

Seabird Island Band 2013-2014

Annual Report



Seabird Island Band



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**SEABIRD ISLAND BAND
COUNCIL
MISSION STATEMENT**

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

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

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

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

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The Meaning of the Canoe

If one person doesn't do their job, they pull back the whole canoe.
If everyone works together they stride forward.
You can feel the difference when everyone works together!

Chief & Council



Elected Council Members

Clem Seymour

Clem has been Chief since 2007 and on Council since 1995.

Clem is a long standing spouse of 35 years to Marilyn and a father to 3 children; Francis Mussell, Cass Seymour and Myra Seymour.

Clem is a champion for the people helping the community move forward. Clem is available regularly in the Band Office Lobby so he can interact with community members. He does this so he is easily accessible to converse with everybody. Feel free to visit and ask him questions.

Chief	Portfolio Lead	Portfolio Member
Clem Seymour	¹ Executive, ² Health and Early Childhood Development Program, ³ Child and Family Services	¹ Economic Development, ² Finance & Audit Committee
Councilor	Portfolio Lead	Portfolio Member
James Harris	¹ Economic Development,	¹ Executive, ² Finance & Audit Committee
Marcie Peters	¹ Capital and Public Works, ² Finance and Audit Committee	¹ Housing
Vivian Ferguson	¹ Executive, ² Education,	¹ Health and Early Childhood Development Program, ² Finance and Audit Committee
Carol Hope	¹ Seabird Island College	¹ Child & Family Services, ² Capital and Public Works
Dianna Kay	¹ Culture, Language & Heritage	¹ Seabird Island College
Art Andrew	¹ Land Code	¹ Education, ² Rights and Title, ³ Fishing
Jason Campbell	¹ Rights and Title, ² Fishing,	¹ Land Code, ² Safety, ³ Emergency Services and Justice, ⁴ Culture, Language and Heritage
Alexis Grace	¹ Safety, ² Emergency Services and Justice,	¹ Economic Development
Rod Peters	¹ Economic Development, ² Housing,	

Council Corner

This annual report was more challenging than any previous reports. It has been a difficult year. Which made it challenging for us believe in ourselves and our abilities to remain positive.

Chief and Council have increased their meetings to twice a month. Each meeting lasting from 7 to 10 hours consisting of extensive discussions.

We may have not met all the goals we set by our Strategic Plan last year, however we have accomplished many positive changes in our community.

We seriously moved in a direction of creating wealth and employment for our members. Our reorganization has resulted in the creation of the Sq'ewqel Development Corporation. We separated the "business generating revenue" from providing services and programs to our community.

Sq'ewqel Development Corporation is run by a board and Director Brian Titus. This change in direction will save the Seabird Band from potential liabilities and allow the organizations with-in it to flourish. Ground Breaking for the new Gas Bar was

held September 5th 2014, with plans of the new Gas Bar opening January 2015.

Chief and Council would like to acknowledge and congratulate our health programs who have met the stringent requirements to receive a high level of Accreditation.

We have completed the development of many policies including Early Childhood Education, Health and Housing. We are developing policies which address human resources with a HR policy manual, Business law, IT and improved Finance policies.

We have developed a NEW department "Corporate Affairs" with the assistance of our new Director Jay Hope. With-in this department we will see a growth in communications with the new communications plan and branding policy. We will also see changes and growth in the Lands department with the creation of new laws.

Under the land use plan which was developed eight years ago and was adopted in 2009 we have started implementing new bylaws. Work is underway for a community plan, zoning and matrimonial laws.



"In the past year we have experienced; ¹ Theft and a financial loss which has yet to be fully determined. ² A critical and thought provoking protest. ³ Massive change in our administration with the departure of long time employees. ⁴ New staff. ⁵ Continued growth in education enrollment and graduations. ⁶ Renovations. ⁷ New housing. ⁸ New ventures. Nevertheless Seabird has never been held back by negativity, challenge and difficulty. So, I have tried to maintain hope and a vision of a good tomorrow."

Councilor

Vivian Ferguson

Acronyms:

IT: Information Technology

HR: Human Resources

Council Corner

A new election code has been developed and will be ready for our members consideration as well as a new membership code. We are also immersed in a struggle to ensure that the First Nation Education Act is not passed as it is currently proposed by the government but that our educational needs and rights are addressed and comparable funding for our school is provided.

We have had over 100 graduates at the Seabird College this year, and 14 graduates from 4 High Schools. Agassiz Elementary High School, Seabird High School, Unity Christian High School, Chilliwack Senior School.

Our education awards day had an excellent turnout this year. Chief and Council would like to congratulate each of the students for their great accomplishments.

This year Seabird entered into a partnership with the District of Kent for economic planning. We are also working towards fishing enhancement projects and tourism. In other economic planning we have been exploring "Lite Industry" for ideas like pipe making and more.

In IT we have worked hard to increase the safety of our organization by splitting the management of this department into 2 positions.

All our departments have been working hard under the direction of the Employment office to keep students employed year round. Allowing students the opportunity to experience areas of interest and to plan their education goals for their future. The Employment Centre has also been working towards a healthier community by providing Natural food

distribution through the food bank. Chief and Council are proud to support the traditional food bank.

Natural Resources Forestry: The Seabird Island Band Chief and Council renewed and signed an Agreement between Stacey Gould and Paul Carey, Senior Resource Coordinators Officers and John Rustad the Minister of Aboriginal Relations and Reconciliation on behalf of BC. This Agreement has potential impacts on Seabird Island Bands Aboriginal Interests resulting from Forest and Range Development on its Traditional Territory. The Objective is to provide an opportunity for Seabird Island Band to identify and pursue activities that will enhance and improve the Social, Cultural and Economic well-being of its Community. The Ad-hoc Committee will meet to review the background research and developments on a plan that outlines activities the Seabird Island Band intends to fund to help achieve the Socio-Economic objectives. The Seabird Island Band is required to submit a "statement of community priorities" and complete an Annual Report reflecting measurements and outcomes that have been met under the Agreement.

Natural Resources Gravel: The Sq'ewqel Development Corporation, Stqo:ya Construction, and Jakes Construction supports the Wahleach Gravel Pit removal of 55,000 metric tons which is adjacent to Lizzy's Lake at the North End of Seabird Island. A recommendation that the entire Proposal, History, Environmental Impact Assessment, Department & Fisheries and Oceans-No Harm to and Fish Habitat and/or Wild Life such as Ducks and Mallards, Maria Slough Enhancement Projects and Flood & Erosion Mitigation be reviewed and

Definition:

Ad-hoc: formed, arranged, created to work on a specific issue for that purpose only.

Council Corner

approved by the Seabird Island Lands Manager, Staff and Committee. The Seabird Island Band and Jakes Construction re-new and sign the Gravel Extraction and Sale Agreement. The Term shall be five 5 years and Rent payable shall be \$240.00 per acre per annum of the Leased Land. Jakes agrees to pay the Seabird Island Band a royalty equal to \$0.10 per Ton of Gravel Sold. Jakes also agrees it will use its best efforts to engage qualified Seabird Members or their Businesses to perform work in the extraction operation and the sorting operation. There are regular meetings between Jakes Construction, Seabird Island Band Chief and Council, as well as Band Staff to update and review progress on the Agreement.

Housing: The Seabird Island Band reviewed and adopted the Social Housing Policies & Procedures Manual in April 2011. The New Market Based Housing Policy includes; New Construction, Purchase Acquisition, Renovations, Re-financing

and Home Ownership. During March 2014 our Community hosted the Aboriginal Affairs and Northern Development Shelter Policy changes and Community Tour highlighting various Phases of Homes built. In April the Seabird Island Community hosted the Home Ownership with Lawyer Murray reviewing. Step-1: Is home ownership right for you? Step-2: Are you financially ready? Step-3: Which home is right for you? Step-4: The Buying process? Step-5: Now that you're a Home Owner? The Home and Content Insurance was also discussed, AON Insurance of Kamloops met to review the options for Home Insurance and Content Insurance at Seabird.

The Housing Department and Band Office continue to receive written, facebook, and verbal complaints of Vicious Dogs, Unsightly Property Hoarding outside and in garage's, lawn and home maintenance.



This has been my second term on Council I hope you took the opportunity to read the summary of what has been accomplished in consultation with Stakeholders, representation with Band Staff and Community Members.

Special Meetings: ¹Lana Eagle of First Nations Wealth Management presented and introduced the Tax Exemption Wealth and Transformations. ²Met with Garry Weilinger, Vice-president of External Affairs, ³Steven Henderson, Manager of Community & Aboriginal Relations and ⁴Sadie Cox, Community Coordinator & Aboriginal Relations of Spectra Energy Transmission. ⁵Discuss our relationship, aspirations, and development plans and look for ways we can work together. ⁶S-3 Group Chief & Council, Sq̓w̓q̓el Development Corporation and Lands Committee to discuss and identify our Role, Responsibility and Where Do We Go From Here? ⁷We reviewed taxation and appraisals by Gordon Frampton, Land Code & Zoning Laws related to Dev Corp's needs, the environmental standards and impacts on land use. ⁸Lastly the negotiations and relationships related to the Impact Benefit Agreements.

*Councilor
Rod Peters*

Administration Division



**Lisa Douglas,
CAFM,
Administration
Director**

**2013-2014 Financial
Highlights**

Seabird Island Band has experienced steady climb in revenue since 2004. This growth has resulted in financial success for the 2013/2014 fiscal year. Health and Education are the largest sources of revenue for Seabird Island. There are several new programs, several expanded programs and we continue to grow in personnel and services.

Departments include:

- Admin
- Finance
- Human Resources
- IT

Administration Division Operations

April 1, 2014 the new Corporate Affairs Division was formed. Some of the Functions within Administration also moved into the new department grouping. Those department moves are highlighted and in brackets.

(Communications)

- Sandy Bobb
- Kristy Johnson
- Zorana Edwards
- Phaine Wegener

Human Resources / Payroll

- Drew Paddon
- Danielle Gabrielle
- Fallon McNeil

Accounts Payable

- Lisa Mason
- Cheri Klotz

Accounts Receivable

- Diane Angus
- Coral Leigh Peters

Financial Staff

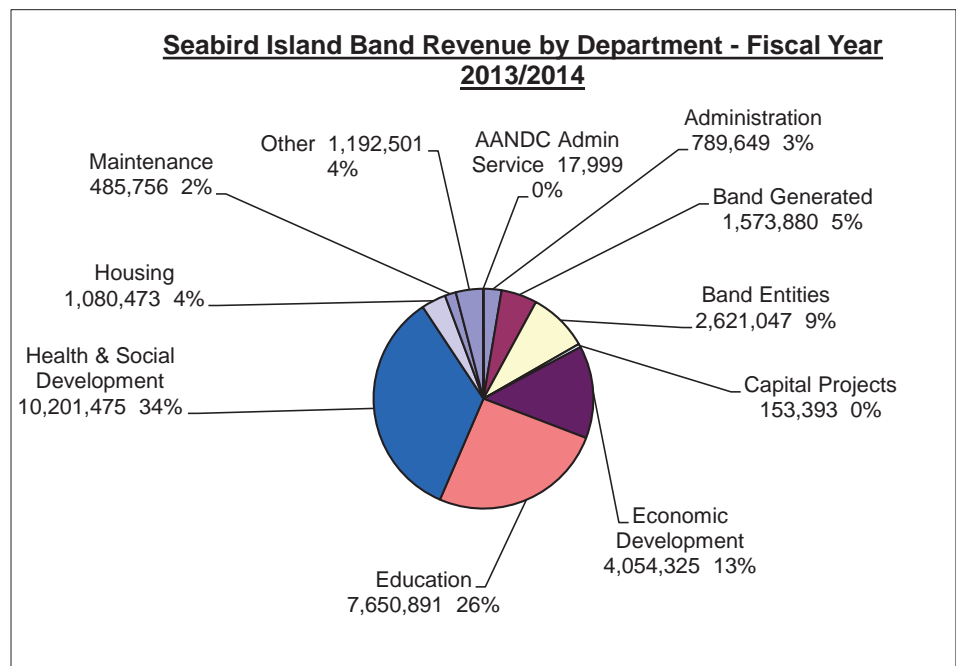
- Lisa Douglas
- Kathy Leslie
- Nigel Selvadurai
- Crystal Johnson
- Jason Ellis

(Records)

- Carol Hope
- Teresa Harper
- Leanne Jansen

Administration

- Rachael Alexander



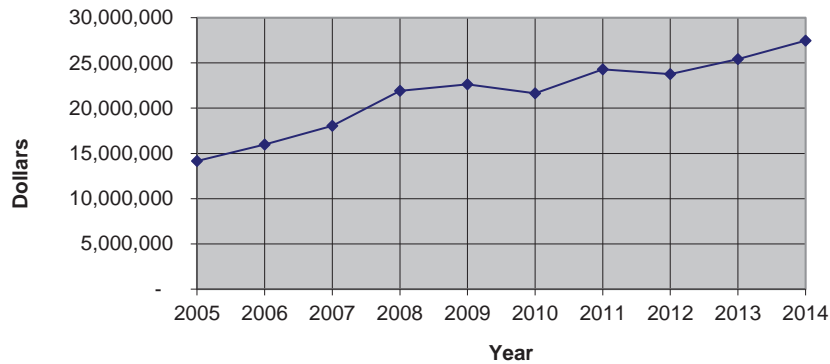
Acronyms:

CAFM: Certified Aboriginal Financial Manager
Admin: Administration

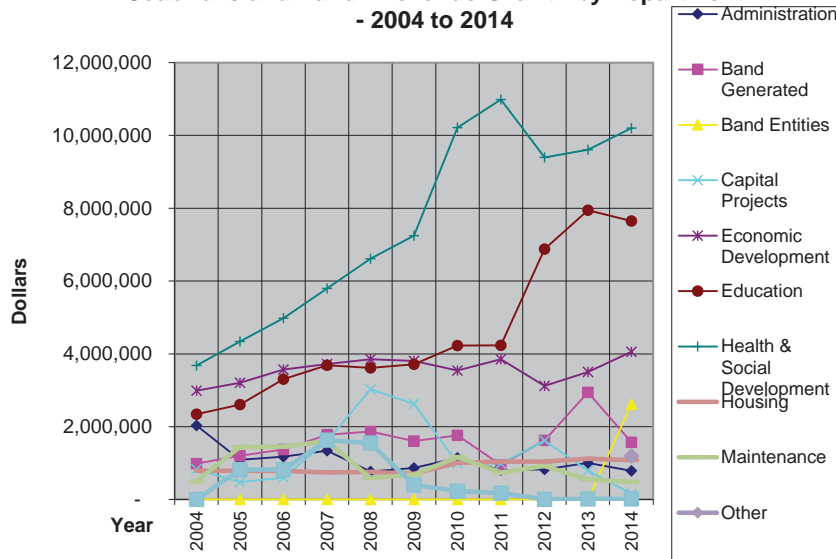
IT: Information Technology
AANDC: Aboriginal Affairs & Northern Development Canada

