



SEABIRD ISLAND BAND
Sq'ewqel

ANNUAL REPORT 2021-2022





S'ólh Téméxw, Tselhxwelmexw yóyes sq'eq'ó

Our Communities, Our Families Working Together

Seabird Island is proud of our formative collective history. Honouring Mother Earth, Grandfather Sky and the generations of united communities working together to form one Family, Seabird Island.

Honouring our history and connectedness will lead our community into the Future. Community, Administration, Chief and Council are all walking together and working together as a Seabird Island Family.



MISSION STATEMENT

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, determination of our political leaders, the guidance of our spiritual and cultural leaders and the contributions of our staff Members.



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ELECTED Council Members 2020 - 2023 Portfolios

JIM HARRIS
CHIEF

- Chair - Council Executive Committee
- Chair - Office of the ED
- Co-Chair - Health & Social Development
- 3rd - Fishing

CAROL HOPE
COUNCILLOR

- 3rd - Early Childhood, Youth, Recreation
- Co-Chair - Child & Family Services
- Co-Chair - Lands & Government Affairs
- Co-Chair - Aboriginal Rights & Title
- Co-Chair - Sq'ewqel Development Corporation

MARCIA (MARCIE) PETERS
COUNCILLOR

- 3rd - Council Executive Committee
- Chair - Administration
- 3rd - Health & Social Development
- Chair - Child & Family Services
- 3rd - Office of the ED
- 3rd - Housing, Public Works & Custodial

RODNEY (ROD) PETERS
COUNCILLOR

- Co-Chair - Early Childhood, Youth, Recreation
- Co-Chair - Elders
- Chair - Education: College
- Co-Chair - Housing, Public Works
- 3rd - Cultural / S'qep Committee
- Chair - Fishing

ALEXIS GRACE
COUNCILLOR

- Co-Chair - Executive Committee
- Co-Chair - Office of the ED
- 3rd - Administration
- Chair - Elders
- Co-Chair - Education: College
- Chair - Justice
- 4th Aboriginal Rights & Title
- 3rd - Sq'ewqel Development Corporation

STACY MCNEIL
COUNCILLOR

- Co-Chair - Administration
- Chair - Education: K-12, Post-Secondary
- Chair - Housing, Public Works
- Chair - Lands & Government Affairs
- Co-Chair - Justice

JAMES BOBB
COUNCILLOR

- Co-Chair - Culture / Sq'ep Committee
- Co-Chair - Fishing



CHIEF & COUNCIL

RONALD (ZACK) JOE
COUNCILLOR

- Chair - Early Childhood Education
- 3rd - Elders
- Chair - Culture / Sq'ep Committee
- 3rd - Aboriginal Rights & Title

PAUL ANDREW
COUNCILLOR

- Chair - Health & Social Development
- Co-Chair - Education: K-12, Post-Secondary
- Chair - Sq'éwqel Development Corporation
- Chair - Aboriginal Rights & Title





CHIEF,
James (Jim) Harris

Ey swáyel. After a long two years it's nice to see things are sort of getting back to normal. We now have the choice on whether we want to wear a mask or not.

We also have to keep in mind that COVID-19 is here, we still need to be cautious of what we do, where we go and who we gather with.

During the pandemic, we had to make some very difficult decisions that affected our culture, but we felt it necessary to help keep our membership, community and staff safe. A few months ago, there was a point when we were hit hard by COVID-19. I am glad we pulled through.

"I want to thank everyone for their patience and understanding of why we made our decisions during the pandemic."

Due to the pandemic, we learned how to change some of the ways we have done things, one of the biggest for me is, attending meetings.

I had to adjust relying on technology for the most part, on-line meetings was a new thing to me. I am still learning things about it.

These are some meetings I have attended:

BCAFN (BC Assembly of First Nations), AFN (Assembly of First Nations), STC (Stō:ló Tribal Council), Tyite Tribes, Fraser Salish Caucus, LFFA(Lower Fraser Fisheries Authority), Town Hall meetings with Fraser Health Authority, First Nations Health Authority, BC Cabinet Ministers and First Nation, BC First Nations Chiefs about the Vatican trip, All Chiefs Town Hall meetings on flooding, IRS (Indian Residential Schools), Interviews with graduate students from AESS (Agassiz Elementary Secondary School), C2C (community to community) with the District of Kent, Village of Harrison Hot Springs, Cheam First Nations, Sq̓ewlets First Nation, Sts'ailes First Nation, Community of Popkum and Seabird Island.

I also had two in person meetings, one with Minister Farnworth and MLA Kelli Paddon and one with Primer Horgan and MLA Kelli Paddon.

We have our monthly council executive meeting and council meetings. Plus, emergency meetings when needed, and much more.

I am hopeful that things will get better following this crazy pandemic. The one thing that hit me hard, was the announcement of the graves that have been found and the ones that are still to be discovered. This news shook the world the most, out of all the crazy things that are going on.

Thank you and stay safe everyone.



Councillor,
Carol Hope

Child and Family Services

Much of the work I do in Council is for Child and Family Services. We discuss those children that are in care on-reserve, that are in care elsewhere. As part of my roll, I go on home visits with the Social Worker occasionally, and whenever the family requests me to be there. Our focus is to continue to ensure that our children go to their families or extended families in our community, rather than going off reserve. In the future, we would like to see jurisdiction over our own children. It would be nice to not have the children placed in the ministry. Once a month we meet with each group of Social Workers from Ministry of Child and Family Development (MCFD), Xyólheméylh and Seabird as individual groups, I spend on average an hour with each group per meeting.

Lands and Government Affairs

There is plenty in Lands, many of the people are looking to building homes on their own properties and are just building a home anywhere on the lot. This is causing confusion, due to the limited amount of land that is available to their family. Some of the land has already been allotted as agricultural or cultural. One of the goals is to ensure that all the people needing homes eventually get a home, it is a big task to find the right locations, so we also have room for more homes in the years to come.

It is nice to see the younger generations, are building and buying their own homes on Seabird.



Councillor Siyolwelh,
Marcia (Marcie) Peters

I raise my hands up to the Membership for their patience and understanding during the past year. It has been amazing to see the community and families work together during the second year of COVID-19. Even with the challenges of the pandemic, many things were accomplished.

CHILD AND FAMILY SERVICES PORTFOLIO

There several staff was hired to assist health to achieve the ambitious goals, set for the year. This team works hard to provide support to our Elders, families, Youth, and children.

In June 2021, SIB received confirmation that the proposal outlining how SIB will take over responsibility for its own children and families from the current Ministry for Children and Family Development, was approved to move forward with the creation of a detailed plan and process. The Quality Assurance Committee is aware of the new program and has provided job descriptions, insights and support as we move forward with jurisdiction over our Child and Family Services Program. The Elders have also been involved in providing guidance and wisdom as they work through the process of creating this new Jurisdiction plan.

The health team is building a relationship with Community Living BC (CLBC) to create support streams for eligible clients. This could include intellectual disabilities, and adaptive capacity issues. Community Living BC has been very supporting in providing information on the eligibility and criteria process.

The child and family services team is planning and hosting community information sessions. Continued work on the matriarch and patriarch sessions. Two-Spirit education and knowledge sessions are also in the planning stages.

FINANCE & ADMINISTRATION PORTFOLIO

I attend the monthly meetings for the annual audit, as well as monthly meetings for IT and Finance. I spend a lot of time going over all the finances and issues that were outstanding and presented them to Council.

Administration Highlights

- Quarterly meetings pertaining to Human Resources and Policies
- Reviewed and provided feedback on the following policies that were subsequently approved by Council:
 - Policy Development and Implementation Regulations
 - Policy Implementation, Administration & Enforcement Policy
 - Policy Development Amending and Interpretation Policy
 - Committee Establishment and Disbandment Policy
 - Public Feedback Policy
- Reviewed and provided feedback on the following policies, which are currently being updated:
 - Human Resources Policy
 - Corporate Communications Policy Guidelines and Procedures Manual

Finance Highlights

- Audit completed early and signed off by C&C by July 5th, 2022, due July 29th, 2022.
- Continued healthy growth in SIB's financial position and future savings/reserves.
- Lead role with engaging and reporting through Emergency Management BC on

events such as Heat dome, Major flooding, Landslides, and Freshet.

- Pioneer building
 - Netflix spruced up and rented the building to film the romantic comedy “Love Hard”. We currently have 5 commercial tenants, Nations Creations and 2 record storage tenants.
- Successful acquisition and financing for off-reserve commercial investments:
 - Trauma Healing Centre – Agassiz.
 - 45-unit Apartment building – Agassiz.
 - 136-acre land – Agassiz/Ruby Creek.

Information (Records) Management Highlights

- Successful relocation of SIB’s permanent records to Pioneer Building with much larger and secured space. Future, relocation of Records Management staff.
- Recycled 42,000 lbs. of paper, approximately 21 tons.
- Saved 357 trees from harvest, 64.26 cubic yards of landfill space, 85,617 kilowatts of energy, 12,327 less pounds of air pollution, 146,013 gal. of water, and 7,980 gal. of oil.

IT Communications Highlights

Community Internet

- IT is working on enhancing the community internet experience, working with Shaw to provide full internet service with a better speed, phone, and TV services – signed LO with Shaw.
- Shaw is working on a time-line to when they can take over services.
- Fibre line, network and switch upgrades in: School, College, Recovery Home and ECE.

Flood/ Network Upgrades

- Telus Fibre was affected by the mud-slide and freezing rain. The Network had to be reconfigured to use the community internet connection. Telus and Seabird IT are working on future redundancies to mitigate downtime with the community internet.

Members Only Website

- IT program created a private SIB Members website for an easy way to stay updated with the latest info. To log in, contact membership@seabirdisland.ca

INFRASTRUCTURE PORTFOLIO

Housing Highlights

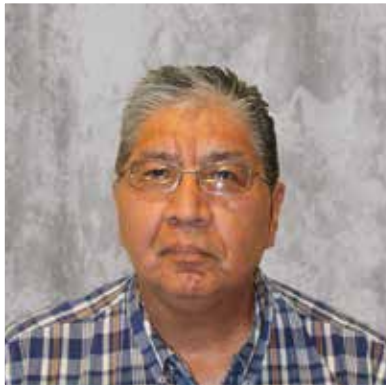
- 12 Members were approved to build, renovate, or purchase new homes for their families. In spite of COVID-19, in 2021-2022 five families completed their builds and have moved into their new homes.
- Several units had small renovations or updates. There are several vacant units due to tenant vandalism.
- A contract was approved to move all tenant relations to an off-site Property Management Company to move forward with more efficient response times to tenant requests, repairs, maintenance as well as improved collection of rent and outstanding arrears. This change will take effective July 1st, 2022.

Public Works Report

- Fraser Valley Fire has completed its annual inspection of alarms and fire suppression equipment in all buildings.
- A new garbage truck was purchased for SIB and has proven to be an efficient resource.
- The final drawings of all SIB water lines was received from the engineers this year.
- Many buildings sustained water damages due to freezing pipes during the cold snap, these have all been repaired.

Capital Projects

- The renovation of the 2nd floor of the Seabird Island High School has been completed.
- The Fire Hall is scheduled for renovations. Step one of the project is working with the engineering team to have the reports and a full set of drawings for the electrical design. This was completed. Next steps is preparing the tender documents which will be completed early in the new fiscal year.
- The gym floor in the Seabird Island Elementary School was redone this past year.
- I Road required significant repairs because of the damages sustained during the atmospheric river flooding in November.



**Councillor,
Rodney (Rod) Peters**

“If you can’t understand where you are going in life? You can only understand where you’ve been...”

RICHARD WAGAMESE, Indian Horse

HOUSING & PUBLIC WORKS

The monthly meetings with the Director, Manager and Staff include: financial reports, action items to achieve, briefing reports to review and approve, administration reports, housing new construction, renovations and regular maintenance.

Public Works includes maintaining water, roads, garbage, recycling, and infrastructure.

Also included in Housing & Public Works are the Custodial Manager/Lead and Staff, Fire Department, Emergency Services and lastly Capital Projects.

SEABIRD COLLEGE

The College Board meet quarterly to review and discuss: financial reports, composition of the Board, Terms and Reference, College and Employment Staff. We discuss and review staffing, student registrations, Adult Graduation and Trades Programs available to Secondary Students who gain prerequisites to enter their Trades Program.

**SI : WES YE SIYELEXWA
- ELDER’S AND YOUTH**

This past year we merged the Elder’s and Youth programming and services in order to connect the Youth with available Elder’s. We reviewed and discussed- financial reports, communications, fund-raising, firewood distribution and continue with promotions in the Newsletters to the community. We would like to give special recognition to Serena P. for incorporating the Genealogy to the Elder’s Program, she was able to interview, get approval and include photos of their family histories.

**SQ’EP CULTURAL & LANGUAGE
COMMITTEE**

I’m the Alternate to the cultural portfolio, I attend the monthly meetings to review: board composition, terms and reference, the community core buildings being cleansed, funeral and traditional burnings protocol community wide. Future discussions include: Memorial’s, Naming Ceremony’s, First Salmon ceremony, Indigenous Day June 21st and Orange Shirt Day September 30th.



FISHING

During this past year we discussed and reviewed: eulachon, chinook, sockeye, pink, coho, steelhead, chum and sturgeon fisheries pre and post 2021 Plan. There are numerous reports and challenges including forecasts and mortality rates of the Fishery. This includes the recreational, commercial, ECO-TOURS or salmon derby's and most importantly our Right to Fish towards (FOOD, CEREMONY, SOCIAL).

In general, we must address to our community fisherman and families about the GHOST NET removal and poaching or fishing when there isn't an opening.

The Lower Fraser area spans from the Port Mann Bridge to Sawmill Creek past Yale. There are monthly reports and updates on the BIG BAR in the Interior. We participate with the LOWER FRASER FISHERIES AUTHORITY and Department of Fisheries and Oceans CANADA.

In closing, I want to acknowledge and thank all Community Members living On and Off Reserve for attending the Virtual Meetings offered. In addition, I am thankful to hear your concerns and questions on topics or issues that arise.

Respectfully,
Rod Peters
Councillor



Councillor,
Alexis Grace

As I reflect upon the year 2021 – 2022, more than ever, I cannot grasp how quickly a year can pass. The 2019 – 2022 years were encumbered by uncertainty, anxiety, and fear. We encountered so much of the unknown, working as a leadership tirelessly beside the administrative team to do what we can, to preserve the lives of all community citizens. Within this reflection, I can recall the feeling of time passing by at such an astonishing speed while the world as we knew it paused. Everything that we have known, our ways of being, standing still while time passed.

Chief and Council as a leadership family were challenged to the depths of our understanding to work together; better and harder, to do more in the interest of the Seabird Island community. Our leadership met more times than I was able to track. We maintained our commitment to ensure, collectively, we continued to make decisions with one heart and one mind to uphold the safety of the entire community. Humbly accepting, we may not get it right, appreciating we would not make everyone happy, we honoured our unique gifts that comprise the strength of our leadership and made decisions with strong hearts and united minds.

In reflection, I cannot overlook my personal loss to COVID-19. The loss of the guiding light in my life, my inspiration, my motivation, and my very best friend. My immediate family was unable to reconcile such a significant loss as we needed; I questioned my faith, and I questioned my efficacy in the position that I have been trusted to uphold. As an elected leader, Co – Chair of the Executive Committee and holding portfolios in; Justice, Rights & Title, Elders, Development Corporation and Administration, I questioned if I was enough to lead and make the best decisions on behalf of the collective community I was trusted to serve. In feeling the weight of years past, I was able to persist only as a result of the strength, resilience and compassion exemplified by community. Community champions, Seabird Island Elders, Matriarchs, Families and Youth reclaimed our teachings and our history to support our better future.

