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VANCOUVER - VANCOUVER POLICE & NATIVE
LIAISON SOCIETY

OPR
123693

GRANT MANAGEMENT CASEFILES

VICTIM ASSISTANCE PROGRAMS - COMMUNITY BASED

Volume:1 Open:02/20/2003

VICTIM SERVICES DIVISION

CY+2Y 5Y SR

Missing Women Commission of Inquiry

EXHIBIT No: 125

Date: April 3, 2012



Registrar

**CHRONOLOGY OF RECENT EVENTS
VANCOUVER POLICE AND NATIVE LIAISON SOCIETY**

- Sent out initial funding renewal package **January 2003**
- George Brown requested a meeting with VSD **March 27, 2003**
- Response to funding renewal package received **February 2003**
- Information provided in funding renewal package not acceptable, message conveyed to program that board needed to be involved in this process not program solely
- Advised by ED on **April 10, 2003** of an alleged breach of confidentiality which came to her attention in a letter to program dated February 17, 2003, this has resulted in considerable discord between ED and board as to how this matter should be addressed. The letter of complaint had also been forwarded to the Chief, VPD.
- Board members resigning, unsure if sufficient numbers left to constitute a board
- VSD called meeting with Board and VPD on **April 4, 2003** – attending were Edna, Olive, and Bob Rich of VPD
- Following that meeting met with all staff and re-iterated role of board, role of ED
- Agreement that those three constituted Board, needed to restore what had been lost over the issue of breach, board agreed that restorative justice healing circle should occur
- Due to present situation with reference to the existence of Board, VSD determined that to give them time to regroup we would provide three month interim funding, await a new funding renewal submission and re-assess at that time. Interim funding contract signed April 4, 2003 (Edna/Olive)
- In consultation with Board, VSD made arrangements for facilitator, location, etc for circle, dated set **May 2, 2003**
- May 2, 2003 VSD received a call from Bob Rich (VPD) that he along with five other staff were at the circle location but no facilitator was present. VSD confirmed with facilitator that board had cancelled process but failed to advise any staff or VSD
- **May 16, 2003**, VSD received an email from Joy Ward advising that she was our board contact. She advised that a letter was being placed on Morris Bates file with reference to the breach of confidentiality and that VSD would be provided a copy within the next week.
- **May 23, 2003** a second funding renewal package forwarded to Board for completion
- VSD's next contact from Board were copies of letters – one dated **May 27, 2003** terminated the ED; one dated **May 30, 2003** requesting documentation from the terminated ED, two letters dated **June 3, 2003** requested the terminated ED and a victim service worker (who had recently resigned) requesting these two people to contact the society re a secondment opportunity.

**VANCOUVER POLICE AND NATIVE LIAISON SOCIETY
SPECIFIC ISSUES CONCERNING CONTRACT
SERVICE DELIVERY**

- Status of board
- Who is providing service at the program, what position are they holding
- Historical issue regarding breach of confidentiality, where is this matter at – has VPD been formally advised of outcome
- Program delivery concerns arising from copies of letters sent to VSD which indicate that at least four staff are no longer with the program to provide service
- Concerns raised by community and clients via phone messages and letters to VSD re accessibility of services – phone not answered, door locked during business hours
- Funding renewal process

Victim / Witness Support Services
Counselling / Referrals



**Vancouver Police &
Native Liaison Society**

324 Main Street
Vancouver, B.C. V6A 2T2
Tel. (604) 687-8411 Fax (604) 682-2967

2003-05-27

To Freda Ens

The Vancouver Police & Native Liaison Society Board of Directors have been meeting regularly this past month, due to our funder's enquiries into the society.

The Board of Directors have review all of the Society options and reviewed all of the societies documentation and financial records and are still in the process of seeking legal documentation that are missing.

The Board of Directors presently have reviewed the office condition and staff and Board of Directors morale and taken in to consideration of the Societies obligation to our First Nations Community.

The Board of Directors has met with the funder of the Vancouver Police & Native Liaison Society and discusses the funding criteria and responsibilities and obligation of the Vancouver Police & Native Liaison Society Board of Directors .

