

2024-2025 OUTCOMES REPORT

*“ENSURING THE BEST HEALTH AND
DEVELOPMENT FOR CHILDREN, YOUTH
AND FAMILIES IN OUR COMMUNITY”*

*Respectfully living, learning and playing on the
traditional territories of the Dane-Zaa within Treaty 8*

2024 -2025 Board of Directors



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Executive Director	Tana Millner

Partners in empowering families



"Community is much more than belonging to something; it's about doing something together that makes belonging matter." — Brian Soli

Mission, Vision and Beliefs

Mission: *Partnering with families and communities to support the health and development of our children, youth through inclusive programs and innovative services*

Vision: *Ensuring the best health and development for the children, youth and families in our community*

Beliefs:

- *Every individual and family has the potential for growth.*
- *Families are of primary importance in the development of individuals and their programs.*
- *Collaborative teamwork best meets the individual's and family's needs.*
- *Working in partnership within the community is beneficial for everyone.*



In March 2025 we received our 3 Year CARF Accreditation.

The mission of CARF is to promote the quality, value, and optimal outcomes of services through a consultative accreditation process and continuous improvement services that centre on enhancing the lives of persons served.

This report reflects activities from April 1, 2024 – March 31, 2025



Every year Brian, Joanne, Steve, and the rest of the crew at McDonalds host McHappy Days. It is such a fun event with half of the proceeds coming to our local CDC and the remainder going to support Ronald McDonald House. It is a big win for families in our region, and across the province!



The folks from Popeyes Chicken popped by with lunch for our families and staff during the Christmas season and provided gifts for many of our little people.

Many thanks to the people and businesses in of our community that support our centre in so many incredible ways!



Tourmaline Oil has made a big impact in our community with their generous giving initiatives. We were honored to accept a cheque for over \$18,000 this past year from this very generous company. Funds went towards our current capital campaign.



Krysten, Bella, and Stassie Harder dropped of a donation from Mustang Rentals for \$15,000 to help support our annual talent show and our current capital campaign. We are truly grateful for their ongoing support and commitment to children, youth, and families in our community.

Brian Surerus celebrated 55 years in business. To honor the milestone a memorable celebration took place and the company very generously, gave back to the community. Sadie Richards from the Surerus presented the CDC with a \$5000 donation in recognition of the positive impact our services and programs make on children and families.

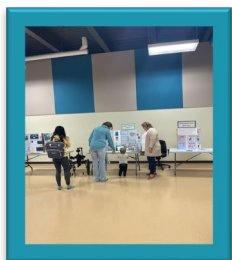


A very big thank you to McLean Welsh and the rest of the kind folks at ABC Recycling for their awesome donation of \$3400.





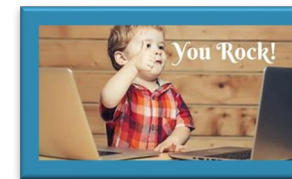
We were excited to host an open house in partnership with the FSJ Association for Community Living. It provided the opportunity to engage with the broader community about programming and allowed us to gain valuable feedback from a variety of stakeholders.



Some exciting events and opportunities throughout the year!



Pam Lillico, our Early Years Coordinator, and Tammy McAleney, our Aboriginal Infant Development Consultant, were privileged to be provided a sneak peak at the new Culture and Language Building at the Doig River First Nations. Outreach and training opportunities in this community are ongoing, and this past year we were happy to provide space in our building for their urban member's gatherings.



The amazing OT Team took an innovative approach to addressing those children and families that are waiting for services. Parent received some excellent coaching with date and time options that met the needs of the families, reducing barriers to service.

Occupational Therapy Virtual Parent Workshop 3- Part Series

Part 1 & 2 are mandatory. Part 3 is optional but strongly encouraged to attend.



Part 1: March 5th

Introduction to Regulation:

- In this session we will discuss:
 - What is regulation, and provide teaching on the parts of the brain and nervous system that relate to regulation in early development
 - How having a sensitive nervous system impacts children's reactivity and regulation
 - Ways to interpret challenging behaviour and support your child from a nervous system perspective

Part 2: March 12th

Understanding the Impact of Sensory Processing on Regulation

- In this session we will discuss:
 - What is sensory processing and learn about the 8 sensory systems
 - How sensory processing differences impact regulation
 - Learn practical sensory strategies to shift the nervous system and support regulation

Part 3: March 19th

Reflection and Questions

The presenting therapist has set aside this time to answer questions about the presentation and help apply content to the specific challenges at home and facilitate parents learning together and from one another.

Part 1: Wednesday Mar. 5th 8pm-9:30pm

Part 2: Wednesday Mar 12th 8pm-9:30pm

Part 3: Wednesday Mar 19th 8pm

For more information please reach out to the CDC

Phone: (250)-785-3200 | Address: 10417 106 Avenue, Fort St. John BC

Click here to Register now



RSVP by Feb 25
Zoom Link to Follow Registration

Nobody's Perfect Parenting Program: Overview

What are the key concepts of Nobody's Perfect?

Participation in the program is voluntary. Nobody's Perfect programs are always free of charge.