I have felt this past year, 2021 – 2022, has been one of hope and dedication. We have some relief from a virus that has taken the spirits of so many, we have validation of the experience, survivors of residential schools have shared for so long without belief or appreciation, we



have heightened awareness of the realities toxic substances pose to our people and we have a new normal that we can define as a community.

Mindful there remains so much unknown as we move into a future with new and uncertain challenges. We have evidence of a strong community standing beside one another to support, rising to wrap around one another and returning to the values our teachings guide us to maintain.

I raise my hands to every member of Seabird Island. I give thanks to each Seabird Island community champion that upheld our teachings during unprecedented times to decolonize our ways of being and support community wellness. I share my gratitude to my Chief and Council family that has adapted and united in our respect, care, and commitment to Seabird Island!

Moving forward, I commit to being an accountable leader that strives to unite our community, uplifting others and breaking colonial cycles of judgment that tears down our ability to progress and our resiliency as a strong Seabird Island community.

I have acknowledged my personal loss, and I must give thanks to what I have as my foundation. I am grateful each day for; my Pa, Lyle Bobb, my superhero, my family, and my home full of boys that fill my heart with love and joy every day.

Continued hope, strength, and resiliency as we move into in 2022 - 2023

Every step in love and memory of Grace Bobb, Grandma.

Alexis Grace



Councillor, Stacy McNeil

PUBLIC WORKS

The Public Works/Housing Programs needs change! As we continue to grow and advance, so too must our systems and services.

Internally, I chair the portfolio meetings and collect information from those directly in the programs, that may be useful to bring externally. Externally, I bring Seabird's voice to regional, provincial, and federal tables to address challenges and bring in additional supports.

The focus this past year was to ensure our voice was louder at the external tables as Seabird's needs continue to grow. I maintained my seat as a Director at the First Nations Housing and Infrastructure Council of BC and as a Trustee on the First Nations Market Housing Fund, board of trustees (re-appointed by the minister for another term). Internally, the focus was on getting policies in front of our committee again to ensure they reflect our community's needs, as well as, the protection of our assets. We also wanted to see people back in vacant homes. Our goal was to make sure existing policies are being followed and additional supports brought in to ensure that happens.

We need to see our programs and services step up to be parallel with the growth of our community. This includes the addition of new subdivisions, a property management firm, educational programs for tenants and homeowners and a solid communication plan.

EDUCATION PROGRAM

Education's vision, is a painting, seeing fruition because of the direction of our Elders and the hard work of our long-time staff and committee members.

As Chair, I facilitate the Education Committee meetings and meet with external bodies to ensure Seabird's voice is heard and needs are met. We ensure that our strategic goals are at the forefront of everything we do and support an amazing team that gets the job done.

Our focus as committee, staff and leadership was on Education Jurisdiction (EJ). Indian Control over Indian Education has been a long-time goal and Seabird is seeing it happen before our very eyes in our own community. By September of 2022, we will be actively in Education Jurisdiction with our own abilities to shape what our children learn and who teaches them. Thank you to Chuck McNeil for his tireless dedication to this process, his fierce negotiation, and his drive to see this done for our people.

We want to continue to grow our education programs, services and expand on our goals and dreams under the EJ authority we now have. These are exciting times!



LANDS PROGRAM

The Lands Program is where the protection of our lands for future generation is housed and fiercely guarded.

The Chair facilitates the meetings of the Lands Advisory Committee, meets with department heads to understand the challenges and successes. Ensuring Seabird's voice is heard at the various regional, provincial and federal tables.

Internally, rebuilding the program was the focus this year, to ensure that we have what we need to do the important work. Externally, development of partnerships and relationships with other agencies and communities, so that Seabird has access to everything it needs to succeed.

Additional supports such as what staff and leadership have been able to secure to see more of the strategic goals come to light. Education of our community to ensure all understand the importance of these laws and applications, by incorporating more teachings through stories into our laws and applications.



Councillor,
James (Jim) Bobb

I would like to start with thanking everyone for this opportunity. For 2021-2022, I have only been in the position as Councillor for around 2 months, February, and March. These two months were full of briefings, training workshops and other learning experiences, all virtual. I am grateful for Jim and Rod for taking me under their wing and meeting with me to help transition into this role.

I participated in a set of workshops for Chief and Council Members throughout the province, “Post Election Training” hosted by the First Nations Public Service Secretariat. This was an excellent experience where I learned what is working for other nations and got some insight into how we could see things evolve here on Seabird. I hope to see more Chief and Council members take these annual workshops in the future.

In the Council meetings I attended during these first couple months, I mostly listened, evaluating, and learning how the processes worked.

My portfolios are the Fisheries and Cultural portfolios, however, as they only met a couple times as well, it was mostly learning experiences.

I am optimistic that we can start have meetings in person this year. In 2022-2023, I look forward to working closely with the rest of Council and the community.



Councillor ,
Paul Andrew

- Chair - Culture, Language & Heritage
- Chair - Health & Early Childhood Education
- Co-Chair - Education: K-12, Post-Secondary



Councillor ,
Ronald (Zack) Joe

- Chair - Culture, Language & Heritage
- Co-Chair - Aboriginal Rights & Title and Fisheries
- Co-Chair - Health: Child & Family Services
- Co-Chair - Early Childhood Education



Councillor,
Mathew Point



Councillor,
Janice Parsey (Harris)

We would like to thank Mathew and Janice for their dedicated time and work with Chief and Council for the term of 2019 - 2021.







EXECUTIVE DIRECTOR Jason Campbell

Hello Everyone!

This is year three for me as your Executive Director and the third year of the COVID-19 pandemic, with a large percentage of our community vaccinated and with careful management we have been able to minimize the impact on service delivery to our clients.

This year, we had numerous local and world issues impact our community, everything from heat domes, wildfires, atmospheric rivers (causing flooding), to a lingering pandemic and a harsh winter. Our people, community and staff have been strong throughout, continuing to help each other, as well as the surrounding communities.

I would like to thank Chief, Council and Staff for their continued hard work during these unprecedented times.

It seems that we will be living with COVID-19 for the foreseeable future, we must find a balance to keep it under control and enjoy our lives with some degree of normalcy. Let's work hard together and respect each other's views, to move forward in a good way.

Daryl (Chuck) McNeil continues to provide invaluable support and knowledge for the current and future operation of our community, and I look forward to our continued collaborations.

As we work towards improving Seabird Island, one of the priority areas is communication with our clients and Seabird Members. We have started a "Members only" website where we post important information, some that may only be for our members. We hope this is another way that our members, wherever in the world they may be, can access important information. Everyone is always welcome to contact us as needed.

I thank the community for their patience and understanding as we implement these new ways of communicating to learn how to serve you better.

An engaged community is a healing community.

Thank you again for this opportunity, it is an honour.

TexwLaLexw
Tì'h'na'sa'np
(Jason Campbell)

HUMAN RESOURCES (HR) AND OCCUPATIONAL SAFETY

As we look back at the last year, we are encouraged by the progress and improvements we have made to ensure staff are able to do their best work every day. We have finished digitizing our personnel files to Bamboo, our HR software, which has made it easier for employees to request time off, update their own contact information, add banking details and share files with us. This also creates an easier and more trackable way to hire new employees, have changes approved and ensure certifications and trainings are up to date.

Looking-Ahead

The future of Human Resources and Occupational Safety will represent change. We will continue focusing on growing and digitizing our processes to support positive change for the entire lifecycle of employees and leadership. Bamboo will expand and deliver enhanced support to the organization.

As we progress through the next year, employees will see surveys on employee well-being and satisfaction, helping us to keep a pulse on engagement. The updated HR Policy and new Safety Policy will be presented to the Council. These policies will assist us to better support Seabird's operational needs and priorities in the moment. The Human Resources and Occupational Safety Team look forward to working along side all departments over the next year.

HUMAN RESOURCE TEAM

Ashley Reeve: HR Recruiting Coordinator

Brendan Reeve: HR Operation Coordinator
Admin/Safety

Carey Pootlas: Health & Safety Officer

Phaine Wegener: HR Admin Coordinator

Kim Shorey: HR Manager

HUMAN RESOURCES

Human Resource Annual Tracking Chart

RECRUITMENT				
152 Jobs Posted	61,759 Job Posting Views	1,011 Resumes Submitted	235 Interviews Held	115 Candidates Hired

EMPLOYEES						
319 Total Employees	115 New Employees this Fiscal	122 Ended Employment	40.6% Turnover Rate	69% Employees Identify as Indigenous	34% Identify as Band Members	114 Trainings Taken

MEDICAL LEAVES			
175 Medical Notes	5 Avg. Days Taken	3 Long Term Disability	28 Returns to Work

INCIDENT REPORTS / OCCUPATIONAL HEALTH & SAFETY				
83 Incident Reports	14 Active WorksafeBC Claims	2 Inactive WorksafeBC Claims	14.6% WorksafeBC Insurance Rate vs. 33.1% Last Fiscal	18.5% WorksafeBC Insurance Savings vs. Last Fiscal

BAMBOO				
1,570 Time Off Requests	412 Information Changes	387 Compensation Changes	285 Employment Status / Job Info Changes	927 Documents Signed

CRIMINAL RECORD CHECKS	
61 CRCs Submitted	53 CRCs Completed

PERFORMANCE REVIEWS		
237/349 Employee Self-Assessments	284/349 Supervisors Assessments	225/349 Completed Assessments





FINANCE DIRECTOR Nigel Selvadurai

FINANCIAL HIGHLIGHTS

It continues to be a challenging year, the Finance and Administration team have been able to adapt to the challenges of the pandemic and the changing economic climate. In the past year, Seabird Island Band (SIB) has been able to increase its overall revenue streams through sustainable funding, grants, partnerships, and investments. More importantly, we had another year with a clean audit report completed by MNP.

As we continue to develop, we have been able to maintain the same level of service by expanding our team to meet the service delivery needs of our organization while maintaining the health and safety of our staff and Community Members. Seabird Island has once again been able to persevere and improve its overall financial position. We are pleased to see increased revenues and increased programming. The focus is on long-term financial success and stability as we invest for future generations.

We have currently completed the 3rd year of our 10 Year Grant funding agreement with ISC (Indigenous Services Canada). We have met and exceeded all our financial reporting and accounting control obligations as required by ISC and the First Nation Financial Management Board (FNFMB). From the revenues and accumulated we continue to grow Seabird Island. The result of this has strengthened

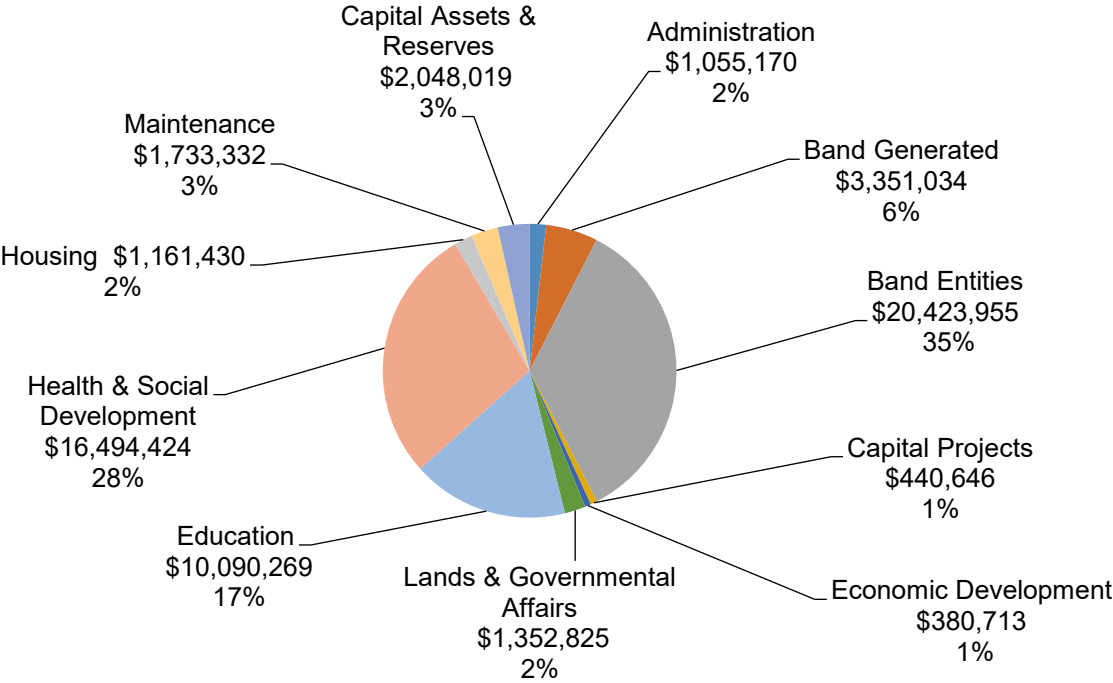
Seabird Island's financial position and the Net Financial Assets of the band year over year. Health and Education Departments are the two largest sources of revenue for Seabird Island as they continue to expand to provide additional services to the community and the neighbouring regional First Nations.

One of our goals for the upcoming year is to attain the Financial Management Systems (FMS) Standards Certification through FNFMB and the FNFA Borrowing Partner Certification. In addition, we continue to focus on sustainable long-term financial growth for current and future generations. In addition, SIB has worked hard in developing our own source revenues through land leases, partnerships, business acquisitions, off reserve investment income, and commercial leases. More importantly, during this fiscal year, SIB was able to secure additional funds from various funders to help us manage the COVID-19 pandemic challenges for ventilation improvements at the schools and other buildings, safety equipment, food security for the community, and health supplies.

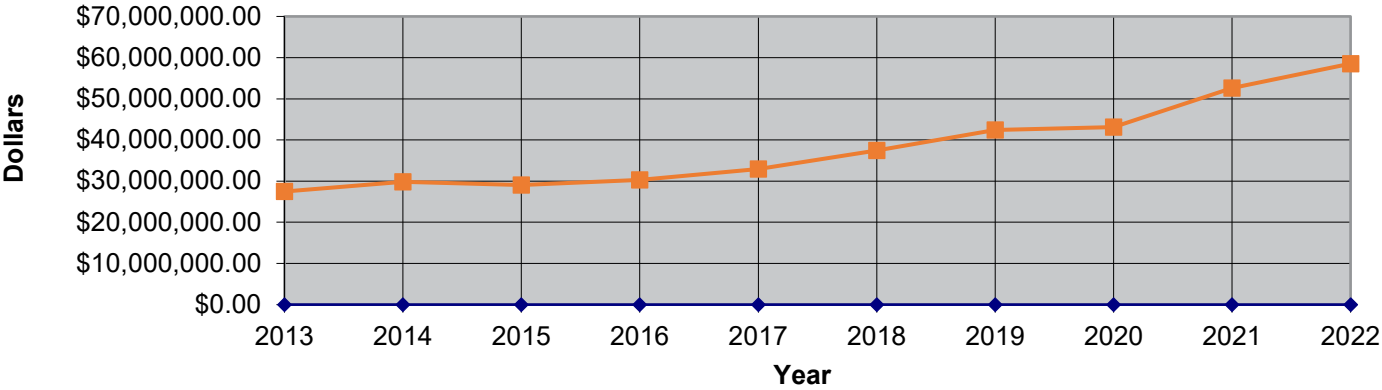
Through the dedication of the Finance and Administration staff, we have been able to continue to maintain the same level of service via modified alternatives to ensure the health and safety of our staff and Community Members. We would like to thank everyone for being patient with us and for your understanding during these challenging times.

