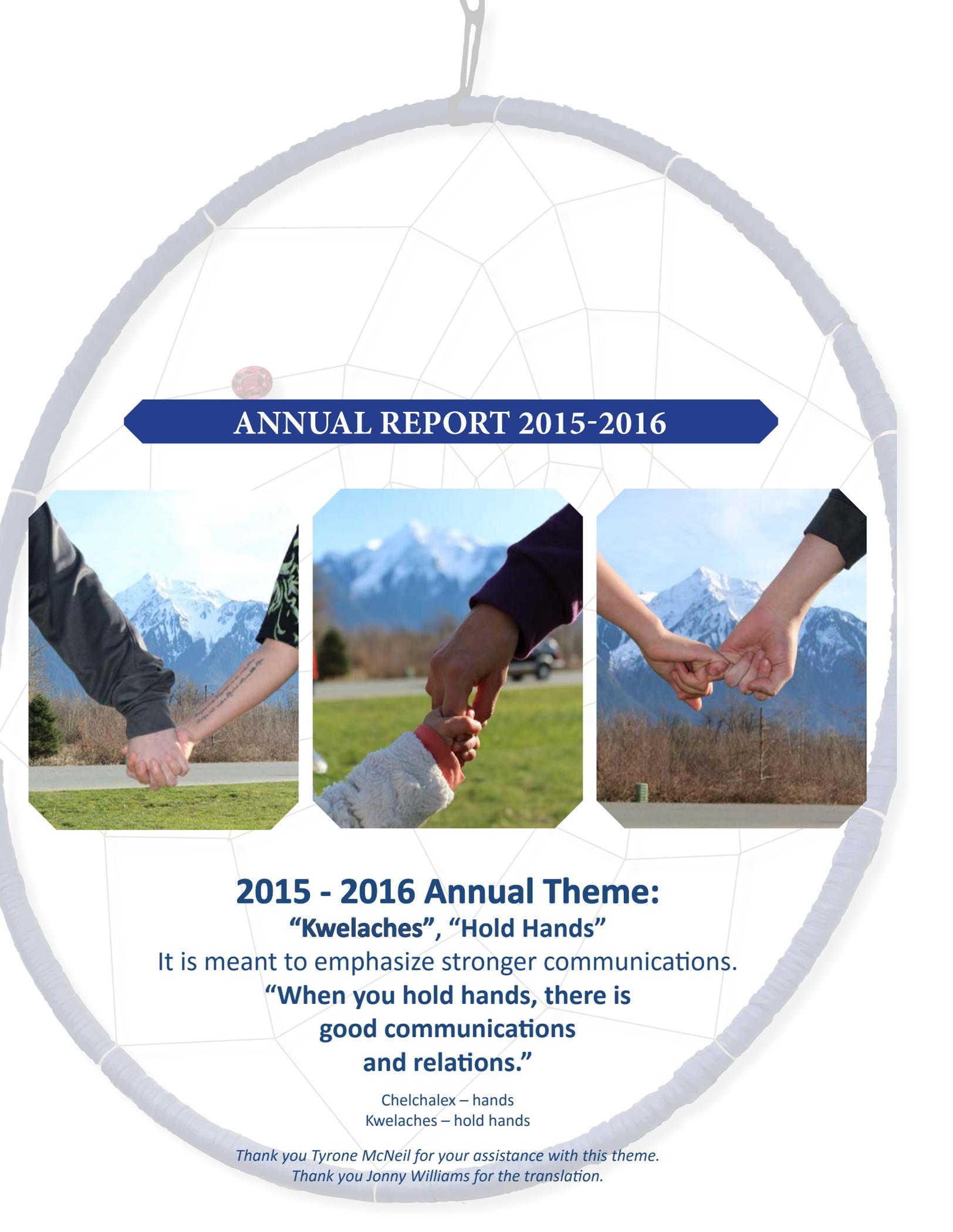




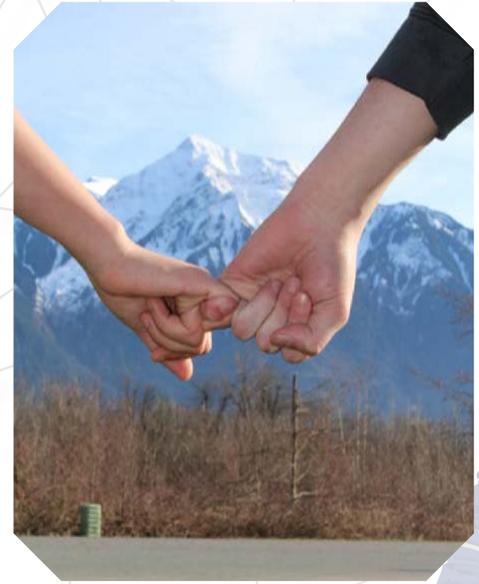
2015  
2016

SEABIRD ISLAND  
ANNUAL REPORT





**ANNUAL REPORT 2015-2016**



**2015 - 2016 Annual Theme:  
“Kwelaches”, “Hold Hands”**

It is meant to emphasize stronger communications.

**“When you hold hands, there is  
good communications  
and relations.”**

Chelchalex – hands  
Kwelaches – hold hands

*Thank you Tyrone McNeil for your assistance with this theme.  
Thank you Jonny Williams for the translation.*

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## SEABIRD ISLAND BAND COUNCIL MISSION STATEMENT

Seabird Island Band exists to promote a healthier, self-sufficient, self-governing, unified and educated community. We believe that a healthy community is one that has achieved physical, emotional, mental, spiritual and cultural balance.

We work towards building a community where communal pride and respect are based on family values and respect for other people's values, views and ideas. We want to co-exist with other communities and governments while exerting our right to be a self-governing nation.

Seabird Island Band promotes full employment, the development of our local economy, and improved housing conditions. We want our community to be a safe and prosperous place for our people. We aim at achieving a good standard of living for all our Band members.

Seabird Island Band will accomplish this mission with the energy of our youth, the wisdom of our elders, the strength of our families, the vision and determination of our political leaders, the guidance of our spiritual and cultural leaders and the contributions of our staff members.



# Elected Council Members

Chief	Portfolio
Clem Seymour	<ul style="list-style-type: none"> <li>• Executive Portfolio Chair,</li> <li>• Youth &amp; Elders Portfolio</li> </ul>

Councillors	Portfolio
Art Andrew	<ul style="list-style-type: none"> <li>• <i>Lands Advisory - Committee Co-Chair</i></li> <li>• Health &amp; Social Development Portfolio                             <ul style="list-style-type: none"> <li>• <i>Health - Committee Co-Chair</i></li> <li>• <i>Recreation &amp; Community Services</i></li> </ul> </li> <li>• Membership</li> </ul>
Carol Hope	<ul style="list-style-type: none"> <li>• <i>Executive - Committee</i></li> <li>• Health &amp; Social Development Portfolio                             <ul style="list-style-type: none"> <li>• <i>Health - Committee Back-up</i></li> <li>• <i>Child and Family</i></li> <li>• <i>Seabird College - Committee Interim Chair</i></li> </ul> </li> </ul>
Arlene (Lolly) Andrew	<ul style="list-style-type: none"> <li>• Administration Portfolio</li> <li>• Education Portfolio Co-Chair</li> <li>• <i>Finance Audit - Committee Back-up</i></li> <li>• <i>Health - Committee Chair</i></li> <li>• <i>Membership Committee</i></li> <li>• <i>Wellness Committee</i></li> </ul>
Jim Harris	<ul style="list-style-type: none"> <li>• Executive</li> <li>• Corporate Affairs Portfolio</li> <li>• <i>Sqéwqel Development Corporation - Vice President</i></li> <li>• <i>Safety &amp; Emergency Services Committee</i></li> <li>• Housing, Capital &amp; Public Works Portfolio</li> <li>• Youth and Elders Portfolio</li> </ul>
Vivian Ferguson	<ul style="list-style-type: none"> <li>• <i>Council Executive Committee Co-Chair</i></li> <li>• Administration Portfolio                             <ul style="list-style-type: none"> <li>• <i>Finance &amp; Audit - Committee Co-Chair</i></li> </ul> </li> <li>• <i>Education Committee - Alternate</i></li> </ul>

Councillors	Portfolio
Jason Campbell	<ul style="list-style-type: none"> <li>• Corporate Affairs Portfolio</li> <li>• <i>Justice - Committee Co-Chair</i></li> <li>• <i>Sqéwqel Development Corporation Board - Back-up</i></li> <li>• <i>Lands - Committee Chair</i></li> <li>• <i>Culture, Language &amp; Heritage (Sq'ep) - Committee Co-Chair</i></li> <li>• <i>Seabird College Committee - Alternate</i></li> <li>• <i>Safety &amp; Emergency Services Committee</i></li> </ul>
Maggie Pettis	<ul style="list-style-type: none"> <li>• <i>Culture, Language &amp; Heritage (Sq'ep) - Committee Chair</i></li> <li>• <i>Health - Committee</i> <ul style="list-style-type: none"> <li>• Health Child &amp; Family Services</li> <li>• Early Childhood Education Program</li> </ul> </li> <li>• <i>Education - Committee Chair</i></li> <li>• <i>Wellness Committee</i></li> </ul>
Alexis Grace	<ul style="list-style-type: none"> <li>• Housing, Capital &amp; Public Works - Chair</li> <li>• <i>Justice - Committee Chair</i></li> <li>• <i>Sqéwqel Development Corporation - Board Co-Chair</i></li> <li>• <i>Safety &amp; Emergency Services Committee</i></li> </ul>
Marcie Peters	<ul style="list-style-type: none"> <li>• Administration Portfolio                             <ul style="list-style-type: none"> <li>• <i>Finance &amp; Audit - Committee Chair</i></li> </ul> </li> <li>• Housing, Capital &amp; Public Works</li> </ul>

## Message from Chief Clem Seymour, Siyemya



It's been an interesting year at Seabird Island. We have seen a lot of changes, new buildings and we have continued to grow.

Our Executive Committee has worked to structure the agendas for our Chief and Council meetings. The Committee reviews all items submitted to the Chief and Council table and then assigns it to the agenda for an upcoming meeting.

Our programs and services have continued to grow, change and expand to meet the needs of our people. Some of those changes have led to Seabird Island having to make policy changes and create new laws. In the coming year, we will work to ensure that these changes are also reflected in our Governance Manual.

Chief and Council have also begun looking at how we can create more balance in the portfolios. Some portfolios, like Health & Social Development, require more time and work so we are trying to make sure that there is an even workload amongst Council. This may mean re-working our portfolios next year.

The Early Childhood Centre of Excellence was completed after months of construction and the Health & Social Development Department held a grand opening ceremony in the early spring. The new facility houses all of our Early Childhood Programs in one building, and makes it easier for parents to access all Early Childhood services in one location.

We also began a Youth Resiliency Program to empower our Youth by bringing them together with our Elders. Empowering our Youth is very important to the future of our people. We need to bring back our teachings

and help our Youth learn who they are. Once our Youth know who they are, they will know where they want to go in life and they will begin that journey in a healthy way.

New houses have been built on Strawberry Island and more are planned next fiscal year to try to meet housing demands within the community.

Sqéwqel Development Corporation has set aside some land for their Business Park and in the next year they will look at moving investors into the Park. They have also begun food cropping with a harvest planned for the summer of 2016. Many of the hazelnut trees that we lost to blight have been replanted and they are working to locate buyers.

Seabird Island has also continued to be active in Community-2-Community Forums with Agassiz, Harrison Hot Springs, Sts'ailes, Cheam and Scowlitz. Meeting every three months helps to create a dialogue and understanding of what we are all working on and give opportunities to find partners for projects that will strengthen all of our communities.

This year, I traveled to Ontario to learn more about the changes the new Liberal government is planning to bring down. Attending these meetings helps give Seabird Island a voice at the table when the federal government discusses how they want to support Bands through increases in funding for operations and education. I don't know what these changes will look like when they finally funnel down to us, but it's important that our voice is at the table so we can help shape the way forward.



We will continue to monitor these changes and meet with both provincial and federal governments to seek support on upcoming projects. Many changes made by the government impact our people the most, and normally impact us first. So we want to be aware of these changes as they are developed and implemented.

There will be a lot of things that Chief and Council will be looking at as we move into the next fiscal year. Lots of things will be changing as we move from the Indian Act to our custom Election Code and we will need to get a better understanding of how this will affect our next Council and our elections and plan how we transition from one to the other.

Seabird and Council will be reviewing Education and Seabird College to get a better understanding of what our community needs now and years from now. We also need to make sure we bring our people along when we make these decisions and that we also have the capacity to make sure our people have the support they need to succeed.

We will also be moving forward with a judicial review, challenging Department of Fisheries and Oceans (DFO) on the number of fish commercial fisheries take because they take too much and are squeezing our fishers out. As a Community, we get involved with quite a few protection efforts, like the species at risk act. As stewards of the land, we must take a closer look at the impacts on fish to gain a better understanding of why the runs are dropping so low.

When I moved back home in 1986, Seabird Island was working with DFO to do a review of Chinook salmon that pass through our waters. During that review, we only had between 13 – 18 Chinook that would come back to our waters and spawn in our waterways. Because of what we learned and the work done after that review, we now have between 600 – 1,000 Chinook coming back. But we still have to do much more. Our waterways are now too warm for sockeye, so they aren't coming into Maria Slough to spawn. We have to look at these kinds of impacts in order to move forward, and the judicial review will assist us starting these types of conversations.



## Art Andrew, Councillor



Hello Everyone,

I have been on Chief and Council now since 2009. I sincerely enjoy working for my community and being part of the different committees that advise Council and the Departments. For this past term, my portfolios have been: Health & Social Development, Aboriginal Rights and Title, and Lands.

Key highlights within Lands has been the partnership with the Sqéwqel Development Corporation, combining the work on the Land Leases and developing business opportunities for the benefit of Seabird Island.

We have been awaiting completion of the Land Use Plan, a document that help us know how we can operate the Land and how development can impact our future. We look forward to having this document and checklist completed so all environmental and traditional uses are protected when creating and implementing our laws, such as the Development and Permit Laws.

A huge accomplishment has been the development, approval and first stage of implementing the Pet Law. While enacting this law this past year, we and the Departments looked for the best ways to carry out the work and we remain open to membership's input.

Rights and Title staff continue to advocate for our fishing rights. They work tirelessly to ensure that we maintain our Aboriginal rights to the river and ability to fish for our families and ceremonies. This has been a huge undertaking and as the portfolio holder, I continue to support the ongoing work and advocate in partnership with our technical staff.

