



# Seabird Island Band

Annual Report 2011-2012  
Silolem pekw

“Our Journey to Excellence”





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# Ey kw'es emi Welcome



Large enough to serve you,  
small enough to care!

*"Our Journey to Excellence"*



## Theme

### The theme for the year 2011 / 2012 is “Our Journey to Excellence”

In the work we do this year we are all on a Journey to Excellence. Seabird has been expanding in all departments this past and coming year.

The Admin & Finance team is growing to keep up with the demand from all the Seabird Departments. As Seabird grows so do the amounts of revenue coming in and out. On our Journey to Excellence we want to be sure we are accountable for every penny.

The Economic Development Team is also growing as we develop new laws, leases and businesses. Our Journey involves a lot of growth for our future and the future of our children.

The Health Department has been and will continue to work towards “Accreditation”. Accreditation is a world wide standard of excellence in Health Care.

The Education Department is also on their own Journey to Excellence as they grow and expand the college and many other aspects of education available both on and off Seabird for our community members and others that come to us for a quality education.



*The Health Department has chosen Salmon (sthéqi) as their representative for their Journey to Accreditation.  
In the Doctors Office lobby you can watch the salmon change as we reach our goals.*



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## Chief and Council Contacts

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Jim Harris, Councilor	604-796-2177		jim@seabirdisland.ca
Maggie Peters, Councilor	604-796-2177		maggie@seabirdisland.ca



## Council Reports



### Greeting from Chief Seymour

**Portfolios:** Executive, Health & Early Childhood Development, Capital and Public Works, Child and Family Services, Audit Committee.

Éy Swáyel! (Good Day) My hands go up to everyone who has worked towards the continuing growth and success

of Seabird Island over the past year.

We've received many honours over this past year and those are things that belong to the people. The successes of Seabird Island College, the graduates and the continuing work. My thanks go out to everyone who work toward bringing good things home to Seabird Island.

Even as we continue to prosper and gain recognition for our work in many areas we know there is always more to do. The Land Code continues to take shape and become a reality with the hard work and efforts of the Lands Advisory Committee. Our reserve boundary issues

continue to remain outstanding and negotiations continue with AANDC (Aboriginal Affairs and Northern Development Canada). The Comprehensive Community Plan continues to be developed through on-going committee work and the Seabird Island Band Governance Model as well as the Custom Election Code continues to be refined and upheld during Chief and Council's regular meetings.

Over the upcoming year we look forward to developing and refining a Vision for Seabird with the input from our community members. We look forward to coming together with the Federal and Provincial Governments on a resolution to our reserve boundary issues and we look forward to continued growth and strength in all areas of our governance, administration and community.

The work we do, we do for the benefit of Seabird Island; both now and for the future. Building unity is one of our strengths and this is work that we can all take part in.

### Acronyms / Abbreviations:

AANDC (Aboriginal Affairs and Northern Development Canada)



## Council Reports



### Art Andrew

**Portfolios:** Land Code, Education, Safety, Emergency Services & Justice

Hell everyone. I have been working for the Band for about 30 years, and have served on Council for 3 ½ years. My time with the Band also includes 20 years with the fire department.

I am currently the Maintenance Supervisor; looking after buildings, grounds, vehicles, water and sewer.

In my position on Council and as a staff member I serve on multiple committees including; Occupational Health and Safety Committee (co-chair), Education Committee (Council Portfolio), Safety, Emergency Services and Justice Portfolio

(as staff), Events and, Lands Advisory Committee (chair).

The Education Committee works with the schools Seabird children attend and serves to get the best education we can for our children.

I chair the Land Advisory Committee where our role is to protect and preserve our reserve lands. We have introduced 2 new laws. We are asking for your help with the Trespassing Law and Anti-Dumping Law which are posted in the lobby. We are also working on the Development Law and Matrimonial Law. We are asking you to walk with us to be part of the change.

As a fisherman I am also a Seabird Island Band representative on the LFFA (Lower Fraser Fisheries Alliance) and a member of the Seabird Island Dry Rack Fishers Group. At the LFFA table we discuss harvest strategies and protocols that impact community access to Fraser River fisheries. The Dry Rack Fishers Group is establishing and maintaining a voice and asserting our Aboriginal rights.

### Jim Harris

**Portfolios:** Safety, Emergency Services & Justice, Executive, Economic Development, Audit Committee

I was talking with Arron McNeil about the garbage pick up one day. He was telling me that our members are throwing away less garbage and doing more re-cycling. He said a few years ago they would take a full load or even 2 loads of garbage to the landfill and maybe 1/2 a load of re-cycles to the depot. Now he said it has turned around with 2 or 3 loads of re-cycles, and 1/2 to 3/4's of a load to the landfill.

I think that is great. It's nice to see that our community members are all chipping in to help reduce the waste that goes into the landfills.

I see that the band has also bought a chipper and have started a composting site at the farm across the tracks from the gas bar.

I am also glad to see all the college programs here that the Seabird Island College has to offer, not only to the Seabird members but to all the Sto:lo members. It's been nice to make it through another year with all the programs and services that are here at Seabird.

I want to say that all the staff, supervisors, managers and the band members who are one of the many committees has done a good job working for our band members.



**Acronyms / Abbreviations:**  
LFFA (Lower Fraser Fisheries Alliance)





## Council Reports



### Councilor Margaret (Maggie) Pettis

**Portfolios:** Child and Family Services; Culture, Language and Heritage; Education

#### Child and Family Services:

Seabird Staff meets monthly with the MCFD (Ministry of Children and Family Development) to discuss files and to work closely for our children in care. As a Band

Council/Rep we sometimes present Seabird Island Band Court Statements to a Family Court Judge, MCFD and or Xyolhemeylh so our community voice is heard at the Court level.

#### Education:

Seabird Education Committee held its elections for two positions in March with Celeste Bobb and Stacy McNeil returning to serve by acclamation. Wayne Bobb and Edie Karacsonyi are the Council's appointed positions.

The Education Committee presented Post-Secondary Policy changes to Council that were accepted in-principle with recommendations addressing some areas of concern. Seabird Island Band Council also received a letter from AANDC (Aboriginal Affairs and Northern Development Canada) with proposed changes from the national level. The Education Committee has met, reviewed and implement some of those changes to our policy with Council's approval.

The Education Committee has been reviewing and making changes to our Local Education Agreement (LEA). The LEA with School District #78 expires at the end of June 2012. The Committee would like to thank Tyrone McNeil for helping us with the changes to this document.

If anyone is interested in attending our monthly meetings we meet once a month, usually the 3rd Thursday of the month.

#### Culture, Language and Heritage Committee (Sq'ep):

The Sq'ep Committee meets monthly. This year, I presented two names to the Elders for approval to be accepted to the committee: Angie Chapman and Sally Hope. *We are currently looking for another Elder to come forward to fill the vacant committee seats.*

Sq'ep also met to discuss Funeral Policy in which the committee identified some areas of concern.

Sq'ep also meets and discusses any issues that may arise when Cultural events or practices have taken place within our organization.

#### Custom Election Code

I have attended meetings on a regular basis for the Custom Election Code Committee. Gary Lister, is facilitating these discussions and drafting the recommended changes to this code. The Committee is hoping to have this code done by the end of July 2012, we plan to start the community ratification process in time for the upcoming Seabird Island Band Election in March 2013.

#### Seabird Governance Policy Changes:

Gary Lister is also facilitating change discussions to Seabird Island Band's Governance Model. Vivian Ferguson, Marcie Peters, Art Andrew and I are looking at many changes to this Policy to ensure that we meet the accountability expectations of membership.

#### Finance Policy:

The Managers and the Audit committee have been working hard to refine the Finance Policy of the Band. The process has taken many hours, prior to revisions being presented to Council, with a few of us having met with Council for its input. The Council members who have been attending include Vivian Ferguson, Marcie Peters, Art Andrew and Maggie Pettis. These Council members are hoping to have changes finalized and accepted by the larger Council group by the June 2012 regular meeting.

#### Council Meetings:

With Council, I believe I take my responsibility to serve the community seriously. Majority of the meetings are held in evenings, as well as, on weekends to ensure that our policies are continually updated according to the Council mandate of reviewing and making annual changes.

Council has invited membership to participate in annual planning sessions and hopefully we can expect people to become involved. It would definitely benefit our community if we can have Youth and Elders involved and with their input we can peer into the future.

Thank you for your confidence in electing me to Council. I'm very proud of the Committees on which I sit. The committees have completed many hours of hard work with dedicated people who seek positive changes.

#### Acronyms / Abbreviations:

MCFD (Ministry of Children and Family Development)  
AANDC (Aboriginal Affairs and Northern Development Canada)  
LEA (Local Education Agreement)



## Council Reports



### **Ey Swayel!** **Marcie Peters**

**Portfolios:** Finance and Audit; Housing; Capital & Public Works, Safety, Emergency Services & Justice, Audit Committee.

This annual report is a reflection of our extremely busy year. The dedication and commitment from our staff in providing the excellent variety of services to our

community members is presented in this report.

We're encouraged by you as our strong membership to give us the guidance to deliver the community strategic plan and priorities. It is encouraging to see the increase in membership attending and speaking at our meetings.

Listed below is a brief summary including the number of meetings I've attended since January 01, 2012.

1) Seabird Island Band has signed on with First Nations Market Housing Fund to support financing arrangements for housing on reserve. This will allow the applicant to go to the approved lender for loan approval and Council will be the guarantee of the loan instead of AANDC (Aboriginal Affairs and Northern Development Canada). This will speed up the lending time as the loan does not need federal ministerial guarantee from AANDC.

With the assistance of Market Housing we are completing the policy in the following areas:

1. New construction
2. Renovation
3. New construction of Rental Unit(s)
4. Purchasing of rental units
5. Refinancing
6. Purchase/Acquisition

We are also in the process of updating our Housing policy with the assistance of the Market Housing consultant and community members. *22 meetings*

2) We have consistent meetings regarding our Finance and Audit obligations, getting prepared for our quarterly budget reports and audit.

Again with the assistance from Market Housing we have had the opportunity to update our Finance Policy. Through meetings with managers, the audit committee and Council, we were able to fast track items and have the Policy ready for Council approval at its July meeting. *24 meetings*

3) With the assistance of Gary Lister and council volunteers we are working to update our Governance Policy. The purpose of this document is to set out the regulations and procedures by which Seabird Island Band Council carries out its elected duties. This should be completed and ready for Council approval in September 2012. *9 meetings*

4) Economic Development / Business Development  
*8 meetings*

- A. ILM project
- B. BC Hydro
- C. Stq:ya Construction

5) Education: Post-secondary policy *2 meetings*

6) Landcode: Housing and landcode committee . *2 meetings*

Along with our regular monthly Council meetings we have met with our band lawyer and labour lawyer. We have had numerous emergency meetings and participated community events. *27 meetings*

Finally, I must express my deep gratitude to an incredibly hard working team of council, I appreciate their continued dedication.

Siyolweth

### **Acronyms / Abbreviations:**

AANDC (Aboriginal Affairs and Northern Development Canada)

ILM (Interior to Lower Mainland Project)



## Council Reports



### Vivian Ferguson

**Portfolios:** Economic Development, Land Code, Culture, Language & Heritage

My dear people,

I have served as your councilor for 14 months now. I have enjoyed the challenge and the work with my fellow council members on issues which face our community daily.

Since I moved to Seabird Island in

May 2011, I have experienced the genuine spirit of community and belonging.

As your councilor I have also taken other opportunities to contribute to our community by participating in community events and celebrations. I am very cognizant of the duty to serve my community with accountability, integrity and fairness.

As a member of the Lands Advisory Committee, I attend monthly meetings to advise on land issues, leases, and law making. Land is closely connected to Economic Development, so I have participated in meetings such as an opportunity to provide input into future potential business ventures (i.e. Wind Energy). The Land Advisory Committee has an immense task of developing laws for land development, matrimonial real property law, trespass law and land use. The Committee's Terms of Reference has been developed.

In the Finance and Audit Committee I have been very involved in the development of Finance Policy. Our new Finance Policy will ensure that the Band's large and extensive financial system is operated under prudent operating standards, legal obligations and strong financial control. I am better prepared to ensure that our resources and assets are protected and expended in the best interest of our community.

As a member of the Sq'èp committee I have supported the committee's work and commitment to the promotion of language and culture. Not only have we developed a Terms of Reference for the Committee, we have also advocated for a separate Language and Culture Department and mandated two people (Who) to be our cultural advisory to all programs and events sponsored by the Band.

I am a Council appointee to the Seabird College committee. The College has grown both in program offerings and the number of graduates. We have programs such as professional cooking, hairstyling, carpentry, and heavy equipment operator, to name a few. As with any new institution, we have many growing pains such as space, funding and getting and keeping our students motivated and successful. However, we continue to maintain that we need to provide meaningful trades training for our members and others.

Recently, Council has been working on revising its Governance Policy. I am committed to ensuring that we clearly define our roles and responsibilities. Our governance policy defines our vision for our community, our relationship with our administration and our values and principles. The Governance Policy will give clear direction to our administration to how we communicate, remain accountable for the expenditure of our resources and how we will keep our people informed and involved in the development of our community. This Policy states the ultimate authority of the Council as the governing body elected by the band members.

Our community has many issues to address. They include academic and cultural education; equal employment; hunger and; the wellness and protection of our land.

### Acronyms / Abbreviations:

Sq'èp (Cultural Committee)



## Council Reports



### Rod Peters

**Portfolios:** Executive, Economic Development, Housing

It has been a year on Council and the following is a summary of what has been reviewed and accomplished in consultation with the Community Members.

The participation in Band Quarterly Meetings throughout the year observing, listening and

getting Band Members questions, feedback and concerns on issues and topics for the Band. An example would be the future of the Seabird Island Gas Bar and Café.

Attending the Band Executive Meetings to determine what presentations, topics and items for discussion and decision towards the In Camera or Regular Chief and Council meetings.

The Financial department has been regularly providing reports, documentation and implementing the Stage 1-2-3 towards efficiency. We also met with the Auditor in relation to the Budget for 2011/2012 which was very in depth with great accomplishments. We are in the process of approving the Financial Policy Manual for 2012.

The following are Businesses, Company's, and Joint Ventures between Seabird that the Band Members were consulted to meetings and events scheduled such as an Agreement Signing Ceremony; B.C. Hydro, Flatiron Graham, Jake's Construction, Stqo'ya Construction Limited Partnership, Sts'ailes, Cheam and Dia Carbon.

The Housing Department including Sylvia Olsen assisting in the development of Policy for the future. The involvement of Gail Joe, New Market Housing on renovation, new construction and home ownership for the Band Members.

The Election Code committee involved Band Members to review the Seabird Custom Election Code – Policy – Band Members are encouraged to read and complete a Survey towards our own rules electing Chief and Council.

Mel Woolley of Land Strategies Ltd. met with Chief, Council, Staff and Members to determine business opportunity analysis, assessment of current sites and recommended development programs in the future.

Chief and Council met with the Band Staff, Managers, Band Members in regular meetings and Team Building workshop. Education Jurisdiction and Strategic Planning were two examples.

In closing I've challenged myself to continue on with Education taking the "Aboriginal Leadership Certificate Program" at the Justice Institute of B. C. in New Westminster. This course benefits my role on Council and Coordinator in the School District.

I express my appreciation and gratitude towards the Seabird Island Community Members for attending, participating and coming forward with your concerns and interests.

We must work together and strive in our personal and professional goals. There are also some barriers or emotions that get in the way as we endure. This is so because we are all just Human.

