



SEABIRD ISLAND BAND
Sq'éwqel

ANNUAL REPORT 2019-2020



S'ólh Téméxw, Tselhxwelméxw yóyes sq'eq'ó
Our Communities, Our Families Working Together

S'ólh Téméxw, Tselhxwel mexw 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 Statment

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 2017 - 2020 Portfolios

CLEM SEYMOUR • Chair - Council Executive Committee
CHIEF • Chair - Office of the CAO

MARCIA (MARCIE) PETERS • Chair - Health: Child & Family Services
COUNCILLOR • Chair - Early Childhood Education
 • 3rd - Council Executive Committee
 • 3rd - Office of the CAO
 • 3rd - Administration
 • 3rd - Housing, Public Works & Custodial

RODNEY (ROD) PETERS • Chair - Education: College
COUNCILLOR • Co-Chair - Housing, Public Works & Custodial

ALEXIS GRACE • Chair - Justice
COUNCILLOR • Co-Chair - Education: College
 • Co-Chair - Health
 • Co-Chair - Early Childhood Education
 • 3rd - Sq'ewqel Development Corporation

STACY MCNEIL • Chair - Education: K-12, Post-Secondary
COUNCILLOR • Chair - Housing, Public Works & Custodial
 • Co-Chair - Lands & Government Affairs
 • Co-Chair - Justice

JANICE PARSEY (HARRIS) • Chair - Lands & Government Affairs
COUNCILLOR • Co-Chair - Council Executive Committee
 • Co-Chair - Office of the CAO
 • Co-Chair - Administration (Excluding IT)
 • Co-Chair - Sq'ewqel Development Corporation
 • 3rd - Aboriginal Rights & Title and Fisheries
 • 3rd - Education: K-12, Post-Secondary

RONALD (ZACK) JOE • Chair - Culture, Language & Heritage
COUNCILLOR • Co-Chair - Aboriginal Rights & Title and Fisheries
 • Co-Chair - Health: Child & Family Services
 • Co-Chair - Early Childhood Education

LINDA KAY-PETERS • Chair - Culture, Language & Heritage
COUNCILLOR • Chair - Health & Early Childhood Education
 • Co-Chair - Education: K-12, Post-Secondary

PAUL ANDREW • Chair - Administration
COUNCILLOR • Chair - Sq'ewqel Development Corporation
 • Chair - Aboriginal Rights & Title and Fisheries





CHIEF *Si:emiya,*
Clem Seymour

Éy Swáyel! (Good Day)

My hands go up to everyone who has worked towards the continuing growth and success of Seabird Island over the years. I would like to thank the community for putting their trust in me. I did my best to work for the people, for our children and grand-children's futures. Thank you to the staff for all their hard work, dedication and understanding.

There has been a lot of work going on over the years, helping us grow and work together on many issues for a better future for our people. Even as we continue to prosper and gain recognition for our work in many areas we know there is always more to do. As I pass the torch, I trust that everybody will continue to maintain balance, consistency and growth for the Community and our Community Members. It's all about the people; it all belongs to them.

The Business Park is maintaining a forward momentum. This can be seen with the recent clearing and building of the area by the Sq'ewqel Gas Bar and the utilities on the way.

I worked with the portfolios and also chair for Chief & Council and filled in for the portfolios when needed. I oversaw some of the forestry communications and tracked the fishery discussions, we have a lot of good people that look after these areas.

I worked with different governments and there is always a lot of change coming. My highlight is a commitment to recognition and reconciliation, working with the governments to find out what is talked about and bring it back to our people so they can find out what it means to them. To me, recognition and reconciliation starts on the ground with us, not them.

The Chief & Council Executive Committee with myself as Chair, Janice Parsey as Co-Chair and Marcie Peters as the alternate, met monthly. Our business was to review the agenda items for the Chief & Council meetings with the office of the CAO.

We are keepers of the land and community for our grandchildren, protecting the land ensures a future for them. The work we do, we do for the benefit of Seabird Island; both now and for the future. Building unity is one of our strengths and this is work that we can all take part in.



COUNCILLOR *Siyolwelh,*
Marcia (Marcie) Peters

I am pleased to present to our membership the Seabird Island Band Annual Report. We have worked hard as a team to accomplish goals and to achieve a successful year.

Housing and Public Works:

We do have band members who qualify for individual mortgages and want the responsibility of homeownership. Band Members have also qualified to borrow from the bank for major renovations to their homes.

Finance:

Our Finance Portfolios meet with the Finance dept. to review all the budgets and expenditures as well as to make sure each department stays within the budget approved by Council. This team meets on a monthly basis. The final outcome is the audit every year.

Child and Family:

The Portfolios' work in partnerships with the Health department, MCFD, and Xyolhemeylh in a variety of ways to support children and their families. The responsibility of keeping the children and families together and making sure they have the support and services needed is of utmost importance. The overall goal is to ensure our SIB children remain in the community.

The challenge over the years has been to obtain more participation of the Community. We all have a responsibility for our community to grow and flourish. It is only with Community participation that we are able to strengthen our values and goals. Our youth is our future. Families and the Community need to teach and encourage our youth to get involved.



COUNCILLOR
Rodney (Rod) Peters

Housing and Public Works

The monthly meetings with Staff include; 10 Year Funding, financial reports on expenditures, surplus and current arrears, replacement reserve dollars (what amount is paid-out and current balance). C.M.H.C. & BC Housing applications are for renovations, mortgages towards new-home construction, a regular maintenance plan according to season, asset management and capital plan.

A new Funding request to the Age-friendly Communities 2020 towards the Elders to Safer Access to Community starts at Home Program.

In addition to the regular garbage pick-up, there is an enhanced solid waste, compost program and recycling program. The Eco-Station located at the Seabird Farm will also be enhanced for future use in sorting and recycling materials.

Throughout the Community Core, there have been winter road damage repair and/or replacement of pavement for safety and regular maintenance on roadways.

In regards to the strategic plan, we identify goals set out and ensure the work plan gets accomplished with Membership involvement and decisions. The Housing Program will keep the Membership aware of what the next steps are.

I want to recognize and thank the maintenance and custodial staff towards their commitment and hard work in all the infrastructure buildings, keeping them safe, clean and up to standard.

Seabird College

The Seabird College Board meet quarterly to review and discuss current situations and planning for future programs and services for Membership and surrounding Communities. There were applications for continued funding to Stó:lō Aboriginal Skills and Employment Training towards Secondary and Post-Secondary Students Summer Employment Program.

We meet to review and discuss college staffing, student registrations, literacy and numeracy activities, adult up-grading, pre-requisite training, in all current and new vocational and academic programs. The College offers program in partnerships and network with the University of the Fraser Valley, Thompson Rivers University in Kamloops, Nicola Valley Institute of Technology in Merritt and Northern Lights College in Dawson Creek.

The College is very proud that close to 80 certificates will be handed out to graduates on October 25th, 2019. Completing certification is a big event, to be celebrated with a procession, ceremony of certificates and a dinner to follow. With certificates in hand, the graduates can proudly step into the world of work to put their newly acquired skills and knowledge to use. People are stepping out with trades' skills in building services, Carpentry and Construction, Heavy Equipment Operation, Heavy Mechanics, Painting and Decorating, Professional Cooking and Truck Driving. College graduates have gained employment in schools as Education Assistants and others are presently working towards

diplomas in Social Service Work, Practical Nursing and Early Childhood Education. Congratulations grads and new employees and all of our hard working students!

The financial reports consist of tuition revenue, grants funding from Employment and Social Development Canada; the provincial Ministry of Advanced Education, Skills and Training, Indigenous Services Canada-Instructional Services and First Nations Tech Council.

I want to recognize and thank all individuals, college staff, employment services for their commitment and relations with Membership. Most of all to ensure the education and career goals are being met to achieve life-long learning.

I attended an Appeal Board meeting in November 2019.

Seabird Island Elders "Si:wes ye Siyolexwa"

The monthly meetings are being facilitated and include an opening prayer, a sharing circle where each Elder addresses concerns or questions on current or up-coming events.

As a group, they discuss fundraising towards future events, field trips and shopping. There will also be a workshop on completing the application towards the Day School Settlement during February.

There has been discussion about being at the College in Room 10, used for meetings, arts & crafts and events. The Elders will always have and use their original room at the Band Office while attending ceremonies and events.

Community Events & Training attended;

- Tiyt Tribe consists of Sq̓ewqel, Chawathil, Shxw̓owhámél, Xwoxweha:lhp, Peters, Yale, Popkum and Union Bar with Carolyn Bennett, Minister of Crown Relations Signing a Letter Of Understanding Ceremony August 27, 2019 at Tel:te:yet Campsite.
- Indigenous Governance Training through Simon Fraser University at Vancouver Campus October 17 - 20, 2019.
 - “Rebuilding Native Nations: An Introduction”
 - “Making Change Happen” by Stephen Cornell & Miriam Jorgensen
- Economic Development Training through Simon Fraser University at Vancouver Campus November 22 -24, 2019.
 - “Indigenous Business Development” by Michelle Corfield
 - “Good Governance, Moving Beyond the Indian Act” by Kori Wilson
- Stó:lō Community Futures Business Forum at Harrison Hot Springs Hotel October 21 - 22, 2019.
- Community Dinner Initiative on Residential School Survivors reconciliation, history and stories on November 26, 2019.
- Seabird Strategic Planning on Day 2 at the Chilliwack Coast Hotel on December 13, 2019.

In closing, I want to thank all the Community Membership for coming forward with your concerns, input, questions and involvement in meetings and events.

Respectfully,

Rod Peters, Council



COUNCILLOR
Stacy McNeil

Public works and Housing – Lead

Seabird has a large housing portfolio, with more than 250 homes, a number of which are band rentals. We have a growing number of Members who have built their own homes privately owned or band mortgaged. There is a huge housing wait list, one of the highest in the territory where people who lived off reserve, now want to live at home. We need to continue to build homes to house our Members, those coming home, coming of age and starting families.

There were 3 duplexes completed construction in the fall which housed 6 more families. Social Housing is on the decrease and funding is harder to get here. However, more work has been completed towards applications for BC Funding. We put in an application for 60 homes and have been preliminarily approved. Staff have been busy completing tasks, creating a housing society and other pieces required to finalize this funding. They have identified sites to put the homes and will need to bring in infrastructure, engineering and more before the construction can begin.

Like a mini municipality, we have over 20 public building and many kilometers of roads, water and sewers lines that all have to be maintained. These are the most expensive assets that Seabird Island owns. Besides our people that are the most valuable. We need to maintain these or we lose them and we can't always depend on government to fund them so we need to have a well maintained stock.

Infrastructure achievements is starting to map out all the infrastructure we have. The next stage is to insert these assets to geographic information system (GIS), to preserve what we have. Creating a Capital Assets Management Plan so we can maintain and get the entire useful life out of them. WE have moved away from some of the service agreements we have had with the District of Kent. Sewer and water lines went up between the Community Core and up to the Business Park.

In the past we have been a Society Member and now sit as a Council Member on the Housing and Infrastructure Council for BC. The government has stated that they are getting out of the business of housing on reserve. In BC, First Nations have started a council and mandate to start creating an authority that would assume this jurisdiction from Indigenous Service Canada. I have been also invited to join a National Board. The government has been doing this for years and there has been many struggles, however this will give First Nations the opportunity to provide better input into the planning and decision making for what we need. This should turn out better in the long run, we just need to encourage more information from the people and communities.

Education – Lead

This has always been priority for Seabird and comes down to us from our grandmothers, years and years ago, for us to able to provide education to our community. It started with the Old School and grew: we now have an Elementary School, High School, Preschool and a College. We are doing quite well in this area and we are well known for it. We are also well known for having a member sitting as a president on FNEC

speaking at provincial and national tables to negotiate for Education Jurisdiction, increase funding and more.

Education is important to Seabird to consistently support our students. A higher education opens doors for for them for employment areas that will support their families in the long run. It helps position us better for advising, advancement and self-governance in the future.

Newer achievements include; completing the first year of the Martian School Initiative, full-time preschool for the second year in our school and in our ECE building. Junior Kindergarten Program split into 2 choices for family and students who are ready for different stages and programs. More kids graduating with their dogwood verses lever certificate, the college has seen a lot of grads and is expanding programs outside of Seabird, we are now at full capacity for the staff at Seabird Island Community School.

We will be developing a new library funded by the Martian School Initiative for Seabird Island Community School. The Martian School Initiative has been testing and we have seen significant student growth, some moving up 3 – 4 reading grade levels in one year. We are proud to say that this Initiative has more kids on the Honour Roll.

Lands – 2nd

Seabird has been in Land Code for almost 10 years. Last year we passed an Emergency Environmental Protection Law that will enable us to make companies and/or people accountable for land they leased in past and have left mess.

As stewards of the land we want to protect the land for future generations. We worked on zoning laws that will outline what activities we can do in each zone. Whether its residential housing or business, where do you want them, what kinds of things do you want see, how tall can buildings go, hedges, parking, parks, buildings and lot lines, property encroachment and building to code. A Cannabis Law was worked on with the new legalization of cannabis this includes what do we want to see permitted and not permitted on Seabird may be different from the Canadian or BC laws.