Nobody's Perfect is based on a few simple beliefs:

- Parents love their children and want to be good parents. They want their children to be healthy and happy.
- Nobody is born knowing how to be a parent.
- All parents need information and support. Being part of a supportive group can help parents recognize their strengths and understand their needs.
- Helping parents to meet their own needs is an important step in helping them to meet their children's needs.
- Parents appreciate practical, positive and supportive ideas and approaches.

Participant-Centred

Nobody's Perfect is "participant-centred." It is based on the understanding that adults learn best when:

- their background and life experiences are valued and respected,
- they are part of a supportive group, and
- the program allows them to build confidence and self-esteem by offering opportunities to try new skills and behaviours.

Respecting Values

Nobody's Perfect is not about changing values. It is about acknowledging the values—and the diversity of values—in any group. The focus is on examining the impact values have on the choices parents make every day.

One of the strengths of Nobody's Perfect is that it offers parents opportunities to explore their values and understand how values influence parenting and other aspects of their lives. The point of a discussion about values is to help everyone to recognize their own values, not to "convert" parents to any particular set of values. Looking closely at values offers an opportunity to question them, to expand them or to affirm them.

For more information about the Nobody's Perfect parenting program, please email DCApublicinquiries@nsp.gc.ca.

Nobody's Perfect Parenting Programs were offered to our families this year, thanks to in part to some grant funding we received. This workshop centres around the values of a parent and recognizing and examining experiences they have had. In addition, there were several Circle of Security workshops throughout the year offered to families and community service providers to build capacity.

Celebrations



Capital Campaign Milestone

We reach an exciting stage in our current capital campaign with the purchase of the Nelson Home.



North Peace People's Choice Award

Congratulations to the staff in our Early Learning Program! It was voted Best Preschool.



Honoring National Indigenous Day

Our path to truth and reconciliation is an ongoing journey. Celebrating the heritage, customs, and culture of our Indigenous peoples is a way forward.



Staff Recognition

This year we had 7 staff members reach significant milestones. The combined years of service totaled 95 years, congratulations to all.

The Child Development Centre in the Community



Pam Lillico, our Early Years Coordinator, learned the art of scraping a moose hide during Doig Days. Doig River First Nations hosts this annually event to share their culture and heritage with the broader community.



The Santa Claus Parade is an annual event. Each year our staff donate hours of time and materials to create a magical float for our children and families to enjoy, and to thank the community for all their support.

Family and friends of the centre are essential to all that we do. Their support in our fundraising efforts, making the difference in the quality of services and programming we provide. Our annual CDC Fish Fry is a prime example of this. Thanks to the amazing cooks who come out each year!



Thanks to companies like Bailey Helicopters, who welcome children from our Respite and Life Skills Program into their businesses. It is a great opportunity for children to engage within the community and learn new things.



President's Report – Charles Fowler

It's been a big year for growth, teamwork, and setting the stage for the future of the CDC. As a board, we've been focused on strengthening the centre that lets our staff continue doing what they do best — providing innovative programming that supports families and builds brighter futures for their kiddo's!

A few highlights stand out:

- We purchased the Nelson Home, a major step in our long-term plan to expand services and create more space for quality programming.
- We approved a new five-year strategic plan that keeps us focused on financial sustainability, people and engagement, services and programming, and community relationships. It's important that we have a plan and a direction, just for today, but for the future.
- We launched a new website and rebrand that really capture who we are today — modern, approachable, and community-focused. A fresh new look that showcases our centre and its incredible people.
- And of course, we've stayed on top of the important stuff — budgets, audits, and good governance — to keep everything running smoothly behind the scenes. Our finance, policy, and marketing committees continue to meet regularly and bring fresh ideas and accountability to the table.

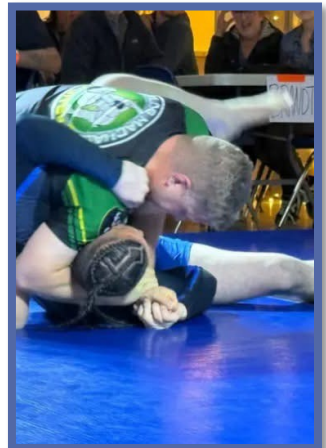
I'm proud of the work our team and board have accomplished this year, and even prouder of the heart behind it. We've got a strong plan, a clear direction, and a community that believes in what we do — that's a great place to be heading into the next year.

Sincerely,

Chuck Fowler



Chuck in his day-to-day role as board president and overall good human.



Chuck when he is having fun and reducing stress.

Executive Director Report – Tana Millner

Dear Families, Community Partners, Friends and Supporters of the Child Development Centre,

It is with great pride and gratitude that I present this year's Executive Director's Annual Report. The past year has been one of growth, collaboration, and remarkable achievement. Together, with the dedication of our exceptional staff, the leadership of our Board of Directors, and the steadfast support of our community partners and donors, we continue to make meaningful strides in supporting children, youth, and families in our region.

A major milestone this year was advancing our Capital Campaign with the purchase of the Nelson Home, a significant step in expanding our capacity to serve. This investment represents our commitment to long-term sustainability and enhanced service delivery. We also launched a new Strategic Plan, providing a clear and ambitious roadmap to guide our organization over the next five years. This plan reflects our collective vision, community needs, and a renewed focus on innovation and inclusivity.

