



NATIVE COURTWORKER
AND COUNSELLING ASSOCIATION OF BRITISH COLUMBIA



"Helping Hand to Justice"



2010 | A YEAR TO REMEMBER

N C C A B C
A N N U A L
R E P O R T



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OUR HISTORY

Native Courtworker programs have been in existence in Canada in some form for over thirty years. In the late 1960's, the Department of Indian Affairs, Health and Welfare, Employment and Immigration and Secretary of State provided help to fund the Native Courtworker pilot project. In 1973, responsibility for the program at the federal level was assigned to the Department of Justice and was established on an ongoing basis in 1977.

In British Columbia, the Vancouver Indian Friendship Centre, Indian Homemaker's Association, Union of BC Indian Chiefs, BC Association of Non-Status Indians, North American Indian Brotherhood and the John Howard Society, decided then to start a Courtworker program. Under the management of the John Howard Society, a Courtworker pilot project was initiated in 1970. By 1972 the project expanded to become the Native Courtworker Association. In 1973, it had added counselling as a service and became the Native Courtworker and Counselling Association of British Columbia. (NCCABC)

The Native Courtworker program is a cost-shared program funded by the Ministry of Solicitor General and the Department of Justice. The NCCABC is a provincial organization with a thirty-eight year history of providing services to aboriginal peoples in conflict with the law. Over fifty staff

is employed, with twenty-eight of these as Courtworkers.

Native Courtworkers cover approximately 70% of the courthouses throughout the province. The other programs consist of a Drug and Alcohol Outpatient Service and Detox Support Services in Vancouver. This program is funded by Vancouver Coastal Health Authority. Our Aboriginal Family and Youth advocates are funded by The Law Foundation of British Columbia and the Ministry of Children and Families; as well, our administrative personnel and senior management staff.

Governance

The NCCABC Board of Directors are community-elected in thirteen regions throughout the province, serving four year terms and function primarily as a "policy board".

The NCCABC Board of Directors operates with three committees; an executive committee, which is responsible for ensuring Board directives are carried out; the finance committee oversees the financial reports of the association and provides recommendations; and the governance committee that is responsible for reviewing the functions and governance issues of the association. The Executive Director is responsible for the operations of the association and its activities.



President's Report

This past year the NCCABC has continued to review its mandate, structure, objectives and work plans.

All organizations must do so to prevent complacency, stagnation and irrelevancy. We have continued to meet and review our mission statement and seek ways to better serve the aboriginal people of B.C.

We will continue to hold planning sessions and plan for the future. Our sessions in Kelowna and Whistler this past year are just two examples of that. In addition, we have created a governance committee on our board of directors and instructed that committee to review our functions and governance and, if necessary, make recommendations for change. The creation of this committee has been long overdue and we thank our Board members who sit on the committee and do the important work.

We were pleased to meet with a group of indigenous leaders from Guatemala at our Powell Street office in Vancouver this past year. We were able to share with them experiences and knowledge on programming and services. The Guatemalan leaders were here at the invitation of the Law Courts Education Society of B.C. (since renamed). The meeting was another illustration of how important it is to work with other organizations in the justice services area.

This past year the NCCABC joined other justice-related programs in celebrating the first anniversary of community court in Vancouver.

We maintain a full time worker in the Community Court which is located in East Vancouver. The worker in Community Court is an integral and indispensable part of the Community Court team. When he is absent due to illness or holidays there is often an uproar over his absence. We take that as an illustration of his good work.

In 2007 the NCCABC received a three year grant from the Law Foundation of B.C. to employ a limited number of Youth and Family Advocates. Those advocates are located in Surrey, Victoria, Nanaimo and Williams Lake.

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HUGH BRAKER | President





VALUE STATEMENT

The Native Courtworker and Counselling Association of British Columbia provides culturally appropriate services to aboriginal people and communities consistent with their needs. Our service is accomplished through access to counselling and referral services to clients with substance abuse and detox support issues; advocacy service for aboriginal family and youth; and to facilitate and enhance access to justice by assisting clients involved in the criminal justice system.