Justice – 2nd

Justice in Seabird is about supporting our families when they go through things that involves the provincial court system or legal system. This could include support and guidance for individuals and families when faced with legal issues, even with criminal charges, it's also about protecting our community. This includes agreements with the province and Canadian government with our tripartite agreement with public safety and RCMP. It's all about building relationships and protections for the Community.

WE have had some meetings over the past year with Public Safety Canada, we have seen budget cuts and need to negotiate what those cuts are and explore other options. We have never been fully serviced by a full complement of Indigenous police officers, maybe 2.5 out of the 6 required. We are now looking at options of possibly getting the funding and start our own. Currently public Safety Canada contracts the RCMP. Looking at different options for us, ensuring Seabirds needs are being met and that we have something with us, not for us and continue to try to improve it.



COUNCILLOR
Janice Parsey (Harris)

As Chair, for Lands and Government Affairs we assisted the team to keep moving forward and to support staff while dealing with major change in leadership. The goals in this area are to create awareness of the activities, the department work towards protecting the land for future generations.

Aboriginal Rights and Title (AR&T) is a large portfolio, which made a lot of progress this year. They had a two day Strategic Planning Session with the community which provided a lot of direction to move forward. In AR&T Seabird signed an Letter of Understanding Agreement with the Federal Government in July regarding the Tyit tribes. The Tyit Tribes agreement covers the original traditional land use areas.

A priority in AR&T is fishing rights. Tyrone McNeil joined the Lower Fisheries Association (LFA), with his role in this area Seabird has been more involved and has both provided and received more input into fisheries. This includes creating plans, conservation of future fishing stock and species, fishing rights, the Big Bar Landslide and more.

AR&T has also been working with the Ministry of Transportation to create an agreement to recover funds for areas where the highway has encroached on Seabird and never reimbursed us for. An agreement was made with the Federal Government in the past on this issue, however, this is not recognized by the Provincial Government. We are

ware working with another level of government to finally receive compensation. Negotiation are still in progress and we have hired our own property appraisers to ensure SI receives a fair deal.

Matt Wealick has been working with AR&T on our forestry program and licenses. They have been reassessing the forestry values and our agreement with the logging company. We are looking for a more inclusive agreement where we can work collectively.

AR&T has been working with Embridge to assist the families affected by the pipelines encroachment onto their properties. These pipelines have been installed for over 30 years. During this time the pipeline has been doubled with no Right of Way Agreements or compensation to these families. We called in our appraisers to find out the values of these properties to provide direction and options moving forward.

We have also been working with the Administration on large restructuring projects. Seabird signed a 10 year Grant Program agreement with Indigenous Services Canada (ISC). In order to receive this, we had to work on and supply a lot of laws, policies and procedures in place. With this funding SI is not restricted to working year to year or forced to spent our budget to get next year's budget. The surplus can no be used moving forward. We now have the opportunity to plan ahead and budget the money for administration

into the departments needed, not where it was required by ISC. This opportunity also allows Seabird to gain interest on this money as it sits in our band account longer.

We have been working with the Administration on restructuring the top part of the organization, Human Resources has extensive involvement in this area. The process started with a Strategic Planning Session with the Directors and Council, so that all staff are working together to move forward. Chief and Council have since even receiving monthly reports form the Directors and have been able to streamline work. Over the year we have hired Directors including a new Executive Director, Jason Campbell.

Daryl (Chucks) McNeil's role in the organization has changed, he has bee spending a lot of time documenting his knowledge, looking into the future and advising. He is the "Strategic Advisor" working on long term planning and advising Seabird.



COUNCILLOR
Alexis Grace

As I am struggling to consider a year past. Reflecting upon community and organizational success, impactful individual stories, meetings attended and hours served, I have to acknowledge my sense of overwhelm.

In this present moment, I am trying to reflect upon a year that seems just so long ago compared to the world we live in today. An unprecedented time of pandemic and it's in this space of reflection that I am able to become truly grateful for the leaders before me and all of the hands and hearts that dedicated their lives to building the collective identity of Seabird Island. I must extend my thanks to Chief Clem Seymour for all of his years of commitment to Seabird Island, the knowledge and wisdom he shared with us all. Personally, I will always be very grateful to Clem, his teachings will continue to walk with me.

Our history is humbling as an elected leader, yet so very powerful. Our collective history unites us all and creates the space to; respect where we come from, remember who we are and who we are elected to serve. Particularly when we need to work and interact so different than we ever have before. We have witnessed countless acts of selflessness from community champions supporting one another to maintain this collective identity. Staff and teams continue to work tirelessly, connecting with Community, reaching out to Members that are away from home, ensuring that people are safe.

I feel I owe a great debt of gratitude to our ancestors, our matriarchs, leaders before us, our Elders and every individual story I have been fortunate to share. I owe this gratitude because it inspires me! It motivates me to work harder, to hear, to listen and continuing improving because we are strong.

We came from great strength and we will move forward in all areas with the same strength our ancestors intended for our future.

Thank you to everyone for all the work accomplished over the past year and thank you to every individual that has shared with me their story or their truth. I value your trust, your voice, your guidance and your confidence more than I can express.

In honour of our past we journey forward together into the future!

In kindness and gratitude,

Alexis Grace

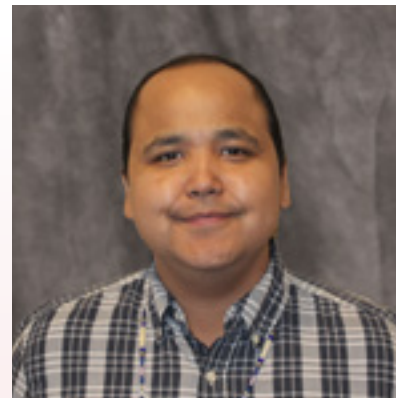
*"Memories are the key not to the past,
but to the future."*

~ Corrie Ten Boom



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
Linda Kay

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

We would like to thank Linda for her dedicated time and work with Chief and Council for the term of 2017 - 2020.





EXECUTIVE DIRECTOR
Jason Campbell

As the new Executive Director of the Seabird Island (SI), I would like to thank Chief and Council for giving me the opportunity and support for taking on this position. I am sincerely grateful for the guidance and knowledge that Chuck McNeil is passing on to assist me in performing effectively in this role.

I worked for Corrections Canada for 12 years prior to starting my position in August 2019 with SI and it has been a whirlwind of learning and information. I had previously been a Council Member for two terms (4 years), which gave me a window into the operations of SI. However, it did not fully prepare me for the huge learning curve of all the inner-workings of the Band office. With the assistance of the staff, it has greatly aided me with the transitioning.

The Directors team here is top notch, and they have also been very supportive of me in my new role. We have spent a lot of time learning how to best work with each other to continue to serve the community. We all realize that we can always learn and strive towards providing better service to our Community Members.

One of my goals that is directly in line with Chief and Council, is to have more of our culture reflected in the day to day operations

of our organization. We hope to do this with the input from our Cultural Committee, Elders and community participation. The information gathered will contribute and enhance who we are as a people, the traditional rules and laws we live by. This will assist in rewriting of some of our policies. This may be a long process but the reward will outweigh the time spent on this initiative.

During the last part of this year COVID-19 entered our collective worlds and forced us to focus on keeping our community safer and to prepare for the unknown. I would like to thank all the staff for their hard work and ability to think on their feet, adjusting to the ever changing challenges that COVID has presented to us. I'd also like to recognize the resilience of the SI community in coming together to handle this pandemic.

I am very grateful to be entrusted as SI's Executive Director and cannot express in words the excitement that I have for the upcoming year. I will do my best to meet the challenge of helping to lead this administration.



STRATEGIC ADVISOR
Daryl (Chuck) McNeil

Projects:

Under the direction of our new Strategic Advisor position, the Department of Government Affairs is currently overseen by Chuck McNeil. The projects are of Seabird nation-wide impact and include negotiations for agreements with and compensations from different levels of government:

- The Ministry of Transportation and Infrastructure of BC, regarding the provincial highway that runs right through Seabird Island traditional lands
- BC Hydro, on removing the power pole from the graveyard and placing it on the periphery and regarding contract rights for brush clearing under the hydro towers
- The BC Ministry of Environment and Climate Change Strategy, regarding Sasquatch Park – Seabird Island would like the park management contract, which would create jobs and income for Band Members
- The BC Ministry of Forests, Lands, Natural Resource Operations and Rural Development, regarding forest contracts – we want to build our capacity to manage our own forest licenses rather than contracting out, and are developing a plan and process where benefits would flow directly to Seabird Island

- Natural Resources Canada and the expansion of the Trans Mountain Pipeline, regarding contract opportunities and First Nations Environmental Monitoring of the project
- Department of Fisheries and Oceans Canada, regarding traditional fishing rights, Maria Slough habitat protection and erosion control along the Fraser River

The work also includes negotiations with corporations that do business on Seabird Island: the Embridge gas pipeline runs through Seabird Island land and the Government Affairs Department is working to receive compensation for the Right of Way agreement and additional land use.

The Business Park being developed on Seabird Island land is managed by Government Affairs. Infrastructure like 3-phase power, water and sewage lines are completed or near completion. Light industrial companies will be the prospective tenants.

All of these activities will bring income for Seabird Island. These are bigger projects and conversations that take years (or even decades) to reach fruition.

Strength of Claim - Research into Traditional Land Use

Three students have been working under the mentorship of a University of the Fraser Valley professor, to research aspects of Seabird Island's history: Chelsea Forseth (Seabird Member and a Master's student at UVic), Lorisa Williams (member of the Skwah Community and a history student at UFV) and Octavius Billy (Seabird Member and Seabird Island Community School graduate). Each of them received two weeks of training in research methods before they launched into their research activities. There were multiple layers of mentoring (students with more experience assisted the students who were still learning how to do research and analysis).

Energies have been focused on Seabird Elders (and Members of other Tiyt Tribe communities) who had agreed to be recorded on earlier research projects and whose recordings are accessible in digital form through the Stó:lō Research and Resource Management Centre archives. The students spent time carefully listening to, transcribing and creating searchable indexes to oral history interviews that had been done with people like: Clem Seymour, Archie Charles, Jim Harris, Mary Charles, Edna and Henry Douglas, Richard Hope, Amelia Douglas, Ivan McIntyre, Lawrence Hope, Lena Hope, Pat and Ron John, among others. There are still other interviews that need to be reviewed, but the students have made a great start.

The students also carefully reviewed and indexed information relating to Seabird Island history, the 'use and occupancy' that is in already published sources. This included recent publications as well as ones that date back more than a century. Beyond these, they also dug into unpublished sources that described that actions and activities of Seabird Island Members from earlier generations. These include archival newspapers as well as federal and provincial records. The students also reviewed the unpublished field notes of early Anthropologists like Wilson Duff and Marion Smith (people who interviewed Seabird Island Members back in the 1940s).

The research has contributed to documenting and interpreting the history and the Rights and Title of the Seabird Community and other Tiyt Tribe Communities. They have put things into a format that can be easily imported into a searchable database; and have built a detailed Seabird historical timeline; which have identified a host of sources that document Seabird Use and Occupancy information that will help to protect the communities' title and rights.

Education Jurisdiction:

First Nations across Canada assert that control over education – the curriculum, graduation requirements, school and teacher certification – is vital to asserting Aboriginal Rights and improvements in the quality of education available to First Nations students. Seabird Island is pursuing the official power to make legal decisions and judgements over education. Education jurisdiction means formal recognition, by the federal and provincial governments, of First Nations' inherent rights to make laws related to the education of their children. This includes law-making authority over curriculum development, graduation requirements, teacher certification and school certification. There are currently 13 First Nations in BC pursuing Education Jurisdiction.

The steps towards Education Jurisdiction are as follows:

1. Attend Jurisdiction meetings, to be deemed as an 'Interested First Nation'
Subject to approval by Chief and Council via Band Council Resolution ☑ completed
2. Engage actively in the negotiation process, towards signing education jurisdiction agreements, to be deemed a 'Negotiating First Nation (NFN)'
Subject to approval by Chief and Council via Band Council Resolution ☑ completed
3. Negotiating First Nations must collectively finalize a number of internal processes before jurisdiction can be implemented, including but not limited to:

- Teacher certification
 - Standards for graduation – grad requirements and criteria for required courses to graduate
 - School certification process
4. Prior to becoming a 'Participating First Nation', Seabird Island fulfills the following:
 - Determine whether to maintain Independent School status
 - Finalize our Law-Making Protocol
 - Prepare for self-governance over education . .
 - Draft Education Laws
 - Each NFN to determine their readiness to initial Canada - First Nation Education Agreement and Funding Agreement – Fall 2020.

