



**COWICHAN
VALLEY
YOUTH
SERVICES**

AGM 2024



**SERVING COWICHAN VALLEY
YOUTH AND FAMILIES SINCE 1973**

AGENDA



Date: June 25th, 2024

3:00 PM

Cowichan Valley Youth Services

294 Coronation Street

- Adoption of AGM minutes from 2023
- Report on Financial Statements, MNP
- Financial Review Appointment for 2024 - 2025
- Report from Chair, Chris Schultz
- Report from the Executive Director
- Staff Reports
- Election – Board of Directors 2024 – 2025
- Adjournment

AGM MINUTES 2023

 COWICHAN VALLEY YOUTH SERVICES		ANNUAL GENERAL MEETING June 20, 2023	
In Attendance: Marianne, Sinthu, Sierra, Kaitlynn, Wendy, Elaine, Kerri, Ryan, Jazz, Deidra, Alex, Cortney BOARD: Grant, Rob, Chris, Pam, Brian, Elise MNP: Cara		Regrets: Richard	
ITEM	DISCUSSION	ACTION	
1. Call to order	Welcome Introductions	Called to order 3:03 pm by Chris	
2. Minutes of AGM June 29, 2022		Chris moves adoption of minutes from June 2022 and Grant seconds. Carried	
3. Annual Reports	Cara Light, MNP reviews the financial statements for the year 2022-2023	Chris moves to accept the financial report as presented. Grant seconds. Carried.	
Chris Schultz, Chair, presented from AGM report. Despite an increased need in our community and more complex issues and trauma, our incredibly resilient team continues to go above and beyond. We as a board are proud to be part of a group of such dedicated people who are making a difference in the lives of people here in our community. Ryan DeBuysscher-Nailor, Executive Director, presents from AGM report. This has been the most challenging year of my professional career, but also the most rewarding. Have had many people come to me recently to say how much we have touched their lives and that is what makes the work so meaningful. To recognize everyone's hard work, we will be increasing wages by \$2/hr starting August 1st. You all deserve it. You work hard, have stuck around, and put in the hours. We value you! Wendy Montgomery, Counselling Team Lead, presents from the AGM report. Groups started up again last year after Covid. Alex and Marianne joined last spring. We held 2 very successful sessions of summer group, Cass did some of our Pride programming last summer and held Pride Fest. Kaitlynn joined us in the fall, we ran art group, pride group, and Ryan and Cortney started D&D group. The waitlist has grown substantially following a relatively low wait last summer. Currently in the 50's. Deidra holds the waitlist but the counselling staff will do some waitlist check ins. Needs have been increasing. Numbers are the same but the needs are higher. We are at the hospital almost every week or making protection reports. Parents are overwhelmed and don't know how to cope. Crisis has definitely increased. Elaine, YEMP report We did get an extension on this contract for another 18 youth. We are really happy about that and takes us until March 31, 2024. YEMP 14 starts July 4th. The program is getting better and better. We listen to the youth, do assessments and run with the feedback. Youth would like to learn about income tax and why they need to fill out forms. We will be having a CPA come in regularly to offer a workshop.			

AGM MINUTES 2023

Staff & Board Comments

Staff report on Summer group, D&D. Sinthu reports on community liaison role, meeting with other agencies in the community, building relationships and youth action day.

4. Financial Review Appointment 2023-2024		Chris moves that MNP be engaged for the financial review of 2023-2024. Pam seconds. Carried
5. Election – Board of Directors 2023-2024	All current members (Rob, Chris, Elise, Pam, Richard, Brian) allow names to stand for 2023-2024. Grant steps down from Board and will reach out to Travis Berthium as a possible replacement. Encourages all to keep the momentum up following our Purica gala. Have an event or a fundraiser every year to keep our name out there.	All stand acclaimed except Grant.
6. Adjournment		Chris moves to adjourn, Pam seconds. Carried

REPORT FROM THE BOARD CHAIR

It was another busy year and CVYS has continued to focus on its mandate to provide counselling and various outreach services for youth and their families in the Cowichan Valley. Despite an increased need in our community and more complex issues and trauma, our incredibly resilient team continues to go above and beyond. We as a board are proud to be part of a group of such dedicated people who are making a difference in the lives of people here in our community.

