

2018-2019 ANNUAL REPORT

JOURNEY TO INDEPENDENCE



SEABIRD ISLAND BAND

Sq'éwqel

JOURNEY TO INDEPENDENCE

Silolem Pekw
Annual Report

Over the past 140 years, the Seabird Island Band has grown tremendously to create a strengthened community for our First Nation people. Our Directors, with the support of our leadership, have implemented several initiatives that brought about social change. The changes have helped the Seabird Island Band in its metamorphosis from a small First Nation Band into a successful, prominent organization.

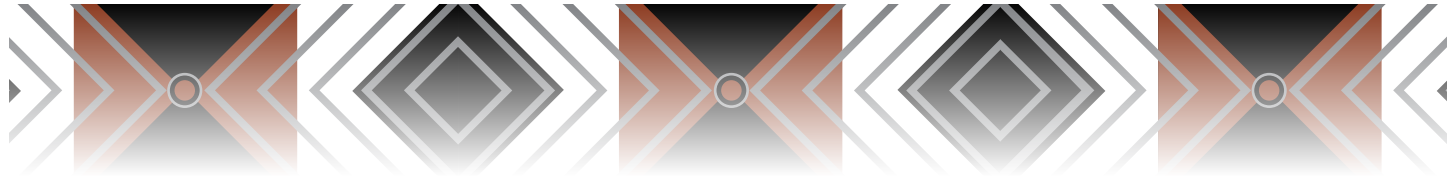
The Seabird Island Band has always had a simple but profound purpose, to walk hand-in-hand with our people and with our partner Bands to confront the social and economic challenges that First Nations people are faced with. We work to create opportunities for

economic growth by encouraging First Nations entrepreneurs and by supporting our Band Members as they complete their education goals both on and off-reserve. We strive to improve the health and well-being of our people, starting at birth and lasting throughout life.

The Seabird Island Band's journey is still ongoing. The return to self-government is fundamental to Nation building. Through managing the administration of our land, resources and related programs and policies, as our ancestors once did, we will build a stronger, healthier community and empower future generations.



Sq'éwqel, Seabird Island Bands traditional name, also translates to "turn in the river"



MISSION STATEMENT

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

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

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

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



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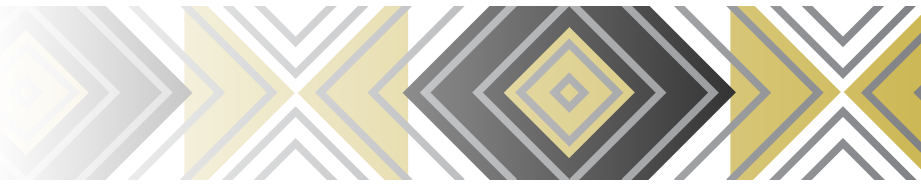
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ELECTED Council Members 2017 - 2020

Portfolios

- | | |
|---|---|
| CLEM SEYMOUR
CHIEF | <ul style="list-style-type: none"> • Chair - Council Executive Committee • Chair - Office of the CAO |
| RONALD (ZACK) JOE
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Culture, Language & Heritage • Co-Chair - Aboriginal Rights & Title and Fisheries • Co-Chair - Health: Child & Family Services • Co-Chair - Early Childhood Education |
| ALEXIS GRACE
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Justice • Co-Chair - Education: College • Co-Chair - Health • Co-Chair - Early Childhood Education • 3rd - Sq'ewqel Development Corporation |
| MARCIA (MARCIE) PETERS
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Health: Child & Family Services • Chair - Early Childhood Education • 3rd - Council Executive Committee • 3rd - Office of the CAO • 3rd - Administration • 3rd - Housing, Public Works & Custodial |
| RODNEY (ROD) PETERS
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Education: College • Co-Chair - Housing, Public Works & Custodial |
| JANICE PARSEY (HARRIS)
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Lands & Government Affairs • 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 |
| LINDA KAY-PETERS
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Culture, Language & Heritage • Chair - Health & Early Childhood Education • Co-Chair - Education: K-12, Post-Secondary |
| STACY MCNEIL
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Education: K-12, Post-Secondary • Chair - Housing, Public Works & Custodial • Co-Chair - Lands & Government Affairs • Co-Chair - Justice |
| PAUL ANDREW
COUNCILLOR | <ul style="list-style-type: none"> • Chair - Administration • Chair - Sq'ewqel Development Corporation • Chair - Aboriginal Rights & Title and Fisheries |





CHIEF *Si:emiya*
Clem Seymour

The theme "Journey to Independence", to me is all about the people and family values. We are the past, present and future. This has been a year with a lot of change.

I would like to thank the staff for all their hard work, dedication and understanding. They have worked to continue to maintain balance and consistency for the Community.

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

Security is in the foreground for Seabird. Protecting the people, our Community and all the community's investments is a priority. It's all about the people; it all belongs to them.