Administration Division

Seabird Island Band - Total Revenue Growth - 2004 to 2014



Seabird Island Band - Revenue Growth by Department - 2004 to 2014



Contracts

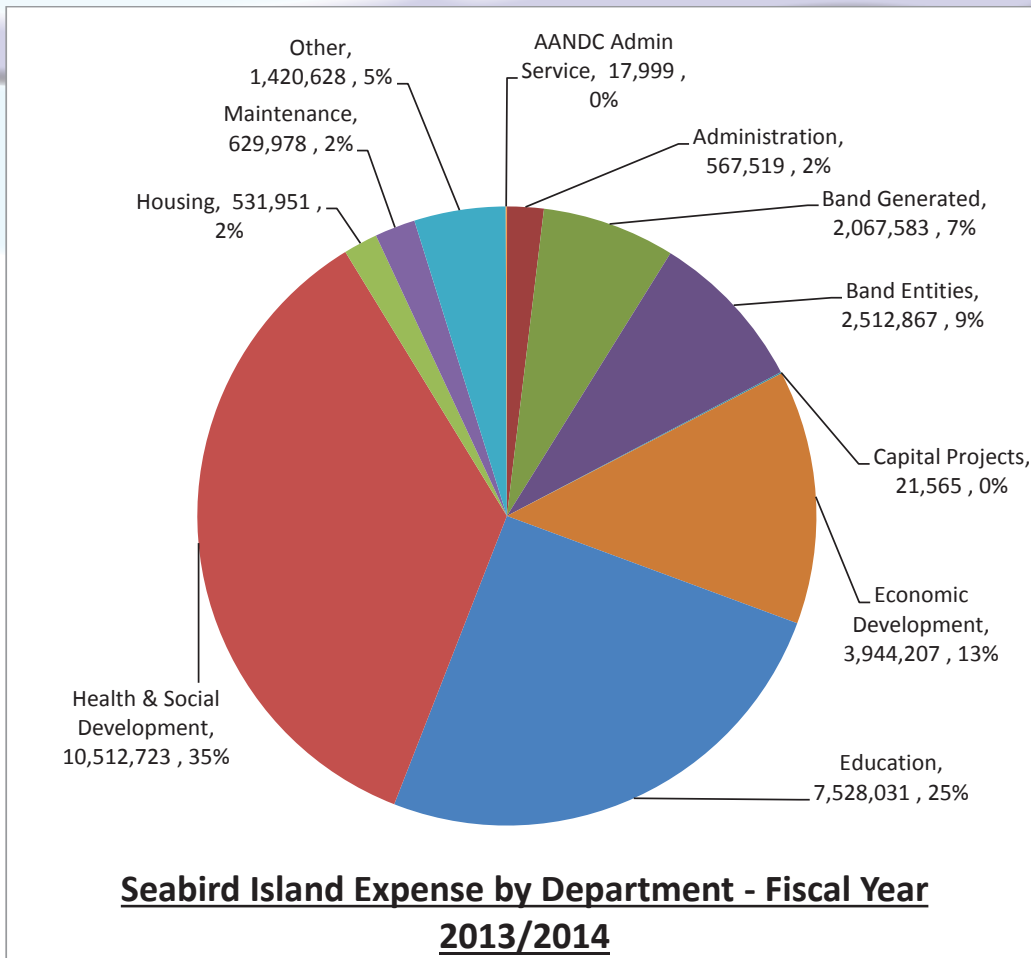
In 2014, the Contracts department saw a significant increase in the number of expense contracts received and a slight increase in the number of revenue contracts received compared to 2013. Expense contracts received totals were 345, that's up from 283 and Revenue contracts received totals were 59, that's up from 53.

Accounts Receivable

Diane Angus & Coral-Leigh Peters

Our department produces invoices and statements and receives payments for such things as rent, wifi, childcare services, leases, property taxes and tuition. We produce approximately 370 invoices a month. We accept cash, cheque, preauthorized debits, interac, Visa and Mastercard as payment. We prepare cash and cheque payments for bank deposits and apply these payments to the appropriate accounts.

Administration Division



Accounts Payable

Lisa Mason & Cheri Klotz

To define a major part of what we do - We pay all the Vendors (outside Business's that we deal with). We do not collect any money owing to Seabird, this would be the Accounts Receivable Department. We do not pay staff their wages, this would be the Payroll Department.

The most important thing to know is that we never process any payment without an approval from someone with Authority to approve.

We have grown over the past few years and some of the ways we plan on stream lining in our area is to cut down on the amount of cheques we print on a daily basis.

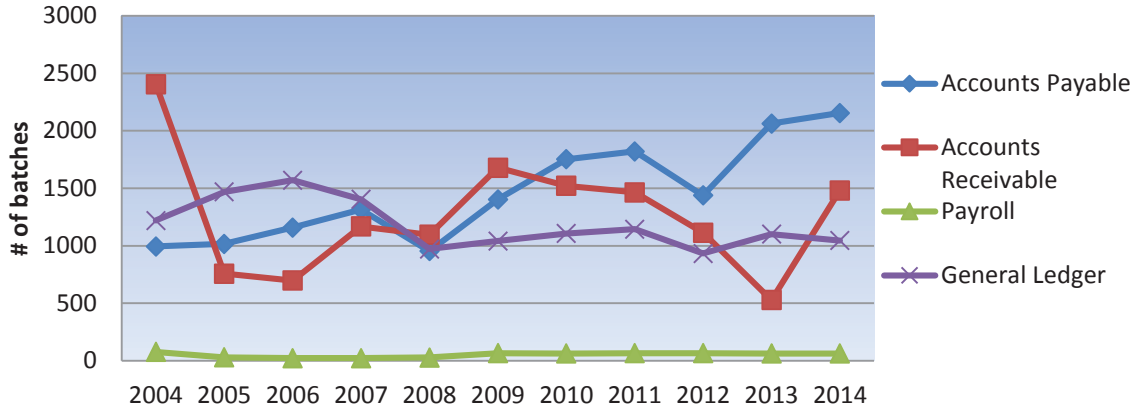
One way we are doing this is by switching over as many vendors as possible to Direct Deposit. If you are someone we pay, you may want to consider Direct Deposit.

Acronyms:

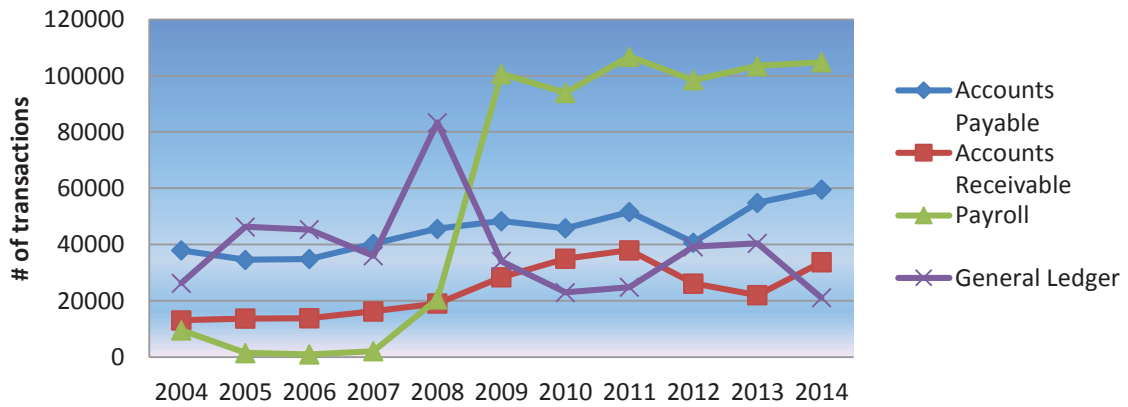
AANDC: Aboriginal Affairs & Northern Development Canada

Administration Division

Finance Batches Growth



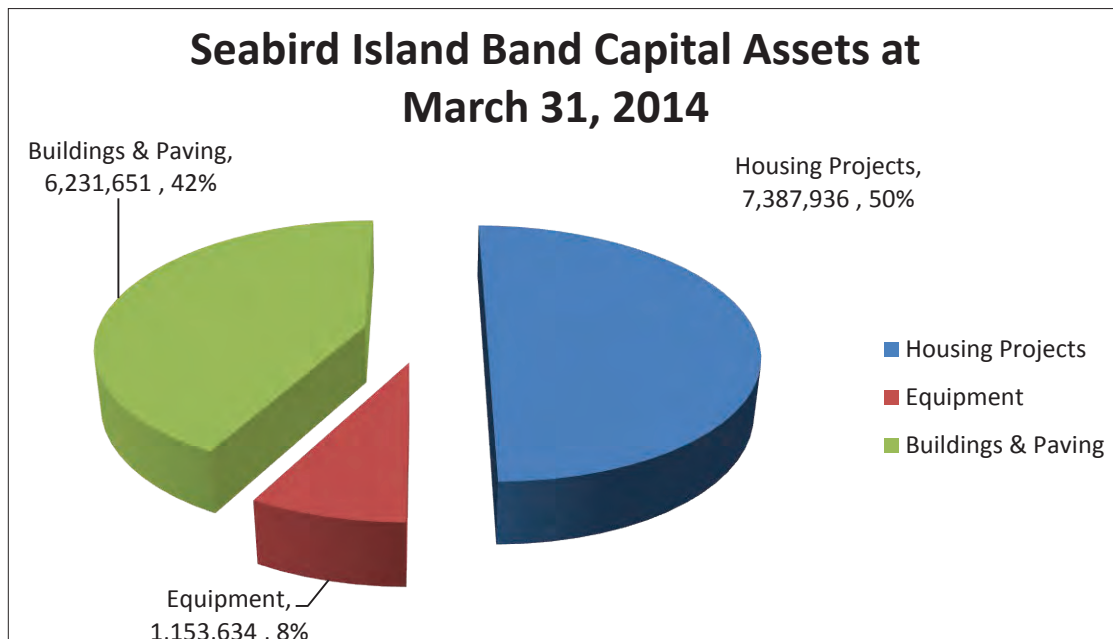
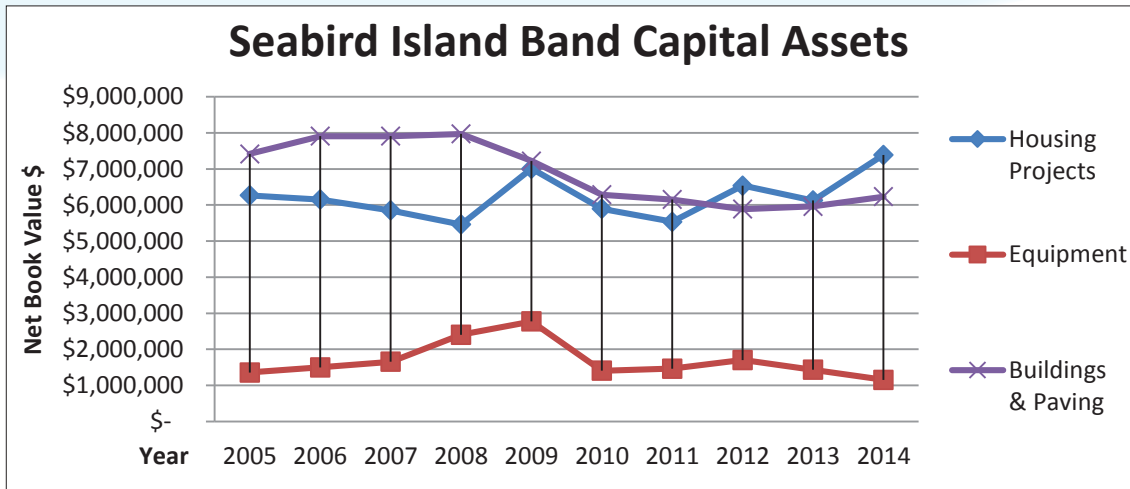
Finance Transactions



Administration Division

Seabird Island Band – Capital Assets

Capital Assets have experienced slow but steady growth since 2005. In 2008 Accounting Standards required depreciation causing a downward adjustment to the overall value.



Overall

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

The Finance and Administration Department staff has been working very hard to continue improvements in systems in order to serve the staff and community members better. Streamlining, reporting and compliance

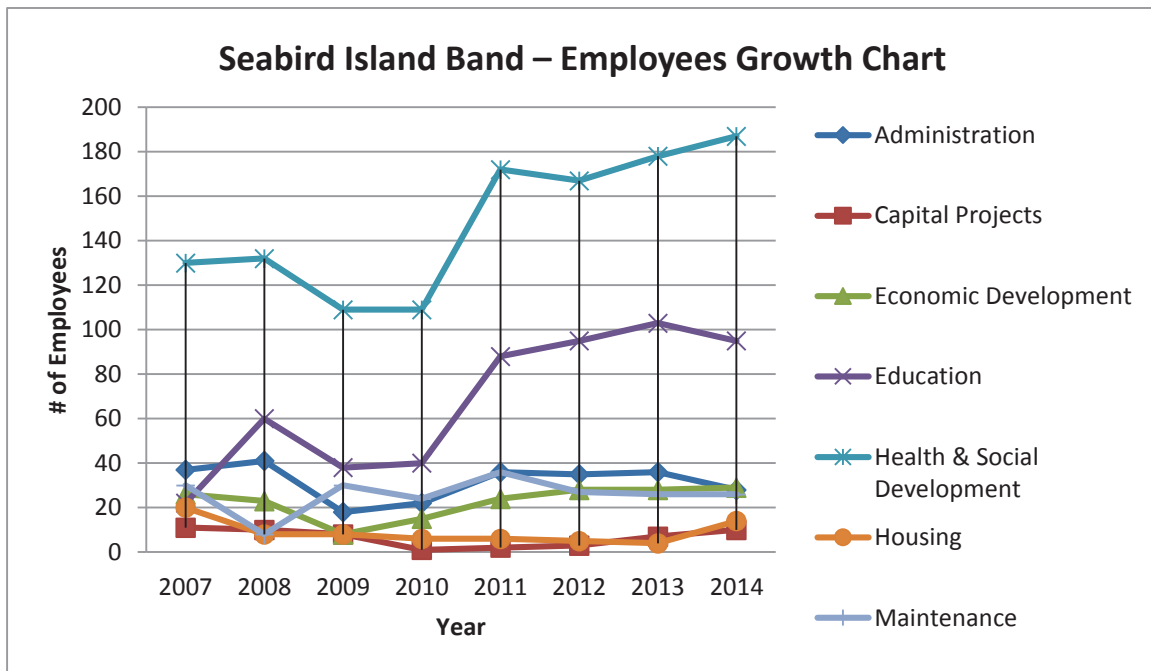
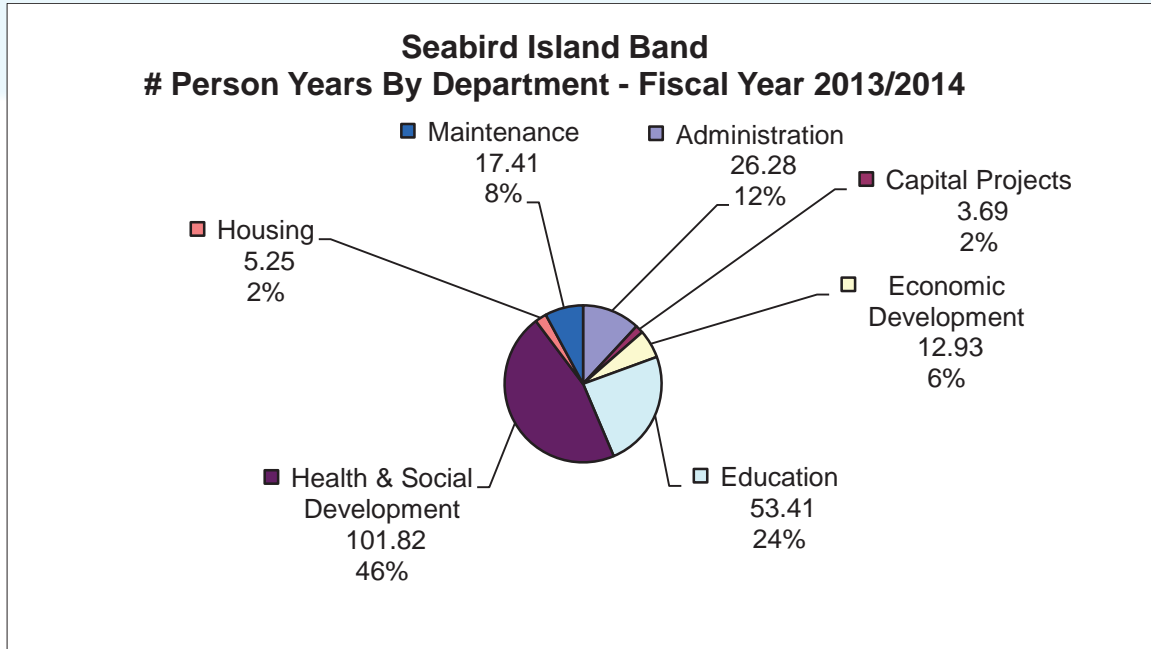
have been a big focus. We do our best to assist in a fair and equitable manner. We would like to thank everyone for their support and understanding.