We celebrated our 50th anniversary and had the opportunity to celebrate with current and former staff and hear stories from the founder of the society. It was a lovely evening. We continue to receive support from Trans Care BC and donations by key community sponsors such as Island Ford, Home Depot and the United Way, among many others. A delay in YEMP funding has put the program on hold, but given the success of the program, we are confident that funding will return soon.

Executive Director Ryan De Buysscher-Nailor had an opportunity to further his career and we are grateful for his dedication and leadership as we transitioned to our new home. We wish him the best and know that he will continue to be an avid supporter in our community. In the interim, Pam Richmond graciously stepped down from the board to assist in the office until our new leader was appointed. We are glad that she is willing to join the board again. We also welcome a new board member, Lindsey-Lea Mercer and are looking forward to her contributions to CVYS.

We are excited to welcome our new Executive Director, Zoe Lauckner. She has worked in the non profit sector of the valley for many years and has excellent fundraising skills. We are looking forward to continuing to build relationships and increasing grants and donations from government and private sources under her leadership. This will help us manage our wait list and continue to meet our mandate to provide free counselling and outreach to the people who need it most. Thanks to Richard, Pam and Brian for their support during the search for our new ED.

To our incredible staff, the Board is grateful for your continued dedication and hard work. You continue to inspire us in our volunteer roles to support all that you do. Thank you!

Chris Schultz
CVYS Board Chair



EXECUTIVE DIRECTOR'S REPORT

It has been another busy year for all of us here at Cowichan Valley Youth Services (CVYS) – a year marked with growth, change, and transitions. Part of our work is to help young people and their families better cope with the changing tides of life – skills we have had the opportunity to practice as an organization and a staff team over the past year.

Our Executive Director, Ryan De Buysscher-Nailor resigned at the end of the year to further explore his Clinical Counselling work in the community. We wish him the best with this exciting next stage in his life – from a new job to his first child and everything in between. We are thrilled to have welcomed our new Executive Director, Zoe Lauckner, to the CVYS team this Spring and look forward to seeing where she takes the organization.

Over the past year, CVYS' Youth and Family Counsellors continued to provide compassionate, person-centered and non-judgmental emotional and practical support to youth and their chosen families. As the youth mental health crisis continues throughout the province, we are witnessing increasing demand for services alongside heightened severity of challenges faced by young people and their families. In the past year, CVYS provided more than 12,000 counselling hours to community members, with more than 5,000 of those hours made possible thanks to local community support.

We raise our hands in gratitude to our counsellors and community partners for their dedication to prioritizing youth mental health and family connectedness in our region – it truly takes a village. Importantly, we also acknowledge the strength, courage, and immense capability of the young people and caregivers we are privileged to support and wish to thank them for trusting us to walk alongside them in their journeys.

We continue to settle into our new(ish) home on Coronation Street and are thoroughly enjoying and appreciating the neighbourhood, stability of having our own space, and the welcoming and inclusive environment our team continues to maintain. There are, however, not-so-glamorous aspects of home ownership, such as a major plumbing issue which saw the rapid rise of portable toilets in our parking lot. Thankfully, the prompt and professional work of FMB Plumbing & Heating helped to solve this issue, and the kind understanding of our neighbour to the south who allowed us to dig up his side of the yard.

In March, we finished up the latest Youth Employment Mentorship Program (YEMP) cohort, equipping more local young people with job readiness skills and hands-on experience. At the time of writing, we have not received confirmation of the next stage of funding for this program but remain optimistic for the future.

We are deeply grateful to be able to do this important work on the traditional and unceded territories of the Quw'utsun Peoples, and to offer such fulsome support to so many wonderful young people across the region. Thank you, to each and every one of you who are part of this work.