COUNCILLOR
Ronald (Zack) Joe

In the past, it was the vision of our Elders that we utilize all the available programs and services, to assist us on our "Journey to independence". Today, we have many programs and services available to our community, which can contribute to the beginning of this journey and get our people back on track.

We have so much to offer; from the High School to College, Health Services, Recovery Programs: Family Homes, the Men's and the Women's Recovery Centres etc. We encourage more of our Youth who are on income assistance to go back to school to get their Dogwood and continue their education. We are seeing the success of many of our earlier students who completed their studies and are now working professionals.

We use these individuals as an example that we hope will spread throughout the community. When you look at the success of one individual from a family, it becomes a ripple effect. We provide all these tools and we encourage our Membership and staff to utilize them.

Housing & Public Works Portfolio Highlights

- Completion of 6 housing units on Strawberry Island
- HASI projects completed
- CMHC Renovations completed
- One Individual Home constructed with Ministerial Guarantee
- Eleven Families applied to build through the FNMHF in 2018 / 19

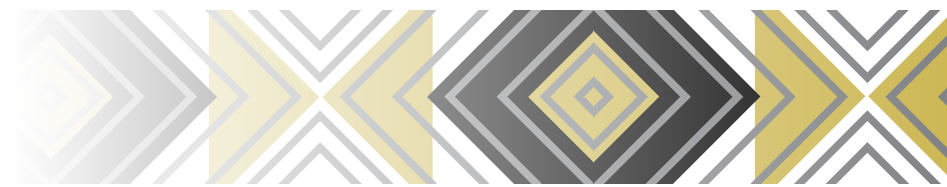
Early Childhood Education Portfolio Highlights

- The Kindergarten 4 class was established and ran in partnership between the Early Childhood Education Department and the Seabird Island Community School.
- B.E.A.R. Bus received permission from MCFD to go onto reserves, to offer services. This meant we were able to meet with more families with transportation limitations.
- All of the Seabird Child and Family Development Services Programs had a large increase in the number of children they are providing services to.
- Summer Program had 50+ children during the summer 2019

Summary

Working with Chief and Council you learn and understand what happens in all the departments. There have been many huge accomplishments within our Community. The main goal has been for families to be reunited and growing together happily. I enjoy seeing the smiles on their faces.

In closing, we look forward to continuing those relationships, forging new ones and expressing our commitments and values in an ever stronger collective voice. We must have the courage to change the ways we do things and to invest in strategies that work.



COUNCILLOR
Janice Parsey (Harris)

“Journey to independence” for me is to be able to take care of our own jurisdictions, lands and people, so we are not as dependent on INAC and their funding.

These past years we have worked a lot on expanding partnerships and bridging gaps, including adjusting the organizational structure of Seabird Island Band itself.

A lot of work has been with the Tiyt Tribes, working towards land protection. Reforming the traditional Tiyt Tribes brings the territory together to protect the lands and water for future generations.

We have been working closely with government and referrals. This includes notification and opportunities to approve or deny gravel removal, as well as protection for the community's sacred properties, such as historical villages, hunting sites and more. We are working to get better agreements with the forestry and the logging industry, which will look after Seabird's traditional interests and profit shares.

We are involved with Stqó:ya and TMX to ensure what goes on, is done in a safe matter and that areas are protected. As they move forward we need a seat at the table to protect our rights.

Work is also being done to form alliances with the Stó:lō Bands and resolve past issues to become a cohesive group. We need to support each other on our common issues, rather than going it alone.

As Chair, for Lands and Government Affairs we assisted the team to keep moving forward and to support staff while dealing with major director change-over in that area. The goals in this area are to create more awareness of what the department does as they work towards protecting the land for future generations.

As Co-Chair for the Executive Committee, I assist and ensure that everything is done in a fair way. Providing direction for streamlining duties, responsibilities and provide support with director turnover. I also work to inform Membership in meetings.

As Co-Chair for Administration, we have been looking into the organization structure, finding gaps and trying to fill them, addressing issues brought up by staff and Membership. We have been looking at policies to ensure they are fair, equitable and that they are adhered to.

As Co-Chair for the Sq'ewqel Development Corporation one of our major accomplishments is moving forward with the business park; we are ¾ complete. The major 25 year lease business park was denied; however this small term scaled back one has moved forward.

This business park will save money but still allow us to use the INAC funding for a business park, which has brought added benefits to the community. Through this business park we are now able to offer more to our community: water, sewer and 3 phase power.

We are proud to announce that the debt load has reduced hugely and that we are now looking forward to getting staff and moving forward with more economic opportunities.



COUNCILLOR
Siyolwelh, Marcia (Marcie) Peters

I am pleased to present a number of milestones reached. This has been another busy year. We continue to build strong partnerships with funders and have completed key program reviews. We are inspired and encouraged by the dedication, resourcefulness and hard work of our staff.

Executive Portfolio

In this portfolio I attend monthly meetings as well as monthly emergency meetings. I spend quite a bit of time in the office proofing the Executive minutes, Chief and Council minutes and action items before they go to the Directors and Council. We meet every month to set priorities for Council meetings, to go over last month's meetings, new business, guest speakers and setting up the Chief and Council's agenda.