5. Vote on and ratify the Education Jurisdiction Agreement, to be added onto the federal supporting legislation schedule, to be deemed a 'Participating First Nation' by June of 2021.
6. Sign an Education Jurisdiction agreement. The following must then take place:
 - Two individuals get selected to represent Seabird Island on a board
 - Designate a senior official to oversee the implementation of the agreement
 - Pass our Education Law

Important Education Jurisdiction Countdown:

Jun. 2021 Scheduled signing date

Jul. 2021 Seabird Island Education Jurisdiction comes into effect

Sept. 2021 Our Seabird Island schools open under our own Education Jurisdiction!



HUMAN RESOURCES

The 2020 Human Resources Team:

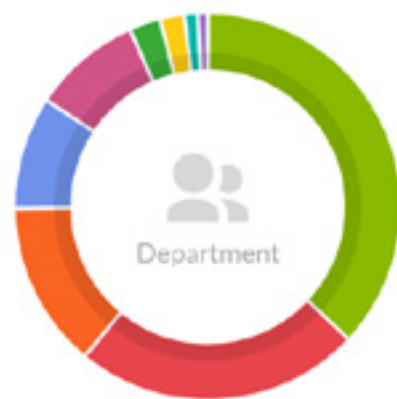
HR Manager: Kim Shorey

HR Recruiting Coordinator: Ashley Reeve

HR Coordinator Admin/Safety: Brendan Reeve

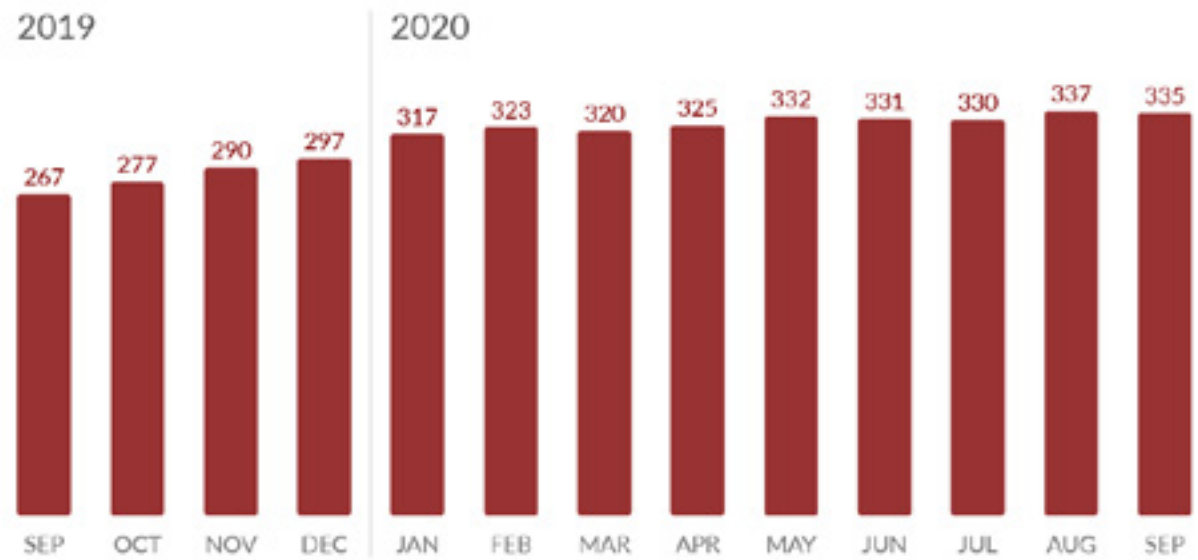
Health & Safety Officer: Vacant

Seabird Island has 330 employees, with that number broke down by department in the diagram that follows. The Human Resource Team is responsible for working with Directors to develop the necessary job descriptions, to post any vacant positions and also plays an important role in the hiring process. We also provide support and advice for Management and Staff alike as they grow into their positions to become an integral player in the services and administration that is provided to Staff.



Health & Social Development	124
Education	80
Early Childhood Education	46
Infrastructure	31
Finance & Administration	30
Government Affairs	8
Executive Department	6
Human Resources	3
Economic Development	2
Total	330

335 Total Employees + 38 YTD



FINANCE





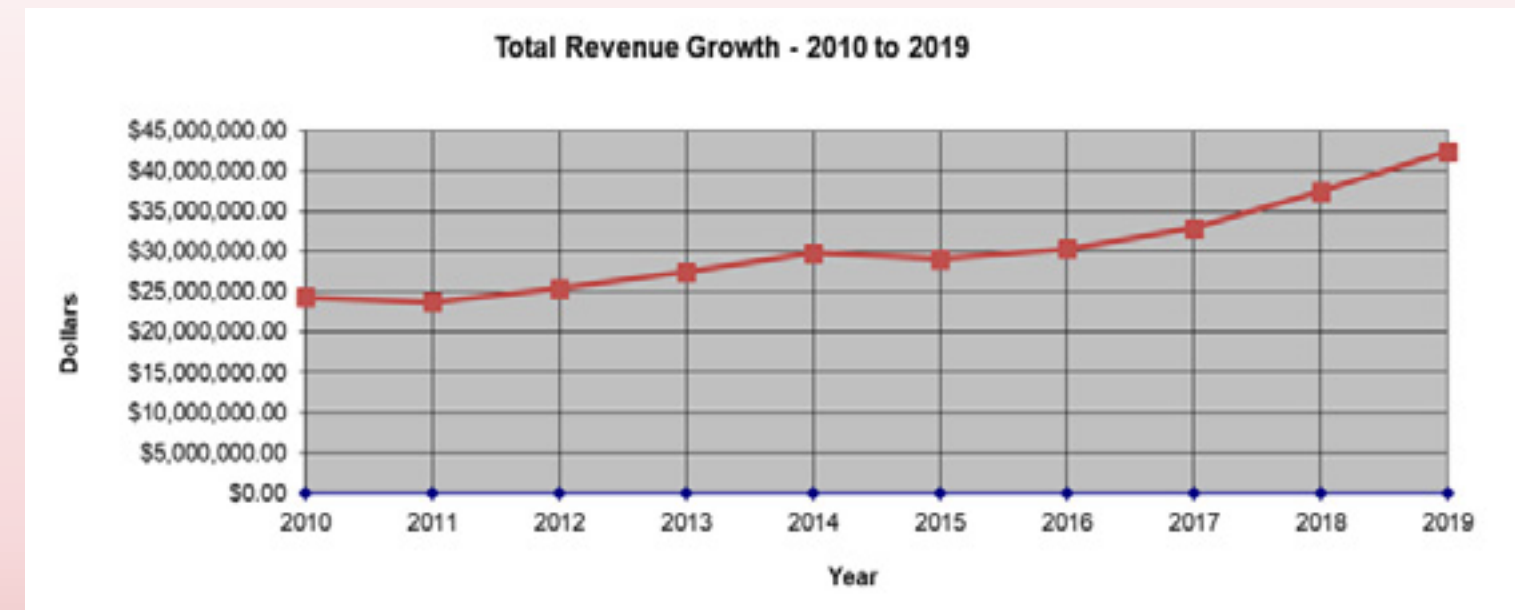
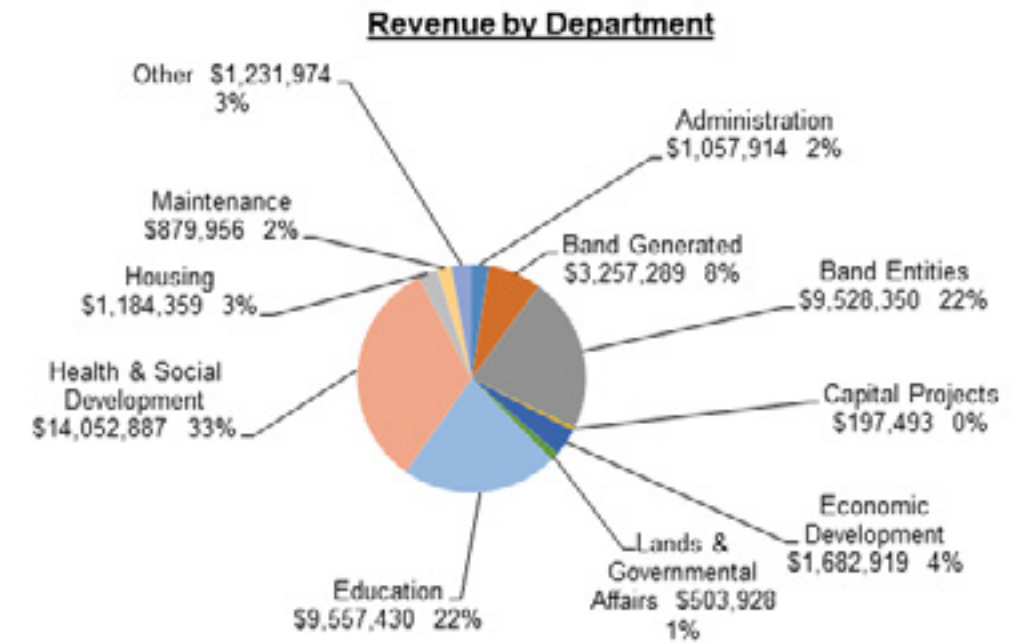
FINANCE DIRECTOR - Nigel Selvadurai