Pam Richmond
Interim Executive Director

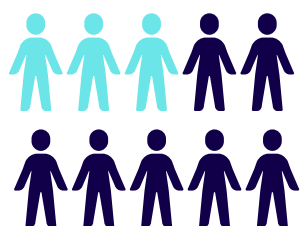


IN THE PAST YEAR, CVYS HAS SERVED

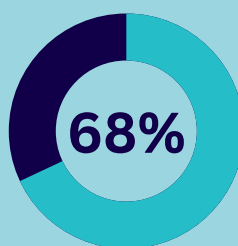
890
INDIVIDUALS

Approximately
**3 OUT OF
EVERY 10**

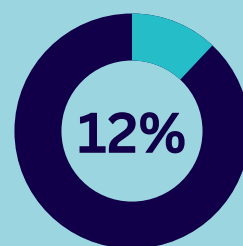
Individuals served
were first-time clients



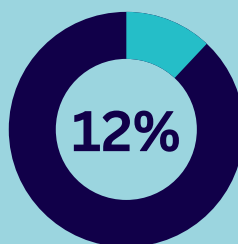
REFERRAL SOURCES



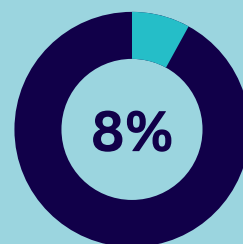
Self, Friends, Family



Ministry



School



Other agencies

MOST COMMON PRESENTING NEEDS

mental
health/
wellness

anxiety

family
conflict

parent-teen
connection
issues

trauma

relationship
challenges

YOUTH AND FAMILY COUNSELLING

Over the last fiscal year, our CVYS counselling team said a temporary goodbye to Outreach Counsellor, Kaitlynn, for her maternity leave, and welcomed April, a skilled addition!

Everyone has demonstrated unwavering dedication and optimism in their work within the Cowichan community. Driven by a commitment to improve the lives of youth and their relationships with family and peers, the counsellors—Alex, April, Deidra, Cortney L., Courtney J., Kaitylenn, Marianne, and Sinthu—have shown remarkable ability and kindness. They have adapted their skills to meet escalating mental health needs and bridge service gaps, connecting with youth in various settings and creating safe, non-judgmental spaces for them to share their deepest feelings and even disclose traumatic memories. I am incredibly proud of our counselling team and all that they take on with such grace and enthusiasm.

Our team's dedication, passion, and diverse approaches have profoundly impacted our clients, promoting long-term mental wellness and family preservation. We support families in navigating challenges such as mental health issues, family conflicts, blended family dynamics, crises management, suicidality, hospital admissions, emotional regulation, social and school stressors, and financial barriers. When clients struggle to find their voice, our counsellors provide support and advocacy, modelling confidence and effective communication skills.



Counsellors provide tailored individual, group, and family sessions, meeting clients where they are at and offering a safe, welcoming, and empathetic environment. Family work allows counsellors to assist youth and caregivers in healing from past ruptures and finding a way forward with heart-centred, respectful communication techniques. Our counsellors have been instrumental in increasing the happiness and functioning of families and the self-esteem and empowerment of youth, which they find immensely rewarding and fulfilling.

OUTREACH

Outreach remains an integral and crucial component for local families to access services, substantially alleviating the burden of transportation and potential time away from work, enabling them to utilize our no-cost services and opportunities. Families have expressed their gratitude for this support. The fact that most referrals come from youth and their families underscores our strong and respected presence in the community.



GROUPS

CVYS counsellors offered various youth groups throughout the year, such as Art Group, Outdoors and Hiking, Dungeons and Dragons, and Summer Days. These groups focus on building skills, enhancing coping strategies, learning self-awareness, resilience, and emotional regulation all while building self-esteem and important social connections. Many lasting friendships were formed, and building a peer support network is crucial for youth navigating the complex social landscape at their stage of development. Through these impactful groups, our counsellors addressed the growing needs of youth while fostering a sense of community.

PARENT AND CAREGIVER SUPPORT

Parent/caregiver support services continued throughout the year with individual counselling and parent coaching sessions, parent courses, workshops, support groups, and the newly established Friday morning drop-in coffee club. A key component of parent education involved training caregivers to better support their youth's evolving emotional needs. Caregivers learned active listening and communication skills, conflict resolution techniques, and were educated on adolescent brain development and the complexities of raising teenagers.