I am available to work on documents, approvals and cheques. Our goal is to be more efficient and reduce meeting times. We encourage Directors and Portfolios to review and sign their assigned briefing reports before the meeting. It's all about preparation. We go to the meeting, present the briefing report and questions about the report are answered by those who signed.

Finance and Administration Portfolio

I attend the monthly meetings for the Annual Audit, as well as monthly meetings for Emergency Preparedness. IT and Finance meet monthly. I spend a lot of time going over all of the finances and issues that are really outstanding and present them to Council. One of the goals of Finance is to be able to provide more stats at our quarterly meetings.

Finance highlights

- Successful and ongoing transition of Sq'ewqel Development Corporation (SqDC) finance
- Continue to improve and provide financial services to SqDC
- Upgraded I-City to RIM and Desktop 2.5

IT highlights

- Programing the new helpdesk software for IT, Human Resources, Housing, Public Works and Custodial departments

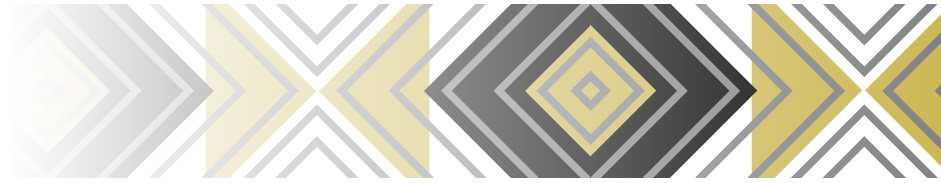
Administration highlights

- Adding detail to Budgets within I-City
- Designed many automatic monthly reports from I-City for Council and Directors.

Child & Family Services Portfolio

We have one of the most recognizable Health Departments throughout BC. We have people standing up now saying "Thank you for building the Women's and Men's Recovery homes". We have meetings every week with families, QAC meetings (Quality Assurance Committee), court and team meetings.

I'm most impressed with the differences we see in the families we work with. When families first come in and start working with ministry and Seabird staff, they are really reluctant to talk. They didn't look at you or engage. Now, I see such positive changes. We have families who come in smiling and happy. They are open to talk about what is going well. There are also a number of families who quit drinking and smoking on their own.



I find it so exciting to see the positive, when I first started, it seemed like I was at court a lot and now court is rare. We have families who are staying with relatives. The meetings were going well and families are back home with their children. We're fortunate to have a team from the Ministry who sees what Seabird wants to do. The goal and vision is to keep children safe at home.

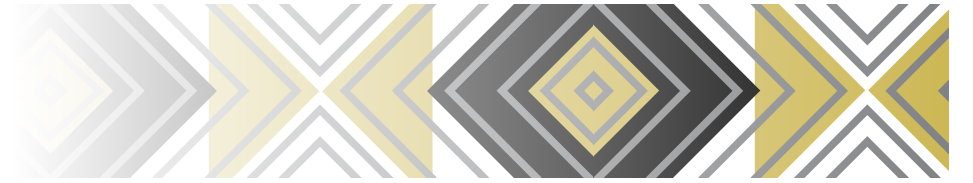
I see how hard our Health Team works with their whole heart. Other communities close to us see the difference in the service, respect and the understanding we have working with the Ministry.

Highlights

- Seabird Island Band has two dedicated Social Workers; with one who is also a Band Member working full time on-reserve and another working between Agassiz and Seabird. Dedicated Social Workers means that they get to know us and understand the importance of community and culture, that support and care need to be holistic and relevant to the child and the family.
- A new 4-unit family home, the second of its kind in BC. Its completion means that children and families in need will no longer be separated – keeping families together, providing support and

services to the whole family. With this, everyone stays on reserve, close to all the services Seabird has to offer. The new family home is a partnership between Seabird and the Ministry of Children and Family Development. Families in need of support can move into this new facility for up to one year. Support staff include life skills coaches, on-reserve social workers, counsellors, cultural programming, primary care and mental / dental health etc.

- Family Honouring Ceremony held at Seabird on May 10th, with 31 families applauded for their commitment to new beginnings, to healing trauma and to growing thriving supportive families. Judges, Social Workers, MCFD Managers, MCHC Administrators, Elders, extended family, drummers / singers and Seabird staff were on hand to share in the acknowledgment.



COUNCILLOR
Stacy McNeil

"Journey to Independence" means us not having to rely on the Provincial or Federal Government for permissions and resources to do things and for us to be able to function as our own Municipal Government. I think that we need to start exercising that initially with our lands and our ability to manage our own lands and pass our own jurisdictional laws. This will be a huge accomplishment for us.

Being an independent nation means supporting our people too, so they are also independent and not relying as much on the office to provide their daily needs. We support community growth so we can all learn to manage our own lives in a sustainable, self-sufficient way and become productive individuals in the community.