President's Report | continued

As B.C. moves to make substantial changes to the family law in B.C. in 2011, those advocates will become more important. A recent review of the program by the Law Foundation has illustrated the need for family advocates and the importance of the program. We have called on the Federal Government to fund a permanent family advocate program throughout B.C.

This past year the NCCABC has continued to enjoy the support of the aboriginal people of B.C. and the major aboriginal organizations in B.C. We thank all those aboriginal people and organizations in B.C. who have worked with us and we look forward to continuing the important work of improving the lives of aboriginal people. We wish to particularly thank the First Nations Summit for their continued support and their prompt replies to our requests.

Many issues consumed our time in the past year. We have applauded the decision by B.C. to appoint a Commission of Inquiry into the Pickton matter. We will watch this inquiry to ensure that a fair and proper review of police, government and prosecutorial decisions is made. The NCCABC met with B.C.'s First Nation political representatives this past year to discuss justice issues. The meeting was chaired by Chief Doug Kelly and we call on the organizations to continue this important work. I had the opportunity to chair an aboriginal people and justice conference this past year and to listen to university academics update us on the social statistics and trends for aboriginal people in B.C. These appalling statistics reaffirmed my belief in the need for organizations like the NCCABC and for services like those provided by the NCCABC.

On a more personal note, this past June Robert Watts retired after many years of work with the Province of B.C. Rob was the senior civil servant responsible for, among many other things, the Native Courtworker program. While we

did not always agree with Rob 100% over the years, he always dealt with us fairly, with integrity and with understanding. Rob is committed to improving the life of aboriginal people in B.C. We thank him for his many years of good work and wish him a happy retirement and all the best for the future.

In closing I want to once again thank our staff for their tireless efforts and excellent work. I have always thought that while many people talk about improving the lives of aboriginal people or the need for services for aboriginal people, it is our staff that actually go out and do it. They continue to be an important part of their communities and deserve our appreciation and admiration. I also want to again thank the members of our board of directors who volunteer their time to oversee the organization. None receive pay for sitting on the board.

Thank you all for your continued support of the NCCABC this past year and we look forward to another year of serving the aboriginal people of B.C.

Hugh Braker | President





MESSAGE FROM THE EXECUTIVE DIRECTOR



Message from the Executive Director

The year 2009 has brought rewarding challenges and new developments. This past year, we have worked very hard on projects that were financially supported by the Aboriginal Courtwork Program, Department of Justice. The Team Leader project selected four Native Courtworkers throughout the Province of British Columbia to create regional support systems with area courtworkers and communities to improve courtworker services within their jurisdiction. Our sincere thanks to Frances Stanley, Pamela Scolah, Trisha Pantell and Lyle Dixon for the hard work they provided.

For a second time, our Association was invited to provide a Development Camp 2, National Training event in Vancouver. Courtworkers from across Canada participated in a five-day event to achieve skills in seven categories that were identified as priorities by the participants; namely:

- Public Speaking
- Training and Education
- Partnerships and Community Involvement
- Advocacy
- Mental Health and Addiction issues
- Communication and Accountability
- Employment and Career Opportunities

It was a pleasure to once again host a National event that brings together participants from other Courtworker programs across Canada.

I continue to participate as a Tripartite Working Group member through the Department of Justice. Over the past year, we have discussed Training, National Data Requirement and Administration of Justice Offenses Research.

Five Year Strategic Plan

This year also brought the creation of a Portfolio Team. Each NCCABC Manager is responsible for ensuring that the 5 Year Strategic Plan goals and tactics remain on track. The Profile Team member also ensures Best Practices processes are achieved in order to understand progress and effectively address the key Portfolio risks and issues.

This Portfolio Team review all proposed new tactics, programs and projects and make appropriate recommendations to the appropriate committee and/or NCCABC Board of Directors.

Northern Interior/North Coast Regions

Due to the long absence of a Regional Manager in the North, the Board of Directors supported a term Area Coordinator position to meet with all the Northern

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2010 was a milestone in the history of British Columbia as we hosted the Winter Olympic and Paralympic games. We shared in the excitement of watching so many athletes and people from all over the world arrive in Vancouver.





