2008
Annual Report
For more information about this document contact:
Elaine Herbert, CEO
Aboriginal Peoples Family Accord (APFA)
Suite 106-3500 Carrington Road,
Westbank, B.C. V4T-3C1
1-866-711-APFA (2732)
To Aboriginal People within the Interior,
The Aboriginal Peoples Family Accord continues to move forward toward achieving Interim Authority. We have submitted a proposal to the Ministry for Children and Family Development which demonstrates our readiness to move to the next level in our development. This is a very exciting time as we build our capacity to begin delivering child welfare services to our children and families in a way that is culturally safe and respects the dignity of the people.

Community engagement continues to be a priority. APFA has received support from 70% of the 55 bands in this region. We have also received support from the seven of eight Interior Friendship Societies. Our network of community is continuing to expand. This is an important foundation for our partnership. It will take all of us working together to reduce the number of Aboriginal children in care of the Ministry for Children and Families. It will also require innovation and creativity, as we develop new approaches that not only address immediate needs but also address intergenerational trauma that keeps many of our families in a cycle of poverty and violence.

We have had many achievements over the last year; in the area of Governance this has included preparing the Board to transition from the Carver model to a Crown Agency model, revisions to the Policy and Procedure manual to reflect a higher standard of accountability. We have also developed a Five-Year Business plan which will steer APFA from a planning committee to Interim Authority and ultimately to achieve full Authority and organizational autonomy.

In the area of Community Engagement, we completed a series of Community Table Forums that looked at how to support a community-driven approach that involves Youth and Elders and integrates our traditions and culture. The communities also recognize an ongoing need to build capacity in order to support higher levels of accountability. The Mental Health Team has worked at implementing the Aboriginal Mental Health Plan; this includes the establishment of seven Aboriginal Development Clinicians which will work with the communities to develop a network of services that support client’s wellness. The ECD team completed a Mapping project, an Early Childhood Framework and began the development of an ECD Alliance bringing together funding partners from various sectors: Health, Education and Child Welfare to work together to develop a comprehensive plan. The ECD team has also supported the communities by providing access to a range of training programs.

The Aboriginal Peoples Family Accord Board and Staff remains committed to our Vision and Mission. Community Engagement will remain a priority into the new fiscal Year as we look at working through challenges. We believe that this opportunity for all Aboriginal communities to be involved in changing the way in which child welfare services is delivered. Aboriginal Child Welfare must be redefined so that we can reduce the number of children in care. The community has told us that the framework needs to focus on Prevention services that build on Aboriginal Family and community strengths (addressing socio-economic and intergenerational trauma and other causative factors) instead of the current system those resources statutory services: protection and guardianship.

The Aboriginal Peoples Family Accord is steadfast to a holistic approach would build on the strengths of Aboriginal families and communities. It would include an expanded role for Prevention, and Support Services. Finally, Intergenerational Trauma needs to be addressed through long-term, creative and innovative community-based programs. We can only achieve these goals by working together.

On behalf of the board, I wish to the thank the Aboriginal communities and organization who have continued to support this process, the APFA Political Committee Members, and MCFD Minister Tom Christensen and his staff.

APFA Board Chair,
Debbie Abbott
The Aboriginal Peoples Family Accord (APFA) is part of the province-wide initiative to transfer responsibility for child and family services to Regional Aboriginal Authorities (RAAs). The establishment of five RAAs across the province is a response to the curb the disproportionately high number of Aboriginal children in care in British Columbia. The APFA is a coalition of Aboriginal Nations and urban groups who are working to establish the APFA as the RAA for the Interior Region.

The first two prevention programs the APFA has built capacity in are Child & Youth Mental Health (CYMH) and Early Childhood Development (ECD). The respective program managers and seven field staff have worked with communities to support service planning in CYMH and ECD. Once the APFA becomes fully operational, the following programs will be included as well:

- Child Protection,
- Guardianship,
- Adoptions
- Family Development,
- Youth Justice
- Special Needs Children and Youth
- Child Care Subsidies

The APFA believes in strong community linkages as six full time positions, located across the Interior, provide community engagement in the form of Community Tables. These tables are based in the Shuswap, Lillooet/Lytton/Merritt, Kootenay, Okanagan and Cariboo/Chilcotin zones.