Public Works, Housing & Custodial Services

In response to the request to do some policy development, we organized a Housing Committee to review the Community Housing Policies. They have been meeting regularly and making a lot of good changes based on the recommendations from Community Members. It is open to anybody that would like to attend.

I have also been working at a higher level with the Housing and Infrastructure Council Society for BC. The Council itself is doing work to develop an authority that's going to replace the agency and ISC, NBC for On-Reserve Housing. We oversee that process. I was also able to take part in a Nationwide Think-tank the Prime Minister requested, about On-reserve Housing. I was the Representative from BC that went to Ottawa for a couple of days to discuss the major changes that are needed in the service programs and funding for On-reserve Housing. We now have access to

more housing, more opportunities and financial resources.

One of my goals is to continue to utilize the Community Members in changes that are being made or proposed in housing, public works and other areas. For housing in particular, we really want community input. We've been getting a lot of feedback from the people that have been attending those meetings.

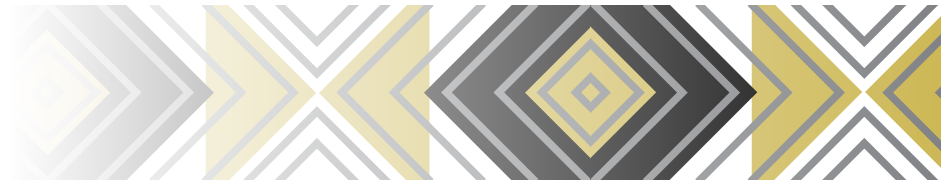
Public Works

There have been a lot of great steps made administratively and we've seen the changes.

- Winter, with the roads being taken care of differently.
- There are beautification projects happening.
- There are maintenance things happening that we haven't had before.
- There is now a long term maintenance plan, a capital plan and budgeting that's happening in that department.

We also did some research to find out which of the roads around Seabird are Provincial Jurisdiction. We are doing some negotiations with the Minister of Transportation to determine who is responsible for the roads, as it is not only Seabird Members that use them. Agassiz farmers also use them and if the road was put there by the Province, then it is supposed be accessible to the public and they will need to do their part to maintain them.

The Administration and Medical offices will be getting upgraded along with some of the other areas and there is daily painting happening everywhere.



Justice

We've met with Public Safety Canada, the RCMP, the Provincial Government and all the leadership in these areas to speak about the Community Tripartite Agreement, as it was supposed to expire. It's being rolled over for a little while, until they get more input from communities. The services from the RCMP have not been at the level that everybody is expecting.

Lands Accomplishments

- Development of zoning laws
- Strategic planning with the committee

There are more people joining the Strategic Planning Committee and there is more work that needs to be done. We really need to improve permitting and the other areas where we are lacking the enforcement required for the laws. They need resources and we are starting to think outside the box on how we can provide those.

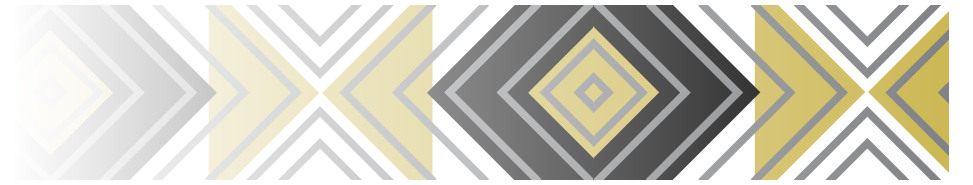
Education Accomplishments

- The Martin Family School Initiative officially started in September 2018. While this is only the first year, we've seen some progress and increases in literacy, especially with pre-kindergarten to grade three.
- Local Education Agreement (LEA) Renewal.
- Constantly updating education policies. The Post-Secondary National Guidelines from Indigenous Services change often, which in turn means we also had to change our policies.

- The Post-Secondary Policy has opened doors for more education access for students, including:
 - Funding is now available for trades
 - A two year College or University preparation period is now available
 - Time extensions are allowed for advancing in some certificate, diploma degree and post graduate degree programs

Another new policy change permits students to do multiple and different Degree's at the same time. Previously, if they did a Diploma or Degree, they were not able to go back to do another Diploma, they were only permitted to move forward and attain the next, higher level Degree. Those restrictions have now been lifted, but unfortunately no more financial resources have come with these new rules.

- The Tuition Agreement updates.
- The Indigenous Service funding to our schools and for our students is still being negotiated. There's been some positive changes, a lot of that is thanks to the work that Tyrone McNeil is doing with FNESS. They are the negotiating body on our behalf. Our CEO sits at that table with them. More students are now able to access post-secondary supports.
- Increased literacy for the kids in school.
- Improving attendance. The biggest hindrance to the success of our students in terms of literacy is missing too much school. The Martin School Initiative promotes attendance.
- More of our people attending Post-Secondary School are getting educated and supported through the systems that we're able to provide.