REVENUE & EXPENSES

Revenue by Department

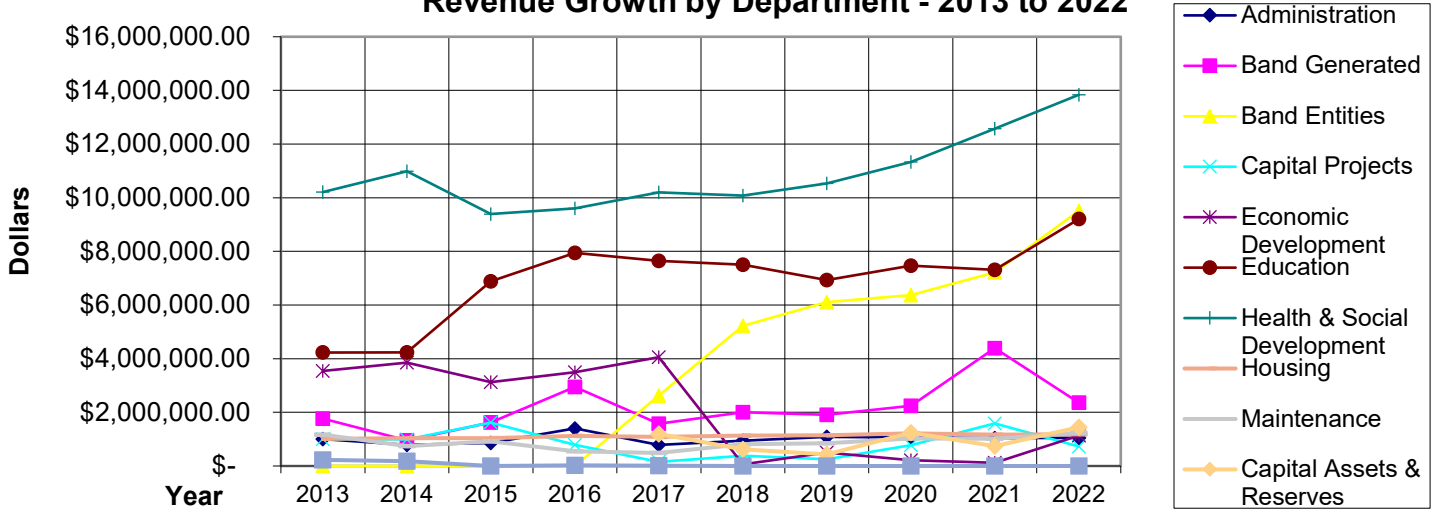


Total Revenue Growth - 2013 to 2022

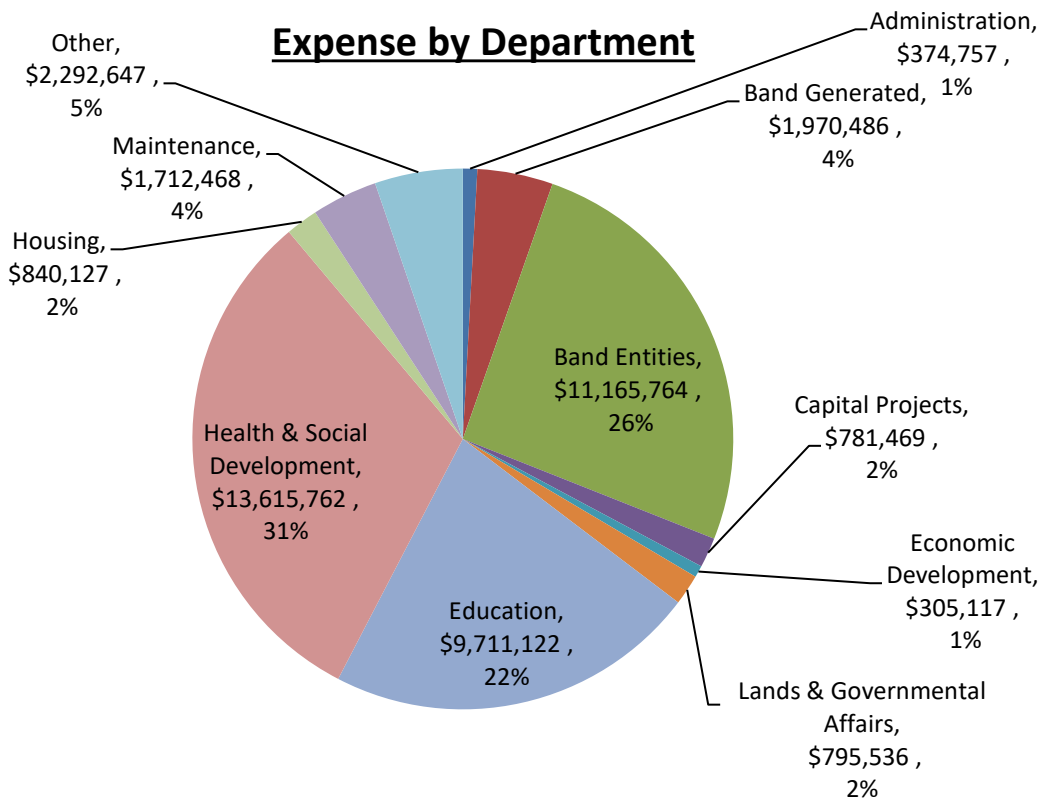


REVENUE & EXPENSES

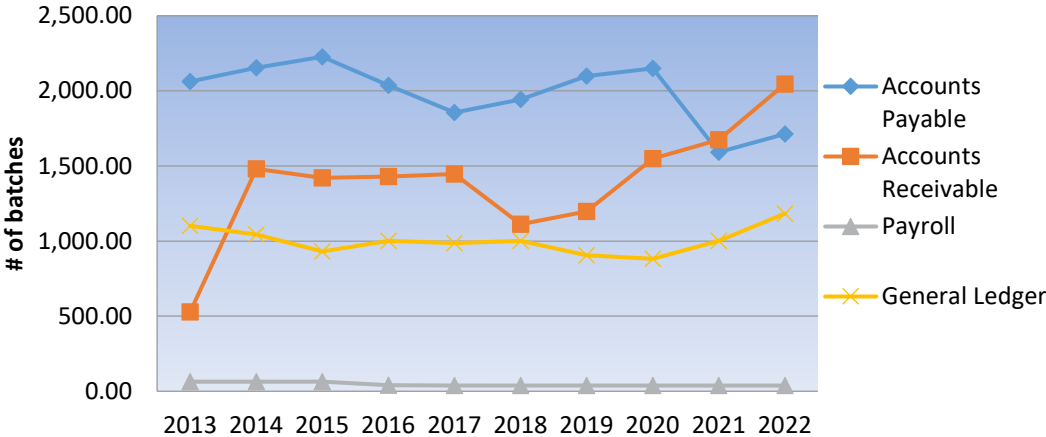
Revenue Growth by Department - 2013 to 2022



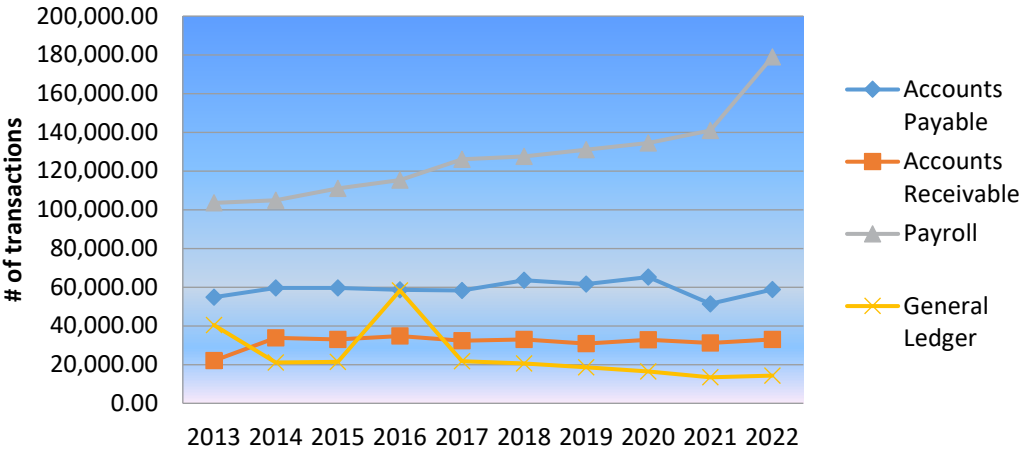
Expense by Department



Finance Batches Growth

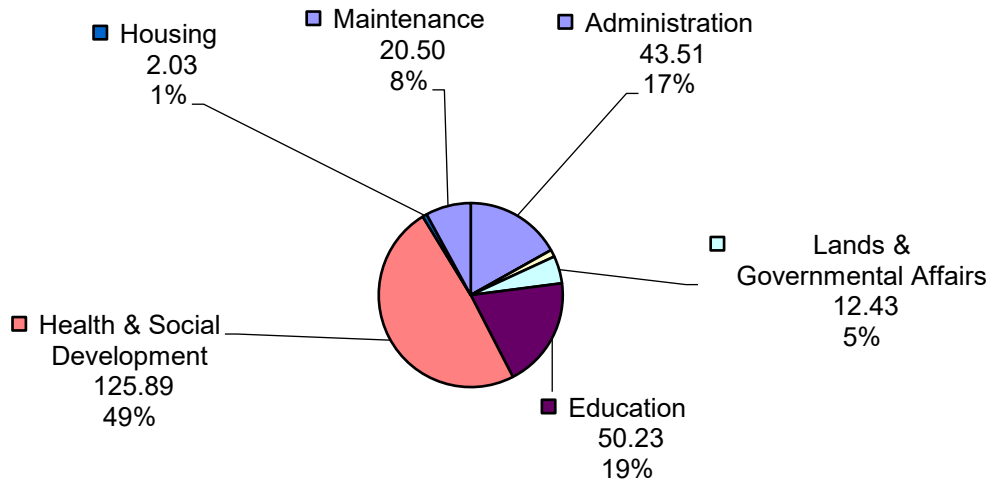


Finance Transactions

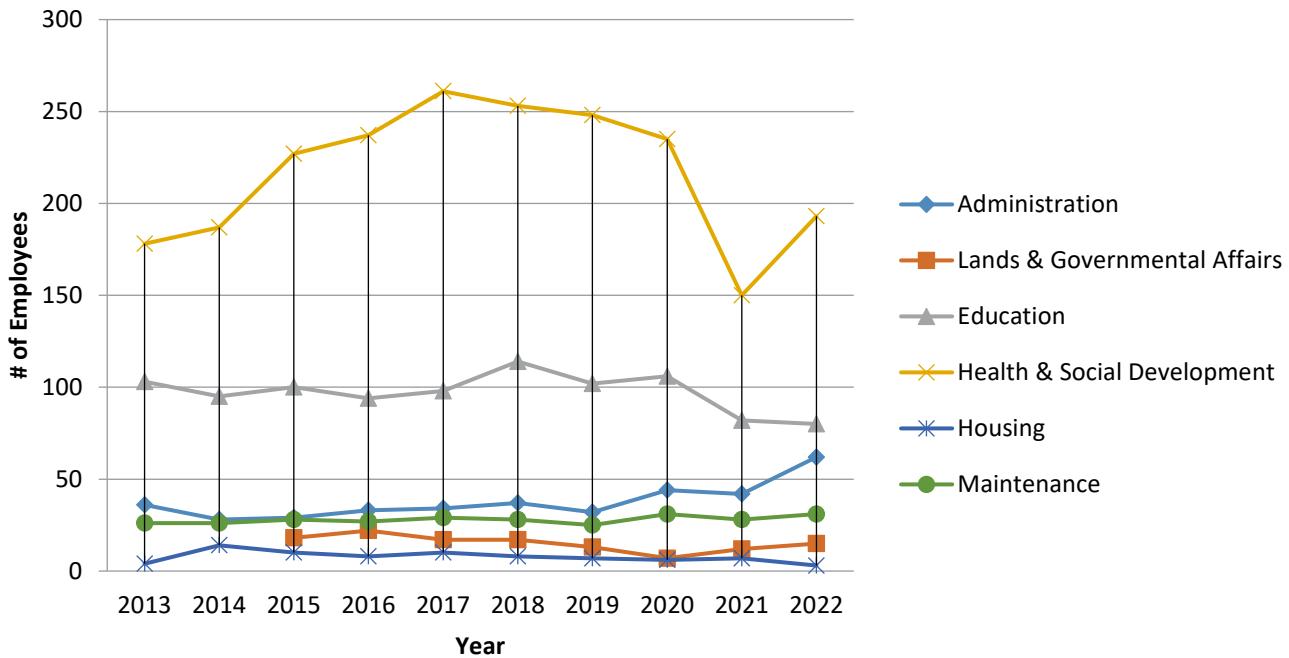


EMPLOYEE GROWTH

Person Years By Department



Employee Growth Chart





INFORMATION TECHNOLOGY (IT)

IT has had another very busy year maintaining and upgrading all things IT such as servers, switches, networks (like the community internet), websites, desktops, laptops, printers, cell phones, and all other small devices. We provide support and services to a wide range of IT needs for all Seabird Entities.

A major accomplishment for the IT program this year is the completion of the Band Members only website, it is up and running and improvements are continuously being made. Another major accomplishment is that we have a “Letter of Intent” in place with Shaw for them to take over as the internet provider for all of Seabird. This will include them offering higher speed internet, cable television, and phone services to everyone. Another major improvement is the IT program has completed the transition of all staff to MS Teams as our primary internal and external communication platform with the integration of our phones lines. This has allowed SIB to reduce infrastructure and hardware cost of replacing our VOIP phones. Another major improvement internally has been the shift to subscription-based software licensing for staff such as Adobe and MS Office. This has allowed all staff to have the same version and continuous updated software to assist them in their daily task while minimizing the use of paper via digital approvals and consequently, reducing our impact on the environment especially on the number of trees we have saved over the past year.

We are regularly upgrading of our servers and network infrastructure. There has been a lot of in-ground infrastructure identified as needing replacement. A lot of equipment being used is very outdated and we will be replaced over the next couple of years to meet the needs of our programs and services.

Future IT projects taking place during the next year at Seabird Island include improvements to our websites, infrastructure upgrades throughout the buildings, standardizing our hardware and software, improving our services to staff, and many more things. In addition, as we to grow our resources and reach to other facilities off reserve such as our Pioneer Commercial building, our IT infrastructure will continue to grow.

Band Members Only Website

– For those Seabird Members who have not set up your log in information, please contact our Membership Clerk. The e-mail address is membership@seabirdisland.ca.

IT is ever evolving, with the growth of Seabird we are always trying to find new and better solutions to enhance community internet connectivity and communication experience.

RECORDS

INFORMATION MANAGEMENT

The acquisition of the newly acquired Pioneer Building was exciting news for Seabird and the Records team. Seabird now has more space for the growth and preservation of their Records Archives.

The November 2021 flooding event proved to be challenging for not just the Records Program but Seabird as a whole, but at the end of the day, service levels and customer satisfaction were maintained

The Records Center is now under renovations expanding space for the safe and secure storage of not only paper records as well as our archival collection.

Our environmentally friendly approach to recycling has resulted in strong statistics, Seabird has recycled 42,000 lbs which means,

21 tons of paper recycled equates to

- 357 trees saved from harvest
- 64.26 cubic yards of landfill space was saved
- 5,617 kilowatts of energy saved
- 12,327 less pounds of air pollution
- 146,013 gallons of water saved
- 7980 gallons of oil saved

The paper volume of Mail Services continues to decline, increasing our digitized environment, further resulting in the downgrade of mail services equipment, yet maintaining satisfactory levels of professional services to customers.

The Records Program continues to work with our Inter-Governmental Affairs Department on the transition, management, and maintenance of the Referrals registry.

All that we have achieved this year has been through the commitment and hard work of so many people.