We continued to invest in the tools and people that make our mission possible. Our new website now provides easier access to information, resources, and stories that highlight the impact of our work. We were delighted to welcome new team members this year. Dayna Ross, Financial Director, joined our team in January and her expertise is strengthening our financial stewardship. Georgia Cool, who joined our administrative team, her positive energy and rapport she has with the children is fantastic, in addition she enhances our internal support and coordination. On a personal note, I was proud to complete a long-term goal of mine by obtaining my Master of Business Administration, equipping me with new skills to support our organization into the future.

In March 2025, we achieved CARF Three-Year Accreditation, a rigorous process that reflects the high standards of care, professionalism, and accountability our organization demonstrates every day. This recognition speaks volumes about the dedication and excellence of our staff. I also continue to serve as Board President for the BC Association of Child Development and Intervention (BCACDI). This year, we developed a position paper on Children and Youth with Support Needs (CYSN) service delivery, which we presented to government—an important step in shaping provincial policy and advocating for equitable access to services across BC. Additionally, I represent our sector through membership on several key committees: Social Services Contracting Committee, Financial Technical Advisory Committee and Autism Sub-Committee. Through these collaborative efforts, we continue to voice the needs and priorities of our region.



True Story ❤️



Executive Director Report – Tana Millner continued

Our Community Engagement Report, released this year, highlighted both the impact of our programs and the ongoing opportunities for service development in our area. We shared these findings with MCFD, reinforcing our commitment to transparency and collaboration. We also strengthened partnerships across sectors: meeting with Northern Health to address pediatric service gaps and engaging with Honourable Minister of Children and Family Development, Jodie Wickens, to advocate for enhanced services in the North. Furthermore, I had the opportunity to meet with Jennifer Charlesworth from the Office of the Representative for Children and Youth, to discuss wait times, funding, and service equity. This year, I also joined the Board of the North Peace Community Foundation, broadening our community connections and opportunities for shared impact.

Our fundraising efforts were both successful and inspiring. Events such as McHappy Days, our annual Golf Tournament, and the 52nd Annual Talent Show not only raised vital funds but also brought our community together in celebration and support of our mission. These successes reflect the generosity and enthusiasm of our local partners, businesses, and supporters.

The year ahead promises continued progress and purpose. With our new strategic plan in motion, strengthened partnerships, and an unwavering commitment to children and families, we are well-positioned to build on the solid foundation we have established.

I extend my heartfelt thanks to our Board of Directors for their vision and leadership, and our staff for their tireless dedication and commitment to their clients and each other, you truly inspire me each, and every day. To our community partners for their ongoing collaboration, and to our families, thank you for allowing us the privilege to be a part of your journey. Together, we are creating lasting change for children, youth, and families across our region.

With much appreciation,

Tana

One of my all-time favourite quotes: ‘Good people do good thing for other people, that’s it, the end’ from the series Afterlife



Michelle, longtime employee at McDonalds, helping sell some very cool socks on McHappy Days!



The dedicated board of the BC Association of Child Development and Intervention

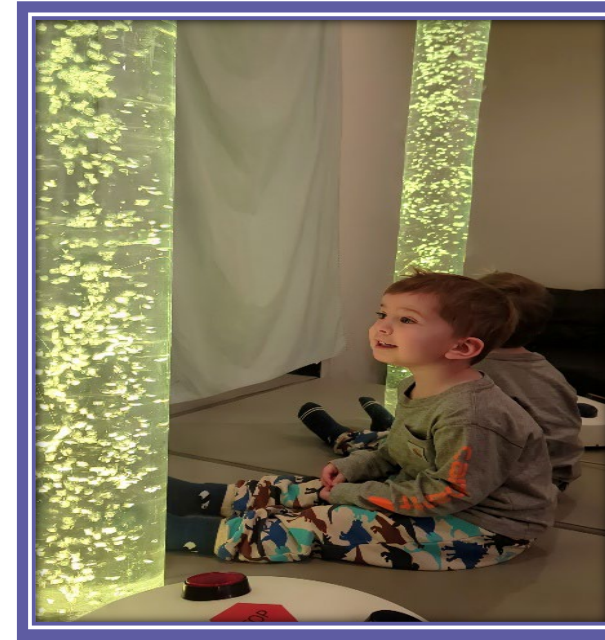
Program Reports –Infant Development (IDP) and Aboriginal Infant Development (AIDP)

IDP

Reflecting on the past year in the Infant Development Program, there has been significant progress in strategic planning for the prioritization of children requiring referrals to therapy services. The goal in mind is ensuring that we continue to maximize service delivery while maintaining the high standard of care and individualized attention that families require. We collaborated with the Occupational Therapy Department to explore the development of a group program tailored for premature infants and their families. Although we ultimately decided not to proceed due to low participant numbers, the initiative resulted in the creation of valuable educational handouts. These materials are now being used in one-on-one sessions with families and remain a helpful resource. Our team remains committed to lifelong learning and skill development and participated in several workshops including the F-Words Training hosted in Prince George, facilitated by the Centre for Ability in Toronto. This training provided valuable insight into the F-Words framework (Function, Family, Fitness, Fun, Friends, and Future) and how it can be applied in early childhood intervention. With a longtime team member Deanne Ward, requesting a leave of absence, we were fortunate to hire Kylie Klassen in late March to fill the vacancy, and we look forward to working alongside her over the course of the next year. The upcoming year will focus on building on the successes of this year's initiatives, increasing outreach efforts for group programs, and continuing to evolve our service delivery in a responsive and culturally informed manner.