COUNCILLOR
Alexis Grace

“Don't dwell on what went wrong. Instead, focus on what to do next. Spend your energies on moving forward toward finding the answer.”
~ Denis Waitley

Again, to reflect on another year past! I am grateful to the Seabird Island Community, staff and organization for another year of growth. While this past year has brought some significant change, we continue our determination to see a strong, autonomous Seabird Island thrive.

In compiling data for a year of work, meetings attended, hours served, I pause to go a different direction, imagine the resolve and devotion each and every Member has invested in shaping their individual story. To witness Membership and families rising, I find profound motivation, humility and I must concede that my work as an elected community leader is not nearly enough in comparison.

I gain hope by moving forward through change together, as a Seabird Island Community and realize a renewed sense of faith in the things we can achieve together.

Holding the portfolios of Justice, Health and Sq'ewqe l Development Corporation, I will always contemplate if we are moving Seabird Island in the best direction. As leadership we are elected to represent the Membership of our Community. I try my best to get things right by our Community. However, this is unfeasible without valuing the

voices of all Membership, I am certain I can continue to improve. In an effort to further honour my commitments to the portfolios I hold on behalf of the community. I believe with the change we have seen over the past year and whatever change is in front of us, we need to progress together.

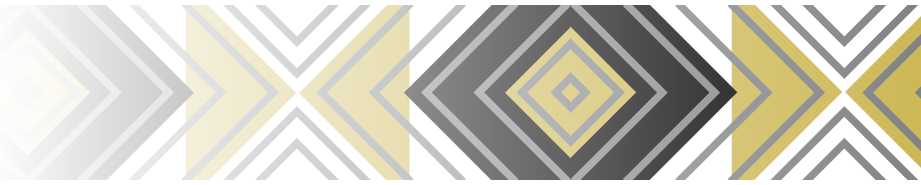
I continue to struggle to find autonomy in the Justice Portfolio and persevere in support of the highest level of service to our community. As Health evolves we maintain a commitment to provide exemplary and unique services to Seabird Island and all neighboring Nations. All of which, a result of care for our future, belief in the strength of Membership and all Indigenous people.

With respect to development prosperity, we pursue deliberate and measured steps onward and I hope we witness further growth, progress and autonomy for Seabird Island in the year to come.

I respect the strength and voices that have come forward to influence change and maintain leadership accountability. Membership drives our leadership team; it is the essence of why we are here and foundation for the portfolios we hold.

Thank you to everyone for all the work accomplished over the past year, in honour of our past we journey forward together into the future!

In kindness and gratitude,
Alexis Grace



COUNCILLOR
Rodney (Rod) Peters

Housing and Public Works

The monthly meetings with Staff include; financial reports on expenditures, surplus and current arrears, as well as replacement reserve dollars. What amount is paid-out and current balance, C.M.H.C. housing applications, renovations, mortgages towards new-home construction, a regular maintenance plan according to season, capital funds and policy.

The strategic plan identifies goals and ensures the work plan gets accomplished with Membership involvement. The Housing Committee reviewed the current policy over the last year. The Housing Program will keep the Membership aware of what the next steps are. Six new tenants were able to move into six new units. I want to thank the maintenance and custodial staff for their commitment and hard work cleaning and keeping the infrastructure buildings up to standard.

Seabird College

The Seabird College Board meets quarterly to review and discuss current situations and planning for future programs and services for Membership. We review and discuss college staffing, student registrations, literacy and numeracy activities, adult up-grading, pre-requisite training, in all current, new vocational and academic programs. As well as review the continued partnerships and network with UFV, TRU and NVIT.

The financial reports consist of a tuition revenue, grants and donations, Human Resources and Development Centre, Ministry of Advanced Education, First Nations Health Authority, Indigenous Services Canada - instructional services and First Nations Technology Council.

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

Governance Manual

A committee facilitated by Jason Campbell, have read each section of the manual. Community Members are encouraged to attend, listen, ask questions and provide input on sections in the manual.

Seabird Elder's "Si:wes ye Siyolexwa"

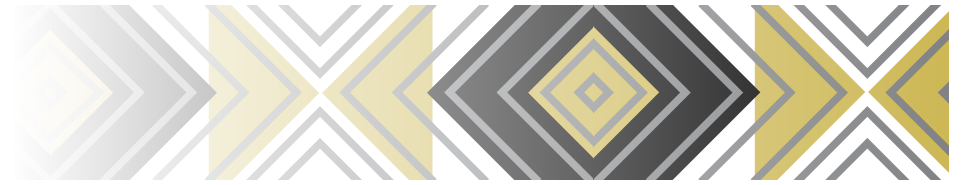
The monthly meetings are being facilitated and include an opening prayer, a sharing circle where each Elder addresses concerns or questions on current or up-coming events. They also discuss fund-raising towards future events, field trips and shopping. There has been discussion about using room 10 at the College for meetings, arts and crafts & events. The Elders' will always have and use their original room at the Band Office while attending ceremonies and events.