“Records Management is knowing what you have, where you have it and how long you have to keep it”

Department Accomplishments Summary

- Seabird Island has now transitioned to 10-Year Grant Funding agreement, providing Seabird Island is more flexibility in how it utilizes its core funding and plans for the community's future until March 31st, 2029.
- Successful approval of Seabird Island's 10 Year Grant Funding escalator approval by ISC (Indigenous Services Canada)
- Development of Framework for updating Seabird Island's Financial Administration Law (SIFAL), FMS Standards Certification and FNFA Borrowing Partner Certification
- Continued development of a dynamic purchasing and procurement team to include small capital project management
- We had another successful audit this year, which was conducted by our auditors, MNP LLP.
- Completion of our new Member's Only Website.
- Significant IT infrastructure upgrade to meet the needs of Seabird Island's continuous growth, with the new on-site and off-site data backup storage have been enhanced to protect all important Seabird Island historical and current permanent information.
- Upgrade of server and switches to meet the current demand as the number of employees have increased over the past year.
- MS Teams integration for all staff, including Telus phone lines for staff and receptions.
- Conversion to subscription services for all software licensing to ensure software congruence throughout the organization
- Development of office and commercial rental space in our off reserve real estate assets.
- Continuous digitization of our paper record management system to electronic document management system. This has saved a considerable amount of trees and significant environmental benefits.
- Relocation of our Physical Permanent Records moved to a secure space.
- Records Management continue to promote "Go Green" approach to recycling over 42,000 lbs of recycled paper.

FINANCE CONCLUSIONS

OVERALL

Even during these challenging times, Seabird Island has continued to grow, expand its services, rights and titles while adapting to our ever-changing economic environment. Our team has worked diligently to adapt and be more versatile to better meet the needs of all our Seabird Island stakeholders, especially during this ongoing pandemic. As we continue to grow and move forward, it is very vital that Finance, IT, Records Management, and the Purchasing/Procurement programs work more effectively and efficiently to meet the needs of the organization.

In the past year, the Finance and Administration Department staff work really hard to refine, and improve all internal processes, inter-departmental coordination and communication. As part of the adaptation due to the pandemic, the Finance and Administration team has streamlined a fair number of processes to better meet the needs of the organization and to reduce our environmental impact via digitization. This also includes remote working, accessibility to all tools, software, and also the integration of our LAN lines into MS Teams. More importantly, this has allowed us to maintain the provision of the highest level of service to the community while still ensuring the health and safety of our employees and Community Members, as we still navigate through this pandemic.

Our strategy over the next year will be the update of the FAL (Financial Administration Law), the FMS Certification through FNFMB, the FNFA Borrowing Partner Certification, and Seabirds long-term strategic financial and investment plan to ensure continued growth of Seabird Island in a sustainable and compliant way for the current and future generations.

From an IT perspective, our focus for the upcoming year will be to provide reliable and faster internet services as we continue to work with our partners, Shaw and Telus, to provide our community the best possible product as our IT infrastructure is upgraded. It is paramount that we expand our IT infrastructure in the community as reliance on internet service will continue to grow, in this digital age to ensure future generations have access to all the digital tools on and off reserve.

As we grow, the Records Management program becomes more integral to managing and archiving all the vital information that are based on federally regulated retention schedules. We continue to “Go Green” to minimize the environmental impact on our land. It is imperative that we protect all permanent documents and artifacts of Seabird Island’s rich history.

As the Finance and Administration Department continues to grow and accomplish its goals based on Seabird Island’s strategic plan, we would like to thank everyone for their support, patience, and understanding. We really are passionate about what we do and value all the working relationships and organization wide efforts, working together at all levels, striving to meet Chief and Councils strategic goals to create a foundation for future generations to prosper.

We look forward to serving you in the upcoming year and will continue to strive to provide these services to the Seabird Island community, and our regional First Nation communities in the most effective, efficient, and transparent way.

INTER-GOVERNMENTAL AFFAIRS





INTER-GOVERNMENTAL AFFAIRS DIRECTOR

Janice Parsey

First, I would like to thank the membership in their support for Council. While being on council is a very high-level responsibility, I have always been an Administrator and when the position for Director of Inter-Governmental Affairs came up, I felt my skills would better help my community in this role.

The following are the programs and committees I am working with:

Department:

1. Aboriginal Rights & Title
2. Lands
3. Membership
4. Governance & Policy
5. Communications
6. Community Services
7. Culture and Recreation
8. Fishing
9. Natural Resources

Committees:

1. Lands
2. Governance
3. Sq̓ep

I started this position in September 2021, with reviewing the roles and responsibilities of each program. Looking at areas that are working well and looking for ways to improve the service delivery and assist the workers by making sure they have the right tools and resources to provide reliable and efficient services. I am honoured to have a great team to work with and are willing to move forward with changes. Looking forward to what our team can do in the future.



We had several meetings with different Ministers, worked with Directors and Council to prepare for meetings and ensure we have the messages we want to convey to them.

The Referrals Coordinator is responsible for receiving, triaging, researching, coordinating, responding and data entering, all outside agency and private referrals involving projects and initiatives in and around Seabirds territory (including the Tiyt Tribes and Stó:lō territory) that may lead to unacceptable impacts to Seabird and its membership.

We started work on developing a Referrals Framework this year for policies and procedures, what is required when a referral is being reviewed. Who do we involve and at what levels? On average we receive one hundred and fifty referrals per month. It was also decided we join S'olh Temexw Stewardship Alliance (STSA) and People of the River Referrals office (PRRO) this will allow PRRO to deal with the lower-level referrals so Seabird can focus on referrals that affect us directly.

The Atmospheric Rain and the slide at Seabird created several issues, we have been working with various ministries along with the Federal and Provincial government in getting it all the cleaned up. This is a lengthy project and there is a lot of agencies with varying jurisdictions we must maneuver through.

We have also been working with Emergency Management BC (EMBC) to ensure all of the unnatural, natural debris and sediment has been removed from the river. We not only look at it from safety, dangerous to infrastructure but we ensure they are protecting our cultural sites this includes the various fishing sites along the river and different tributaries that were affected.

We have been working on the Embridge negotiations with Council. The staff is very close to completions expected by July 2022. These negotiations have been ongoing for about 30+ years. We are very excited to finalize this.

LANDS



In the 2021-2022 fiscal year, the Seabird Island Lands Team was hired. The team of three (3) staff achieved the following:

Spay It Forward Program:

- 3 Spay days
- 40 Dogs/ cats spayed/ neutered
 - Vaccinated
 - Micro-chipped

Seabird Island's Pet Food Bank Established in 2021:

- 95 Elders and families assisted
- 24 Animals received special items

Permits Issued:

- 6 Building permits
- 12 Burn permits
- 7 Clearing permits
- 6 Fill permits
- 2 Temporary Use Permits
- 11 Temporary Work Permits

Legacy Issues Project:

- Research compiled
- Historical data digitized
- 44 People interviewed
- Legal review initiated

This project did receive an extension until March 31st, 2023.

Agricultural Initiatives Grant Funding:

- Develop an agricultural policy (ongoing)
- Purchase food preservation equipment

Land Use Planning Funding (LUP):

- Revise SIB's LUP, 2017 (ongoing)

Proposed Draft Laws:

- Enforcement & Ticketing Law
- Dog Licensing & Animal Management Law (revised)
- Environmental Protection Law
- Emergency Measures for Infectious Diseases Law

Seabird Lands applied for a Cemetery Infrastructure grant and it was awarded. A multi-departmental approach will be taken to the management of the work in the next fiscal year.

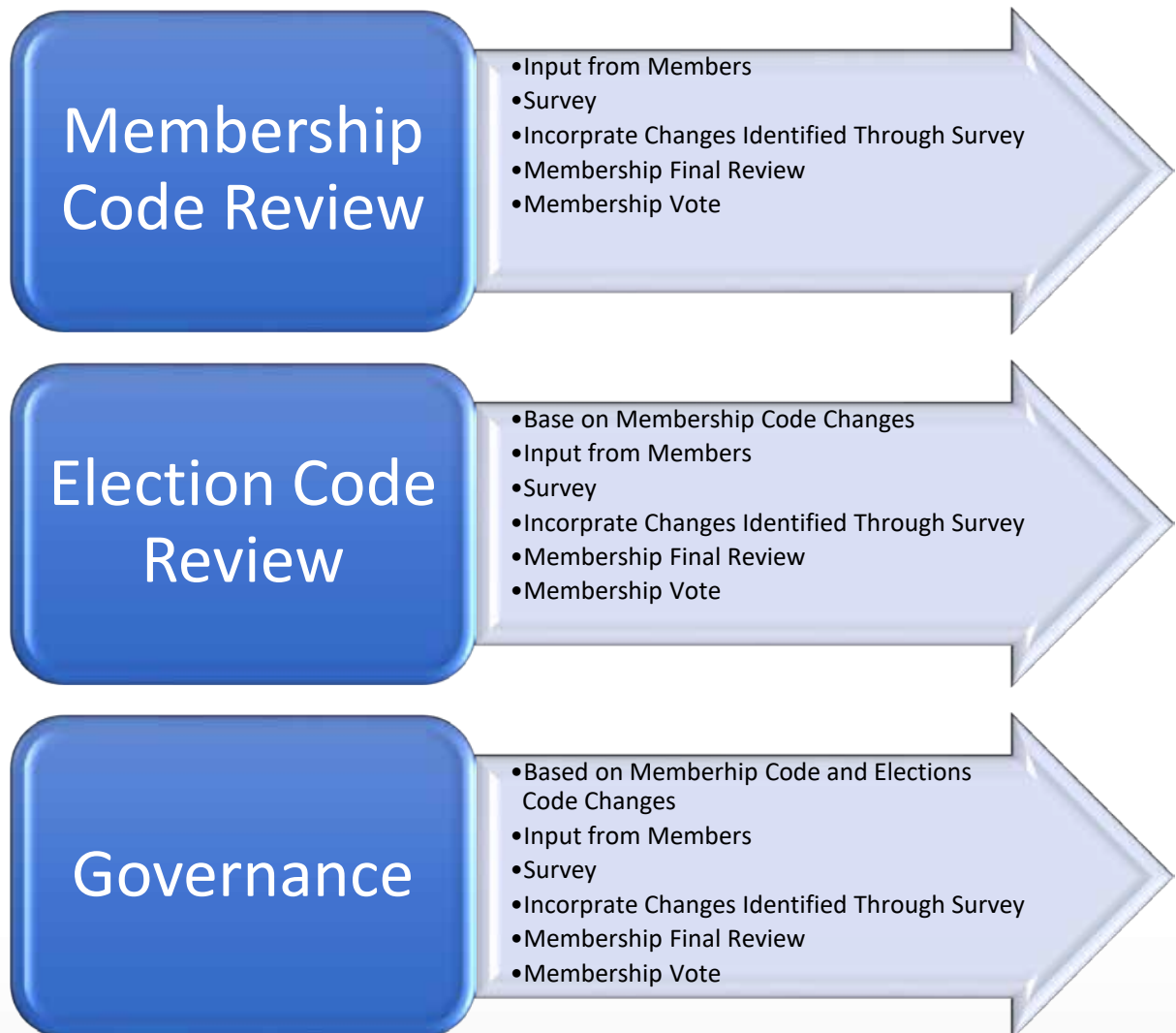
The goal remains to build strong governing institutions to ensure Seabird Island's traditional values and teachings are represented in present-day work.

Mexw tel sq'eqò.

MEMBERSHIP, GOVERNANCE & POLICY

I have tied these areas together as I believe they are all connected. Taking a different approach to governance. Where it is possible, Culture and Traditions will be incorporated into the review

and changes. In all historical forms of Governance, are being reviewed to bring back as many of the teaching as we can.



COMMUNICATIONS

Our goal is to improve engagement, connecting leadership, programs, services, and community by producing marketing materials for distribution as requested by leadership. We continue to work towards improving the quality and consistency of the communications and marketing materials we supply to our members.

This past year, we have been focusing on project management, to stay on top of the work-flows and complete deliverables on time, to provide the community fair notice. This work can be monumental as multiple jobs occur at the same time and each job is shared between multiple communications staff members at different stages of the work, based on their specialties.

We provide information and branding to the community in a wide variety of ways, using strategic thinking, multiple formats and tools to brand, create articles, annual reports, newsletters, posters, flyers, social media, website posts and more. Communications manages 14+ Seabird social media sites, collects information and advertisements for the 13 newsletters each year, as well as weekly staff e-mail news and many other special notifications. Offering quality, fast turnaround printing services to the organization. We also continued to offer photography services to the organization for events and the community such as, professional identification photography. Communications manages and catalogues Seabird's photo archive that has hundreds of thousands of photos dating back to 1862, these photos document our history and show how much Seabird has grown, they are also valuable tools for predicting recurring events.

The image on the following page provides a detailed view of everything we do in the Communications Program.

More information on the Seabird Communications Program can be read at: <https://www.seabirdisland.ca/communications/>

Emergency Preparedness Communications.

On top of our regular day to day work, this year we were plagued with multiple natural disasters that affected Seabird and the communities around us. We provided:

- information to support the community through the heat dome, including a cooling station.
- support services for the Forest Fires throughout the province, supporting the Forest Fire Relief Center that was in the Seabird Gym.
- support services for the Lytton First Nation when the forest fire ravaged their community. Creating signs, charts, and posters for them to organize their emergency preparedness headquarters in Hope
- information and social media alerts for the community when mud slides surrounded the community during the atmospheric rivers.
- alerts around power outages and office closures during the ice storms and other winter storms that affected the community for days at a time.
- and continued to provide COVID-19 notices over the course of the year, keeping the community aware at each stage of the pandemic.

Communications Staff

Sandra Bobb	Communications Supervisor
Kristy Johnson	Communications Assistant (Print Production)
Zorana Edwards	Communications Assistant (Publications Designer)
Ciara Busby	Communications Contractor (Jr. & Illustration Designer)
Jasmine Paul-Louis	Administrative Assistant



Names in order of photo: Ciara, Jasmine, Zorana, Sandra, Kristy



In the image you will note that, Seabird is our world!

COMMUNITY SERVICES, CULTURE AND RECREATION

COMMUNITY SERVICES, CULTURE AND RECREATION

With COVID-19, only our events position was kept active. Our Events Coordinator looked outside of the box and came up with new ideas to work within the parameters of the pandemic restrictions. Activity packages were delivered to homes for the major events such as Halloween and Christmas. The past couple years have been difficult on everyone and not being able to come together as a community and be there, for one another in times when our families need the support has been a challenge to say the least.

The focus for the new year, is to fill positions and once again start up some regular programming for community activities and events. Once we are fully staffed, we look forward to seeing everyone participate and reconnect once again.



FISHING & NATURAL RESOURCES

FISHING

As all of you may be aware, the salmon stocks and returns are just not there. We are focusing on how we are going to maintain a diet of salmon for our members. We are looking into different options which may include an inland fish farm, getting our own fishing plan or being a bigger voice in fish planning. We have employed a biologist to work with us on planning.

Dry rack is a uniqueness to the Tiyt Tribe. Seabird Members hold most of the dry racks, this is our priority, to ensure we have our time on the river so we can pass down our culture and traditions. The Tiyt Tribes main economic currency was dry fish, we can not loose this tradition.

The other area we have been working on is putting together all of the habitat studies Seabird has undertaken over the years and compiled and reviewed them in order to get “shovel ready projects” planned for when opportunities come along. We have also created a network with various agencies that have the similar interest as us in protecting habitat.

NATURAL RESOURCES

Through the Referrals Program, we are made aware of all of the activities happening within our territory. We have investigated the cumulative effects of past developments and damages that have been caused, how it effects our ways of life. What is it we can do moving forward to minimize and mitigate some of the issues?