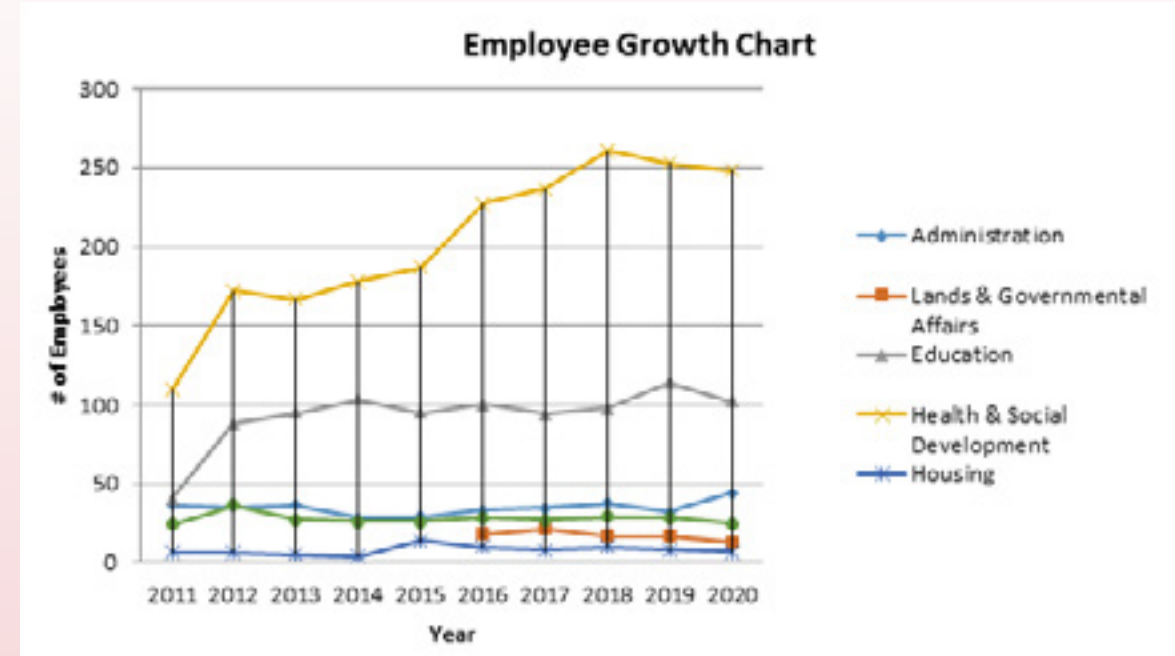
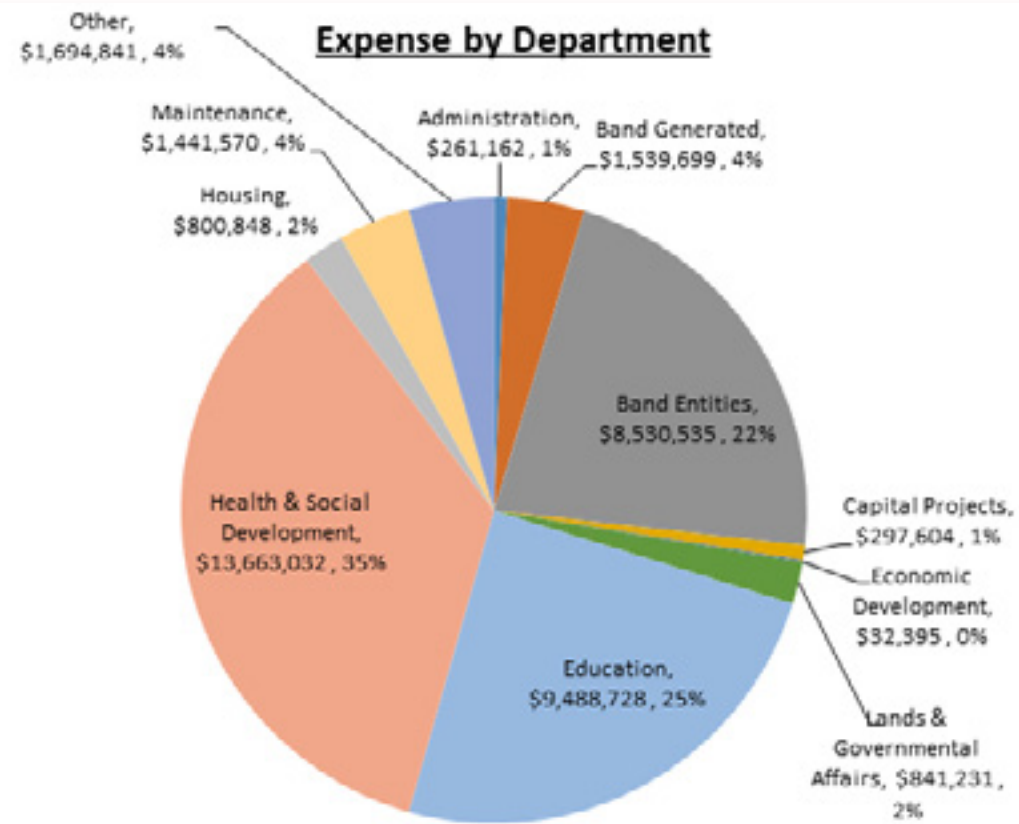
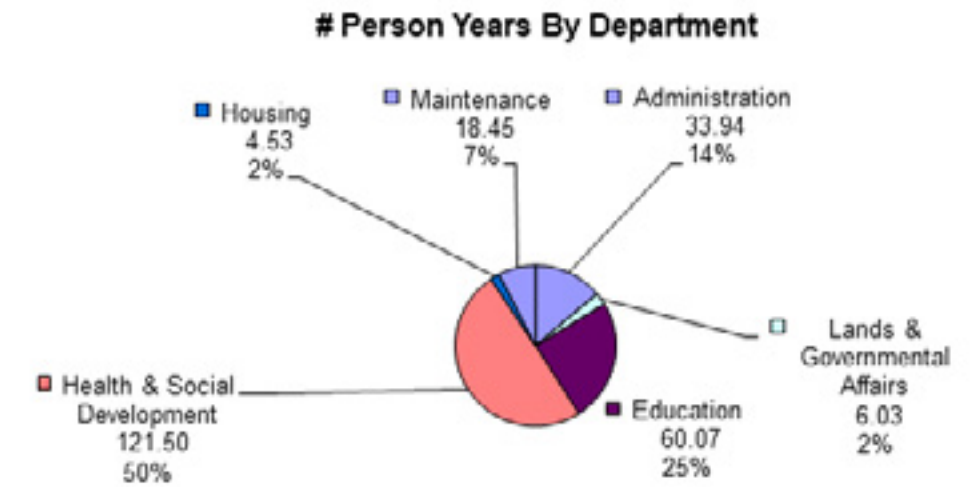
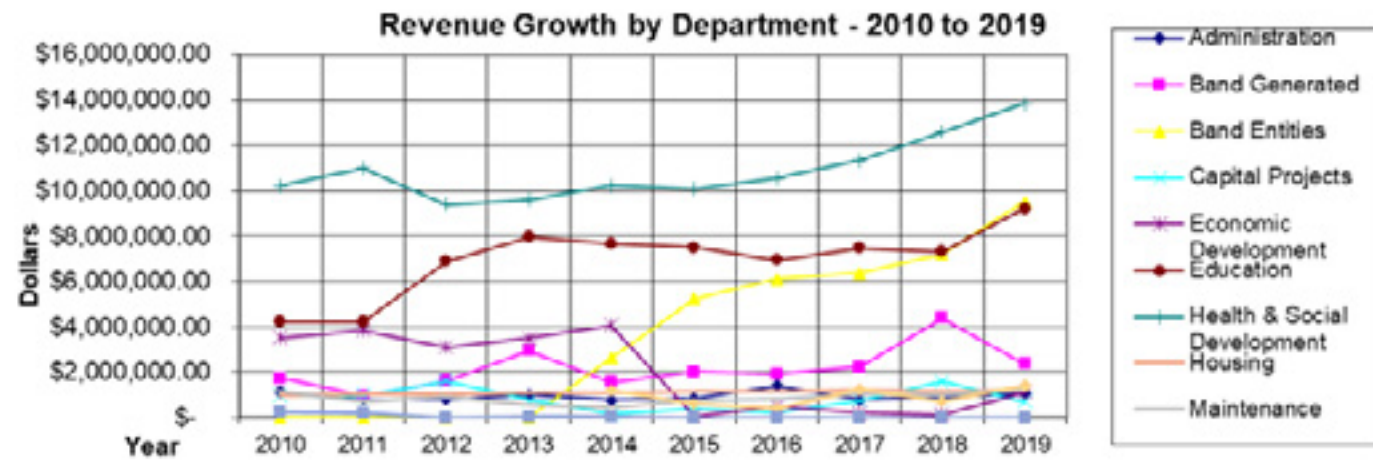
Financial Highlights

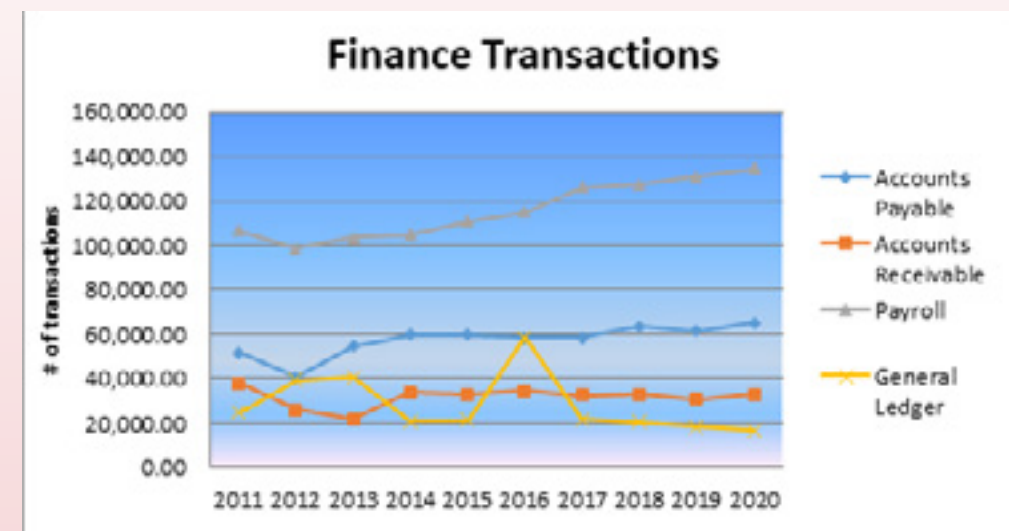
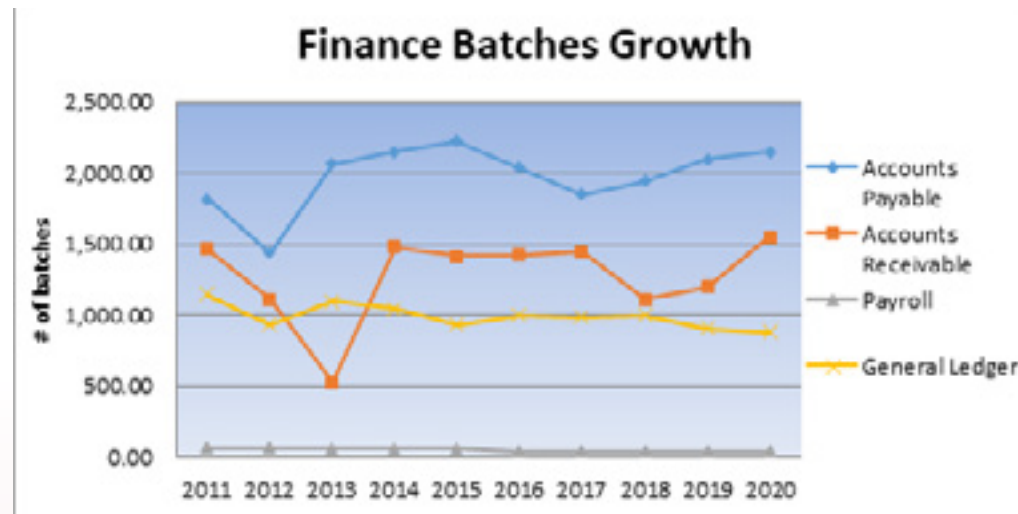
Seabird Island has once again seen increased revenues and increased number of programs. We continue to focus on long-term financial success and stability as we continue to invest for future generations. One of the major steps towards the success of Seabird Island financial prosperity is the transition to 10-Year Grant Funding agreement between Seabird Island and Indigenous Service Canada (ISC). This is a major milestone that allows Seabird Island the flexibility to manage, plan, save and guarantee its financial core funding from ISC over the next 10 years. With this exciting and challenging growth, the finance department has taken on an increasing amount of responsibility to plan and manage the use of core funding. During this fiscal year, financial processes have been streamlined and are continuously being reviewed to maximize efficiencies.

The on-set of the COVID-19 pandemic at the end of the fiscal year brought its own set of challenges with the finance department being forced to adapt to working on a more remote basis. The transition to working remotely was difficult at first but we managed to keep the day to day financial operations for the band running smoothly and without any major interruptions. More challenges are ahead but systems and processing are in place to meet them.

The finance team was once again successful at ensuring the Audit, Budgets and other financial reports were done accurately and on time. We continuously strive to support the Members, Chief and Council, and Seabird Island Management Team needs with the intent to better service the community now but also for the future. Our team takes pride in the work and service provided to all the Seabird Island Members.







**Information Management Services
– Records Management**

This past year has proven to be very productive for the Information Management Services department. Two job vacancies were filled: Information Specialist and Records Intern. These positions are valuable assets to the department and will optimize and enhance service delivery in records management and mail services.

In partnership with IT, we concentrated on the development of a classification structure or file plan which by definition is a hierarchical structure of classification levels based on business activities of the organization resulting in a systematic control of corporate information which will identify and enhance service delivery.

As we promote and implement a “Go Green” environment, we have document destruction containers throughout every Seabird facility so that all paper can be safely and securely disposed of in a confidential manner.

Seabird has recycled 16,000 lbs. of paper in the year of 2019 which approximates to 8 tons of paper

- 8 tons of paper recycled equates to:
- 136 trees were saved from harvest
- 416.6 cubic yards of landfill space was saved
- 73,793 kilowatts of energy saved
- 4,756 less pounds of air pollution
- 56,319 gallons of water saved
- 3078 gallons of oil saved

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.

Major accomplishment for the IT department this year is the completion of the Last-Mile project. We completed the third phase, successfully connecting 95% of the homes on Seabird. This final phase of the project did have its delays but was completed on budget. We are now looking at upgrading Seabird Community WiFi to provide internet access to the homes not yet connected via the Last-Mile project.

Another substantial project has been the upgrade of our servers and network infrastructure as well as our offsite data backup storage. This will ensure that all important data records are securely stored offsite in the case of a flood or fire to the main server room at the band administration office.

There are also many IT projects taking place during the next year in the Band Office; We are looking at making improvements to our website, continuing with the infrastructure upgrades throughout the buildings, standardizing our hardware and software, improving our services to staff, upgrading our phone system, and so many more things.

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



COMMUNICATIONS



This past fiscal year has been eventful and significant for the Communications Program both in growth and learning. We are pleased to welcome Jason Forseth as our permanent Multimedia Designer to our Program. He has been working on keeping all of our websites up-to-date along with preparing to redesign and improve our website to better communicate and improve access. Jason is also working on aligning all of our Social Media pages.

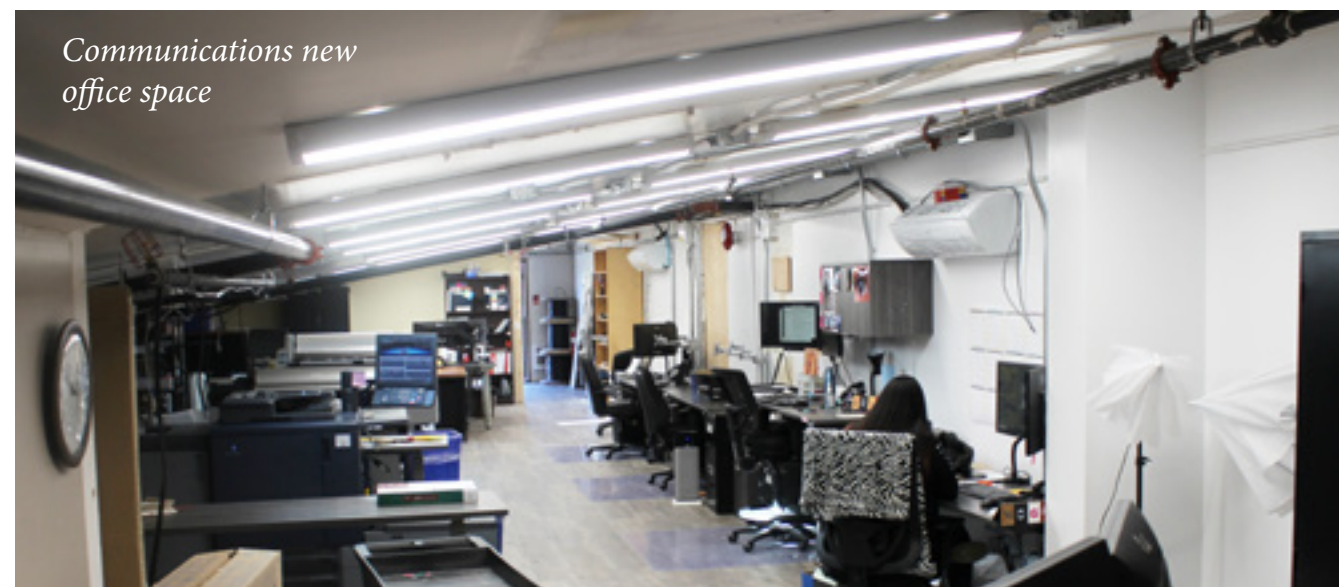
We all are a part of Seabird Island organization, where we are encouraged to continue our efforts in further learning. Zorana has been presented with an opportunity and time to learn more about photo editing, line art and booklet design with an online Adobe training course. Zorana has received one (1) certificate in Marketing Basics. Sandy has participated in Management courses and received two (2) Management certificates.