MESSAGE FROM THE EXECUTIVE DIRECTOR

Executive Director's Message | continued

Native Courtworkers and review the service delivery of each worker, and to provide support services to workers in the North with recommendations and direction. Thanks to Pamela Scolah for taking on this much needed position.

The Association's staff and board members volunteer their time to attend numerous community events throughout the year. In June 2009, our staff attended the "Relay for Life Walk," in North Vancouver. Special thanks are extended to our Executive Assistant, Carol-Ann Nickel and Manager, Jackson Dionne for all their hard work to raise money and organize this successful event once again.

Our employees provide a number of community events throughout the year in support of health and support of their clients. Annual picnics, elder support program and children ages 6-12 through funds provided by United Way of the Lower Mainland makes these events possible. Our sincere thanks is extended to United Way for their many years of support to our Association.

In closing, February 2010 was a milestone in the history of British Columbia as we hosted the Winter Olympic and Paralympic games. We shared in the excitement of watching so many athletes and people from all over the world arrive in Vancouver. It was very moving to see so many aboriginal

people participating in the success of the Olympics.

Once again, I would like to thank all the staff, board of directors and volunteers for their commitment to support the work of the Native Courtworker and Counselling Association of British Columbia and to acknowledge everyone who worked and volunteered their time that keeps our association strong.

Darlene Shackelly | Executive Director

This year also brought the creation of a Portfolio Team. Each NCCABC Manager is responsible for ensuring that the 5 Year Strategic Plan goals and tactics remain on track.





REGIONAL REPORTS



Northern Interior, North Coast and Lower Mainland

We had another remarkable year of events and meetings, drawing up tactical future plans for the Association. Our success thrives for the ongoing working relationship we have with other agencies that work collaboratively with our Native Courtworkers, Alcohol & Drug Outpatient program, Detox Support and Elder & Child Support programs.



The “Honouring Our Clients” barbeque this year was a great success due to the hard working, high-spirited staff and volunteers from the Alcohol & Drug, Detox staff and coordinated by our Manager, Jackson Dionne. We extend our sincere thanks to Starbucks and the local Toronto Dominion Bank, who donated the “Honoring Our Clients BBQ” It is because of their donation and support to the local community that makes a difference. We had a lot of volunteers this year who were dedicated in supporting those in need.

The Aboriginal Elder/Senior Children program has made a landmark in the Lower Mainland as an essential service to both Elders and children in supporting traditional and cultural activities, ensuring our history is not forgotten, as well as a vital link to NCCABC.

The practicum placements over the past ten years have grown. We are proud to be a part of enhancing the lives of students from New Start, CDI, to the Nicola Valley Technical Institute School of Social Work for students and the Native Education Centre. Each year we receive practicum students from their Family Community Counselling and the Criminology programs. This year we had twelve students volunteering four months of the year and assisting with the “Honouring Our Clients BBQ”. They did an outstanding job!

We take pride in the positive comments about our services and the way each staff member is recog-

nized by their community members for going out of their way in their service provision.

We thank you, as we know a program is only as good as the supporting programs and referrals from the community and individual who seek to improve their life style.

The Native Courtworker Team Leader project was a success within the Northern areas. The training put together by the Team Leader was informative and brought the Northern Courtworkers together to learn grow and share their experiences and new procedures within their areas. The Courtworker Team Leader in the Lower Mainland was successful at having a FASD conference for everyone to attend and acquire knowledge about FASD and share their experiences. There were a large number of requests, from the legal fields to attend the conference and we are anticipating having another small FASD gathering in the future.

Our Management Team meet monthly and it’s only a day in length with agenda items that never seem to end, always wishing for more time and never wanting to table any item for the next meeting. We continue to implement long term goals with limited funding, so planning is an ongoing event and fundraising is the next task, so any ideas would be considerable. We extend much gratitude to all the managers, staff, support staff, practicum placements and volunteers for our success.