### **In Camera or Regular Chief and Council? What's the difference?**

**In Camera Meetings** are private & confidential Chief and Council meetings

**Regular Chief and Council Meetings**, people are welcome to quietly observe. If they have arranged to bring issues to the table, they may even be called upon to speak (only with prior arrangements made).

**Band Executive Meetings:** Setting the agenda for the band meeting.



**Siyamiya, Wabishkegagakos,  
Nanahumneese**

**Dianna N. Kay** B.Ed, M.Ed

**Portfolios:** Economic  
Development, Culture, Language  
& Heritage

Éy Swáyl (good day),

Siyamiya (my name is) tel skwix.  
Ts'áts'el wel hith kw'és yoyestset.

The 2011-2012 fiscal year was filled with federal elections, policy development and change, and political effort felt by all. The elders spoke of great change coming and that change is definitely happening. We are asked to justify our existence on a real and surreal fashion, politically and socially, and inherent and genetic. The definite solution is concrete support of our language and cultural knowledge. Our elders spoke of change, but they also state to remember who you are and where you come from; to be one with your people and the person you are. We embraced the opportunity to share with our community through the development of the Strategic Plan, the committees and audit review.

In Seabird, we are experiencing a definite growth in employment, education, population, capital; that provoked questions on our social being and indigenous knowledge. We experienced definite social change with mounting economic stress, yet our people procured the time to celebrate the birth of a new generation, graduation and the seasons. We were faced with generational decisions, decisions that would be changed the land - its use,

view, and local- and its panoramic view. New leasing, the Hydro Project, the construction of capital projects, and education growth contributed to the development of new ideas and heightened social awareness. We were challenged on a social, emotional, political and cultural level; justifying our existence and our wiliness to support our nation.

Our council and its administration constantly work on financial responsibly and accountability, but affirming the Government of Canada has the financial responsibility towards our nation. The future of our community is in your hands, I urge you to become informed, participate in community policy development, law development and community. Knowing we are together as a community working towards a common goal we can embrace the future with confidence as expressed by the late Joyce Bobb, 1983:

***So When You Look In the Mirror***

*See not the single self  
But your peoples history  
And if it causes you to weep  
Be very proud.  
It means you really care,  
That you still have a loving heart inside.  
And where there is love  
There is hope.*

*(From a personal collection with permission from  
Guyweeyo Mason)*

In Spirit and Unity



### Alexis Grace

**Portfolios:** Health & Early Childhood Development, Education, Child & Family Services

As another year passes, I need to begin by thanking each and every Band and Community member that has made my first Council term one that I am grateful and blessed to have experienced. I am more than privileged and humbled to have served this Community

for nearly two years. As I reflect upon a busy year passed, I look at accomplishment not in a sense of programs, staff, meetings or statistics, but rather, in the many people and lives with which Council, the office and I personally have been truly blessed to have been involved. It is imperative that further acknowledgement be given to the thoughts and concerns brought forward directly through the voice and strength of our Elders, Youth, Band and Community members that drive the day to day operation of our office, departments and services. Without this, the work reported on would not be nearly as consequential. As a staff member and Councilor I feel it essential not to lose sight of this foundation.

I am in complete admiration of the strength, kindness and dedication I have witnessed from our Seabird Island

Community; and it is these experiences that fuel my personal commitment to the Equality, Employment, Justice, Health, Rights and Empowerment of our Seabird Island Elders, Youth and Members. It is my firm belief that we will continue to grow and identify areas in which we can improve through nothing more than caring for this community and all of those we have residing within its boundaries. It remains my privilege to hold the Child & Family Services and Health portfolios and to have become increasingly involved in the rights and justice for our people.

I feel an overwhelming sense of pride in what we have accomplished, the people we have to work for and what we are capable of doing in the future. I look forward to another year of successes, building a strong community, preserving our rights, learning from our past and each other. I am personally dedicated to the equality, support and development of our community and people.

I continue to be motivated by my commitment to this community and to the compassion and equality that each person deserves. I have faith in another fantastic year coming, filled with pride for the exemplary work of which Seabird Island Band has proven to be capable of providing.

I will continue to work my hardest and do my very best to honor my family who are all here with me always.

# Finance and Administration



Large enough to serve you,  
small enough to care!

*"Our Journey to Excellence"*



## Finance and Administration Staff



### Finance/Administration Department Team

#### Council & Band Support

Chief Clem Seymour  
Daryl McNeil  
Fern Angus  
Terry Andow

#### Finance

Lisa Douglas  
Kathie Leslie  
Nigel Selvaduria  
Crystal Johnson

#### Purchasing / Cashier

Kimberly James

#### Human Resources/Payroll

Drew Paddon  
Fallon McNeil \*\*  
El-lea Sam \*\*

#### Accounts Receivable

Diane Angus  
Coral Leigh Peters

#### Communications

Sandy Bobb\*\*  
Phaine McNeil\*\*  
Ashley Hannigan\*\*

#### Administration Staff

Danielle Gabriel  
Zena Schultz  
Cynthia McNeil \*\*

#### Accounts Payable

Lisa Mason  
Cheri Klotz

#### Records Management (New)

Coral Hope

\*\* Not in picture





## Administration

### INDIAN REGISTRY ADMINISTRATOR (IRA)/ RECORDS MANAGEMENT (RM)

Carol Hope is responsible for the administration of the Seabird Island Band Registry program and Membership as of January 2005. I can assist Band Members with registering births, deaths, marriages, divorces and transfers,

### Update on new Secure Certificate of Indian Status Card (SCIS)

I attended a meeting with Indian Registry Administrator and the Manager of Indian Registration in March 2012 in Kamloops, BC. It was indicated that it will be approximately another year before Aboriginal Affairs and Northern Development Canada (AANDC) will allow us to issue the new Secure Certificate of Indian Status card. In the meantime, your current status card continues to be valid until it reaches its renewal date. Please ensure you keep all your identification up to date, as only up to date identification is accepted (ie. status cards, driver's license, BC identification, etc). If you would like further information on the new status card version please contact me.

### Bill C-3 Gender Equity in Indian Registration Act

On January 31, 2011 the Gender Equity in Indian Registration Act came into force.

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 15 people have become registered members of Seabird Island.

### Baby Registration

All baby registrations are required to be done in the first 3 to 6 months after birth. To ensure medical coverage, registration should be done as soon as possible. The original birth certificates for new registrants are still required to be sent to AANDC. They are returned to you in approximately two weeks.

### Membership Referendum

Members of the other First Nations may be granted membership provided that the applicant:

- a. Receives the approval and consent of at least 60% of the Electors at a duly convened Referendum held specifically for the purpose; and
- b. The Enrollment Officer certifies that the information provided by the applicant is both complete and accurate.

On March 7, 2012, Seabird Island Band held a membership referendum. Twenty-one people applied to transfer to Seabird through referendum. Suzanne Ellis was a successful candidate who made over 60% of the electors votes. Congratulations to Suzanne in becoming a Seabird Island Member.

### Border Crossing:

"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.

**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.

### Acronyms / Abbreviations:

IRA (Indian Registry Administrator)  
RM (Records Management)

SCIS (Secure Certificate of Indian Status)  
AANDC (Aboriginal Affairs and Northern Development Canada)



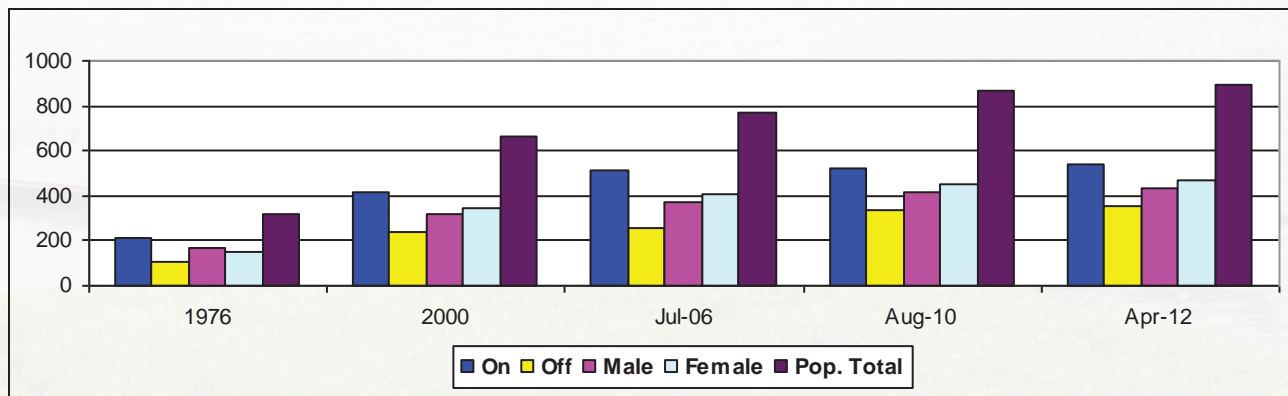
## Administration

### Seabird Island Band Population Profile

Membership	April 05	July 06	March 07	July 08	Sept 09	Aug 10	Mar 11	Apr 12
Male	364	369	376	387	400	414	418	430
Female	402	405	408	423	439	449	453	465
On reserve	510	513	520	496	555	526	532	540
Off reserve	256	261	264	314	284	337	339	355
Total population	766	774	784	810	839	863	871	895

### Population Growth

Population of Seabird Island people currently living on Seabird Island is approximately 643. The table below shows the population growth of Seabird since 1976.



### Records Management

I have taken on a new job this year. I now look after the Seabird Island Band's filing system. To start I will be shredding all out dated files with prior approval of the departments to which they belong. All other files will be scanned and recorded electronically. Some files will be required to be kept as a hard original copy as well. This is the first stage of the restructuring process.



## Administration

### Sustainable Community Plan - Update

The hard work and perseverance of Sustainable Community Plan (SCP) Working Group (Cindy McNeil, Dwayne McNeil, Chuck McNeil and Brian Jones) that grew out of community consultations has resulted in another step forward in the development of a SCP. The SCP Work Plan outlines how Band Office departments will work together to develop plans for the community. Work to date has included:

- Community Core Concept Maps
- Demographic and Housing Profile of our community
- Community feedback produced Value Statements Cultural, Social, Built, Environment, Economic, Governance, and Natural Resources themes. These value statements can be seen in the foyer and on the Kiosk.
- Community feedback also produced a list of Community Wants – many of which are entered onto the Community Investment Plan
- Community feedback also assisted in the development of a draft Community Wealth Plan and Community Wealth and Business. These documents can be viewed on the Kiosk in the foyer.

The SCP Working Group wants to extend its appreciation to everyone who contributed to the development of the Sustainable Community Plan, Waste Management, Energy Management and Draft Community Wealth Plan.



*Lobby Kiosk  
Visit our website*



*Coming soon - Seabird Island Eco-station (2012 -2013) a waste and waste recovery facility*

**Acronyms / Abbreviations:**  
SCP (Sustainable Community Plan)



## Finance

### Accounts Payable

Lisa Mason – Accounts Payable Administrator

Accounts Payable welcomes a new staff member to the Seabird family, Cheri Klotz as our Accounts Payable Assistant.

Our Department manages all payments issued to our business suppliers.

We print cheques Mondays, Tuesday s, Thursdays and Fridays. Neither Cheri nor I have authorization to print cheques ourselves. The department has a process so that there are different eyes looking at the paperwork entered into the system. Our Supervisor or Manager has to enter the final password before a cheque can be printed. This eliminates the chances of any unauthorized cheques being printed.

Just a little insight of how much we have grown over the past three years. We went from 700 hundred business accounts in the 1st year, to 1,000 the 2nd year and this year we have 1,300 accounts.

Our door is always open if you would like to come in and visit us.

### Contracts

Crystal Johnson & Kathy Leslie, Finance Analysts

In 2012, the Contracts department saw a large increase in the number of Expense Contracts received and a slight decrease in the number of Revenue Contracts received. Expense contracts received totaled 161 up from 37 and Revenue contracts received totaled 55 down from 63.

### Human Resources

The Human Resources Team (HR) has been working hard this year to meet the needs of our current employees and helping to find more team members to fill the ever-growing hiring needs. This year was the first full year that we had a team dedicated to HR functions, growing out of our payroll and benefits department.

HR has posted more than 60 job opportunities in the fiscal year. Jobs have ranged from On-call and Entry level positions to Manager and Supervisor positions. Growth continues with opportunities coming within all of our departments. We continue to look for new ways to provide employment opportunities for Band Members in the Band Office, and encourage anyone looking for work to regularly check the job boards in the Band Office for current postings. Job seekers can also reach out directly to the HR Department for the latest.

HR strives daily to meet the needs of all staff. We currently have more than 250 employees, and provide extended medical and dental benefits to approximately 140 employees through Many Nations and Standard Life Canada.

Drew Paddon,  
drewpaddon@seabirdisland.ca  
604-796-6814

### Acronyms / Abbreviations:

HR (Human Resources)

# Communications



The communications department grew in 2011/2012. We are now part of 3 departments Health, Finance and IT working with all departments at Seabird.

**We have 3 staff;** Sandy Bobb Graphic Designer & Communications Officer / Supervisor designing up to three newsletters per month (Community, Staff and HUB) as well as posters, brochures, business cards, annual reports and much more..., Phaine McNeil Website, Staff portal , Lobby TV, and Kiosk, and our annual WOP employee, the Communications Assistant / Health Clerk was Ashley Hannigan. New to our team replacing Ashley in the summer of 2012 is Kristy Johnson. This WOP position is an annual training position, from this position you work will all departments and can develop skills and contacts for many future employment opportunities.

Working closely with IT this year we set up a TV in the main lobby featuring event blurbs, commercials and culture based programming. We also developed a Kiosk in the main lobby

where visitors can access the Seabird website and see what is new and available. If you do not have access to internet from home, this is a great opportunity to look in on the Seabird website. The new Seabird website is now up and running featuring a ton of new information on all the departments, this is updated regularly. You can read current events and community alerts in the blog window featured on the front page visit [www.seabirdisland.com](http://www.seabirdisland.com) for more information.

**Communication plays vital part in determining success for today's organizations. Without communication there is no way to communicate your company goals within an organization to achieve success in the business world nor to your target market.**

We realize everybody is different and has personal preferences on how they would prefer to receive their news, updates and alerts. We are working hard to expand the communication services to keep band and community members informed spanning over multiple avenues of communication. We hope you take the time to review each communications piece, some pieces go into more explanation than others

and all can provide you with details you may be looking for from the band office and all its departments.

## Acronyms / Abbreviations:

- HUB (Ye mi seqó:tel la xwe letsemó:t ó Community Engagement)
- WOP (Work Opportunity Program)
- IT - Information Technology



# Communications

## Graphic Communications

One of the most vigorous and exciting industries in Canada today. Knowledgeable and skilled professionals in the field are rewarded with challenging opportunities. The preparation of layouts, designs, files, proofs, and finished jobs in the industry require the use of advanced hardware, software, and technology.

That clear and effective communication is paramount for not only patients but for staff and visitors. Instant and reliable communication is important, in the health care industry, it's VITAL!

## Health care Design's philosophy is simple:

That clear and effective communication is paramount for not only patients but for staff and visitors. Instant and reliable communication is important and in the health care industry, it is VITAL!

One of the most effective ways of communicating any message in a health care environment is through clear posters and banners. After all a picture says a thousand words. When you find yourself in a health care environment, the clear and concise distribution of information is the most effective way to communicate a point.