Lands hosted a community clean-up event and we hope the community helps us with this by using the Public Works, Sanitation and Garbage programs. I encourage members to see Public Works for scheduling and how to book bins in an effort to maintain the appearance and safety of our community.

Health & Social Development is a busy department, hosting a number of targeted health programs and ID camps to get our community healthy and expose children and Youth to organized sports. For example, NAIG this year is in Prince George where Seabird has a number of Youth participating. Youth also went to Cuba. Wow! What an opportunity!

Health works as a team to address the health challenges that plague our community and people. As the portfolio holder, I support the things they have accomplished and advocate for the future of our people.

A huge change next year is the Child Tax Benefit and the uncertain impacts to future programming, we expect to work with membership on awareness of these impacts. Within our monthly meetings with the Health & Social Development, we also get to see programs and opportunities for our Members.

Please look at all program calendars that are provided to the community and become involved to maintain good health and connect to the many opportunities available to our community.

Thank you to all the staff for your hard work, it has been a pleasure working with everyone within my portfolios and our leadership.



## Carol Hope, Councillor



It has been an interesting couple of years and our term is almost done again. I really have been grateful to be part of our Council team. There have been many ups and downs, but we have figured it out to the best to our ability with the help of our astounding staff and Directors. We have also reached out to the community for assistance in decision making by way of surveys and such. We respect our communities' wishes and demands and to the best my of knowledge, we have kept with our promises.

My portfolios are Seabird College, Child and Family Services and Health & Social Development.

Seabird College has overcome many trials and tribulations and is now in an outstanding position. My perception of the College is only to become bigger and better over the years. We already have many graduates from many different programs. This wouldn't have happened if it wasn't for the great effort of the College.

We have a wonderful team in Child and Family Services that take excellent care of our children and families at all levels. Our goals are to have no child in the care of outside community services. Our team works on placing children in the homes of their own relatives and the people that know them well.

Our Health & Social Development teams and programs keep growing and servicing several communities helping circumstances in all areas.

I will continue to watch and stand by our Seabird Island teams because they are the ones with the expertise and I am here if anyone needs my guidance. I will do my best to lead and if I don't know the answer, I will find it.



# Lolly Andrew, Councillor



Took part of the Council Swearing in Ceremony on April 23, 2015 for my first term as a Council Member.

## Education Co-chair

- Attended regular education meetings and executive meetings (except when I was in school)
- Participated in the trauma workshop set up by the principal
- Attended policy review meetings
- Attended staff appreciation event
- Attended meeting for community literacy event

## Health & Social Development

- Met with Health & Social Development Director to discuss programs, budgets and updates within the department

## Council Meetings

- Attended regular Council and continuation meetings (missed 3 meetings for school purposes)
- Took part in the strategic planning sessions
- Attended Quarterly Meetings (missed one because of illness)
- Took part in the community comprehensive sessions
- Attended S4 meeting
  - Seabird Chief & Council
  - Seabird Corporate Affairs
  - Sqéwqel Development Corporation
  - Stqó:ya Construction
- Attended various special meetings

## Audit Committee

- Attended audit/budget meetings throughout the year
- Attended budget meetings with Directors

## James (Jim) Harris, Councillor



This past year I have been focusing primarily on my Development Corporation portfolio. The portfolio has become more demanding as Sqéwqel Development Corporation has begun operating the Gas Bar, planning for the Business Park and looking at ways of generating more income.

The Sqéwqel Gas Bar staff has spent some time resolving problems this past year. Since opening, there have been issues with internet and speed of the gas pumps. The Gas Bar has been connected to Seabird Internet's fibre optic line and that has ironed out some issues. They have also installed new filters for the gas storage tanks and gas is now pumping at regular speeds.

The Development Corporation has replanted much of the hazelnut trees which were killed by the blight. The new trees are blight resistant and they are looking at prospective buyers.

Carrot, kale and wheat crops have been planted and the wheat crop has already been sold. Stqó:ya Construction has cleared some land by the proposed Business Park and the Corporation is investigating the possibility of leasing the land to grow a hay crop. To meet increasing farming demands, the Corporation will also look at purchasing a tractor to assist with planting and harvesting crops.

Lease rates have increased this year to generate more income for the Corporation. Right now, they lease lands from Seabird and then sub-lease those lands to companies. But rates didn't change initially when the changeover was made from direct leasing to sub-leasing. We are trying to find a balance between remaining competitive in pricing and generating profits.

The Corporation has also made the decision to end their relationship with the tulip farm this year. The Tulip Festival was highly successful but the high volume of visitors impacted the safety, privacy and daily lives

of Community Members. The negative impacts were reviewed and the Development Corporation chose to end the lease.

The Business Park is currently a work in progress. Next year, a new entrance to the Park may need to be built due to the railway and highway. They are looking at constructing the entrance a bit further up the road, just passed the truck wash.

Corporation CEO, Brian Titus has been working on attracting companies to the Business Park. He's looking at moving in one or two light industrial companies at first but selecting the right type of leaser is very important. They are looking for companies that will respect and protect our lands. They do not want leasers who may pose a risk to our waterways or Band Members' groundwater wells.

Brian is also looking at funding opportunities as well as investors for the Park. They have been discussing an RV park or possibly a gated-community across the tracks near the head of the island. All of these ideas will be investigated based on their feasibility, value and effect on the community.

This year, we partnered with six Bands from the Fraser Valley to host a Business Forum with prospective partners and leasers who may not be aware of leasing reserve lands. A second Forum is planned for October 2016.

While my focus has been on the Corporation, I have continued to have regular meetings with Director Jay Hope regarding my Corporate Affairs portfolio. Public Works & Housing staff turnover has affected the meeting schedule for the Housing, Capital and Public Works portfolio. Once staff are hired in the summer of 2016, meetings should go back to normal.



## Vivian Ferguson, Councillor



My annual report will contain those efforts I have made to be a better Council member. I have a near perfect attendance at the Council meetings. As an Executive Committee member, I participate in the planning of the Council meeting agenda. I take an active role in debate and decision making in all Council meetings. I diligently read all correspondence and required material for these meetings.

I have tried to become more informed on Finance, taking the two day workshop offered by the Aboriginal Finance Officers Association. This has given me more confidence in my role on the Audit Committee.

I have an active role in the amendments to our Governance, drafting of the Procurement Policy and supporting the work to improve educational policies. I have contributed in regular Council meetings, education meetings, audit meetings, meetings on social issues, policy development as well as HR hiring and exit interview.

I will continue to work to be a voice for fairness in employment, educational opportunities for our children, protection of the land and Seabird property, better standards for our community and the safety of our Members.

## Jason Campbell, Councillor



There has been a lot of movement in many of our programs and committees this past fiscal year.

Things have been going well in the Fire and Emergency Services portfolio. Gerald Basten, Director of Fire and Emergency Services, works for both Seabird Island and the District of Kent. This has been great for our Fire Department. Our firefighters have better access to training, equipment and have more opportunities to develop their hands-on skills because we operate within a larger service area and receive more callouts. This partnership also helps Seabird Island ensure that if we have a fire in the community, we have help when we need it most. The Fire Department will continue to actively recruit new members next fiscal year to increase our available firemen and firewomen.

It has been both an exciting time and a bit of a scary time for the Sqéwqel Development Corporation portfolio. Seabird Island has invested a fair amount of capital into the Development Corporation and it is on the verge of doing well for us. Commercial properties, like those that will be available at the Business Park, are becoming rarer in the Fraser Valley and we can offer something unique to prospective investors because of our access to the highway, railway and waterways. The Corporation has located some investors for the Park, but we may not see a lot of them immediately. We are one of the only areas left in the Fraser Valley that can offer the land and amenities that business' need. The Business Park will also be looking to attract small local businesses run by Community Members to ensure that we are supporting our local entrepreneurs and local economy.

Within the Justice portfolio, we have been working towards getting Seabird Island to the point of having its own internal Justice program. This has been a slow and steady process - but it's something I'm hopeful we can get underway before the end of the Council term. We are a large enough community, we should be able to handle many situations in-house through our own law enforcement and monitoring.

In Lands, we have a lot of work to do around laws, traditional land use and allotments. They will be

working to ensure that we move forward and do things in a respectful way that includes a dialogue with Band Members. Lands will also be looking at how we can use laws to protect culturally sensitive areas within our community. As we move forward with enacting laws, we must also look at how we plan to monitor and enforce them in a cost-effective manner.

This year, I was elected as a director representing B.C. on the Lands Advisory Board, which allows me to bring our community's voice to the national table during land governance and resource management discussions. I also represent Seabird Island as a board member on Stó:lō Community Futures which offers business loans and counseling for small Aboriginal businesses and works with the 24 Stó:lō Nation communities.

Next fiscal year we will be focusing on getting the Sqé'p Culture, Language, and Heritage Committee operating again. Many Committee members have been grieving after the loss of Evelyn Peters and it has been difficult to get started again. But the Committee needs to get started again because the work they do is so important to our community and for our culture.

In Communications, we have struggled to maintain up-to-date contact information for our Band Members. This has made a very large impact in our ability to communicate with Band Members during elections. I encourage Band Members to get in touch with Membership whenever they change phone numbers or move addresses to ensure that we can get important information to them.

With regard to fishing, Aboriginal Rights and Title has had and will continue to have dialogues with provincial and federal bodies as well as companies that operate in our local territory to ensure our fishing needs are met. Discussions and negotiations like these take time, and Aboriginal Rights and Title will continue to work on our fishers behalf.



# Siyosemot (Maggie) Pettis, Councillor



## Child and Family Services

Seabird staff and the Ministry of Child & Family Development (MCFD) meet monthly to discuss files and work closely for our children in care. Unfortunately, we do not have the same working relationship with Xyolhemeylh.

This year, I attended monthly Quality Assurance Committee meetings with Carolyne, Chuck, Sarah, Carol and MCFD staff Penny and/or Mark.

I've also attended family court for our families to represent the Band and attended 6 case conferences for 3 families either with the Ministry or Xyolhemeylh.

Our family group home has closed down as of June 2016.

Chief Clem Seymour and I attended the meeting with Ministry staff from Hope-Abbotsford to discuss the issues and concerns and how we can work better with them. We discussed we need a protocol with them as well as Xyolhemeylh. I'm still waiting to hear from them what will take place next and in the future.

Chief Seymour, Chuck, Carolyne and I have met with the Ministry staff Martin and Penny to have open dialogue and discussion around opening a new home or units to help with issues pertaining to families.

## Education

The Education Committee is creating a workplan for all policies. We have also drafted a Parent Handbook that will help parents decide which schools will best meet their children's needs, whether it is a public, independent or private school.

The Education Committee has met and has a draft Local Education Agreement for Private schools.

Another school year has passed and I am disappointed in seeing that some of our children/students have missed many days of school in the public school system. Along with our Principal, Ms. White, we are planning to offer tutoring throughout the summer.

We interviewed 4 people for the Education Director position. Unfortunately, we offered the position to 2 applicants and both declined. We will repost the position.

Next fiscal, on August 31, we are planning a one day event that will give parents some great ideas on how to support their children with literacy, math, getting good rest, healthy eating, head lice and attendance just to name a few. We will also have a bit of entertainment. Please come out and support this wonderful event.

## Early Childhood

As of September, all our Early Childhood Programs will be provided at the new Early Childhood Centre of Excellence building. I believe all our programs have full registration.

## Culture, Language & Heritage Committee

In light of the importance of the Sq'ép, future discussions are pending.

## Council Meetings

Please keep in mind Council meetings are open to membership. Our Council meetings are the 3<sup>rd</sup> Saturday of the month and 4<sup>th</sup> Thursday unless otherwise advertised.

## Alexis Grace, Councillor



Again, we have another opportunity to look back, reflect upon our successes and evaluate where we want to improve. As always, I must express my gratitude for having the opportunity to continue to serve membership of Seabird Island. I truly appreciate and understand the responsibility this entails.

This completes my first term, undertaking the Public Works and Housing portfolio, with the experience of Marcie Peters and her maintenance of the lead position with the portfolio structure. As a result of becoming more involved with membership through Housing, I have a greater belief in our abilities as a community.

Seabird Island is a strong community, comprised of beautiful families. We become subsequently empowered as a Nation with the ability to move forward together as an example to others. Although Housing has experienced several transitions in the past year, Administration staff has maintained the workload and continues to improve customer service, customer satisfaction and quality.

As an alternate portfolio, Sqéwqel Development Corporation has continued to excite. This is where our ability to become independent and generate long term sustainable revenues will come to fruition. As a portfolio holder, I have been active within the encouragement of our business developments, business generated within our traditional territory and reserve lands is our opportunity to flourish and end our dependency upon annual federal funding allocations. I am confident in the abilities of the Development Corporation, to ensure business is moving in a way that's in the best interest of the community and membership.

Safety and Justice continue to be my lead portfolio and number one personal love. I believe the measures, such as the implementation of Griffin Security patrols

and Advanced Security Training for membership, has elevated the level of safety for our community and residents. With respect to Emergency Services, Seabird continues our partnership with the Municipal District. We are fortunate to have some exceptionally amazing first responders serving the community!

With statistical corroboration as evidence of improvements made in these areas, I have the opportunity to advocate on a larger scale for the safety and rights of the community, women of all Nations, and protection of our cultural integrity. Making sure First Nations people, particularly Band Members, are treated with the respect and dignity they deserve when partnering with the RCMP or become victims of violence.

Justice has been absolutely the busiest of all my responsibilities. I have devoted and continue to devote my unconditional availability to any and all justice issues. Justice, safety, human rights, respect, kindness and equitable treatment is in the heart of our people and the basis of keeping this community strong, healthy and safe in a way that's integral to Seabird.

As a member of Council, I get to comment on the past years in which I am involved, but it really is a result of the astounding staff we have here at Seabird. It is remarkable to see the growth, the expansion of membership staff and the exciting things we have accomplished.

Within all the roles I have, I am humbled to move into the end of a Council term as a grateful Councillor, board member, staff, Band Membe, daughter, granddaughter, sister and mother.

## **Marcie Peters, Siyolwelh, Councillor**



It is my pleasure to address our membership again this year. I extend sincere greetings to each of you.

Another year has gone by and again I am very pleased with the advancement of initiatives undertaken by the Seabird Island staff.

As you read through this report, you will be happy with our accomplishments.

The budgets approved by Council allowed us to continue the programs and services in support of our members.