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

Administration Division

Seabird Island Band – Employees All Departments

Staffing growth has taken another hike in 2013/2014. Health employees make up half of the Seabird Island employees.



Administration Division

IT - Hans Wegener, Richard Parsey, Jonothan Wegener, Phaine Wegener

Seabird Island Band I.T. Department has undergone changes this fiscal year to facilitate the ongoing growth being experienced.

Hans Wegener is positioned as “**Enterprise Technology Manager**”, focusing on the network infrastructure to assure it meets all the varying departmental needs. Important also for Hans is to understand and review all the new technological innovations to determine how they may benefit Seabird today and in the future. The new fiscal year will see significant improvements in “Seabird WiFi”, resulting in a more reliable “Internet access” service for current members as well as most we were not able to service before.

Richard Parsey has been brought on board as “**Technical Services & Support Manager**”. Covering the Band Office and Schools, Richard and his team will help Seabird Staff with any technical support issues they may have on a day to day basis.

Policy Analyst - Gary Lister

As the Policy Analyst, I work with Council, the Band CEO and Department Directors on developing or amending the following documents and policies:

Once we have met the government’s or council’s requirements, we hope to conduct a referendum for each.

1. (Draft) Election Code – waiting for AANDC comments

Currently, SIB council elections are held under the Indian Act election system. Many First Nations develop their election codes, so they are not bound by those of the Indian Act. Over the past decade or more, SIB has been developing its own Election Code. Last year an Election Code Committee was put together to review the older Code and draft a new Code; which they now have completed.

What is the SIB Election Code?

The Seabird Island Band Election Code defines the process for selecting the Band Council. The Election Code regulates how voters; candidates; and people acting on the behalf of the candidates; are to conduct themselves before, during and after an election. Seabird Island’s Election Code is the formal rules by which the members choose an individual to hold the public office of Chief or Council.

At this time, the draft Code has to be reviewed at by SIB legal advisors and then sent to Aboriginal Affairs to see if it meets the government’s criteria. We are currently amending code to meet AANDC’s comments.

Acronyms:

IT: Information Technology
CEO: Chief Executive Officer

AANDC: Aboriginal Affairs & Northern Development Canada
SIB: Seabird Island Band

Administration Division

The Membership Code – in progress

The original Membership Code was written in 1999 and amended in 2004. The Council appointed a Membership Code Committee to review the existing Membership Code and make amendment recommendations.

The Council of the Seabird Island Band established a Membership Code to provide for the expedient, unbiased, and efficient application and interpretation of membership rules. The Council of the Seabird Island Band is empowered to make such Membership Code changes, and to rule on any matter ancillary there to pursuant to paragraphs 81(1) (p), (q), and (r) of the Indian Act.

The Seabird Island Band Membership Code regulates who can be a member of the Band while the Canadian Government determines who has Indian Status. Band Membership and Indian Status bring different benefits.

Band Membership Benefits:

1. Right to Run and Vote
2. Share in Distribution
3. Own Land (CP)
4. Can apply for Housing
5. Can live on Reserve

Indian Status Benefits:

1. Federal and Provincial Tax Exemption
2. Non-insured Health Benefits
3. Apply for Post-Secondary Education

2. Terms of References (TOR) for Committees

To advise them, Council creates Committees (Select Committee is short term or Standing Committee is long term), and Boards for specific purposes according to predetermined **terms of reference** or bylaws to meet the required need. Council creates TOR for each committee so that the committee has clear rules on how it operates. A committee TOR gives the group an opportunity to manage expectations by determining the limit of the team's responsibility, along with the responsibility of each member, right from the beginning.

Role of Committees and Boards

- a. Council Committees and Boards are to support the Council in an advisory role, not Seabird Island Band administration, do its job.
- b. Council decides who sits on these committees and how they are selected.
- c. All committees should have a Terms of Reference (TOR).
- d. Committees commonly help Council by preparing laws, policy alternatives and implications for council deliberation.
- e. Council should review all Committees at least annually to decide if they should continue or be revised.
- f. Council Committees do not speak or act for Council.
- g. Council will carefully define the Committee's role so as not to conflict with that delegated to the Band Manager.
- h. Council Committees do not exercise authority over Seabird Island Band staff.

The names of Council Committees will be obvious, based on their form and function, for example, it is clear what the mandate of each of the following committees is: Housing Policy Committee

Some of the committees that I work with to develop their TOR are: the Sq'ép – completed, Wellness Committee – started, and Membership Committee – started.

Acronyms:

CP: Own land

TOR: Terms of Reference

3. Band Policies

Definition: *A policy is a set of rules (internal or external) and procedures to guide decisions and achieve balanced outcomes. Policies support in general decision making, assist management with decisions that must consider the relative merits of a number of factors before making decisions. Depending on the type of policy, the Council will form a committee usually made up of community members if the policy has a direct impact on the community. All policies are adopted by the Council.*

Band Policies under review or have been written are: **Personnel Policy** – final draft for review; **Information Technology Policy** – completed draft for review; **Extra-Curricular Sports, Recreation, and Leisure Sponsorship Program Policy** – completed draft for review; **Daycare Policy** – in process; **Finance Administration Law (FAL) Policies**; **Fraud Policy** – under review; **Public Feedback Policy** – under review; **Procurement and Disposal of Tangible and Intangible Asset Policy and Procedures** – in development; and **Whistleblower Policy** – under review.

4. Other documents as requested such as;

Privacy information, Human Rights, Land Use and the Sustainable Community Planning.

5. Facilitate Planning such as;

the SIB Annual Strategic Planning. This year I supervised and assisted two UBC Graduate Students from UBC School of Community and Regional Planning – Indigenous Community Planning whose task was to consolidate the various community plans that had been written over the past few years.

In performing these tasks, I often have input from the Band members, and I am very appreciative of the contribution the membership provide when developing these documents.



Acronyms:

FAL: Finance Administration Law

UBC: University of British Columbia

Seabird Lands Conference



Corporate Affairs Division



Jay Hope, Corporate Affairs Director

On March 26, 2014, Jay Hope accepted the position of Corporate Affairs Director as offered by the CEO and Director Team, after completing the paneling process. Jay has been employed by Seabird Island Band since 2007, most recently in the Aboriginal Rights and Title Department.

A member of Seabird Island Band, Jay's educational background includes a Bachelor of Arts (Anthropology/Sociology), with a minor in Criminal Justice. Jay has a strong academic background, well versed in understanding First Nations issues, that compliments the Corporate Affairs Director position.

Departments include:

- Rights & Title
- Lands
- Records
- Communications

New Administrative Departments

With the onset of a new fiscal year, Seabird Island Band has started to restructure the administration's operations to reflect the new *Corporate Affairs Department* and the advent of the *Development Corporation*. The creation of the new departments is the result of restructuring of the organizational chart to reflect changing department responsibilities, as well as the alignment of department visions. (During the transition, the organizational chart may change as departments fluctuate.)

Along with the restructuring, the former management team is now the *Director Team*, with each Director still responsible to the CEO (formerly Band Manager).

While the Development Corporation transitions into operation, the CEO position for the Development Corporation has been temporarily staffed for three months, providing additional time to complete the search for a permanent Development Corporation CEO. Brian Titus is the interim CEO.

The Corporate Affairs Director is responsible for

- 1) Corporate Administration;
- 2) Lands Department;
- 3) Aboriginal Rights and Title Department;
- 4) Records Department;
- 5) Communications Department and;
- 6) Liaising with Governance.

Definition:

Corporate Affairs can refer to the activities relating to building Seabird's reputation and brand (values, mission, vision and resources), as well as creating strong relationships with staff, clients, key funders and effective crisis management. Corporate Affairs is a strategic tool that essentially deals with communication. Corporate affairs has the responsibility to research needs in communication, determine and address shifts in the attitudes of the public. We recommend, build and measure policies and resources for effectiveness as well as monitor arising issues.

Acronyms:

CEO: Chief Executive Officer

UBC: University of British Columbia

Corporate Affairs Division

Communications Department

“Creating connections and understanding through communication pieces. Exchanging and circulating thoughts, messages or information.” At Seabird we work hard to provide our community members with communications through a variety of avenues including; newsletters, posters, flyer’s, booklets, signage, website, facebook and more.

Staff: Sandy Bobb Communications Supervisor
 Graphic Designer,
 Purchasing Agent
 Kristy Johnson Communications Assistant
 Photographer,
 Purchasing Agent Back-up
 Phaine Wegener Communications Technology
 Zorana Edwards Communications Clerk

Communications Technology Program:

Seabird Island began using social media to connect with our Members in late 2012. Through our social media accounts on Facebook and Twitter we are able to give Community Members accessible, instant access to news, event information, job postings and important notices.

In the past year we have increased our followers by 249, bringing us to a total of 349 on Facebook and 297 on Twitter. This past year we also received:

- 94,996 Post Likes
- 86,913 Page View
- 105,796 Post Clicks

The Communications Department runs 9 programs and services:

1. Graphic Communications Program (newsletters, brochures, posters, annual reports,...)
2. Band Office Event Photography Program
3. Print Production Program
4. Inter Office Supply Program
5. Purchasing (agent) Program
6. Communications Technology Program
7. Band and Community Support Services (print & copy services)
8. Mentor Communications Students
9. Communications Door to Delivery to Community

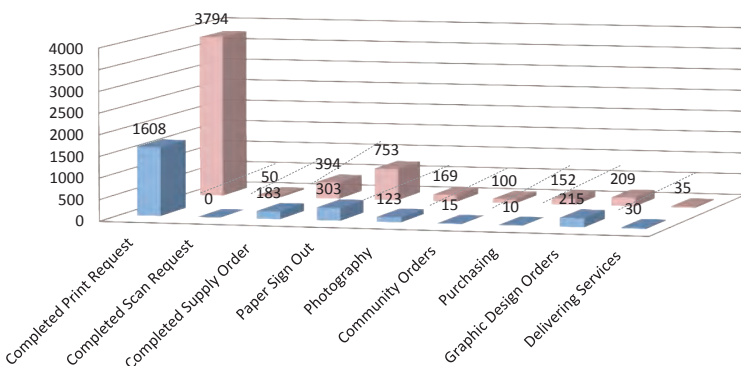
Mentor Communications Students:

The Communications students come to work with us through the Employment Youth Experience Program. With us they learn the basics of working in an office environment, quality control and a basic understanding of what the Communications Department does on a daily basis. They learn to work with some machinery and those who state an interest may have the opportunity to get creative, possibly even learn some Graphic Arts and/or Photography.

2012-2013	2013-2014
3 Work Experience Students: Lizzy Pettis, Fawn Henry, Ashley Charlie-Hope	2 Work Experience Students: Dredan Naistus, Denise James

Corporate Affairs: Communications Department

■ April 1, 2012-March 30, 2013
 ■ April 1, 2013- March 30, 2014



	April 1, 2012- March 30, 2013	April 1, 2013- March 30, 2014	Growth/ Loss %
Completed Print Request	1608	3794	135.9
Completed Scan Request	0	50	
Completed Supply Order	183	394	115.3
Paper Sign Out	303	753	148.5
Photography	123	169	37.4
Community Orders	15	100	566.7
Purchasing	10	152	1420.0
Graphic Design Orders	215	209	-2.8
Delivering Services	30	35	16.7

Corporate Affairs Division

Lands Department

Granting of Interests

In *Seabird Island Band's Land Code*, sub-section 43.2 (a) requires a review of the Interests and Permits in Seabird Island Lands granted by Council in the fiscal year. The following are interests granted in 2013-2014:

- Agricultural lease to Canadian Farms, from June 1, 2013 – April 30, 2018, 47 acres, portion of Lot 121 south side of CP rail, for carrots, potatoes and parsnip.
- Agricultural lease to Corner's Pride, from June 1, 2013 – May 31, 2014, 70 acres, portion of Lot 115 near south end of Lot 115, for corn and green beans.
- Permit to Diacarbon Energy, from March 1, 2013 – February 28, 2015, portion of Lot 122 (Wahleach Road Gravel Pit by CP Rail), for installation of Diacarbon Energy's pilot biomass refinery demonstration facility, or for the enclosed storage and work area of biomass feedstock and bioproducts generated by Diacarbon's biomass refinery.
- Commercial Lease to Jakes Construction, from June 1, 2013 – May 31, 2018, 13 acres, north side portion of Lot 122, south of CP Rail, for aggregate sorting operations and related uses.



Land Use Plan

Through the guidance of the Lands Advisory Committee (LAC), a series of family meetings were scheduled to ensure the community's voice emanated throughout the Land Use Plan (LUP). Upon completion of the family meetings, the consultant group Urban Systems revised the plan to reflect the common voice from the broad membership. In addition, the final LUP was sent to external third parties: the District of Kent; Fraser Health Authority; Canadian Pacific Railway (CP) and the Stó:lō bands for a public comment through the consultation process. Feedback from these entities was overwhelmingly positive.

Recently, concerns raised by membership regarding efficiency for re-zoning areas have prompted the LAC to re-visit a couple of areas within the community core to look at what is best suited for the community. Overall, the progression of the proposed draft (LUP) is evolving and close to completion. In the coming fiscal year, the membership can look forward to a referendum for the LUP.

LAC: Lands Advisory Committee
LUP: Land Use Plan

Acronyms:

CP: Canadian Pacific Railway

Corporate Affairs Division



Spousal Property Law

As part of entering into Land Code, the Federal Government mandated all Nations to enact a *Spousal Property Law*, also known as *Matrimonial Real Property Law*. All Nations were given one year to complete this law, after becoming operational under their Land Code. Seabird's law to deal with marital breakdown is overdue, but just in time to ensure the Nation does not fall under the Federal government's jurisdiction, as they have enacted a law and have given Land Code Bands a deadline to enact their own.

The LAC has worked diligently with lawyer, Murray Browne to draft a *Spousal Property Law*, which has taken into consideration current band policies. The committee

is dedicated to working with other structures currently in place within the administration, if it is in the best interest of the members.

Over the course of a few short months, the LAC was able to draft Seabird's *Spousal Property Law*, which will be made available for community comment, as per the required process under the Land Code.

Acronyms:

LAC: Lands Advisory Committee

Corporate Affairs Division

Joint Meeting Mandate

In September 2013, an internal group was created to develop an understanding of roles and responsibilities amongst the Sq̓̓w̓̓q̓̓el Development Corporation, Seabird Island Chief and Council, Seabird Island Lands Advisory Committee, Economic Development Department, Aboriginal Rights & Title Department and the Lands Department. The vision of the group was to create transparency by sharing amongst each other, in an effort to create efficiency.