The building of the APFA into a fully operational authority is founded upon the principles of the Tsawwassen Accord and the Memorandum of Understanding for Aboriginal Children (see our website, apfaBC.org).

All parties acknowledge community governance must be consistent with Aboriginal title and rights and it is the community which bares the primary responsibility for the health and well-being of its children and families. Consequently, the APFA and the move to community governance are undertaken as an interim strategy that will help build community capacity toward these larger self-governance goals. The APFA undertakes to pursue these goals adhering to and respecting the following values:

### Organizational Values

**Respect** – We honor our children, communities, staff and our team

**Honesty** – We are honest and fair in all our deliberations, decisions and actions

**Trust** – We recognize that in the exercise of our duties, at all times, we act in trust for the benefit of our children and communities

**Accountability** – We are accountable stewards of our children and communities supported by a dedicated and professional staff

**Integrity** – We are honest in everything we do with open and transparent communications

**Common Vision** – We are committed to work together to achieve our vision on the basis of mutual trust and support

### APFA Vision Statement

“Strong, healthy children; strong healthy Nations”
Aboriginal Communities are represented, and have influence, on the Political Committee, Board of Directors, Membership Committee, Ad-hoc Committees and at all five Community Tables.
Mission Statement

“To provide a framework for Aboriginal People to develop and deliver community-based child and family services.”

Governance

To represent the diverse Aboriginal populations that reside across this vast geography, with approximately 45,000 Aboriginal People in about 70 communities, the APFA Board of Directors has a 9-3-3 structure. The nine First Nation tribal councils in the Interior each have a seat at the Board; the Métis Nation has three seats, and the urban aboriginal community (represented by the friendship centres) has three seats.

The Board has the following responsibilities:

a. Accountability relationships to the relevant Aboriginal Nations and communities.
b. Hire the Chief Executive Officer
c. Set the standards of conduct for the Authority,
d. Communications with constituents and collaterals
e. Risk management,
f. Strategic planning,
g. Approve annual operating and capital budgets, and
h. Accountability relationships to the Province.

APFA Political Committee

Of the five regions, the APFA is the only one with a political committee which is made up of chiefs and political leaders from the Interior. The APFA Political Committee, based on a 9-1-1 model, provides leadership and direction to the APFA (see Organizational Chart on opposite page.) This group also has a voice at the provincial level with members Robert Shintah and Chief Lynda Price serving on the Leadership Council.

Five-Year Business Plan

The APFA Board of Directors focused much of its energies this past year on getting ready to assume the governance responsibilities described above. This entailed putting in place its Governance Process Policy framework that describes how the Board will operate, make decisions, and communicate those decisions to the various interested parties (Aboriginal communities, APFA staff, community partners, Government). As well, these policies ratify the Board’s relationship with APFA staff, community tables, and the Political Committee.

As well, the Board completed its five-year strategic plan (Business Plan), which itemizes its strategic goals and objectives for the medium term.

This Business Plan is available on our website (apfaBC.org).

APFA Political Committee member Robert Shintah, who also serves on the Leadership Council, stresses the importance of working together to more than 90 chiefs at the first Indigenous Child at the Centre Forum in Vancouver last January.
During the 2007-08 fiscal year, the APFA has moved towards becoming an Interim Authority under the Community Services Interim Authorities Act. This mandate by the Ministry of Children & Family Development, in the government’s Letter of Expectation, is to ‘plan for the possible creation of a Permanent Authority, including the transfer of authority and resources from MCFD to a Permanent Authority. To date, two regions, the Fraser and Vancouver Island, have reached Interim Authority status.

The APFA’s mandate includes developing relationships, governance and infrastructure necessary to begin the transfer of programs from MCFD to the Aboriginal Authorities. The APFA is one of five aboriginal regions across the province which also include:

1. Fraser Interim Aboriginal Authority
2. Vancouver Island Aboriginal Transition Authority
3. Northern Aboriginal Authority for Families
4. Vancouver Coastal Aboriginal Planning Committee

Community Engagement

Community Tables are completed and regarded as a community engagement process. The five Community Table Coordinators across the Interior Region; one in each respective zone, have worked to be inclusive and create opportunity for ‘One Voice’ for the planning process.