Materials like medication alerts are very important, and make patients' lives easier. **Health marketers help health professionals help patients!** Equally critical is that we continually give patients reasons to believe in treatment in order for them to successfully self-manage over time. Health care Design specializes in writing, designing and manufacturing many materials from medical posters and leaflets to health care marketing, advertisements, reports and stationery - even large format outdoor banners and signage **all with Seabird Health branding.**

The collage displays several issues of the 'YOO HOO' newsletter. Key features include:
 

- Back to School Day (September 2011):** Celebrating the start of the school year with a backpack walk and a raffle.
- Aboriginal Practical Nursing Graduation (October 2011):** Honoring graduates from the First Aboriginal Practical Nursing Class.
- Community Action for Diabetes Event (November 2011):** Promoting awareness and support for those with diabetes.
- National Addictions Week (December 2011):** A week of events and support for those struggling with addiction.
- Seabird Summer Program (July 2011):** A recap of the summer activities and the group's final day.
- Seabird Community Christmas Dinner (January 2012):** Celebrating the holiday season with a community meal.
- INSIDE this Yoo Hoo (January 2012):** A special issue with a table of contents listing various community events and activities.
- Seabird Island First Nation Operation's Plan Workshop Summary (February 2012):** A detailed report on the workshop held to discuss future operations.



Scan this QR Code with your smart phone and it will lead you to the Seabird Website. This is an easier way than typing <http://www.seabirdisland.ca> into your smart phone.

View these newsletters and more at  
[www.seabirdisland.ca](http://www.seabirdisland.ca)

Scan this QR Code with your smart phone and it will lead you to the Seabird Newsletter on our Website. This is an easier way than typing <http://www.seabirdisland.ca/page/news-events> into your smart phone.



# Lands & Economic Development



Large enough to serve you,  
small enough to care!

*“Our Journey to Excellence”*



## Lands Department

The Lands Department is continually reviewing, researching and expanding its Records information in order to meet the Community goal of managing its Reserve Lands.

The department is happy to welcome Donna Andrew as Lands Clerk. Donna is a great addition to the department with her vast knowledge of Seabird Island.

**LANDS ADVISORY COMMITTEE (LAC)** also has new personnel additions, with June Harris and Jason Campbell being welcomed.

The committee would like to thank everyone who provided input into the preparation of the *Anti-Dumping Law* and *Trespassing Law*. The laws will be provided to membership through Community Posting 30 days prior to being approved and enacted by Chief and Council. The 30 day period will allow membership to review and comment.

<p style="text-align: center;"><b><u>Seabird Island Band Anti-Dumping Law</u></b> <b><u>Summary</u></b></p> <p style="text-align: center;">A brief description of the Law is provided of you, with attached Law. Please note... The this LAW is not in affect. It is for discussion purposes only...! <u>Lands Advisory Committee</u> appreciates any feedback in regards to the Law.</p> <p><b>PURPOSE of this LAW</b> Seabird wants to ensure safety, respect of human rights of all those who share the Seabird Island Lands. Those who are convicted are not guilty until proven so. Examples of offences considered, but are not limited to are: unsightly premises that start to smell, depositing fish guts or debris in random fields around Seabird Lands, etc...</p> <p><b>Preamble</b></p> <ul style="list-style-type: none"> <li>&gt; A preliminary statement, especially the introduction to a formal document that serves to explain its purpose.</li> </ul> <p><b>Application</b></p> <ul style="list-style-type: none"> <li>&gt; States that the law applies to all Seabird Island Lands, CP'd and Community Lands.</li> </ul> <p><b>Prohibited Activities</b></p> <ul style="list-style-type: none"> <li>&gt; States it will not allow water, garbage/waste or debris to collect or accumulate on any lands of seabird island band</li> <li>&gt; States on any property within Seabird Island reserve boundaries whether CP'd Lands or Community Lands, no garbage/waste being dumped in open spaces, or allow it to smell.</li> <li>&gt; States that it does not apply to outdoor storage of good and materials permitted by Seabird Island Land Use Plan</li> </ul> <p><b>Inspection</b></p> <ul style="list-style-type: none"> <li>&gt; States a law enforcement officer appointed by Seabird is allowed to enter premises at reasonable times, to inspect the property and evaluate whether it is in compliance.</li> </ul> <p><b>Enforcement</b></p> <ul style="list-style-type: none"> <li>&gt; States that after a property has been inspected, the Enforcement Officer and has determined violation, the officer may issue a written order requiring owner to take proper action for clean-up.</li> <li>&gt; States that after a fifteen (15) date period the property is not cleaned up by the owner, Seabird may enter the premises to clean it up at the owner's expense. Such expense may be recovered by court action.</li> </ul> <p style="text-align: center;">Anti-Dumping Law Summary – ONLY DRAFT – For Membership Feedback</p>	<p style="text-align: center;"><b><u>Seabird Island Band Anti-Dumping Law</u></b> <b><u>Summary</u></b></p> <p style="text-align: center;">A brief description of the Law is provided of you, with attached Law. Please note... The this LAW is not in affect. It is for discussion purposes only...! <u>Lands Advisory Committee</u> appreciates any feedback in regards to the Law.</p> <p><b>Offences</b></p> <ul style="list-style-type: none"> <li>&gt; States that any person who:             <ul style="list-style-type: none"> <li>✓ Disregards the law,</li> <li>✓ Prevents Seabird lands department from entering the premises</li> <li>✓ Fails to comply with order, direction or notice given by this law,</li> </ul>             -commits an offence under this law.         </li> </ul> <p><b>Penalties</b></p> <ul style="list-style-type: none"> <li>&gt; Any person who commits an offence under this law is punishable and can be fined             <ul style="list-style-type: none"> <li>✓ No less than \$100.00 and not more than \$2,000.00 / day</li> </ul> </li> <li>&gt; These penalties, may apply daily to the offender, if it is not cleaned up right away.</li> <li>&gt; The person convicted in addition to a fine he             <ul style="list-style-type: none"> <li>✓ Imprisoned for up to six (6) months</li> <li>✓ Pay back Seabird Island Band if clean was done by the Band</li> <li>✓ Perform Community Services</li> <li>✓ Come up with a plan to solve the conviction and follow through with it.</li> </ul> </li> <li>&gt; In considering an appropriate sentence, the court may consider             <ul style="list-style-type: none"> <li>✓ Whether, in committing this offence, the person was in trespass</li> <li>✓ The nature of the materials being deposited whether they were toxic, harmful, or whether it was biodegradable materials deposited.</li> <li>✓ The size of the materials deposited, and</li> <li>✓ Whether the person has been previously convicted under this law.</li> </ul> </li> </ul> <p style="text-align: center;">Anti-Dumping Law Summary – ONLY DRAFT – For Membership Feedback</p>
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To view these whole documents in full size please stop by the Band office. There are copies available in the lobby and/or by request.

**Acronyms / Abbreviations:**  
LAC (Lands Advisory Committee)





## Lands

**LAND USE PLAN (LUP):** The LAC continues to work alongside the Comprehensive Community Plan information that Myra Seymour has been championing. Urban Systems will be assisting the Lands Advisory Committee with the work that is needed to complete the LUP. Community meetings and membership feedback are essential to ensure that everything is taken into consideration.

### Leases for the year

Leaser Name	Acres	Operation - Use	Lease term Start Date	Lease Term End Date	Annual Amount per Fiscal Year 2012-2013
Corner's Pride	200	Grass and Corn	April 1, 2011	October 31, 2016	\$ 60,000.00
Corner's Pride	255	Grass and Corn	April 1, 2012	October 31, 2017	\$ 76,500.00
Canadian Farms	47	Carrots, Potatoes, Parsnip	May 1, 2009	April 31, 2013	\$ 12,925.00
Canadian Farms	162	Carrots, Potatoes, Parsnip	April 1, 2010	March 31, 2015	\$ 48,600.00
Canadian Farms	43	Carrots, Potatoes, Parsnip	April 1, 2012	March 31, 2017	\$ 12,900.00
Ono's Farms	129	Tulips	September 1, 2010	October 31, 2015	\$ 22,575.00
Gro-Rite Supply	160	Nusery Stock	January 1, 2012	December 31, 2014	\$ 48,000.00
Evergreen Propagators	293	Nusery Stock	April 1, 2012	March 31, 2017	\$ 87,900.00
Flatiron / Graham JV	12	Laydown Area (Tower Assembly)	March 15, 2012	March 14, 2016	\$ 3,360.00
Diacarbon Energy	1	BioMass	March 1, 2012	Febraru 28, 2013	\$ 5,500.00
Jakes Construction ( <i>Waleach Pit</i> )	12	Gravel Operations	April 1, 2008	March 31, 2013	\$ 2,880.00
Valley Select Foods	70	Peas, Corn	April 1, 2012	March 31, 2017	\$ 28,000.00
<i>A&amp;D 2Brothers Cattle</i>	<i>13.5</i>	<i>Cow/Calf and Goats</i>	<i>March 1, 2012</i>	<i>February 28, 2017</i>	\$ -
<b>Totals</b>	<b>1397.5</b>				<b>\$ 381,140.00</b>
	Acres				Annual Amount / FY

### Acronyms / Abbreviations:

LUP (Land Use Plan)

AANDC (Aboriginal Affairs & Northern Development Canada)

LAC (Lands Advisory Committee)



## Economic Development

### Economic Development

There have been a number of major initiatives with which the Economic Department has been engaged. BC Hydro Interior to Lower Mainland Project (ILM) negotiations have taken up the majority of staffing hours throughout the year. Negotiations are now approaching closure with a Consultation Benefits Agreement (CBA) being presented to Chief and Council.

Community engagement is a big part of the assessment process of projects with progress summaries presented to membership. We hope to create a communication process where everyone feels comfortable with information and more importantly we can hear what community has to say. There is the potential for many potential subsidiary businesses that are being explored as a result of the ILM project.

The newly formed Right and Title Department is gaining momentum with the development of policies to help protect territory and reserve lands. It became apparent after the ILM traditional use study was completed that more consideration of territory and reserve lands was needed.

The Economic Department and its Council Portfolio holders are also working on the Development Corporation. The education process for leadership has taken Chief and Council to new heights of understanding the importance of separating political processes and business models. The development corporation will be the business arm of Seabird Island Band and associated decisions will be a major role of a Board of Directors.

Mel Wooly, Lands Strategist has been hired to assist with feasibility studies on businesses opportunities. This will help Seabird understand where its attention needs to focus.

**GAS BAR:** The Gas Bar has been looking for ways to improve its services to the community and abroad. Stacy McNeil has been assisting with the process, a project which will help her with her Master's Degree in Business. While considering Development Corporation structures, Stacy and the Gas Bar Management are moving to improve the business model. Staff has met with a number of Branded companies to explore whether there is merit in moving to a Branded station. There are pros and cons to entering into this and we are exercising due diligence.



*Seabird Gas Bar*

### Acronyms / Abbreviations:

ILM (Interior to Lower mainland)

CBA (Consultation Benefits Agreement)



## Economic Development

**HAZELNUT FARM:** Seabird has contracted out the services to maintain the Hazelnut orchard to J&S Landscaping Design. Jeremy has been working hard with his crew to keep it looking clean and maintained. Eastern Filbert Blight is a major concern for the future of the orchard. A strategic plan is being developed as the blight is more serious than anticipated. During this past winter meetings were held to discuss options. Further work is required to investigate alternate uses of the lands. Applications are being developed to seek funds to look at future plans for the orchard and possible replacement options.

For now, we are minimizing expenses and maintaining production levels for as long as possible. There is no closing date as future plans will be researched for highest and best use of the 115 acres. It needs to be understood that the orchard will eventually become less and less productive. This could take a number of years, so we will continue with operations on a minimal basis.



*Seabird Nut Farm*

## Economic Development



### STQÓ:YA CONSTRUCTION LP

Stqó:ya Construction Limited Partnership (Stqó:ya) is Seabird Island Band's partnership with Jakes Construction pursuing Interior to Lower Mainland Project (ILM) contracting opportunities within the ILM Joint Venture Agreement between Seabird, Cheam and Chehalis. Each of the three First Nation communities successfully negotiated a Direct Award Contract with BC Hydro, and will also pursue additional competitive contracts with Flatiron/Graham Joint Venture (Flatiron/Graham J/V), the ILM Design-Build Contractor.

Stqó:ya is happy to announce it is now searching for the employee base that will allow Stqó:ya to be competitive in the

civil construction industry. A Construction Manager Trainee posting is out seeking applicants who may be interested in civil construction management. The successful candidate will be mentored through Jakes Construction's business model

Since the Stqó:ya Signing Ceremony in April 2012, Seabird Island College's Heavy Equipment Operators Course has finished clearing and grubbing the Flatiron-Graham J/V Laydown area next to Seabird Island Gas Bar.

Stqó:ya continues to work towards its goals for Employment, Training and Profits.



*Thompson River College Instructor (in truck), Larry from Jakes Construction (mentor) and Seabird Island College Student*

### Acronyms / Abbreviations:

ILM (Interior to Lower Mainland Project)



## Economic Development

*Research Director, Aboriginal Rights and Title  
September 2011 – July 2012*

### **Interior to Lower Mainland Project (ILM)**

Through the end of 2011, negotiations continued with BC Hydro (BCH) on an ILM Impact Benefits Agreement. During this period, BCH changed the language term Impact Benefits Agreement (IBA) to Consultation and Benefits Agreement (CBA). By April 2012, negotiations were approaching closure,

with the negotiations package being brought to Chief and Council, as well as, the community for consideration. While various aspects of the ILM Project continue to fall into place, a decision on the acceptance or rejection of a CBA is expected in the summer of 2012.

Ceremonial burnings were held in December 2011 and April 2012, as part of continued spiritual work in preparation for ILM Project activities.



*Figure 1: Hydro lines on Bear Mountain. Ceremonial Burnings were conducted in 2011 and 2012 to take care of the pending spiritual impacts of the ILM Project.*

### **Acronyms / Abbreviations:**

ILM (Interior to Lower Mainland Project)  
IBA (Impact Benefits Agreement)

CBA (Consultation and Benefits Agreement)  
BCH (BC Hydro)



## Economic Development

Procurement meetings continued with Direct Award partners Cheam Band and Chehalis Band. The \$6 million dollar Direct Award Contract was issued by BCH to the Seabird Island/Cheam/Chehalis Joint Venture. The Direct Award Contract is part of BCH's ILM commitment to First Nations impacted by the Project. It provides economic opportunity to First Nation partnerships formed for the purposes of ILM Right-of-way clearing and Road building. The partnership will allow both Seabird and Cheam to carry out \$2 million dollar contracts through their construction entities.

Flatiron/Graham Joint Venture (F/G) was successful with its bid to be the ILM Prime Contractor. In December 2011, Seabird immediately engaged F/G in discussions of construction opportunity. Negotiations began on a lease of Seabird land to F/G for construction purposes. Without the Seabird Island Land Code in place, this opportunity would not have been available to Seabird. By managing its own lands, Seabird was able to secure a lease with F/G without approvals from Ottawa.

BCH released its Environmental Management Plan (EMP) in December 2011. The EMP describes how BCH and its contractors will assume and carry out its obligation to environmental protection, avoiding and mitigating impacts resulting from construction activities.

BCH also issued its Construction Schedule in December 2011. Its main considerations included access, weather and wildlife seasons. Construction is set to begin on both ends of the pending line, progressing toward the middle sections. The Project is divided into five sections numbered off from Merritt to Coquitlam. Section four is in Seabird's backyard, approximately from Hicks Mountain to Stave Falls.