It is our objective to improve housing standards within our community. Our Housing team monitors, maintains and repairs our housing units within our approved budget. We continue to work with tenants who have arrears to help avoid evictions.

Public Works ensures the community is safe, clean and our community buildings are well maintained. Capital improvements within Seabird Island continues to be a priority for the next fiscal year.

We will continue to develop policies and procedures that will ensure consistency, stability and accountability in the way we deliver programs and services.

My wish to everyone is health and prosperity.



# Administration



## Administration

**Lisa Douglas, CAFM**  
**Administration Director**

While some functions in Administration have experienced steady volumes and are even leveling out, Human Resources and Payroll have experienced large increases in volume this year.

Cross-departmental cooperation and communication has increased in many positive ways throughout the organization over the years. We appreciate the effort and input from staff and managers in all departments.

Administration staff have been working very hard to continue improvements in systems in order to serve the

staff and Community Members better. Help Desks and purchase orders are the newest systems and procedure added this year. They have proven to be valuable tools for assisting staff in the various departments.

Streamlining, reporting and compliance have been a big focus. We do our best to assist in a fair and equitable manner. We would like to thank everyone for their support and understanding.

We look forward to serving you in the coming year, and hope to offer further enhancement to services.

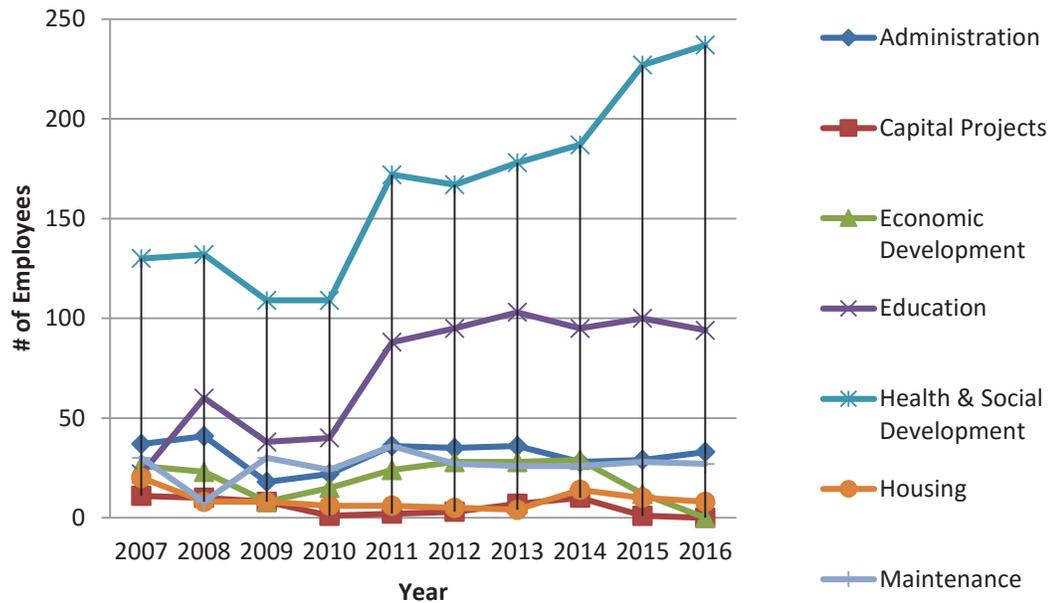
### **Administration:**

- **Human Resources/Payroll**
- **Information Technology**

### **Finance:**

- **Accounts Receivable**
- **Payables/Purchasing**

## Employee Growth Chart



## HUMAN RESOURCES

### WSBC Injury Claims:

Total of 16 claims submitted:

- 7 were accepted time loss claims
- 5 were accepted health care claims only
- 4 were unaccepted claims

**Please remember:** before you start your work day or before you start your work task:

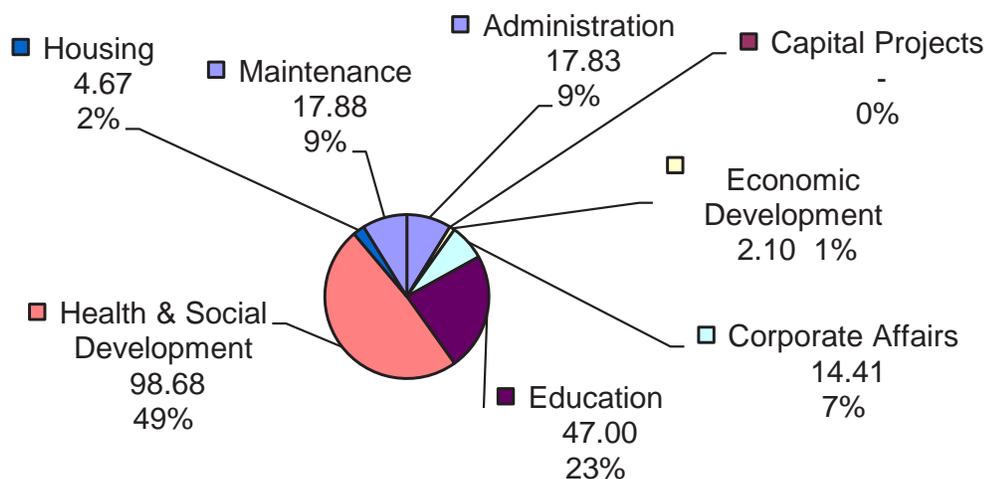
- THINK:** Think about the work you are going to be doing before you do it; then
- PLAN:** Plan out how you will do the work in a safe manner; then
- ACT:** Focus on the work that you are performing.

All injuries for this period were preventable. All staff have a responsibility to carry out their duties in a safe and efficient manner. Preventable injuries lead to unnecessary costs for Seabird Island. We want all staff to go home at the end of their work day - injury free. To do this, we need to work together.

### Recruitment:

- 87 jobs posted
- 63 permanent jobs posted
- 471 applications received for all job postings
- 34 Band Members hired during this period
- 3 Community Members hired during this period

## # Person Years By Department





## INFORMATION TECHNOLOGY

Information Technology (IT) manages the Band's infrastructure and ensures that daily staff needs are met. To accomplish this, IT is split into two teams: Enterprise Technology and Technical Support & Services.

Enterprise Technology oversees the network, large-scale projects, security and new technology. While the Technical Support and Services team assist staff with computer-related problems, set-up of new computers, door locks, printers, and Seabird Wi-Fi.

Although the teams have different focuses, they work together to ensure the overall IT infrastructure and services are responsive and reliable.

Thanks to the Youth Experience Program, Gavin Peters began his work placement with IT this past winter and has proven to be a strong asset. Initially managing printers, he has quickly expanded his duties and responsibilities and now helps the Technical Support and Services team by doing repairs and maintenance as well as cable installations.

### Enterprise Technology

The "Last Mile" initiative was completed this year and brought fibre optic internet access to parts of the community that were missed during the original Seabird Wi-Fi project. The new project also led to many improvements for our customers. Both IT teams worked together to re-configure and improve Seabird Wi-Fi by connecting the nodes already in place to the new fibre line. This led to a much faster, and more reliable connection for our Wi-Fi users in remote areas.

Although the IT teams will continue to maintain the community fibre optic network, a third-party was contracted to provide 24/7 phone support to our fibre customers. Support will still be offered to Wi-Fi customers, but this will be done by our IT team. Our third-party support contract term will last 5-years with the ability to continue the contract if customers and IT are satisfied with the quality of support.

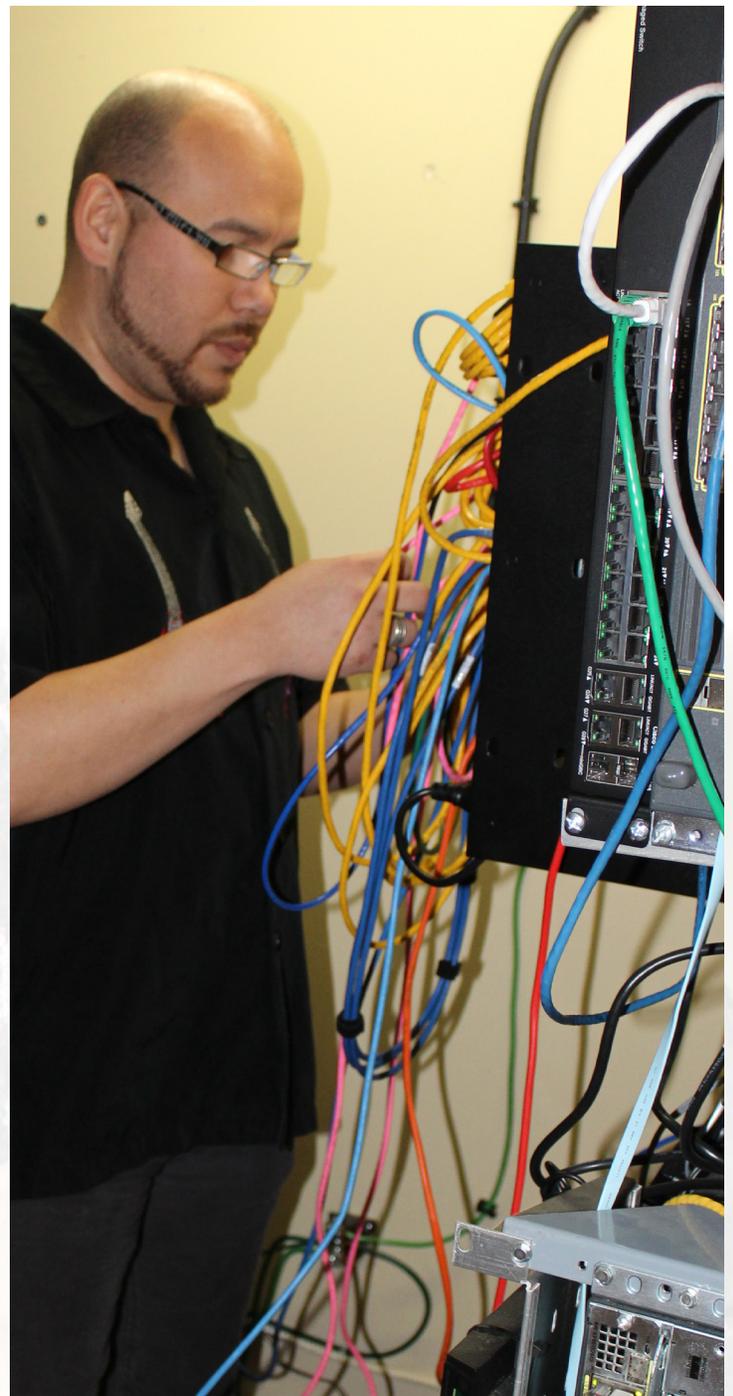
We worked closely with Health & Social Development throughout the construction of the new Early Childhood Centre of Excellence to ensure that the infrastructure was in place to properly support staff and technology in the Centre. The building features a fast 1,000 Mbps network, VOIP phones, the latest desktop computers, and a SmartTV with interactive touch capabilities to introduce children to technology.

A new version of Vadim iCity financial software was successfully launched, moving many of our financial process under one platform. This improves productivity and efficiency with sub-departmental reporting and verifications. Purchasing has been centralized with the new Purchase Order module and processes.

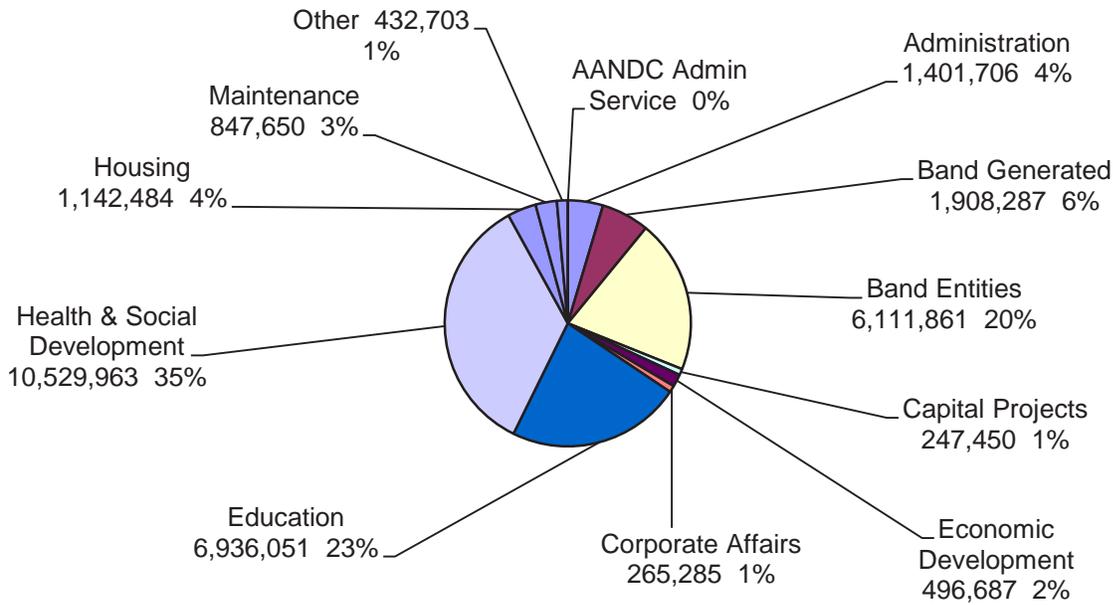
Records has been a large project for Enterprise Technology. We have been tasked with researching the best means to organize, manage and store Seabirds' paper, electronic records and documents. This will ensure that our information can be located and accessed far into the future. There are many solutions available, but there is concern that these are proprietary, which threatens future access should a solution close operations. We will continue to research this project next year.

We assisted Communications with the roll-out of several new websites. Presenting a unified and professional image, the websites pull together everything Seabird has to offer. During this project, we re-established control over the web domains that the Band has acquired over the years. To further enhance our lines of communication, we assisted with research, testing and implementation of TV's (digital signs) around the office and the schools. The TV's allow for more interaction between Seabird and visitors to the office. We are currently researching online options to further enhance communication and hope to have a concept by 2017.

Enterprise Technology will continue to improve our network infrastructure which, due to age, doesn't meet performance standards and is causing network speeds to slow to 10 Mbps. Slower infrastructure speeds cause unnecessary delays for staff. The process of upgrading the network began this year and will continue next year. We hope to increase performance to 1,000 Mbps at each workstation and improve overall security and staff efficiency.