AIDP

The Aboriginal Infant Development Program continues to grow and flourish. The number of families accessing services has increased along with new relationships and opportunities for engagement in our more rural outreach spaces. Tammy, our AIDP consultant, works collaboratively with the entire therapy team to support the children on her caseload. In addition, she has provided supports to families seeking assessments and services outside of the centre. This year Tammy completed training in the Circle of Security for both parent group facilitation, and classroom application. This evidence-based attachment program continues to shape our approach to supporting families. She was able to partner with Nenan Dane zaa Deh Zona Family Services Society to host a Circle of Security parent group at their facility and later in the year, Tammy co-facilitated a Circle of Security group with Erin, Occupational Therapist at the CDC. Demands for services outweigh the resources to provide programming, making it challenging to see children and families in a timely manner. In addition, with the changing weather conditions impacting travel, there are times when physical outreach isn't possible, in some cases virtual programming is an option for families to connect.



Many of the referrals to IDP and AIDP Programming come from the Public Health Unit or a pediatrician. This year referrals increased by over 20% from 387 to 471.



The number of families that identified as Indigenous and accessed services in our centre or as part of our outreach programming totaled 152.

Program Reports –Occupational Therapy (OT) Physiotherapy (PT), Speech Language Pathology (SLP)

This year has brought lots of change, growth, and challenge in our therapy department. The ever-growing EIP service need in our community have expanded over the past many years and waitlist demands have far exceeded our capacity to provide therapy services in the same ways we had historically. This year the EIP team worked to develop new prioritization models for each discipline and more structured guidelines for service provision. We are continually discussing and modifying ways to provide appropriate service to referred families while increasing the number of families served. This is changing the way in which we practice as a team, moving to a more consultative model, which poses both ethical and logistical challenges to attempt to balance quality of services provided, number of persons served, and clinician burn out. OT/PT/SLP therapists provided assessment, consultation and direct therapy to support the developmental progress of our clients and support their families in working towards their goals for their children. During these consultations, therapists collaborate directly with families to address immediate concerns and provide follow-up within 3–6 months. Either Infant Development Consultants or the Family Services Coordinator attends these sessions to provide support for the families following the sessions. This consultation approach to waitlist management, while resource-intensive, has provided families with timely recommendations and has helped connect families with additional resources (e.g., referrals).

Despite significant caseload turn over, with many clients being discharged to kindergarten in the fall of 2024 from both the active caseload and therapy waitlists (services not provided due to waitlist demands), there continues to be 115 clients on the OT waitlist, 87 on the PT waitlist and 145 on the SLP waitlist. Our waitlist length has not changed much even with the changes in practice, in part due to an increasing complexity of the clients and families accessing service and in part due to contracted hours not changing for decades. Currently families seeking early intervention could face a wait time of approximately 2.5 years from date of referral to active services; however, more waitlisted clients are receiving consultation through the multidisciplinary consultation model or the priority consultation model we implemented over the previous year. Parents were also able to participate in education workshops on Regulation and Sensory Processing that was developed and facilitated by the OTs in this year. A goal for the coming year is to record a version of this presentation for ease of use and dissemination to families.



Specialized modifications, assisting families with funding applications to MCFD's "At home Program" which assist with funding equipment, and helping families navigate these programs is an important roles our therapy team plays.

Our hydrotherapy pool is the only one available in our community. It allows for children to participate in a unique and engaging therapy option. We are proud to open our pool to other community users as well, including the School District and the Fort St. John Association for Community Living.



Program Reports –Occupational Therapy (OT) Physiotherapy (PT), Speech Language Pathology (SLP) Continued

We were very excited to have Gabrielle Caillier join our therapy team in October as a rehabilitation assistant who transitioned into the role of physiotherapist In January 2025 after receiving her degree. We were innovative in providing PT services the past few years offering locum and virtual physiotherapy options, however having a physiotherapist that is embedded in our community has been beneficial not only for the families and children we support, but also for the entire early intervention team. We were also pleased to welcome a new hire, Megan Bianchi to the rehabilitation assistant team this year! Megan was an RA student with the department in April/May 2024 and was hired in July 2024 after completing her rehabilitation assistant diploma program. Megan has been a kind, creative, and professional addition to the team. She sees delegated clients for block therapy with supervision from OT/PT and completes other RA job duties effectively. This year, our experienced RA, Rhea Blain, continued to see clients for direct block therapy and small groups, and provided mentorship to Megan, coordination support for both the OT and PT caseloads/waitlists, management of the therapy pool, and wore many other hats around the center. Rebecca, our RA assisting in our speech and language program demonstrated strong growth in her role after completing her first year and Paddy-Jo SLP, continues to select appropriate clients, assess, and provide goals for children to receive service from Rebecca. These clients are required to have clear therapy objectives and often have more mild speech sound disorders. Paddy- Jo also supported Thyra Driver, SLP, who provided regular visits (approximately every 6-8 weeks) to the CDC until December 2024. The additional SLP support to the community was very beneficial. While Thyra tended to transfer clients with complex needs back to Paddy-Jo, many families benefitted from timely recommendations, follow up emails and sessions, and assessments that were required for further developmental diagnostics. A key component to the success of these visits was rooted in the consistency of the visiting specialist. Recommendations could build and follow up with CDC team members could occur because it was the same therapist returning rather than a series of therapists.



