevention unit



June is National Indigenous History Month. We honour the rich culture, heritage and histories of First Nations, Inuit and Métis peoples. It's difficult to celebrate Natonal Indigenous History Month without acknowledging our painful colonial history (and present) and the enduring pain and trauma it brings to Indigenous communities. Today, over 60% of children and youth in BC's foster care system are Indigenous while only accounting for less than 10% of the total provincial population. It is the responsibility of foster parents to provide a culturally safe environment where a child can learn and practice their traditions, customs and language and to belong to their Indigenous community. In order to successfully support an Indigenous child or youth in your home, it is important to have an awareness of history including its effects on generations of Indigenous people. There are many resources available that are Indigenous-led and created. Here are some resources to support you—be intentional with how you access them and how you utilize them. It is by no means an exhaustive list but a good place to start.

Free Online Course: Indigenous Canada

Indigenous Canada is a free 12-lesson Massive Open Online Course (MOOC) from University of Alberta's Faculty of Native Studies that explores Indigenous histories and contemporary issues in Canada. From an Indigenous perspective, this course explores key issues facing Indigenous peoples today from a historical and critical perspective highlighting national and local Indigenous-settler relations. Topics for the 12 lessons include the fur trade and other exchange relationships, land claims and environmental impacts, legal systems and rights, political conflicts and alliances, Indigenous political activism, and contemporary Indigenous life, art and its expressions. **Click here to enroll.**





Streaming App: APTN Lumi

Stream Indigenous-focused content made by, for and about Indigenous Peoples to your device anywhere and anytime. You can watch a wide variety of films, series, family-friendly shows, documentaries and digital musical performances. The app provides Indigenous storytellers and artists a platform to reclaim and share their stories in innovative ways. You can access a 7-day free trial; no credit card and no commitment required. Once your free trial ends, access limited content with your free Basic membership, or become a Premium member for just \$4.99/month.

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Feature Film: We Were Children

We Were Children tells the story of residential school survivors, Lyna Hart and Glen Anaquod. Using compelling interviews and vivid re-enactments, the film documents the abuse and trauma that Lyna and Glen

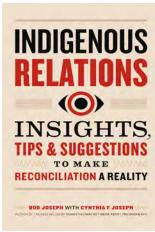


endured after being taken from their families and put into church-run residential schools. You can watch We Were Children on Amazon Prime Video and Apple TV.

Book: Indigenous Relations: Insights, Tips &

Suggestions to Make Reconciliation a Reality

Written by Hereditary chief and Indigenous relations trainer, Bob Joseph, this book is for allies who want to improve their understanding of the realities, barriers, and issues many Indigenous peoples live with every day. It's a must-read for people who want to move reconciliation forward in Canada.



Video: Monique Gray Smith

Award-winning author, Monique Gray Smith created a YouTube video to support parents, caregivers, families, and educators in having difficult conversations with children about residential schools. You can watch the video here.



Additional resources (clickable links):

- On Canada Project: Settlers Take Action Resources
- Blog: Working Effectively with Indigenous Peoples
- Report: Calls to Action (A 2020 Status Update on Reconciliation)
- Documentary: Canada's Dark Secret
- Podcasts: Unreserved with Falen Johnson, Warrior Life with Pam Palmater, Our Native Land with Tchadas Leo, Missing and Murdered

CHILDREN'S BOOK PICKS FOR NATIONAL INDIGENOUS HISTORY MONTH

When We Are Kind (ages 3+)

Written by Monique Gray Smith Illustrated by Nicole Neidhardt

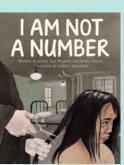
When We Are Kind inspires readers of all ages to be kind to others and to ourselves. Each page features one simple act of everyday kindness, reminding readers that there are many ways to show kindness.



I Am Not a Number (ages 7+)

Written by Dr. Jenny Kay Dupuis and Kathy Kacer Illustrated by Gillian Newland

I Am Not a Number is the story of the author's (Dupuis) grandmother Irene. She was taken from her family to a residential school where she was made to use a number instead of her name. Readers, both young and adults, will be moved by the powerful story combined with the engaging illustration.



A Day with Yayah (ages 3+)

Written by Nicola I. Campbell Illustrated by Julie Flett

Set in the Okanagan, A Day with Yayah, follows a First Nations family as they go on an outing to forage for herbs and mushrooms with Yayah (grandmother).