The Board of Directors of the Vancouver Police & Native Liaison Society on May 27, 2003 made a motion to terminate your services with the Vancouver Police & Native Liaison Society dating back to May 16, 2003.

The Vancouver Police & Native Liaison Society Board of Directors wish to thank you for your service to the community and wish you the best in your future endeavours.

Edna Brass
Edna Brass
President of the Board

The Vancouver Police & Native Liaison Society
Board of Directors

CC
Bob Rich
Susan Dahlin
Elizabeth Murtagh

Robert Davidson's 1979 print "Eagle" depicts an eagle in the outer black segment of the circle and a red frog in the middle circle. The eagle represents protection, the outer self that the world sees. The frog represents the inner self, the heart, the gut reaction. "We must allow the feelings to show, to help the outside". Without the inner frog, the eagle isn't complete. If you take the frog away, the eagle has no mouth.

Vancouver Police & Native Liaison Society



Victim & Witness Support Services
Counselling / Referrals

324 Main Street
Vancouver, B.C. V6A 2T2
Tel. (604) 687-8411 Fax (604) 682-2967

June 3, 2003

Freda Ens
3853 Norfolk St.
Burnaby V5G 1E8

Dear Freda Ens:

RE: **Secondment** with missing women's task force

Please be advise to contact Executive Director of the Vancouver Police & Native Liaison Society at 324 Main Street, Vancouver, B.C. V6A 2T2, phone # 604-687-8411 regarding your secondment with the missing women's task force. Please respond as soon as possible by June 5, 2003. Thank you for your attention.

Sincerely,

Edna Brass
Edna Brass
President of the Board of Directors
Vancouver Police & Native Liaison Society

CC

Bob Rich

Robert Davidson's 1979 print "Eagle" depicts an eagle in the outer black segment of the circle and a red frog in the middle circle. The eagle represents protection, the outer self that the world sees. The frog represents the inner self, the heart, the gut reaction. "We must allow the feelings to show, to help the outside". Without the inner frog, the eagle isn't complete. If you take the frog away, the eagle has no mouth.

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Vancouver Police & Native Liaison Society

May 30, 2003

Dear Freda Ens

Re: Letter requesting documentation

On May 27, 2003 the Board of Directors of the Vancouver Police & Native Liaison Society have been reviewing all the past procedure of the Society

The review of the society include the following

1. Financial records
2. Board of Directors reports and pass Board of Director motions and decision made by the full Board.
3. Specifically motions pasted by the full Board of Directors on a large sum of money paid to you on March 7, 2003
4. Employment contracts
5. Client Files

Presently the Board of Director have review some expenditures that do not have Board of Director approval and there are no documentation for some of the expenditures to be found in the office.

The Board of Directors have also reviewed all contracts of the Vancouver Police & Native Liaison Society to match with past Board of Directors approval and again there is no documentation for wage increases or expenditures that were approved by the Board of Directors.

The Board of Directors is seeking the documentation on those two documents. If you have any of the Societies financial documentation please return no later than June 6, 2003.

The Board of Directors of the Vancouver Police & Native Liaison Society are in agreement that if you should not comply with the above requests for documentation the Board of Directors will be forced to seek legal counsel.

The Board of Directors does take in to consideration of the service you have provided to the society and agrees to meet with you to discuss the above-mentioned information. The Board is willing to meet with you on or before June 6, 2003 to review what you may have or hear your explanation.

The Board of Directors is also willing to listen to any concerns or issues that may enhance the program or service delivery.

Robert Davidson's 1979 print "Eagle" depicts an eagle in the outer black segment of the circle and a red frog in the middle circle. The eagle represents protection, the outer self that the world sees. The frog represents the inner self, the heart, the gut reaction. "We must allow the feelings to show, to help the outside". Without the inner frog, the eagle isn't complete. If you take the frog away, the eagle has no mouth.