We have hired a Natural Resources Program Officer (NRPO) to work with us in this area. The NRPO works closely with our Referral's Coordinator and our Registered Professional Forester (RPF). The NRPO also collaborates with the People of the River Referrals Office on issues that affect the Territory as a whole.

We work closely with Forestry to ensure they are collaborating with us and their logging practices are acceptable to Seabird with the focus on minimizing damages to the environment. We are also working on developing a Seabird Island Wood Lot.



COMMUNITY INFRASTRUCTURE





COMMUNITY INFRASTRUCTURE DIRECTOR Khalid Safi

COMMUNITY INFRASTRUCTURE DEPARTMENT

Encompasses:

- Public Works
- Housing
- Capital Projects
- Custodial Services
- Emergency Services





The Public Works Program provides maintenance and repairs to the following infrastructure: water, sanitary sewer, storm sewer, roads, solid waste, grounds / recreational fields, and business buildings. It also provides capital replacement for improvements to these infrastructure areas. The program manages a contract for the security services provided to the community.

The Seabird Island water system is classified as a water distribution level 1. Several staff maintain and repair the water supply station which delivers the water 24 / 7 to most of the community. The system also includes the water main piping system, valves, and hydrants.

The sanitary system also operates 24 / 7 it consists of main pipes and lift stations that pump sewage to be treated by the District of Kent. Several staff maintain the stations, monitor the system, and respond to issues.

The storm sewer system provides the drainage and collection of rainwater within the community and flows out to the Maria Slough. The staff work hard to maintain the landscape and grounds around the community. The recreational fields are also well maintained for sports events throughout the year.

Several staff are working together as a team to maintain and repair the 21 facilities, consisting of Administration, Health, Schools, and College buildings. The activities and business need to continue in these buildings and maintenance and repairs, are critical for these buildings to function.

Solid waste / garbage is a growing and important service to reach the goal of zero waste future. New equipment has been purchased to continue to provide weekly collection services to the community. A new garbage truck has been purchased to provide weekly garbage collection to serve the community.

The Program assists the community with monthly major garbage pick-up, weekly bin drop-off (by appointment) and septic work as needed. We continue to keep the community up-to-date on our services using the monthly newsletter.

Installation of new road signs in the community is in the design phase. This project will improve safety for vulnerable road users at Seabird Island by installing speed reduction signs and multiple raised crosswalks in our school zones, bus stops, and new subdivisions. The traffic management plan, risk assessment, and installation of new signs plan in the new fiscal year.

HOUSING

- Number of Homes: 139
- With Mortgages: 85 Homes
- Without Mortgages: 54 Homes
- Rental Applications Received: 87
- Homeowner New Build & Renovation Mortgage Approvals: 11
- Individual New Builds Finished: 4
- Sale of a Private Home: 1
- Purchase of Existing Home: 1
- CMHC Renovations: 5 Units

This year, there have been all sorts of challenges to overcome. The continuous increase in cost for supplies and the lack of, has impacted what repairs and maintenance could be completed. We thank all the tenants for their patience as we work through these issues and staffing challenges.

We aim to provide affordable and healthy housing for Members on-reserve as well as to promote and support home ownership among the membership. All activity within Housing is guided and framed around the Strategic Plans, Chief and Council have set out for each department to follow.

This year there was a large uptake for individual home ownership; 11 families were approved for mortgages to build and/or renovate.

Just before COVID-19 hit, the Housing Program partnered with Fortis BC and BC Hydro to bring the Energy Conservation Assistance Program (ECAP) back to Seabird. ECAP is an ongoing free

energy saving program that is available for every home in the community. There were 52 original applications submitted. As things have slowly been opening ECAP has been coming back to the community to provide energy saving items such as door weather-stripping, LED light bulbs, shower-heads and faucet aerators for qualified homes. From April 2021 – March 2022 the ECAP program has installed 4 new furnaces, several homes have received insulation blown into the attic, insulated crawls paces, and several Fridges and bathroom fans were replaced.

Health and safety renovation inspections were completed with our community for future Indigenous Service Canada (ISC) funding. These renovations will be begin in new fiscal year.

We look forward to working together to keep improving housing at Seabird and in providing more efficient customer service in the coming year.

CAPITAL PROJECTS & CUSTODIAL

CAPITAL PROJECTS

Capital projects help maintain or improve a community asset, or infrastructure. It is a new construction, expansion, renovation or replacement project for an existing facility or facilities.

- Design of fire hall expansion completed. The project enters construction phase.
- Community Cultural Center is in early stage of design phase.
- Ten mold and safety renovation inspections completed with in our community for future funding. These renovations and demolitions will be carried out in new fiscal year.
- Second floor of Seabird High School renovation completed.

CUSTODIAL

The Custodial Program has been the first line of defense from COVID-19, the program is responsible for completing daily tasks to provide a safe, and healthy environment. Custodial objectives are to maintain a safe, secure and healthy environment for all staff, clients and visitors. Maintaining a standard that supports our health and Social Development and Education Programs.

Our dedicated Custodial Team is hard at work together to provide and maintain essential services to approximately 99,357 square feet for twenty-one facilities, consisting of Administration, Health, Schools, and College buildings. Scheduling of our team continues to vary, depending on programs and facilities. The Custodial Team has received 239+service request tickets from April 1st 2022 to March 31st 2022.

Thank you to all those who submitted service request tickets, as this is a great tool for our program to communicate and prioritize tickets and schedule events this past year.

Achievements:

- The Custodial Program is operational with a new location for inventory.
- First Nations Health Authority has requested to partner with Seabird Island as an example organization for their Environmental Services Technicians.
- Fitness Center is no longer being used for storage and is open for Health Department programing.

EMERGENCY SERVICES



EMERGENCY MANAGEMENT

An Emergency Management Plan is a course of action developed to mitigate the damage of potential events that could endanger an organization's ability to function. Such a plan should include measures that provide for the safety of personnel and when possible, property and facilities. Seabird Island has an Emergency Plan to be able to provide a prepared action to an emergency response and then provide recovery to any major emergencies. Staff from all Seabird Departments and at all positions are outlined in the plan to provide emergency needs in areas such as Operations, Social Services, Logistics, Communications, Finance and Administration. The plan is continuously being reviewed and updated to be able to provide an effective and efficient response to an emergency.

Seabird Island opened an Emergency Operations Centre four times this past fiscal year in response to the spring freshet, extreme heat, wildfire evacuee support, and atmospheric rivers.



SEABIRD ISLAND FIRE DEPARTMENT (SIFD)

The SIFD provides services to our local area, providing fire fighting, rescue, and fire safety education to the Seabird Island Community. In addition to this, the Fire Department has mutual aid agreements with the surrounding municipalities to share resources in case of fire or rescue emergency. The Seabird Island Firefighters are dispatched by E-Comm 9-1-1 for emergencies on Seabird and attended 54 call-outs between April 2021 and March 2022, including:

- Assist BC Ambulance medical calls
- Structure fires
- Motor vehicle accidents
- Natural gas leak / hazardous materials
- Commercial alarms
- Vehicle fires
- Brush / grass fires
- Complaints of burning
- Assist RCMP
- Assist Public Works
- Mutual aid calls

Training for the firefighters continued throughout the year with regular practice sessions on Tuesday evenings and the occasional extra session with the Agassiz Fire Department for specialized training. The SIFD continues to promote recruitment efforts to bolster the number of firefighters.





EDUCATION DIRECTOR Julia Johnston

I come from Christopher Lake, Saskatchewan. I have 6 children, 8 grandchildren and one great grandchild. I come from a large family but both of my parents are deceased.

I am a Cree woman and I speak my language fluently. I have a firm belief that the Indigenous languages hold our world view, our ways of knowing and are in danger of being lost. My people went through the Residential School System and the Indian Day schools. Our sacred ceremonies were outlawed. As a result, many of our people were not able to speak our languages nor were cultural practices a part of our everyday reality for quite a few years.

My nuclear family comprised of my paternal grandfather, uncles and my father went into the deep woods to get away from the Residential School System. When I was taking my Master's of Education classes, I read about the Pagans

who were residing in Otter Lake, Saskatchewan, so I come from a family of pagans and for that I am grateful. I entered Pelican Indian Day school speaking Cree fluently. When I asked to go to the washroom in my language, I was punished by my teacher and was made to stand in the corner in front of the classroom, much to the enjoyment of my older brother.

I am quite honored to work for Seabird Island First Nation as the Director of Education.

I plan on working hard for the Band to further education opportunities and employment for the Band membership. I look forward to meeting you.

*Ekosi pitama!
Sincerely,
Julia Johnston*



LALME'IWESAWTEXW Highlights

Lalme'Iwesawtexw is a provincially accredited school with students enrolled from junior kindergarten to grade 12.

We are very grateful to all our families, teachers, EA's, support and custodial staff that despite facing continued challenges of COVID-19, for a second straight year, we have maintained our focus on in-person instruction and have faced every obstacle with transparency and determination.

Our Junior Kindergarten (also referred to as K4) program in the elementary building provides culture & language and learning through play. All social and academic programs are delivered to prepare the children for Senior Kindergarten. Junior Kindergarten allows an additional year for students to achieve grade level reading by the end of grade 3. We have seen a significant improvement in our students' print knowledge, definitional vocabulary and phonological awareness from 2018-2021.

We continue our participation in the Model Schools Literacy Project (a Martin Family Initiative). The project focuses on students from Junior Kindergarten to Grade 3. Grade 3 reading level ability is very connected to high school graduation and post-secondary success. The goal of the project is that by the end of grade 3, at least 80% of students in the project will be reading and writing well enough for continued school success. Teachers are involved in weekly learning circles and are given new teaching and assessment strategies to improve student learning.

Barb White is the Principal and **Steve Bier** is the Vice-Principal of Seabird's K-12 Program. The goal is to provide an excellent academic program as we face many changes and work on plans for new processes in the elementary and high school programs.

Culture & Language

Since 2019, we have made considerable strides in educating our staff to a minimum standard in upriver halq'eméylem. At that time, the percentage of staff (teachers, EA's, admin) trained in the language was 10% or less. Today the percentage of our staff that have at least the basic Halq'eméylem 101 course (delivered by UFV) is more than 70%. Our instruction time in the language has also increased from an hour to 2.5 hours (elementary) and from 2 hours to 5 hours (high school) per week.

Although we could not gather as we have in the past, Xwiyexwiyám qas te s'iwes (Stories and teachings) were shared in a virtual space. Adhering to Health Orders, our school team found alternative methods of cultural practice by utilizing zoom. In this way, we were able to express culture and hear Elders' voices from all over Salish territory.

Our high school piloted the Stó:lō Shxweli S'olh level one program based on experiential learning while our Elementary classes have focused on sound and vocabulary development. We continued our resource sharing with other Upriver Halq'eméylem programs, as we all work together on language revitalizing.

Congratulations

SEABIRD ISLAND COMMUNITY SCHOOL GRAD



Josh Webb



Adam Birch Douglas



Jerome Gutierrez-Tashoots



Noah Giroux-Natral



Bradley Chapman



Daniel Harry-Pettis



Wayne Jr. Peters



Jadynn Peters

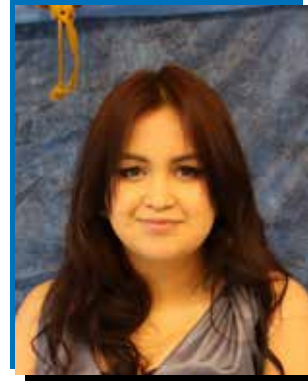




Cora Ann Bobb



Amiliana Douglas Julian



Julie Joe-Davis



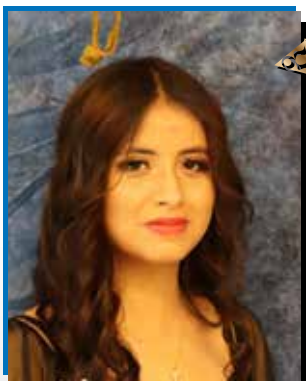
Rosita McIntyre



Nora Douglas



Michael Fraser



Maria Sanchez Peralta



SEABIRD SCHOOL



Entrepreneurship in the Land

The grade 12 students have been learning about the design process through project-based learning. Students created a business plan for, and organized the running of, a school canteen offering treats for students to purchase. Through feedback from their customers (the students at Seabird), grade 12 students created a menu of food items and priced them according to a budget they created. They opened the canteen during lunch at the high school and organized a delivery service for the elementary. They also gained experience in adjusting their business model to align with changes in Public Health Orders, due to COVID-19 restrictions.

Graduating Class

We expect to have fifteen graduates this year. Several of our grade 12 students are participating in a Trade Sampler program this semester, a new collaboration between our school and UFV. Those involved have expressed interest in joining a trade, either in a foundational program or through an apprenticeship. This program is giving them an opportunity to try out different trades to find out which trade is the best fit for them. Another graduate is applying to Emily Carr University of Art and Design, to pursue a career in this field.

Post-Secondary Education

Cindy Kelly is the Post-Secondary and In-School Coordinator that assists students with preparation, tutoring and also funding for their post-secondary education (College and/or University).

Congratulations^{✦✦✦}
AGASSIZ ELEMENTARY
SECONDARY SCHOOL GRAD



Ronald Charlie III



Roseanna Hewitt



Emillie-Jean Peters



Tehya Peters

2021
CLASS OF
2021







HEALTH DIRECTOR Lolly Andrew

2021-22 continued to be a challenge for our Community Members and the health staff. The impacts of being in a pandemic have been felt by us all, the second, third and fourth waves hit our community as well. The health staff supported our members through it all with food, medicine and kind words. We worked diligently to meet the community needs. I am grateful to our staff for their hard work and compassion in dealing with COVID-19.

Under the direction of our last Health Director Heather McDonald, we in the Health Department are using a nation rebuilding approach with mentoring and leadership. Heather worked closely with myself, to coach and guide me into being the current Health Director. We will continue with this model within our programs and out health team, to provide leadership skills to those in management and supervisory roles. Using a cultural model, in our ways, our leaders used before us – walking the walk and talking the talk – a Stó:lō traditional technique used to lead our people.

We have been more focused on our mental well-being in the past year, due to the pandemic. The stresses of the past year have been challenging for everyone. Self-care and wellness have been a top priority for our health staff. We have had staff wellness days, which teach us to look after ourselves with tools such as going to the water for a cold bath, opening a circle with a prayer

and discussing how we take care of who we are. We will continue to incorporate this model this year, as it helps to ground ourselves, so that we can do the work in our community.

Being trauma-informed will continue to guide the work we do in our community. We use this approach with all the work we do with our Community Members, this is especially important because the history we have faced as First Nations. This approach allows us to be compassionate, caring and non-judgmental in the services we provide.

We are working on our new ten-year agreement, the working group for this, has compiled information needed to guide us forward. We will have this information out to our community this year.

Community engagement is a priority, so please reach out to us as we build our plans for the Health Department.

I am grateful to be a part our Seabird community as a leader. I appreciate our community, our organization and the health team.

Kw'as ho:y
Lolly Andrew
Seabird Island Social Development
and Health Director
lolly@seabirdisland.ca
604-997-6749

Accreditation:

Seabird Island is an Accreditation Service Provider through Accreditation Canada. The accreditation process is to ensure that Health Services are of excellent quality, safe, and continually improving. We started the process of accreditation in Seabird, the pandemic delayed the start of four-year cycle, until this year.