The five Tables consist of an ‘inclusive’ model that has a voluntary philosophy, allowing all communities, the Métis Nation, agencies, and urban centers to affectively give meaningful input into a long-term community driven plan that as a whole, is acceptable, realistic, and achievable. All five Tables created their own Terms of Reference (TOR) to ensure a community-driven process, and further defined the TOR with individual Table guiding principles that reflect the growing relationship amongst all participants.

The five Community Table Forums, with a simple theme: “Moving to a Community Table” held last fiscal year became the basis for the APFA Comparative Analysis, which truly recognized the similarities of the Aboriginal Peoples’ of this region in the planning process.

This comparative will become the basis for the Gap analysis and needs assessment in the next steps of the engagement process.

The five common themes found were:

1. governance,
2. community-driven,
3. involvement of youth and elders,
4. traditions and cultures, and
5. building capacity.

Moving to Authority Status

Throughout 2007-08 fiscal year, the APFA has moved towards becoming an Interim Authority under the Community Services Interim Authorities Act. This mandate by the Ministry of Children & Family Development, in the government’s Letter of Expectation, is to ‘plan for the possible creation of a Permanent Authority, including the transfer of authority and resources from MCFD to a Permanent Authority. To date, two regions, the Fraser and Vancouver Island, have reached Interim Authority status.

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1. Fraser Interim Aboriginal Authority
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4. Vancouver Coastal Aboriginal Planning Committee
All zones felt that there needed to be a similar structure for the Community Tables, therefore a similar template for the Community Table was recommended across the Region. The input and direction from each Zone forum and newly structured Community Tables, are compiled in the Zone Forum Reports. As well, to commit to the need for increased communication and accountability, APFA is in the process of completing a Comparative Analysis with the five forum reports.

This will help share ‘common themes’ between each Community Table, look at needs of the Interior Region, and reflect the ‘Next Steps’ of the five Community Tables and the Interior Region. To highlight the analysis a simple statement from an elder still reminds me of the importance to have community engagement, “I am glad to be asked what I have to offer, and I am glad to share it” (Shuswap Zone Forum, 2007, p. 5).

The latter portion of the fiscal year involved a greater focus on engagement. Many meetings with leadership, organizations, and urban centers became the core of our community engagement. Many times, we used more than one APFA team member to meet in order to ensure that we were effectively communicating. This is the biggest outcome of the year, as Aboriginal people in the region had meaningful and unique one-on-one discussions with key APFA members to ensure that the dialogue was reflected in the planning process.

As well, there was a feeling of security from those that we did engage regarding support, as APFA didn’t just go to leaders and Tribal Councils, but the community at large, organizations, individual chiefs and councils, and affiliated organizations alike.

Westbank First Nation Chief Robert Louie provides the opening comments during the Moving to a Community Table Gathering in the Okanagan.

The result of community engagement offers a meaningful and inclusive planning process, which has set the stage for the next steps of AFPA.

**APFA Youth Forums**

The APFA hosted a series of youth forums throughout the spring of 2007, with a variety of structures. Looking at the Okanagan and Shuswap forums give an excellent example of the community-driven approach taken, with differing, yet truly successful outcomes.

The Shuswap Aboriginal Youth Justice Forum, 2007 was held at the Chief Louis Complex located on the Kamloops Indian Reserve. All youth both on/off reserve within the Shuswap Zone, were extended an invitation to attend. Planning meetings held involved many communities, however; there was also a strong youth voice at every planning meeting. This produced a forum centered on the youth, with the following results.

The conference saw participation from over 70 youth as well as both chaperone and family support. The youth were between ages 12 and 17 years. The conference was held over two days, April 24-25, 2007, as requested by the youth.
It was important to promote the participation of youth in all planning activities and workshop delivery. This was a clear message delivered by the youth. The theme was “Empowering Our Youth,” and was supported by the following presentations:

**Ivy Voo** – “Stand Up and Speak Out” – Exploring the struggles of Bullying

**Jeff Connors** – “Just Say No”

**Jennifer Meryn** – “an In-depth Look at the Lives of Former Street Kids”

**Andree Cazabon** – “Stuffing Our Pain” – Stuffing Our Spirit

These workshops supported the youth themes: Peer Education and Awareness; Harm Reduction and Prevention; Health and Social Determinants; and Care and Quality of Life. The event was well attended with a good cross section of zone participation.