06/03/2003 16:51 604-4383144

CASCADE POSTAL

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We the Board of Directors take this time to thank you for the services you have provided our community and wish you well for your future endeavours

Edna Brass

Edna Brass
President of the Board Member

Vancouver Police & Native Liaison Society
Board of Directors

CC
Susan Dahlin
Elizabeth Murtagh
Bob Rich

RATIONALE FOR NOT CONTINUING FUNDING FOR VANCOUVER POLICE AND NATIVE LIAISON SOCIETY

- Status of board and membership presented – mass resignations
 - Met with board president, Olive and Bob Rich (April 4, 2003)
 - Provided interim funding contract for three months
 - Allegation of breach of confidentiality identified as catalyst for present situation
 - Board identified a healing circle as a needed remedy
 - VSD in collaboration with board identified facilitator, timing, etc.
 - Board cancelled with ^{out} advising VSD or VPNL staff
 - Next contact from Board was June 3, 2003 when VSD received copies of three letters from board, one which fired the ED; the second letter asked that she deal with them over an issue; and the third requested that the terminated employee contact them regarding a secondment opportunity – very confusing and conflicting
-

Specific issues:

- Status of board
- Who is providing service at the program, what position are they holding
- Historical issue regarding breach of confidentiality, where is this matter at – has VPD been advised
- Program delivery concerns arising from copies of letters sent to VSD which indicate that at least four staff are no longer with the program to provide service
- Concerns raised by community and clients via phone messages and letters to VSD re accessibility of services – phone not answered, door locked.
- Funding renewal process

**FILE COPY**

May 23, 2003

Edna Brass, President
Vancouver Police and Native Liaison Society
324 Main Street
Vancouver BC V6A 2T2

Dear Edna Brass:

Re: Community-based Victim Service Program Contract

The letter confirms that annual funding for your program will be \$180,000 for serving victims in the policing area of the Vancouver Police Department. We also confirm that you have been provided with an interim contract from April 1, 2003 to June 30, 2003 and a payment of \$45,000 to cover this period.

Please note that the funding renewal process is based on the calendar year April 1, 2003 to March 31, 2004, please ensure that your responses are made with these dates in mind.

As you are aware, Victim Services Division has recently conducted a review of program funding and mandates resulting in a new funding formula and principles for funding victim service programs. As part of this transition process, we are continuing to refine our internal procedures so that program funding remains transparent and equitable among victim service programs throughout B.C.

One of the next steps involved in accomplishing this goal is the development of a *Funding Renewal Package* for funding victim service programs. In addition to submitting a budget proposal, programs must provide basic information about how they deliver services, both of which will form part of your contract as appendices. This process will enhance program accountability for both funded programs and Victim Services Division and ensure that the Division is aware of the factors that affect program delivery in individual communities.

Attached is the *Funding Renewal Package* along with details outlining the new process and a description of how to complete and submit the information requested. I am confident that you will find the renewal process simple and straightforward. A disk has also been included so responses can be completed on the template provided. Point-form responses are acceptable.

Page 2

I am pleased to advise you that the Division's program manager will be happy to assist you through this process as necessary and as always, will be available to answer your day-to-day questions regarding your program(s).

Programs will now be divided into five regions, coinciding with the Crown/Corrections regions used in the Ministry of Attorney General: Region 1 – Vancouver Island, Region 2 – Vancouver, Region 3 - Fraser Valley, Region 4 – Interior and Region 5 - North.

If you have any questions concerning this process please do not hesitate to contact Elizabeth Murtagh, your program manager, at PID .

Thank you for your continued support of victim service programs.

Sincerely,



Susanne E. Dahlin
Director

Cc: Freda Ens, Executive Director, Vancouver Police and Native Liaison
Insp. Bob Rich, Vancouver Police Department

FILE COPY

Ministry Contract No:	Account	RSP	Project
15092139-04T	10410	15092	1501411

**COMMUNITY-BASED VICTIM SERVICE PROGRAMS
FUNDING AGREEMENT**

THIS AGREEMENT made the *4th* day of *APRIL*, 2003

BETWEEN:

**HER MAJESTY THE QUEEN IN RIGHT OF THE PROVINCE OF
BRITISH COLUMBIA represented by the Solicitor General**

(herein called the "Province")

OF THE FIRST PART

AND:

**Vancouver Police & Native Liaison Society
324 Main Street
Vancouver BC V6A 2T2**

(herein called the "Society")

OF THE SECOND PART

RECEIVED
APR 4 2003

VICTIM SERVICES DIVISION
MINISTRY FOR PUBLIC SAFETY
AND SOLICITOR GENERAL

WITNESSETH that the parties hereto agree as follows:

APPOINTMENT

1. The Province retains the Society to provide the services (herein called the "Services") described in Schedule "A" attached hereto.