## Revenue by Department

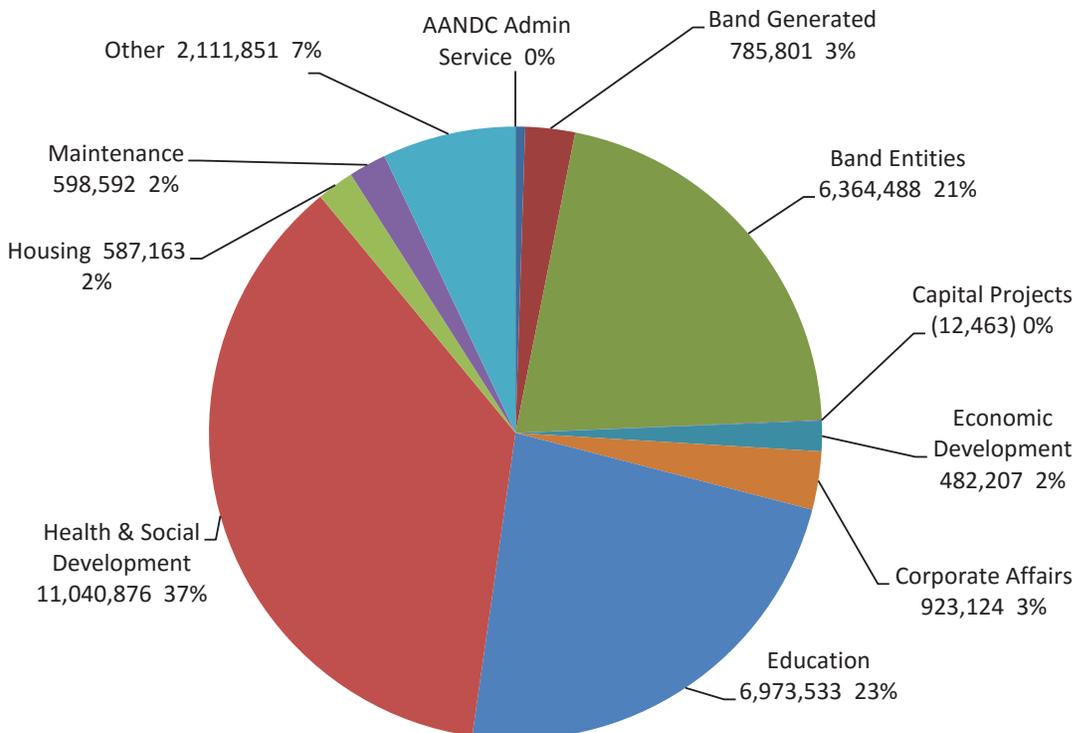


## FINANCE

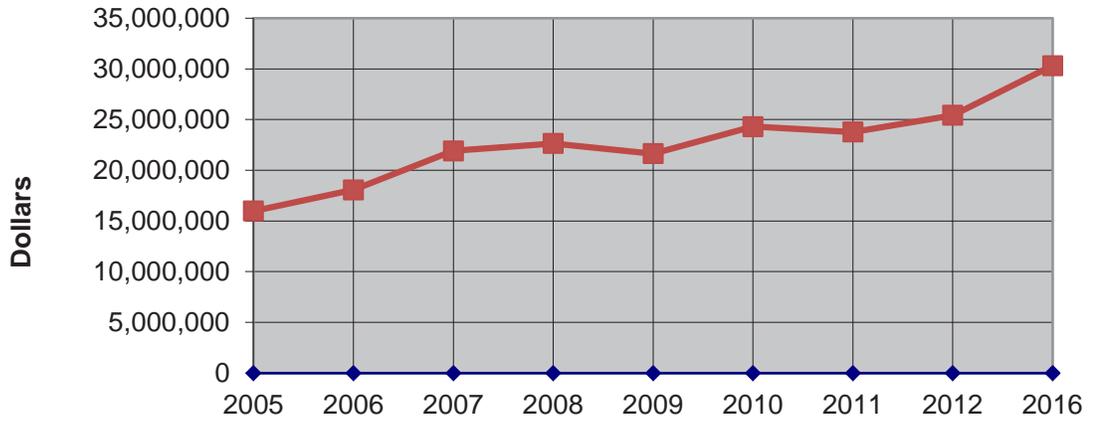
Seabird Island has experienced a steady climb in revenue since 2004. This growth has resulted in financial success for this last fiscal year. Health & Social Development and Education remain the largest sources of revenue for Seabird Island.

There were several new programs, several expanded programs and we continue to grow in personnel and services.

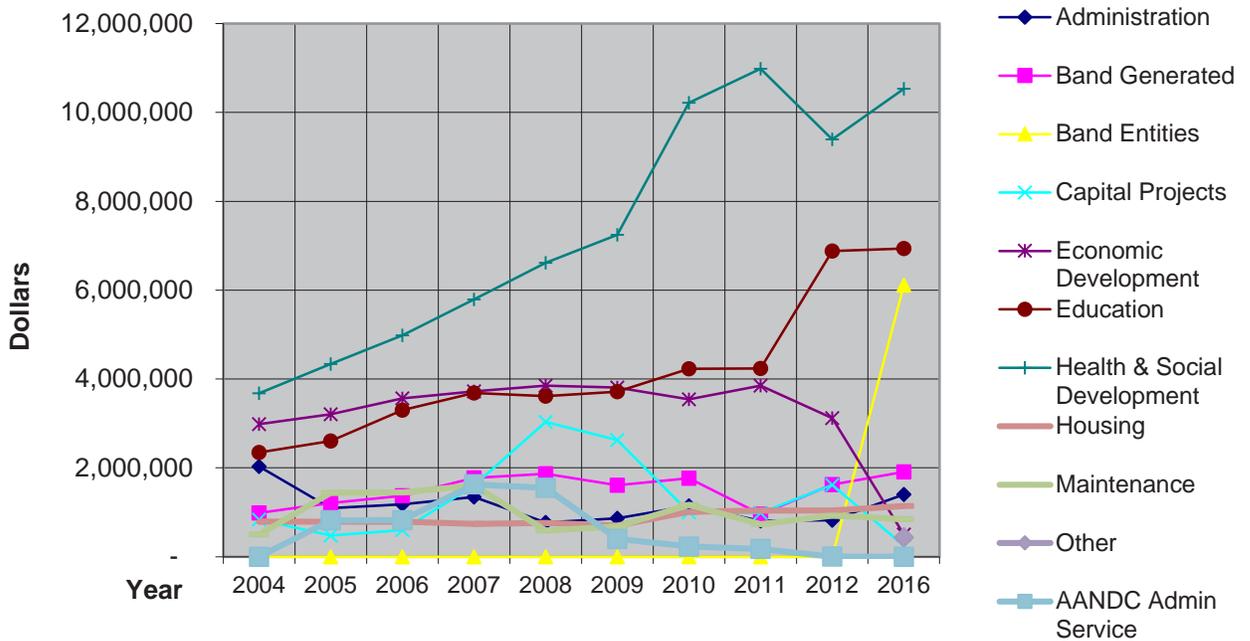
## Expense by Department



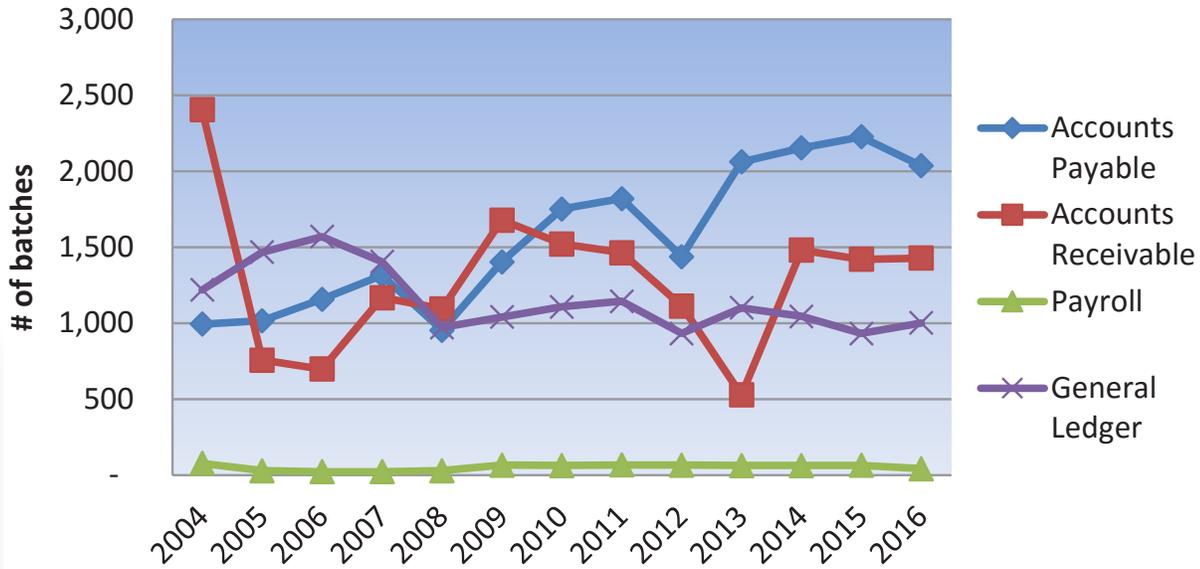
### Total Revenue Growth 2005 to 2016



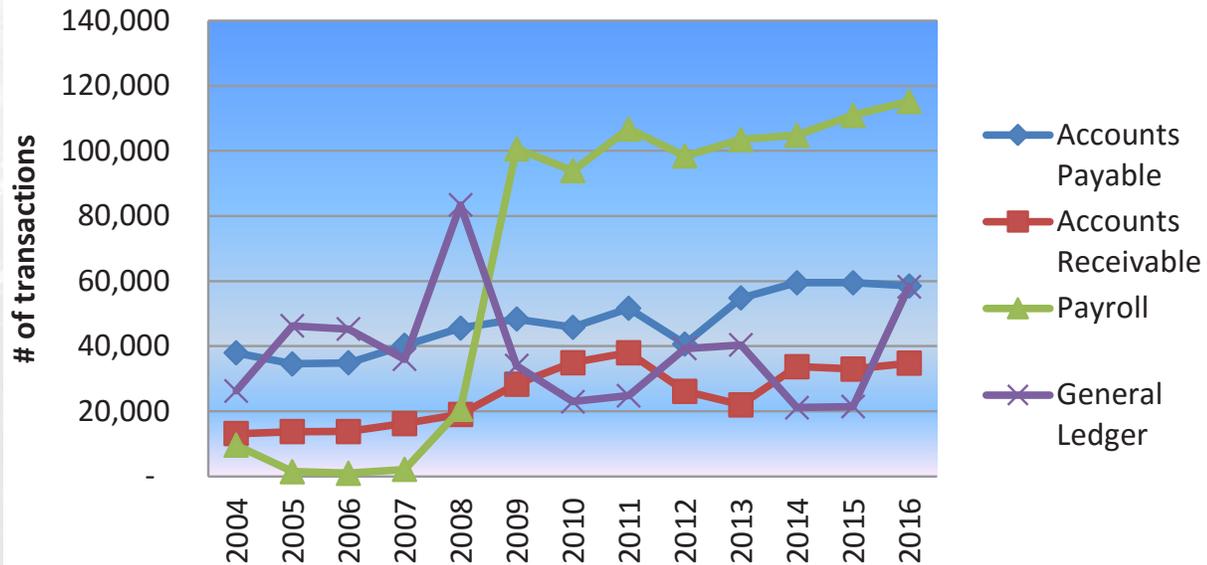
### Revenue Growth by Department 2004 to 2016



## Finance Batches Growth



## Finance Transactions





**Corporate Affairs**



## Corporate Affairs

Jay Hope, BA (Anthropology / Sociology)  
Corporate Affairs Director

Aboriginal Rights & Title

Communications

Lands

Membership

Records



## ABORIGINAL RIGHTS & TITLE

Aboriginal Rights & Title continues to participate in fish planning throughout the year. Planning for the year begins in December/January with Fraser River Aboriginal Fisheries Secretariat meetings.

Discussions begin with Post season analysis and move into Pre Season estimates. The season starts with the Eulachon fishery, then into Chinook and Sockeye ending with Pinks/Chum fisheries.

In 2015, Seabird's allocation was 77lbs of an overall allocation of 1852lbs and we had 3 delivery dates with 27 Elders receiving eulachons.

Throughout the season, we worked closely with the Communications team to advertise openings and have information posted on social media, our website and digital signs.

In the fall of 2015, Aboriginal Rights & Title obtained a donation of Chum from Murray Ned of Sumas First Nation. Francis Mussel and Marilyn Seymour prepared and smoked them in their family smoker. Once the fish were ready, our team distributed the Chum to Elders.

### Monitoring

Aboriginal Rights & Title had archeology monitoring representatives accompany Katzie Development Corporation on their continued work with the ILM project. Our representative also joined Golder Associates as an archeology monitor for culturally modified trees in a forestry cut block.

### Fisheries Project – Sturgeon/Chinook

This year, we interviewed fishers to gather traditional knowledge on Sturgeon and Chinook as part of our ongoing research on these species. We recognize that there are spawning grounds within our traditional fishing areas on the Fraser River but wanted to gather further information on the sturgeon. As the Chinook are the first salmon that are harvested in the year, we also wanted to seek information from our knowledge holders in and around our community.

We thoroughly enjoy working with other departments and we are especially proud when it benefits our Elders and Community Members. We have donated salmon and elk meat to the Traditional Food Bank as well as assisted with various activities throughout the Office.



## COMMUNICATIONS

Through our newsletter, website and social media, the Communications team reaches hundreds of thousands of people annually. This year, to enhance the effectiveness of Seabirds' communications processes, the team was split into two functions:

### Graphics and Content

The Graphics team oversees print design, production, office supply store, deliveries and photography. The Content team has focused on journalism, social media, digital signage, community and media relations, staff communication and some photography.

Although the teams have different specialties and focuses, they work together to ensure communications to our Members and to the public are consistent, professional, clear and appeals to all age groups.



## Graphics

The Graphics team purchased a high-end production copier to increase print quality while decreasing production times and associated costs. Our team has been busy learning the copiers' features and procedures and undergoing training on the machine.

Our workload numbers have evened out and become more manageable due to several factors. The creation of the Purchasing and Receiving program has led to a reduction in purchasing numbers since the winter. Our work order and photography numbers have also decreased due to the separation of Graphics and Content. This year, the Content team has begun doing drop-in photography at some events and have helped out with orders related to the newsletter.