The LAC made a commitment to the working group to press forward and draft laws to regulate development projects. In January 2014, the LAC held a Law-Making session over the course of 4 days. The session started with a presentation on Lands 101, by Valerie Sam the Lands Advisor with Lands Advisory Board Resource Center. In addition, Dr. Wenona Victor presented on Stó:lō's Traditional Laws and how we can incorporate them into modern day law making initiatives.

Over the course of the 4 days, the committee focused on *Zoning and Land Use Law*, *Development Law* and *Business Permit Law*. On average 60% of each law was roughly drafted after the session. To summarize the work completed, the final working day there was an open meeting for Council and the Sq̓̓w̓̓q̓̓el Development Corporation to attend for a review of the work completed.

In subsequent meetings, the LAC has continued to work on the rough drafts and will be finalizing the Laws in the coming fiscal year.

All proposed drafts laws will be posted for community input and if there are any members interested in reviewing the laws, please contact the Lands Department for more information.

Lands Department
(604)-796-2177



Acronyms:

LAC: Lands Advisory Committee

Corporate Affairs Division

Rights & Title Department

Sally Hope became Alternate Fisheries Representative for Seabird in September of 2011. I attend Lower Fraser Fisheries Alliance (LFFA) Forums which consists of 30 FN's in the Lower Fraser. I also attend Department of Fisheries and Oceans (DFO) Conservation and Harvest Planning Forums, from October to May. These forums involve BC First Nations from the island marine to the mouth of the Fraser up to Prince George. The meetings consist of Tier 1 (First Nations only) and Tier 2 (First Nations with DFO) discussions on Fraser Chinook, Sockeye, Coho and Chum. The Tier 1 sessions provide First Nations an opportunity to discuss their concerns amongst each other. A great example of this relationship amongst First Nation is the topic of the Early Stuarts. We are united in the fact that we want to ensure this stock makes it to the spawning grounds and do our best to work together to ensure this happens. We then develop a plan that is respectful of all of our needs. I also participate in Non -Salmon planning meetings (Eulachon) and these meetings usually commence in January.

In season management begins with the Eulachon; because Eulachon are currently being considered for listing as Endangered under the Species at Risk Act (SARA). DFO has undertaken specific protection activities, one of which is limiting the FN harvest to 400 lbs in total. Seabird is 1 of 4 communities who have had a license for harvesting Eulachon however, Seabird does not actually harvest them, we rely on other communities to harvest for us. In 2013, Katzie harvested Seabird's allocation. I brought my son with me so he could watch the harvest and help take them off the net.



In 2013, our Chinook openings began in May and over the period of 2 months, we were given 4 small openings. Our Lower Fraser Communities were so hungry for spring salmon and because of the sparse openings, weren't able to put away as much as they would have liked.

Our 2013 Dry Rack fishery began earlier than usual and this was in part to the Tier 1 discussions that had FNs agreeing to have our Dry Rack fishers fish the beginning of the Early Stuart run. We have had many discussions with DFO regarding our Traditional Knowledge of the importance of this fishery – including the conditions that are necessary for a successful harvest.

2013 saw a few Beach seine opportunities as well. Seabird had 2 crews (of 51 in total) participate in both Economic Opportunity fisheries. In October, Seabird had 2 crews (of 44 in total) participate in the Chum beach seine fisheries

Acronyms:

LFFA: Lower Fraser Fisheries Alliance
DFO: Department of Fisheries and Oceans

SARA: Species at Risk Act
FN: First Nation

Corporate Affairs Division

Records Management / Membership Department

Staff: Teresa Harper Records Manager
Leanne Jansen Records Clerk

Carol Hope Membership Clerk / IRA

Records and Information Management

Records Management is something that people do every day. Each day we decide what we will do with the paper, e-mail, and computer files that we create and that other people send to us. We decide if we are going to keep these records or throw them out. Then we decide how we are going to organize them so that we can find them again. The purpose of records management is to help us make the right decision about which records we should keep, and how we should keep them. In other words, records management is concerned with the systematic control of the creation, receipt, maintenance, use, and disposal of records. Records management includes:

- Policies, procedures and standards for handling records.
- Classification systems and retention schedules.
- Creating, using, and keeping track of records in the office.
- Finding ways to store records as cheaply and efficiently as possible.
- Protecting records that need to be kept and disposing of records that are no longer needed.

Seabird Island Band creates and keeps records so that it can keep track of what it has done and what it has decided to do. The role of records management is to make sure that all staff who delivers programs has the information they need, when they need it.

Membership

Our part-time Membership Clerk (Carol Hope), as the IRA, assists the Indian Registrar in maintaining the integrity of the information contained within the Indian Register which consists of births, deaths, marriages, divorces and transfers.

Secure Certificate of Indian Status Card (SCIS) and Certificate of Indian Status (CIS) Update

SCIS is accepting applications by mail which is available from the Band Office Reception; or on-line at <https://www.aadnc-aandc.gc.ca/eng/1100100032776/1100100032782>. All mail in applications will be for the in-Canada format. Appointments are recommended when visiting an AANDC Office. For appointments at AANDC Headquarters please call 1-800-567-9604. Seabird Island Band will continue to issue the current version of the status card (CIS) to its members.

Until the SCIS program is fully rolled out, members can still apply for the CIS contact the Membership Office at 604-796-6877 to book an appointment. Information packages and application forms are available at the Band Office Reception.

Seabird Island Band Population Growth Statistics

Membership	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Male	364	369	376	387	400	414	418	430	442	438
Female	402	405	408	423	439	449	453	465	476	482
On Reserve	510	513	520	496	555	526	532	540	546	585
Off Reserve	256	261	264	314	284	337	339	355	372	335
Total Population	766	774	784	810	839	863	871	895	918	920

To date our Membership Office has processed: 160 - status card requests; 10 - Baby Registration Inquiries; 2 - Death Registrations; 5 - Bill C3 Inquiries; 7 - Transfer Inquiries; 4 - Membership Inquiries; 2 - Border Crossing Letters and 5 - Tax Exemption Letters.

Acronyms:

IRA: Indian Registry Administrator
CIS: Certificate of Indian Status

SCIS: Secure Certificate of Indian Status

Health International Medical Program



With the Health renovation project Seabird now has an elevator available to assist the Elders and disabled reach much needed services.

Health and Social Development Division



Carolyne Neufeld Health and Social Development Director

Carolyne has worked for Seabird for 17 years, when she began there had been 3 health staff here at Seabird.

Today the Health Division of Seabird employs around 200 staff. Over the years we have expanded immensely, now offering 56+ health services and programs with-in the 5 Health Departments listed below.

Departments include:

- Early Childhood Education
- Health
- Family Services
- Employment and Social Development
- Community Services

Health Department

Health Team consists of Community Health Nurses (CHNs), Home and Community Nurses, Nutrition and Fitness educator, Diabetes educator, Community Health Representative. We integrate our services with other programs such as Early Childhood program, Maternal Child Health, Drug and Alcohol, Family & Youth program, and Social Development/Education/Employment.

The CHR's work closely with the nurses & nutrition and fitness educators who go to Communities and assist with immunizations, home visits, pre and post natal classes, community kitchen and still continues to drive community members to the doctor clinic, dental clinic, pre/post natal and optometry clinic in Seabird. The CHR also provides home support services for a few home care clients.

The CHN and the CHR provide both home-based and Health Center-based activities. Drop-in clinics are available at the Health Center. Medications are available for pick up. Foot care clinics, for people with diabetes or others with nail problems, are provided by the nurses. Information sessions, including diabetes, blood pressure and glucose testing are on-going and as an as needed basis. The Health team works very hard to encourage community linkages.

Accreditation

Accreditation is a process that Health Units participate in so that they can deliver the highest standard of care. Seabird Island Health has been involved in the accreditation process since late 2010 when we agreed to work with Accreditation Canada. Since then we have been working to improve our services so that we can meet national standards for excellence in Health Care for Indigenous communities.

We had our first complete survey of our Health services in January 2014. Accreditors were on site to check out what we do. They met with clients and staff, reviewed charts, policies and procedures. We achieved 333 out of 337 standards for excellence in health care.

**Congratulations
Seabird Island Health;
we received
"Accreditation with
Commendation"
(that's a step above
basic Accreditation).
See our banner flying
proud outside the
Band Office.**

There is still work to be done.

We are in process of meeting the final few standards. The Accreditation process never ends; we will be constantly working to improve the quality of our services. Our next Accreditation Survey will be in 2018.



Acronyms:

CHN: Community Health Nurse

CHR: Community Health Representative

Health and Social Development Division

Seabird Dental Clinic

Dr Cockerham is working 4 days per week, while Dr Gerry continues working on Thursdays only. Stephanie Gillespie is our dental hygienist.

This past year has brought some changes to the Dental clinic: Dr Panar retired from Seabird in January 2014 and we are still seeking to find a permanent replacement for him. We also lost a valued member of the Dental Team, Eileen Payment had worked for Seabird for 10 years and lost her battle to Cancer in November 2013.

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

Tuesday afternoons continue with our walk-in pain clinic from 1 - 4:30 p.m. This continues to be a very popular clinic for us each week, as such we are considering increasing the number of walk-in clinics per week, once a replacement dentist is found.

We still offer entries for the draw for an electric toothbrush or movie tickets for 2 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 Doctors Clinic

2 Full time Doctors Dr. Fox and Dr. Beaulieu
The Doctors Clinic runs 5 days a week (Monday to Friday) with walk-in clinics from 1 - 5 p.m. on Tuesdays.

Dr. Fox had 4844 client visits
Dr. Beaulieu 3498 client visits

Thats a total of 8342 appointments made at the Seabird Doctors Clinic from April 1st 2013 to March 31st 2014.

The clinic has roughly 4118 clientele.
On average the doctors see 30 to 35 patients per day.



Health and Social Development Division

A. Healthy Child Development

Healthy Pregnancy & Early Infancy

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 Health and the Fetal Alcohol Spectrum Disorder Health (FASD). Services are provided primarily by the Community Health Representative (CHR) and the Community Health Nurses (CHN's). They work together to provide nursing services to individuals and to provide group learning opportunities.

The purpose of the CPNP is to reduce the incidence of unhealthy birth weights and encourage breastfeeding through education either in groups or one on one; Also, to support the needs of at-risk pregnant women and healthy women.

Pre & Post Natal monthly sessions: Provide opportunities for expecting/new moms and dads to learn about healthy food choices for pregnancy and for building healthy babies.

The Kwiyo:s, 'Respected Aunties'

The Kwiyo:s is part of the Maternal Child Health Program. This program is a great program that opens the doors for new or experienced mom to ask for support. They work with families with an expecting mom and/or mom with babies. They do home visits to provide support and education and help connect families with other services. The Kwiyo:s is doula trained and can help make pregnancy and childbirth more comfortable.

Fetal Alcohol Spectrum Disorder (FASD)

The FASD program is incorporated into Maternal Child Health and CPNP; workers provide education on FASD through displays/presentations at community events. Kwiyo:s builds relationships with moms who may be at risk and through support, they help reduce the risks of having baby with FASD.



Acronyms:

CHNP: Canadian Prenatal Nutrition Program
CHR: Community Health Representative

CHN: Community Health Nurse
FASD: Fetal Alcohol Spectrum Disorder

Health and Social Development Division

Children's Oral Health Initiative (COHI)

Jen Martignago LPN, Brittani Harris-Fontaine LPN, Kristina George LPN, Carla Young LPN and Audrey Sam-George CHR have been trained through Fraser Health, Lise Booth and Health Canada, Brenda Isaac Dental Therapists to do Fluoride treatment and now have the role of COHI Aide. The "Children's Oral Health Initiative", a program that provides education on healthy teeth and tooth decay prevention. This is a dental screening program and fluoride treatment program.

Midwife

The Registered Midwife Program at Seabird Island has been up-and-running since January 2014. RM Amelia Doran has attended 4 births and another 15 mothers are currently on the midwife caseload. Registered Midwives in BC provide care to low-risk women and their families in pregnancy, labor, and up to 6 weeks postpartum, these services are free to anyone with a BC Health Care Card. Women have the option of giving birth at Chilliwack General Hospital or at home, providing conditions are safe for home delivery. Distance from the hospital, back-up midwife available, healthy and normal pregnancy and labor are all part of the factors which will influence the decision around choice of birthplace. Amelia works closely with the Kwiyo:s team in the Maternal Child Health program in providing free pre and postpartum education to families in 7 communities. She also works with other members of the Seabird Island Health Centre team to ensure our mothers and families have access to consistent, free, quality health care throughout the childbearing cycle.



B. Healthy Living

Chronic Disease Prevention and Management Injury Prevention

Seabird Island Health Services provides the services of a Nutrition and fitness educator to members. 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.

Mobile Diabetes Team

We are a traveling diabetes clinic. We help people living on-reserve manage their diabetes. We test for A1Cs (average blood sugar levels), cholesterol, kidney function, and for diabetes related vision problems. Then we provide personalized education and ideas for improvement. These are also shared with the family doctor and community nurse as well as diabetes experts in Vancouver. We travel around to all the different Bands in the Southern half of the province. Our catchment area is Williams Lake and south. We try to visit each community at least once every year.

2013 Fiscal Year we saw: 345 clients at 38 different locations.

2014 Goals: This year we are planning to broaden the services we offer. We plan to provide community diabetes education and diabetes screening to communities who want it. We also plan to provide better follow up for the people with diabetes we see.



Acronyms:

LPN: Licensed Practical Nurse
CHR: Community Health Representative

COHI: Children's Oral Health Initiative
RM: Registered Midwife

Health and Social Development Division

Diabetes Support Group

The Nutrition and fitness Educators also known as 'Lifestyle Coaches' held monthly diabetes sessions, each with an overall educational objective. Included are one-on-one sessions and group sessions that took place in the diabetes/nutrition educational program.

The goal of these Diabetes support group meetings is to increase awareness of risk factors associated with diabetes. Here we encourage participants to take proactive measures to reduce complications due to diabetes, by adopting healthier lifestyle choices such as eating healthier foods and being more active. Some of the topics covered this year were dental health, the kidneys, the eyes, stroke, and importance of foot care, medications, supplements, and nutrition. In addition, lab work is provided every 3 months at Seabird Island.

Community Cooks: The aim of this program is to provide a hands-on learning experience on healthy food choices and healthy food preparation. This is also a great opportunity for participants to learn about new recipes and food ideas. Topics have included, but not limited to, learning about healthy carbohydrates, leaner fats choices, meats and alternatives, breakfast ideas, label readings, and adding spices to enhance flavors of foods.

Community Events

A popular yearly event is the Nutrition Family Fun Run/walk. This is a 5, 10, or 15 km walk or run. A bonus of participation is the training program. Many individuals use the 13 weeks run/walk training program as a way to stay active, and use the Family Fun Event as a testing ground for fitness.

Other events that take place in Seabird are the Open Houses, Career Fairs, and Back to School events. Booths are set up at these events to showcase healthy living ideas with active demonstrations and games. Every month a Health Workshop takes place.

The CHR's and CHN assist with other community activities. They help out with special occasion dinners, such as Christmas dinner.