INTAKE

Our Intake Coordinator worked diligently throughout the year, conducting sessions and ensuring everyone on our waitlist felt connected and supported. She provided ongoing check-ins via calls, texts, or crisis sessions when needed and facilitated access to our groups and activities. By staying informed about relevant local and online resources, she ensured appropriate referrals for youth and their family members seeking services.

Intake collaborated closely with schools, MCFD, hospitals, health units, and other service providers to identify and support vulnerable and struggling youth, offering tailored interventions at school, home, CVYS office, within community, or over the phone. She assessed the urgency of each case to provide timely support, which sometimes involved an outreach counsellor meeting families in crisis to conduct safety planning or visiting new clients in the hospital.

COMMUNITY WELL BEING AND ENGAGEMENT

Through their comprehensive and compassionate approach, our counsellors play a crucial role in enhancing community well-being, ensuring individuals and families receive necessary resources and support to thrive. CVYS has significantly contributed to the local community's mental wellness by managing immediate crises, bridging youth relationships with schools and local service providers, and fostering familial stability.

Our agency is actively engaged in community-based initiatives aimed at advocating for increased resources for the mental wellness of youth and families and fostering a supportive environment for collaborative positive change. In February, members of our staff participated in a United Way meeting to address the needs and gaps within the community. Interestingly, among the attendees was Zoe from the Take a Hike Program, who a few months later would assume the role of our esteemed and fearless leader!



Wendy Montgomery
Counselling Team Lead



INTAKE REPORT

Intake has been active in a variety of different offerings to youth and families in our Cowichan Valley community. We continue to offer in person Intake services through our CVYS office, with additional methods including an Intake Clinic bi-monthly at Cowichan Valley Open Learning Co-op (CVOLC) school in Duncan BC.

In our efforts to meet youth presenting with barriers to either coming into our CVYS office, or wanting to have privacy from their parents or a guardian around receiving counselling services, Intake Coordinator, Deidra, and Team Lead, Wendy, have been building relationships with our counselling counterparts at School District #79. SD#79 counsellors have allowed for the time and space during a student's school day to have an over the phone intake with CVYS.

In order to meet the increasing barriers that families face with the cost of gas or work outside our CVYS hours, intake can also be offered over the phone. CVYS can assist in ensuring that they are able to have their individual needs assessed in a timely manner. We continue to strive in meeting youth where they are at to build trust with our clients.

We continue to encourage parent and guardian participation when appropriate, and quite often with youth's consent we are able to plant seeds toward repairing communication between youth and their parents/guardians.

Intake is looking forward to building further connections in community, offering information about group activities as well as further resources for both the youth and families we are privileged to serve.

**Deidra Cline - Intake Counsellor
& Youth and Family Counsellor**



OUTREACH REPORT

Outreach is an important feature of our counselling program. Counsellors are able to connect with youth at school, home, hospital, or anywhere within the community they prefer. Due to the large geographic scope of the Cowichan region and significant financial strain that many local families face, transportation is often a barrier. Outreach gives CVYS counsellors the ability to break this barrier, meeting youth where they're at and providing the wellness supports they need. Youth share that they really enjoy their outreach appointments, especially those who prefer a less clinical setting.



Some of our favorite locations to visit are Quamichan Lake and Mill Bay Marina where we enjoy the view and wild life. Youth say being outdoors helps brighten their mood and that they wouldn't normally have the opportunity to visit those areas. Outreach services also provides anonymity for youth, which promotes their comfort levels, often allowing them to open up more easily about difficult topics

COMMUNITY REPORT

Engaging and collaborating with the community is such an integral part of the work that we do here at CVYS. Throughout the year, we spend time intentionally connecting with community service providers, government representatives, business owners, and other stakeholders to help build awareness of our services and the emerging needs of community members.