As part of change, the Communications Policies were integrated together and a new revised Communications Policy is in the approval process. This policy is important to protecting the standards of graphic design, communication and the identification of Seabird through the Communications materials.

One of the important roles of Communications is a Communications Plan of Emergency Preparedness. Communications works with all Directors and our Emergency Operations Center (EOC) to continue to review and update our Emergency Preparedness Plan to be prepared for any type of hurdles that could possibly arise and adapt to the growth of our Community. An example this year, the winter created some hurdles; the snow storm that had high winds, causing power outages, forcing the Band Office to close.

The weather was cold enough to freeze the pipes in the Band Office and the pipes burst which caused reduction in services. The EOC worked diligently and quickly to minimize disruption to our Staff and services to Seabird Island.

Every member of our Team attended the DesignThinkers Conference held in May. At the conference, we learned new skills talked about creativity and brought back new ways to improve as individuals, as a team and as part of organization.



Communications new office space

The Communications Team is excited to have leadership working together creating a new open concept work space to help us be more efficient and bring us together as a team. We are pleased to announce the Communications Team was able to move into our new open concept space at end of fiscal year.

When the COVID-19 pandemic first officially came to BC in March, the Communications Team continued to work safely and efficiently to ensure all the Staff were informed in a good and safe way. The team used all media at hand, such

as utilizing Facebook, Seabird Island website, outside signage and door-to-door delivery of special information packages.

In the last fiscal year, the team completed 838 tasks. Few of the tasks include: graphic design, newsletters, photography and more. Communications would like to thank everyone for your support and feedback to help us continue growing and provide better, quality and informed information.

2019-2020 Communications Work Summary	Totals
Total Work Order/Daily & Other Jobs (Large Jobs)	609
Total Print Jobs Colour	15,649
Total Print Jobs Greyscale	11,223
Paper Sign-out	591
Grand Total Jobs Tracked	28,072

FINANCE CONCLUSIONS

Due to Covid-19, mail services have been decreased but we expect services to return to normal soon.

Records Management continues to transition towards an electronic document management system and are reformatting (digitizing and scanning) paper.

We encourage and support personal and professional development so that we have that healthy balance.

The Information Management Services team is committed to providing the highest caliber of service and establish clear goals and expectations.

Accomplishments

Seabird Island has now switch from old ISC Funding agreement 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.

We had another successful audit this year which was conducted by our auditors, MNP LLP.

Our major community project, The Last Mile Project Phase 2, was completed which has provide 95% of the community with fiber optic internet service. Since the project is completed, efforts have been immediately focused on providing the remaining 5% of the homes in community with upgraded wifi services.

Significant IT infrastructure upgrade to meet the needs of Seabird Island's continuous growth. New onsite and offsite data backup storage have been enhanced to protect all important Seabird Island historical and current permanent information.

The transition from paper record management system to electronic document management system. This have saved a considerable amount of trees and significant environmental benefits.

Records Management continue to promote "Go Green" approach to recycling over 16,000lbs of recycled paper.

OVERALL

It has been a really exciting and challenging year as Seabird Island continues to grow as an organization at a rapid pace. We have continued to make progress by working together with other departments to better coordinate and communicate to assist all the departments deliver the best programs possible to the band members, Seabird Island community, and all the other regional communities we serve. As we continue to grow and move forward, it is very vital that Finance, IT, Records Management, Purchasing/ Procurement and the Communications departments work more effectively and efficiently to meet the needs of the organization.

In the past year, the Finance and Administration department staff have worked really hard to continue refine, and improve all internal process, inter-departmental coordination and communication. This has been especially more imperative at the onset of COVID-19 as it has created a multitude of new challenges to Seabird Island Band administration to ensure that we can continue to provide services to the community by using different methods to ensure the health and safety of every community member.

Now that we have transitioned to the 10-Year Grant Funding Agreement with ISC, the Finance Team has now been focused on managing and monitoring core funding to ensure surplus funds are being invested for future generations. We have continue to focus on long-term budgetary planning that is based on Chief and Council's strategic plan for Seabird Island.

As we progress towards the completion of IT infrastructure upgrades, community internet fiber upgrades, and higher reliance in providing education programming from K-12 as well as college level course will become paramount as we navigate through the onset of COVID-19. We will continue to work with the Education department to provide and support the highest level of education programming via in class labs as well as online learning programming.

As we expand our Records Management services to reduce the use of paper, "Go Green", as a more environmentally friendly of record keeping and data management through the use of our upgrade IT infrastructure and more secure data backup systems. This will ensure that we continue to

FINANCE CONCLUSIONS

protect and document all vital documents of Seabird Island's rich history.

In order for Finance and Administration to grow and accomplish its goal, we would like to thank everyone for their support, patience, and understanding. We really are passionate about what we do and really to value all the working relationships and organization wide effort to working together at all levels of staff to strive to meet Chief and Council strategic goals and to create the foundation for future generations to prosper.

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

LANDS & GOVERNMENT
AFFAIRS



LANDS



The Lands Advisory Committee (LAC) has been actively working on: Orientation, Strategic Planning, Work Plan, and Seabirds Island Environmental Protection Law. The LAC hosted a Lands 101 with Law Making & Enforcement Advisor Andrew Beynon, First Nation Land Management Resource Centre. Seabird Island Directors, Managers and Supervisors attended this event. We welcome our newest members Teresa Peters and Cynthia McNeil to the team. We're in process of adding another team member soon. The LAC works hard for the protection of the Band Lands, assets and our Membership.

Seabird Land Administrative Staff has been working to support the LAC with their work and strategic plan. The Lands Manager has graduated from her First Nations Applied Lands Management course from Thompson River University. The Lands Clerk has completed her Lands Registry workshop that is designed to provide training and support for those who use First Nations Land Registry System. Both Lands Manager and Lands Clerk completed Simon Fraser University Governance training in Vancouver hosted by Seabird Island. Seabird Island has been chosen to be the host community for a Drone Training proposal which is the first of its kind in First Nation communities. With 15 new certified graduates from across BC, gathered at Seabird College to complete their course. Seabird now has two certified Drone Pilots and new drone named "The Bird1" for Seabird staff to utilize for work activities.

MEMBERSHIP



As the new Membership Clerk, Nathon Jimmie, started in January and has been working on Membership tasks roughly 20 hours per week, with some flexibility when events like the election and voter list require attention.

The Chief and Council Election slated for April 2020 required attention to the Membership list – this is a living document and the election is an opportune time to make sure that we update registries voting list.

The overall goal is to create excellent service in the Membership portfolio, whereby Members can apply for status cards and update information readily. A tracking system has been developed, which has helped to identify file work and requests for service that were not completed. Outstanding files have been receiving attention, with 30 now having been completed. A new Membership application has been created, which requires and captures more detail in the case made for the request for Membership.

Sasquatch Park - March 17, 2020

Seabird Island met with Jennie Aikman Regional Director BC Parks Ministry of Environment, Dawn Smite Planning Section Head and Emily Chamberlain Ministry of Indigenous Relations and Reconciliation on March 17, 2020.

Topics includes:

- Demonstrate Seabird Island & Nova Pacific capacity to co-manage the project;
- Plan to initiate actions related to co-management and maintenance of Sasquatch Park;
- Develop Action items with proposed timelines for negotiations;
- Convey Seabird Island Cultural and Traditional use of area;
- Discuss Indigenous Tourism BC and Seabird Islands economic opportunities;
- Outline of curriculum for Seabird Island College to Education First Nation Members in the region to gain employment;
- Express Seabird Islands and Tiyt Tribes expectations.

July 8 -9, 2019 Seabird Island held an AR&T Strategic Engagement Brainstorming Session. A plan has been in the making to have a Strategic Engagement Agreement set in place for AR&T. The planning session identified areas that need to be updated and are currently being worked on and they are as follows: Rights and Title, Musqueam – Cowichan Case, Claims – Specific/ Strategic, Strength of Claim, Coqualeetza, Pkw'xe:yles (St. Mary's), Hatzic Rock, Seabird Boundary, Forestry, Sasquatch Park, and Environmental – Fraser River and Maria Slough.

Tiyt Tribe First Nations and Canada strengthen Nation-to-Nation relationship with signing of Letter of Understanding - August 27, 2019

"Today, the Honourable Carolyn Bennett, Minister of Crown-Indigenous Relations and four Tiyt Tribe First Nations signed a Recognition of Indigenous Rights and Self-Determination Letter of Understanding (LOU). The LOU

ABORIGINAL RIGHTS & TITLE

outlines priority topic areas for future discussion including the recognition of Tiyt Tribe Aboriginal title and rights; Tiyt Tribe governance issues; natural resources and environmental management; the transportation of dangerous goods; and fiscal relations and economic development."

<https://www.canada.ca/en/crown-indigenous-relations-northern-affairs/news/2019/08/tiyt-tribe-first-nations-and-canada-strengthen-nation-to-nation-relationship-with-signing-of-letter-of-understanding.html>

Seabird Island Band Strength of Claim work plan

Keith Carlson – We need to figure out what we want in the interview with the Elders in Seabird Community for the Strength of Claim.

- See what we have and build on it
- Stó:lō has interview's on hop yards
- Sources we should look at as it would lean into what hunting and fishing
- Archival records are important from 1800's having indexed or catalogued it yet

January 2020 – present: Seabird Island took on a contract with Trans Mountain (TMX) in environmental monitoring – through the Indigenous Advisory and Monitoring Committee. We have been actively training four Indigenous Monitors to represent Seabird Island when doing TMX inspections for work on the pipeline.



HOUSING, PUBLIC WORKS &
CUSTODIAL SERVICES





HOUSING, PUBLIC WORKS & CUSTODIAL DIRECTOR - Greg Cross

PUBLIC WORKS, HOUSING & CUSTODIAL DEPARTMENT

Public Works, Housing & Custodial Department

Encompasses:

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

Our goals were to continue to provide better services to the community to keep it safe, clean, and supplied with quality water, sanitary services, strong homes and growing with better buildings.

The Public Works, Housing & Custodial Services teams are dedicated to being on the cutting edge of many fields through innovation as well as renewable and green technologies. Our teams are responsible for the overall planning, development and management of the housing and public works resources, overseeing our rental housing units, as well as the security, emergency services, maintenance and custodial services.

HOUSING

Number of Homes:	39
Individual New Builds Finished:	1
With Mortgages:	85
Without Mortgages:	54
Rental Applications:	72
Home Owner Mortgage Approvals:	7



Seabird Island Housing Department teamed up with Fortis BC and BC Hydro to participate in the Energy Conservation Assistance Program (ECAP). ECAP is a free energy saving program that is available for every home in the community. We received plenty of applications, out of those applications few were approved prior to COVID. Each home that booked an appointment received energy saving products like door weather-stripping, LED light bulbs, showerheads and faucet aerators. On the second appointment some families received either a new fridge, high- efficiency furnace, new insulation or all of the above at no cost!

In 2019, we had 9 mold and 10 Health and Safety renovation inspections done with in our community for future Indigenous Services Canada (ISC) funding. Each mold inspection had to have a minimum of 40 square feet of mold in their home to be approved. These renovations will be starting in the new fiscal year.

CAPITAL



A Capital Project is a project that helps maintain or improve a Community asset, or infrastructure. It is a new construction, expansion, renovation, or replacement project for an existing facility or facilities

- In the Fall/Winter Phase 22 started construction of three new duplexes on Sch'Iye Road. Completion was in the summer of 2019 and became occupied fall of 2019.
- Community Flood study was completed and the design stage to start May 2020
- ACRS projects completed and NEW ACRS 2019 report completed



PUBLIC WORKS



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 Seabird Island water system is classified as a water distribution level 1. Several staff maintain and repair the water supply station which supplies 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.