Celebration of Life

Held in December, the theme was "Surviving Christmas and Honoring Our Loved Ones No Longer with Us." This is a very interactive event for everyone from infants to Elders. Community members arrived heavy hearted and grieving for the many family members and friends that would not be celebrating Christmas with them this year. They were greeted with compassion by Nurse Linda and listened to Linda on the harp playing their favorite Christmas Carols. Poems were read by community members. Tips for surviving the season while grieving were given by Nurse Linda and the names of the 'missing ones' were read and candles were lit for each one. Following was a wonderful Christmas dinner. Staff stays close to comfort, share memories, hold babies, deliver food to Elders or simply to listen. To end the night with lightened hearts were Christmas Carols. A powerful night that helped soothe the soul and gave each one the strength to CARRY ON.



Health and Social Development Division

Breast Cancer Awareness Project

Unfortunately this project has used all of its funds but Linda Forseth our team lead continue to run an Aboriginal Support group and takes them on annual outings. Our goal continues to be “Empowering Aboriginal Women to improve their health”, “Reduce Breast Cancer mortality through increased breast health education and mammography screening”. “To provide culturally appropriate strategies and material to educate Aboriginal Women to help them make better choices”. The main focus was to help minimize effects of Breast Cancer, by early detection and intervention also look at how the body may develop cancer as a result of breakdown in a part of that Body System. Linda the key person, work with health professionals to assist with workshops, community mammography’s, and be a support person to a woman and her family following a diagnosis of breast cancer.

Personal empowerment and self-care were honored. Participants were encouraged to explore options and make choices that were right for them; including healing sounds, swimming, yoga, stress reduction and nutrition.

C. Communicable Disease Control & Management

Immunizations

Immunizations are 90% up to date with all babies and children. This has been possible because of regular monthly clinics and parents making an effort to bring their children in. There is a positive outlook on immunizations. With the hard work of the CHR continuously contacting families in regards to the regular monthly immunization clinics has made this all possible.

Respiratory Infections

There was not a huge concern regarding the flu season this year but people continued to ask for flu vaccine through the entire winter months. The nurses and CHR’s put great efforts into putting on workshop for the community pertaining to seasonal flu in October.

There was a huge concern regarding pertussis, measles, mumps outbreak in nearby cities which led to a vast array of everyone wanting the immunizations for these diseases, the nurse and CHR had set up a few clinics and education on the communicable diseases.

Tuberculosis (TB) screening is done annually throughout various communities’ at different times of the year where the nurses provide TB education.



Acronyms:

TB: Tuberculosis

Health and Social Development Division

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 CHR, nurse and A&D workers are available on an on-going basis to discuss sexual health, STI's, and birth control during clinics and on a 1:1 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, the A&D workshops, youth workshops and at the open house; where displays and information on prevention of HIV and STI's. Lisa Walberg certified STI nurse, visits communities to teach about HIV/AIDS and other sexually transmitted diseases and is certified to do Pap smears.

D. Home & Community Care

Home and Community Care program is a home and community-based health care service. Available for people of all ages with disabilities, chronic or acute illnesses and the elderly to receive the care they need in their homes. Such as:

- Client assessment and ongoing reassessments
- Health teachings
- Therapeutic intervention & monitoring
- Medication administration & management
- Wound care and treatment
- Foot care
- Case management
- Home support
- Referrals
- Specialized medical equipment
- Record keeping and data collection
- Meal programs

Home care and home support services are implemented based on a mutually identified plan. The program is accessed through referrals from hospital, family, self, Band office staff and/or CHR. This referral is made to the Health Services Supervisor and/or HCC nurse. The HCC nurse will conduct a needs assessment. Based on the assessment, either a long-term or short-term care plan is developed. The plan could include referral to a mental health counselor, a HCC nurse, a doctor, an A&D counselor, the nutrition educator or others. If the referral is for home care, a schedule is developed and it is reassessed every six months.



The HCC services are not intended to replace family support. First Nations families have always taken care of their own health and supported their families and community members who were frail and elderly. We make every effort to preserve this value.

Acronyms:

HIV: Human Immunodeficiency Virus
AIDS: Acquired Immunodeficiency Syndrome
CHR: Community Health Representative

A&D: Alcohol & Drug
STI: Sexually Transmitted Infection
HCC: Home Community Care

Health and Social Development Division

Meals program

Due to the high cost of living and many families going without, the Health and Social Development program put on a meal at least three days a week. One Elder stated that she actually sees the reserve coming back to life and accredits the Meals program for helping people.

Non-Insured health Benefits (NIHB)

NIHB program provides a limited number of health-related goods and services.

The NIHB currently includes:

- Mental Health (short term crisis counseling)
- Medical Transportation
- Dental visits
- Vision Care
- Medication
- Medical Supplies

Medical Transportation

The CHR is responsible for coordinating the medical transportation. They ensure clients bring in appointment cards or confirmation of appointments and fill out the travel request form. Travel arrangements are made and overnight accommodations. Monthly travel logs are sent in to Health Canada. The CHR can also provide transportation in some cases; however this can take her away from other programming.

Optometry clinics

Optometry clinics are scheduled monthly with Optometrist, Doctor Ahmed. CHR's in the surrounding communities work closely with Maggie Pettis for eye appointments. CHR's give names to Maggie to get pre-approval for an eye exam. Dr. Ahmed can see anywhere from 40 – 50 clients in a one day. Some clinics stay open till 9 pm! People are booked one month or more in advance to get an eye exam. Dr. Ahmed has a numerous selection of eye wear. It's a one stop shop.



Acronyms:

NIHB: Non-Insured Health Benefits

CHR: Community Health Representative

Health and Social Development DÍVÍSIÓN

E. Ye mí sseqó:tel la xwe'lets'emo:t ó HUB

Annual Events Held this past year:

3rd Traditional Healing & Alternative Medicines:

July 24 & 25th, held in Cheam this year. Carrielynn Victor, and Elder Ida John, instructed along side each other. 13 attendees made medicines, listened to guest speaker Dr. Georgia Kyba and participated in “Thought Therapy” with Sadie McPhee. Everyone went home with their medicinal tea to help with kidney and liver cleansing as well as skin disorders.

4th Annual Youth Empowerment Forum:

September 21st, held at Squiala a “Youth Suicide and Healing Strategies” gathering for 26 First Nations communities in the Fraser Region. Thirty (30) Youth ages 13-18 from 10 of the 26 targeted communities, focused on empowerment, creating awareness and learning about suicide prevention strategies. They did this by participating in various youth driven activities that promote health and wellness.

Imagi’Nation Theatre Group presented ‘Beneath the Surface’, a play about suicide prevention and awareness based on the true events of a 14 year old aboriginal girl. Art Therapy by Doreen Green. Mike James focused on leadership, culture, language, mentorship, team building and importance of carrying on indigenous traditions through song, circles, stories and games.

3rd Annual Emergency Preparedness:

November 20th held at Seabird was a collaboration between; Ye mí sseqó:tel la xwe'lets'emo: t ó Hub, Stó:lō Nation and Hub, Canyon Hub, organized for the 26 communities. 80 attendees.

Purpose: to help our communities to be better prepared in the event of crisis situations such as fire, flood, earthquakes and disease driven disasters. It was also intended for networking, learning new techniques, sharing resources and to help build relationships.

Topics: Building a Community Plan, Earthquake Readiness & Flood Preparation, Building Relationships between Municipality and First Nation Communities, Forest fires and the Role of the Ministry, Fire extinguisher demo as well as Personal and Family Preparedness.

5th Annual Engaging the Elders Session:

February 13th 2014 in Chawathil was for elders within our 11 Hub communities. 65 elders and family members attended. This annual event is intended to keep the Elders updated on the new health transfer, provide an avenue for feedback, help guide the process and gather their health priorities.

Topics: Community Health years ago, now and future health, What is elder abuse and what to do about it; Medicinal Teas - healing properties & protocol; and Wills & Estates.

Community Engagement Hubs (CEHs) are groups of First Nation Communities that agree to plan, collaborate, and communicate to meet their nations’ health priorities. CEHs also provide a vehicle for First Nation Communities to partner with the “First Nations Health Council” to implement the Tripartite First Nation Health Plan. CEHs are collaborations between First Nation Communities working through one agreed upon organization. The formation of CEHs encourages natural collaborations based on tribal and geographical factors, and provides resources to existing capacity.



Acronym / Definition:

CEH: Community Engagement Hub

HUB: the effective center of an activity, region, or network.

Health and Social Development Division

Community Emergency Planning Session: February 20th 2014 in Chawathil. It was a collaboration between our Hub and the First Nation Emergency Services Society. 2 people for each of our 11 Hub communities were invited with 26 people attending.

Purpose: to increase the level of knowledge and emergency readiness for First Nations Communities, provide a better understanding of the roles and responsibilities of being emergency planners or responders and the challenges that come with those positions; help build capacity and relationships with local municipalities and resources.

Speakers from the Municipalities of Hope and Agassiz, Lands & Forests, Red Cross, Environment Canada, Environmental Management BC and Fraser Valley Regional District. Topics: Shelter-housing authority, Active Response Plan, Evacuate- temporary locations, Agreements - with local municipality and Red Cross.

Communities were reminded: Chiefs and Councils are legally responsible for members on their reserves. The importance of community emergency plans, knowing their plans, who and where to go for help.

6th Annual Hub Gathering: March 6th 2014 at Seabird Island for the 11 Hub communities, FNHA, community leadership, health leads, and partners. 90 participants attended this annual gathering. This event is intended to update community members on the health transfer, network and share resources. Traditional health practice and communities caring for each other, update on the health transfer, regionalizing and community engagement, First Nations health benefits, Aboriginal sport and community involvement; and Hub Coordinators gave an annual review

Innovative Community Initiatives were highlighted on Sts'ailes Health Centre, Seabird Island Elders College and Seabird Island College. Some collaborations in health also presented; FHA Programs & Services, FASD, Aboriginal Patient Navigators, Seabird Health Programs & Services, Mid Wife, Better at Home, 4 Fraser Region HUBS.



Acronyms:

FHA: Fraser Health Authority
FASD: Fetal Alcohol Spectrum Disorder

FNHA: First Nations Health Authority
FHA: Fraser Health Authority

Health and Social Development Division

Early Childhood Education Department

Early Childhood Development Programs are designed to improve the cultural, emotional, intellectual, and physical growth and development of infants, children and youth. Our hope is that all children are healthy, happy, and have a strong cultural identity. The Early Childhood Development Programs support families in our community through Supported Child Development, Maternal Child Health, Aboriginal Infant Development, Young Parents Program (YPP), Ey Qwal Speech & Language, B.E.A.R. Bus, Daycare, Preschool 4's, Language Nest, and Head Start Program.

We have had many memorable Early Childhood Program events this year including:

- Christmas Pancake Breakfast where children received a gift from Santa;
- Baby Welcoming Celebration where new babies were welcomed and blessed into the world;
- Preschool Graduation where our Language Nest and 4's Preschool graduated onto the next step on their journey.



The Ey Qwal Speech & Language Program:

Staff: - Monica Nahwegahbow, M.S., SLP-R, Supervisor/SLP
- Thochi Toor, Speech Language Assistant,
- Krystal Poje, Speech Language Assistant

- Provides culturally sensitive speech and language assessments; and direct/indirect therapy for Aboriginal children birth to 6 years of age in Circle 1.
- Provides information about communication development to families in Circle 1.
- Facilitates referrals to other professionals/agencies as needed or requested.

Ey Qwal Program Highlights:

- 68 children from 7 communities assessed.
- At least 50 children from 5 communities received intervention 1-3 times per week.
- Participation in community events in Agassiz, Boothroyd, Cheam, Hope, Seabird Island and Sts'ailes.
- Graduate of the class of 2012 SLA Certificate Program hired as second FT SLA in November 2013.

Looking Ahead:

- Meetings with parents/caregivers.
- Attend community engagements events and screening fairs.
- Monthly outreach to Boston Bar/Boothroyd.

Ey Qwal continues its partnerships with the Aboriginal Infant Development and Supported Child Development Programs. External partnerships include Fraser-Cascade School District 78, Fraser Valley Child Development Centre and participation in the Fraser Valley ECD Committee.

Acronyms:

YPP: Young Parents Program
BEAR: Bus for Education and Aboriginal Resources
MS: Master on Science
SLP: Speech Language Pathologist
SLP-R: Speech Language Pathologist Registered

FT: Full time
SLA: Speech Language Assistant
AIDP: Aboriginals Infant Development Program
ECD: Early Childhood Development

Health and Social Development Division

The Aboriginal Infant Development Program (AIDP)

The Aboriginal Infant Development Program works to support the unique needs of children to nurture their best social, emotional, physical, and cognitive growth, by providing individual home visits where we listen to parents and together see how we can best support the child and the whole family.

AIDP is a voluntary program that provides screening and developmental activities to children from birth to 3 years of age. We assist families to access prevention and intervention programs as well as resources that include, medical, physical/occupational and speech and language therapists. We provide information about how to access dental care, hearing, vision, immunization and various Early Childhood programs.

AIDP also provides assistance to these families who have exceptional needs, by attending specialist appointments, being that extra set of eyes, ears and hands to help parents in whatever way they need. We help arrange travel and a place to stay if their child is in hospital for an operation or extended stay.

The AIDP offers visits to families living in and away from their home community. This includes families living in St'sailes, Harrison, Agassiz, Seabird Island, Cheam, Chawathil, Hope, Shxw'owhamel, Spuzzum, Boston Bar and Boothroyd.

Infant Development is in the many communities running a parent and child drop in program named "Someone So Small", where the environment is set up for parents and children to play, move, explore safely as well as positively interact with other children and adults. We sing and encourage early language skills and share a little snack. We presently hold a weekly groups at Seabird Island on Fridays, bi-monthly at Shxw'owhamel and monthly in Chawathil in combination with pre/post natal.

We'll always see you at the Early Childhood Christmas breakfast, the yearly Baby Ceremony, sign language or drop-in infant massage class, (now being held once a week). We also help provide car seats to families to keep

little ones safe, help you make baby food and provide you with books to nurture early literacy skills.

2014 Goal: To continue to listen to what families want for their children and maintain a family centered approach.



Acronyms:

BEAR: Bus for Education and Aboriginal Resources

AIDP: Aboriginals Infant Development Program

Health and Social Development Division

Bus for Educational and Aboriginal Resources (The BEAR Program)

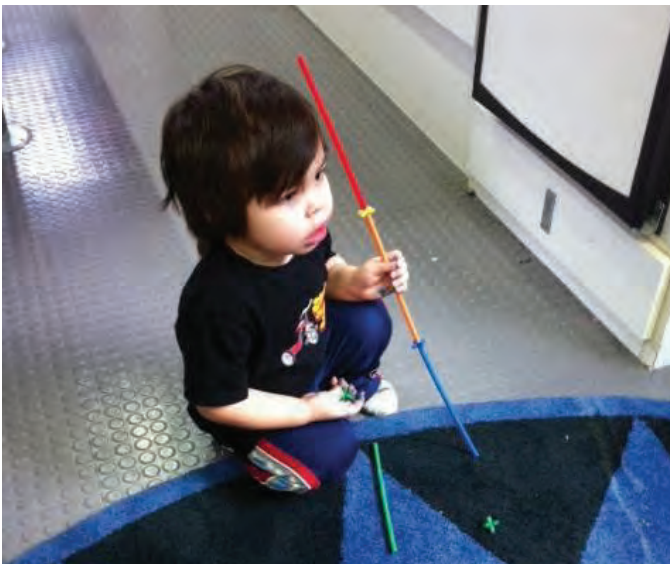
- BEAR provides parent involved early literacy programs to off reserve families with children 0-6 and expecting families.
- We focus on early childhood development, Sto:lo and Nlak'pamux culture and languages.
- BEAR provides services to Agassiz, Shxw'ow'hamel, Silver Creek, Hope, Yale, Spuzzum, Boston Bar and Boothroyd.
- The BEAR Program also participated in the Story Time in the Park Program.
- BEAR has expanded to provide BABY BEAR- an at home programs for families who are unable to join the regular programming, we bring a lending library to the house for the families.