During the 2023-24 year, we were honoured to have Lucy Thomas from Hiiye'yu Lelum – House of Friendship join with our staff to share her childhood stories about growing up in the Quw'wutsun region and her attendance at Residential School. Staff were grateful for her sharing and she also expressed feeling honoured to come and would love to attend again.

Island Health's Discovery Youth & Family Substance Use team came for a meet and greet with our team to discuss how we best work together to support local youth. We were also visited by City of Duncan Mayor Michelle Staples and Council members, who came to meet the team and see our offices. They shared their amazement for all we do here for youth and families throughout the region.

Counsellors attended and participated in a number of community events to promote youth and family mental health and to raise awareness of the many supports CVYS provides. CVYS was honoured to welcome Ron Jorgenson, an esteemed Clinical Supervisor from Cowichan Family Life, for a valuable learning session on family systems and child/adolescent development. As an exceptional facilitator, he highlighted the remarkable talents within our team and underscored the importance of holding space and building authentic relationships with youth.

We are so grateful to be a part of the Cowichan community and look forward to many more years of engagement, collaboration, and growth together!

GROUPS

PARENTING GROUP SUPPORTS

CVYS offered four educational **Parenting Workshops** in October 2023, on the following topics:

- Gaming/Devices/Internet Safety
- Self Harm/Disordered Eating
- Communication Techniques
- Supporting Youth with Anxiety/Depression/Suicidality/OCD

These workshops included a psycho-educational presentation followed by open discussions and facilitated sharing. Parents/caregivers found these workshops highly relevant and useful for their parenting approaches.

In November, a **five-session parenting course** was offered, addressing specific challenges faced by parents and caregivers. These challenges motivated participants to attend the workshops to build tools and gain resources for themselves and to better assist their youth. The course included psycho-social teachings, open sharing, as well as a discussion on the Hero/Heroine's Journey. Feedback was highly favourable and appreciative, with some participants connecting personally to how they could facilitate changes in their parenting skills.

The **Parent Coffee Club** was facilitated for parents and caregivers as a Friday morning offering. After doing a survey at registration, and establishing topics relevant to the group participants, we designed and carried out workshops within the Coffee Club. Topics included: self-isolation, suicidal ideation, self-harm, and obsessive compulsive disorder. These sessions were less structured to facilitate peer support. Participants shared current challenges in a nonjudgmental, confidential and supportive setting.

After the workshops within Coffee Club, a few parents/guardians requested **1-1 and family sessions** to further discuss their family situations relevant to the material presented. The group, consisting of multi-generational caregivers, explored how generational trauma can impact families. The consensus was that many useful tips and information were gained to implement in their current parenting practices. Participants felt validated by the deep sharing and insights of other parents and guardians. Connections were made in group across different cultural, socio-economic and generational backgrounds, leading to increased wellness and enthusiasm for sharing new strategies within their families.



GROUPS CONTINUED

OUTDOORS GROUP

Outdoors Group ran for two rounds consisting of 6 hikes each in 2023, once in the spring and once in the fall. This group allowed youth on the waitlist to become connected with counsellors and build relationships with other youth.

The spring group had fewer participants than the fall group, which averaged around 8 participants. We hiked at various locations such as the Cowichan Bay Estuary, Stoney Hill, and the Kinsol Trestle. We also took some time to have picnics/snack breaks and Geocache along the way.

Participants shared that they developed new friendships and said they wanted to join in on the next series of hiking groups.



PRIDE PROGRAM

Thanks to the generous support of Trans Care BC, this year we were able to celebrate Pride year round!

In the summer, we had a Pride Picnic at Centennial Park with lots of games and tie dye. Shout out to Miche with the Cowichan Green Community who provided us with delicious pizza.

We also did a Pride PJ Party with Canadian Mental Health Association (CMHA), where we gave away pajamas and played games.

We continue to be a sizing site for chest binders and to provide free materials for clients who request them, thanks to the support of Qmunity.



GROUPS CONTINUED

DUNGEON AND DRAGONS

We have been running a D&D group a few times a year for the past 2 years. It is well attended and gives youth a chance to either try something new or hone in their skills.