Community Events attended

50th Annual Festival, Elders' concession, honouring, Men's and Women's Recovery Home opening ceremony, Story Time in the Park reading summer program and education student awards.

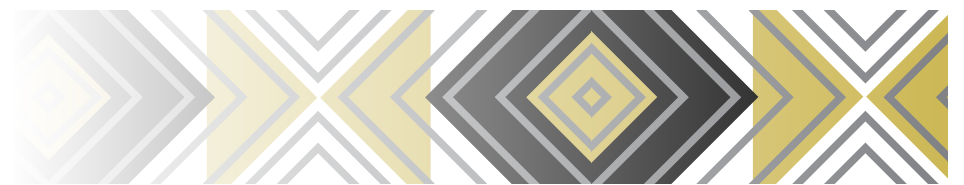
In closing, I want to thank Community Members for coming forward with your concerns, input, questions and involvement in meetings and events.

Respectfully,
Rod Peters



COUNCILLOR
Linda Kay-Peters

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



COUNCILLOR
Paul Andrew

- Chair - Administration
- Chair - Sq'ewqel Development Corporation
- Chair - Aboriginal Rights & Title and Fisheries





CHIEF ADMINISTRATIVE OFFICER (CAO)
Daryl (Chuck) McNeil

Despite some challenges, the Seabird Island Band has much to be proud of this last 2018 / 2019 year. We have had the theme of “Greenable” as a guidepost in our work. All of these accomplishments could not have been done without teamwork. It takes a committed Chief and Council working alongside dedicated staff, at all levels, to continue producing these success stories.

There were some changes this year with the Health Department. Our long time Health Director moved on and the Health Department was divided into three areas: Health, Early Childhood Education and Community Development. Each area has a Director and each has their own accomplishments to report.

The Seabird Island Early Childhood Education Centre collaborated with the Agassiz Community Services to hold Story Time in the Park which was held at Seabird Island. I am sure the children would all agree that one of the most fun activities this year was the 2nd Annual ECE Carnival.

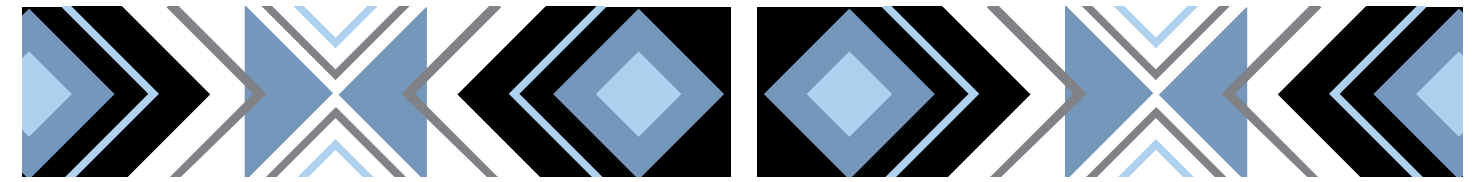
The Health Department has been hard at work restructuring Youth Programs. The department has been busy refitting a trailer for the Youth. The

great aspect is that the Youth themselves have been participating in the work of retrofitting the trailer to their needs.

The Community Development Department saw a grand pay-off from consistent efforts made since 2016 to secure \$3,000,000 in funds for college courses. This award alone will enable 245 people to get training.

The department also secured a further two years of funding from INAC for trades training. Kudos to the Community Development Department for continuing to build up the Seabird Island College and ensuring there is ample opportunity for the Seabird Island Membership and the public to advance their careers.

The Education Department has been working hard as they always do. The Model School’s Literacy Project (MSLP) has helped the teachers in their teaching and helped make noticeable improvements in the grade one to three students’ literacy skills. I am proud to say that the Seabird Island Community School is the first, First Nation school to have the Junior Kindergarten children join the students in the elementary building.



This move means that the Junior Kindergarten students are able to join the other students in learning Halq’eméylem.

The Seabird Island students continue to make milestones. We had six high school graduates this year. Seabird Island has 39 students pursuing Post-Secondary schooling with a further eight students graduating from Post-Secondary schooling this year.

The Housing, Public Works & Custodial Department announced they had secured a new fire truck last year. The fire truck was delivered on April 1, 2019. Another accomplishment was the purchase and installation of a new generator that provides back-up energy for the whole Band Office in the event of a power outage. The Housing, Public Works & Custodial Department has been hard at work to provide Emergency Services.

The Lands Program has several projects on the go. A Future Partnership with BC Parks has been submitted to the Ministry of Environment; we look forward to a positive outcome with this initiative. The Lands Program was successful in

obtaining and carrying out the Species at Risk Sturgeon Recovery Initiative. An application to Transport Canada regarding the Navigation Protection Act was approved and allowed meetings to be arranged to get feedback from Seabird Island. Work continues on the Seabird Island Strength of Claim which is central to Aboriginal Rights and Title work.

We are pleased to say that Seabird Island Band is one of the first of 52 First Nations to qualify to participate in a new initiative called the Ten Year Grant. This changes the INAC funding arrangements and as a result, the reporting load will be reduced. This allows for more time, more control and decision-making power with core funding.