Print requests, copier paper sign-out and supply orders have also decreased; however, the size of the orders have increased. Staff have gradually been planning further ahead and have begun placing larger supply orders less frequently which reduces shipping costs.

Both the Graphics and Content teams have played an active role in the Youth Employment program, which pairs Youth with different departments to build skills. Thank you to Daemon, Quintin, Lizzy and Trevor for sharing your time with us!

## Content

The Content team began producing our Yoo Hoo newsletter twice a month. This allows us to share news in a timely manner and on a more frequent basis. This change has also led to a decrease in the number of unscheduled deliveries by other Departments which helps reduce unnecessary spending.

Our website has seen a steady number of visits each month to a total of over 120,000 visits annually, while our social media accounts reached over 309,000 people. We saw our largest growth in followers on Facebook which increased by 108% this year to 1,020 people (from 489). These numbers show that we are attracting interest and boosting engagement levels.

The Content team have taken on mass-communications to staff. At the beginning of each work day, the team emails staff news and information about things happening that day and in the future. This helps to ensure that communication is flowing within the office and staff are kept informed about important news.

In the future, the Content team plans to use a survey to gain feedback on our newsletter, annual report, social media and website as well as learn if Members would be interested in receiving weekly emails detailing news, announcements and upcoming events.



## LANDS

The Lands team works to preserve and maintain reserve lands and resources. Using our Land Code as a guide, we administer and regulate the respectful and responsible use of our land.

This year has been a busy one for the Lands team. Numerous events have been held, including the Bountiful Feast and Community Forum which we held to inform Members of laws that came into place.

The Business Permit Law, Development Law, and the Animal Management and Dog Licensing Law all came into effect this year.

Lands has been working closely with Public Works & Housing. We hosted a Pet Education Open House to ensure all pet-owners have their dogs properly licensed for the March 1, 2016 licensing deadline. The SPCA, Griffin Security, Agassiz RCMP, and many other businesses took part in the Open House. We went door-to-door to license dogs for Members who couldn't make it out to the event.

Indigenous and Northern Affairs Canada (INAC), the Lands Advisory Board and Naut'sa mawt Tribal Council have hosted several training opportunities which Lands Administration and Lands Advisory Committee has combined to keep efficient and active with Land Code matters.

Danielle Gabriel, Lands Manager, completed her Real Property Management Course through the Sauder Business College of UBC and has mentored two Youth students from the community. Taylor Starr (Lands Youth Worker) has been motivated while attending a youth workshop in Regina, SK, to make a difference in our

community and make our community a better place to bring the youth back to the land. A harvest Spring Tour of Cottonwood Buds with Taylor and Don Froese demonstrated how to make our very own medicinal oil that can be used directly on scrapes, bruises, and minor burns.

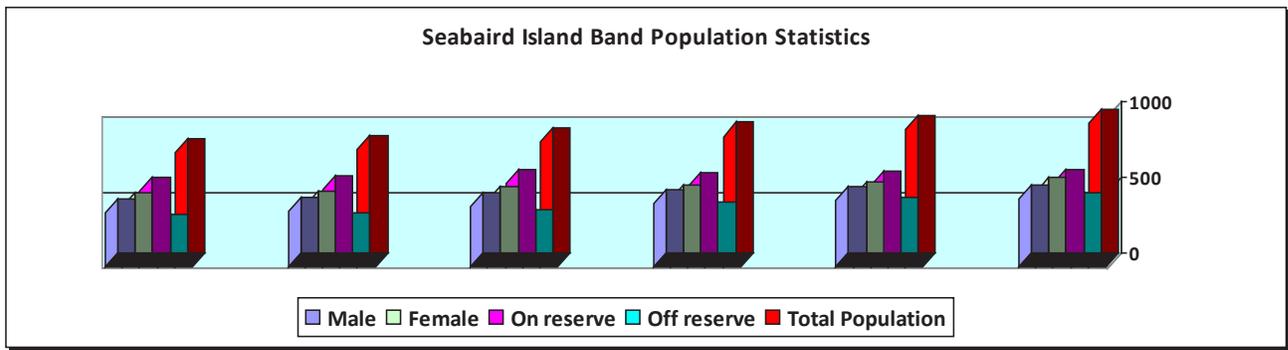
Our team also played an active role in the Band's Youth Resiliency Project which works to support and strengthen our Youth's connection to the land, their ancestors, and culture.

We continued to host our monthly Bannock and Tea meetings for Community Members every Tuesday, to create transparency, discuss past, current and future land-based projects. As well as promote free-flowing information to facilitate an on-going dialogue with the community.

Throughout our meetings, we utilize traditional laws and teachings, including:

- It is good to remember the teachings of our ancestors
- Respect all things
- Don't waste, ruin, destroy everything, only take what you need
- This is our land, we have to take care of everything that belongs to us

We are looking forward to the future and have several projects underway for 2016. The Lands Advisory Committee is working on completing our Land Use Plan, Allotment/Certificate of Possession/Traditional Holdings, Head Leases, Sub Leases and Permits.



## Band Profile

Membership	April /05	July /06	Mar /07	July /08	Sept /09	Aug /10	Mar /11	April /12	June /13	April /15	Mar /16
Male	364	369	376	387	400	414	418	430	442	456	469
Female	402	405	408	423	439	449	453	465	476	500	510
On reserve	510	513	520	496	555	526	532	540	546	556	566
Off reserve	256	261	264	314	284	337	339	355	372	400	413
Total population	766	774	784	810	839	863	871	895	918	956	979

## MEMBERSHIP

Seabird's Indian Registration Administrator (IRA) and Membership Clerk assists the Indian Registrar in maintaining the integrity of the information contained within the Indian Register which consists of births, deaths, marriages, divorces and transfers.

The demographics of Seabird Island are reflected in the graphs above.

### Secure Certificate of Indian Status (SCIS) and Certificate of Indian Status (CIS)

All regions are anxiously waiting for a decision about the roll-out of SCIS application intake by IRAs. The information you previously provided has been submitted to headquarters and will help shape the training when it moves forward. Because of the wide impact of SCIS, this will be a high level decision and there is no estimate on when it will be made.

Until the SCIS program is fully rolled out, individuals can still apply for a CIS in Band Offices. They will be valid until the stated expiry date or until a SCIS is activated.



## Gender Equity in Indian Registration Act

This bill amends provisions of the *Indian Act* that the Court of Appeal for British Columbia found to be unconstitutional in the case of *McIvor v. Canada*. The bringing into force of Bill C-3 will ensure that eligible grand-children of women who lost status as a result of marrying non-Indian men will become entitled to registration (Indian status). As a result of this legislation approximately 45,000 persons will become newly entitled to registration.

Registration forms are available on the AANDC web site, from the AANDC Call Centre, AANDC Regional Offices and Service Canada Centres. Individuals who believe they may be entitled to registration are encouraged to visit the C-3 Registration Information section.

### Border Crossing:

For the United States (U.S.) border crossing via land ports of entry (which can include ferry and lake crossings), AANDC has been advised that, in the near term, U.S. border officials will accept both the SCIS and older Certificates of Indian Status as valid identity documents.

The Government of Canada cautions individuals that the duration for the acceptance of these documents for border crossing purposes into the United States is entirely at the discretion of the U.S. Government. A list of documents approved for entering the United States can be found at Western Hemisphere Travel Initiative. Please note that travelers entering the United States by air continue to be required to present a valid passport or, in certain circumstances, a NEXUS card.



## RECORDS

The Records Management office is a business unit of Corporate Affairs and is headed by the Program Manager, Teresa Harper. The team consists of a Records Clerk and Mail Clerk, Mitchell April. Whilst Records Management functions as a team, we service the organization as a whole.

We perform multiple and important functions and so the management of records has become an ever increasing important part of daily activities. The Records Management office provides staff and business units with advice and guidance on how best to manage these significant assets. We are developing a records keeping system, in which records are more usually held by the work groups and business units that generate them. As such, Records Management provides a coordinated role and works with groups and individuals to assist them in identifying and managing records and support staff to appreciate their role in the creation of full and accurate records of their activities. Generally, the management of records has two essential functions:

- It covers records in all formats (paper, electronic, etc.); and
- It covers records from time of creation to final disposal (either by destruction or preservation in an archive).

Records Management works with staff to manage the records of Seabird Island in a number of ways, including:

- Electronic and hard-copy records management
- Identification (classification), capture (record information in electronic format) and secure housing of vital records
- Providing training and advice services; utilizing the services of retention and disposal of records scheduling; and
- The development and management of archived records which preserves records of continuing value.

Proper records management ensures that the right information gets to the right people at the right time for the right purposes. So.....

Control your records before they control you....  
not all information is created equal!!



# Education



## Education

**Seabird Island Community School**

- Elementary
- High School

**Elementary / Secondary In-school Program**

**Post-Secondary Student Assistance**

**Seabird College**



## SEABIRD ISLAND COMMUNITY SCHOOL

### Academics

Seabird Island Community School (SICS) is a provincially accredited school with 210 students from kindergarten to grade 12. Our students write BC Provincial exams in January and June. This year, nine students graduated with Dogwood Diplomas. The highest number of graduates thus far.

### Special Event

This spring was SICS first year hosting the Fraser Valley branch of the Association of Professional Engineers and Geoscientists of BC Bridge Building Contest for students in grades 5-9. Thanks to Alvaro Reyes, Saeed Mehdipur, Ria Bhagnari, Heqing Jian and Ou Yang for supporting our students and providing this opportunity and our Science Teacher Mr. Relland for coordinating this event.

Students made many bridges, only to experience the frustration of building and design choices as some of their bridges fell apart under the weight of only a few pounds. Many students found their first failures to be learning opportunities and the second and third attempts added to the learning experience. Ria, the Event Coordinator, was exceptionally pleased with the results of our students. He commented that if we would have been competing at the Surrey venue this year, we would have won that one with our best bridge.

Cameron Birch and Justin John-Olney won first place holding 433 pounds of pressure before breaking. Deon Aleck and Richard George won second place holding 243.6 pounds of pressure. Creative bridge design went to Edmond Mussell and Apollo Harry.

### Culture

In a beautiful ceremony, 9 students received names at our Naming Ceremony. Seeing our children dancing, singing and hearing our language, gave us great optimism about the growing resilience of our future leaders.

### Extracurricular

Elementary and High School students go on numerous field trips annually. This year, students visited the Vancouver Zoo, Museum of Anthropology, Science World, University of British Columbia, University of the Fraser Valley, British Columbia Institute of Technology and the Agassiz Christmas Carol Festival.



## ELEMENTARY / SECONDARY IN-SCHOOL PROGRAM

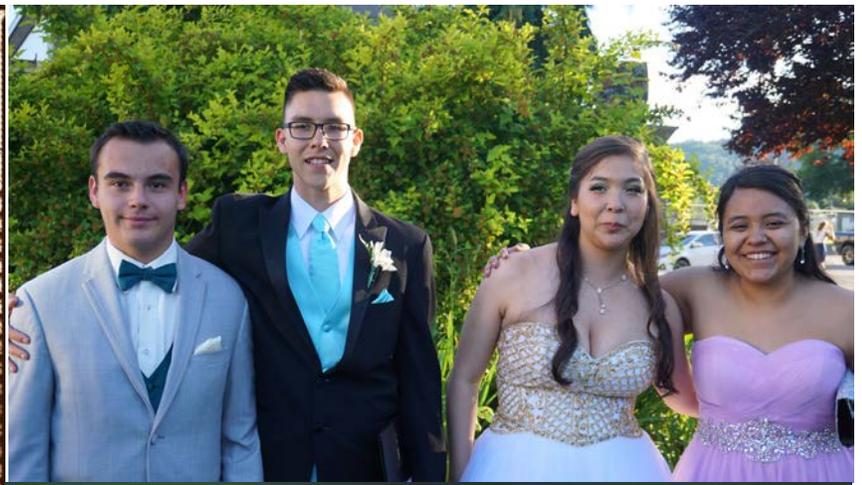
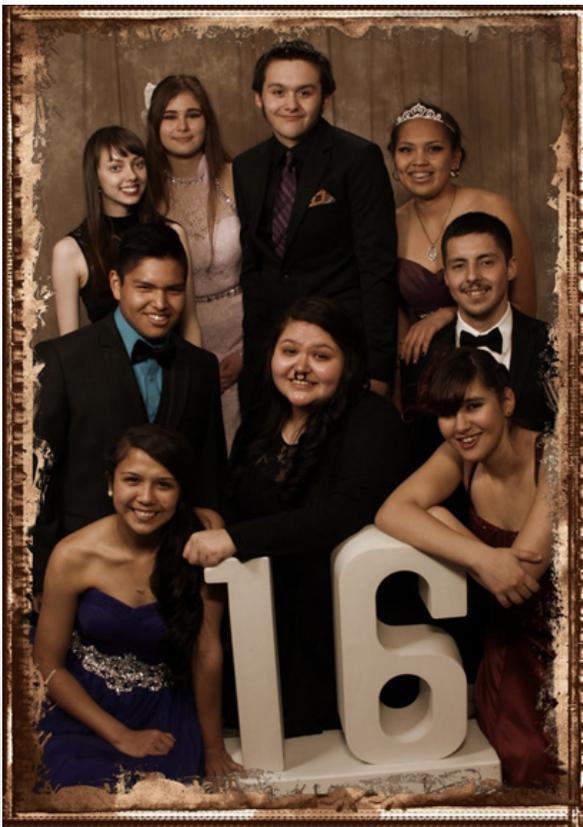
The In-School program receives its funding from Indian and Northern Affairs Canada (INAC). The funding formula is based on the previous year's nominal roll, meaning that there are limits to the amount of financial assistance available to students.

Students listed on Nominal Roll are eligible to receive the following:

- Ancillary Services
- School Supply Allowance
- Student Allowance
- Summer School Services/Tutoring Service
- Graduation Allowance & Graduation Incentive
- Honour Roll Incentive

Seabird Island Band Members Student population enrolled in elementary and secondary grades, September 2015/2016.

School	# of Students
Agassiz Christian School	3
Agassiz Elementary Secondary School	33
Chehalis Community School	4
Coquihalla Elementary School	3
Kent Elementary School	37
Seabird College	45
Seabird Island Community School	113
Seabird Preschool	13
St. Mary's School	3
Unity Christian School	10



## HIGH SCHOOL GRADUATES OF 2015 - 2016

Congratulations to our Graduates!