D&D creates a place for youth to lose themselves in an imaginary world full of adventures. They get to create a character and be whoever or whatever they wish to be. It is a place for our clients to make new connections. On several occasions, youth have traded contact info to stay in touch after group have completed.



SUMMER ACTIVITY DAYS

Summer Activity Days was created to promote connection for youth over the school break.

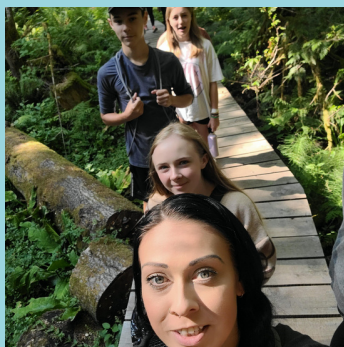
We did a number of activities including art in the park and lake days, where the youth made sandcastles, paddle boarded and made friends.

ART GROUP

Art Group provides youth with a safe space to express themselves through the use of artistic mediums such as painting, sculpting, and beading, among many others. This particular group is held several times throughout the year to meet the high volume of interest.

Additionally, supporting conversation and connection as participants share their creative ideas, inspiration, and experience with one another. This past year CVYS had the privilege of partnering with Cowichan Valley Arts Council, providing youth with an immersive experience in which the group was held in the gallery space, and guided by known artists in the community.





YOUTH EMPLOYMENT MENTORSHIP PROGRAM

As we await a funding decision on the next Service Canada contract for the Youth Employment Mentorship Program (YEMP), we reflect on the amazing program that ran from July 2020 – March 2024. This contract began in the midst of the Coronavirus pandemic. Provincial Government guidelines required a speedy transition to an online learning environment for one or more intakes. Challenges during this period included lower engagement from youth, but staff adapted quickly to these changes and continued to provide excellent support to the youth.

YEMP has a good reputation of helping in the community and we have an ongoing waitlist at all times. The program offered a good balance of life and employment skill teachings using a variety of methods and brought in multiple guests from the community allowing the group some autonomy in order to build trusting relationships. Each participant is encouraged to complete a survey at the end of week 6 and staff carefully consider their feedback and implement changes or improvements accordingly.

Valuable service provider partnerships were forged and many employers have heard of our programming through networking and attending community events. Overall, this project has further enhanced our agency's role as the youth services provider in the community. The project aligns with our mission and values by helping youth realize their value and capability and that they are an integral part of this community.

We have been fortunate to work with many community partners that have offered in-kind services to youth in a variety of capacities. These services have benefited the program in many ways, from enhancing workshop offerings, teaching valuable life skills, and developing the youth's confidence to navigate the world of employment and beyond.

CVYS has been successfully delivering a Skills Link Employment Program, Youth Employment Mentorship Program (YEMP) from 2005 to 2024. After becoming a Skills Link Program, almost 400 youth have attended and benefited from the YEMP Program offered at CVYS. In approx. 18 years of running the Youth Employment and Skills Strategy program (previously known as Youth Skills Link), completion rates of past projects vary from 85-100%. In our recently completed contract, 97% of participants completed the employment skills training and 88% successfully acquired employment or returned to school.

As we patiently await a decision regarding funding for our next contract, we are confident this program will continue. We are mindful of the impact this program has had on the lives of our young people in community and look forward to welcoming our program staff back and the next group of participants when we are able to hit the ground running...hopefully soon!

On behalf of The YEMP Team

YEMP 2023-2024 STATISTICS

SINCE THE START
OF THE CONTRACT,
YEMP HAS SERVED

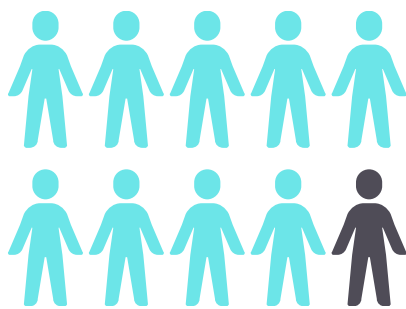
97
YOUTH

51% identify as female

43% identify as male

6% identify as non-binary

53 Individuals identify
as Indigenous



Approximately

9 out of
every 10

Youth have successfully
completed the program*

*Successful completion is defined by having found employment or returned to school