The Okanagan youth forum took a strategically different approach. It was more difficult to have youth attend the planning meetings, and the outcome looked closer at educating the youth organizations in the zone on how to improve their services for the benefit of the youth.

There were key youth that participated during the planning, which promoted a panel approach to the forum. This panel had three provincial youth in care from Okanagan (one Vernon, two Kelowna) with only one not still in care. Shaylene Lakey, who grew up in foster care, provided a strong and passionate speech to those in attendance.

The panel took a ‘Town Hall’ approach with MCFD, and other youth service providers both participating and listening. The discussions looked at Violence as theme of discussion, as well as needs from the service providers.

In the afternoon (after school ended), many students participated in the event, creating an atmosphere that combined service providers questions and comments, with youth questions and issues. This ‘Town Hall’ approach caused a youth guiding the adults philosophy for future planning for programs.

In summary, two different approaches with similar and positive outcomes. Both youth forums were very well received from all levels including, MCFD, youth, Aboriginal youth service providers and Aboriginal organizations.
build community coalitions / multidisciplinary teams to aid in the identification of mental health training for service providers and communities and to inform service delivery. The AWCs are also compiling knowledge keeper resource lists for inclusion of both in clinical casework and mental health promotion, prevention and early intervention.

An example of some of the outcomes from the community coalition group in Kamloops include:

- The formation of a partnership between Aboriginal Peoples Family Accord and School District 73 for the school based "Rites of Passage" girls group.
- A Service Provider Forum for all Aboriginal service providers in the Kamloops area scheduled for November 2008.

Reducing Risk

Consistent and sustainable culturally-relevant programs to facilitate personal and community wellness are available to Aboriginal children, youth and their families.

Aboriginal Wellness Coordinators (AWCs) - build linkages between Aboriginal communities and general services child and youth mental health teams, provide mental health promotion to Aboriginal communities,

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• The AWCs are linking the four prevention zone programs with the general services Child and Youth Mental Health teams.

• In June of 2007, three of the AWCs were trained in *Applied Suicide Intervention Skills Training* (ASIST) through a partnership with Interior Health. As a result, five ASIST workshops were delivered throughout the Region by the Wellness Coordinators and Interior Health staff.

**Building Capacity**

Aboriginal communities will acquire the knowledge base needed to identify and develop local mental health/wellness services and programs by:

• The “Wraparound in Indian Country” service delivery approach has been delivered throughout the Interior Region. Trainings were held at Quaaout, Kamloops, Nelson, Lillooet, Williams Lake, and Kelowna with a total of 225 participants and 163 people receiving certification to date.

Wraparound has generated a lot of interest and enthusiasm amongst the Aboriginal communities and within the general services sector.

• Mentorship program - Seven facilitators trained across the region to provide wraparound training at the local level. The goal is to have ten; two in each zone.

• Each zone has assembled a wraparound sub-planning committee as a forum for community input and decision making to guide development of the Wraparound process and future pilot project.

**Improving Performance**

Improved results are reported for Aboriginal, youth and their families who have received services through contracted and direct services.

• The AWCs have completed a service map for each of the five zones within the Interior Region with information on all services available within their zones.

**Other activities:**

Conference presentations, community presentations and meetings, assisting with the request for proposal (RFP) process for the Aboriginal Development Clinician positions, assisting other regions with their child and youth mental health plan implementations, assisting and supporting start up of the zone prevention programs

**Next Steps**

• Plan review

• Complete Wraparound in Indian Country project

Molly Brewer, left, was one of seven participates to take advantage of the Wraparound in Indian Country Mentorship Program which features hands-on training.
Early Childhood Development

The APFA Early Childhood Development team completed an Early Childhood Development (ECD) and Child and Youth with Special Needs (CYSN) Transition Plan and Framework. It includes all the current ECD programs, within MCFD that will be moved over to APFA, like Aboriginal Infant Development Program, Aboriginal Supported Child Development and Fetal Alcohol Syndrome Disorder.