A Family Milestone

This picture may look like a kiddo enjoying a snack, but it is so much more; it is the first time they have manage to try and accept pureed food.

Program Reports –Occupational Therapy (OT) Physiotherapy (PT), Speech Language Pathology (SLP) Continued

The OT/PT team had more close collaboration with provincial teams this year out of BC Children's and Sunnyhill including psychology outreach, the positioning and mobility team, the brachial plexus injury clinic, the assistive technology team, orthopedic splinting team, the early CP diagnostic team, and the tone management clinic, due to the complex needs of referred clients. Ami-Jo and Erin (OT) both had significant collaborations this year with community mental health teams, pediatricians, psychologists, psychiatrists, and private therapy service providers (OT, SLP, BI, counselling) to support the medical and mental health needs of highly complex referrals we received and met prioritization. We deeply feel the pinch of having severely limited child and youth / infant mental health services in this community. The Speech and Language Department continues to maintain strong partnerships with external agencies and specialists. Regular referrals for Autism Spectrum Disorder assessments were made to the Northern Health Assessment Network. The department also collaborated with agencies such as BC Early Hearing Program, BC Family Hearing Resource Society, Sunny Hill Assistive Technology Team, BC Children's Cleft Palate and Craniofacial Clinic, etc. These partnerships have been essential in providing coordinated, specialized care to families. Support were provided to the broader local community by Erin (OT), with Susan (FSC), who facilitated a lunch and learn to the City of Fort St. John recreation staff regarding CDC services and tips on universal supports for higher needs kids who attend recreation programs.

Professional development for our early intervention team included continuing education in the areas of nervous system regulation, best practices in cerebral palsy intervention, and primitive reflex integration. The therapy team along with many of the CDC staff members, participated in the Brazelton Touchpoints Training. Rhea, OTA took a course in common conditions in pediatrics in the spring of 2025 to support her furthering her capacity to be delegated babies on the physiotherapy caseload for intervention supports and monitoring. Erin (OT) continues to use, implement and deepen her SOS Approach to Feeding education attended last year through direct client work and collaboration on feeding clients with Paddy-Jo, SLP.

The department remains committed to improving access, strengthening interdisciplinary collaboration, and delivering high-quality, family-centered care. We look forward to building on the successes of 2024-2025 and exploring opportunities to expand capacity in the coming year.



*Our amazing Therapy Team
celebrating Halloween in stunning
fashion; tapping into characters from
the movie "Inside Out" that are
beloved by the clients we serve!*

Program Reports – Family Services



In April, we proudly recognized Autism Awareness Month underscoring the importance of inclusion, education, and support for individuals on the autism spectrum and their families. Many of these families access family support services. In May our team attended the Early Years Round-Up, a key community event promoting early childhood resources.

Family Services coordinated kindergarten transition meetings in partnership with local schools and community partners. These meetings ran from early April and continue through June. Our focus has been on children with designations and diagnoses, ensuring they can have access to the supports and services they need as they enter the classroom.

We were pleased to have Dr. Karley Talbot complete CYSN assessments and conduct follow-up meetings with both families and therapy team members. In addition, Northern Health Assessment Network was here for a week to complete assessments. These comprehensive assessments play a vital role in ensuring that the right supports are in place for children.

Susan Cross, Family Services Coordinator, continues to participate in the At Home Program Regional Committee. This committee is responsible for reviewing files of children with medical complexities and assessing eligibility for respite support services. She also facilitated several parenting workshops throughout the year.

Multi-disciplinary team consultations involving therapists along with professionals from IDP, AIDP and FS departments are necessary in addressing the needs of complexed children referred who are currently on waitlists. In addition, visits to preschools and daycares were conducted to better understand those children's environments and needs.

The program continues to provide ongoing supports to families to connect with the right resources, at the right time. These include assisting with referrals to Pediatricians, Child & Youth Mental Health, and other supports for both children and parents, assisting with Variety BC funding applications, and working closely with the local Jordan's Principle office to provide support for our Indigenous families.



Program Reports – Supported Childcare

The Supported Child Development (SCD) Program report reflects support services at licensed preschools and daycares in and around Fort St John. The SCD Program provided consultation and direct support services to families of children in 4 licensed community preschools (including the CDC's 1 Early Learning Program class) and 7 licensed community daycares, including Playcare at the CDC. Community consultations as well as intakes, programming, skill development, attachment related behaviour change, and community networking was also carried out throughout the year. The SCD program is unique as it has many moving parts- parents, children, daycare/preschool caregivers and managers, support staff, colleagues and CDC team members- for all of whom collaboration and communication is essential. Programs are consistently created and tweaked especially for children with complex needs and the amount of collaboration with the above team is time consuming, essential, and must be carried out in a timely manner. Challenging as this is, the benefit of having a collaborative and connected team is essential for wrap-around supports. The SCD program welcomed Crystal Kalas into the role of consultant in fall of 2024. This has made an impact on managing the caseload in community centres. Staff training has been made available through free online training and podcasts that the consultants recommended to all support staff. This has been the backbone of education for staff this year. We have also offered some education during staff meetings with topics related to client needs. Clients served throughout the year with direct support, consultations and linking and brokage totaled 117. There were also workshops provided to daycares and preschools to strengthen skills and share knowledge, as well, many centres were providing resources for their programming to enhance their services to the supported children in their care.