Readers are transported into a journey with Yayah as she passes down her knowledge of plant life to her young grandchildren



in their Indigenous language. The story highlights the power of connecting to the healing power of the earth and appreciating the wisdom of elders.



JUNE IS PRIDE MONTH

If a youth comes out to you as LGBTQ2S+ (lesbian, gay, bisexual, transgender, queer, or two-spirit), that may or may not be something you feel prepared for—but your support and understanding really matters to their health and safety. LGBTQ2S+ youth face unique challenges that caring adults may find overwhelming. The important thing to remember is to be present, be open and to assure them that they are safe in your home.

There are many resources available to help you deepen your understanding of LGBTQ2S+ youth experiences. Reach out for education, resources, and support.

Recommended Resources for LGBTQ2S+ Allyship and Awareness

Queer Glossary: A to Q Terminology

Words matter and the language we use has power. Our friends at QMUNITY recognize that inclusive language is complex and evolving so they created the Queer Glossary to help allies pay close attention to what others say about themselves. It is important to give people the space to name, define and describe themselves. **Download the Queer Glossary here**.

"Words can be powerful tools used to empower, include, affirm, acknowledge, identify, validate, understand, respect, dignify, unify, humanize, celebrate, embrace and heal. But words can also be weapons. We know that the children's rhyme that ends with, "but names can never hurt me," just isn't true. Words can be used with the intent to invalidate, intimidate, belittle, bully, divide, dominate, ostracize, erase, judge and ridicule. Many words have been used against LGBTQ2S+ communities in this way." -QMUNITY

Androgyne: A person identifying and/or expressing gender outside of the gender binary. Historically used by people who identify with both masculine and feminine expressions and identifies. A term more frequently used before the emergence of contemporary trans-related language. Contemporary constructs of androgyny often centres folks described as white, thin, masculine and AFAB, but this is misleading and a critique of how society may view androgyny and androgynes. See also: gender non-conforming, genderquieer, gender variant, non-binary. Cisgender; Identifying with the same gender that one was assigned at birth. A gender identify that society considers to "match" the biological sex assigned at birth. The prefix cis-means "on this side of," in reference to the gender binary model. A term used to identify people who are not trans, and the experiences of privilege granted on the basis of being cisgender. Genderqueer A term under the trans umbrella which refers to people who identify outside of the male-female binary. Genderqueer people may experience erasure if they are perceived as cisgender. Genderqueer people who are perceived as genderqueer are often subjected to gender. Non-Binary, Non-Binary, Pengender, Conder incited to the condervation of gender identities and



The Gender Creative Child

Some kids simply live outside gender boxes, and that's okay! When a child or youth has identified you as a safe person to talk to, let them lead as they go through their journey of discovering their authentic self. Following their lead shows them that you'll be there for them, wherever they go and however they show up in the world.



Online Resources (clickable links):

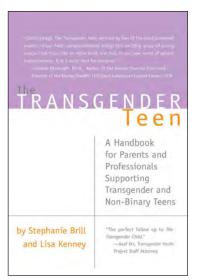
- QMUNITY
- Egale Canada
- PFLAG Canada
- Rainbow Book List
- Dancing to Eagle Spirit Society
- What's On! Queer BC
- National Geographic Discussion Guide:
 Gender Revolution

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The Transgender Teen: A Handbook for **Parents and Professionals Supporting**

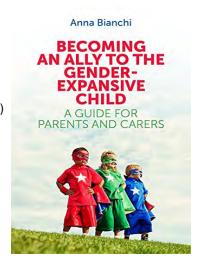
Transgender and Non-Binary Teens

This book provides a roadmap and guides readers through the steep learning curve that comes with supporting a transgender or non-binary teenager. Brill and Kenney show that positive mental health outcomes in youth can be achieved when they are allowed to be their authentic selves.



Becoming an Ally to the Gender-**Expansive Child**

When the author's grandchild (male assigned at birth) asked, "Nanny, you do know I'm a girl, don't you?", Anna was overwhelmed but she saw this as an opportunity to re-examine her beliefs about gender. Through this journey, she realized that her inner



journey as an adult has a significant impact on the daunting journey toward self-acceptance that young people face.

When greeting others

Avoid:

gentlemen ma'am sir girls guys etc. ladies

Consider using instead:

"Thanks, friends. Have a great night."

"Good morning. folks"

"Hi, everyone!"

"And for you?"

"Can I get you all something?"

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Based on Toni Latour's "Hello there" cards.