We have begun the assessment and a working team of Health Quality Officers, and the Health Director have a plan to look at five areas, to see how we can improve our standards. We will be going over these areas: Leadership for Aboriginal Health Services, Infection Prevention and Control, Home Support Services, Home Care Services and Community Health & Wellness. We are meeting with each team that works within these areas. Our aim is to continue to improve the standards, we have meetings set-up to go over each program/service. Our Health Quality Officers are on track, this work is expected to be completed by ***December 31, 2022.***

Health General

General Highlights of the year

- Helping fire evacuees
- Heat wave
- Floods and mud-slides
- COVID-19 support
- Practicum students
- 215 healing groups

Our workers went beyond and out of their way to help the community. With the light shined on the residential schools with the 215 children at the Kamloops residential school, we did healing circles with our Elders.

In the summer, our workers went beyond their jobs to help in Seabird's Emergency Operational Centre for the evacuees fleeing from the Lytton fire and other fires in the area. It operated 24 hours per day, here in Seabird for a time. We wouldn't have been able to give culturally safe help to the evacuees without the hard work of everyone who helped and volunteered.

Workers also helped with other Emergency Preparedness efforts; the Heat wave, the floods, and mud-slides. Putting in the time and effort to help those who were in needed.

The Doctors office, Dental office, Child and Family Service teams, proudly hosted practicum students here in Seabird.

PRIMARY CARE



Seabird Island Dental Clinic

Seabird Island Dental Clinic provides all your basic dental care, including cancer screening and minimum sedation services.

We have had another challenging year, not only with COVID-19, but also significant weather events. We have maintained our resolve in following universal precautions and practicing optimal infection control, which has allowed us to stay open and available to our patients. The Dental Office will still be screening all patients that come into, masks are required. Our operatories are separated by vinyl sheeting and each room has an air filtration unit to reduce the spread of airborne contaminants. The Dental Team is up to date with all required vaccinations.

The Dental Team is continuing our professional development by taking courses that expand our knowledge in the dental world, as well as, in the community that we serve.

We encourage any Community Members that have not been to the office in a while to call and set-up an appointment to have an examination done, we look forward to welcoming you back!

Seabird Island Medical Clinic

- Amplifon Hearing Clinic, 2 Clinics, 14 Patients
- Dr. Fox had 6 Medical students throughout the year.
- MOA Naomi hired June 2021, left us October 2021
- Dr. Deacon Gynecologist - visits once a month - 36 patients

Dr. Fox	Dr. Beaulieu	Totals	
95	164	259	Diabetic Patients
128	149	277	HTN Patients
10	16	26	Congestive Heart Failure
5	15	20	COPD Patients
4	26	30	Frail Elder
2	94	96	Well Women Exams
9	2	11	Mens Exams

	Patients seen in office	Telephone consult	Home visits	Methadone OAT patient's	No shows
Dr. Fox	1866	4936	27	429	445
Dr. Bouelieu	1707	4418	13		522
Amelia	610				
Dr. Deacon	36				
Totals	4219	9354	40	429	967
Total Visits	14042				

PRIMARY CARE



Seabird Pharmacy

Our Pharmacy Team works closely with the Seabird Doctors and Nurses to provide you with quality care. Our staff is knowledgeable and experienced with NIH/ FNHA medical benefits. We are located across from the Doctor's Office, you may also see our team members at various Community events, such as the Seabird Open House.

Our services include:

- Compounding pharmacy
- Medication review
- Home delivery of medications
- Blister packs
- Pain management support
- Patient education programs
- Flu Clinics
- Home-visits for home-bound clients
- Home health and wound care products
- Compatibility counselling regarding herbal products, food and lifestyle in conjunction with medication use

This is a newly formed team, to incorporate the Social Development program and the Employment program. This team supports all our Health programs and services.

Health Administration and Drivers

The Health Administration team provides administrative support to the Seabird Health Department in a variety of aspects.

Currently our team consists of ten staff. Seven provide transportation services for Early Childhood Programs, Patient Travel and Medical Transportation. We are currently seeking two casual drivers, one for Chawathil and one for Cheam. Five of our drivers have Class 4 licensing or higher. We arrange transportation for over one hundred clients annually per community, providing services to nine communities.

Our two certified Water Technicians have been busy providing sampling for four communities. They average 55 samples a month and higher

during the summer months due to campsites being open. Our Health Generalist assists with guidance and back-up for the Water Operator. They also work alongside Public Works to maintain the band pump house.

Our Administrative Clerks assist with client files, referrals, verifying funding for clients and invoicing funding agencies for the Mental Health team. Due to the pandemic our requests have been more in the form of getting food to the Community Members.

HEALTH SUPPORTS

Social Development

Providing income assistance and food bank services to members in need. The Sikh and Muslim communities have been very generous with donations to our food bank. Due to the fires and floods, they reached out to ensure our members had items they required from food, baby items, and toiletries.

Our open files have gone down by 24% due to clients securing employment or moving from the community.

Average IA Cases throughout 2019-2020

<i>Client Category</i>	<i>Files</i>	<i>Adults</i>	<i>Children</i>
PWD Singles	27	27	0
PWD Childless Couples	1	2	0
PWD One Parent Families	6	6	11
PWD Two Parent Families	4	8	7
PPMB Singles	12	12	0
PPMB One Parent Families	2	2	6
PPMB Two Parent Families	2	4	8
PPMB Childless Couples	1	2	0
Employable Singles	21	21	0
Employable One Parent Families	19	19	46
Employable Two Parent Families	3	6	18
Employable Childless Couples	1	2	0
Child Out Of Parental Home	9	0	9
Totals	108	111	105



Special Need Requests: . . . 24

Varying from hydro or gas disconnection/hot water tank/beds/dental/birth certificates.

Food Bank Requests: 276

Average 23 a month, requests are higher after Christmas and due to COVID-19 more care packages have been delivered to homes.

Funerals Assisted With: . . 3

Three for 2021

Employment Services

Employment Assistance services opened 169 new client files during the past year, a total of 1,018 clients visited the centre throughout the year. These client visits include services such as career decision making, work readiness assessments, employment training, life skills training, interview preparation, work experience placements, job search, job start, and retention supports. Additionally, we work with local employers, government agencies and training organizations to support clients through our employer referral program.

Employment Services summary of stats:

- 100 – client files closed to employment
- 13 – client files closed to training
- 152 – referrals to employers
- 11 – transition-to-work supports (TTW)
- 209 – referrals to other services and programs

The drivers training includes one-on-one driving lessons (cancelled due to COVID-19), learners test preparation and driver license testing supports.

Driver training accomplishments for the year:

- 4 – Clients obtained their Class 7L
- 2 – Clients obtained their Class 7N
- 2 – Clients obtained their Class 5

Anyone of First Nation descent or self-declaring as First Nations can make an appointment with our Career Development Practitioners (CDP) for employment counselling sessions. They help people access basic life skills training, essential skills (reading, writing, computer skills ...) and job finding skills. These three areas of skills are required for success in many industries such as construction, health & education, hospitality, manufacturing, oil & gas, retail trade, sales, and tourism.

The Pre-employment Support Program boasts 46 clients having moved into employment or further training. The training/workshops included Adult Dogwood, Traffic Control Personnel, Pesticide Application Training, Career Development Practitioner, Construction Safety, ATV, Environmental Monitor, First Aid, Indigenous Culture, Essential Skills for Success, Foundation Cooking, R-PAL, FirstHost (WorldHost) Customer Service, Serving it Right and Technical Writing.

Pre-employment supports program summary of stats:

- 5667 – client visits with case managers
- 348 – client action plans put into action
- 549 – client support interventions supported
- 60 – referrals to hands-on practical skills projects

Pre-employment supports program communities served:

- Chawathil First Nation
- Xwchiyó:m (Cheam) First Nation
- Sq'ewlets (Scowlitz) First Nation
- Sq'ewqel (Seabird) Island Band
- Shxw'ow'hámél First Nation
- Skwah First Nation
- Spuzzum First Nation
- Squiala First Nation
- Union Bar Indian Band
- Yale First Nation

HEALTH SERVICES

Maternal Child Health Program (MCH) and Tem'elile Midwifery Team

The Maternal Child Health and Tem'elile Midwifery at Seabird Island includes:

- Maternal Child Health Lead – Brooke Bobb-Reid
- Registered Nurses – Lindsay Meloshinsky and Nicole Edel
- Licenced Practical Nurse – Ashley Armstrong
- Kwiyo:s – Pam Hope
- Tem'elile Midwifery (Salmonberry Time Midwifery)
 - Registered Midwives - Amelia Doran, Cheryl Mount and locum Midwife Lee Yeates.

Tem'elile Midwifery

Providing full spectrum, evidence based, culturally safe, trauma informed, midwifery care from pre-conception, prenatal care, and postpartum care up to six weeks.

Midwifery Services include:

- Routine prenatal and postpartum visits at home, clinic, or in the community.
- Hospital Birth's at Chilliwack General Hospital and support with birth outside of the jurisdiction when able.
- Assessments, intakes, education, advocacy, referral(s), recommendations, birth and postpartum planning.
- Birth and postpartum support when requested or referrals are made to appropriate culturally safe organizations/providers.

Prenatal clinic primary sites are located in Seabird Island every Tuesday and Stó:lō Service Agency every Wednesday. The two registered midwives who work at these sites are Amelia Doran and Cheryl Mount. Maternal Child Health Registered and Licensed Practical Nurses work in collaboration to support: Intakes, referrals, assessments, education and birth planning, in a culturally, trauma informed way.

Achievements

Maternal Child Health Statistics for 2021 (January 2021-December 2021):

- Tem'elile Midwifery delivered 57 babies in 2021 including 32 girls and 25 boys.
- The MCH Team supported 65 births in our service area in 2021 between the midwifery team and doctors/obstetricians.
- In 2021 the MCH Team supported 3 sets of twins.
 - At one point in the year we had 3 consecutive months of boys born only.
 - 3 months of the year – (not consecutive) we had only girls born.
 - Biggest baby born: 10 lbs 11.5 oz
 - Smallest baby born: 3 lbs
- We received a continuous increase in referrals from local maternity care providers, doctors, and specialists. Unfortunately, we are unable to accept all intakes, referrals or requests at this time due to a staff shortage and limited midwives in the province.
- More women are seeking midwifery care, and there is an increase in repeat clients accessing care.

The Kwiyo:s, ‘Respected Aunties’

The Kwiyo:s Team provides group and one-on-one support for expecting families and those with children up to 3 years old, but not limited to this age group. The Kwiyo:s’ support the Registered Nurses and Licenced Practical Nurses on the team. They assist and often lead programming such as:

- Sacred Seed Prenatal Class,
- Monthly Pre & Postnatal,
- Bodies in Motion – Pre & Postnatal Class,
- Annual Baby Welcoming Celebration,
- One-on-one birth planning
- Prenatal in a day,
- Literacy Support,
- Virtual & Social Engagement
- Perinatal Substance Use Project Program

Lastly, the Kwiyo:s team provides transports, attends appointments, helps clients and families identify goals and set-up achievable care plans for health and wellness that is culturally safe and trauma informed.

Baby Welcoming Celebration 2021

The Baby Welcoming Celebration in May 2021 was a virtual event to 70 families. This event included individuals missed in 2020 due to the pandemic. Traditionally in our culture when a baby is born, we welcome them into this world through ceremony by a respected member of the community in recognition of birth and as a blessing. Many families still practice this tradition and in support of that, the Seabird Island Maternal Child Health Team completes this celebration every Spring.

HEALTH SERVICES

Maternal Child Health Programming

Prenatal & Postnatal Programming (monthly)

Eligibility Criteria: Prenatal (pregnancy) until baby is 12 months of age.

Date(s): Monthly over a 1 – 2 week period.

Attendance Incentive: Incentives are given to each participant in cash/gift card of \$50.⁰⁰ per month up to 21 months consecutively.

Each month a topic is selected, and a package is delivered to the client with the incentive.

Each month 68 to 78 visits are complete with families which equals 816 to 936 family visits annually.

In the past the MCH team serviced: Seabird, Skwah, Sq̓ewlets, Shxw̓owhamel, Squiala and Chawathil. In March of 2021 we advanced to servicing all local indigenous woman who access services from Tem̓el̓ile Midwifery or who are indigenous or identify as indigenous. Including both maternal and paternal sides of the family in the Fraser Salish Region with support from our partners from BC Women's Hospital and the Provincial Health Services Authority.

Prenatal and Postnatal Education is offered twice a month on a virtual platform for prenatal and postnatal families. The Sacred Seed and Bodies in Motion classes involve a short educational presentation, engagement, and an opportunity to connect with health staff and Community Members.

The Sacred Seed:

Eligibility Criteria: Prenatal (pregnancy) until baby is 6 weeks postpartum *exceptions by request*.

Date(s): Once per month.

Attendance Incentive: Nutritious, hearty, themed grocery bag – grocery bags are created and delivered by the Maternal Child Health team to promote and encourage healthy, balanced, and nutritious food explaining the importance of healthy eating during the prenatal and postnatal period.

Number of participants: 4-13 per month which equals 48 to 156 annually

Topic is selected based on a curriculum created by our Midwives and Registered Nurses.

Description/Inspiration for the class: “Session is about defining your specific health goals and individualizing your experience. Just like plants, every person is unique and exists differently and, as such, needs to be cared for and supported differently”. This session covered: Prenatal and postnatal planning, goals (how to achieve the goals that you want - personal, family and career), evidence-based ways on managing anxiety, story time (case study), what does it mean to be an advocate for your health, support system and common newborn questions”.

Maternal Child Health Programming *continued,*

Bodies In Motion

Bodies in Motion is an activity-based program to help provide prenatal/postnatal information and education shared through fun, interactive, and activity/movement-based format.

Eligibility Criteria: Prenatal (pregnancy) until baby is 6 - 12 months postpartum “exceptions by request”.

Date(s): Once per month.

Attendance Incentive: Door prize and/or raffle each class (themed)

Topic: Prenatal and Postnatal activities for mental, emotional, physical, and spiritual well-being.

Description: Prenatal and Postnatal activity to get moms moving and active at their own pace, promoting overall health and wellness in every aspect – physical, mental, emotional, and spiritual.

Number of participants: 2-10 per month which equals 24 to 120 annually.

Birthing One to One

Eligibility Criteria: Prenatal (pregnancy) “exceptions by request”.

Date(s): By appointment/request, generally 30 weeks - 40 weeks gestation.

Attendance Incentive: Post session moms-to-be receive a birth kit.

Topic: Based on the client’s needs and exploration.

Description: Prenatal class to support mothers, families, birth supports, children etc. to understand the process of birth and what to anticipate when you are expecting, closer to delivery. This class is designed to draw awareness and help mothers and their supports to make educated decisions in their labour and delivery. This helps promote overall health and wellness in every aspect – physical, mental, emotional, and spiritual as women prepare to deliver their babies earth-side. We focus particularly on enhancing and supporting our traditions to revitalize birth and bring their experience closer to home.

Number of participants: 1 - 4 per month, which equals 12 to 48 annually.

HEALTH SERVICES

Maternal Child Health Programming *continued,*

Prenatal in a Day

Eligibility Criteria: Prenatal (pregnancy)
exceptions by request.

Date(s): By appointment/request, during the prenatal period.

Attendance Incentive: Post session mom-to-be receive a birth kit.

Description: Prenatal in a day class to support mothers, families, birth supports, children etc. to understand the process of birth and what to expect when you are expecting. This class is designed to draw awareness and help mothers and their supports to make educated decisions in their labour and delivery. This helps promote overall health and wellness in every aspect – physical, mental, emotional, and spiritual as women prepare to deliver their babies earth side. We focus particularly on enhancing and supporting our traditions to revitalize birth and bring their experience closer to home.

Number of participants: 1 - 3 per month, which equals 12 to 36 annually.

Monthly Social Media Challenge

Eligibility Criteria: Anyone on the MCH Social Media pages (Facebook & Instagram).

Date(s): Monthly and weekly challenges.

Attendance Incentive: Door prize and/or raffle each class with a larger prize every 3 months (themed).