The Transition Framework and Plan includes the following components:

- Mentoring and Training
- Communications
- Policies and Guidelines
- Access and Coordination
- Evaluation Process
- Community Development and Capacity Building
- Advocacy – Networking – Collaboration
- Program Design and Delivery

ECD Alliance

We are currently working in collaboration with Ministry of Child and Family Development (MCFD), Ministry of Education (MOE), Interior Health Authorities (IHA) and Aboriginal Peoples Family Accord (APFA) to coordinate an ECD Alliance team.

This Alliance will look to collaborate linkages where possible to provide training, link service delivery, ensure we are not overlapping services and address gaps within the Interior Region. They are currently reviewing the Child and Youth with Special Needs Framework that MCFD has developed for the Province.

ECD Mapping Project

We are continually working in collaboration with MCFD on an Early Childhood Development Mapping Project which will highlight all of our Aboriginal ECD programs including Head Start, Child Care on reserve, Aboriginal Supported Child Development, Aboriginal Infant Development, as well as mainstream ECD services throughout the Interior.

Phase one is completed and will be available to utilize in the Fall of 2008.

Capacity Building & Training Initiatives

MCFD funded APFA with funding to host training events throughout the region, in each of the zones, to support the new Aboriginal Supported Child Development and Infant Development Programs in their development.

The idea of this training is to bring training closer to home to encourage capacity building with service providers and community members, promoting Elder and parent involvement in all training initiatives.

For a list of the ECD Training Sessions turn to Page 12.
Early Childhood Development Training Sessions

January 2008 Moe the Mouse Speech & Language Training – Williams Lake
Ages & Stages Screening Tool Training – Williams Lake
March 2008 Moe the Mouse Speech & Language Training – Castelgar
Ages & Stages Screening Tool Training - Castelgar
Great Kids Inc... Home Visitors Training – Westbank
Community Engagement ASCD – Williams Lake
April 2008 Aboriginal Infant Development Conference – Quaoout Lodge Chase
ASCD & AIDP Strategic Planning Session – Williams Lake
May 2008 Reaching Out To Families Training – Kamloops

Upcoming training that will be taking part within the Region throughout this next fiscal includes:

May 21, 2008 Ages & Stages Screening Training – Westbank
May 30-31 FASD Training – Cawston
May 26-30 UBC In Service for AIDP/ASCD/IDP/SCD
Sept. 9 ASCD/AIDP Strategic Planning – Stone, Williams Lake
Sept. 9 ASCD/AIDP Strategic Planning - Quesnel
Sept. 9 ASCD/AIDP Strategic Planning - Anahim Lake – Ulkatcho
Sept. 22-24 ASCD Symposium – TRU campus - Kamloops

This fiscal year, the APFA will be offering a 15 hour FASD module training and will be looking for agencies to co-host to bring this training to each of the zones. The APFA will cover the costs of the training and facilitators and lunches.

MCFD Minister Tom Christensen, far left, takes notes during a meeting with Aboriginal political representatives at an APFA-sponsored meeting in Vernon last June.
There is currently $704,000 delegated towards AIDP initiatives within the Interior Region. There are currently 13 AIDP programs within the Interior. Aboriginal Infant Development serves children between the ages from birth to three years old who have been identified as having a developmental delay or are at risk of having a developmental delay. AIDP services may include but are not limited to home visits, screening and assessments, playgroups, parent workshops, support groups, therapies, toy and book lending library, extra staffing supports and resources.

Connie Deane is the AIDP consultant for the Interior Region (MCFD) and is available to provide training and support to these programs.

There is currently $775,000 delegated towards ASCD initiatives within the Interior Region. There are signed contracts with 15 organizations to provide Aboriginal Supported Child Development to children with special needs between the ages of 0-13 years old with some services for 13 – 19 years old. These services range from consulting, screening and assessments, one-on-one supports, toy and book lending library, extra staffing supports and resources.