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Northern Interior, North Coast and Lower Mainland | continued

We would like to thank the United Way of the Lower Mainland, Law Foundation of British Columbia, Ministry of Children and Family and the Province of BC for believing in our programs and supporting our service through the funding your departments provide.

It seems like we are always planning and implementing change through training. We continue to plan on how we can improve our service delivery and it appears to be coming together for our programs, so a sincere thanks to each individual staff member. Your input allows change and advancement.

The Downtown Eastside area of Vancouver is always moving and the clients change. To keep up with the ever growing population, we are always seeking new and prominent techniques to assist to meet the needs of our clients and our community along with other community agencies that refer a client to our office for assistance. We thank all those who support the Detox and Alcohol and Drug teams, especially the after hour's programs. We send out our appreciation to all the recovery homes and Treatment Centres; as without your service we would be facing fatalities throughout the province.

Come and join us at our community potluck luncheons at our office. We would like to share and hear about what is new

with you, your program and/or services.

Finally, we thank the United Way of the Lower Mainland, Law Foundation of British Columbia, Ministry of Children and Family and the Province of BC for believing in our programs and supporting our service through the funding your departments provide.

Thank you to our Board of Directors for all your volunteer efforts and support you provide to our staff and volunteers. We are ready for what is around the corner and we thank our forefathers, who may not have dreamed the NCCABC is continuing their dream over a 37 year time frame.

It is our hope and dream to plan for another 40 years.

Thank you all the best in your future from all the Native Courtworker's, Detox Support Workers, Alcohol and Drug Team, Family Advocates and Elders of the lower mainland.

Arthur Paul | Regional Manager

South Coast and Southern Interior

Last year (2009/2010) adds itself to NCCA's remarkable history of outcomes with our work in the Criminal Justice System of British Columbia. These are a few of the amazing things we did this past fiscal year.

Many goals and objectives set out by our Working Group and Management Team were completed by year's end. These initiatives made our reporting responsibilities' more concise and our administration work more accountable. This allows us to be more professional in our communities and built up on the rapport we have always enjoyed with our community resources.

NCCA's Management Team prepared presentations to the Public Commission on the Legal Aid Cutback Hearings at many cities in our province. Our Nanaimo office arranged the "True Colors workshop" for a youth group at one of our local Bands in Nanaimo and Head Office had another successful "Relay for Life" turnout at North Vancouver. Our organization provided a Development Camp Three, Department of Justice training for aboriginal courtworkers across Canada. In addition the association proved a second year of success and the value needed of the



NCCA continues to serve aboriginal people in BC and our society will be pivotal in the practical knowledge we have of our justice system and how it can work for Aboriginal Peoples in BC.

Native Youth and Family Advocate Program within our Province.

However, all the accomplishments and consideration our association receives is due to the many hours put in by our Courtworker staff, practicum students, our Regional Offices, Head Office and the Board of Directors. Our Courtworkers have played and will continue to play a significant role in our success. In return, we strive to provide our employees with a safe working environment and the opportunity for advancement through training, award programs and more.

Each of our worker's commits a talent and effort from their work experiences that show they care.



South Coast and Southern Interior | continued

The Board of Directors can be pleased with the loyalty and service our staff make to their clients and colleagues. NCCA's maximum achievements come from the help, efforts and smiles staff give to those people needing to understand their quandary and the choices they can make. This also allows management to identify essential staff members whose experiences and talents provide directly and indirectly other staff the support they need to help perform their roles as Courtworkers.

After a suggestion made by the President of our board the Nanaimo office looked locally for an Image Consultant. What we found out was that the displays we use and how we set up our booth's needed a lot of work. We understand better how NCCA needs to present ourselves at AGM's, career fairs and community gatherings.

Whatever your definition of success is... we all want to achieve it. Knowing what to wear, and how to act can mean the difference between success and failure in everything you do. We want the confidence of knowing that we look and act our very best.

Another shining achievement we have is the many students that apply to our offices in the province to complete a practicum with our staff. Our front line work is recognized as vital and enhancing in the growing educational needs of our students. Our offices enjoy the work and the help we get from these learners.