### Nicholas Alexander

Seabird Island Community School

### Amber Charlie

Seabird Island Community School

### Skylar McNeil

Seabird Island Community School

### Ricki Sam-Greene

Seabird Island Community School

### Tamara Andrew

Agassiz Elementary Secondary School

### Derek Bobb

Agassiz Elementary Secondary School

### Teagean McNeil

Agassiz Elementary Secondary School

### Mackenzie Peters

Agassiz Elementary Secondary School

### Trevor Schultz

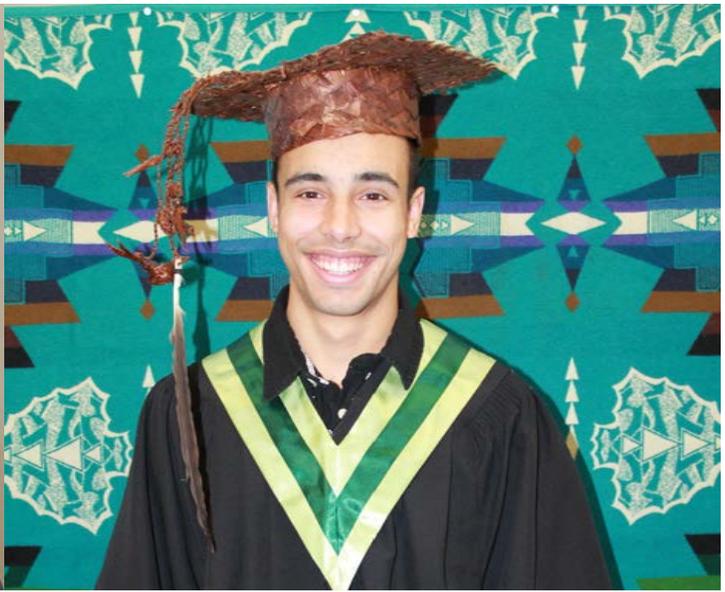
Unity Christian School

### Taylor Starr

Unity Christian School

### Stqó:ya Student Academic Achievement Bursary Awards

Tamara Andrew	High School Graduate Grade 12
Mackenzie Peters	High School Graduate Grade 12
Amber Charlie	High School Graduate Grade 12
Skylar McNeil	High School Graduate Grade 12
Tyler Price	Environmental Engineering Diploma
Tristan Forseth	Medical Lab Assistant Certificate
Jenny Lee Billy	Early Childhood Infant Toddler Special Needs Diploma
Angie Chapman	Business Administration Certificate



## POST-SECONDARY STUDENT ASSISTANCE PROGRAM

The Post-Secondary Student Assistance Program provided various forms of financial assistance to 35 students pursuing post-secondary studies. The program offered financial support towards the students

application/registration fees, tuition, books, supplies, living allowance, computer assistance subsidies, travel allowance, and/or graduation incentives.

Institution Attended	# of Students
Art Institute of Vancouver	1
British Columbia Institute of Technology	1
Camosun College	1
College of New Caledonia	1
College of the Rockies	1
Institute of American Indian Arts	1
Interior Heavy Equipment School	1
Medicine Hat College	1
Mount Royal University	1
MTI Community College	1
Nicola Valley Institute of Technology	2
Okanagan College	1
Saskatchewan Polytechnic	1
Simon Fraser University	1
Southern Alberta Institute of Technology	1
Thompson Rivers University	1
Trinity Western University	1
University of British Columbia	1
University of the Fraser Valley	8
Vancouver Career College	1
Vancouver College of Counsellor Training	1
Vancouver Community College/Seabird College	6



## Community Awards Celebration

The Annual Seabird Island Community Education Awards Ceremony was held on June 30, 2016.

This was a family fun night to recognize all students, with special recognitions for the post-secondary graduates, grade 12 graduates and the honour roll students. A slide-show was played honouring all of our graduates. Over 80 Members attended this event.

Education would like to thank:

- Genna Joseph Master of Ceremonies
- Stqó:ya Construction for providing and presenting bursaries to students with high academic achievement
- Sally Hope and Reid Peters for presenting the awards to students and helping organize the Education Celebration

A special thank you to Angie Chapman and staff for their assistance.





# Health & Social Development



# Health & Social Development

Carolyn Neufeld, BScN, MAL  
Health & Social Development Director

Community Wellness

Dentistry

Early Childhood Education

Elders

Employment & Social Development

Child & Family Services

Health Services

Nursing

Youth



## Message from Carolyne Neufeld

2015-16 has been a very busy year with the building of our new Early Childhood Centre of Excellence. Moving all the staff into the completed building, and making plans to add additional Pre-school spaces has been the major focus this year.

The building was funded with a \$500,000.00 grant from the Ministry of Children & Family Development (MCFD) along with \$1,000,000.00 in Early Childhood targeted funds.

This year, Dr. Robert Fox of our Health Centre requested a year away to study Addictions Medicine at the University of British Columbia. Over the year, we needed to recruit physicians to cover his practice while he is away. I am very relieved to announce that we have filled his practice until June of 2017 and look forward to hearing about everything he has learned once he returns in July of 2017.

We added Kwikwetlem to the list of communities we are serving. Kwikwetlem has never had nursing services and they are very happy to have nurses working within their community.

Our second class of Licensed Practical Nurses (LPN's) graduated and are now working. Most of the graduates have found jobs at Seabird Island or in the local hospitals.

Our work on suicide prevention and intervention is receiving widespread notice, and we are asked often to share our learning. We continue to develop our community-wide prevention and intervention programs, and hope that we can will roll out some further programs around mental health next fiscal year.

A survey completed by Social Development found that 97% of the clients were satisfied with the services (Traditional Food Bank, clothing depot, meat packages) and programs that help them. We have added a second person in Social Development due to the client load. The team was also able to assist with preparing over 140 income tax returns.

Our labour pool continues to be a huge success with over 100 Community Members registered to be called in to work for a variety of jobs.

Our work with MCFD is paying off. Fewer children are in their care and more children are living with family.

In partnership with Chawathil, Cheam, Shxw'ow'hamel, Skwah, Kwaw'Kwaw'Aplit, Scowlitz, Union Bar, Squiala, Fraser Thompson (Boston Bar, Boothroyd, Spuzzum), Skuppah, Kanaka Bar, Lytton, Chehalis and Kwikwetlem.



## COMMUNITY WELLNESS

The Community Wellness Program is dedicated to helping Community Members in a variety of ways:

- Attending court or meetings with lawyers, Child and Family Services, probation, doctors and private family meetings, to ensure there is fairness and understanding for all parties whether it is a criminal or family issue
- Assisting individuals with a variety of forms such as court orders, applications, government forms, Last Will and Testament, estate issues and communication with Indian Affairs

We provide these same services monthly to Cheam, Chawathil, Shxw'ow'hamel and Squiala. Where we attend and help with other community needs and events when time permits.

## DENTISTRY

Seabird Island Dental Clinic welcomed a new dentist, Dr. Amro Latif this past year. He works Mondays and Thursdays and patients seem to like him since he is quick. Dr. Cockerham remains our full-time dentist working 4 days a week and Dr. Marwa Salman works Tuesdays and Wednesdays.

The Clinic changed their business hours this year and they seem to work well for patients who work day shifts.

We have continued to work with community programs such as: Head Start, Pre and Post Natal, Diabetes, Schools, Daycare and Pre-school to increase dental awareness. To help ensure that children are getting their dental check-ups, we have been offering to pick-up children at Seabird Island Community School to shuttle them to their appointments with parent's consent. We look forward to possibly getting a golf cart to do these pick-ups in the future.

Thank you to all our patients for recommending our Clinic to their family and friends. Our goal is to provide our patients with a safe clinical environment, maintain and safeguard their dental records and provide professional dental care.



## EARLY CHILDHOOD EDUCATION

The Early Childhood Development Programs include 10 different programs that work very closely with each other to provide services to children 0-6 years old and their families.

These programs include Daycare (Infants, Toddlers and 3-5 year-olds), Young Parents Program (YPP), Kindi-Care, Pre-school (3's & 4's Programs), Aboriginal Infant Development, Aboriginal Supported Child Development, Supported Child Development, Ey Qwál Speech and Language, Bus for Education and Aboriginal Resources (BEAR), Aboriginal Head Start On-Reserve (Seabird Island, Cheam, Shxw'ow'hamel and Skwah).

The majority of these programs are now housed in the new Early Childhood Centre of Excellence building that officially opened on February 17, 2016.

Early Childhood provide services that include childcare, kinder-readiness skill development, support services, cultural development, beginning Halq'eméylem, family support activities and after-school childcare. The programs all focus on providing the smallest members of our community and our neighboring communities with a strong and healthy start to life.

### Aboriginal Infant Development Program

This program works to support the unique needs of children to nurture their best social, emotional, physical and cognitive growth, by providing individual home visits. We listen to parents and together, see how we can best support the child and the whole family. It also runs a drop-in program called Someone So Small focusing on movement, singing and early language development. This part of the program is held at Seabird, Shxw'ow'hamel and Chawathil. A newer part of the program is Infant Massage which teaches parents the importance of physical contact with their babies and a happy way to engage in one on one time.





### Bus for Education and Aboriginal Resources (BEAR)

BEAR provides parent-involved early literacy programs to off-reserve families with children who are pre-kindergarten in age and expecting families. The program focuses on early childhood development for Stó:lō and Nlak'pamux culture and languages. BEAR provides services to Agassiz, Silver Creek, Hope, Yale, Spuzzum, Boston Bar and Boothroyd.

### Daycare

Seabird Island Daycare has been in operation for 18 years. It is a fully licensed program that provides services for up to 49 children (12 infants, 12 toddlers and 25 three-to-six year-olds). The program employs 12 staff, 11 of whom are First Nations including two Seabird Island Band Members. The Daycare is open from 7:30 a.m. to 5:30 p.m. daily and provides cultural, social, emotional and intellectual activities using the SPICE (Social, Physical, Intellectual, Cultural and Emotional) philosophy.





## ELDERS PROGRAMS

The Elders have attended a number of educational workshops this year, including: Falls and Injury Prevention, Diabetes Conference, Pensions, CPP and Old Age Security.

There have been quite a few memorable moments this year, including the Elders Gathering at the PNE, the 39<sup>th</sup> Elders Gathering, Cirque Du Solei and the Price is Right. The Elders also took part in a wonderful Christmas dinner.

The Elders have discussed a variety of topics and crafts were tackled and accomplished at our Elders College. Monthly meetings were held to plan upcoming interests.

They have also enjoyed attending numerous Band functions and helped where they could. Our Elders and Youth dinners were always so enjoyable for us.

Bake sales are always a great fund raiser and helps cover the costs of trips.

Thank you all for your donations and support!



## EMPLOYMENT & SOCIAL DEVELOPMENT

### Employment Services

Seabird Island Employment Services (SIES) provides a variety of services to our clients: any Aboriginal or self-declaring Aboriginal person on or off reserve. SIES has two full-time certified Career Development Practitioners (CDPs). Our range of services is tailored to individual need and includes the following:

- Life skills development workshops
- Workplace Essential Skills Assessment testing and interpretation
- Essential skills certification workshops
- Youth work experience program preparation and instruction
- Cover letter and resume creation
- One on one client employment readiness strategies
- Transportation to explore employment opportunities
- Referrals to employers and other agencies
- Funding for training or education
- Source of other skills/workshop information

We are always willing to go above and beyond our role as CDPs, to address circumstances and barriers as experienced by the individual in a non-judgmental and supportive fashion. We will source other supports if we are unable to personally address client needs. We take pride in our cohesive client supports, and in offering support that exceeds those of mainstream or other employment assistance offices.



## Driving School

Given that Seabird Island is not accessible by public transportation, a person typically requires a driver's license in order to get to work. The fully certified and licensed Seabird Island Driving School provides and supports all driving students with theory and practical training.

Our two certified Driver Training Instructors offer private and group sessions to cover the theory needed to pass the written learner's license exam, and individual driving lessons to all youth and adults seeking a driver's license.

In the past year, 70 clients obtained a Class 7L license; 13 clients achieved their Class 7N, and 13 clients now have a Class 5 license. We provided 215 two hour driving lessons.

We work with clients until they have passed the licensing exams, encouraging people not to give up! We will continue to support and encourage each student until they too have a driver's license.

## Youth Work Experience Program

This year, there have been 10 Youth Work Experience Students. They completed a training program in July and August, and were then placed in work experience placements during the calendar school year in various Seabird departments and at the Sqéwqel Gas Bar.

Students participated in resume creation and mock interviews. They received training and certificates in Aquatic First Aid, Bronze Medallion, Bronze Cross and National Life Guarding. SIES also offered Aboriginal Responsible Adult Certificate, Soccer Refereeing, Traffic Control, Cashier, World Host, Food Safe, Wiring and Cell Phone Repair.

We held many new certifications this year which kept the students engaged and 4 of 10 students have now moved into full-time employment as a result of this program's success!



## Youth Employment Program

Seventeen students participated in the Youth Employment Program in July and August. The students researched careers, created resumes, explored funding for post-secondary education, visited the University of the Fraser Valley and created a final presentation on their career choice.

They participated in a nutrition cooking class which incorporated Food Safe training and life skills. They each earned a babysitter certificate and, new to this year, through the aquatic first aid program, students received emergency first aid/CPR/AED certificates.

## Labour Pool

The Skilled Labour Pool continues to be the primary employment pool for Seabird Island and industry partners. This year, 119 workers were and continue to be registered with the Labour Pool.

In total, the Labour Pool paid out approximately 12,000+ working hours which resulted in \$109,488.53 of employee and contract wages staying in the hands of Band and Community Members.

Interested people are encouraged to visit the Employment Centre to register and meet with a CDP to assist with the application process.





## Social Development

Social Development strives to assist every client that comes into the office, with something as seemingly trivial and yet vital as a hot meal, to life changing career moves. Social Development is a triage to the various programs within our office and Seabird Island as a whole.

Social Development provides monthly grocery orders for clients and Community Members: these groceries are purchased at a discounted price and are delivered directly to a person's home.

This year, we had over 175 clients order groceries at an estimated total of \$14,500.00. Groceries consist of staple and household goods, fresh produce, meat packs and bakery fresh bread. Groceries and produce are purchased at Superstore, meat packs are made and bread is ordered fresh from Sardis Bakery. Grocery orders have been in addition to the Seabird Island Traditional Food Bank.

This has been the most successful year in stocking food and receiving donations to the Traditional Food Bank. In addition to providing some fresh vegetables and basic grocery staples, the Food Bank was proud to hand out community made and traditionally preserved canned fruits, berries and vegetables, homemade canned turkey soup, salmon soup, deer chili, elk stew, deer stew, frozen wild meat, fruit and vegetables. We were able to compile 219 care packages and provide them to those in need.