Sue Sterling is currently providing support and mentorship to these programs to ensure they are providing ASCD services for our children. She is available to support communities in their development of their new programs and Early Childhood Development initiatives.

Aboriginal Infant Development Program (AIDP)

Aboriginal Supported Child Development Program (ASCD)

Contact Information

Mailing address:
Suite 106-3500 Carrington Road,
Westbank, B.C., V4T 3C1

Phone toll-free: 1-866-711-APFA (2732)
In the central Okanagan: 768-8475
Fax: 250-768-8476
Friday, August 15, 2008

Ministry for Children and Family Development  
Attention: Sreeni Keshava  
Finance and Corporate Services  
3rd – 765 Broughton Street  
PO Box 9738 Stn Prov Govt  
Victoria, BC V8W 9S2  
Phone: 250-356-2879

Dear Sreeni,

RE: 2007/08 Audit Report for the Aboriginal Peoples Family Accord

As requested, please find the enclosed copy of the Aboriginal Peoples Family Accords audited financial statements for the previous fiscal year (2007/08).

If you have any questions or concerns regarding the audited statements please feel free to contact our office at 250-768-8475 or email eherbert@apfabc.org, thank you.

Yours truly,

[Signature]

on behalf of

Elaine Herbert,
Chief Executive Officer

cc: Lesley du Toit, Deputy Minister  
Debra Foxcroft, Assistant Deputy Minister  
Debbie Abbott, APFA Chair
Aboriginal Peoples Family Accord
Statement of Financial Position

March 31

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<th>2008</th>
<th>2007 (Unaudited)</th>
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<td>Due from Okanagan Nation Alliance</td>
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<td><strong>$910,803</strong></td>
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<td><strong>Liabilities</strong></td>
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<td>(5,121)</td>
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<td></td>
<td>(2,891)</td>
<td>94,884</td>
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<td><strong>Total Equitiy</strong></td>
<td><strong>$573,739</strong></td>
<td><strong>$910,803</strong></td>
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Approved on behalf of the Board:

[Signatures]
Director

The accompanying notes, summary of significant accounting policies and schedules are an integral part of these financial statements.

APFA Annual Report 2007/08
Aboriginal Peoples Family Accord  
Statement of Operations and Deficit

For the year ended March 31

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<thead>
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<th>Budget (Unaudited)</th>
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<th>2007 (Unaudited)</th>
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<td>2,467,162</td>
<td>2,309,202</td>
<td>1,497,951</td>
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| **Expenditures**       |                    |           |                  |
| Administration charges | 85,000             | 193,000   | 187,500          |
| Governance             | 117,248            | 126,264   | 123,413          |
| Education and training | 472,980            | 174,373   | 35,021           |
| Meetings               | 85,530             | 106,444   | 37,772           |
| Office and sundry      | 99,067             | 111,297   | 118,806          |
| Professional and consulting fees | 168,800      | 191,321   | 122,424          |
| Property and equipment acquired | 60,000       | 91,295    | 109,070          |
| Rent                   | 92,334             | 60,149    | 14,052           |
| Telephone              | 22,080             | 56,538    | 25,726           |
| Travel                 | 106,025            | 238,127   | 121,119          |
| Wages and benefits     | 1,158,098          | 1,112,642 | 603,048          |
| **Total Expenditures** | 2,467,162          | 2,461,450 | 1,497,951        |

| **Excess (deficiency) of revenues over expenditures** | - | (152,248) | - |

| **Deficit, beginning of year** | (5,121) | (5,121) | (5,121) |
| **Deficit, end of year**       | $(5,121) | $(157,369) | $(5,121) |

The accompanying notes, summary of significant accounting policies and schedules are an integral part of these financial statements.
Prior to April 29, 2008 the APFA board of directors and political committee were working on the assumption the organization was moving towards becoming an Interim Authority and eventually evolving into an Interior Regional Authority. The documents displayed here supported this move.

Since the move towards Interim Authority was placed on hold, following the Leadership Council opposing the Aboriginal Authorities Legislation on April 29, the APFA worked on generating participation in the second Indigenous Child at the Centre Forum in July. This was attended by chiefs across B.C.