NCCA Board and Management are grateful for the efforts staff has made over this year towards Community Justice Committee's and Restorative Justice Panels within their communities.

This next year our staff will continue to lend that helping hand in court. Management will continue to meet the changing needs of our staff. NCCA will continue to serve aboriginal



people in BC and our society will be pivotal in the practical knowledge we have of our justice system and how it can work for Aboriginal Peoples in BC.

Being part of the community means a lot to our staff.

Gord Edwards

Regional Manager

2009/10 THE YEAR IN NUMBERS

Clients Assisted

Description		Adult	Youth
Client Gender	MALE	5859	376
	FEMALE	2000	151

Charges

Category	Adult	Youth
Homicide (1&2 degree murder, manslaughter, infanticide)	23	2
Attempted Murder	16	1
Robbery (firearms, other offensive weapon)	122	22
Sexual Assault (aggravated sexual assault, with weapon, other)	125	4
Sexual Abuse (other sexual offenses)	113	7
Major Assault (assault with weapon level 2, 3, bodily harm)	607	42
Simple Assault - Level 1	1858	64
Kidnapping and forcible confinement	19	1
Abduction (person <14, <16 contravening custody order, no order)	0	0
Arson	21	0
Weapons and Explosives (prohibited, restricted)	182	12
Break and Enter (business, residences, other)	252	21
Fraud and Related (cheque, credit card, counterfeiting, other)	139	1
Theft < or > \$5,000 (bicycles > \$1,000, from Motor vehicles)	1120	67
Possession of Stolen property (have stolen goods)	215	16
Property Damage / Mischief	314	50
Morals (gambling & betting house, gaming)	2	0
Morals Sexual (procuring, prostitution, indecent acts)	27	1
Public Order offenses (disturb peace, obstruct, trespass at night)	359	14
Admin of Justice - Breach, etc	2675	276
Other Criminal Code Offenses, eg. Impaired Driving	1204	32
Trafficking or Importing Drugs	283	0
Possession of Drugs	218	4
Other Federal Statutes	140	0
Provincial Offenses Excluding / Traffic (Liquor, Securities)	98	1
Provincial Statute Offenses Traffic	184	1
Criminal Code Offenses	550	12
Reserve Local ByLaw	11	0



"The last year has been another stepping stone of growth for the association. This report looks at progress to the Training Portfolio and our vision for the future."



PROVINCIAL TRAINER / MANAGER'S REPORT

Provincial Trainer / Manager's Report

The last year has been another stepping stone of growth for the association. This report looks at progress to the Training Portfolio, and vision for the future. The managers are broken into groups that accommodate the strengths of each person while accounting to the area they serve.

Development Camp

The last two years have seen the advancement of training funded by the Department of Justice (DOJ) and provided by the NCCABC to Courtworker staff across Canada. March of 2009 saw the first instalment called Development Camp. A survey was created and sent out to the target audience. The results of that survey gave focus to what training need to be developed. Once the agenda was complete, the DOJ flew members of the National Aboriginal Programs to Vancouver for five days of intense training.

The training was such a success that Canada's Courtworker staff requested that the NCCABC host a follow up. We accommodated that request (Development Camp II) in March 2010 and are currently creating the vision for Development Camp III in 2011.

Inter-agency Courtworker Training

October 2010, the DOJ Yukon invited the NCCABC into a contract to help train their frontline staff. This was widely based on the success of the Development Camp series. Frontline staff was trained for two days and a very positive relationship was developed with the Yukon. They were so pleased with the outcome; they offered to extend the invitation to more training in 2011. This also opened a beacon to other jurisdictions in Canada. There was talk of Newfoundland/Labrador wanting to enter into the same type of contract with the NCCABC.

Management

On top of creating for the Training Portfolio, I have been seconded to manage special projects such as Downtown Community Court, Youth and Family Advocates and the newly acquired Aboriginal Resource Worker.