64%

of youth identify as
having a disability*

*including a mental health
diagnosis

26%

of individuals
reported unstable
housing conditions



30%

of individuals live
in remote areas

Less than

2 OUT OF
EVERY 10



Youth had their Driver's Licence

youth who have
not completed
secondary school

38%

youth who have
not completed
middle school

4%



YEMP TESTIMONIALS

“

When I was accepted into the Y.E.M.P. program I felt a sense of belonging and relief.

”

“

I now feel worthy of employment. I feel less afraid of “failing” and more excited to learn from my mistakes.

”

“

YEMP shifted my mindset and has had a truly wonderful impact on my life.

”

“

Without a doubt our town needs this service. I hope to meet many people in the years to come that can say “I got my job through YEMP!

”

“

My self esteem was greatly impacted, with the group allowing me to show my worth and to see it for myself as well. My future prospects are much better than they were and would have been without YEMP.

”

THANK YOU

We are so grateful to each donor who helped youth and families in Cowichan to thrive through CVYS!

Your support changes lives.

A.R. Thompson Group
BC Association of Clinical Counsellors
K. Boggs
Burnt Honey
CanadaHelps
Catalyst Paper Crofton
Recreation Association
City of Duncan
Cowichan Green Community
Cowichan Secondary Capstone
Bake Sale
Cowichan United Way
Cowichan Women's Health Collective
Andrew Cudlip
Duncan Lions Club
Judi Dyelle
K. Freeman
Kahuna Burger
Kahah Bookkeeping & Business Services

Nancy Kernachan
Kroffat Brake & Wheel
Bruce Leaman
Jeanne Maree
MNP
Nicola Wealth
Oodyoos Ltd.
Patricia Seymour
Peninsula Co-op
Provincial Employees
Community Services Fund
Queen Margaret's School
Sam Ratnasami
J. Richmond
IT - G. Rosenberger
M. Thiel
J. Thiel
Michelle Tinling
100 Women Who Care

THANK YOU TO OUR FUNDERS:



We acknowledge the financial support of the Province of British Columbia.

OUR 2023-24 TEAM



Ryan De Buysscher-Nailor,
BA PSY, MA(in progress)
Executive Director



Kerri Anderson
Office Manager/Bookkeeper



Jazz McKenzie
Admin & Program Support



Wendy Montgomery,
BA PSY, MA
Counselling Team Lead
Youth & Family Counsellor



Alex Rugens,
MA, MSc
Youth & Family Counsellor



April Shain,
BA CYC
Youth & Family Counsellor



Courtney Johnson,
BA Psy
Youth & Family Counsellor



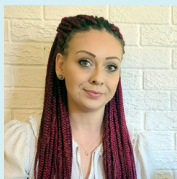
Cortney LeSage,
BA Psy
Youth & Family Counsellor



Deidra Cline,
Intake Counsellor
Youth & Family Counsellor



Kaitlyn Fawkes,
BA CYC
Youth & Family Outreach
Counsellor



Marianne Boldt,
BA CYC
Youth & Family Outreach
Counsellor



Sinthu Ratnasami,
BSW
Youth & Family Counsellor



Elaine Webb
YEMP Program Manager



Sierra De Buysscher-Nailor,
BA, Hons.
YEMP Group Facilitator



Leslie Watt,
MA, BA
YEMP Group Facilitator

BOARD OF DIRECTORS

Chris Schultz, *Chair*
Pam Richmond, *Vice Chair*
Brian Badesso, *Treasurer*
Richard Neil, *Past Treasurer*
Elise Ketch, *Director*
Rob Purgavie, *Director*



COWICHAN VALLEY YOUTH SERVICES



**Providing confidential, low-barrier preventative support to
youth and their families since 1973.**



Cowichan Valley Youth Services
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W: www.cvyouth.ca

Charitable Registration No: 118870989 RR 0001