BCH's archaeological contractor, Golder and Associates also released its Archaeological Impact Assessment (AIA) Report in December 2011. The AIA describes the results of Golder's field work investigating potential archaeological impacts of the ILM project. Seabird Island was part of the AIA work, sending representatives with Golder to conduct field work. Additional interim reports will be issued as project activity progresses.



*Figure 2: Seabird Island representatives accompanied Golder and Associates on Archaeological Impact Assessment field work for the ILM Project.*

### Acronyms / Abbreviations:

ILM (Interior to Lower Mainland Project)  
 IBA (Impact Benefits Agreement)  
 CBA (Consultation and Benefits Agreement)  
 BCH (BC hydro)

EMP (Environmental Management Plan)  
 AIA (Archaeological Impact Assessment)  
 F/G (Flatiron/Graham Joint Venture)



## Economic Development

### Environmental Management Plan

Continuing to build upon 2011 Environmental Management Agreement (EMA) work, Seabird Island Band and SNC Lavalin – Environment (SNC) began drafting the Seabird Island Band Environmental Management Plan (EMP). The EMP describes the ways in which Seabird Island provides protection for its on-reserve environment.

The EMP considers community environmental issues, how predicted activities will impact the environment and how negative impacts can be minimized or eliminated. Mitigation

measures are developed and outlined in the EMP. They are to be followed and incorporated into activity development and operational phases of projects. Mitigation measures can include action or actions to eliminate, reduce or control an adverse effect.

The EMP looks at Federal, Provincial, Municipal guidelines, regulations, and best management practices for environmental protection. With the assistance of SNC, Seabird reviewed guidelines, regulations and best management practices; decided which ones could work for Seabird; and identified gaps in the protection they provide. Seabird can now look to fill those gaps by developing its own laws.



*Figure 3: Protection of the environment is essential to the Environmental Management Plan (EMP). The five areas deemed essential to the community are reflected in the EMP.*

#### Acronyms / Abbreviations:

EMP (Environmental Management Plan)  
 EMA (Environmental Management Agreement)  
 SNC (SNC Lavalin - Environment)

## Economic Development



### Dry Rack Fisher's Group

Throughout 2011 and into 2012 meetings were held with representatives of the Seabird Island Dry Rack families, exploring ways in which their interests could be best represented. The group is concerned with a couple of things related to their ability to carry on their cultural practice of seasonally drying fish in the Fraser Canyon above Yale.

The Families have been concerned that since the onset of First Nations' commercial sales of fish in the 90's, the traditional Dry Rack fishery has been in decline. Fishery openings for Dry Racks have been scaled back to a fraction of what they once were. The Traditional Ecological Knowledge that encompasses and once dictated how and when it was optimal for the seasonal Dry Rack activity to occur is minimally considered in harvest planning.

The Families also have concerns with the impact of the pending Yale Treaty on their ability to carry on their Dry Rack fishery. Although other Sto:lo groups have voiced similar concern publicly regarding the impact of the Yale Treaty, Seabird families have some strong ancestral ties to the canyon. Within that context, some Seabird families have been approached by Yale First Nation. Yale is interested in establishing an access protocol with Seabird families, so Seabird families can continue to access their fishing sites through what is to become Yale First Nation Treaty Settlement Lands.

In relation to the first concern above, the Seabird Dry Rack Families have drafted a collective Declaration that begins to outline their position. The ends are to ensure the Dry Rack fishery is given more serious consideration in harvest planning, is protected for the future use of their children. The Dry Rack Fishery's importance to Seabird families is presented to all parties with an interest.

In relation to the second concern above, Yale First Nation has presented some Seabird Dry Rack Families with an informal Memorandum of Understanding. The Seabird families have concerns with the MoU presented by Yale. More specifically they are concerned with the MoU Term (5 years); transferability of the MoU agreement in the event of leadership changes; and the MoU's lack of "teeth".

With the support of Chief and Council and the assistance of Mandell-Pinder Legal Firm, the group has started to put a legal framework around the Declaration and the legal drafting a more formal agreement with Yale. In support of this action, the research team has also started collecting familial, cultural and historic information around the Dry Rack Fishery.



Figure 4: Art Andrew at his family fishing site in the Fraser Canyon. The Dry Rack Fishery is of the utmost importance to Seabird Families.



Figure 5: Fish hanging at the Andrew family dry rack. Seabird dry rack families are preparing a Declaration that formally states their position within the Dry Rack Fishery.

### Acronyms / Abbreviations:

MoU (Memorandum of Understanding)



# Health



Large enough to serve you,  
small enough to care!

*“Our Journey to Excellence”*



## Health Manager Message



### Message from Carolyn Neufeld

#### Seabird's Health and Social Development Manager:

Greetings! It is that time of year where we reflect on what the past year has brought, including changes, accomplishments and thoughts on where we need to go for the coming year. The annual report provides an opportunity to

rewind our thoughts and appreciate all the positive things going on around us. I think I would describe this past year as a year of negotiations...

One of the biggest changes that is coming for all First Nations in BC is the change over to our own Health Authority. First Nations and Inuit Health will be handing over their responsibilities to the First Nations Health Authority in 2013. This has meant that we have spent many hours getting ready for the change over and ensuring that our programs and services are not at risk. Other changes include working more closely with the Fraser Health Region to improve health services on Reserve. This year has brought significant changes in how we all work together.

We have made changes in our Child and Family Services program and are now working with the Ministry of Children and Families. As a result we are carving out new ways to work with many government agencies and this takes a great deal of time.

Negotiations with Aboriginal Affairs and Northern Development Canada (AANDC) have resulted in Seabird Island being the only Band in BC that can take charge of their own housing program.

Negotiations with Universities, Colleges and Training institutes to provide training close to home so that our community members are moving into Careers close to home.

On behalf of the Health & Social Development Department we thank you for your continued support and willingness to give us guidance as we work through all of the past changes and those to come.

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

### Acronyms / Abbreviations:

AANDC (Aboriginal Affairs and Northern Development Canada)



## Health

### Accreditation:

#### We have preliminary accreditation status!

Seabird Health Services is in the process of becoming accredited. Accreditation is an award that tells you your services meet National Standards for excellence.

Working towards accreditation helps us identify and address gaps in our services. Two surveyors came to Seabird in January 2012 to check out our plans for meeting standards and our services. They liked what they saw and granted us preliminary accreditation. See the banner outside the Band Office. A full survey happens in January 2014.

Staff members are working hard on four accreditation working groups: Effective Organization (dealing with new staff orientation and incident reporting), Client safety (working on falls prevention, medication/equipment/supplies management, staff education), Staff safety (violence prevention, home visitor safety, driver safety) and environmental safety (emergency planning, infection control, fire, hazardous materials). Community members are welcome to join us!!

For more information: See our progress on the “quality spawning channel” in the medical clinic reception area or check out our blog on the Seabird Island Website ([www.seabirdisland.ca](http://www.seabirdisland.ca)).

Or, talk to Heather McDonald (nurse) 796 2177, local 5033; [heathermcdonald@seabirdisland.ca](mailto:heathermcdonald@seabirdisland.ca)



Accreditation Banner outside Seabird Island Band Office

### Diabetes Centre of Excellence

The Diabetes Centre of Excellence provides diabetes assessment and care to people living with diabetes and their families. As well as group and individual education, intervention, and support, the diabetes team provides community awareness about diabetes. For example, in October 2011 over 140 people gathered in the Seabird Island gym to share a meal and think about diabetes. Seven communities participated. Highlights were:

- Traditional meal prepared by Angie Chapman including elk and salmon and samples of swamp tea, xushum juice, salt fish and more.
- Information and education: Diabetes in My Nation program by Grand Chief Bobby Joseph; easy ways to get your body moving....even from your chair!; ways to decrease the stress in your life, to keep yourself healthy
- Make and Take of beaded bracelets by Evelyn Peters. Colours of beads linked to seven colours of self-teachings and related health messages
- Messages from community members about personal experiences (Tammy Harris) and words of wisdom (Maggie Pettis) and Community brainstorming of activities/events that could be done in communities.
- Screening for diabetes using a simple finger poke
- Door prizes of fruit and veggie hampers, frozen turkeys and hams and gift vouchers for meat

*Special thanks to Dianna Kay for being the Master of Ceremonies. Thanks to our partners: UBC research team, Health Canada Aboriginal Diabetes Initiative, Diabetes in My Nation.*



## Health

### Doctor's Clinic

The doctor's clinic is open Monday to Friday with walk-ins accepted on Tuesdays from 1:00 to 4:00 pm. Dr. Fox is in office five days a week with the exception of being in Skwah on Thursday afternoons. Dr. Beaulieu is in the office on Thursdays and Fridays. Combined office visits that the doctors have had were approximately 8,100 which included 120 home visits.

Seabird Island continues to support a large number of students in clinical practicums such as Mike Dumont, an Ojibway from Shawnaga, ON, who is a UBC student. Orientation for practicum students has been modified to include teachings on cultural safety. Other students included: Trinity Western: two 4th year nursing students; University of Victoria: two practicums for advanced nursing leadership; Medical Student; and University of the Fraser Valley(UFV): Social Work Master's student.

### Students

Each year Seabird Health becomes a training ground for UBC health professional students who are taking a course in Aboriginal Health. During four weeks in the month of June, four students participate in Seabird Health activities in order to develop an understanding of issues in Aboriginal health such as the effects of the history of colonization, the social determinants of health, cross-cultural communication, health professional roles in Aboriginal communities, and factors that promote health and healing. As well as participating in Seabird Health and Seabird Island community activities, students were assigned specific projects.

Seabird has also become the training center for nursing students from various other colleges and universities, such as, University of the Fraser Valley, Vancouver Community College, University of Victoria, Nicola Valley Institute, and Trinity Western University. The student are assigned to a nurse and are expected to do direct hands on or health teaching in communities. Each student has mentioned that they have had a confident and practical experience. We make sure that each student gets a unique understanding of Seabird Health students appreciate that nurses in community health need a broad and vast array of nursing knowledge to work in Aboriginal communities.



*Doctors Office Reception*



*Student Doctor: Mike Dumont*

### Acronyms / Abbreviations:

UBC (University of British Columbia)  
UFV (University of the Fraser Valley)



## Health

### Dental Clinic

Seabird Dental welcomed about 350 new patients in 2011 bringing our total to about 2800 patients. We have recently limited our practice to status patients only, due to the long wait for appointments.

Our dental team continues to work with the community programs such as: Moms & Tots, Pre & Post Natal, Diabetes, and the school programs to increase dental awareness.

Seabird Dental Clinic welcomed two new dentists in 2011. Dr. Bruce Gerry started in June and works every Tuesdays and Wednesdays. Dr Luke Cockerham started in August and works on Mondays, Tuesdays and Thursdays. Both are excellent dentists and our patients have only positive things to say about them. Dr. Matt Panar works on Mondays, Wednesdays and Thursdays, so we have a full clinic with two dentists working daily to serve our clients. Our Hygienist Stephanie Honey works Monday to Thursday for dental cleanings.

Tuesday afternoons we have our walk-in clinic from 1:00 pm - 4:30 pm with Dr. Gerry and Dr. Cockerham working during these clinics. This is run on a first-come first-serve basis so patients are encouraged to arrive early to avoid waiting too long. This continues to be a very popular clinic for us each week such that we are considering increasing the number of walk-in clinics per week.

Dr Cockerham works two Friday each month to accommodate our busy schedule. We are here every second Friday but with shorter hours, from 9 am – 3 pm.

We still offer entries for the draw for a \$100 Gift Certificate to all patients that arrive early to their appointment.

*Thank you to all our patients for your recommendations for our clinic to your family and friends. Our goal is to provide our patients with professional dental treatment.*



Seabird Dental Team



## Early Childhood Development

### EARLY CHILDHOOD DEVELOPMENT

Healthy Child Development programs are designed to improve the cultural, emotional, intellectual and physical growth and development of infant, children and youth. The focus is to improve maternal, infant and child health. The program includes Canadian Prenatal Nutrition Program (CPNP), Maternal Child Program (MCP) and the Fetal Alcohol Spectrum Disorder (FASD).

Services are provided primarily by the Community Health Representative (CHR), the Community Health Nurses (CHN's) and the Nutrition Educators. They work together to provide health services to individuals to provide group learning opportunities.

### Canadian Prenatal Nutrition /Maternal Child Program

The Maternal Child Program and the Canadian Prenatal Nutrition Program (CPNP) are highly integrated programs that provide support for expecting moms and their families, which extends into the postpartum period. The purpose of the CPNP is to reduce the incidence of unhealthy birth weights and encourage breast-feeding through education either in groups or one on one. CPNP helps link mothers with needed services and provides collaboration of the health team to support the needs of at-risk pregnant women and healthy women. The primary workers who deliver these programs are the Kwiyo:s ('Respected Aunties') workers. The Kwiyo:s (Aunties) are trained in breast-feeding and are birth and postpartum doulas (lay midwife). They provide education to families prior to birth, attend births and provide educational, emotional (including communication and relationship), and practical support.

A new program developed is the Prenatal Circle that takes place every 2nd & 4th Friday of the month. With this program parents learn from each other and each learning need is unique to each family.



*Early Childhood Development*



*Maternal Child Program*

### Acronyms / Abbreviations:

CPNP (Canadian Prenatal Nutrition Program)  
FASD (Fetal Alcohol Spectrum Disorder)  
CHR (Community Health Representative)

CHN's (Community Health Nurses)  
MCP (Maternal Child Program)  
CPNP (Canadian Prenatal Nutrition Program)



## Early Childhood Development

### Aboriginal Infant Development Program (AIDP)

The AIDP provides services to nearly 50 Aboriginal babies and toddlers, birth to 3 years of age who require extra support or who are at risk for physical, social, intellectual, emotional and developmental delays. Services are offered on and off reserve from Sts'ailes (Chehalis) to Boothroyd. The program is voluntary and family centered. The two Aboriginal Infant Development Consultants, Cheryl Sauve and Connie LeBlanc support families by providing home visits, group programs or educational programs depending on what the family wants and what the child needs. Developmental screening and assessments are provided and individual activity plans are developed with the families. The goal is to establish a positive relationship with the family and to support each child's healthy development. In this way they can design a program that suits a child and their families individuality and uniqueness.

The Aboriginal Infant Development Consultants also offer a drop in parent/child group called Someone So Small. The program is offered at Seabird Island, Chawathil & Shxw'ow'hamel. This program focuses on the child's gross motor skills and encourages the babies and toddlers to move around, as well as a focus on literacy & social interaction. They also participate in Pre/Post Natal groups in Seabird and Chawathil, Prenatal Circle, in Seabird, which is a prenatal information group. Other programs and services offered have included: Infant Massage, workshops, Toilet Learning, Developmental Screening, Sleep Routines, Car seat safety, etc. The Aboriginal Infant Development program also works very closely with all the early childhood programs and participates in all community events for our children.



*Infant Massage*



*Infant Development play time*



## Early Childhood Development

### Seabird Supported Child Development Program (SSCDP)

Seabird Island developed the very first Aboriginal - Supported Child Development Program (SSCDP) in the province and has been offering services since 2004. In 2005, we started delivering services to non-First Nations children and are currently the only Aboriginal program in the province that is privileged to be able to serve all children. Support services are offered to over 50 children who require extra support in the areas of physical, cognitive, communicative or social/emotional development. The Supported Child Development Program believes in providing family centered care and recognizes the parents as the experts in their children's development. The SSCDP is offered, on and off reserve from Chehalis to Boothroyd.