Downtown Community Court

This court process has done good work to make its mark in the downtown eastside of Vancouver. The signature that the NCCABC has placed on this court process is through the hard work of Kevin Hill. Supervision of this project reveals that Kevin is well liked by all the people involved in his process.

Youth and Family Advocates






The Law Foundation of British Columbia opened a contract with four (4) advocates (Surrey, Nanaimo, Williams Lake and Victoria) that help First Nations, Métis and Inuit people who attend Family Court. This contract is scheduled to end in 2011. These advocates are loved by the individuals, family and community that make up the Family Court process. The hope of this project is to see these positions become permanent.





Aboriginal Resource Worker



This new position will work alongside Probation Services. Aboriginal people who are living with a probation order will be spending time with this worker. This worker will help in finding accountability in the person charged with tasks handed down by the Probation Order. Probation Services are responsible for conducting workshops on mitigating factors that cause criminal behaviour. The Aboriginal Resource Worker will co-facilitate these workshops to accommodate the First Nations, Métis and Inuit communities. Supervision in this new process will begin in late 2010.

Darryl Shackelly | Provincial Training Manager



REGION 1	TITLE	NAME	TELEPHONE	FAX	EMAIL
	Board of Director Regional Manager Native Courtworker	Margaret Belcourt Pam Scorah	1-877-811-1190x320	250-564-1134	pscorah@nccabc.com
	Fort St. John	Ben Cardinal	1-877-811-1190x376	250-785-5519	bcardinal@nccabc.com
	Dawson Creek	Vacant	1-877-811-1190x375	250-782-7329	pscorah@nccabc.com
REGION 2					
	Board of Director Regional Manager Native Courtworker	Francis Stanley Pam Scorah	1-877-811-1190x320	250-564-1134	pscorah@nccabc.com
	Prince Rupert	Val Mowatt	1-877-811-1190x374	250-624-3897	vmowatt@nccabc.com
	Smithers	Louise Wilson	1-877-811-1190x373	250-877-5097	lwilson@nccabc.com
	Terrace	Frances Stanley	1-877-811-1190x372	250-635-8105	fstanley@nccabc.com
	Youth & Family Advocate Terrace	Brian Grant	1-877-811-1190x371	250-635-8105	bgrant@nccabc.com
REGION 3					
	Board of Director Regional Manager Native Courtworker	Gloria George Pam Scorah	1-877-811-1190x320	250-564-1134	pscorah@nccabc.com
	Prince George	Vacant	1-877-811-1190x324	250-562-1578	pscorah@nccabc.com
	Vanderhoof / P. George	Vacant	1-877-811-1190x325	250-562-1578	pscorah@nccabc.com
	Quesnel / P. George	Tim Summer	1-877-811-1190x322	250-562-1578	tsummer@nccabc.com
	Youth & Family Advocate Prince George	Noxy Commanda	1-877-811-1190x321	250-564-1134	ncommanda@nccabc.com
REGION 4					
	Board of Director Regional Manager Native Courtworker	Norma Jean Stump Gord Edwards	1-877-811-1190x350	250-564-1134	gedwards@nccabc.com
	Williams Lake	Bev Quilt	1-877-811-1190x362	250-398-6819	bev.quilt@nccabc.com
REGION 5					
	Board of Director Regional Manager Native Courtworker	Mary Brown Gord Edwards	1-877-811-1190x350	250-729-7464	gedwards@nccabc.com
	Bella Coola	Denise Johnny	1-877-811-1190x358	250-799-5453	djohnny@nccabc.com
	Bella Bella	Les Taylor	1-877-811-1190x356	250-949-7201	ltaylor@nccabc.com