Thanks to all the Seabird Island staff for making this last year another successful one. With the continued teamwork this coming next year will be another successful year.



The Cultural Events program works closely, with Seabird's Elders, the Language & Cultural Committee and the Education Committee.

We have been working together to bring forth the vision to revitalize the language and cultural connection within the community. We had a very successful year since programming started August 2018 to March 2019.

We have had over 600+ participants attend our cultural programming in Seabird Island. We have had so much fun and engaging cultural workshops within the community. This year has brought together many people from many walks of life. We learn together as a community every week from Members all ages. We are growing together to strengthen our cultural knowledge and teaching our next generation our traditional values.

Our future depends on learning today, to teach the generation of tomorrow, to ensure the preservation of our culture.

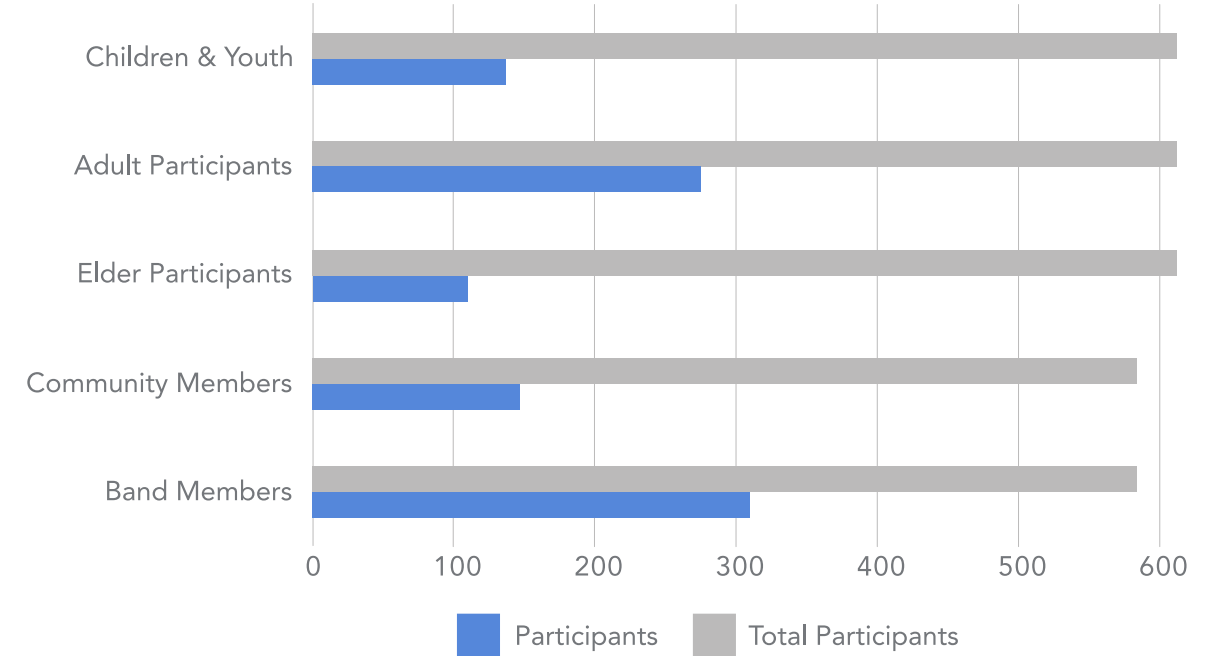
HIGHLIGHTS

- In August we canned 408 pints of peaches and tomatoes
- We also canned 148 pints of salmon and 33 Elders received 4 pints each
- Harvested and Preserved Traditional Medicines. The students made arthritis and pain rub for the Elders, as well as mosquito spray, lotions, creams and lip balms
- Sewing Melton Stole, Vests and Purses

COMMUNITY CULTURE WORKSHOPS INCLUDED:

- Canning Tomatoes, Peaches, Pears and Salmon
- Traditional Medicine Harvesting and Preservation
- Drum Making
- Moccasin Making
- Melton Stole, Vest and Purse Making
- Ribbon Shirt and Skirt Making
- Apple Sauce and Pie Making
- Community Field Trip to UBC Anthropology Museum
- Weekly Cedar making – Roses, Baskets and Hats
- Feast Night and Language Bingo
- Bath Bombs and Epsom Salts
- Weekly Beading, Sewing and Quilting Nights
- Community Collaborative Painting Nights
- Painting Rocks for the Community Garden
- Make 'n' Take Nights
- 3 part Film Festival with Reel Change

Tsel ts'ithomé



PARTICIPANT'S COMMENTS

"Excellent session on the drum making session that was held on September 12th, 2018. I thoroughly enjoyed myself!! Kudo's to you Leanne Ellis for setting this up. Thanks Bunches" (Drum Making) – *Sylvia Caignou*

"My kids had so much fun! They loved it and are looking forward to attending more activities." (Feast Night) – *Sylvia Hewitt*

"Thanks Lee, it was great time. It was so amazing watching Carter. He wrapped his and it's under the tree." (Make 'n' Take Nights) – *Jenny Billy*

"Was another good night. Everyone did great!" (Peaches & Tomato Canning) – *Sue Harris*



POST-SECONDARY

POST-SECONDARY STUDENT ASSISTANCE PROGRAM

Seabird Island Band Post-Secondary Student Assistance Program (PSSAP) provided various forms of financial assistance to 39 students pursuing Post-Secondary studies in 2018-2019.