## Enhanced Service Delivery Program

The Enhanced Service Delivery program (ESD) is one portion of a federal initiative to assist on-reserve individuals, aged 19-24 years, to gain financial independence and move off of income assistance. This program, having completed its third year, is offered in partnership with our neighboring nations of Chawathil, Cheam, Scowlitz, Squiala and Union Bar.

ESD has welcomed 23 new clients to the program this year for a total caseload of 132 clients. These new clients have engaged the assistance of the Employment and Training Advocates with their career planning.

Subsequently, many of these clients participated in ESD supported and/or delivered skills development and training programs, either through ESD or through Seabird College: Building Service Worker, Business Administration, Construction Craft Worker (CCW), Education Assistant and Hairstylist.

We also offered an ESD-designed pre-trades introduction, where clients received 5 weeks of industry recognized certificate training prior to starting the CCW program. A total of 60 ESD clients have moved to employment or training programs this year alone.



## FAMILY SERVICES

### Counseling

Two Women's Group were offered this past year. One was from September to November 2015 and a second was from January to April 2016.

The first session was an empowerment focused group where participants learned about historical issues and how to apply positive ways to a better life. There was also self-talk discussions, helping women learn more about how they talk to themselves and how they can change their self-talk to be more positive.

The second session had cultural components added for empowerment, such as using the feather or rock for circle sessions. We used smudging to cleanse and purify ourselves and discussed the teachings of the medicine wheel. Counselors provided education on concurrent disorder, alcohol and drug use and the impacts of it. Women in the group also talked about their roles as mothers and how they can claim their matriarchal power.

A Concurrent Disorder Group ran the full year with participants having a safe space to share their personal stories and help each other deal with their anxieties, depression and health issues. The group also discussed what concurrent disorders were.

The community hosted a National Addictions Awareness Week in November. Raising awareness about sobriety in a walk with Seabird Island Community School. We held a community dinner and fashion show, as well as offered presentations at the School on drug and alcohol awareness.

During the months of October and November, we hosted a Suicide and Grief Group.

Family Counselors also offered one on one sessions with Community Members.

### Family Development

Family Development's main goal is to keep families together for all Members. This is accomplished by addressing the issues that might result in a child being removed from the home, and thus reducing the incidence rate of removal. Seabird Island's Family Development Worker acts as a liaison between Seabird Island, the Ministry of Children & Family Development (MCFD). They worked one on one with parents, grandparents, caregivers and children.

This year, Family Development provided services for 52 families and helped organize 7 public events, including Family Day, National Addictions Awareness Week, Child and Youth Mental Health Day and more.

Four children have been returned into our community to live with their families and 2 children are still in care, we are working to get them placed back with family.



## HEALTH SERVICES

The Health Services team consists of 8 Registered Nurses (RN), 10 Licensed Practical Nurses (LPN), 2 Community Health Representatives, a Nutritionist, a Midwife and technical support for the diabetes team.

Our nurses each have a different specialties: home care, communicable disease, foot care, diabetes, wound care and pediatrics.

We provide nursing services to 16 communities:

Chawathil, Cheam, Shxw'ow'hamel, Skwah, Kwaw'Kwaw'Aplit, Scowlitz, Union Bar, Squiala, Fraser Thompson (Boston Bar, Boothroyd, Spuzzum), Skuppah, Kanaka Bar, Lytton, Chehalis and Kwikwetlem.

Programs include:

Home and Community Care  
Maternal Child Health  
Immunizations  
Pre/Post Natal  
Diabetes and Nutrition  
Children's Oral Health Initiative  
Women's Health

### Home and Community Care:

The Community Health Representative (CHR) functions as the key link between nursing staff, nutritionists and the communities we serve. The CHR and nurses provide both home-based and health center activities. Home-based care might include almost any of our Health Services, include transporting to and from dental, medical, optometry and pre/post natal appointments. Home care also includes wound/foot care and the delivery of medications.

Health Services activities include dental, medical, optometry and pre and post-natal care, immunizations, and access to the community kitchen. The center also organizes in-house and guest speakers for information sessions and testing for diabetes, glucose/blood sugar levels and blood pressure.

As part of Health Services, the CHR sets up various clinics: in the monthly optometry clinics with Dr. Ahmed, eye exams are conducted with pre-approval through Maggie Pettis. The clinics can host 40 - 50 clients in a day.

A vast array of eye wear is also on display. People are booked a month or more in advance; it is thus strongly recommended that clients don't miss their eye appointment. CHRs contact the neighbouring communities served by Seabird Health Services, to inform their CHRs of upcoming clinics to provide them with access to the optometrist as well.

Maggie Pettis also sets up mammogram screenings with the bi-annual Mobile Mammogram Clinic. Once again CHRs in surrounding communities work closely with the



CHRs to inform their communities of upcoming clinics, and names are forwarded to Maggie for pre-approval. Up to 40 women can be seen in one clinic setting. The criteria for screening is that a woman be aged 40-79, have a family history of breast cancer, or have any symptoms of breast cancer.

### **Healthy Child Development**

Healthy Child Development programs are designed to improve the cultural, emotional, intellectual and physical growth and development of infants, children and youth. The focus is to improve child and maternal health. The programs are Canadian Prenatal Nutrition, Maternal Child Health (MCH) and Fetal Alcohol Spectrum Disorder. Services are offered by the staff Nutritionist, Maternal Child Health and Community Health Nurses, to offer individual and group learning opportunities. The purpose of these programs are to eliminate unhealthy birth weights and to encourage breast-feeding or formula feeding, with an emphasis on infants being properly fed. This program supports the needs of at-risk pregnant women and healthy women.

### **Pre & Post Natal Care**

Pre & Post Natal Care sessions provide nutritional screening, education, counselling and support in maternal nourishment, breast-feeding, exercise, transportation, childcare and to improve access to medical support. The monthly prenatal session attendance continues to grow, with up to 35 families attending. Families appreciate the increase in the financial incentive to attend the sessions.

### **Maternal Child Health (MCH) - The Kwiyo:s - Respected Aunties**

This program opens the door for new or experienced moms to ask for support. The Kwiyo:s works with families that are healthy or at high risk, by doing home visits or group sessions such as the prenatal circle, which connects families to help each other. Kwiyo:s are doula trained and can make pregnancy and childbirth a more comfortable, positive experience.

One of the biggest highlights is the annual Baby celebration, where we recognized 48 babies born in one year throughout all the communities affiliated with Seabird. MCH provided services to 92 parents and 82 babies and toddlers.

The Prenatal Circle continues to increase with moms, dads and their babies. They enjoy receiving the bag of groceries every other Friday.

### **Fetal Alcohol Spectrum Disorder (FASD)**

FASD education and support is incorporated into MCH and Prenatal Nutrition programs. Nurses provide education on FASD through prenatal sessions, displays/presentations and community events. Kwiyo:s build relationships with moms who may be at risk.

### **Children's Oral Health Initiative (COHI)**

Children's Oral Health Initiative is incorporated into Healthy Child Development. COHI is a dental screening and fluoride treatment program. CHR/LPNs are trained by the Dental Therapist and play the role as the COHI Aide. The COHI program provides education and fluoride treatment to promote healthy teeth and screening to prevent and/or address tooth decay.



## Healthy Living Programs

### Chronic Disease Prevention & Management/Injury Prevention

Nurses play an important role in injury prevention, which includes medication review, home safety and falls risk assessment. The objective of the program is to:

- Reduce chronic disease, especially diabetes and heart disease
- Reduce the effects and complications of diabetes and heart disease
- Reduce incidents of childhood obesity and related illness or potential illness
- Promote healthy lifestyle choices and support active living

### Nutritionist/Lifestyle Coach

Providing education on the importance of physical activity and proper nutrition, either in group sessions or on an individual basis. The Nutritionist and Lifestyle Coach holds monthly diabetes sessions, with the overall objective of reducing the complications of diabetes, either in a group or one on one session and home visits.

This includes education, prevention strategies and making lifestyle choices. The focus areas are: nutrition and diabetes, diabetic lab days, foot care, informational presentations, client assessments and health plans.

### Diabetes Sessions

These sessions increase awareness of the risk factors associated with diabetes and heart disease. Participants are encouraged to take proactive measures to reduce

complications and learn to adopt a healthier lifestyle by eating healthier food and becoming more active. Some topics covered this past year have been dental health, kidneys, eyes, heart conditions, foot care, medications, supplements and nutrition. In addition, the nutritionist will have the Agassiz Lab Technicians visit Seabird every 3 months for blood work and urine testing. Anywhere from 10 - 25 participants take part in the monthly diabetes session.

### Pre & Post Natal

Provides information to expectant and/or new parents about healthy diet and nutrition for building healthy babies and families.

### Fitness Programs

Fitness Programs are ongoing, and are open to Community Members and staff.

### Community Kitchen

Community Kitchen involves healthy meal planning on a fixed income, hands on instruction and community involvement for overall health. Registered Dietician Valerie Thomson and LPN Valencia Bobb hosts monthly community kitchens in various communities, with a different theme each month.

### Monthly Health Series

Monthly Health Series involves education as well as nutritious meal samples and ideas.



## Health Living Community Events

### Diabetes Conference

This year a Diabetes Conference was held at Seabird on March 8 and 9, 2016, with 149 participants and staff. Different types of health screening were available. Participants learned about healthy food choices from great speakers including Mrs. Pudding.

### Nutrition Family Fun Run/Walk

The Nutrition Family Fun Run/Walk, of 5 or 10 km, is an annual event. Participants could also sign up for the 13-week Sun Run training program that starts in January. This training program is a great way to start the New Year in action.

Other events that are organized and hosted by the Healthy Living team are the Open House, Career Fairs and Back to School events. An effort is made to host a health workshop every month. Displays are set up to showcase healthy living ideas with active demonstrations and games. Health Services staff also make it a priority to help out at special occasions like Christmas dinners or other activities.

### Celebration of Life

“Surviving Christmas and Honoring Our Loved Ones No Longer With Us”, this event has brought together many Community Members from infants to Elders. They were joyfully greeted by Nurse Linda Forseth, who also played the harp and sang Christmas carols. Poems were read, candles lit and tips were provided on how to survive the holidays. Following all this, a dinner was served

along with sharing memories and enjoying each other’s company. At the end of the night, hearts were lightened with Christmas carols. This is a powerful event that help soothe the soul and gives each other strength to “CARRY ON”.

### Aboriginal Breast Cancer Survivor Support Group

Their goal at this support group is to empower Aboriginal women to improve their health and to reduce breast cancer mortality through increased breast health education and mammography screening. We had an evening of celebration and laughter as all of our women are currently in remission.

The main focus is to help minimize effects of breast cancer, through early detection and intervention. The support group provides companionship, motivation and support. Linda is the key support person to the family, as well, as they too are affected by a diagnosis of breast cancer. Members set goals, nutritional guidelines are reviewed, as well as tips for a healthy new year. Empowerment and self-care is a huge part for this group and to explore options that help with self-care such as healing sounds, swimming, yoga, stress reduction and nutrition.

Members are carrying on with their active lives, refusing to be daunted by their diagnosis. One new member joined us and is starting treatment soon.



## Communicable Disease Control (CDC) & Management

### Immunizations

Immunizations are 90% up to date with all babies and children. This has been possible because of the consistent monthly immunization clinics and routine school health checks performed by Tegan Noel, Lisa Walberg (RN) and the steady stream of phone call reminders to parents by Maggie Pettis, CHR.

There is a positive outlook on immunizations throughout the communities. The hard work of the CHRs continuously contacting families in regards to regular monthly immunization clinics has played a huge role in this program.

### Respiratory Infections

There has not been a huge concern regarding the influenza this year, however members still continued to ask for the flu vaccine throughout the winter season. The nurses and CHRs put great effort into hosting flu clinics and information sessions.

There was also concern regarding measles, but there were no cases in any Seabird communities. Cases of measles were outside of our areas.

Annual Tuberculin (TB) skin tests are provided in Seabird and all our neighbouring communities as part of our CDC program. Other reasons for routine Tuberculin skin tests relate to detox or treatment centers. All staff and students that work in the health field are required to have an annual TB skin test.

### HIV/AIDS Strategy

HIV/AIDS Strategy is also part of the CDC & Management program, activities are ongoing and include discussions at the Health Center, heightened by displays. Information sharing has included discussions on the topic of drug use and misuse, risky sexual behaviour and transmission of HIV/AIDS. Lisa (RN), the sexually transmitted disease nurse is available to discuss sexual health, sexually transmitted infections, birth control on a one on one basis and for Youth discussions. Information distribution on HIV/AIDS overlaps with a variety of other health programs and workshops.



## Home & Community Care

The Home and Community Care program is a home based health care service for Elders with chronic health conditions and disabilities, acute illnesses, or recent surgery patients. They receive care in their homes.

Services include:

- Client assessments and ongoing assessments
- Health teaching
- Therapeutic intervention and monitoring
- Medication management
- Wound care
- Foot care
- Case management
- Home support
- Referrals
- Specialized medical equipment
- Record keeping and data collection
- Meal program (for clients with no capable family members)

Home Care and Home Support services are implemented based on a mutually identified care plan. The program is accessed through referrals from hospital, family, self, staff and/or a CHR. The referral is made to Home Care Supervisor, the Home Care Nurse will do the assessment to see what the needs are and whether it will be a short term or long term care plan. The plan could include referrals to mental health, a nurse, physician, alcohol and drug counselor, nutritionist or other health care providers.

The Home and Community Care service is not intended to replace family support or to take over the total care of the client; it is only intended to provide assistance for the client. First Nations families have always taken care of their own health: family and Community Members take care of the frail and elderly. We make every effort to preserve this value.



### Non-Insured Health Benefits (NIHB)

NIHB provides a limited number of health related goods and services including:

- Mental health (short-term crisis counselling)
- Medical supplies
- Dental visits
- Vision care
- Medication
- Medical transportation

CHRs are responsible for coordinating the medical transportation. They ensure clients bring in appointment cards or confirmation of appointments and fill out a travel request form. Travel arrangements are made including, if necessary, overnight accommodations. CHRs can also provide transportation in some cases, but this is not recommended, because this takes them away from community programming. All travel is documented and logged into a data spreadsheet for the First Nations Health Authority.