REGION 6	TITLE	NAME	TELEPHONE	FAX	EMAIL
	Board of Director	Lynn Lidberg			
	Regional Manager	Gord Edwards	1-877-811-1190x350	250-729-7464	gedwards@nccabc.com
	Native Courtworker				
	Port Hardy	Les Taylor	1-877-811-1190x356	250-949-7201	ltaylor@nccabc.com
	Campbell River	Georgia Colclough	1-877-811-1190x357	250-287-2378	gcolclough@nccabc.com
REGION 7					
	Board of Director	Dallas Brock			
	Regional Manager	Gord Edwards	1-877-811-1190x350	250-729-7464	gedwards@nccabc.com
	Native Courtworker				
	Nanaimo	Trish Pantell	1-877-811-1190x351	250-729-7464	tpantell@nccabc.com
Victoria	Shane Johnson	1-877-811-1190x353	250-386-6760	sjohnson@nccabc.com	
Duncan	Mabel Peter	1-877-811-1190x352	250-729-7464	mpeter@nccabc.com	
REGION 8					
	Board of Director	Hugh Braker			
	Regional Manager	Gord Edwards	1-877-811-1190x350	250-729-7464	gedwards@nccabc.com
	Native Courtworker				
	Port Alberni	Boyd Gallic	1-877-811-1190x354	250-724-3110	bgallic@nccabc.com
REGION 9					
	Board of Director	Terry LaLiberte			
	Regional Manager	Arthur Paul	1-877-811-1190x330	1-888-520-6140	apaul@nccabc.com
	Office Manager	Jackson Dionne	1-877-811-1190x331	1-888-520-6140	jdionne@nccabc.com
	Native Courtworkers				
	Vancouver	Lyle Dixon	1-877-811-1190x340	604-660-1101	222main-street@nccabc.com
	Vancouver	Julie Wright	1-877-811-1190x340	604-660-1101	222main-street@nccabc.com
	Vancouver	Vacant	1-877-811-1190x340	604-687-1101	222main-street@nccabc.com
	Robson Street (youth)	Flora Raynes	1-877-811-1190x341	604-660-7455	fraynes@nccabc.com
	Surrey	Nicole Peters	1-877-811-1190x342	604-543-3151	nicpeters@nccabc.com
	North Vancouver	Janet Baker	1-877-811-1190x344	604-929-1027	jbaker@nccabc.com
	Elders Support Program	Jackson Dionne	1-877-811-1190x331	1-888-520-6140	jdionne@nccabc.com
	Alcohol and Drug				
	Counsellors	Tabitha Paul	1-877-811-1190x332	1-888-520-6140	tpaul@nccabc.com
	Vancouver	Earl Quewezance	1-877-811-1190x335	1-888-520-6140	equwezance@nccabc.com
		Norman Mack	1-877-811-1190x334	1-888-520-6140	nmack@nccabc.com
	Karen Longmuir	1-877-811-1190x346	1-888-520-6140	klongmuir@nccabc.com	
Surrey	Tina Duguay	1-877-811-1190x336	604-588-8431	tduguay@nccabc.com	
Detox Support					
Workers	Melissa Vabic	1-877-811-1190x338	1-888-520-6140	mvabic@nccabc.com	
	Rodney Olinek	1-877-811-1190x337	1-888-520-6140	rolinek@nccabc.com	
Downtown					
Community Court	Kevin Hill		604-660-8743	604-660-8705	kevin.1.hill@gov.bc.ca