Program Reports – Special Services (CYSN Respite and Life Skills)



This past year has been one of learning and with most team members new to their role, we navigated the complexities of service delivery while deepening our understanding of our responsibilities. The program welcomed a new supervisor, Denika Smith, who joined the team following long time lead Crystal Kalas, who moved into a consultant role in the SCDP program.



Summer Camp 2024 ran through July and August, with 52 children registered to attend. Families had the option to select from 10 group offerings, scheduled in either the morning or afternoon, with additional hours provided when available. Campers participated in a variety of themed weeks including History, Science, Water, Warrior, and Spy Week.



Denika met quarterly with Children and Youth with Support Needs (CYSN) Social Workers. These check-ins aim to ensure caseload alignment and accuracy, share updates on new referrals, and strengthen collaboration. This fosters a strong professional relationship and improve the timeliness and continuity of support for families, helping to ensure their needs are addressed.



Over the course of the year with group programming, individualized supports, and spring and summer camps, over 160 children received services in our community and total referrals at 263, note some children were referred more than once if attending specialized programming. With increases to funding in the previous year we were happy to increase services to the children and families accessing this vital program.

Program Reports – Family Play and Learn (Early Years Programming)

The Family Play and Learn Program provided a welcoming, fun and enriching environment promoting child development and learning through play for children birth-6 years and their parent/caregivers. Pam Lillico, Early Years Family Resource Worker, provided information to families about their child's development and parenting concerns and answering questions as they come up. The program connected families to each other and resources in their community. Opportunities for early detection, screening and referrals took place throughout the year, connecting families to services when needed and providing support to children and their families already involved in services or on current waitlists. Over 330 children, along with their families, attended programming both in our centre, out in the region, and at First Nations communities, with 1975 visits in total. Popular topics during the year included; getting them to crawl (infant gross motor- Pam demos gentle movements, lifting and ways to support transitions), teething, picky eating, potty training, sleep regression, biting, hitting, tantrums, facilitating turn taking and sharing. Parents and caregivers reported how nice it was to see their child engaging with other children and building up their confidence. Pam along with Tammy, Aboriginal Infant Development Consultant (AIDP), team up to provide services to the Indigenous Communities –the goal was to visit each community monthly. Services are tailored to meet each community's need and how they want it to look. Pam also participated in the FSJ Early Years Community, attending monthly meetings as CDC representative. The committee partners collaborated to offer family gym night and the early years health round-up. Pam also attended the Changing Possibilities for Young Children -Ministry of Education and Childcare and School District #60 (Initiative/Project): Promoting Social and Emotional Well-being in Young Children as part of her professional development this year.



It is a great resource; if I have a question about parenting or my child's development, I know I can ask Pam"

Parent comment

Program Reports – Grow Autism Program

A total of 23 children attended the Grow program over the course of the year. Staffing consisted of a behaviour consultant, speech language pathologist, an occupational therapist and two behaviour interventionists. Services were provided to children age 0-6 that have a diagnosis of autism. Our family services coordinator also provided supports to families during their child's assessment process and for further help with navigating the confusing system of autism funding. There is a strong desire in the community to expand our autism program to children over the age of six, however the current funding model does not support any expansion at this time. The program supervisor Shiante Pereira, continues with her ESDM training with steps 1-3 completed in January 2024. We are thankful to both her and Paddy-Jo, SLP, for continuing to guide this program and ensure quality programming and set objectives. Families have provided positive feedback on their experience within the Grow Program and feel their child has made strong gains by attending. Families would benefit greatly from having parent coaching sessions in conjunction with their child's programming however, this is challenging both from a time perspective for them as well as the staff, and from a restriction on funding dollars available. The behaviour interventionists, as always, provided caring atmosphere that goes beyond intervention, an example of this is their yearly graduation party for those children that are transitioning to school. The city of Fort St. John also declared April to be Autism Awareness Month and partnered with our centre to raise awareness. The majority of children referred to the grow program have already been receiving one or more services within the CDC, so having all the various programming under one roof creates a much easier path for the families.

"Our differences are our strengths" Jim Sinclair, autistic advocate and writer



Program Reports – Early Learning Preschool and Playcare



This year saw 266 children attend our programs. We said good-bye to those transitioning into kindergarten and welcomed back returning and new students in the fall. We hosted an ELP parent orientation to support families and introduce our team. It was great to have an opportunity to connect and share about our program philosophies. A recent trend noted in childcare; families were choosing daycare over preschool, which prompted us to make some changes in spaces over the course of the year.



We were fortunate to provide practicum placements for students from Northern Lights College this year. In addition, we were part of a career tour in November. 30 ECE students & Instructors from NLC as well as community Educators attended. We also participated in a research project with the University of British Columbia on “The accessibility of Childcare”.



Staff continued to notice that children are experiencing challenging times related to sensory processing, attachment, and social emotional development. In addition, the numbers of children diagnosed with autism continues to rise. Staff development has focused on these areas. A benefit to having the Early Learning Program within the centre is that it allows staff access to therapies, family supports, and supported childcare staff to gain knowledge and assist with programming. The referral paths for families is also supported through the ELP program.