Consultants Lani Beadman, Lisa Pettis and Sarah Saul determine the eligibility of children with special needs to receive services. The SSCDP was fortunate to have Danya Peters join our team this year as an Outreach Consultant and she feels fortunate to have met so many wonderful families and children. Support Workers may offer support either 1-1 or to groups of children depending on the need.

The needs of the child, families and centers are used to develop a plan to assist the child or youth to be successful. Support is offered in Daycares, preschools, out of school programs and anywhere that children gather. SSCDP hosts several developmental screening fairs throughout the year as well as information fairs.

SSCDP works collaboratively with other professionals and agencies to support the families and children we work for. We also offer various training and professional development opportunities to other programs or agencies such as: Ages and Stages Questionnaire training, Dealing with Difficult Behaviors, Goal Writing, Sign Language, Program Planning, Licensing-roles and Responsibilities, Cultural Awareness and inclusion training to name a few.

The SSCDP knows that our children are: "Our Sacred and Important Responsibility" and acknowledge and appreciate the support from Seabird Island Chief and Council and the Health Department for ensuring SSCDP's continuing success.



*Supported Child Development Display*

### Acronyms / Abbreviations:

SSCDP (Seabird Supported Child Development Program )





## Early Childhood Development

### Seabird Island Day-care

Seabird Island Day-care Centre is a licensed group childcare center for 49 children between the ages of birth to kindergarten. The day-care is open 5 days a week, from 7:30 am - 5:30 pm year round. Daily events: Drumming and sing, community walks, arts and crafts, water and sand play, computer time, circle time, free play outside time, and nutritious snacks.

Field trips included: Vancouver Zoo; Science World; local parks; Great Escapes; berry picking; Build-A-Bear; Story Time in the Park where each child received a book to take home.

Moe the Mouse: is a curriculum based program extension where they learned all the sounds of the alphabets with the help of our First Nations animals.

Community events: First Salmon Ceremony; Naming Ceremony; Sto:lo New Year; Remembrance Day Ceremony.



*Seabird Island Day-care*

### Young Parents Program at Seabird Island Community School

Seabird Island Young Parents Program (YPP) has been open for its 3rd year now, it is a licensed day-care centre that provides full time care for children from birth to 3 years of age whose parents are participating in educational program (school) at Lalme' Iwesawtexw (Seabird Island Community School). If you attend an Adult Education Program, there may be spaces available.

Parenting skills are not a natural occurrence that happens upon the birth of a child. We include parenting skills, life skills and developmental information for the parents with fun and educational guest's speakers into the program on weekly basis. Guest speakers come and talk about different services within the health department.

Special Events included: Mother's Day Tea; Nutrition Walk; and Children Christmas Party.

The Young Parent's Program objective is to empower each young parent with the knowledge and confidence needed to develop a healthy attachment to their child. The parents will be able to use that knowledge to help their child grow and develop in a safe and nurturing environment to his or her potential.



*Young Parents Program*

### Acronyms / Abbreviations:

YPP (Young Parents Program)



## Early Childhood Development

### Seabird Island 4's Preschool

The Four's Program had 18 registered children and was offered Monday to Friday for 3 hours each day. Children are bussed in by the Community Schools buses. A comprehensive holistic curriculum was developed that focused on children learning school readiness skills, peer relationship skills, health and safety skills and learning about healthy eating. Play is an important part of learning and children enjoy many opportunities to learn through play.

Weekly Events Included: Speech and Language Program; Arts and Crafts; Language with Kwosel; Total Physical Response with Jonnie; Seeds of Empathy; and visits with Kindergarten Class .

Special Events attended: children's Christmas party; Remembrance Day Ceremony; pumpkin patch; Sto:lo New Year; swimming lessons at Hope pool.



### Seabird Island Language Nest 3's Preschool

Seabird Island Language Nest has been incorporated into the 3's Preschool for the 2nd year. This was an exciting year with 16 children to start with the average of 10-12 each day. Program was in session from Monday to Thursday from 1-3 pm.

Transportation is provided as needed for Seabird, Cheam and Chawathil.

We were fortunate to have 2 Language speakers come in to the full immersion classroom to assist and guide the preschool teachers to encourage our children to learn the language in the classroom. The Language speakers are present to speak the language consistently throughout the day in a natural home like setting.

Daily activities include: Nature walks; crafts; story time; playtime; cooking; singing traditional songs; and dancing. Healthy and nutritious snacks are provided daily .



4's Preschool



3's Preschool



## Early Childhood Development

### Head Start on Reserve- Seabird, Cheam, Skwah and Parents and Tots

Head Start on reserve is offered in 3 communities Seabird, Cheam and Skwah, we offer programs twice a week in each community. Head Start Parents work hard to design a curriculum that will appeal to the parent/caregiver and the child.

Daily activities are incredibly valuable to the program and to the families that attend the programs. They include: child and adult focus crafts; drumming and singing; snacks and lunch; language and cultural activities; fun and educational outings; and guest speakers.

The 6 components of the Aboriginal Head Start on Reserve (AHSOR) program in which we incorporate in to our everyday planning and program are: Language and Culture, Parent and Family Involvement, Nutrition, Education, Health Promotion, Social Support.

Ensuring that parents participate in all Parents and Tots programs are fundamental to the growth and the future success to all programs; however, ensuring that a program is preparing each child for Life Long Learning.

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

The BEAR program operates Monday thru Thursday, from 10:30 am to 12:30 pm for First Nations families living off reserve. Our program is offered in 4 sites each week - Monday - Hope Memorial Park; Tuesday - Agassiz; Wednesday-Silver Creek, Hope; and Thursday - St. Elm Road in Hope. We also offer service to Boston Bar and Boothroyd. In the summer for a Bear Bus Camp for a week in each community.

The current program schedule includes: Circle Time, Planned Art Activity, Language & Cultural, Snacks, Free Play, Fun with Large Motor Activities. The BEAR program also has other Seabird ECD programs such as: AIDP, SCDP, & Ey Qwal attend their programs to inform their parents about their programs.

Bear Bus provided outreach through regular attendance to "Story time in the Park," within the Hope community; walking within community parks and libraries in order to talk to families and give them information on the BEAR program. Bear has gained great relationships with the local communities Hope and Agassiz.



*Head Start group with elder, Arnald*



*BEAR Bus story time*

### Acronyms / Abbreviations:

AHSOR (Aboriginal Head Start on Reserve)  
BEAR (Bus for Aboriginal Education Resources)  
ECD (Early Child Development)

AIDP (Aboriginal Infant Development Program)  
SCDP (Supported Child Development Program)  
EY QWAL (Speech and Language)



## Early Childhood Development

### Ey Qwal Speech & Language Program

#### Staffing Update:

- Monica Nahwegahbow, M.S., SLP-R, Supervisor; Tribal Affiliation: Anishnaabe
- Ashley Irwin, B.A., Speech-Language Assistant
- Judy Quinn, Speech-Language Assistant

The Ey Qwal Speech and Language Program exists to help each child reach his or her fullest potential by helping them develop the tools of effective communication. The purpose of the program is to screen and assess children's speech and language development; provide direct and indirect therapy services; work with families to encourage speech and language development in culturally sensitive manner; and to support caregivers in the communication needs of their child. There were approximately 69 children that received services last fiscal year.

#### 2012 Program Highlights:

- Instruction of Speech-Language Assistant Certificate Program participants from a First Nation professional's perspective
- 15 enrolled in the Speech-Language Assistant Certificate Program through Seabird College
- Attendance at screening and health fairs in Agassiz, Boothroyd, Hope and Seabird Island
- Participation in the Fraser-Cascade Early Child Development Network
- Supervisor attendance at "Coast Fraser CYSN Autism Spectrum Disorder Orientation Event in January and "Differentiating Oral-Motor Speech Disorders and Management of Childhood Apraxia of Speech" workshop in Richmond, B.C. in February
- Support staff obtained First Aid certification held in Seabird Island in February
- Support staff provided therapy to children attending Someone So Small Program (AIDP)



#### Partnerships:

The Ey Qwal Program partnered with the Aboriginal Infant Development and the Seabird Island Supported Child Development Programs. External partnerships included Chilliwack Health Unit, Fraser Valley Child Development Centre and Fraser-Cascade School District 78.

Goals for Next Year are to continue to provide individualized programming directly related to needs identified in speech and

language screenings for all children. Meet with parents of all children screened in the fall to share results and therapy goals. Provide monthly visits to Boothroyd/Boston Bar. Continue to develop and foster partnerships within the agency and externally. Design and deliver speech-language and literacy development workshops. Continue participation in screening and health fairs in Circle 1 (area of service).

#### Acronyms / Abbreviations:

AIDP (Aboriginal Infant Development Program)  
SLP (Speech & Language Program)



## Early Childhood Development

### Community Health

Again, another exciting year at the Seabird Health! With new programs starting and new staff coming in, it's been a hive of activity. Nevertheless, our core services and programs have continued to run smoothly. A brief snap-shot of what's new is as follows:

The Yellow Quill training program provided by the Community Diabetes Prevention Worker Program (CDPW) prepares students to work alongside Diabetes Educators delivering important Health services to their communities. Students graduate with the knowledge and practical skills necessary to assist in the development and deliverance of relevant and essential diabetes services at the community level. Graduates become valuable resource people who live in the community helping people with diabetes and their families to manage the disease, as well as promoting awareness and prevention strategies among the general population. We have had 2 Seabird staff who graduated from Yellow Quill, Maggie Pettis CHR and Bonnie Nickel LPN.

Mobile Diabetes Team includes: Dann Swann, RN, Sue Falconer RN, Bonnie Nickel LPN and Andrew Duerksen, Vision Technician. The Mobile Diabetes Team integrates with our visiting Optometrist, Dr. Ahmed, and the Diabetes Support Group as well as with our Doctors Clinic. The Mobile Diabetes Team has travelled throughout southern B.C. and throughout the Fraser Valley, doing blood work, retinal screening and education in 50 First Nation communities. Driving conditions

at time were unsafe and weather conditions were dangerous, however the majority of the time the scenery was spectacular.

Community Health Nurses Lisa Walberg, Dann Swann, Joe Singh, Linda Forseth, Laureen Duerksen and Sunny Sundman have all worked hard to look after the communities within our Health Transfer Agreements. In addition, we also provide contract nursing services to other communities; Skwah, Cheam, Boston Bar, Boothroyd and Spuzzum.

Our CHRs [Maggie Pettis, Audrey Sam, Eleanor Joe (LPN), Carla Small (LPN), and Jen Martignago (LPN)] continue to provide essential services in their respective communities, including facilitating monthly workshops along with the regularly scheduled baby clinics, diabetes & nutrition/exercise workshops and looking after patient travel needs. They continue to work closely with the 2 Nutrition educators.

The services provided by CHR's cover a wide variety of health needs from appointment bookings to patient travel to program and event planning. The CHR'S primary goals are to improve the quality of life of community members by assisting them to make healthier lifestyle choices and promoting client dignity, independence, comfort, mobility and safety. As the liaison between the doctors/nurses and community members, the CHR provides support to the nurses and assists community members with completing application forms for BC medical cards, lost cards, new born babies and youth turning nineteen years of age.



*Mobile Diabetes set up at the 2011 Elders Gathering*

### Acronyms / Abbreviations:

CDPW (Community Diabetes Prevention Worker Program)  
CHR (Community Health Representative)

RN (Registered Nurse)  
LPN (Licensed Practical Nurse)



## Healthy Living

### HEALTHY LIVING

#### Chronic Disease Prevention/Injury Prevention

Seabird Island Health Services provides the services of a nutrition and fitness educator to members of 6 communities. The educator's services are intended to meet the following objectives:

1. To reduce the incidence of chronic diseases, specifically diabetes and heart disease
2. To reduce the effects of, and complications associated with, diabetes and heart disease
3. To reduce incidents of childhood obesity and related illness
4. To promote healthy lifestyle choices and support active living

#### Communicable Disease Control & Management

Sexual health and HIV/AIDS education is ongoing in communities. Nurses and counselors who work with youth provide advice and education about preventing Sexually Transmitted Infections (STIs). Nurses, doctors and counselors provide one to one counseling, advice on safe sex practices, communicable disease prevention and the dangers of becoming infected. Community Health Representative (CHRs) provide informational handouts and brochures and encourage at-risk youth and adults to seek help. The topic of sexual health permeates many Seabird Health activities. Lisa Walberg our STI nurse teaches Safe Sex workshops regularly in schools

Immunizations are at least 95% up to date. People in Seabird have a more positive outlook on vaccines; there are so many diseases that are vaccine-preventable. There was a scare last winter regarding whooping cough (pertussis) in a near-by community. There were over 200 Adacel vaccines given in Seabird, approximately 500 doses of Adacel in all communities.



*Lisa Walberg RN, giving Clem a flu shot*



*Lisa Walberg RN giving a shot*

#### Acronyms / Abbreviations:

HIV (Human Immunodeficiency Virus)  
 AIDS (Acquired Immune Deficiency Syndrome)  
 STI (Sexually Transmitted Infections)

CHR (Community Health Representative)  
 A&D (Alcohol and Drug)



## Healthy Living

### HIV/AIDS Strategy

HIV/AIDS activities are ongoing and include discussions at the Health Center prompted by displays posted and safety risks exposed. Information sharing has included discussions on the topic of drug use and misuse, risky sexual behaviors and transmission of HIV/AIDS.

The Community Health Representative (CHR), nurse and Alcohol and Drug (A&D) workers are available on an on-going basis to discuss sexual health, Sexually Transmitted Diseases and birth control during clinics and on a one on one basis. Condom distribution is part of prevention strategy. Information distribution on HIV/AIDS overlaps with the variety of other health programs that take place such as the Pre/Post Natal workshops, A&D workshops and youth workshops and at the open house we provided displays and information on prevention of HIV and STI's. The nurse provided detailed information and brochures. Lisa Walberg is now certified STI nurse who visits communities to teach about HIV/AIDS and other sexually transmitted diseases.

### Aboriginal Diabetes Initiative

Diabetes is a key public health concern for Aboriginal peoples who are 3 to 5 times more likely to experience Type 2 diabetes than non-Aboriginal Canadians. The Aboriginal Diabetes Initiative (ADI) aims to reduce the prevalence of diabetes among Aboriginal people. The Seabird Health ADI program delivers a range of primary prevention, screening and treatment programs and services to all the communities within our service agreements.

**Community Cooks :** The aim of this program is to provide a hands-on learning experience on healthy food choices and food prep. This is a great opportunity for participants to learn about new recipes and food ideas. In the past year, approximately 217 members participated in the program. Topics have included learning about healthy carbohydrates, making lean choices in meats and alternatives, breakfast ideas, label readings, and adding spices to enhance flavors. This program provides an opportunity for participants to experience foods that they would not normally have chosen.



*Safe Sex Workshop held at Seabird Island High school  
Facilitated by Lisa Walberg RN*



*Nutrition Educator, hosts Community Cooks Program,  
barbecuing salmon and veggies over open fire*

### Acronyms / Abbreviations:

HIV (Human Immunodeficiency Virus)  
AIDS (Acquired Immune Deficiency Syndrome)  
A&D (Alcohol and Drug)

STI (Sexually Transmitted Infections)  
ADI (Aboriginal Diabetes Initiative)  
CHR (Community Health Representative)



## Healthy Living

### Diabetes Support Group

The goal of the Diabetes Support Group is to increase awareness of risk factors associated with diabetes, and to support participants to reduce complications due to diabetes by adopting healthier lifestyles such as healthier foods and being more active. Although this is a monthly meeting for people with diabetes, family members are encouraged to attend. This year, approximately 313 people attended sessions. Some of the topics covered were dental health, the kidneys, the eyes, stroke, and the importance of foot care, medications, supplements, and nutrition. In addition, lab work is provided every 3 months.