2014 Goals: The BEAR Program will continue to provide a Happy, Healthy, Safe, and Proud environment that provides early literacy development and resources for families to use both in the program and at home.

Seabird Island Daycare Centre:

- Seabird Daycare has been open since Oct 1998; we are currently licensed for 49 children from birth to Kindergarten.
- We are licensed for 12 infants, 12 toddlers, and 25 3-6 year olds.
- We offers a variety of fun and educational experiences for the children, such as; community walks, arts and crafts, water and sand play, computer time, circle time, free play and outside time as well as nutritious snacks daily.
- The Daycare children and many parents have enjoyed field-trips to the Vancouver Zoo, Science World, berry picking, Story Time in the Park, Build – A- Bear, and many local parks.

2014 Goals: Our goal for next year is to fully incorporate the SPICE philosophy into the daycare curriculum to ensure that children are receiving the needed Social, Physical, Intellectual, Cultural and Emotional development into the daily activities. We would like to provide additional staff training around communication, team building, trauma and other child related areas.



Acronyms:

BEAR: Bus for Education and Aboriginal Resources

Health and Social Development Division

Head Start on Reserve

- Head Start on reserve is offered in four communities including Seabird Island, Cheam, Skwah, and Shxw'owhamel.
- Our Parents & Tots program operates twice a week and has one Family Night per month.
- Head Start staff work hard to plan a program that equally folds culture, language and early childhood education together while appealing to families and expectant families.
- Daily programming allows families opportunities to take part in activities that are relevant to their family, and necessary to their child's early educational growth including: arts/crafts, Circle Time, drumming, singing, storytelling, language, snacks/lunch, culture experiences, educational field trips, and community speakers.
- There are eight components of Aboriginal Head Start on Reserve (AHSOR) and two additional components added by Seabird Island. These components are used to develop a yearly curriculum including: ¹Language and Culture; ²Parent and Family Involvement; ³Nutrition; ⁴Education; ⁵Health Promotion; ⁶Social Support; ⁷Emotional Competency; and ⁸Special Needs.

2014 Goals: It is our programs goal to ensure that caregiver and child learn, play and grow together. We want our children, families and communities to be happy, healthy and proud.

Kindie-Care Program

Kindie-Care is a new program which started in December of 2013, due to the high number of Kindergarten children who required care in OOSC or the Daycare Centre. Kindie-Care is being run out of the preschool program from 3:00-5:15 Monday to Friday full days on Professional Development days. Closed for the summer.

- License our Kindie-Care program for 8 children
- Full capacity at 8 children with one staff
- Joined daycare on a couple of outing, on Professional Development days

2014 Goals: To increase licensing to 20 children with 2 staff if numbers require. Happy, Healthy, and Proud children, is our goal for all.



Acronyms:

AHSOR: Aboriginal Head Start on Reserve

OOSC: Out of School Care

Health and Social Development Division

Seabird Island Language Nest Preschool

- Seabird Island Language Nest is a licensed Head Start Full Immersion Preschool offering a loving safe environment for 20 Aboriginal and non-aboriginal children to grow in all areas of development with full immersion of the Halq'eméylem Language and culture.
- We had a successful year with 19 children graduating in June.
- The two language teachers encouraged the language through activities such as songs, drumming, TPR, making bannock, circle time and play.
- We attended a number of cultural events at the Community School and Band Office.
- The children have learned numbers, animals, food, action words and much more in Halq'eméylem, and are proud to share what they have learned with others.

2014 Goals: Each child is given an equal opportunity to grow in all areas of development and encouraged to speak the Halq'eméylem language, and participate in cultural activities, play, and socializing, Healthy, Happy and Proud children is our goal for all children.

Seabird Island 4's Preschool

- We are a licensed Preschool offering a loving safe environment for Aboriginal and non-Aboriginal children to grow in all areas of development through culture, language, the seven teachings, socializing, literacy and play!
- It has been a very successful year with 16 children graduating in June. All children are capable with self-help skills, printing their name, empathy for others, socializing, knowledge of the language and culture and having good self-esteem.
- "Seeds of Empathy Program" was a success, with our Seed of Empathy Baby Armand and his family.

2014 Goals: Each child is given equal opportunity to grow at his/her ability in all areas of development through cultural activities, play, socializing and encouragement. Each child is offered extra support from SSCDP and Speech and Language if needed! Happy, Healthy, and Proud children, is our goal for all.

Seabird
Island
Language
Nest
Preschool



Seabird
Island 4's
Preschool

Acronyms:

TPR: Total Physical Response

SSCDP: Seabird Supported Child Development Program

Health and Social Development Division

Seabird Supported Child Development Program (SSCDP)

SSCDP provides service to Aboriginal and non-Aboriginal children and families ages 0-19 who require extra support due to physical, social, intellectual, emotional and developmental challenges.

- The past year SSCDP has had an active caseload of 25-30 children.
- Support workers worked in 6 Child Care Centres with our case load children.
- Attend different training sessions to expand on our growth and knowledge of child development.
- Offer sign language courses for staff and families.
- Continues to advocate for all of our families and help them find services that benefit the growth and development of their children.

2014 Goals- Our goal for the upcoming year is for SSCDP to provide screenings to all children in our geographical area.

Seabird Island Young Parents Program

- The Young Parents Program provides quality childcare to Young Parents, who are attending an educational program on Seabird Island.
- We have a new YPP Supervisor who started in Nov 2013
- We have had 8 parents registered for this year, with an average attendance of 5-7 daily.
- We have opened the YPP Centre to the college students and extended our hours to 4 pm
- We attended the Vancouver Aquarium with our daycare our field trip this year end, which was enjoyed by our children and staff.

2014 Goals - Our goal for 2014-2015 school year is to have more parents use our Centre. We hope to have a total of 12 children registered for September 2015.



Acronyms:

SSCDP: Seabird Supported Child Development Program

Health and Social Development Division

Family Services Department

Family Counselor:

Donna Watson.

I am a Family Counselor, often work with people/families dealing with addictions providing counseling and referrals for treatment at Seabird Island, Chawathil, Squiala, and Shxw'owhamel. I also facilitate programs, workshops, events e.g. Pancake Breakfast, National Addictions Awareness Week, Living Life To The Full and Substance use awareness.

During 2013-2014 fiscal year I had an average of 117 encounters and 64 members served per month.

Also 242 people attended the NAAAW 2013 events in 4 communities, not counting those that participated in the walk for sobriety from Seabird School.

We had 5 adults and 1 youth completed treatment programs (during 2013-14 fiscal year)

Family Counseling Services:

Arlene "Lolly" Andrew.

I see between 8 - 20 people per month. I provide one on one counseling, family circles, group sessions for women, girls club, concurrent group, couple sessions, and overall look at the wellness of each individual. I am in contact with social workers, other A & D workers, youth workers, treatment centers, health professionals, the Seabird College and our own employment counselors.

Community Wellness Program:

Virginia "Genna" Joseph.

Advocacy and assistance with family, criminal, civil matters, court, probation. Assist the elderly as an advocate with any issues they may have in the community, assist with forms or letters about pensions or other notices. An average of 40 -50 clients per month with an average of 70-80 visits per month.

Family Development Worker: Sarah Ewen.

My primary goal is to work with parents and families to reduce the incidences of child protection concerns and the removal of children. I support between 7-14 families every month.



Acronyms:

A&D: Alcohol & Drug

Health and Social Development Division

Employment & Social Development Department

The Seabird Island Band Employment, Training and Social Development Department provides Seabird Island members and any Aboriginal or self-declaring Aboriginal person seeking employment, career opportunities, and skill development related training. Our goal is to provide and/or assist our clients to obtain full time, sustainable and meaningful employment.

We continue to provide a resource centre with computers, telephone, fax and photocopier machine for our clients participating in self-directed job search.

Our Centre provides a number of programs and services throughout the year to the community such as:

- Temporary Income Assistance
- Work Opportunity Program - WOP
- Aboriginal Social Assistance Recipient Employment Training – ASARET
- Enhanced Service Delivery & First Nations Job Fund Program – ESD/FNJF
- Seabird Island Driving School
- Youth Summer Pre-employment Training Programs
- Youth Work Experience Program
- Comprehensive Personal Planning Program - CPP
- Student Summer Career Placement
- Skills Training Opportunities
- Employment Workshops
- Traditional Food Bank
- Disability & Multiple Barriers Liaison supports
- Funding for Skills Training Development



Acronyms:

WOP: Work Opportunity Program
ASARET: Aboriginal Social Assistance Recipients
Employment Training

ESD: Enhanced Service Delivery
FNJF: First Nations Job Fund
CPP: Comprehensive Personal Planning

Health and Social Development Division

Community Services Department

The Community Services department entails the following Staff:

Elders Coordinator - Linda McNeil-Bobb,
Events Assistance - Chanea Gabriel,
Recreation Supervisor - Keena McNeil, and
Recreation Assistant - Catherine Abbott.

2013 was an eventful year for the Community Services team which plans and organizes community, public, band and staff events as well as helps keep our children, youth, adults and elders active. We worked alongside the Employment Center to help secure job placement for income assistance clients. Giving our community members the opportunity to work with the Community Services team and assist at numerous events has been a great success.

This year we held 1,850 meetings at the Band Office, hosted 45 events, booked 75 Band Member events, and sponsored 112 children on 18 different teams in 10 different tournaments or leagues. We also began offering fitness programs for our home-bound elders by bringing our Fitness team to their homes.

In August Seabird Island was proud host of the Aboriginal Provincial Soccer Championships and the following month we hosted the Aboriginal Provincial Canoe Championships. Contestants from British Columbia competed for places in the 2014 North American Indigenous Games being hosted in Regina. We wish all the winners luck at the games.

Sport Sponsorship Program sponsored a total of 18 teams in 10 different tournaments/ leagues. Sport Sponsorship Program sponsored over 112 children in various leagues.

Community Service Department goal for this year was to work with the employment in securing job placements for various duties when events occur within our departments.

Elders Program goal for this year was visiting involving home bound elders into the Recreation Program this year. Offering program and visits to Elders in their home.

Youth Program goal was to make connection with all of the youth in the community and build rapport with the youth.

Recreation goal was to look for ways to get feedback from the community in program planning and scheduling for the upcoming year. Compile the statistics and decide to move forward with programming for the year base that feedback.



Health and Social Development Division

The Elders Program is designed to ensure our Elders lead a Healthy Active Life. Keeping in mind at all times the balance of Mental, Physical, Spiritual and Emotional well being. We try to attend all functions that come available for them to share their knowledge and teachings.

Our Elders were also very active, they took part in the Elder's House of Teaching and Learning, cultural events and activities, the youth and elders dinners, as well as numerous outing to other nations and community events. Our Elders travelled to Merritt to visit the NVIT campus and also visited Nooksack, Lummi, and Chehalis.

We ensure that all Elders have the opportunity to attend all workshops and functions ie: provide transportation, and calls to invite them out to these various functions. We are enjoying our Elders & Youth Dinners and would love to invite more Elders to attend. These are usually 4 – 7 PM; rides are provided. For the Elders that are house bound, home visits ensure all their needs are being met. We are only a phone call away in the event you require assistance.

The Recreation Department is home to the ¹Out of School Care Program, ²Summer Program, ³Fitness Center, ⁴In-home Elders Fitness, ⁵Community Family Outings, ⁶Youth Outings, and ⁷Evening Programs.

Throughout the year our Recreation team provided 28 different fun-filled fitness programs for all ages ranging from Mommy and Me Fitness to Mile Mondays to help our community become more more active.

Of those includes: ¹Zumba, ²Kids Movement, ³Hockey, ⁴ECE Fitness, ⁵Mixed Martial Arts, ⁶Soccer, ⁷Soccer Development Camps, ⁸Lacrosse Skills Camp, ⁹Staff Sports, ¹⁰24fit, ¹¹Cardio Boot Camp, ¹²Beginner's Boot Camp, ¹³Kids Sports, ¹⁴10-12 Fitness Group, ¹⁵Youth Fitness, ¹⁶Tumblers Sports, ¹⁷Walking Groups, ¹⁸Yoga, ¹⁹Mile Monday, ²⁰Family Fitness, ²¹Mommy & Me Fitness, ²²Elders Fitness & ²³In-home Fitness, ²⁴Ladies Only Fitness, and ²⁵Men's Only Fitness. We have also included in a handful of community family outings, as well as numerous youth outings.

"If our elders can't leave their homes, we bring fitness to them to ensure they stay active and connected."



Acronyms:

NVIT: Nicola Valley Institute of Technology

ECE: Early Childhood Education

Housing and Public Works Division



Housing and Public Works Director

For the beginning of 2013 Dwayne McNeil was filling this role, and for a few months Stacy McNeil held this position. Thank you both for your work in this area.

This position has been vacant on and off for a while. We are currently looking for a dedicated and qualified candidate.

Departments include:

- Housing
- Operations
(Infrastructure Maintenance)
- Custodial
- Capital Projects
- Emergency Services

Housing Department

Number of Homes: 178
With mortgages: 44
Without mortgage: 136

Staff:

Office : 2
Maintenance : 5 (3 full time and 2 casual)
Construction : 2 (numbers increase during construction or renovations)

Projects

Over the years we have seen a high interest in renting homes on reserve and had a demand for construction. During 2013, the Housing and Public Works team oversaw the construction of 8 new homes on Qualq Road, bringing the total number of homes on Seabird Island to 178 with 44 of them having active mortgages.

This year our Housing and Public Works team developed and implemented a new Community Housing Policy to help Seabird Island effectively manage tenant problems and concerns. We have also adjusted rental housing rates to assist in covering the on-going maintenance costs on our rental homes. Along with the new rental rates, the Band has also awarded subsidies to tenants with disabilities and our elders.

52 of the 178 homes in the community took part in the Energy Conservation Assistance program and received energy efficient upgrades from BC Hydro and Fortis.



Housing and Public Works Division

Capital Projects Department

New homes built in 2013: 8

Projects

Construction was completed on two new phases of homes. Phase 18 resulted in 4 new homes built and rented to Seabird Island Band Members on Qualq Road in the summer. In the Fall/Winter Phase 19 was completed and an additional 4 homes were occupied also on Qualq Road. An Open House was held in November 2013 for one of the new homes.



Housing and Public Works Division

Operations (Infrastructure Maintenance) Department

Our **Infrastructure Maintenance** team have been very active this year, they received 177 work orders and were able to complete 174 of those orders. They were also able to complete 19 renovations and 15 replacements of windows or appliances.

Work Orders assigned: (May 2013- January 2014) 177
Completed Work Orders: 174

Renovations/Replacements:

Floors replaced:	2 homes
Kitchen Cabinets:	2 homes
Paint:	2 homes
New Windows:	6 homes
New Appliance(s):	9 homes
Mould Renovations:	5 homes
Regular Renovations:	8 homes



Housing and Public Works Division

Custodial Department

As a result of the accreditation process through the health department, our team underwent accreditation certification to ensure our cleaning standards were at par or better than required by accreditation Canada. This was a great accomplishment for us. We continue to perform ongoing inspections for all 28 buildings we service to ensure that each one is opening with a safe and healthy environment for their business day.