There are 11 paved roads and 6 gravel roads within the community that are a total length of 19 km. Signage on the road way system is maintained for safety and improvements. Speed control is important, speed signs and speed bumps are utilized to help with safety.

New equipment has been purchased to continue to provide weekly collection service to the community. The Program assists the community with monthly major garbage pick-up and septic work when needed.

We continue to keep the community up-to-date on our services using the bi-monthly newsletter. The staff are hard at work 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 is a growing and important service to reach the goal of a zero waste future. We teamed up with Recycle BC and had one info session in the community on "How to Recycle" where we demonstrated the do's and don'ts of recycling. In preparation for the new Recycle BC zero plastic bag change starting July 1, 2020 every home received a new recycling bin. In the bin we provided a list of accepted and non-accepted items as well as pamphlet on where to return non accepted curbside pickup items.

CUSTODIAL SERVICES



The 2019 programs for this department were created from the "community strategic plan". We ensure that a schedule for Custodians is applied and followed throughout the year.

Custodial objectives are to maintain a safe and secure healthy environment for all staff, clients and visitors. We ensure to maintain a standard that supports our Health & Social Development and Education Programs. Our dedicated custodial team are hard at work to provide and maintain essential services to approximately 99,357 square feet for 21 facilities, consisting of Administration, Health, Schools and College buildings. Scheduling of our team continues to vary, depending on programs and facilities.

As the Custodial team implements its job, it continues to up hold "Health Standards of Cleaning" with our next Health Accreditation review in three (3) years.

Summer months provide opportunity for deep cleaning of the school buildings. This was coordinated with refinishing of the gymnasium floor in the elementary school.

The Custodial Team has received 239+ service request tickets from April 2019 to April 2020. Thank you to all those who submitted service request tickets, as this is a great tool for our departments to communicate and prioritize tickets and schedule services. The capital department ensures we are fully qualified so it ensures there is continual training for all custodial staff on a year-round basis.

During the year, the custodial team works alongside the Event Program with a total of a total of 43+ events this past year April 2019 to March 2020

Achievements for 2019-2020 were:

- Develop a complete team by hiring a Lead Supervisor
- Continue training for all staff
- Complete a full scale cleaning of the Elementary and High Schools during the summer months

FIRE DEPARTMENT

The Seabird Island Fire Department (SIFD) provides services to our local area, providing firefighting, 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 now on the Emergency communication system through the Fraser Valley Regional District Dispatch Center for emergencies on Seabird. In 2019 the Seabird Island Fire Department had 34 calls for service, **call outs included:**

- Assist BC Ambulance medical call
- 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

Practices this year have covered a wide range of topics including driver training, first responder skills (medical), pumps and pumping, ladders, power tools and equipment, ventilation, operating hose lines, personal protective equipment & self-contained breathing apparatus and more. Other training has included an air brakes course in the spring. Three members took the course and passed the practical evaluation. Seven firefighters received certificates for the Structure Protection Program Wildland Firefighter 1 course.

The training is provided free of charge to Fire Departments. Tuesday evening sessions continue to focus on the Exterior Firefighter Program. The SIFD continues to promote recruitment to bolster the number of firefighters. Currently there are 10 active firefighters on the roster.

Over All:

1. The Seabird Island Fire Department attended 36 calls between April 1, 2019 and March 31, 2020.
2. 35 of the 36 calls attended were on Seabird Island lands.
3. Once a year, SIFD goes around the community house to house, collecting non-parashible goods for the Community Christmas Hamper.

Current Seabird Island Fire Department roster as follows:

1. Fire Chief – Daniel Harry
2. Assistant Fire Chief – Leo Reyburn
3. Captain – Stacy Reyburn
4. Captain – Dustin Charlie
5. Firefighters – Ashley Bobb, Brooke Bobb-Reid, Jesse Fraser, Nicole James, Hayleze Reyburn, Quentin Reyburn
6. Junior Firefighters – Amy Reyburn, Echo Reyburn
7. Firefighters that are no longer members (left either earlier this year or last year): Trevor Carscadden (Junior Firefighter), Dakota Edwards and Michael Harry.



EMERGENCY PREPARDNESS SERVICES



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 which allows us 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 provide an effective and efficient response to an emergency.

Spring time we had Freshet and staff monitored water levels in the Fraser River as well as the slough. All staff worked together to identify potential problem areas before we have issues with high water. Sand bags were set up in potential flood areas.

Emergency Management:

1. Severe Winter Storm

A severe winter storm hit Seabird Island in mid-January 2020. An Emergency Operations Center file was activated with Emergency Management BC, in case we needed their support, and plans were put in place to open a warming station.

2. COVID-19 Pandemic

An Emergency Operations Center file was activated with Emergency Management BC on March 16, 2020. Our Emergency Response Team met regularly, to assess the rapidly changing information and to make critical, time-sensitive decisions regarding business continuity, and the create public information releases. It is now active in a virtual capacity to monitor developments related to the COVID-19 pandemic.





EDUCATION DIRECTOR
- Mark Aquash

Greetings, I am the new Director of Education for the Seabird Island. I started my position here in March 2020. This position has certainly been challenging and there is always something new to learn.

My responsibilities include managing the K-12 schools; Seabird College; Post-Secondary & In-School Programs; Dogwood Program; Language & Culture; and Events Programming. This also includes working with committees, the Education Advisory Committee, the Seabird College Board and the Sq'ep Committee.

We are currently focusing on implementing the strategic plan for education as well as developing an overall work plan. The Managers in the Department of Education oversee and administer their programming very effectively and efficiently:

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

Cristiane Bil is the Seabird College Manager and works with a diverse set of programs that include partnerships with other Colleges or Universities

or deliver our own courses that we are accredited to teach. The Dogwood program is delivered at Seabird College to provide high school equivalency.

Cindy Kelly is the Post-Secondary and In-School Coordinator that assists students with preparation, tutoring and also funding their post-secondary education.

Leanne Ellis is the Cultural Coordinator and has been refocusing the program with being inclusive across the community and through education. Language teachers are within the K-12 programming, so this will be an on-going process with developing a centre of excellence in identity building through language and culture programming.

Charlene Point is the Events Coordinator and has encountered the challenges of reducing numbers and following COVID-19 protocols. However, there are programs that can continue to be addressed as we continue to follow protocols, maintain physical distancing, wearing masks and washing our hands with soap and water and/or hand sanitizer.



107 students completed their certificates this academic year. 77 certificates were handed out at the Seabird College October 2019 Graduation Ceremony and an additional 30 students have completed programs or upgrading since then. The upgrading might be required to get into the licensed practical nursing program, or a person might need to refresh their math skills for carpentry or welding. The students came from roughly 32 different First Nations' communities.

We partnered with the University of the Fraser Valley to offer the first welding program, and are now partnered with Thompson Rivers University to offer a second cohort at Seabird. Auto Collision Repair and Refinishing took place at UFV as well, in their Trades and Technology Centre. The students completed the coursework but will be recalled to write the industry exams once campuses reopen fully after the COVID pandemic is under control.

Education assistant students in class - 2019-20 Intake

Our Early Childcare Educator (ECE), Education Assistant, and Licensed Practical Nursing students include workplace practicums – these are on hold until facilities reopen fully.

Health Care Assistant and Geographic Information Systems are slated for the fall, as is a 45 hour program in safety and nutrition for early childhood work settings (HDEC) – this course allows graduates to register with the licensing body for ECE and apply for work as ECE assistant.

With programs starting throughout the year, everyone is encouraged to check out Seabird College on Facebook for information on upcoming programs, and updates on current programs.

- Aboriginal Liaison Worker
12 graduates
- Adult Dogwood
2 graduates
- Bridging to Trades
3 graduates
- Building Service Worker
3 graduates
- Carpentry and Construction Level 1
3 graduates
- Education Assistant - PTIB
20 graduates
- Heavy Equipment Operator Level 1
6 graduates
- Heavy Mechanical Foundations
9 graduates
- Painter and Decorator Level 1
5 graduates
- Professional Cook Level 1- PTIB
11 graduates
- Transport Truck Driver
7 graduates
- Automotive Collision Repair and Refinish *
4 graduates
- Welding Foundations (UFV) *
9 graduates
- Upgrading
17 graduates

HIGH SCHOOL GRADUATES OF 2019 - 2020

Seabird Island Community School High School Graduates of 2020. Finishing the year off was different and had it's challenges, with COVID in place. These students worked their best from home and accomplished their goals in finishing with their High School Diplomas.



Left to right: Richard George, Kayley Peters, Logan Thompson, Teaghan Currie, Edmond Mussell, Dakota Charlie, Jeanette Wilson, Deon Aleck (2021), Apollo Harry-Pettis, Peter Joe-Moreno, Dominic Burgess, Kenneth Jones Jr., Octavius Billy, Sheradin Nijkamp.

EVENTS

April 2019, Open House



- There were 63 people who attended including 1 class from Seabird Island Community School.
- The majority of departments were attendance.
- All departments were encouraged to attend. Each table highlighted successes and provided a treat or promo item for guests.
- Door prizes were drawn from people who submitted completed passports that indicated they stopped at every booth.



May 2019, Seabird Island Festival

- Approximately 5,000 people attended while 144 staff worked during the event.
- There were 65 soccer teams, 6 baseball teams and 15 canoe clubs along with 4 food vendors and 12 retail vendors.
- We offered free parking to help celebrate our 50th year.
- Also, invited a couple dance groups to open our event. On Saturday, Gerald Charlie performed at the pow-wow which took place at the gym. We had just enough salmon to feed people for one day. The finals took place on Sunday with awards being handed out to the top teams.
- We gathered that the weekend went well without a hitch and only minor items to be corrected for next year. A fantastic job done by all the volunteers.

June 2019, Aboriginal Day Pow-wow

- For a small pow-wow, we attracted about 300 people.
- The event was hosted by Seabird Island Community School.
- The arena director was Gary Abbott and he hired a drum group and provided all the equipment needed to host a mini pow-wow at Seabird Island Community School. People of all ages attended and danced. Fish, rice and potato salad was prepared and served by School Cooks.

August 2019, Back to School Days

- We had about 100 people who attended this event which was hosted by the Education Committee.
- The event is part of the Parental Engagement Planning Program which provided speakers, workshops, opportunities to apply for Post-Secondary, free haircuts, school registration and free supplies for Seabird Island Community School students.

September 2019, Indigenous sport, Physical Activity and Recreation Council Canoe/Kayak



Provincial Championships

- We were pleased that 61 people attended and participated in the Provincial championships.
- Chief Clem Seymour welcomed participants and spectators to enjoy themselves in the setting.
- The participants were competing for a spot to attend the Indigenous Games in Toronto 2020.

EVENTS

October 2019, Halloween Party



- 139 members attended with 13 volunteers
- There were 6 stations and Bouncy Castles set-up for the kids to enjoy and earn candy. Everyone received a hotdog.
- This year we wanted to do a drop-in style, a place kids can go prior to trick or treating or at the end of their night.

November 2019, National Addictions Awareness Week Fashion Show

- 130 people attended this event which was hosted by the Health Dept.
- Opportunity to show case local designers Linda Kay-Peter and Ovila Mailhot latest designs. It also gave some of our Community Members a boost of self-confidence and a chance for some people post-recovery to share their story on living a sober life. A delicious dinner was catered and a performance by Gerald Charlie ended the evening.
- All proceeds went towards the Seabird Island Christmas Hampers.

Staff Christmas Lunch



- The lunch was hosted by Events and HR which attracted 120 staff members.
- All staff were invited to share a meal and come dressed in any festive Christmas attire. They were asked to bring canned goods for the Christmas hampers. The table with the tallest tower won a prize pack of Timbits! All staff in attendance received a ticket entered into a draw for prizes. 40 staff won fabulous prizes.

December 2019, Community Christmas Dinner

- There were 430 that attended and being served by 9 volunteers and Staff.
- The evening started off with the Seabird Island Community School signing ceremony then the drummers welcomed everyone to the community Christmas Dinner. The cultural worker had mural painting in the foyer for everyone to paint. Santa was here to do family photos and the elves were in the workshop handing out toys for all children 12 and under while the teens received a Wal-Mart gift card.
- Everyone who brought their own plate and utensils received a draw ticket for prizes. The night ended well.



EVENTS

Magic of Christmas

- At this event there were 500 attendees. All had pre-paid for a ticket, children are free/ adults \$2
- There were 30 volunteers for the event which was hosted by District of Kent, Harrison Tourism, Agassiz Community Services and Seabird Island Band Events Program.
- This event was very similar to our Community Dinner, served pancake breakfast and is open to all residents of Agassiz/Harrison. Craft tables were set-up around the hall and tables were called to see Santa and received a toy.

Christmas Hampers & Gift Distribution



- Seabird Island distribution gave out 232 Hampers on Reserve and 38 Hampers for our Members living off-reserve. Also gave out 558 Gift cards given out with the help of 7 volunteers.
- The staff were available for 3 days from 9 a.m. to 6 p.m. for Members to come pick-up the hampers/gift cards. Any Elders who weren't able to pick up had their hampers/gift cards, they were delivered to them on the last day. Members who were unable to pick-up their gift cards could request their gift card to be mailed.