Topic: Themed each month based on interest and request i.e. budget (grocery shopping tips), Love Languages, Self-love, Prenatal Education, Nutrition + Common Health Trends (pros and cons to juicing), Exercise, and Vitamins.

Description: Posting new education relevant to our population. This is interactive, trending engagement, reporting of sourced/reliable materials. With engagement with other participants, informal daily check-ins, consistency in posting daily on themed materials, building upon education and access to resources and supports at any time.

Number of participants: Daily posts etc.
Interaction and Engagement 6 – 30 people per day, approximately 72 to 360 annually.

Health promotion: Nutrition & Fitness Program

Seabird Island Health Services provides the services of Nutritionists. These educator's services are intend 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

Diabetes Support Group

The Nutrition Team held monthly diabetes sessions, each with an overall educational objective. Nutritionist, Valerie Thomson, holds one-on-one sessions as well as group sessions virtually that take place in the Diabetes/ Nutrition Educational Program. Valerie Thomson books virtual appointments through her e-mail: imaginehealth4u2@gmail.com

Some of the topics where; kidney health, overweight, and stroke, along with medications, supplements, and nutrition. A requisition form can be provided by one of our doctors over the phone, and is sent to Life Labs for lab work. To book an appointment go to www.lifelabs.com

Community Kitchen

The aim of this program was to provide a hands-on learning experience on healthy food choices and healthy food preparation, menu planning, and shopping. This is also a great opportunity for participants to learn about new recipes and food ideas. Some topics discussed were learning about healthy carbohydrates, leaner fat choices, meats and alternatives, breakfast ideas, reading labels, and adding spices to enhance the flavour of foods.

With the COVID-19 Pandemic, it took plenty of creative thinking on how to make the Community Kitchen work. The Nutrition Team would like to make sure this is done in a safe manner while still providing people with their meal bags which contains enough food for a full meal.

Seabird Nutrition Program purchases an abundance of fruit in summer months. Last summer boxes of fruit were delivered to Elders.

HEALTH SERVICES

Celebration of Life

This unique event takes place each December to provide a safe and healing space for families to remember lost loved ones as Christmas draws near. Participants were reminded that even though “everyone around you wants to be happy, when you just want to be alone with the pain, curl up and hide, it’s okay, it’s your grief, do it your way.” Due to COVID-19 this was done in a different way. Linda Forseth and Shannon Williams made DVD’s with recordings of ceremony, drumming, singing, and reading letters. The DVD’s were handed out to many members along with gift baskets.

Breast Cancer Support Group

Living and dealing with breast cancer is an “isolating” experience where days are spent in clinics, hospitals, cars travelling to countless appointments. The Breast Cancer Support Group provided a safe and supportive setting for members. This group meets a few times a year; RN, Linda Forseth works hard to keep them all connected to provide meaningful opportunities for clients, spouses and support people to meet. This year our Seabird Island Breast Cancer Support Group, once again, dealing with COVID-19 by handing out gift cards for restaurant and a small Christmas gift basket to the members of the Breast Cancer Survivor Group.

Our goals continue to be:

- “Empowering Aboriginal Women to improve their health”
- “Reduce Breast Cancer mortality through increased breast health education and mammography screening”

Public Health & Screening

Immunizations

We are doing great with Infant and childhood immunizations when compared to rates in Fraser Health! This success is due to proactive parents, monthly clinics, and reminders by CHRs and Nurses.

Communicable Disease Control (CDC)

Annual Influenza and COVID-19 vaccines are provided through clinics in Seabird and surrounding communities. The Influenza vaccine is also available through the Seabird Pharmacy.

Annual Tuberculosis (TB) screening and education is also provided in Seabird and surrounding communities.

Our CDC nurse has specialized STI training, and provides the following supports:

- STI screening, including HIV and Hepatitis-C point-of-care testing
- Contraception Clinics
- Consultation and teaching
- Condom distribution
- Pap smears
- School health

Children's Oral Health Initiative (COHI)

COHI works to prevent childhood tooth decay through dental screening, education, and fluoride treatment for children ages 6 months to 8 years. Our LPNs are trained as certified COHI Aides, and provide services at the Seabird Island Community School, and the Chilliwack Landing Preschool.

HEALTH SERVICES

Home & Community Care Program

Home and Community Care (HCC) program provides in nursing care, public education, and home support to people with disabilities, chronic or acute illnesses and the elderly.

HCC services include:

- Client Assessments
- Health Teaching
- Chronic Disease Management Support
- Medication Administration & Management
- Wound Care
- Foot Care
- Case Management
- Home Support/Personal Care
- Meals on Wheels
- Referrals (counselling, nutrition, OT, PT, etc.)
- Specialized Medical Equipment
- Record Keeping and Data Collection
- Health Monitoring

The program is accessed through referrals from hospital, family, or CHR to the Health Services Supervisor.

Optometry Clinics

Seabird hosts an Optometry Clinic with Dr. Amar Bains every 2 months with 48 clients each visit. The doctor brings a selection of glasses on site for people to choose from.

Mammogram Clinics

Mammogram Mobile clinics are booked every 6 months with 29 - 33 clients each visit. This is completed within the mobile mammogram bus which visits on site.

Hearing Clinic

Hearing clinics were usually offered every couple of months. We are currently waiting for new dates to get these clinics started back up.

Non-insured Health Benefits

Pacific Blue Cross, BC PharmaCare
(1-855-550-5454 healthbenefits@fnha.ca)

Health Benefits covers the following:

- Medical Transportation
- Mental Health
- Medical Supplies and Equipment
- Dental
- Pharmacy
- Vision

Pacific Blue Cross (PBC) has been newly introduced by the First Nations Health Authority (FNHA) to better serve our people. To see what your coverages are, create an account at www.pac.bluecross.ca under First Nation Health Authority, Clients.

The CHR is responsible for coordinating FNHA medical transportation. They facilitate access to FNHA transportation funds (mileage, food allowances, hotel coverages) through the use of appointment confirmation/attendance forms, and travel request forms.

Seabird Mobile Diabetes

The Seabird Mobile Diabetes Team travels all over Southern BC with a mandate to see known diabetics on reserve, and to assist in preventing the complications of diabetes. The team offers diabetes screening opportunities and educational sessions when booking clinics with communities.

Summary of the past year:

In 2021, the Mobile Diabetes Team visited 15 communities, saw 181 people; 115 were diabetic, 66 were screened for type 2 diabetes. A total of 63 eye exams for complications of diabetes were done over 26 days of clinics.

Statistics

Total Communities: 15

Total Clinic Days: 26

Total Clients Seen: 181

Total with Diabetes: 112

Total Screened: 66

Total Eye Exams: 63

Total Screening Events: 0

Total Education Events: 0

Community List

Seton Lake, Upper Similkameen, Osoyoos, Tipella, Skatin, Samahquam, N'Quatqua, Little Shuswap, Neskonlith, Bella Coola(x2), Boston Bar, Xwisten, Yale, Sts'ailes, and Skwah

HEALTH SERVICES

Elders Program

Better at Home Program

Helping Seniors Remain Independent

Better at Home is a non-medical service for Elders 65+ and continues to grow, with increasing services requests in the 22 communities we service throughout the Stó:lō Territory.

Yard work is a focus year after year, as many Elders struggle to maintain their yards as due to reduced mobility and other health concerns. Cleaning gutters, shoveling, and salting walkways in the winter months are a high priority.

Our growing requests for service is a clear indicator that Stó:lō Better at Home continues to improve lives of Elders.

Gutters Cleaned

- 78 homes
- 16 communities
- Reduces risks of falls

Blackberry Cultivation & Lawn Maintenance

- Tidies yards, reduces habitat for pests
- Reduces risks of falls

Pressure Washing

- Improves look of homes & yards
- Reduces risk of slipping

Shoveling Snow & Salting Walkways

- Reduces risk of falls
- Promotes mobility and independence

Firewood Provision

- Includes collecting, chopping, delivering and stacking firewood
- Reduces risk of injury and falls

Storm Preparation

- Reduces risk of damage to homes and injury to Elders
- Empowers Elders in their well being

Elders Program cont.

The Elders Programs Team:

- Elizabeth Point, Elders Program Manager;
- Tasheenah Peters - Elders Program Supervisor [includes Better at Homes Team, Tim Louis and Gordon Peters Jr];
- Margarete de Groot, Elders Coordinator;
- Serena Peters, Elders Genealogist;
- Emerald John, Elders Mobility/Activity Coordinator.
- Students who socialized with our Elders for a few months: Maddox Peters-Joe & Miya Andrew hired as Elders Apprentices within the program.

The Elders Programs provide a wide aspect of services to our Elders; as of this calendar year the number of Elders residing on Seabird are 106 and 15 Elders who live off reserve but stay connected (Hope, Agassiz, Harrison and Chilliwack), totaling 121 Elders who are 60+ years of age.

HEALTH SERVICES

DRIVE THRU	HOME DELIVERY	OTHER	OUTINGS
Plant drive thru, Grade 9 students gave away plants to 70 Elders	Fresh Eulachon's (Ziplock), 79 homes	12 hospital visits	43rd Annual Elders Gathering, CANCELLED
	Quarterly Band Meeting--questionnaire, 80 homes	9 Elders, weekly walks with Physiotherapist	
	Grade 9 students give-away plants, remainder delivered to 15 homes	Elders contacted during heatwave, installed (on-loan) Air Conditioners	
70 Elders p/u donated smoked Eulachon's from Seabird family	Donated smoked Eulachon's from Seabird family, delivered to 15 homes	6 Elders participated in interviews, supporting local university student Decolonizing Birth Project	OUTINGS CANCELLED, until after COVID-19 is over
	85 homes received a laminated sign to post on door 'Wear a Mask'	Healing Circle Luncheons, 7 groups (limited number, COVID-19 safe)	
Elders Fruit Order box p/u, SIB Gym	Referrals for care packages (food) delivered	Luncheon with Fire Evacuees (limited number, COVID-19 safe)	
	Land Use Survey, 85 homes	Few Elders receive home visits, Fraser Health Recreation Therapist	
	Remainder Fruit Order delivered		
SIB, COVID-19 Emergency Food Hamper, 18 Elders p/u (hamper per home)	SIB, COVID-19 Emergency Food Hamper, 67 food boxes delivered	ongoing: Indian Day School, 75 Claims submitted, includes other Seabird students of IDS; deadline July 13/22	
	Lands Program had received donation of dog, cat food & hay for pets, 21 homes	Registered 5 Elders for Canadian National Institute for the Blind (CNIB); phone-it-forward device	
SIB, Christmas Gift Cards (no food hamper distribution), 51 Elders p/u	SIB, Christmas Gift Cards (no hamper distribution this year), 34 Elders homes received delivery	Emergency Planning Information forms, 41 homes (some Elders live with their family)	
	13 Claris Companion tablets set up, delivered & maintain updates	Ongoing: review Elders files; if on Disability, apply for parking permit	
Elders Christmas gift & Ricky's Restaurant & Esso gift cards, 50 Elders p/u	Elders Christmas gift & gift cards, 58 homes (108 Elders in total)	11 Elders interviewed with Keith Carlson, with Lands Department	
	85 homes received delivery of two-in-one Handbook: Traditional Common Herbs with Remedies for Wellness and Stó:lō Cultural	Ongoing: support with Service Canada applications, receipt optimal benefits; some outcomes a success of Elders receiving \$10K+ retroactive backpay	
	85 homes, receive monthly Elders Newsletter (delivered & few mailed)	Tax Returns, 94 in calendar year (Community Volunteer Tax Prepare)	

HEALTH SERVICES

DRIVE THRU	HOME DELIVERY	OTHER	OUTINGS
	Numerous, refurbished + colorized from black & white photos, delivered	Ongoing: continuous review of Elders files; reapply for Disability Tax Credit designation upon expiry	
	Elders received a copy of the Seabird Island Band Sq'owqel, Annual Report 2020-2021	31 interviews re: Community Planning (one-on-one or in Focus Group sessions), received honourarium from the New Relationship Trust Grant	
	16 packages delivered (food, candles or flashlights) Nov 15&16 prep for possible power outage, rain & windstorm (mudslides)	105 Elders contacted on Nov 15&16 pre-warn possible power outage due to harsh rain and windstorm arising	
	125 th Anniversary Heritage Recognition Awards and Medallions delivered to 27 Seabird Members - 20 are Elders; each family group who lived at district of Kent prior to 1950 who still has a descendant family member living here was chosen to represent their family circle, announcement online by the Mayor of Kent on Dec 13, 2021, for viewing	Ongoing: countless phone calls, texts & Home Visits with Elders to compile information their Family Tree binder	
		Limited participants, COVID-19 safe, weekly Chair Fitness sessions	
		Limited participants, COVID-19 safe, weekly craft or activity sessions	
		Monthly Recognition of Elders Birthdays; Thinking of you; Get Well; & Condolences	
	85 homes, received copy of Empty Nest Booklet	65 Elders contacted, Education Jurisdiction vote (delivered 6 ballots)	
	First Nations Health Authority/ ISPARC donation of Samsung Tablets; delivery in progress	14 Elders attended Virtual Event: Seabird Strong (uplifting drum, song, local speakers online) on Feb 9	
	All Elders received a Valentine's card coloured and signed by Seabird Community Students	7 Elders attended a Virtual Event: Seabird Community Students wished them a Happy Valentine's Day!	
	Elders received a copy of their picture wearing Cedar Hats		

CHILD & FAMILY SERVICES



Recovery Home

The A:yelewx Men's and Women's Recovery Homes had 59 admissions in 2021. This program has provided Recovery Care to Seabird Island Community Members, and clients from across BC. With a land based healing approach, and knowledgeable and dedicated staff, this program provides a culturally rich program that allows clients space to learn, relearn, and immerse themselves in the cultural components of healing in recovery.

Youth Program

The Child and Youth Programs have continued to grow substantially over the past year, with the development of programming thanks to the new SIB Outdoor After School Indigenous Youth Development Program. Denali Moss, Child and Youth Initiatives Supervisor has built a team of Youth Outreach Workers and Mentors that now doubles the team we had this time last year adding 5 new support staff. This new group has begun to spend time in the community 1 on 1, in groups, and on outings to places including Sasquatch Ski Hill, Apex, Wild Play, and Rock Climbing. This outreach team provides counselling for 35 Youth, and outreach services to 48. School's Out, Seabird's Youth drop-in

program offers after- school classes for Youth 9-12 and have 9 who regularly attend. Despite COVID-19 the Youth Initiatives Team has found creative and fun ways to continue to provide connection and build relationships with the Youth of Seabird Island and surrounding communities.

Family Development

The Family Development Program has worked tirelessly this year to expand services, build community relationships, and stay creative in the way they connect with Community Members during the Pandemic. They provide a wide range of crucial supports to our most vulnerable families, including advocacy, safety planning, food security, traditional medicines & practices, cultural ceremony, child protection intervention, and supervised visits.

Family Home

The Family Home has provided a safe and supported space for 6 families to reconnect, learn, and grow together. The Family Home staff use cultural teaching, basic life skills, and connection to build on the family's knowledge base, so it will nourish them in their journey forward.



Justice Program

The Justice Program continues to develop and build relationships with local and regional allies in the justice field. The well-established Justice Table includes Corrections, Crown Counsel, RCMP, and Justice Support workers, it works to ensure communication and consistency for our Community Members. Our Justice Program has received funding and began to develop a Sexual Violence Rapid Response Program that will serve Seabird and surrounding communities with support, education, and community connection.

Counselling

Seabird Island now has four counsellors providing support for mental illness, trauma, addictions, grief, relationships, and other challenges. Our counsellors see approximately 140 clients and hold approximately 170 sessions a month, including group sessions. The team of counsellors have worked with almost all age groups and carry a diverse set of skills that complement each other perfectly, this is contribute to the Seabird Island Community in such positive ways.