As mentioned above, we service 28 buildings. These buildings, by department tenant, include:

- 14 buildings – Seabird Island College
- 3 buildings – Seabird Island Community School (Lalme' Iwesawtexw; Elementary, High School, Band Classroom)
- 5 buildings – Seabird Island Health Department (Youth Center, Millennium Hall, Daycare, Preschool, Wellness Center)
- 5 buildings – Band Business (Administration, Learning Center, Rental classroom)
- 1 building – Seabird Island Housing Department (Units Laundry)



The **Custodial** team which looks after the 28 office buildings (or over 98,000 square feet) have also been busy. This year, because of the Health and Social Development's accreditation process, 4 members of the Custodial team took part in Accreditation Certification to ensure that our cleaning standards were at par or better than required by Accreditation Canada. Our Custodial team is dedicated to safety, all team members have their WHIMIS, 7 have first aid, 6 have Building Service Worker certification, and 4 have Food Safe.

“It was a great accomplishment for our Custodial team to be able to take the Accreditation Certification.”



Housing and Public Works Division

Emergency Services Department

This year the **Emergency Services** team have worked with all the Departments at the Band to update our current Emergency Plan. This plan will help us respond to natural disasters such as flooding, fires, earthquakes, and volcanic eruptions quickly and efficiently.

Emergency Services and the Fire Department work hand in hand as the Fire Department will be the main responders in the event of any emergency.

Seabird Island Fire Department (SIFD) Year End Report, 2013

Our **Fire Department** saw a slight drop in call-outs, we received 38 this year compared to the 45 in 2012. But our Fire Fighters have remained busy responding to emergencies as well as assisting the Band with emergency drills. This year our Fire Fighters have trained weekly and 7 have taken extra training through the First Nations Emergency Services Society to learn pump operations, live-fire and leadership skills. Our Fire Fighters also attended a training night with the Agassiz Fire crews to practice live-fire scenarios using artificial smoke.

- The SIFD responded to 38 emergency call outs in 2013, down from the 45 calls received in 2012.
 - Commercial alarms – 24%
 - Ambulance assist – 21%
 - Complaints and minor fires – 18%
 - MVI's – 16%
 - Other – 21%
- The SIFD has increased its compliment of firefighters to 17 from the 8 original firefighters at the start of 2013.

- The SIFD rank and firefighter structure consist of:
 - Director of Fire and Emergency Services – Gerald Basten
 - Assistant Chief – Leo Reyburn
 - Captain – Daniel Harry
 - Captain – Paris Peters
 - Secretary – Stacy McNeil
 - Firefighter – Keena McNeil
 - Firefighter – Aaron McNeil
 - Firefighter – Brandon McNeil
 - Firefighter – Quintana Gauley
 - Firefighter – Leonard Reyburn
 - Firefighter – Quinton Reyburn
 - Firefighter – Stacy Reyburn
 - Firefighter – Frank Louis
 - Firefighter – Clark Louis
 - Firefighter – Dave Peters
 - Firefighter – Alain Marchand
 - Firefighter – Dustin Charlie
- The SIFD trains once per week, with the exception of the extra training through FNESS at the annual fire training expo in June. Training topics were based on a review of the Basic Firefighter Program, including pump operations, ladders, hoses and fire streams, water supplies, SCBA procedures, and basic fire ground principles and tactics. Four firefighters were successful with their air brakes training, increasing our compliment of licensed drivers for the newest fire engine to 8 (eight) firefighters. There were a few joint training night with the Agassiz Fire crews at a training house, were simulations were set up



MVI's: Motor Vehicle Incidents
SIFD: Seabird Island Fire Department

Acronyms:

FNESS: First Nation Emergency Services Society
SCBA: Self Contained Breathing Apparatus

Housing and Public Works Division

using artificial smoke and scenarios. These training sessions were excellent, allowing the SIFD to access the facility as well as incorporate some group / mutual aid training as well.

- Seven firefighters attended the FNESS Safety Expo in Kamloops in June. The 2 days of training included pump operations, live fire, leadership skills, and more. A very well received event!
- Regular servicing of the SCBA's was completed, as well as the retro fit of the packs to incorporate a rescue breathing "Safety" function.
- Ladder testing was done with no negative impacts.
- An array of small tools were purchased to make for easier use and function of the apparatus.

- A storage console was designed and built to add additional storage and safety to the cab area of E 1-1. The console not only allows for the safe storage of the medical equipment, it offers organization for the accountability system and other stationary.
- Plans for 2014 are to continue with the basic training modules to ensure all firefighters have a base level of training, and build on this moving forward.

Respectfully submitted
Gerald Basten, CFO



Housing & Public Works:

OUR PLAN TO GROW AND LEARN

1. Continue completing work orders.
2. Review our custodial practices to ensure our buildings are safe and healthy for all visitors, clients and staff.
3. Continue training our Fire Fighters and build upon their knowledge and skills.

Acronyms:

SIFD: Seabird Island Fire Department
FNESS: First Nation Emergency Services Society

SCBA: Self Contained Breathing Apparatus
CFO: Chief Fire Officer

Education Division

Education Department



Diane Janzen
Education
Director

In 2009 Seabird created the Seabird College.

Departments include:

- Education
- Seabird Island
Community Elementary
& Secondary School
- Seabird Island College

High School Graduates

Congratulations to our Grade 12 Graduates:

Courtney Charlie	Seabird Island Community School
Brandi McNeil	Seabird Island Community School
Darian Peters	Seabird Island Community School
Raven McIntyre	Seabird Island Community School
Tamika McNeil	Seabird Island Community School
Tanisha Jack	Seabird Island Community School
Devon Armstrong	Agassiz Elementary Secondary
Ashley Charlie	Agassiz Elementary Secondary
Siequalynnnda McNeil Bobb	Agassiz Elementary Secondary
Malcolm Bobb Wilson	Unity Christian
Desiree Lacroix	Chilliwack Secondary School
Feylin Jenkins	Agassiz Elementary School
Stephanie Williams	Individual Learning Center

Post Secondary Graduates

Clarissa Borden	Digital Media	Northern Alberta Institute of Technology
Ashley Bobb	Life Coach	Rhodes Wellness College
Hilary Andrew	Sto:lo Studies	University of the Fraser Valley
Jen Jenny Lee Billy	Early Childhood Education	Nicola Valley Institute of Technology
Jennifer Michell	Early Childhood Education	Nicola Valley Institute of Technology



Education Division

Seabird Island Community School



Academics

- Seabird Island Community School is a provincially accredited school with 215 students from kindergarten to grade 12. We write BC Provincial exams in January and June.

Culture

- 2014 marked the inaugural Halq'eméylem Translation Contest which was held at Seabird. Our students won the Division "C" and our teachers won the Adult Division.

Extracurricular

- Elementary and High School students go on numerous field-trips annually. Some examples are: Vancouver Zoo, Vancouver aquarium, Science World, Honey View Farms, UBC, SFU, BCIT, Drum line workshop and "Landfill Harmonic Orchestra" concert.

Acronyms:

UBC: University of British Columbia
SFU: Simon Fraser University

BCIT: British Columbia Institute of Technology

Education Division

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

Applications received after the deadline will be held and put on a wait-list, until it has been determined whether funds are available.

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

Seabird Island student population enrolled in elementary and secondary grades, September 2013/2014.

School	# of Students
Seabird Island Community School	222
Agassiz Elementary Secondary School	31
Kent Elementary	33
Agassiz Christian	4
Unity Christian	6
Chilliwack Secondary School	1
St Marys	2
Sts'ailes Community School	4
Coquihalla Elementary	3
Seabird College	130
Seabird Preschool	11

Acronyms:

INAC: Indian and Northern Affairs Canada

Education Division

Community Awards Celebration

The Annual Seabird Island Community Education Awards Ceremony was held on Thursday July 3, 2014 at the Seabird Band Office Gym from 5:00 pm - 8:00 pm.

Door Prizes were drawn for PNE passes, Water-slide Passes and Movie Passes. There was fun food provided of Hamburgers, Hot dogs, Cupcakes, and Juice. There was a Photo Booth for individual or family photos. (One 8x10 photo was provided for each Graduate free of charge). Ernest Harry provided rides to and from this event for anyone that needed his services. This was a family fun night to recognize all students that attended school in the 2013-2014 school years, with special

recognitions for the Post-Secondary Graduates, Grade 12 Graduates and the Honor Roll Students.

A wall of honor was displayed with all the students recognized. The event was well attended with over 100 members.

The Education Department would like to thank everyone who participated in the Education & Community Awards Celebration.

A Special thank you to Art Andrew for Master of Ceremonies, Vivian Ferguson, Sally Hope, and Lolly Andrews for their helping hands in this event. Also a Thank you to Angie Chapman for event organization and Ernest Harry for providing rides.

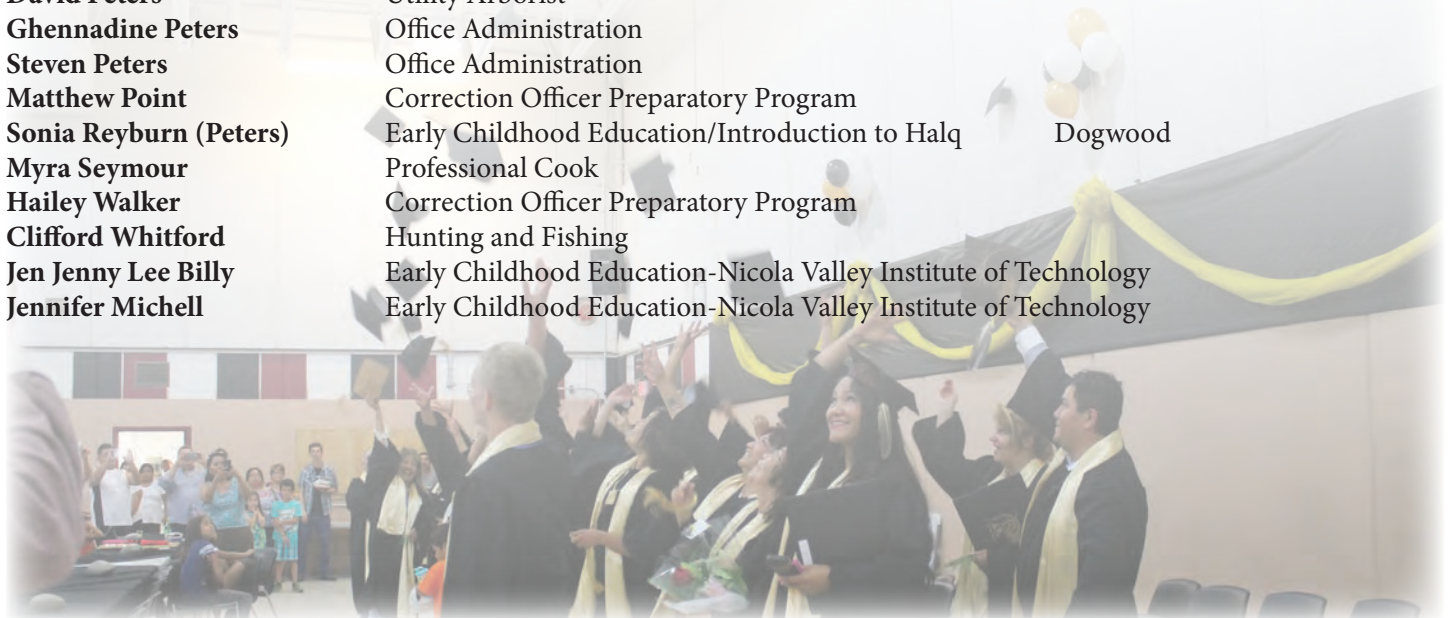


Education Division

Seabird Island College

Seabird Island Band and Community Graduates:

Daniel Alex	Heavy Equipment Operator	Dogwood
Starr Alexander	Business Administration	
Dameon Andrew	Correction Officer Preparatory Program	Dogwood
Justin Bobb	Heavy Equipment Operator	Dogwood
Shannon Campbell	Heavy Equipment Operator	Dogwood
Edward Chapman	Utility Arborist	
Irene George	Halqeméylem Introduction and Level 1	
Samantha Goodrich	Heavy Equipment Operator	
Ernestine Harry	Early Childhood Education	Dogwood
Marsha Henry	Early Childhood Education	
Pamela Hope		Dogwood
Derek Joe	Heavy Equipment Operator	Dogwood
Irene Joe	Nail Technician & Makeup	Dogwood
Michelle Joe	Early Childhood Education	
Aleck Joseph	Professional Cook	Dogwood
David Kay	Hunting and Fishing	
Candace Louie	Nail Technician & Makeup	
Megan Louis	Early Childhood Education	Dogwood
Tim Louis	Metal Fabrication	
Brandy McCallum	Traditional Herbal Practices Level 1	
Brenon McIntyre	Metal Fabrication	
Linda McNeil Bobb	Halqeméylem Level 1	
Tamerah Monro		Dogwood
Amanda Ned-Jimmie	Heavy Equipment Operator	
Christine Pete	Early Childhood Education	Dogwood
Julie Peters	Cultural	
Mindy Peters	Cultural	
Bryson Peters	Utility Arborist	
David Peters	Utility Arborist	
Ghennadine Peters	Office Administration	
Steven Peters	Office Administration	
Matthew Point	Correction Officer Preparatory Program	
Sonia Reyburn (Peters)	Early Childhood Education/Introduction to Halq	Dogwood
Myra Seymour	Professional Cook	
Hailey Walker	Correction Officer Preparatory Program	
Clifford Whitford	Hunting and Fishing	
Jen Jenny Lee Billy	Early Childhood Education-Nicola Valley Institute of Technology	
Jennifer Michell	Early Childhood Education-Nicola Valley Institute of Technology	



Seabird Island Band and Community Graduates:



*Congratulations to all the Seabird Band and Community Graduates!
We are sorry if we missed anybody.*

Conclusion

Message from the CEO

Ey swayel mekw'wat (Good day everyone).

It brings me great pleasure to have provided Seabird Island's Annual Report. I hope you enjoy reading this year's edition.

As CEO of Seabird Island I am proud that our team and community takes such great pride in what we do. It is evident with all our many successes here at Seabird Island.

I would like to take this opportunity to recognize the many accomplishments that were achieved this past year. These were made possible through the commitment from our community and team here on Seabird Island. To name a few, we have the highest number of high school graduates in any of recent year and again we had a number of college graduates which puts us over 100. Adding to the list of success, our Sq'éwqel Development Corporation is now in full swing with many great things on the horizon. As the list is too long to mention all, I would lastly like to remind everyone of the ACCREDITATION with COMMENDATION for the quality of our health services to national standards of excellence that we received. Again, I am so proud to belong to such a great community of people.

As we look back on the year's successes we must also reflect on the challenges that were presented. All though difficult at times, we have pushed forward and continue to remain strong and diverse.

I look forward to a future filled with even more growth and development for our people.

xólhmet tl'olsuw shxw'éyelh.
take care and be in good health

Tse tsa' wtm
Daryl (Chuck) McNeil



Daryl (Chuck) McNeil

Chuck has been working as the Seabird Island Band Manager since 1982. He is a great enthusiast and community champion for language, culture, education, soccer, technology and community.

Chuck comes from a large family, he is the second oldest of 9 brothers and 3 sisters. His father, John McNeil Bobb was adopted by his grandparents: John and Cecilia Bobb of Seabird. His Mother, Genevieve McNeil (Nee Wells) came from Union Bar.

Chuck married Karen Chapman of Sts'ailes in 1977. They have 1 daughter Kristi (Wayne) and 1 son Brandon (Kerri) and 10 grandchildren.