March 2020, All Future Events Cancelled

- All future events cancelled due to Covid-19 pandemic.
- Including: Spring Soccer Camp, Community Easter, Baby Celebration and Festival.

HEALTH





HEALTH DIRECTOR
Heather McDonald

2019-2020 was a good year for the Health department. I was offered the position and accepted the role as Health Director in June 2019. Since that period of time, the staff and I have been busy and quite productive since.

My first assignment was to improve the structure of the Health Department, so that we have adequate support and oversight for all our programs and services. As a result, the Health Department now has three large branches growing out of our tree trunk foundation.

1. Health Services Programs are managed by Liz Point, our long time passionate nursing lead. These programs and services attend largely to physical health.
2. Child and Family Programs are managed by Lolly Andrew. Lolly is an emerging leader for Seabird Island and has the right set of skills to lead this critical Program area. These programs and services attend to social and emotional health
3. Health Supports Programs are those programs that support the Health of our population through the social determinants of health. They also support our other Health programs and services. This area is managed by Sara Silver, an experienced and competent leader.

Each of these program areas has Supervisors or Team Leaders that support each program or service area. We also have supervisors that lead our primary care services, which are our medical and dental clinics. This is a large and dynamic group of Health leaders who are growing, being mentored, and mentoring others.

The Health department operational goals for next year include

1. Engage the communicate to the Community, so that the Members knows what we are up to
2. Evaluate our programs and services
3. Create a new ten year Community Health Plan

We hope to hear from you so that we can accomplish these goals in a good way.

kw'as hó:y!

Heather McDonald, PhD, RN.

Seabird Island Health Director

Seabird Island Medical Clinic

Our busy primary care clinic has seen over 10,200 clients this past fiscal year. The lead physician has used his advanced training in Addictions Medicine to team lead case conferences for our Recovery Homes and also, work to create a rural addictions network in our region. Both physicians are working in other communities, in addition to Seabird. Their ability to provide relational care continues to demonstrate that our population is well cared for.

Our complement of service providers in the clinic continues to shift over time that is related to community interest and personnel availability. This year we reduced our massage therapy service to every other week, due to client interest. We increased our acupuncture service to a weekly opportunity for clients. Optometry and Hearing clinics are regular services offered, as well as Psychiatry.

Types of Patients Seen	2019/2020
Diabetic Patients Seen	219
HTN Patients Seen	243
Congestive Heart Failure Patients Seen	13
COPD Patients Seen	44
Gynecologica Exams	168
Prostate Exams	4
Mental Health Visit	98
Total:	789

SEABIRD ISLAND DENTAL CLINIC



Seabird Island Dental Clinic provides all your basic dental care, including cancer screening and sedation services. The Dental Clinic supported 2,429 patients in 2019; 1,804 of these patients are Indigenous.

Hours of operation	
Monday	8:00 a.m. - 5:00 p.m.
Tuesday	8:30 a.m. - 5:30 p.m.
<i>Tuesday Walk-in starts at 1:00 p.m.</i>	
Wednesday	8:30 a.m. - 5:30 p.m.
Thursday	8:30 a.m. - 5:30 p.m.

Outside-of-working hour appointments are available.

The Dental Team has recently completed an Indigenous Cultural Sensitivity course, of which we found to be very informative and supportive in providing the best care we can for our patients. San'yas focuses on key components of cultural safety, including the cultural diversity of Indigenous people in Canada, colonization, stereotyping, anti-Indigenous racism, workplace and professional culture, and ways to increase cultural safety.

Dr. Kalra works with Seabird four days per week. Her energetic and outgoing personality puts her patients at ease. Dr. Latif works Mondays and Thursdays. He has many years of experience and knowledge that he is happy to share with us and our patients.

We are very excited and pleased with the increase in benefits for our Indigenous patients. Pacific Blue Cross has taken over the administration of the FNHA dental benefits. The increased coverage has enabled us to provide many more important services to our patients.

We are also proud of our Cavity Prevention Program that provides dental care to students from Seabird Island Community School who sign up at the beginning of the year.

MATERNAL CHILD HEALTH AND MIDWIFERY



The Maternal Child Health Team at Seabird currently includes:

- Kwiyo:s - Pam Hope and Brooke Bobb-Reid
- Amelia Doran, RM, Cheryl Mount, RM and locum Lee Yeates, RM
- Diana Phan, RN and casual Liz Lowe, RN

Midwives

We provide full-scope midwifery care from pre-conception to postpartum ~6 weeks. Our services include:

- Routine prenatal and postpartum visits at home, clinic, or in the community
- Birthing at Chilliwack General Hospital, Abbotsford Hospital, and at home (for low-risk pregnancies)
- Advocacy, referral and Doula support from Kwiyo:s for births in other hospitals

Achievements

- 28 babies were welcomed into the world in 2019 with the help of the registered midwife and MCH Team.
- Increasing referrals from local maternity care providers
- More women seeking midwifery care
- Skwah Midwifery Clinic increased to 3-4 times per month!

The Kwiyo:s, 'Respected Aunties'

The Kwiyo:s Team provides one-to-one support for expecting families, and those with children up to 3 years old. They also lead Prenatal Circle, Pre & Post Natal, the annual Baby Welcoming Celebration and the FASD Program.

Baby Welcoming 2019

Successfully led by Kwiyo:s Brooke Bobb-Reid. Families decorated their own ceremonial blankets for the event. Homemade medicine bags and breastfeeding healing salve were provided by popular request. There were 29 families in attendance.

We coordinate with local CHR's to provide free

PRE & POST NATAL AND PRENATAL CIRCLE

Pre & Post-Natal education in Seabird, Skwah, Sq'ewlets, Shxw'owhamel, Squiala and Chawathil. This program is for families expecting or anyone who has a baby up to 1 year old.

Prenatal Circle is offered twice a month at Seabird, for prenatal families and those with a baby up to 6 weeks old. These classes involve a short educational presentation, a family meal and an opportunity to connect with health staff.

Bodies in Motion

Once, a monthly program for all Seabird affiliated communities in Seabird Island. This program provides prenatal/postnatal information shared through fun, interactive, activity based format to complement the discussion topics of prenatal circle, with nutritious snacks provided. This program focuses on eligible population include prenatal mothers and infants up to 6 months of age.

COMMUNITY KITCHEN

Provides hands-on learning experience regarding healthy food choices, food preparation and new recipes. Community Kitchen takes place every month in each Seabird-affiliated community. Attendance ranges from 2 - 25 people.



Diabetes Support Group

We hold monthly diabetes sessions to increase awareness of risk factors associated with diabetes, and to encourage participants reduce diabetes complications through active lifestyles and good nutrition. On-site lab services are provided every 3 months at Seabird Island; 10-24 clients usually attend.

Meals on Wheels Program

The Nutrition Team now provides Meals on Wheels to Elders in the Community who require support with meals.

NUTRITION AND FITNESS



The Health Promotion team provides programs and services to promote healthy lifestyles and support active living. We aim to help:

- Reduce rates of chronic illness, such as diabetes and heart disease
- Reduce complications related to chronic illness.
- Reduce rates of childhood obesity

Our newest program is called Community Gym which has been inspired by our awesome Community Kitchen program. Community Gym features physiotherapy/kinesiology working with nurses to help clients in one-on-one and group settings.

Some of our services and events include:

- Meal planning support at the Recovery Homes
- Canning events
- Food Safe training
- Food Skills for Families workshops
- "Choose to Move" program for elders
- The Annual Nutrition Family Run/Walk – 300 participants this year!
- Fall Prevention Seminar

WOMEN'S EMPOWERMENT GROUP

This program meets once a month, rotating between three communities (Skwah, Shxw'owhamel and Seabird). This program is open to all women that are looking for a social and cultural outlet to enhance emotional and overall well-being and connection to community. Also, helping to provide information on a variety of health promotion topics pertaining to women's health including take home projects.

BREAST CANCER SUPPORT

The Breast Cancer Support Group provided a safe and supportive setting for group members. This group meets at various times through the year. Our RN, Linda Forseth works hard to keep the group connected and provide meaningful opportunities for clients and spouses/support person to meet. This year our Seabird Island Breast Cancer Support Group was treated to a spectacular Christmas event at “Fly over Canada” and treated to a buffet dinner at “Dragon Fort” in Abbotsford.

They showed that living and dealing with breast cancer is an “isolating” experience where days are spent in clinics, hospitals, in cars travelling to countless appointments. So, seeing the majesty of Canada from sea to sea brought tears to some, amazement to others and to all the feeling that life was larger than “Breast Cancer.” Participants departed with a gift bag containing a beautiful Christmas gift from the Seabird Island Band.

Couples counselling is available through Raydene Erickson, MSW who has generously donated her time and expertise to our group for many years.

Our goals continue to be:

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

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, you just want to be alone with the pain, curl up and hide, it’s okay, it’s your grief, do it your way.” Despite the cold winds, there were 30 individuals who attended. A nice hearty meal was served and enjoyed by all. There was a diverse range of people from babies to Elders, including residents from the Recovery Home.

PUBLIC HEALTH AND SCREENING



Immunizations

Infant and childhood immunizations when compared to rates in Fraser Health demonstrate that Seabird clients are doing great! This success is due to proactive parents, monthly clinics, and reminders by CHRs and nurses.

This year 191 Seabird and surrounding communities were vaccinated and of that, 115 being children 0-7 years of age.

Communicable Disease Control (CDC)

Annual flu shots are provided through flu clinics in Seabird and surrounding communities. They are also available through the Seabird Pharmacy.

This year, outbreaks of measles in nearby cities has led to increased Measles, Mumps and Rubella (MMR) vaccinations. The Seabird CDC nurse facilitates clinics for immunizations and education.

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

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

- STI screening, including HIV point-of-care testing
- Contraception clinics
- Consultation and teaching
- Condom distribution
- Pap smears

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 up to 8 years. Our LPNs are trained as certified COHI Aides, and provide services at Seabird Island Community School and Chilliwack Landing Preschool.

HOME & COMMUNITY CARE

Home & Community Care Program (HCC)

HCC program provides in-house 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
- 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.

Non-insured Health Benefits (NIHB) and Blue Cross

Blue Cross has been newly introduced by First Nations Health Authority (FNHA) to better serve our people. They provides health benefits in the following areas:

- Mental Health
- Dental visits
- Vision Care
- Medication
- Medical Supplies

The CHR is responsible for coordinating FNHA medical transportation. They facilitate access to FNHA transportation funds through use of appointment confirmation and travel request forms.

Optometry Clinics

Optometry clinics are scheduled monthly with the Optometrist, Dr. Ahmed. CHR/LPN Amanda Peters arranges eye appointments for Seabird and surrounding communities. Dr. Ahmed can see anywhere from 20 – 24 clients in a one day!

SEABIRD MOBILE DIABETES

Seabird Mobile Diabetes Team

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

Summary of the past year:

In 2019, the Mobile Diabetes Team visited 38 communities, saw 409 people; 206 were diabetic, 203 were screened for type 2 diabetes. A total of 92 eye exams for complications of diabetes were done over 70 days of clinics.

ELDERS



Elders' Program

The Seabird Elders Group has been busy this past year participating in various workshops of interest and engaging in crafts and outings. The Elders' room is located at the Seabird College in room 10. The staff are working with great determination in creating a positive and comfortable space the Elders can call home.



BETTER AT HOME



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 Stó:lō Territory.

We find that doing yard work is a main focus year after year as many Elders struggle to maintain their yards as due to reduced mobility and other health concerns. In winter months cleaning gutters, shoveling and salting walkways are high priority.

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



Counsellors

We have four counsellors, 3 work with adults and 1 with the Youth of which provides great service for to Community. Derek and Dawn support us at our community events and provide good input into the events and plans we have for Seabird. Mental Health Lead, Dawn has added immensely to our team. She oversees practicum students, she provides monthly training to our Mental Health Team. She does this to build capacity and to make our team operate in an efficient manner. She works with groups from our Recovery Homes and provides training with other departments in Seabird. Our other counsellors have their own caseloads and helping people heal from their trauma. Melissa is our Youth counsellor and is doing great work with both our Youth and families.

Family Development Workers:

Our family development workers are involved with our families and help them with life skills. They help families with learning how to budget, working on family chores, learning to prepare meals and taking them shopping. We hosted an “Adverse Childhood Experiences Study (ACES) to create awareness of how traumatic early childhood experiences can cause us to have a lot of physical, emotional and mental pain as we age. Also hosting our annual NAAW event, to share how the residential school impacts can be overcome, and many youth shared what they are doing to live a healthier lifestyle. The First Nations Police came and did an alcohol and marijuana presentation with the drunk goggles and pedal bikes, which our Community Members had a lot of fun with. Our family development workers are doing important work with our families. As a result we held a series of sobriety celebrations last year to accomplish the achievements of families.