Learn more at qmunity.ca

Changes to Branch Language and Practice

As BCFFPA's members are aware, we were required to revise our Bylaws to bring them into compliance with changes to the Societies Act. We engaged legal counsel to work with us throughout this process. During our deliberations we discovered that additional changes are necessary to bring our Branches (formerly called "Locals" or "Local Foster Parent Associations") into compliance as well. Most significantly, many have assumed that our Branches are separate legal entities. This is not the case. We are adjusting our policy documents to provide clear guidelines for our Branch members. In the meantime, we have created a list of common Branch language and references that will be used going forward and some guidelines for operations and financial management that address BCFFPA's requirement for oversight of all its entities.

Formerly Known As	New Reference
Local or Local Foster Parent Association	Branch
Election/Elected	Appointment/Appointed
Branch Board of Directors	Leadership Committee or Leadership Team
Branch Executive Committee	Leadership Committee or Leadership Team
Branch President	Chair
Branch Vice President	Vice-Chair
Branch Treasurer	Financial Coordinator
Branch Secretary	Branch Coordinator
Branch Meeting	(no change)
Branch AGM	Annual Meeting

How will this impact your Branch?

Each of us is investing in our community under the BCFFPA umbrella. All Branches have always been governed by BCFFPA's Bylaws, Codes of Ethics and policy documents.

Criteria for Branch membership, leadership responsibilities and prior BCFFPA experience to hold a leadership position will stay the same. The functions of each position will stay the same, though the name of each position at the Branch and Regional Committee level has changed.

Branch 'election' processes will be replaced by more informal appointments within the Branch for 2-year leadership positions. The Branch can vote on the appointments in the same type of process as before though the positions will be appointments by the members, rather than elected positions. Practically speaking there is little change in function; we will only adopt a more casual process at the Branch level.

Although Branches do not have to adhere to parliamentary procedures, doing so is helpful for well-run meetings. Notes or minutes should still be taken so there is a running record of decisions and all expenses.

It is important that our Branch leadership teams have BCFFPA knowledge and experience, and a vested interest in our community network and partnerships. Those who take on leadership positions should have a general sense of BCFFPA's purpose as well as established relationships with Ministry community offices or support agency programs for sponsorship and support (wherever possible). Remember that up to 80% of membership funds for any active BCFFPA member in your community will be sent back to your team to support your Branch activities. It helps your community to recruit more BCFFPA members!

Please note that all other Branch function and purpose will continue as they currently are. Partnership, fundraising for family or community activities, meetings and networking will all stay the same. Please direct any questions to Jayne Wilson at jayne@bcfosterparents.ca or 604-544-1116.

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JOIN A BRANCH, START A BRANCH

Community is important for foster parents. Gathering together on a regular basis gives foster parents the much needed sense of community that is essential when they're working within the complex child welfare structure. Nothing beats a group of like-minded people who share similar experiences. 85% of the membership fees paid to BCFFPA are redistributed to our Branches across the province. The funds you give to us for membership in turn provide for your very own community's activities, meetings and workshops.

When foster parents come together in a Branch, they are able to communicate to BCFFPA's provincial office the successes and issues experienced by their fostering community. This better informs us so that we are then able to represent the interests and activities of your community in our discussions with the Ministry.

For more information about joining or starting a branch in your community, please call 1-800-663-9999.



Adopting your foster child? We're here for you!

AFABC is here to help foster parents with the transition to adoption!

Connect with a Family Support Worker. Family Support Workers provide free, one-on-one support to adoptive, waiting, and prospective adoptive parents. **Visit www.bcadoption.com/familysupport** to meet the Family Support Worker for your region.

Join one of our 10 Facebook groups and find a community for every stage of your adoption journey. Find us on Facebook @bcadopt.

Visit www.bcadoption.com or call us at 1-877-ADOPT-07 to learn more.



Safe Babies online workshop

Learn about infant development, substance exposure, sleep issues, household and infant safety, support services, self-care, and more in this three-part online webinar workshop! **Contact** education@bcadoption.com for more information or visit **bcadoption.com/online-workshops** to see upcoming workshop dates and registration details.