### Optometry

Appointments are scheduled monthly. Community Health Representatives (CHRs) from surrounding communities work with Maggie Pettis to receive pre-approval. Dr Ahmed sees approximately 40 – 50 clients every time he is here. Some clinics stay open till 9 pm! People are booked one month in advance.

### Mammogram

Screening is scheduled 2 times a year with approximately 25 women being screened at each clinic. CHRs coordinate this event. In surrounding communities women are helped to either attend a Seabird clinic, Chilliwack General Hospital or Abbotsford hospital to get the screening done.



*Diabetes Support Group going for a hike*



*Ladies waiting for their photos to be taken 😊*

### Acronyms / Abbreviations:

CHR (Community Health Representative)





# Healthy Living

## Breast Cancer Awareness Project

The conclusion to our Breast Cancer Awareness and Prevention Grant was our Retreat on September 2, 3, & 4, 2011. The retreat included twenty individuals representing the First Nation communities we provide services to.

The wellness retreat focused on families who have survived breast cancer or who have lost a member to breast cancer. The purpose was to help rejuvenate, empower and enable women who are dealing with or who have dealt with breast cancer and to provide family support. In the past, support has always been focused on the women with breast cancer; the male partner was most often left out. In doing this project we have come to understand that the male partner is in dire need of support. The focus of the Retreat was twofold.

Our goal was to empower women to promote Breast Cancer Prevention as a key person in their community who can work

with health professionals assisting with workshops, community mammography's, and as a support person to woman and her family following a diagnosis of breast cancer.

Over the course of our Breast Cancer Awareness Project, four First Nation women were diagnosed with breast cancer following routine mammograms. A close friend of our Seabird family, a pharmacist, was also diagnosed. These women were all in their recovery stages, two had only recently completed their chemotherapy treatments. All of these women openly expressed how Breast Cancer had impacted every area of their lives and their families. Husbands expressed their feelings of helplessness, fear, lack of intimacy, confusion and a feeling of being left out of the treatment process. The Women were earnestly asking; "Now what?" They were seeking ways in which their mind, body and spirit could contribute to healing and to support the creation of their own personal Health.



*Red Shawl Women Products Display*



*Linda Kay Speaking*



*Women's Warrior Song*



## Healthy Living

### Home & Community Care Program (HCC)

The objective of the Home and Community Care Program is dedicated to preventing or delaying the need for institutional care by maintaining optimum health in their home and communities. We honor and respect individuals and families who want to be responsible for their own health. It is not intended to replace traditional services provided by families, but to provide support where needed. Seabird Health provides home support, personal care and home management; we also help in accessing medical supplies and equipment. The HCC program builds capacity in the community and within families by setting up an individualized care plan for the client.

The HCC team consists of nurses, community health representatives and home support workers who together provide the following home support services: Homemakers; Meals on Wheels; Nursing services; wound care management; prescription pick-up and delivery; prescription monitoring; Elders information and referrals; Elders social activities; rehabilitation equipment assessment; health specialist referrals; home assessment; and foot care.



*Meals on Wheels is intended to give family and caregivers a break from cooking for high need clients who require meals prepared for them twice a week.*

### Acronyms / Abbreviations:

HCC (Home & Community Care)



## Healthy Living

### Environmental Health and Safe Drinking Water Program

The Safe Drinking Water Program has allowed Seabird Island to have a safe and reliable water source and to have an emergency plan in place to ensure that this continues even in the face of a significant environmental disaster. The water program ensures regular monitoring and testing of all Seabird water sources, including the main community system, as well as all private wells. We also provide this program to Cheam, Scowlitz and Union Bar. In the last year John took approximately 650 samples for Seabird, ranking us #3 in tests collected in the province.

The water systems worker, John Bobb, is knowledgeable water technician. He is certified in small water systems. Testing is done once weekly from community systems and private wells. Whenever possible, testing is done in the home rather than from the hose bib. Daily monitoring of chlorine levels is also done. John sends most of the samples to a provincial lab for testing although some simpler testing is done in his office. Some sampling is also completed by Health Canada's Environmental Health Officer in order to ensure that techniques and equipment provide accurate results. Whenever positive results (i.e. some level of contamination) are detected in private wells, renters/owners are notified immediately and reparative measures are initiated. Water sampling results are reported to Chief and Council monthly.



*John flushing the Seabird water system*

### Seabird Island's Mosquito Control Program

The Mosquito Control Program involves larvicide use and public education. An organic larvicide containing naturally occurring bacteria that kill mosquito larvae is applied throughout the community in the spring. Educational strategies include posters, pamphlets and a live demonstration. A large jar of stagnant water, complete with many mosquito larvae, sits on the main counter at the medical clinic from April until June. This reminds community members of the insects and stages that are developing. Community members are provided with many tips on how to reduce mosquito populations. This education is reinforced in the community newsletters issued during the spring months.

If any community members know where standing water is around their home, please contact John so he can add this area to his GPS maps for mosquito control in the spring.



*John tracking mosquito growth*



## Child & Family Services

### CHILD & FAMILY SERVICES

#### Mental Health Counseling Services

The Seabird Island Band provides individual counseling services for such things as grief & loss, trauma, family or historical issues.

Dr. Allyson Cushing has worked in Seabird for several years providing one to one counseling and is available most Wednesdays and Thursdays for appointments. Allyson also does couples counseling and has helped with community education programs, such as education on postpartum depression at Pre & Post Natal classes.

This past year we have had the services of Kirsten Maier who sees clients with residential school issues. She is available to assist with the court process in support of clients.

This past year the Seabird Island Band has contracted Counselor, Melissa Nielsen to provide child and youth mental health counseling services. Melissa's role is providing emotional support to children and youth through individual counseling and play therapy. All Mental Health Counseling referrals can be sent to Edie Karacsonyi at the Seabird Band Office.

This past year Melissa has facilitated individual counseling sessions and group sessions: focused on grief & loss, the friends program, girls groups and boys groups.

We have also been working with the Ministry of Children and Family Development (MCFD) Child & Youth Mental Health team that has been providing services to up to 15 youth at Seabird. This is working out well in addition to our services with Melissa. Referrals for MCFD Child & Youth mental health can go to MCFD directly, or to Edie who can help with these referrals.

#### Family Counseling (formerly A & D Counselor)

The Family Counselors are available to provide counseling sessions to individuals on a one to one basis as well as family or group settings such as mediation or circles. The main goal of the family counselors is to provide support and counseling as well as intervention and prevention to individuals and families who are effected by addictions.

The counselors have moved across the road from the Band Office to our new Wellness Center. Our family counselors are: Matilda Charlie, who works at Seabird on Tuesdays; Donna Watson. Referrals to the Family Counselors can be on an individual basis where clients refer themselves, or referrals can be sent to the Child & Family Services Manager.

Prevention and Interventions Workshops:

- National Addiction Awareness Week activities
- Youth East Vancouver Tour
- Grief and Loss Workshop
- Celebration of Life
- Honoring Ceremony for those who completed treatment.



#### Acronyms / Abbreviations:

MCFD (Ministry of Children and Family Development)

A&D (Alcohol & Drug)



## Child & Family Services

### Family Development Response (FDR) Worker

The primary goal of the FDR worker is to provide support to parents and families within the community to reduce the incidences of child protection concerns and the removal of children. To reduce these concerns we have been providing educational and support services in one to one and family sessions along with workshops focusing on healthy families, parenting, communication and lifestyles.

Some of the workshops consisted of: Positive Parenting parts 1, 2 and 3; Substance Exposed infants; Anger Outbursts; Grief & Loss in the Care System.

In recognition of Family Day in February we had our first annual Family Fun night. Several Seabird families attended for fun, dinner and many enjoyed the opportunity to have family pictures taken. Some had parents and children in their pictures and others included a few generations.

### Youth & Elders Liaison Worker

In 2011 Sheila Seitcher was hired as Youth & Elder Liaison and provided the following: Individual support for Elders including emotional support, liaison with housing, referrals to other services, and assisting with financial forms; attend meetings and advocate on behalf of Elders; information Workshops such as Wills & Estates; Connecting Elders with services and activities occurring such as Elders Outings.

Individual and emotional support has been well received by the youth. Liaison with other resources have also been well received by the youth. Referrals for counseling and youth outings have also been provided for the youth of Seabird Island.



*Elders China Town Trip*



*One of our families: Ernest and Yvonne Harry & Family*



*Youth Paint Ball Trip*

**Acronyms / Abbreviations:**  
FDR (Family Development Response)



## Child & Family Services

### Family Home

The Seabird Island Band operates one family home for children who are in-care with Ministry of Children and Family Development (MCFD). The Seabird Island Band provides daily care and a safe & nurturing environment for these children. This is a very new concept regarding keeping children with their families and within their communities and it is the first homes in Canada like this. The benefits to this are that the children can remain in their homes, in their community and participate in their culture and not be placed in foster care outside the community. Four full-time Family Support Workers work in these homes. The homes are supervised by the Child & Family Services Program Manager.

### BC Ministry of Children and Family Development (MCFD) Services

In April 2011 the Seabird Island Band made a decision to receive Child & Family protection services from MCFD, so you may have seen their staff at Seabird. We are very excited about this, and things could not be working better. Our social worker is Penny Trites, team Leader is Kyla Veenbaas, and Manager is Martin Bartell. We have been working in a very collaborative manner with the MCFD team.

### Child & Family Advocacy

The Seabird Island Band continues to offer Child & Family Advocacy. Anyone needing this service can contact Edie Karacsonyi. Advocacy can be provided for child protection issues. An advocate will attend child protection intakes, meetings and case conferences if needed.

The Seabird Island Band continues to send official "Seabird Island Court Position Statements" to court when needed for child protection issues. These statements advise the court of the Seabird Island Band's position in court where the children are concerned.

*The Seabird Island Band is in dire need of foster homes so that our children will not have to leave the community if removed from their home. If you are interested, please contact Edie Karacsonyi, Child & Family Services Program Manager at the Seabird Band Office.*

### Acronyms / Abbreviations:

MCFD (Ministry of Children and Family Development)



## Child & Family Services

### Community Wellness

This past year the Seabird Island Band has received funding from Legal Services Society (LSS) to support people seeking Legal Aide. More recently LSS has approached Seabird to ask if a legal aid lawyer could be placed at Seabird for clients. Bill Andrew has been coming out to Seabird once every 2 weeks.

The Community Wellness coordinator, Virginia Joseph continues to meet with the Wellness Committee. They are awaiting approval from Seabird Chief & Council on their terms of reference. Virginia has helped coordinate workshops such as bike safety, wills and estates, Residential School compensation among other things. Contact Virginia Joseph for more information.

### Seabird Island Nutrition and Fitness Program

Seabird Island Health Services provide Nutrition and Fitness services to Six local First Nations communities in the Fraser Valley including: Seabird Island; Cheam; Skwah; Scowlitz; Shxw'ow'hamel; and Kwaw Kwaw-Aplit.

Our goals are to reduce the incidence of chronic diseases, specifically diabetes and heart disease as well as reducing the effects and complications associated with diabetes and heart disease and other chronic illnesses. With children we aim to target childhood obesity and related illness through nutrition, physical activity, education, and prevention strategies.

#### Our Programs and Annual Statistics:

• One on one client assessment	75
• Group sessions: community and Seabird school	200
• Healthy kitchen cooking sessions	200
• Staff health series	200
• Pre and post natal	750
• Monthly diabetic group/individual assessment	500
• Community fitness programs (nutrition walk)	300
• Open house	478
• Child and youth programs	200

*Seabird Island Community School Nutrition Session*



*Nutrition Walk Warm-up*



#### Acronyms / Abbreviations:

LSS (Legal Services Society)



## Employment & Social Development

### Employment & Social Development

The Employment and Social Development Office is committed to addressing the transition, support and employment needs within the Seabird Island community and any self-declaring First Nations individual seeking employment services.

The Employment Centre and our Career Development Practitioners facilitate the delivery of various employment programs and workshops:

- Skills Development and Identification
- Interview Training for Youth and Adults
- Youth Employment Programs
- Life Skills Coaching
- Transitioning to Work
- Goal Setting and Planning
- Financial Management/Budgeting

The Employment and Social Development Office also administers temporary Income Assistance Programs, which is restricted to those residing within the boundaries of Seabird Island Community. Our Employment Assistance Services and Programs are through Sto:lo Aboriginal Skills & Employment Training contract which is available to anyone who is Aboriginal or a self-declaring aboriginal and resides within the service delivery area from Rosedale up to Hope, BC on both sides of the Fraser River.

Over the past year we have had the opportunity to continue with the delivery of core services and programming in all of the aforementioned areas as well as identifying gaps in our service delivery and enhancing our existing supports and services; in addition to, initiating new pilot projects. There has been a notable increase in the intake of clientele accessing the support of our office and Career Development Practitioners. The increase has been in all aspects of our programs and workshops which is reflective of the individual interest in taking ownership of their dreams and securing their independence through further education and training.



*R.I.T.E. Program Graduates*



*First Aid Training*





## Employment & Social Development

### Temporary Income Assistance

The Seabird Island Band Social Development Office has experienced a significant increase in WOP and sustainable ASARET placement.

With the development of and partnership with the Seabird Island College, Aboriginal Practical Nursing Program and Economic Development there is a notable shift in the recipients inspired to move forward and actively participate in goal setting, action plans, skill development, securing skills training, education, employment and/or volunteer work within the community.

The Social Development Office has also made frozen meat packages available to clients and established an emergency food bank to support all community members in need of emergency support.

### Student Summer Career Placement

Sto:lo Aboriginal Employment & Training in partnership with Seabird Island Band Employment Office sponsored 4 post-secondary and 6 secondary students in positions with Summer Recreation, Health, Economic Development and our Employment Office. The students work experience and contributions were a very positive support to the staff and community members.

We look forward to the new fiscal year and the opportunity to provide enhanced service and program delivery to the communities.



*WOP Employee David Peters, while photographing a Summer Program Event, stops to have fun with the summer students*



*Summer Program worker (Patty) & students*

### Acronyms / Abbreviations:

WOP (Work Opportunity Program)

ASARET (Aboriginal Social Assistance Recipient Employment Training)



# Employment & Social Development

## Employment Services, Programs and Projects

Seabird Island Band Employment Assisted Services (EAS) contract was renewed with two full-time staff, Career Development Practitioners, as well as part time Supervisor. Employment assistance services continue on site at Seabird Island.

We continue to provide a resource centre with computers, telephone, fax and photocopy machine for our clients participating in self-directed job search. This is one of the busiest areas throughout the programs and services provided by Seabird Island Band and see an average of 40 clients daily who utilize our services within the centre. Seabird Island Band Employment Services has maintained and improved assisted client numbers over the past year.

We have had approximately 622 active clients this year; processed over 80 new clients, 11 long term vocational packages, 9 short term skills and 19 transitions to work packages. As well as partnering with Service Canada SDEB packages for those clients eligible for EI Reach Back funding. Our certified Career Development Practitioners (CDP) ensure clients are provided with current Labour Market information, up to date skills training opportunities & work closely with clients applying for Long Term, Short Term & Transition to work funding for skills related training and employment opportunities.

We continue assisting Seabird Island Band community members in obtaining their licenses, as transportation is one of the many barriers clients face. Our success rate for clients obtaining their licenses is over 95%. From level “L” to Class 7 “N” and Class 5, we are all extremely proud to be a part of these milestones and are excited to witness continued success in the future.