CHILD & FAMILY SERVICES

Recovery Homes

We had the opportunity to have a video made in our Men’s Home that showed what we do in our Recovery Homes and how the clients that attend, benefit from our program. We accept those that struggle with alcohol and drugs and find that the trend has been that more people are using drugs with less alcohol. This can be challenging, as it can lead to mental health concerns, we work with them as best as we can. We do cultural programming such as taking clients to the water, circle work, an Elder comes in to teach art projects, they receive counselling and take part in group work with external agencies. The average stay is around nine months. We are fortunate to have this facility in our community.

Family Home

Our family home has had eight families come through our home this past year. Our life skills coaches help families with regular daily home routines; such as getting the kids to school, make sure they get to their medical/dental appointments, bring them grocery shopping. They also participate in family meetings and work very closely with each family.

Youth Program

Our youth program has been very busy this past year. Katelyn our Youth Supervisor has done a good job in engaging with our youth from ages 8 to 18. There has been a variety of camps both cultural and with a youth focus of which were well attended. The Youth went on many outside trips: Manning Park, Whistler, and some local outings as well. A positive group called “Stress Busters Groups” that teaches the Youth how to manage their anxiety. Our Community has a Youth Council and these Youth are learning all about what it means to be a leader. A part of their learning is to make healthy meals with our nutritionist. Katelyn has been successful in obtaining funds from some grants, we have been able to purchase equipment and food for the program. It has been a very good year for our Youth.

EMPLOYMENT SERVICES



Employment assistance services worked with 196 new client during the past year with a total of 2798 client visits throughout the year. These client visits included 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
- 41 client files closed to training
- 101 training workshops attended by clients
- 3 short-term vocational packages submitted
- 3 long-term vocational package submitted

The drivers training includes one-on-one driving lessons, learners test preparation and driver license testing supports. This past year the driving school delivered 177 practical driving lessons.

Driver training accomplishments for the year:

- 5 Clients obtained their Class 7
- 7 Clients obtained their Class 7
- 4 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.

Employment Services work closely with both Seabird College and the Income Assistance Pre-employment Support (PES) Program. Employment Services helps people decide on what training is available locally and then works with College staff to ensure education and training success.

The Pre-employment Support Program boasts 42 clients having moved into employment or further training. The training included Adult Dogwood, Carpentry Level 1, Community Support Worker, Education Assistant, Early Childhood Education, Indigenous Culture, Life Skills, Native Teacher Education, Painting & Decorating Practical Nursing, Professional Cook and Registered Nursing.

Pre-employment supports program summary of stats:

- 3281 client visits with case managers
- 469 client action plans put into action
- 1122 client support interventions supported
- 35 referrals to hands-on practical skills projects

Social development

This service provides income assistance and foodbank services to members in need.

HEALTH ADMINISTRATION

Health Support Program

This is a newly formed team to incorporate the Social Development program and the Employment program. This team supports all of 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 including, but not limited to:

- Typing
- Statistic tracking
- Driving and transportation services
- Inventory
- Shopping

Currently our team consists of eleven staff, including supervisor. Of the eleven, nine provide transportation services for early childhood programs, college, patient travel and medical transportation. We have one part-time driver for Chawathil and are currently seeking a casual driver for Cheam. Five of our drivers have Class 4 licensing or higher. We have been providing transportation for an average of over one hundred clients annually per community of the 9 communities we provide services to.

Our two certified water technicians have been busy providing sampling for four communities. Our Health Generalist provides guidance and back-up for the water operator. They also work alongside public works to maintain the band pump house.

Our administrative clerks provide assistance to the Mental Health team with client files, referrals, verifying funding for clients and invoicing funding agencies. It's been an exciting year adding a new administrative clerk for the Mental Health team.

ACCREDITATION

Health Services Accreditation

Accreditation is a process to ensure that Seabird Island Health Services are of excellent quality, safe and continually improving. Over the past years we have worked with Accreditation Canada to review and enhance our Health Programs and in January 2018, we received a four-year certificate of accreditation which exceeded national standards.

We have continued to improve our Health Services. One of our highlights was hiring Band Member Kayla Espley-Jones for the Health Quality Officer position. Kayla has been working diligently to keep us moving on getting our Recovery Homes registered with Assisted Living. She is also reworking our Home Visitor Safety Training and our incident reporting practices. We are looking forward to an evaluation of our Health Services in the upcoming fiscal year.

EARLY CHILDHOOD
EDUCATION





EARLY CHILDHOOD EDUCATION DIRECTOR - Carlene Brown

This year has been a year of learning for the Early Childhood Education Department and myself, as we grow as an independent department within Seabird, building our connections partnerships with all other Departments. While our programs remained the high quality as before, I have had the privilege to work with the Director's Team and learn more about the overall workings of the Seabird Island Band.

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

- Annual Early Childhood Carnival, was a huge success, with the additions of the Pony (horse) ride - thank you to the Lands Program.
 - ▶ We served over 250 meals for lunch, as they enjoyed the day of fun filled games, prizes, bouncy castles, face painting and dunk tank.
- ECD Storytime in the Park in partnership with the Agassiz/Harrison Community Serves. We provided a bannock snack and the book "Blackflies" by Robert Munsch to each family in attendance

- ECD Pancake Breakfast with Santa was a great success. We thank the Seabird Maternal Child Health Staff for their support in this event
 - ▶ Every child enrolled in our programs received a present (255) from Santa, the enjoyed crafts, and lots of great food.
- ECD case load for 2019-2020 was approximately, 325 which includes the Summer Program and Maternal Child Health.

The Early Childhood Department looks forward to continued growth in the upcoming year, with the expansion of some programs, which we are planning. The department takes pride in its continued ability to provide quality services to the Seabird Island Community and its partners.

I am looking forward to engaging in and growing in my role as director while facilitating the growth and development of the Department.

Early Childhood Education Department

The department is housed out of the Early Childhood Centre of Excellence and is the home-base for up to 16 programs when all programs are running. The programs provide specialized services to Seabird and the surrounding communities including support services, Speech & Language, education, family support, childcare, parenting classes and more. The Department partners with other Seabird Departments to ensure that all children and families with optimum care. We also partner with other organizations like Fraser Health, Ministry for Child and Family Development, First Nation Health Authority, our local libraries and more.

All of the programs that run under the Early Childhood Education Department follow and teach the eight dimensions of early childhood development as shown in picture.

DAYCARE

The Daycare is a fully licensed facility governed under Fraser Health Community Care and Assisted Living Childcare Licensing Branch. This means that the program follows strict protocols, such as low adult to child ratios to ensure optimal care and adult time for each child. The Daycare is licensed to accommodate 12 infants up to the age of 18 months, 12 toddlers from ages 18 months to 3 years and 25 from 3-5 year olds.

The daycare provides two healthy snacks each day, field trips, fun activities, circle time, outside play time and more. We were very excited to hire a Supervisor for the Daycare Centre this year, she has been a wonderful addition. She comes to us with Traditional Knowledge from her community and experience which we are excited to start implementing in the near future.

Daycare staff are provided with regular professional development opportunities as a group and individually to enhance their life-long learning.

The Daycare is fully supported by the in-house services including Ey Qwal

Speech & Language, Aboriginal Supported Child Development and the department administration.

PRESCHOOL 3's & 4's

Both Preschool 3's and Preschool 4's programs are run as beginning educational classrooms. They focus of both of the programs is 'Kindergarten' readiness in social and emotional development and incorporating culture. The programs include circle times, themed topics, art, science, learning numbers, letters, name recognition and writing and many other Preschool level skills.

As well as engaging in lots of learning, the Preschool programs both participate in field trips, department-wide activities like the Annual Breakfast with Santa and an end-of-the-year graduation celebration. So much fun!

Both of the Preschool 3's and Preschool 4's are supported by Seabird's Aboriginal Supported Child Development Program, Ey Qwal Speech and Language, Bus for Education and Aboriginal Resources and many other organizations.

OUT-OF-SCHOOL CARE & SUMMER PROGRAMS



The Out of School Care and Summer Program are both designed to provide a safe and fun environment for school-aged children to be cared for during out of school hours.

The Out of School Care Program runs from September until June and is open to children 6-12 years of age from the time they are dismissed from school or until their bus arrives at the program until 5:00 p.m. The program provides age-appropriate activities and a healthy after-school snack to the children. The staff pick up the children at the Seabird Island School and walk them back to the program's home in the "Little Church Hall". On Professional Development Days, children who are registered in the program often go on field trips to fun and exciting places around the Fraser Valley.

The Summer Program provides care for the two months of the school summer holidays, July and August. During these two months, the Summer Program runs from Monday to Friday for children ages 5-12. The children are provided with healthy snacks and lunches, as well as fun activities; sports, art, science, in-house field trips, field trips to destinations around the Fraser Valley. They have weekly car washes and bake sales that are open to Community Members and anyone else passing by the event.

Summer Program employs many of Seabird's High School Students and College students with a reliable and local summer job.

ABORIGINAL INFANT DEVELOPMENT



Aboriginal Infant Development program has had a successful year. We have been fortunate to employ 2.5 consultants to ensure the support services are being delivered to our communities. Programs such as Someone So Small and Infant Massage are being delivered weekly in communities such as Seabird, Sts'ailes, Chawathil and Shxw'ow'hamel. Infant Development works on a referral basis and is completely voluntary. Referrals come from BC Children's Hospital, Pediatrics, Nurses, Parents and other specialized programs.

In 2019-2020 we have been providing support to around 75 families from Sts'ailes to Boothroyd, through various services and support with transportation to BC Children's Hospital for appointments and other medical procedures. To ensure we reach all children, AIDP works very closely with Maternal Child Health programs as well as Supported Child Development and Speech & Language. Our Consultants specialize in child development and hold the appropriate certification for these positions.

SUPPORTED CHILD DEVELOPMENT

Supported Child Development Program /
Aboriginal Supported Child Development Program

Our Supported Child Development and Aboriginal Supported Child Development program have been busy providing services to well over 100 children and their families from Sts'ailes to Boothroyd. This program holds the contract with both mainstream and Aboriginal, serves children ages 0-19 with a focus on early years of 0-6.

SCDP employs 2 full-time Consultants and 5-6 Support Workers which branch out to service the Daycares, Preschools, Out of School Care, and Recreation Programs within our area.

Supported Child development works closely with Child and Youth Mental Health, Fraser Valley Child Development, BC Children's Hospital, Sunny Hill, Aboriginal Infant Development, Ey' Qwal Speech & Language and other specialized programs.

The goal for SCDP is to ensure all children of all abilities are included in the day-to-day operations of childcare centers and offers support. In order to do so, referrals come from parents, doctors, pediatrics, Sunny Hill, BC Children's Hospital, daycares, preschools and other therapists and are completely on a voluntary service base. SCDP hosts "Family Night" quarterly as well as monthly screening clinics with Child and Youth Mental Health and Occupational and Physiotherapists from the Fraser Valley Child Development.



ÉY QWEL SPEECH & LANGUAGE

Ey Qwal has had a busy year supporting well over 100 children and providing speech therapy on a 1-1 basis and in small groups. This program consists of one Speech Pathologist and two speech/ language assistants. They work with children ages 0-6 years with language and communication challenges. Ey Qwal services from Sts'ailes to Boothroyd and works on a referral basis. Children who are eligible for services will receive a speech assessment from a certified Speech Pathologist and then will be given a plan of action which is carried out by the speech assistants. Ey Qwal works closely with Supported Child Development and Infant Development to ensure the children are receiving the desired supports. Collaboration between the programs is essential for the children to reach their goals and successfully transition into the school systems. We are very fortunate to have access to this service as mainstream waitlist can be a very long.

BUS FOR EDUCATION AND ABORIGINAL RESOURCES

B.E.A.R. Bus has had a few new adventures this past year. Changing the usual locations was a way to promote this service. We now also offer a preschool type program in Chawathil, Shxw'ow'hamel, Boston Bar and Boothroyd. The number of people accessing B.E.A.R. Bus has been low but we are continuing to find different ways to promote this program. B.E.A.R. Bus has the ability to reach those families in remote locations and provide an Early Childhood Program for the children ages 0-6 who are not accessing any other programs. We know from successful programs, 2020 is going to be a busy and successful year. B.E.A.R. Bus has been working closely with Aboriginal Infant Development, Supported Child Development and Ey Qwal Speech and Language to ensure the needs of the children are being met.



ABORIGINAL HEAD START

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. Transportation is also available where needed.

At Seabird Island our program runs on Tuesdays and Thursdays from 10:00 a.m. – 1:00 p.m. We have 29 families registered with 40 children ages 0-6 for the 2019-2020 year. We provide a healthy snack and lunch each day, as well as a monthly Family Night.

Each program also includes drumming and singing in Halq'eméylem. We strive to integrate traditional culture and develop relationships with families and children. There are fun and educational fieldtrips, crafts, books and clothing exchanges.

Other Seabird Island and First Nations Health Authority service providers visit to offer a convenient place for parents and children to receive immunizations, information or referrals: dental, Speech & Language, Aboriginal Infant Development, Supported Child Development etc.

Staff receive on-going professional development opportunities to improve their cultural, educational and safety protocols. This ensures we provide the best services to the Seabird Island Community that we serve.

ACRONYM GLOSSARY

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

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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