TERM

2. The Society will provide the Services during the term of this Agreement (herein called the "Term") which Term will, notwithstanding the date of execution and delivery of this Agreement, be conclusively deemed to commence on April 1, 2003 and will end on June 30, 2003.

PAYMENT

3. The Province will pay to the Society the amounts, in the manner and at the times set out in Schedule "B" attached hereto and the Society will accept the same as full payment.



July 8, 2003

Edna Brass, President
Vancouver Police & Native Liaison Society
324 Main Street
Vancouver BC V6A 2T2

Pursuant to paragraph 11 (b) of the Community-based Victim Service Program Funding Agreement dated April 4, 2003 (the "Agreement") the Vancouver Police and Native Liaison Society (the "Society") hereby authorize the disclosure to Freda Ens and Marilynne Johnny, victim service professionals, of all the information acquired by the Society in the course of providing the services set out in the Agreement.

The Victim Services Division and the professionals, Freda Ens and Marilynne Johnny all agree to keep all the information disclosed confidential, in accordance with the policy governing the community-based victim service programs funding agreement.

Susanne Dahlin, Director
Victim Services Division

For the Society (Signature)
Edna Brass, President

Freda Ens

Marilynne Johnny



FILE COPY

January 31, 2003

Freda Ens
 Vancouver Police & Native Liaison Society
 324 Main Street
 Vancouver BC V6A 2T2

Dear Ms. Ens:

Re: Community-based Victim Service Program Contract

This letter confirms that annual funding for your above-named program will be \$180,000 for serving victims in the policing area(s)¹ of Vancouver Police Department.

As you are aware, Victim Services Division has recently conducted a review of program funding and mandates resulting in a new funding formula and principles for funding victim service programs. As part of this transition process, we are continuing to refine our internal procedures so that program funding remains transparent and equitable among victim service programs throughout B.C.

One of the next steps involved in accomplishing this goal is the development of a *Funding Renewal Package* for funding victim service programs. In addition to submitting a budget proposal, programs must provide basic information about how they deliver services, both of which will form part of your contract as appendices. This process will enhance program accountability for both funded programs and Victim Services Division and ensure that the Division is aware of the factors that affect program delivery in individual communities.

Attached is the *Funding Renewal Package* along with details outlining the new process and a description of how to complete and submit the information requested. I am confident that you will find the renewal process simple and straightforward. A disk has also been included so responses can be completed on the template provided. Point-form responses are acceptable.

¹ The policing area is used to outline the geographic service area for *both* police-based and community-based programs as it incorporates municipal and rural populations including unincorporated communities and Aboriginal reserves.

Ministry of Public Safety
 and Solicitor General

Policing and Community Safety Branch
 Victim Services Division

302 - 815 Hornby Street
 Vancouver, BC V6Z 2E6
 Telephone: (604) 680-5199
 Facsimile: (604) 680-5340

Page 2

I am pleased to advise you that the Division's program managers will be happy to assist you through this process as necessary and as always, will be available to answer your day-to-day questions regarding your program(s).

Programs will now be divided into five regions, coinciding with the Crown/Corrections regions used in the Ministry of Attorney General: Region 1 – Vancouver Island, Region 2 – Vancouver, Region 3 - Fraser Valley, Region 4 – Interior and Region 5 - North. We have adopted these regions for consistency and simplicity and a list of communities and the corresponding program manager responsible will be sent to you by fast fax in the near future.

In the interim, please direct all enquiries to our Head Office at (604) 660-5199 (for toll-free calls outside the Lower Mainland contact Enquiry BC at 1-800-663-7867) and our administrative staff will transfer you to the appropriate program manager.

Thank you for your continued support of victim service programs.

Sincerely,



Susanne E. Dahlin
Director

cc: Freda Ens, Vancouver Police & Native Liaison Society