Two Youth Summer Student Pre-Employment Training Programs for youth and students returning to school in the fall were facilitated by the Career Development Practitioners. The 4 week training provided youth resume making & interview skills, community & elders volunteering experience, leadership workshops, land stewardship, field trips to Global Television & Vancouver Aboriginal Friendship Centre.

Various training opportunities were hosted; First Aid, WHMIS, Traffic Control Person, Serving it Right, Cashier Training, Food Safe, ICBC drivers’ education instruction, Basic Chainsaw Certification. All clients who participated obtained their certification to work towards gaining employment.



*SMURFS Youth Summer Student Pre-Employment Training Programs for youth and students returning to school in the fall*



*Chain saw Certification*

### Acronyms / Abbreviations:

EAS (Employment Assistance Services)  
 SDEB (Skills Development Employment Benefit)  
 CDP (Career Development Practitioners)  
 L (learner)

N (New)  
 WHMIS (Workplace Hazardous Materials Information System)  
 ICBC (Insurance Corporation of British Columbia)  
 EI (Employment Insurance)



## Events & Recreation



*Sto:lo Days*



*Forestry Signing*



*Gail Starr Ceremony*

### Events 2011

- January 21, 2011 Sto:lo Days – Seabird School - 195 attendees
- January 31, 2011 Elders Monthly Session (in-house) – 18 attendees
- February 7, 2011 Elders Gathering Meeting – 9 elders attended
- February 8, 2011 Land code meeting - 12 elders attended
- March 7, 2011 Elders Gathering Meeting at Seabird- 78 attendees
- March 9, 2011 Nutrition Fair - 210 attendees
- March 11, 2011 School Burning - 28 attendees
- March 10-11, 2011 Early Childhood Conference - 34 attendees
- March 24, 2011 Nutrition Run /Walk Event - 289 attendees
- March 28, 2011 Band Cultural Meeting - 15 attendees
- March 28, 2011 Elders outing- luncheon/ greenhouse - 15 attendees
- April 4, 2011 Elders gathering planning meeting Scowlitz - 11 attendees
- April 5, 2011 Elders - Movies and luncheon -15 attendees
- April 11, 2011 Forestry Signing Ceremony - 54 attendees
- April 13, 2011 Open House - 378 attendees
- April 14, 2011 Gail Starr Ceremony - 256 attendees
- April 18-19, 2011 Community Canning Session
- April 18, 2011 Cleaning of Band office - 34 attendees
- April 20, 2011 Annual General Band Meeting - 16 attendees
- April 29, 2011 School Naming Ceremony - 321 attendees
- May 6, 2011 Mother's Day Tea - 246 attendees
- May 17-18, 2011 Festival Training - 45 attendees
- June 2011 Cultural Days at School - 253 attendees
- June 8, 2011 School Pow Wow - 224 attendees
- June 9, 2011 School Awards – 224 attendees
- June 15, 2011 Preschool Grad - 124 attendees
- June 16, 2011 Parents and Tots Year End Ceremony - 19 attendees
- June 21, 2011 Aboriginal Day – 143 attendees
- June 24, 2011 College and Trades Graduation – 249 attendees
- June 2011 Elders Monthly Meeting - 12 attendees



*School Pow Wow*



*Seabird Festival*



*Seabird Festival*



## Events & Recreation



2011 Elders Gathering



Seabird High school Grads



Diabetic Event

- July 12-14, 2011 Elders Gathering (Tradex) – 41 attendees
- July 23, 2011 Provincials - 89 attendees
- July 28, 2011 Elders outing -14 attendees
  
- August 17, 2011 Back To School Dazes –123 attendees
- August 31, 2011 Elders Fruit Trip - 18 attendees
  
- September 6, 7,9, 2011 Community Canning Session for Programs:  
Tomatos, Stewed tomatoes, Peaches, Salsa
- September 8, 2011 LPN Graduation – 178 attendees
- September 14-15, 2011 Off Reserve canning session:  
Jam making session for Blueberries, Blackberries,  
Strawberries, Salmon
  
- September 26, 2011 Elders Monthly Outing- 10 attendees
  
- October 13, 2011 Diabetic Community Event
- October 19, 2011 General Band Meeting
- October 26, 2011 Community Halloween Party
- October 27, 2011 Elders Nooksack Luncheon
  
- November 7, 2011 Remembrance Day Ceremony
- November 14-18, 2011 National Addictions Awareness Week
- November 15, 2011 Economic Development Event
- November 21, -2011 Staff Development Day
- November 21-25, 2011 Diabetic Cooking for AM/ lunch
- November 30, 2011 Decorating and Gym
  
- December 5, 2011 Elders Meeting Franks Long House- 5 attendees
- December 7, 2011 Celebration of Life
- December 7, 2011 School Christmas Concert -321 attendees
- December 9, 2011 Staff Festivities -185 attendees
- December 14, 2011 Community Christmas Dinner -531 attendees
- December 16, 2011 Make Take Loonie Auction - 68 attendees
- December 18, 2011 Community Make N Take - 72 attendees
- December 19-20, 2011 Hamper Assembly - 175 attendees
- December 21-22, 2011 Hamper Hand Out/ Certificates
- December 22, 2011 Elders Pamper Day/ Luncheon - 27 attendees



Community Halloween Party



Remembrance Day Ceremony



Community Christmas Dinner

### Acronyms / Abbreviations:

LPN (Licensed Practical Nurse)



## Events & Recreation

### Seabird Island Out Of School Care (OOSC)

#### January 2011

This month's theme for OOSC was the Open Ocean! We had a total of 190 children come in for the month, on average 10 per day. There was one pro-d day, for which we travelled to the Great Escape indoor playground in Langley. Some of the activities we enjoyed throughout January included: board games, movies, track and field, coloring, crafts, and playground and gym time. We also have math, handwriting, reading, Halq'emeylem and computer time.

#### February 2011

February's theme was Farm Ville for the Out of School Care program. This month totalled 169 children, on average 8 per day. We stayed in-house for the pro-d day and had lots of fun with different activities.

#### March 2011

Out of School Care's theme for March was Shrek. A total of 193 children attended OOSC throughout March, averaging 8 per day. This month we had one week of Spring Break where the children were with us from 8 am - 5 pm. Spring Break field trips included the Zoo, Xa:ytem, and the Hope pool and park. There were many games and activities in-house some of them included: quiet games, crafts, track and field, playground and gym time, coloring, and playdough, etc. We also attended field trips.

#### April 2011

Bambi was the theme of April. A total of 178 children came to OOSC, averaging 9 per day. April included one pro-d day which included a field trip to McDonalds and bowling in Hope! We had two closures during April for Good Friday and Easter. We enjoyed electronic time, games, sports, and much more throughout April.

#### May 2011

Dora was the theme of May. On average 8 per day attended OOSC, totaling 163 for the month. We stayed in-house for the pro-d day and enjoyed many activities such as crafts, gym and playground time, painting, games, and watched movies. OOSC was closed two days in May in lieu of the festival staffing hours.

#### June 2011

Flintstones was the theme for June 2011. 92 children attended OOSC during June, averaging 5 per day.

#### July 2011

Summer program started on July 4th. The theme for the summer was Literacy and Numeracy. A total of 531 children attended the summer program, on average 26 per day. Every Friday we hosted fund-raisers raising funds for the summer end Playland trip. Field trips for this month included the Harrison Children's Festival, Bridal Falls Waterslides, the Great Escape, several trips to Story Time in the Park, and we went to the Ferny Coombe pool in Agassiz every Thursday. We had a wildlife art program that was brought into the school, and almost every Monday we held an in-house carnival which included bounces houses, face painting, water games and much more.



Summer Program 2011

### Acronyms / Abbreviations:

OOSC (Out Of School Care)



## Events & Recreation

### August 2011

The summer program was closed one day during August for the Statutory holiday. 360 children attended during the three weeks of August that the summer program was open. Field trips included McDonalds and a playground, Waterslides, two trips to Story Time in the Park, three trips to the Ferny Coombe pool, and an in-house Cinemazoo and Fear Factor. Each Friday was a fundraiser that helped pay for Playland. We all went to Playland on the last day of the program, taking 37 children as well as some of their families. The summer program staff enjoyed their staff trip in the Okanagan, driving ATV's.

### September 2011

OOSC opened back up on September 6th and the theme for the month was Lholhekw, which means flying in Halq'eméylem. A total of 233 children came in for September, averaging 12 per day. This year we started fun Friday's. Each Friday had a different theme, for example, wear a red shirt. Each child who participated in fun Fridays won a prize. Different activities were done throughout September, including sports, circle time every Monday, coloring, crafts, a scavenger hunt, fables and activities, and making a kite.

### October 2011

October's theme was Sto:lo, which means river in Halq'eméylem. 234 children came to the program in October, averaging 12 per day. We took a field trip to Sto:lo Nation for the pro-d day. Fun Fridays continued.

### November 2011

November's theme was sxixets' which is forest in Halq'eméylem. 200 children were signed into the program for the month, averaging 10 per day. OOSC was closed one day this month for Remembrance day. There was one pro-d day in November, and we stayed in-house to enjoy many activities such as crafts, watching movies, coloring, and playground and gym time.

### December 2011

Klesmes was the theme for December, which means Christmas in Halq'eméylem. 153 children attended the OOSC during December, averaging 9 per day. During Christmas break, we were open 8 am - 5 pm. We travelled to the Prospera Center to ice skate, went to the movies and the wave pool.



*Summer Program 2011*

### Acronyms / Abbreviations:

OOSC (Out of School Care)  
ATV (All Terrain Vehicles)



## Events & Recreation

### Recreation

January 2011

6th annual Biggest Loser started at the beginning of January. Evening recreation in the gym re-opened after being closed during the month of December.

Boot camp ran for Jan - August with between 4-15 participants. Boot camp involves a combination of cardio and weight training to help members get fit and healthy while being challenged. Boot camp was offered 6 times per week, and will continue in the new year for three sessions per week.

February 2011

The fitness center had a total of 258 clients who signed in, on average 11 per day used the center. A total of 31 people weighed in with the Biggest Loser program for the month of February.

April 2011

9 people weighed in for Biggest Loser during April. In April, 197 people signed in the fitness center, averaging 10 per day.

May 2011

The fitness center seen 171 clients in May, averaging 7 per day. The Biggest Loser program only weighed in 4 people.



*Boot Camp*

June 2011

Biggest Loser program ended with the winner of the staff competition was Kristi McNeil who lost 9% body weight. The winner of the community competition was Aaron McNeil, losing 10% body weight.

July 2011

Evening recreation closed for the summer.

September 2011

Evening recreation started back up as well and 146 people signed in the fitness center.

October 2011

175 people signed into the fitness center in October.

November 2011

149 people signed in to the fitness center in November. Earn your Christmas Dollars program started on November 7th, and 14 people weighed in during the month.

December 2011

Evening Recreation was cancelled for the month of December due to community events. 61 people signed into the fitness center. 7 people weighed in with the Christmas Dollars program, with Kristi McNeil being the winner.





## Ye mi sreqó:tel la xwe letsemó:t ó

### Ye mi sreqó:tel la xwe letsemó:t ó Community Engagement HUB 2011-2012 Report

The following are Annual Events that we have developed over the years to keep the eleven Hub Communities involved and updated.

#### March 2011: 4th Annual HUB Gathering

This year the event was held at Seabird Island. Ninety-seven people attended.

#### July 2011 Traditional Healing/ Alternative Medicine Session 1 (2 days)

The event took place in Sts'ailes. The group from the HUB communities picked medicine the first day and made medicine the following day.

#### August 2011 Youth Workshop & Dance (Health Priorities Session)

The hub invites youth between the ages of 13-21 and have workshops for them on Suicide, A&D, Parenting, and Healthy Relationships. Then we bring First Nation role models/entertainers.



Annual Elders Gathering

October 2011- Emergency Planning/Earthquake Readiness Shake Out BC.

#### February 2012: 4th Annual Engaging the Elders

The hub invites all elders from the eleven communities to ask for their input and gather their health priorities. This year we had 53 elders attend the event.

#### February 2012: Hub Committee Strategic Planning

The Hub Committee attended their annual strategic planning session where they did work planning for the 2012-2013 year.

#### March 2012 4th Annual Hub Gathering

The hub invites all hub communities to this event to update them and gather their health priorities. This year 97 people attended the gathering.

During the course of the year we also visit with communities, set up displays at various gatherings or events. We are collaborating with other Hubs and build relationships with other organizations for future collaborations. We attend meetings and gatherings to ensure that we are educated in the current process and always stay updated to better serve the Hub Members.



Traditional Medicine Group

*Cheam, Chawathil, Shxw'ow'hamel, Sts'ailes, Seabird, Soowahlie, Sqewlets, Kwaw Kwaw Apilt, Union Bar, Kwantlen, Skwah*

**Definition:**  
HUB (Central Part)



# Housing



Large enough to serve you,  
small enough to care!

*"Our Journey to Excellence"*



## Housing

### Housing Construction/Renovation:

- 12 social housing units construction completed:
  - 6 two-bedroom units in a triplex
  - 3 three-bedroom detached 2 storey units
  - 3 four-bedroom detached 2 storey units

Tenants were selected based on the social housing policy, and from the wait list.

- 22 unit renovation completed spring 2011 (including 2 mould renovations)
- 1 fire destroyed home - rebuilt spring 2011
- 1 renovation was upgraded to a mould renovation mid 2011
- 1 RRAP renovation completed

### Applications:

- 4 unit (2 three-bedroom and 2 four bedroom) application submitted to CMHC for social housing construction; approved. Construction to begin summer 2012 (awaiting funding)
- 10 unit renovation project submitted and approved; awaiting funding

### Wait list:

- Wait list: over 50 families were on the wait list for 2011



*New homes on Strawberry Island, Seabird Island*



*New 4 plex on Steqoye Rd.*

### Acronyms / Abbreviations:

CMHC (Canada Mortgage & Housing Corporation)



## Housing

### Maintenance:

- 266 work orders were issued for 2011; 246 were completed for a 92% completion rate. Remaining 8% were due to not being able to access the unit – they will be worked on in 2012.

### Policy:

- First Nations Market Housing is providing ongoing support in developing our Housing Policies; they are to include Social Housing, Band Rentals, Individual Ownership, Mortgages. To join the Housing Committee, please contact Stacy McNeil; meetings are ongoing through this process.

### Inspections:

- 17 move ins, 5 move outs completed
- 75 housing inspections completed in 2011, part of the 2010-2011 inspections (others completed in fall of 2010). Inspections continue on an ongoing basis

### Workshops:

- Pest Workshop February 9, 2011

### Rents:

- 95% rent collection rate; the other 5% were worked with the complete ongoing repayment arrangements.
- Accumulated rental arrears started at \$402,650.43 and ended at \$340,218.16 at the end of 2011, showing a decrease of \$62,432.27



*Rental duplex on Sti'tsem Rd*



## Fire Department

### Fire Department January-December 2011

In 2011, there were 18 active members on the fire department. The fire department continued with its educational programs, and annual food hamper drive, with over 1000 items donated for the food hampers! Thank to you to the generous community; thanks were shown by handing out candy canes in exchange for the food items.