Throughout the year many fun events occurred. We hosted several family open houses and potlucks, the children participated in wacky hair days, costume days, pajama days and had several field trips in the community. We were fortunate in December to have Santa stop by for a visit and over 90 people attended. One of the highlights of the year was the 52nd annual CDC Talent Show. The staff spent hours planning and rehearsing with the children for their performances and as always it was one of the most popular acts of the night.

“I feel so fortunate that my daughter was able to attend preschool and playcare at the CDC. Thank you for being apart of her life!”- Parent comment

Our CDC Family



All good meetings start with food! Luckily, everyone loves a good potluck!



Staff participated in wreath making class to kick off the Christmas season!



Halloween is always a treat; it could be said the staff have more fun than the kiddos!



It is always a family affair when decorating the CDC Float!

Everyone was amazing! They made a great team for my little! They shared our excitement when he hit milestones! They were definitely his cheerleading squad! – Parent comment

CDC Service Statistics

Caseloads March 31, 2025 (CRSP REPORT)

Program	2024-2025	2023-2024	2022-2023	2022-2021
AIDP	27	56	79	71
IDP	140	131	177	162
PT	85	67	99	70
OT	56	76	59	82
SLP	93	133	139	117
FS	68	83	74	58
SCDP	48	96	68	87
SPS	63	50	71	93
GROW	13	15		

Average Caseload (Nucleus Report 29 including FPL & ELP)

2024-2025	2023-2024	2022-2023	2021-2022
744	692	766	897

Waitlist (# of children on average waiting during the year)

Program	2024-2025	2023-2024	2022-2023	2022-2021
AIDP	17	12	1	15
IDP	71	66	43	76
PT	57	72	91	132
OT	110	111	132	95
SLP	145	140	205	175
FS	15	29	22	27
SCDP	32	63	34	33
SPS	61	91	121	55
GROW	6	5		

Waitlist Totals (Nucleus Report 36 as of March 31, 2025)

2024-2025	2023-2024	2022-2023	2021-2022
616	585	663	686

CDC Service Statistics

Unique Client Served (Nucleus Report 36)

2024-2025	2023-2024	2022-2023	2022-2021
1125	979	851	943

Early Learning Program Unique Students Served (Nucleus Report 29)

2024-2025	2023-2024	2022-2023	2021-2022
266	692	766	897

Priority Summary for Services

	Urgent	Intermediate	Normal	Priority not set
Active	60	40	45	599
Waitlisted	48	66	99	403
Finished	67	71	60	1546
Totals	175	177	204	2548

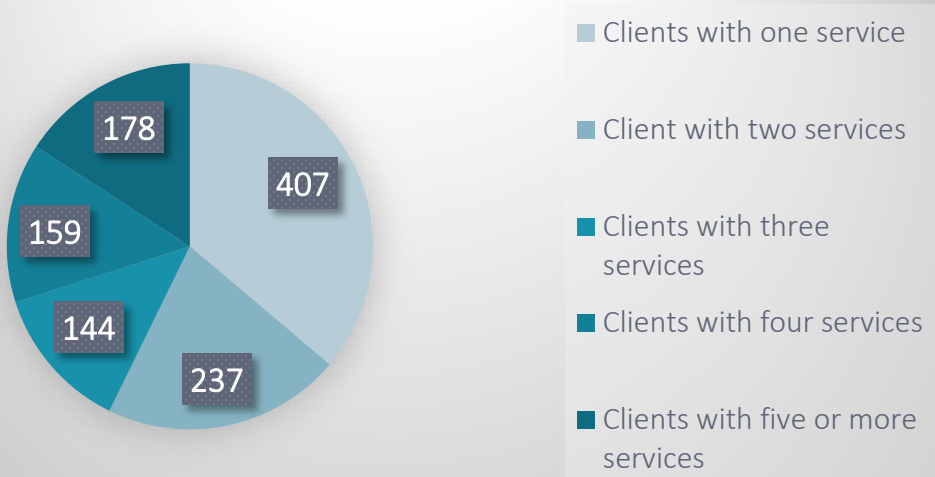
New Centre Referrals (Nucleus Report 29)

2024-2025	2023-2024	2022-2023	2022-2021
1133	1220	1249	1512

Family Play and Learn Unique Client Served (Nucleus Report 29)

2024-2025	2023-2024	2022-2023	2021-2022
331	403	445	255

Number of Services Breakdown



CDC Survey Highlights

Every year the Child Development Centre asks our stakeholders about our services. This year we surveyed families who accessed services, our staff, board of directors and community partners. Conducting stakeholder surveys is a part of our commitment to continuous improvement and service excellence. These surveys allow us to gather valuable feedback directly from those who interact with our programs and services, helping us understand their experiences, expectations, and needs. By analyzing this input, we can identify areas where we are excelling, uncover gaps in service delivery, and discover new opportunities for growth and innovation.

Community Stakeholder Survey Results

Representatives from MCFD, Northern Health, School District 60, community organizations and other professionals responded to our stakeholder survey. They indicated that the CDC was well perceived in the community, and that the organization had a strong understanding of the needs of clients served. Staff and leadership were well respected and received a 98% rating in areas of timely responses, quality programming, and collaborative approach.