### Better At Home Program

The Stó:lō Territories Better at Home program provides non-medical support to Elders to help them live well at home. It is funded by the BC government through the United Way. We deliver services to 20 Stó:lō communities, in partnership with Stó:lō Nation.

This year, 149 Elders were active in our program. Most often services received were either yard work, housekeeping, friendly visiting, and/or transportation. We provide approximately 300 hours of services per month to Elders.

### Health Services Future Goals:

To ensure that all Health Services continue to run efficiently and effectively and our Health & Social Development department continues to expand to meet the needs of our communities.



## NURSING PROGRAMS

### Accreditation update

Accreditation is a process that ensures our Health Services are providing quality care. We are working to meet and exceed national standards for excellence in care delivery.

Working with Accreditation Canada, our services are reviewed every four years. We are at the midpoint of our cycle. Our next review will be January 2018.

#### These outcomes have been achieved:

- Infection control manual and working group
- Violence in the workplace prevention
- Home visitor safety
- Incident reporting processes
- Orientation for new Health staff
- Fire safety protocols
- Emergency response planning (social services)
- Transportation of dangerous goods processes
- Falls prevention protocols
- Confidentiality practices
- Medical equipment tracking, processing
- Drivers safety

#### The upcoming goals are:

- Medication management protocols
- Home care guidelines
- Maternal/child care guidelines
- Foot care guidelines

### Diabetes Centre of Excellence

This year we re-applied for and received our designation as a Diabetes Centre of Excellence. Our goal is to have all our clients have at least annual check-in with our diabetes team. We want all Community Members with diabetes to be well supported.

To improve our diabetes services, we are working with a national research team FORGE AHEAD. A clinical team and a community team from Seabird went to Ontario for quality improvement training in the fall. We are now proceeding with initiatives to better integrate our Mobile Diabetes team, Diabetes Centre of Excellence team and our Health Centre team.

#### Some of our Goals are:

- Comprehensive assessment on all Community Members with diabetes
- Annual foot screen and nutrition screen for all Community Members with diabetes
- Comprehensive Gestational Diabetes Program
- Family model for working with Community Members with diabetes
- Reach more men in our diabetes programming





## Mobile Diabetes

The Mobile Diabetes team visited 37 communities this year.

- |                   |               |
|-------------------|---------------|
| Canim Lake        | Bonaparte     |
| Ashcroft          | Simpcw        |
| Penticton         | Squamish      |
| Splatsin          | Adams Lake    |
| Little Shuswap    | Neskonlith    |
| Westbank          | Okanagan      |
| Siska             | Musqueam      |
| Cook's Ferry      | Okanagan      |
| Klemtu            | Bella Coola   |
| Upper Nicola      | Lower Nicola  |
| Chawathil         | Skwah         |
| Scowlitz          | Shxw'ow'hamel |
| Boston Bar        | Sumas         |
| Lower Similkameen | Skway         |
| Burrard           | Shuswap       |
| Leq'á:mel         | Tzeachten     |
| Matsqui           | Seabird       |
| Skawkale          | Cheam         |
| Lillooet Area     |               |

Over 500 clients were seen, about 50% have diabetes. The others were screened for diabetes. The team also participated in six educational events including community screening clinics, community education and awareness dinners and health fairs.

## Other notable events

### Licensed Practical Nurses Graduate from Seabird College

Six practical nurses graduated from our second class. All are currently employed by Seabird Island!

### UBC Aboriginal Health Immersion Students

Again this past June, we hosted four UBC students for the month. They lived on Seabird Island and took part in activities to help them be better prepared to work with First Nations. They created a resource for Seabird Health while they were here. They learned about cultural activities and clinical activities.

### Transportation Safety Research

In partnership with the University of Victoria, we surveyed membership about their transportation safety concerns and then developed a prevention resource.



## YOUTH PROGRAMS

The Youth Group embarked on a year packed with programs that encompassed culture, education and hands on experience.

### Programs included:

- Junior Leadership
- Youth and Elders potluck nights
- Fitness nights
- Culture/Craft nights
- Boys & Girls group nights
- Youth Resiliency Group
- Drop-In Friday's
- Monthly outings

The program's goal is to provide a positive, safe environment where Youth 10-18 can work towards their goals. We help Youth find their voice, define their goals and dreams, and establish support networks to move forward in the world with pride and self-confidence. We also mentor Youth to develop character, leadership, self-confidence and social consciousness

We supported Youth to:

- Finish school
- Avoid drugs and alcohol
- Delay pregnancy
- Build safe and healthy relationships

### Outcomes:

This year, we witnessed growth and empowerment in each Youth that participated in the program. Staff feel privileged to have shared these experiences with community Youth and look forward to another wonderful year.



# Public Works & Housing



## Public Works & Housing

Custodial

Emergency Services

Fire Department

Housing

Operations Maintenance



## CUSTODIAL

The Custodial team provides essential services for all Seabird facilities such as the College, Community School, Health Centre and more.

Our team looks after a total of 21 buildings. Keeping up with Seabirds growth has been a challenge for the Custodial team. To accommodate this growth, we have begun planning custodial activities to match up schedules and routines for staff with budgetary constraints. Custodial Manager, Jen Andrew, has also taken part in monthly Directors/Managers Meetings, has been part of the Infection Control team and meets regularly with Managers from the School, College and Health Centre when planning services

In total, we have completed 48 set-ups and take-downs for functions and events this year. Including 12 set-ups for 50 guests, 16 set-ups for 100+ guests, 11 set-ups for 200+ guests, and 9 set-ups for 300+ guests.

Every day, our team strives to provide services at a standard that supports Health & Social Development's Accreditation and our Education programs.

The next Accreditation review process will begin in 2018 and one of the main criteria for a successful review was for our team to receive Building Service Workers (BSW) certification. BSW teaches commercial cleaning procedures for all surfaces, including chemicals, waste handling, Workplace Hazardous Materials Information System (WHMIS) and other safety matters. These skills are essential for our team to be able to maintain cleaning standards as required by Accreditation and Education.



So this year, members of our Custodial team attended the BSW course, which was hosted by Seabird. As of April 1, 2016, all Custodial staff have attained their certification through the BSW course and have updated their WHMIS certification.

My hands go out to all staff that completed their certification this year and our long time staff that already have their certification for BSW.



## SEABIRD ISLAND FIRE DEPARTMENT

The Seabird Island Fire Department (SIFD) enjoyed a productive and positive year.

We responded to 30 emergency call outs, down from the 31 calls received last fiscal year.

- 10 Motor Vehicle Accidents
- 5 Structure Fires
- 4 Hazards / Natural Gas
- 3 Ambulance Assist
- 3 Hydro lines down
- 2 Alarms
- 3 Other

We currently have 9 active firefighters, with an additional firefighter away on maternity leave, and one Director of Fire and Emergency Services to complete the roster at 11 members.

The SIFD rank and firefighter structure consist of:

- Director of Fire and Emergency Services – Gerald Basten
- Fire Chief – Daniel Harry
- Assistant Chief – Leo Reyburn
- Captain – Frank Louis
- Captain – Quinton Reyburn
- Secretary – Stacy McNeil
- Firefighter – Keena McNeil (maternity leave)
- Firefighter – Stacy Reyburn
- Firefighter – Dustin Charlie
- Firefighter – Tim Louis
- Firefighter – Justin Paul
- Junior Firefighter – Haileze Reyburn



The Fire Department was successful in receiving close to \$95,000.00 in funding from Aboriginal Affairs and Northern Development Canada (AANDC) to replace the aging breathing apparatus equipment in the fire hall. The new SCBA units have advanced technology and safety features that will help keep firefighters safe from injury while performing their duties.

We held 56 training sessions, logging 138hrs of instruction. These were mainly comprised of the regular weekly training sessions, with additional hours spent re-certifying for their first aid training.

Our firefighters spent 2 consecutive weekends reviewing and re-certifying their First Responder medical licenses in May. This is an invaluable service that the firefighters provide to the community in the event of delayed ambulance response, or even in conjunction with the ambulance at the more serious incidents.

The Chief officers and Captains attended 2 weekends in Agassiz to participate in formal fire officer training to meet the required skill sets as set out by the Office of the Fire Commissioner.

Four SIFD members received training on the use of the 4 gas detector that the department uses to check for hazards in the atmosphere when entering areas where gases are suspected.

For the second year, SIFD participated with an excellent showing in the Agassiz Fall Fair parade, showcasing the equipment and firefighters.

Ladder testing was done with no negative impacts.

Annual pump servicing and testing was completed with no major repairs required.

An array of small tools was purchased to make for easier use and function of the apparatus.

Training plans for next fiscal year are to continue to become compliant with the Office of the Fire Commissioner's "Playbook" training standard. This is achieved through a continued focus on the provincial recognized basic firefighter training program that is currently the foundation of the SIFD training program. Recruitment of new firefighters is ongoing. We hope to keep a regular roster of 15 firefighters.



## HOUSING

The Housing team manages and facilitates Seabird's on-reserve housing program as well as assists and advises Band Members on housing needs.

We aim to provide affordable and healthy housing for Members on-reserve as well as to promote and support home ownership among the membership. All activity within Housing is guided and framed around our Community Housing Policy which was implemented in 2013.

Daily, the team receives tenant correspondence regarding anything from policy to maintenance concerns. The Maintenance team has worked hard to keep up with all the work order requests that have come in for all of our rental units while office staff receive and process requests and work on expanding and maintaining rental housing. We also aim to capitalize on any or all opportunities to access funding for the Community whether it be for renovations, policy development or education.

### **This past year has kept us busy.**

Four new homes were constructed on Qualq Rd. (Strawberry Island) and wait listed tenants were selected and moved in during the summer. We also held an Open House BBQ where we opened up one of the homes for tours.

We were invited to proceed with last year's application to construct new housing units through Canada Mortgage and Housing Corporation's (CMHC) on-reserve program. Over a few months the final commitment documentation was put together and approved. Construction on 6 new units is set to commence in 2016.

We applied for 5 Residential Rehabilitation Assistance Program (RRAP) through CMHC which were approved and completed. We also applied for and received funding to renovate 4 additional homes through Indigenous and Northern Affairs Canada's (INAC) Renovation Subsidy Program. The amount of funding through INAC and CMHC programs totaled \$138,947.00.

Seabird received funding for an energy efficiency project and hosted an event presenting the project to Community Members.

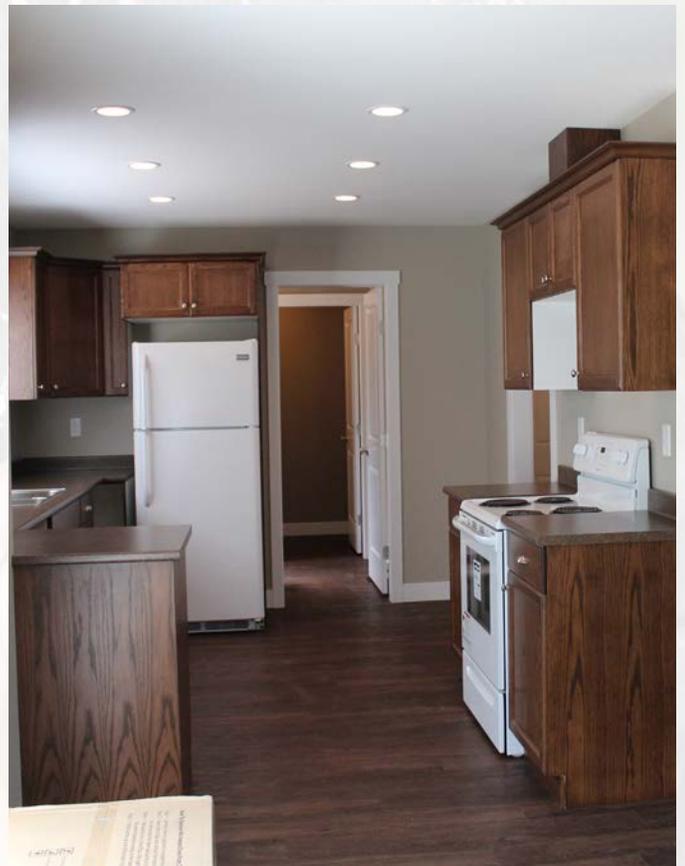


We applied for and were chosen to participate in the Housing Internship Initiative for Inuit and First Nation Youth through CMHC. This funded a full-time internship position in Housing from August 2015 to March 2016.

We facilitated training for staff including several workshops through BC Non-Profit Housing on plumbing, electrical and HVAC skills as well as a CMHC workshop on Building and Renovating to avoid Mould. In March, we hosted a 3-day electrical training session in which BC Non-Profit Housing brought their module to our Office.

In December, we hosted CMHC's Basic Home Maintenance course which was open to all tenants and Community Members. We had 20 people attend this course that taught basic home maintenance repair skills.

Housing worked closely with the Lands and Public Works teams to negotiate enforcement contracts and provide education to the community on the Animal Management & Dog Licensing Law that was approved in 2015. An agreement was reached with Fraser Valley Regional District on enforcement and a Community Pet Education Open House was hosted over 2-days in March.







**Conclusion**

## Message from Chief Administrative Officer (CAO)



It is my pleasure to share this 2015/2016 Annual Report. This report reflects our commitments and accomplishments and demonstrates our continued dedication to improving programs and services to our Community Members.

Our community continues to grow in membership, as we strive to find innovative ways to meet the needs and future needs of our valued Community Members. I am proud and honored to work with a dedicated Chief and Council and a very devoted, knowledgeable and hardworking group of Directors and staff. *Yalh Yuxw Kwa s hoy – thank you.*

This past year has been a year of growth and development. The 2015/2016 had a particularly special accomplishment within Education. We had a total of 11 graduates from post secondary, which is a tremendous success for both our graduates and community as a whole. Additionally, we are proud to announce a total of 10 graduates from the grade 12 program. This past year also saw the completion of our Early Childhood Centre of Excellence, yet another example of Seabird Island's commitment to our community, our children and our future.

Health and Wellness continues to be a focus. The Pharmacy, which opened in March 2015, has been a success and a great asset for our membership. We're proud pharmacy staff were nominated and won a 2016 BC Excellence in Pharmacy Award.

As we look to our future, we will continue to strive to further evolve for the betterment of our Community and Members.

*Yalh yexw kwas hoy siyam si:ya:ye – Thank you respected friends.*

Daryl (Chuck) McNeil  
Tse tsa'wtm



## **ACKNOWLEDGMENTS**

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by Corporate Affairs' Communications Office:

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# Yalh Yuxw Kwa s Hoy (Thank you)



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