Service awards were given out for the following: Aaron McNeil 10+ years, Paris Peters 5 years, Stacy McNeil 5 years, Leo Reyburn Sr 5 years, Daniel Harry 5 years

### Members 2011:

Jeremy Joseph (Fire Chief), Aaron McNeil (Deputy Fire Chief), Stacy McNeil (Secretary), Leo Reyburn Sr. (captain), Paris Peters (Captain), Quentin Reyburn, Rose Reyburn, Harry Williams, David Bob Jr., David Peters III, Dominic Peters, Shannon Campbell, Frank Louis, Daniel Harry, Keena McNeil, Joseph Charlie, Jr. Fire Fighter Leonard Reyburn Jr., Sonia Reyburn

### Statistics:

14 callouts (same as 2010)  
 Motor Vehicle Accidents: 6  
 Search & Rescue:  
 Gas Leak: 2  
 Grass Fire:  
 Structure Fire:  
 Mutual Aid Calls:  
 Vehicle Fire: 1  
 Stovetop Fire:  
 Down Power Line: 2  
 Chimney Fire:  
 First Responder calls: 1  
 Hazmat call:  
 Alarm: 2



*Seabird Fire Department Members*

### Acronyms / Abbreviations:

LED (Light-emitting diode)



# Fire Department

## New Equipment for 2011:

- 6 sets Turnout Gear
- 2 new helmets
- Upgraded Tender
- Rubber Hose (1.75" x 700 ft; Supply line 1000 ft)
- Lighting upgrade on Duty 1-9 (LED; hands free siren kit)
- Hall vehicle exhaust extraction system
- Firehall expansion (minor)



*New Truck*

## Training in 2012:

The members of the Fire Department trained on hose evolutions, ladder evolutions, auto extrication, fire streams, fire suppression, live fire training, mutual aid training, water shuttling, pump operation, hall maintenance, truck maintenance, equipment maintenance, vehicle inspections, Basic Fire Fighter, SCBA, fitness, fire rescue, ventilation, review medical responses, equipment review, accountability, ropes & knots, drafting, timed relays, 1 man hose attack, hose testing, porti-tanks, class A foam, pump to pump hose relays, inventory, and JAWS.

## Upcoming in 2012:

First Responders Level III; Air Brake Endorsement; Basic Training; New Engine Truck; new equipment for new truck



*Training*



*Hose Training*

### Acronyms / Abbreviations:

- SCBA (Self Contained Breathing Apparatus)
- JAWS (Jaws of Life)



# Education



Large enough to serve you,  
small enough to care!

*"Our Journey to Excellence"*



## Education



*Diane Janzen*

### **The Education Department**

We would like to thank Chief and Council, Education Committee and the Community for all you support this year.

This year was an amazing journey of growth, development and success, for more than 430 students who attended Seabird Island Community School, Seabird College, Community Culture programs, Success Tutoring program and various Post-Secondary Institutions.

A special thanks goes out to the Education Committee who has supported the Education Department through there many hours of work. This Committee includes Maggie Pettis (Chair), Art Andrew (Vice Chair), Vivian Ferguson, Stacy McNeil, Celeste Bobb, Wayne Bobb Sr., and Edie Karacsonyi.







## Education

### Education Jurisdiction

This past year was a year of planning, organization and legal review for Education Jurisdiction. Federally, there has been a challenge, which means that the process has not moved forward with Bands. They been concerned about the new “Own Source Revenue” conditions put forward by the federal government. As a result, we are continuing to work behind the scenes on legal organizational issues so that Education Jurisdiction becomes a reality.

### Seabird Island College- Record Breaking Success of 58 Graduates for 2011/2012

This year was another exceptional year of growth and success for Seabird College and Adult Education. The programs have grown from 20 students in 2009 to 200 students last year, of which all were from 16 different Bands.

The College delivered a wide array of programs including:

- Adult BC Dogwood
- Plumbing
- Chef
- Information Technology
- Carpentry
- Education Assistant
- Hairstylist
- Painting & Decorating
- Heavy Equipment Operator
- Business Technology
- Traditional Wellness
- Community Support Worker
- Cultural Practices

The students were also linked with employment upon completion of their program as part of our commitment to “Education which results in employment.”

All programs were supported by:

- Transportation
- One-on-One tutoring
- Counselling
- Nutrition
- Group support
- Links to band health & community services

In addition we are proud to offer an expanded set of cultural programs provided by Evelyn Peters with students of all ages who obtain hands on experience in connecting with Sto:lo Arts and Crafts. We also hosted a Carving Program.

### Seabird Island College is lead by a dedicated team of :

- Tyrone McNeil (Chair)
- Chuck McNeil
- Shari White
- Carolyn Neufeld
- Diane Janzen
- Brian Jones
- Vivian Ferguson (Council Representative)
- Edie Karacsonyi (Education Committee Representatives)
- Dwayne McNeil (Technical Advisor)
- Diane Parkinson (Senior Administrator/Technical Advisor)



*College / Britco Agreement Signing*



## Education

### Post-Secondary Student Assistance Program

Throughout the 2011-2012 fiscal year the Seabird Island Band Post-Secondary Student Assistance Program (PSSAP) provided financial assistance to 36 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.

The 36 students that received full or part time sponsorship attended the below post-secondary institutions:

School	# of Students
The University of the Fraser Valley	13
Vancouver Community College	4
Seabird College	3
Simon Fraser University	2
Nicola Valley Institute of Technology	2
British Columbia Institute of Technology	2
Trinity Western University	1
Canadian Payroll Association	1
Valle School of Beauty	1
Lakehead University	1
Royal Roads	1
University of Guelph	1
Olds College	1
Camosun College	1
Kwantlen Polytechnic University	1
Thompson Rivers University	1
<b>TOTAL</b>	<b>36</b>

Throughout the year there were 13 students who received part-time sponsorship and 23 students received full-time sponsorship. Students who were approved for full-time sponsorship received funding for their tuition, books &

supplies, and a living allowance. Students that were approved for part-time sponsorship received sponsorship for their tuition, books & supplies.

### Acronyms / Abbreviations:

PSSAP (Post-Secondary Student Assistance Program)



# Education

## Post-Secondary Graduates of 2011-2012

• Valencia Bobb	Aboriginal Practical Nursing	Vancouver Community College
• Sarah McNeil	Aboriginal Practical Nursing	Vancouver Community College
• Jaime McIntyre	Aboriginal Practical Nursing	Vancouver Community College
• Brittani Harris-Fontaine	Aboriginal Practical Nursing	Vancouver Community College
• Samantha Goodrich	Health Care Assistant	NVIT
• Becky Pettis	Health Care Assistant	NVIT
• Megan Pettis	Health Care Assistant	NVIT
• Amy Michell	Health Care Assistant	NVIT
• Chaundine Quipp	Health Care Assistant	NVIT
• Angi Peters	Health Care Assistant	NVIT
• Raven Joe	Health Care Assistant	NVIT
• Collette Joe	Aboriginal Early Childhood Education	NVIT
• Leona Harry	Aboriginal Early Childhood Education	NVIT
• Michelle Joe	Aboriginal Early Childhood Education	NVIT
• Kristopher Peters	Civil Engineering Degree	Lakehead University
• Alfred Peters	Carpentry	Seabird College
• Bill Peters	Carpentry	Seabird College
• David Charles	Painting & Decorating	Seabird College



*Hair Stylist Course*



*Health Care Assistant Class*

**Acronyms / Abbreviations:**  
 NVIT (Nicola Valley Institute of Technology)



## Education

• David Harry	Painting & Decorating	Seabird College
• Kyle Peters	Painting & Decorating	Seabird College
• Veril Peters	Painting & Decorating	Seabird College
• Jeannette Charlie	Professional Cook	Seabird College
• John Joe	Professional Cook	Seabird College
• Amber Sam	Professional Cook	Seabird College
• Irene George	Professional Cook	Seabird College
• Linda McNeil-Bobb	Professional Cook	Seabird College
• Rory Peters	Professional Cook	Seabird College
• Trisha Charles	Professional Cook	Seabird College
• Sheldon Peters	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Wayne Peters	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Leo Reyburn Sr.	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Quentin Reyburn	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Kenneth Jones	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Cameron Grant	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Rodney Parsey	Heavy Equipment Operator	Seabird College/ Thompson Rivers University
• Jacqueline Jimmie	Educational Assistant	Seabird College
• Yvonne Duncan	Educational Assistant	Seabird College



College Career Fair



Heavy Equipment Operator Class



## Education

### Post-Secondary Application Deadlines

For New Applications or Continuing Studies Students, the deadlines for completed applications for all post-secondary students are:

- For September (Fall) enrollment May 1st
- For January (Winter/ Spring depending on institution) October 1st
- For May (Spring/ Summer depending on institution) January 1st

Funding of any application is dependent upon available budget.

### 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 who are listed on the 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

The table below illustrates the Seabird Island student population enrolled in elementary and secondary grades, as of September this 2011/2012 school year:

School	# of Students
Seabird Island Community School (K4-12)	108
Agassiz Elementary Secondary School	39
Kent Elementary	25
Agassiz Christian	3
Unity Christian	6
Chilliwack Secondary School	3
Chilliwack Landing Preschool	1
Chehalis Community School	4
St. Mary's School	1
<b>Total Students</b>	<b>190</b>

### Acronyms / Abbreviations:

INAC (Indian and Northern Affairs Canada)



## Education

### High School Graduates of 2009-2010

#### Congratulations to our Grade 12 Graduates:

Emma McNeil	Grade 12	Agassiz Elementary Secondary
Kailey Jenkins	Grade 12	Agassiz Elementary Secondary
Tristan Harris	Grade 12	Agassiz Elementary Secondary
Brooke Bobb-Reid	Grade 12	Agassiz Elementary Secondary
Stephanie Thomas	Grade 12	Chehalis Community School
Amber Louis	Grade 12	Agassiz Elementary Secondary
Chad Ludman	Grade 12	Seabird Island Adult Education
Cheyenne Donovan	Grade 12	Seabird Island Adult Education

### Community Education Awards Ceremony

The Annual Seabird Island Community Education Awards Ceremony was held on June 27th 2012 at the Seabird Island Band Office Gym from 5:00 pm - 8:00 pm. The ceremony is held to recognize and acknowledge students and community members for all their hard work and effort throughout the year as well as celebrate the successful completion of programs. The awards recognize students enrolled in kindergarten to grade 12 and students who have completed Post-Secondary Programs. Students are nominated from their school to receive awards.

### Bertha Greta Peters Memorial Bursary Award

Congratulations Tanisha Jack

The 2012 recipient winner of the Bertha Greta Peters Memorial Bursary Award. This \$500 bursary is provided by Spectra Energy and is awarded to a student at Seabird Island Community School, Lalme' Iwesawtexw, to promote high achievement in Science and Math.



*Congratulations Graduates*



*Congratulations Tanisha Jack*



## Education

### Seabird Island Community School

#### Academics

- Seabird Island Community School is a provincially accredited school with 170 students from kindergarten to grade 12. We write BC Provincial exams in January and June.
- Access to college courses to augment graduation requirements
- We offer metal/automotive and wood/carpentry classes to introduce our students to trades starting in Grade 3. High school students can take these courses as electives and gain credit towards graduation. Other electives offered are foods, sewing and family.
- We have Drivers Education, for students 16 years or older wanting to get their L.
- We have leveled reading, math and writing groups from grade 1 - grade 6.



*Anti Bully Day*

#### Acronyms / Abbreviations:

L (Learners)

IRP (Integrated Resource Package)



## Education

### Culture

- We offer Halq'eméylem classes from k - grade 12. IRP was developed and adopted by Ministry of Education.
- We have many cultural events, Sto:lo New year, Remembrance day, Cultural Day for High school, Sto:lo Day for elementary students, Naming Ceremony, First Salmon Ceremony, cultural sports day and a year-end Powwow.
- Lightning Bolts cultural drama group(black light performance of dancing, singing and storytelling)
- Drumming and singing daily at the elementary school.
- There are sweats held on a monthly basis at the school, for students and teachers.
- The high school wood working classes are building a permanent sweat lodge.

### Extracurricular

- Other events we have are: the Welcome Back BBQ, Christmas Concert, Student Christmas Dinner, Parent Engagement Night, Literacy Night, Math/Science Night, Movie Night, Parent's Day Tea, Awards Day
- We offer 5 extracurricular sports at the high school; canoeing/ lacrosse, track and field, triathlon, wrestling and Soccer Academy. Every student is enrolled in one of the 5 teams. Each team is represented by a colour and the students have been issued a T-shirt and shorts for that team.
- We Participate in District track meets, cross country runs, Sun Run, triathlon events, wrestling meets
- Elementary classes fund-raise to go on numerous field trips, examples are the Pumpkin Patch, the Vancouver Zoo, the Vancouver aquarium, Science World,
- We have school wide field trips, in June we go to the water slides. Elementary go to Bridal Falls, high school go to Cultus Lake.



*APTN - Warrior Games*



*Track and Field*

### Acronyms / Abbreviations:

BBQ (Barbeque)

IRP (Integrated Resource Package)

APTN (Aboriginal Peoples Television Network)





## Education

### Healthy eating

- Free hot breakfast program. We are part of the provincial veggie program. Hot lunch is available for purchase every day at the low price of 2.00.

### Safe School

- Safe arrival phone calls.
- Closed campus.
- Teacher and student supervisors on duty before, during breaks and after school.

### Environmentally Friendly

- We do not use disposable plates, bowls, cutlery or cups for our meals. Everything is re-usable and is washed using a sanitizing wash.
- We are part of a recycling program. All paper is recycled. We recycle juice cans and boxes. Cartridges from printers are recycled.

### Extras

- YPP program, for young parents who return to school
- Free bussing
- Student supervisors: get work experience, get cash, develop leadership skills
- Bridging between pre-school and kindergarten. Pre-school students attend the kindergarten class every Tuesday and participate in the activities of the classroom.
- Attendance incentive and academic incentive, enrollment incentive. EBS incentives. Awards day celebration.
- Positive calls and notes home.



*High School Canoe Class*



*Rick Hansen Relay*

### Acronyms / Abbreviations:

- YPP (Young Parent Program)
- EBS (Education Based Services)



**Band Managers Message**

Kw's hoy Mekw'wat (Thank you everyone) for your time and attention reading this annual report,

Where did the year go? It is a great to see so many positive things that happened and available

for our community. This year we focused on striving for excellence using our strategic plan and community vision as our guide.

As you read through this annual report did you take time to reminisce about where our community was 10 years ago, 20 years ago, 30 years ago? And did you think about where you want our community in the next 10, 20, or 30 years.

This past year we had great success on our journey to excellence in providing the best possible services and programs to our community:

- Expanding our Community School, Early Childhood and College courses and enrolment with a celebration of over 80 graduates
- Health and College on their way to become Accredited
- Partnerships and projects creating opportunities
- Market Housing project for individual home ownership
- Technology use website, foyer TV's, ipads, virtual servers
- Sustainable best practice innovations
- Hosting the BC Provincial soccer and canoe competition with many athletes in leagues and tournaments
- Sq'ep Language and Culture committee, creating Halq'emylem resources and celebrations
- And many more

I would like to take this opportunity to thank staff for their generous contribution and commitment, our leadership for their trust and guidance and our Elders, youth and community residents and members for your involvement and support in our journey to excellence.

Tse Tsá wtm

*Daryl McNeil,*  
Band Manager





**SEABIRD ISLAND BAND OFFICE  
ANNUAL REPORT**

**Layout, Design, Illustrations, and Formatting Created by:**  
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**Editing & Proofing Team:**  
Jay Hope, Sara Silver, Kristy Johnson, Sandy Bobb

View this Annual Report and more at [www.seabirdisland.ca](http://www.seabirdisland.ca)

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*Annual Report 2011-2012*  
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