Staff Survey Results

Staff reported high levels of satisfaction in the following areas: feeling valued and respected 90%, good relations with co-workers 100%, and are happy at their place of work 85%. Staff also had a 90% satisfaction rating that they are aware of their professional progress. When working with leadership, staff reported that they are available, communicate effectively and listen to their suggestions and concerns, all over 90%.

Board Survey Results

The member of the board were surveyed on effectiveness of leadership, community perception, provision of services and strategic initiatives. In all regards the board found the organization in good standing with strong relationships with the Executive Director and senior staff. Service quantity and quality were rated high, and stakeholders viewed the organization as a valuable resource in the community. with the understanding that additional funding would be required to expand service delivery. The strategic objectives of the organization were in line with the needs of the community.

"It is a supportive environment with the best people to work with" Staff comment

CDC Survey Highlights Continued

"We love the CDC! I wish you had kindergarten as it's bittersweet to have my eldest "graduating" preschool this year. Thank you for all you do for our children and community." Parent comment

Process of Care Survey Results (clients served)

Families were asked about the services they received at the CDC in the areas of therapy, family supports, supported childcare, infant and Aboriginal development, autism programming (GROW) and early years programming.

Areas that had a 100% high level of satisfaction included the following:

- The services helped my child
- I feel more competent as a parent
- Supported the whole needs of the child (emotional, social, physical)
- Provided a caring atmosphere
- Provide choice for receiving information (email, in person, text et,)

High to very high satisfaction levels were also identified in areas of communication and allowing enough time to talk about treatment plans, resources etc. Families also felt that staff treated them as equals in their child's journey and all centre staff, even those not directly involve in services were caring, supportive and respectful.



"Without the CDC I don't think I could have survived the first few toddler years with both kids in programming"
Parent comment

Early Learning Survey Results

Parents and caregivers in our early learning preschool and playcare program were surveyed on areas of care, progress, atmosphere, support, and staff interactions. The following represents areas that were considered a high level of satisfaction:

- welcoming atmosphere 94%
- social development of child 94%
- strong report with staff 99%
- classroom environment 96%
- take my concerns seriously 98%
- staff were warm and caring 100%
- staff were professional and courteous 100%

Special Services Results

Parents and caregivers with children attending our respite and life skills programming were surveyed on areas of care, progress, atmosphere, support, and staff interactions. Areas that scored well include the following:

- Good relationships with my child's support worker and the rest of the CDC Staff 95%
- The staff takes good care of my child and helps them to socially engage with others 90%
- Greeted personally each day by staff 100%
- Are fully informed on procedures and protocols of the program 100%
- Staff work with parents to meet child's individual needs and help me to access other resources in the community 90%
- Informed of child's progress 100%
- My child enjoys coming to the program 100%

Reporting out on the Quality Improvement Plan

Community Stakeholders

Areas Requiring Effective Change	Action Taken
Reducing barriers to service	Providing options to families for virtual, in person, in home and in community visits
Increase presence with vulnerable and marginalized families	Extended outreach presence, attended community events and streamlined referral process

Staff & Board of Directors

Areas Requiring Effective Change	Action Taken
Ability to voice concerns	Leadership has an open-door policy and is meeting with programming staff during their department meetings
Access to equipment and resources	Obtaining grants and additional fundraised dollars to support requests

Process of Care (client served)

Areas Requiring Effective Change	Action Taken
Reduce wait times for services	Priority criteria streamlined and Multi-disciplinary consults supported by IDP and FS conducted
Provide materials to support families while on waitlist	Therapists and assistants have catalogued resources to share with families and have created new materials to support need. Workshops were also provided

Reporting out on the Quality Improvement Plan

Early Learning Program

Areas Requiring Effective Change	Action Taken
Increase community outings	Fieldtrips are scheduled
Share information on daily activities	Lillio app has been incorporated in all classrooms to share info

Special Services

Areas Requiring Effective Change	Action Taken
Parent identified that physical activities in programming was a priority.	Increased gym time, swimming, playground activities



Fundraising – Golf Tournament

This year's annual golf tournament raised over \$ 59,000 dollars for our centre. Funds went towards our current capital campaign, supporting operations, and assisted with equipment purchases.



"Volunteers do not necessarily have the time; they just have the heart."
Elizabeth Andrew

A fun-filled day was had by all! A sincere thanks to everyone that participated, volunteered, donated, and showed their support in so many ways! Special recognition goes to our tournament sponsor STRAIT Group and our dinner sponsor Epscan Industries.



Fundraising – Talent Show

This year's annual Talent Show raised over \$95,000 dollars for our centre. There were some fantastic acts, amazing donors, and the best volunteers!



“Alone we can do so little, together, we can do so much” Helen Keller

Networking & Collaboration

We are grateful for the many partnerships we have with other organizations who support children, youth and families:

- Sunnyhill Positioning and Mobility Clinics
- Psychological Outreach Assessments
- Pediatric Outreach Program
- BC Family Hearing Resource Centre
- Northern Brain Injury Group
- BC Association of Child Development and Intervention
- Autism Provincial Committee Collaboration Group
- Provincial Social Sector Contracting Committee
- MCFD Financial Technical Advisory Committee
- CCRR/Early Years Table
- School District 60