Seabird Aboriginal Day Celebrations



Community Calendar

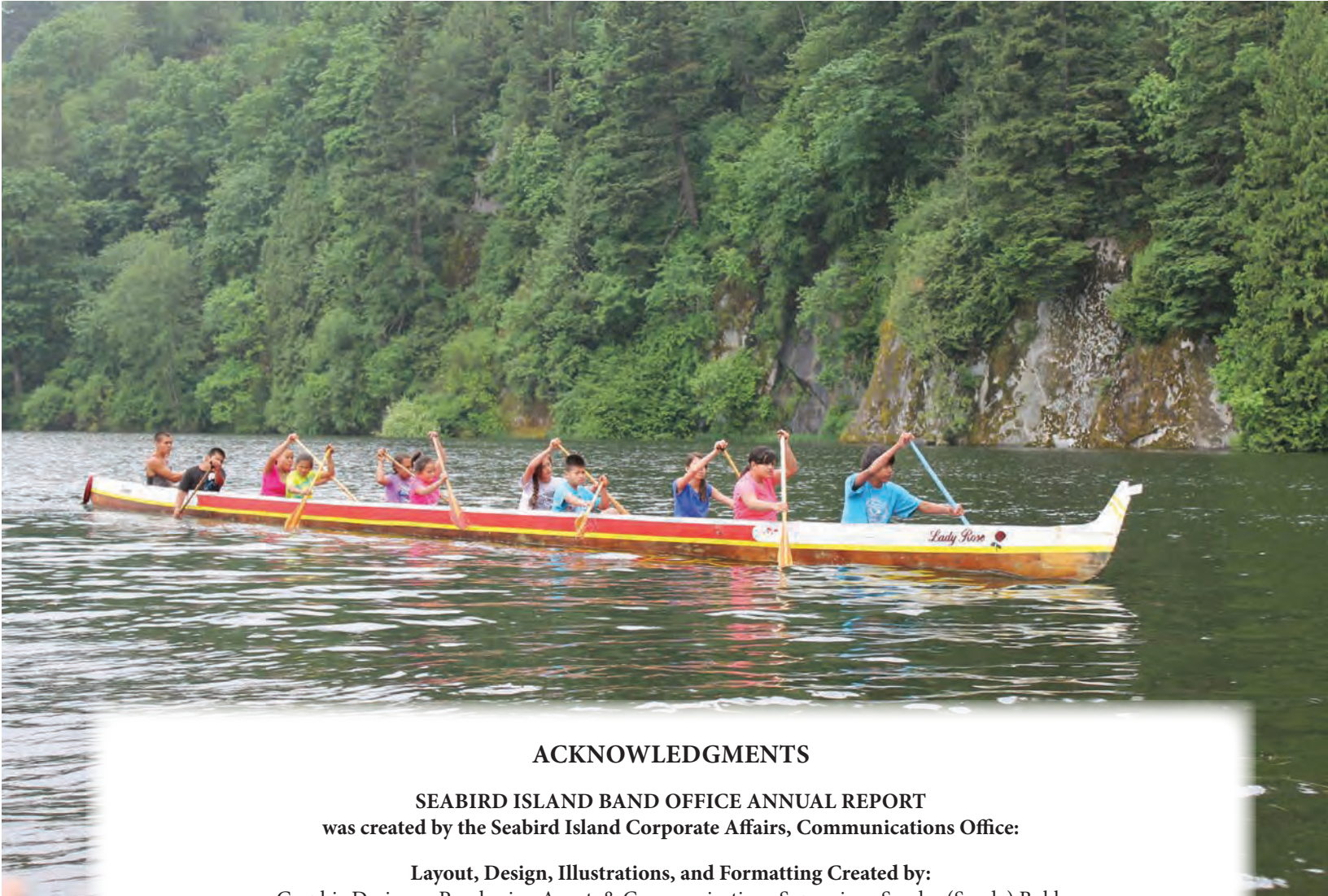
2015 Future Planning

	(M)Yila:welhat	(T)Sthemelts	(W)Slhi:xws	(T)Sxe'othels	(F)Sheqa'tses	(S)T'oqw'tem	(S)Sxexlhat
January				Stat Holiday Office Closed 1	Someone so small 2	3	4
	Back to School 5	Fire Practice 7-9pm 6	Pre & Post Natal 7	Elders Meeting 8	Someone so small 9	10	11
February	12	Fire Practice 7-9pm 13	Apals General Band Meeting 14	15	Someone so small Report Cards (tbd) 16	17	18
	19	Fire Practice 7-9pm 20	P&T Family Night 21	C&C Meeting 22	Someone so small SA Day 23	24	25
March	Elders Outing 26	Fire Practice 7-9pm 27	28	29	Someone so small 30	31	1
	2	Fire Practice 7-9pm 3	Pre & Post Natal 4	5	Someone so small 6	7	8
April	Stat Holiday Office Closed 9	Fire Practice 7-9pm 10	Apals 11	Elders Meeting 12	Someone so small 13	14	15
	16	Fire Practice 7-9pm 17	P&T Family Night 18	SSCDP Family Night 19	Someone so small Pro D Day 20	21	22
May	Elders Outing 23	Fire Practice 7-9pm 24	SA Day 25	C&C Meeting 26	Someone so small 27	28	1
	2	Fire Practice 7-9pm 3	Pre & Post Natal 4	5	Someone so small 6	7	8
June	9	Fire Practice 7-9pm 10	Apals 11	Elders Meeting 12	Someone so small 13	14	15
	16	Fire Practice 7-9pm 17	P&T Family Night 18	19	Someone so small Report Cards (tbd) 20	21	22
July	23	Fire Practice 7-9pm 24	25	C&C Meeting 26	Someone so small 27	28	29
	Seabird School Spring Break						
August	Elders Outing 30	Fire Practice 7-9pm 31	Pre & Post Natal SA Day 1	2	Stat Holiday Office Closed 3	4	5
	Stat Holiday Office Closed 6	Fire Practice 7-9pm Community Easter Meal & Egg Hunt 7	Apals 8	Elders Meeting 9	Someone so small 10	11	12
September	13	Fire Practice 7-9pm 14	P&T Family Night Open House 15	16	Someone so small 17	18	19
	20	Fire Practice 7-9pm 21	General Band Meeting TBA 22	C&C Meeting 23	Someone so small 24	25	26
October	Elders Outing Pro D Day 27	Fire Practice 7-9pm SA Day 28	29	30	Someone so small 1	2	3
	4	Fire Practice 7-9pm 5	Pre & Post Natal Baby Welcome Event 6	7	Someone so small Report Cards (tbd) 8	9	10
November	11	Fire Practice 7-9pm 12	Apals 13	Elders Meeting 14	Someone so small Pro D Day 15	16	17
	Stat Holiday Office Closed 18	Fire Practice 7-9pm 19	P&T Family Night 20	21	Someone so small 22	23	24
December	Elders Outing 25	Fire Practice 7-9pm 26	SA Day 27	C&C Meeting 28	Someone so small 29	30	31
	Band Office Closed 1	Fire Practice 7-9pm 2	Pre & Post Natal 3	4	Last Day 3's Program 5	6	7
January	8	Fire Practice 7-9pm Last Day 4's Program 9	Preschool Grad 10	Elders Meeting 11	12	13	14
	15	Fire Practice 7-9pm 16	17	18	Aboriginal Day Events 19	20	Stat Holiday Aboriginal Day 21
February	In-lue Stat Holiday Office Closed 22	Fire Practice 7-9pm SSCDP Family Night 23	24	C&C Meeting 25	26	27	28
	Elders Outing 29	Fire Practice 7-9pm 30	Last Day School SIB Students	SA Day	Last Day School SIB Teachers		

Community Calendar

2015 Future Planning

	(M)Yila:welhat	(T)Sthemelts	(W)Slhi:xws	(T)Sxe'o:thels	(F)Sheqa'tses	(S)T'oqw'tem	(S)Sxexlhat
J u l y			Stat Holiday Office Closed 1	2	3	4	5
	6	Fire Practice 7-9pm 7	8	Elders Meeting 9	10	11	12
	13	Fire Practice 7-9pm 14	General Band Meeting 1pm - 5pm 15	16	17	18	19
	20	Fire Practice 7-9pm 21	22	C&C Meeting 23	24	25	26
A u g u s t	Elders Outing 27	Fire Practice 7-9pm 28	SA Day 29	30	31	1	2
	3	Fire Practice 7-9pm 4	5	6	7	8	9
	10	Fire Practice 7-9pm 11	12	Elders Meeting 13	14	15	16
	17	Fire Practice 7-9pm 18	19	20	21	22	23
S e p t e m b e r	24	Fire Practice 7-9pm 25	26	C&C Meeting 27 SA Day	28	29	30
	31	Fire Practice 7-9pm 1	Pre & Post Natal 2	3	Someone so small 4	5	6
	Stat Holiday Office Closed 7	Fire Practice 7-9pm Back to School 8	9	Elders Meeting 10	Someone so small 11	12	13
	4's Program Starts 14	Fire Practice 7-9pm 15	16	17	Someone so small Report Cards (tbd) 18	19	20
O c t o b e r	3's Program Starts 21	Fire Practice 7-9pm 22	23	C&C Meeting 24	Someone so small 25	26	27
	Elders Outing 28 SA Day	Fire Practice 7-9pm 29	30	1	2	3	4
	5	Fire Practice 7-9pm 6	Pre & Post Natal 7	Elders Meeting 8	Someone so small 9	10	11
	Stat Holiday Office Closed 12	Fire Practice 7-9pm 13	Apals 14	15	Someone so small 16	17	18
N o v e m b e r	19	Fire Practice 7-9pm 20	P&T Family Night 21 General Band Meeting 5-8	SSCDP Family Night 22 C&C Meeting	Someone so small 23	24	25
	Elders Outing 26	Fire Practice 7-9pm 27	SA Day 28	29	Someone so small 30	Halloween Party 31	1
	2	Fire Practice 7-9pm 3	Pre & Post Natal 4	5	Someone so small 6	7	8
	9	Fire Practice 7-9pm Apals Veterans Ceremony 10	Stat Holiday Office Closed 11	Elders Meeting 12	Someone so small Pro D Day 13	14	15
D e c e m b e r	16	Fire Practice 7-9pm 17	P&T Family Night 18	19	Someone so small 20	21	22
	National Aboriginal Addictions Awareness Week						
	Band Office, Schools, and Daycare CLOSED Staff Development Day 23	Fire Practice 7-9pm 24	25	C&C Meeting 26 SA Day	Someone so small 27	28	29
	Elders Outing 30	Fire Practice 7-9pm 1	Pre & Post Natal 2	Staff Christmas Lunch & Pamper Day 3	Someone so small 4	5	6
M o q o c s	7	Fire Practice 7-9pm 8	Community Christmas Dinner 9	Elders Meeting 10	Someone so small 11	ECE Christmas Breakfast 12	13
	Elders Christmas Dinner 14	Fire Practice 7-9pm 15	16	17	Someone so small 18	Youth Christmas Dinner & Dance 19	20
	SA Day Hampers & Gift Cards 21	Fire Practice 7-9pm Hampers & Gift Cards 22	23	C&C Meeting 24	Band Office Closed Christmas Stat holiday 25	Boxing Day 26	27
	Band Office Closed in-lue of Stat holiday 28	Fire Practice 7-9pm 29	30	31			



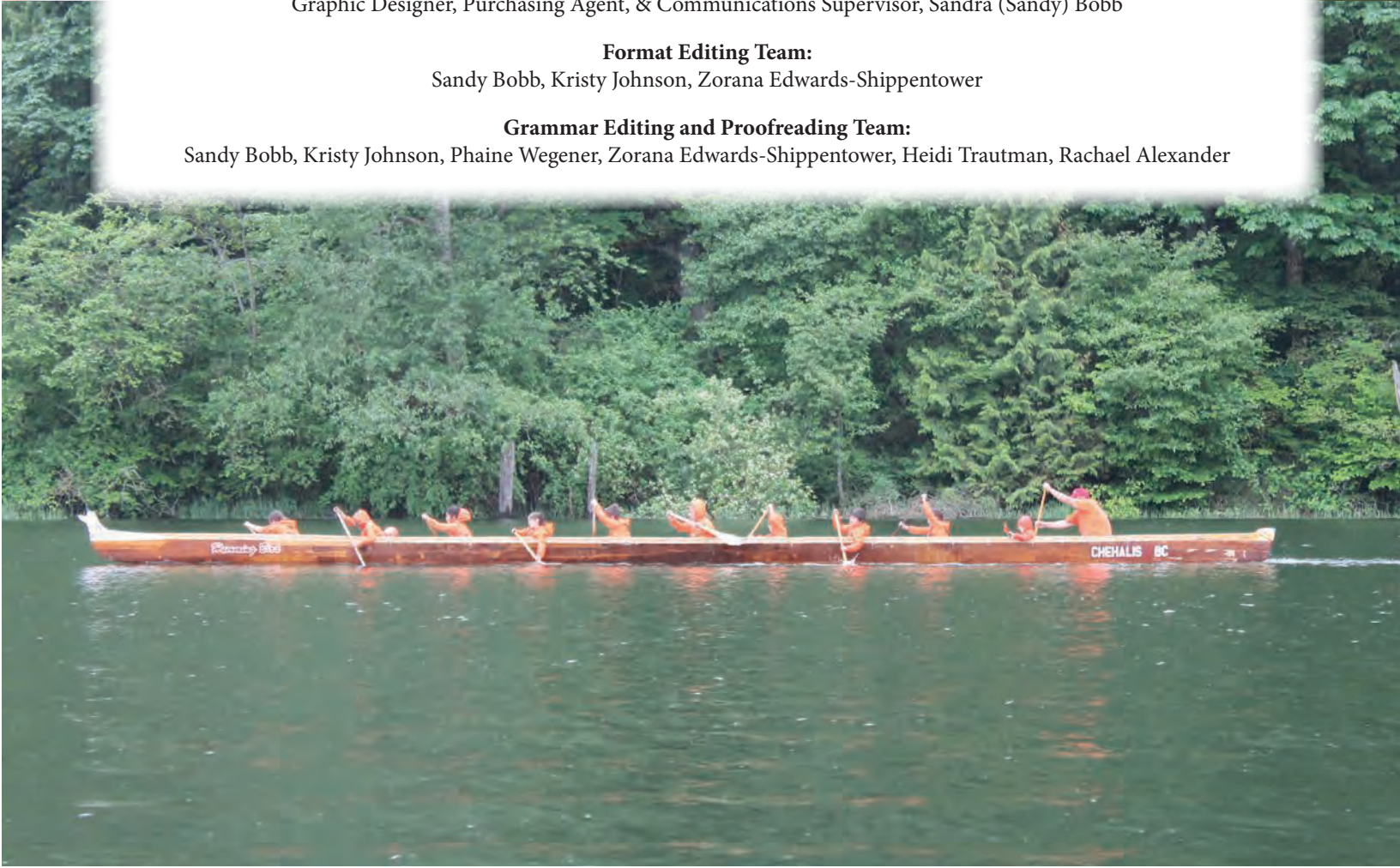
ACKNOWLEDGMENTS

SEABIRD ISLAND BAND OFFICE ANNUAL REPORT
was created by the Seabird Island Corporate Affairs, Communications Office:

Layout, Design, Illustrations, and Formatting Created by:
Graphic Designer, Purchasing Agent, & Communications Supervisor, Sandra (Sandy) Bobb

Format Editing Team:
Sandy Bobb, Kristy Johnson, Zorana Edwards-Shippentower

Grammar Editing and Proofreading Team:
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