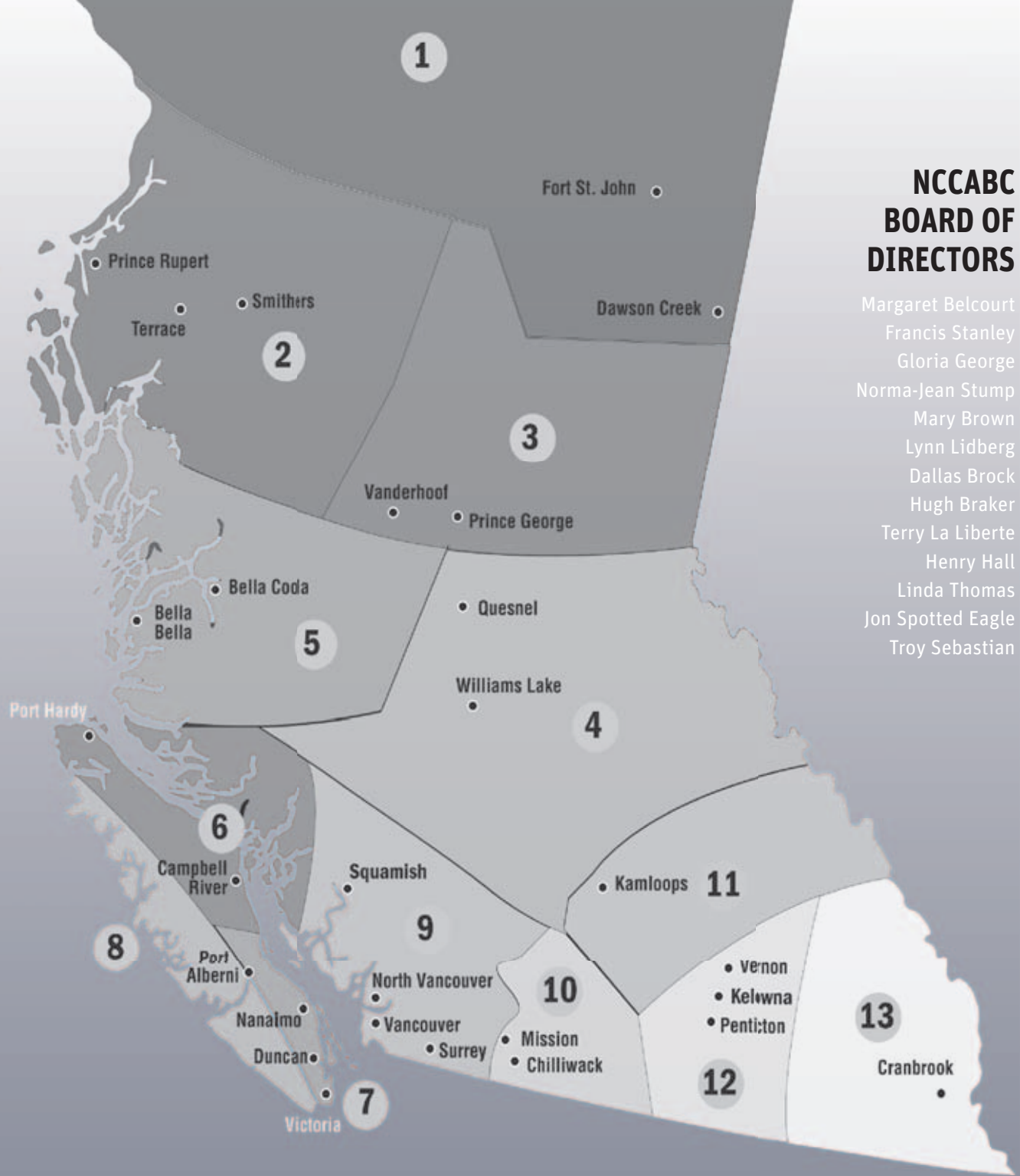
REGION 10	TITLE	NAME	TELEPHONE	FAX	EMAIL
	Board of Director Regional Manager Native Courtworker Chilliwack	Henry Hall	1-877-811-1190x330	1-888-520-6140	apaul@nccabc.com
		Arthur Paul			
		Michelle Lavergne	1-877-811-1190x343	604-792-5539	mlavergne@nccabc.com
REGION 11					
	Board of Director Regional Manager Native Courtworker Kamloops	Linda Thomas	1-877-811-1190x350	1-888-520-6140	gedwards@nccabc.com
		Gord Edwards			
		Thom Swan	1-877-811-1190x361	250-828-7969	tswan@nccabc.com
REGION 12					
	Board of Director Regional Manager Native Courtworker Vernon Penticton	Jon Spotted Eagle			
		Gord Edwards	1-877-811-1190x350	1-888-520-6140	gedwards@nccabc.com
		Margaret Snow	1-877-811-1190x364	250-545-8885	msnow@nccabc.com
		Jack Kruger	1-877-811-1190x363	250-493-5302	jkruger@nccabc.com
REGION 13					
	Board of Director Regional Manager Native Courtworker Cranbrook	Troy Sebastian			
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