Child and Family Services Jurisdiction program

Sarah Ewen, the Child Protection Program Manager, started on Feb. 28, 2022 in this newly created position. In June 2021 Seabird was approved for a three-year proposal to achieve our own child protection jurisdiction. We are just beginning stages of this process, but we have started several groups including matriarch, patriarch a few working groups. We are also creating partnerships with other bands who are completing their own child protection jurisdiction. There will be two new job positions in this program soon to be filled.



EARLY CHILDHOOD EDUCATION





EARLY CHILDHOOD EDUCATION DIRECTOR Carlene Brown

While this year, 2021-2022, has had its challenges due to COVID-19, with our dedicated long-term staff and new team members, we have retained our high quality of programming for the past year.

I am looking forward to the future of our ECD building and programs with many plans for growth for the community. The Early Childhood Development Department looks forward to continued growth in the upcoming year, with the expansion of some programs, which we are planning. The department prides itself on its prolonged ability to provide quality services to the Seabird Island Community and its partners.

Some of the other exciting departmental highlights this year have included:

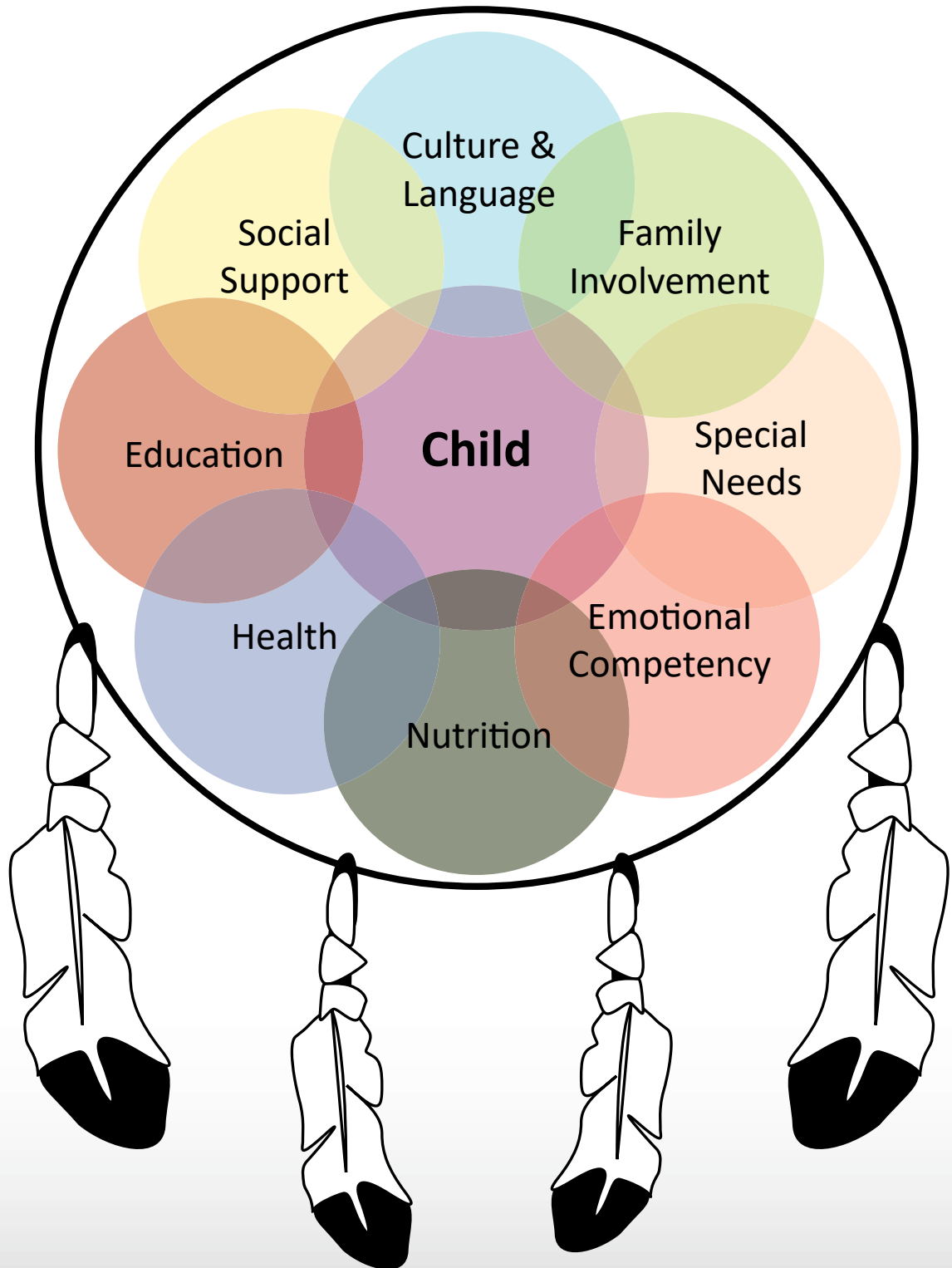
- ECD Story time in the park in partnership with the Agassiz/Harrison Community Services, was done virtually this year. With a walk to collect the pages of the books around our ECD area, the Day-care and some Community Members along with Agassiz families, joined via Zoom to listen to the book that was read “Sometimes I feel like a Fox” by Danielle Daniel.
- ECD Pancake Drive-thru Breakfast, was once again a success,
 - Every child enrolled (150 approx.) in our programs received a present from Staff, they enjoyed craft bags to

take home and ingredients to make a pancake breakfast at home with their families - many great pictures were sent to us from the families.

- ECD case load for 2020-2021 was reduced as some programs were unable to run due to restrictions and other communities were being safe by closing their communities to programs. This year we had was approximately, 200+ which includes the Summer Program children and Youth.

The department is housed out of the Early Childhood Centre of Excellence and is the home-base to up to 15 programs, when all programs are running. The programs provide specialized services for Seabird and the surrounding communities including, support services for: Speech & Language, Education, Family Support, Childcare, Parenting classes and so much more. We also are the Host Agency for Many Voices One Mind, as well as the Regional Advisory for the AIDP/ASDP. The department partners with other Seabird departments to ensure that all children and families are provided with optimum care. We also partner with other organizations like Fraser Health, MCFD, FNHA, local libraries and more.

All the programs that run under the Early Childhood Development Department follow and teach the eight dimensions of early childhood development as pictured ►



EARLY CHILDHOOD EDUCATION



Day-care

Seabird Island Day-care is a fully licensed centre that follows strict licensing regulations, updated COVID-19 mandates and protocols throughout the program. This allows us to have low adult to child ratios to ensure that each child has some one-on-one with the staff. The Day-care is licensed to accommodate up to 12 infants (up to the age of 18 months), 12 toddlers (18 months to 3 years) and 25 children (3-5 years old).

At the Day-care, we provide cereal and two healthy snacks every day, field trips, fun activities, circle time, outside play and community walks. We also have special days and extra activities for holidays and summertime.

We have cultural circle with language, singing and drumming with a cultural teacher twice a week for all ages.

The Day-care staff is fully qualified and provided with regular professional development opportunities to enhance life-long learning and always being up to date with new information. We are also proud to be fully supported by the in-house services including Ey Qwal Speech and Language, Aboriginal Supported Child Development and the departments administration.

EARLY CHILDHOOD EDUCATION



3's Preschool

The 3's Preschool program is the beginning to educational classrooms. Our focus is getting children ready for 4's preschool, social and emotional development and includes a cultural component. The program has circle times, themed topics, art, science, learning numbers, letters, name recognition and writing as well as many other Preschool level skills.

As well as engaging in learning activities, the 3's Preschool students participate in department-wide activities such as the annual ECD pancake event and an end-of-the-year graduation celebration. So much fun!

The 3's Preschool program is supported by Seabird's Aboriginal Supported Child Development program, Ey Qwal Speech & Language, and many other organizations.



Field trip to Mill Lake, Abbotsford BC

4's Preschool

This year we have two new Preschool teachers in the 4's Preschool Program. The purpose of 4's Preschool is to get children ready for Kindergarten by building on their verbal communication and how to be respectful and kind to others.

Our goals have been to build and motivate children to use their verbal communication to have their needs met in a faster and more positive manner. The way some of the children use their names to talk to staff or with their peers has proven to be a great way to help them meet their needs or express themselves in a safe environment.

The focus of this program is Kindergarten readiness, social and emotional development, including a cultural component. This is achieved through circle times, themed topics, art, science, learning numbers/letters, name recognition, printing and many other Preschool level skills.

The 4's Preschool is in partnership with the Seabird Island Community School, through funding from the First Nations Education Steering Committee. We are supported by Seabird's Aboriginal Supported Child Development Program, Ey Qwal Speech & Language and many other organizations.

EARLY CHILDHOOD EDUCATION

Out of School Care and Summer Program

These programs are both designed to provide a safe and fun environment for school-aged children to be cared for during out of school hours. We have expanded our pickup to include Harrison Hot Springs Elementary School and we have extended to include School District 78's Pro-D Days.

The Out of School Care program runs from September until June for children, aged 6-12 years old. The program provides age-appropriate activities and healthy snacks. Staff pickup children at the Seabird Island School and walk them back to the program's home in the "Little Church Hall." On Professional Development Days and Spring Break, children often go on field trips around the Fraser Valley.

The Summer Program provides care during July and August, for children ages 5-12, Monday thru Friday. Children are provided with healthy snacks/lunches and fun activities including sports, art, science, in-house field trips, and field trips to destinations around the Fraser Valley.

The Summer Program employs Seabird's High School Students and College students and provides them with a reliable and local summer job.



Aboriginal Infant Development Program

This program has provided services to over 30 Aboriginal babies and toddlers, birth to 3 years of age who required extra support or who were at risk for physical, social, intellectual, emotional, and developmental delays. Services were offered on and off reserve from Sts'ailes to Boothroyd. The program is voluntary, and family centered. Developmental screening and assessments were also provided, mostly via zoom. Although it has been a tough year for everyone due to COVID-19 and all the restrictions in place, our Infant Development Team has stayed connected with all families to ensure that supports were always in place for them. We have provided take-home packages and resource kits for the families while keeping social distance guidelines in place.



Aboriginal Supported Child Development

The Seabird Supported Child Development program is a family centered program that provides services to aboriginal and non-aboriginal children who require extra support due to intellectual, social, emotional and communicative challenges with children from the age of 0-19 years with a focus on 3-6 year old's.

This past year, we have provided support to 9 different centers from Boothroyd to Sts'ailes and have worked with over 60 children and families. We have had a challenging year due to COVID-19, case-load numbers have been lower than years past and making sure our staff are kept safe as they work in such close proximity to others. Our staff has completed several on-line learning opportunities during these trying times.

EARLY CHILDHOOD EDUCATION



Éy Qwal Speech & Language

Éy Qwal Speech & Language is a referral-based program servicing Aboriginal children ages 0-6 years who experience challenges with language development. Our program has been able to provide services to over 60 children this past year in the day-care, preschool and in home throughout our catchment area of Boothroyd to Sts'ailes. Due to COVID-19 we have had to do things differently this year, all while making sure the needs of the children and families come first.

Our program works closely with Supported Child Development and Infant Development to ensure the children get a wrap-around service delivery from our Early Childhood Development Department. In January, we partnered up the Fraser Valley Child Development Center to hire on a Speech & Language Pathologist 2 days per week, this person will make sure all qualifying children are receiving a speech assessment and therapy prior to entering the school system.

Bus for Education and Aboriginal Resources (B.E.A.R.)

B.E.A.R is a mobile program that travels in our catchment area of Boothroyd to Sts'ailes to provide families with children between the ages of 0-6 years with educational and cultural resources. Our program runs 5 days per week in different communities and works closely with the Infant Development and Supported Child Development Programs.

B.E.A.R incorporates both the Stó:lō and Nlaka'pamux language and culture into the daily activities through circles, art and story time. The focus for B.E.A.R. is to reach those who live in isolated areas and do not have transportation to get their children to Early Childhood Programs.

Due to COVID-19 the B.E.A.R. Bus has been sitting in the lot, as we cannot have families access this service as normal. Take home packages have been created for those wanting resources and supplies from B.E.A.R.. Individual programming created for Seabird families to come to the ECD center and participate in circles, songs and cultural activities. The Bus is currently in the shop getting a much-needed makeover and we are excited to see the final results.

EARLY CHILDHOOD EDUCATION



Aboriginal Head Start on Reserve

The goal of Head Start is to focus on early childhood, from birth – 6 years old, and their families. The activities in each program are provided free of charge, and are tailored to each community, to meet their unique needs and priorities.

We are currently not running the program due to COVID 19 restrictions. At Seabird Island, our program will be restarted in person on March 29th on Tuesdays and Thursdays from 10:00 a.m. – 1:00 p.m. We provide a healthy snack and lunch. Earlier this year, Head Start from home was being offered as a take home/ delivery option for our families.

We have been working on cleaning out the space and having the new playground and bike track installed as well as new blinds for the hall. The new playground equipment is expected to be delivered at the end of June and installed around that time as well.

Two new staff have been hired, a new supervisor and coordinator, we are working on updates to the curriculum and bringing in new ideas and culturally related traditional/language activities.

ACRONYM GLOSSARY

B.E.A.R.	Bus for Education and Aboriginal Resources	MCFD	Ministry of Child & Family Development
CAO	Chief Administrative Officer	MCHC	Maternal & Child Health Centre's
CDC	Communicable Disease Control	MCH	Maternal Child Health
CDP	Career Development Practitioner	MNP LLP	Meyers Noris Penny Limited Liability Partnership
CEO	Chief Executive Officer	MSW	Master of Social Work
CHR	Community Health Representative	NBC	National Building Code
CMHC	Canadian Mortgage & Housing Association	NIHB	National Indian Health Board
COHI	Children's Oral Health Initiative	NVIT	Nicola Valley Institute of Technology
ECD	Early Childhood Development	OOSC	Out of School Care
ECE	Early Childhood Education	OT	Occupational Therapy
ECOMM	Emergency Communications - Dispatch System	PESP	Pre-employment Support Program
FAL	Financial Administration Law	PSSAP	Post-Secondary Student Allowance Program
FASD	Fetal Alcohol Syndrome Disorder	PT	Patient Travel
FNESS	First Nations Emergency Services Society	QAC	Quality Assurance Committee
FNFMB	First Nation Financial Management Board	RCMP	Royal Canadian Mounted Police
FNHA	First Nations Health Authority	RIM	Record & Information Management
FNMHF	First Nation Housing Market Fund	RM	Registered Mid-wife
HASI	Housing Accommodation Support Initiative	RN	Registered Nurse
HCC	Home and Community Care	SIB	Seabird Island Band
HICS	Housing and Infrastructure Council Society	SICS	Seabird Island Community School
IM	Information Management	SIFD	Seabird Island Fire Department
INAC	Indigenous and Northern Affairs Canada	SqDC	Sq'ewqel Development Corporation
ISC	Indigenous Services Canada	STI	Sexually Transmitted Infections
IT	Information Technology	TMX	Trans Mountain Expansion
IGA	Inter-Governmental Affairs	TRU	Thompson Rivers University
LAN	Local Area Network	TUS	Traditional Use Studies
LEA	Local Education Agreement	TU	Traditional Use
LPN	Licensed Practical Nurse	UBC	University of British Columbia
		UFV	University of the Fraser Valley
		YWEP	Youth Work Experience Program
		VOIP	Voice Operated INternet Protocol

Yálh yuw kw'a's hò:y

Thanking someone deeply,
thanking the creator,
praise something beautiful, finished

shxw'éyelh

be in good health

kwétslóme

see you



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