Foster Community Resources

BC Federation of Foster Parent Associations www.bcfosterparents.ca	1-800-663-9999	For contact information for local foster parent groups or support in your area, please call 1-800-663-9999.	
www.pcrosterparents.ca		Foster Parent Support	1-888-922-8437
After Hours Foster Parent	1-888-495-4440	Services Society (FPSSS)	1 000 011 0 101
Support Line		www.fpsss.com	
		FPSSS (South Vancouver Island)	778-430-5460
Indigenous Perspectives Society	1-844-391-0007	FPSSS (Central Island)	250-618-8327
www.ipsociety.ca/foster-caregiving	ext. 229	FPSSS (Comox/Courtney)	250-898-4488
E I .: (DOV II.)	1 000 505 0055	FPSSS (Cowichan Valley)	250-818-3293
Federation of BC Youth in Care Networks	1-800-565-8055	FPSSS (Upper Island)	250-204-1566
www.fbcyicn.ca		FPSSS (Port Alberni) FPSSS (North Island)	250-735-1124 250-949-7419
www.ibcyich.ca		11 303 (Not tiristally)	230-949-7419
Adoptive Families Association of BC www.bcadoption.com	1-877-236-7807	North	
		For contact information for local foster paren	t groups or support
Pacific Post Partum Support Society	604-255-7999	in your area, please call 1-800-663-9999.	
www.postpartum.org			
5	1 000 000 0100	AXIS Family Resources	1-877-392-1003
Parent Help Line	1-888-603-9100	www.axis.bc.ca	Press 205
Parents Together	604-325-0511	Community Bridge (Fort St. John)	250-785-6021
		www.communitybridge.ca	ext. 235
Parent Support Services of BC	1-800-345-9777		
www.parentsupportbc.ca		Coastal Fraser	
Representative for Children & Youth www.rcybc.ca	1-800-476-3933	For contact information for local foster paren in your area, please call 1-800-663-9999.	t groups or support
FAE/S Support Network	604-507-6675	Hollyburn Family Services	604-987-8211
Interior		www.hollyburn.ca	
interior		Vancouver Aboriginal Child 9	778-331-4500
For contact information for local foster paren	t groupe or eupport in	Vancouver Aboriginal Child & Family Services Society	776-331-4500
your area, please call 1-800-663-9999.	t groups or support in	www.vacfss.com	
your area, produce our record cool.		***************************************	
Okanagan Foster Parent Association		Foster Hub	1-877-926-1185
www.okfosterparents.ca		www.fosterhub.ca	
Central Okanagan	250-870-8991		
North Okanagan	250-558-0939	Archway Community Services	778-880-8555
South Okanagan	250-462-6907	www.archway.ca	
Shuswap	250-515-1522		
Oleana was Matia Okildora	050 000 0051	Fraser Valley Foster Parent	1-877-797 7701
Okanagan Metis Children & Family Services	250-868-0351	Association www.fraservalleyfosterparents.org	
α Failing Services		www.maservalleyrosterparems.org	
Interior Community Services	1-877-376-3660	South Vancouver Youth Centre	604-325-2004
www.interiorcommunityservices.bc.ca		www.milieu.ca	
www.icsfp.info			
East Kootenay	250-426-6013	Pacific Community Resources Society	604-587-8100
West Kootenay	778-460-5174	www.pcrs.ca	
Cariboo	250-609-2017		064.454.545
Kamloops and area	236-421-0031	The Children's Foundation https://www.childrens-foundation.org	604-434-9101
FosterlineBC Volume 19, Issue 2		https://www.chilarens-touridation.org	Dogo CC
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IT PAYS TO BE A MEMBER! Please complete and return to BCFFPA: 208-20641 Logan Avenue, Langley, BC V3A 7R3 or join or renew via our website at www.bcfosterparents.ca _____ City: _____ Postal Code: _____ Local Association (BCFFPA Branch): Level of Foster Home: (select one) Restricted ___ Regular ___ Level I ___ Level II ___ Contractor ___ Other ___ This is a: New Membership _____ (OR) a Renewal ____ 1 year: individual \$30.00 ____ OR couple \$35.00 ____ OR couple \$60.00 _____ 2 year: individual \$50.00 _____ *\$10.00 of this membership fee will be used by the provincial office for administration of the program and development of services to foster parents. The balance of the fee will be returned to your regional board or local association. I/we contract with _____ MCFD _____ Delegated Aboriginal Agency Other: _____ OR my affiliation with the BCFFPA is (i.e. staff, MCFD, non-foster parent): As members of the BC Federation of Foster Parent Associations, I/we agree to abide by the Bylaws, Policy and Procedures, and Code of Ethics of the Federation. [signature(s)] Please bill my VISA or MC # ______ Expires ____/ ____ [signature for approval]

Get social with us!