The program offered financial support for the students: application / registration fees, tuition, books, supplies, living allowance, computer assistance subsidies, travel allowance and / or graduation incentives.

POST-SECONDARY GRADUATES

Graduate	University or College	Certificate
Arlene (Lolly) Andrew	Mount Royal University	Master's Degree - Master of Arts in Leadership
Stephanie James	Mount Royal University	Diploma - Social Work
Rowan Forseth	Hariot-Watt University	Master's Degree - Executive Master Business Administration
Stephany Davidson	University of the Fraser Valley	Certificate - Livestock Production
Janean Parsey	University of the Fraser Valley	Certificate - Community Support Worker
Nicole Gabriel	Seabird College / Northern Lights College	Certificate - Early Childhood Education
Diana Kay	Simon Fraser University	Master's Degree - Master of Arts Linguistics
Jewel Peters	University of Victoria	Bachelors of Arts Degree - Political Science Major

*We are proud of you
Congratulations!*

POST-SECONDARY

SEABIRD ISLAND POST-SECONDARY STUDENT POPULATION

University or College Attended	# of Students April 2017 - March 2018
LaSalle College Vancouver	4
Capilano University	1
Heriot-Watt University	1
Kwantlen Polytechnic University	2
Keyano College	1
Mount Royal University	2
Fisher College	1
Sprott Shaw College	1
Simon Fraser University	3
Academy of Learning College	1
Seabird Island College / Northern Lights College	1
Seabird Island College / University of the Fraser Valley	1
The University of British Columbia	1
The University of British Columbia / University of the Fraser Valley	1
Vancouver Institute of Media Arts	1
University of the Fraser Valley	10
Nicola Valley Institute of Technology / University of the Fraser Valley	1
Nicola Valley Institute of Technology	2
University of Victoria	2
Justice Institute of British Columbia	1
University of Northern British Columbia	1

KINDERGARTEN TO GRADE 12 IN-SCHOOL PROGRAM

The In-School Program receives its funding from Indian and Northern Affairs Canada (INAC).

The funding formula is based on the previous year's nominal roll; there are limits to the amount of financial assistance available to students.

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

- Ancillary Services
- School Supply Allowances
- Student Allowances
- Summer School Services and Tutoring Services
- Graduation Allowances and Graduation Incentives
- Honour Roll Incentives



Seabird Island Student Population enrollment September 2018	# of Seabird Students
Hope Secondary School	2
Lalme' Iwesawtexw / Seabird Island Community School (k4 -7)	83
Preschool 4's	12
Lalme' Iwesawtexw / Seabird Island Community School (8-12)	40
Agassiz Elementary Secondary School	40
Kent Elementary School	47
Agassiz Christian School	5
Unity Christian School	3
St. Mary's School	1
Sts'ailes Community School	2
Coquihalla Elementary School	1
Agassiz Centre of Education (ACE)	2
Seabird Island College	18

HIGH SCHOOL GRADUATES 2018



Thomas Andrew
Agassiz Elementary
Secondary School



Summer Kelly
Agassiz Elementary
Secondary School



Makayla Sam-Greene
Seabird Island
Community School



Clarissa James
Seabird Island
Community School



Blair Hamilton
Seabird Island
Community School



**Michael Murrey
Joseph-Malloway**
Seabird Island
Community School

*Graduation Class of 2018
Congratulations!*

HIGHSCHOOL GRADUATES 2019



Seth Hamilton
Seabird Island
Community School



Amber Pennier
Seabird Island
Community School



Nellie Joe-Moreno
Seabird Island
Community School



Thomas Joseph
Seabird Island
Community School



Jayden Bobb-Jollimore
Seabird Island
Community School



Daemon Naistus
Agassiz Elementary
Secondary School



Miya Andrew
Agassiz Elementary
Secondary School



Nadia McNeil-Joseph
Agassiz Elementary
Secondary School



Racheal Charlie
Agassiz Elementary
Secondary School



Trevor Carscadden
Agassiz Elementary
Secondary School



Jaylene Thompson
Agassiz Elementary
Secondary School

*Graduation Class of 2019
Congratulations!*

GRADUATES WITH NO PORTRAIT

- Michelle Thomas Sts'ailes Community School
- Dylan Harris Sardis Secondary School
- Shilah Mair Hope Agassiz Elementary Secondary School
- Jacob Johnson Agassiz Elementary Secondary School
- Keah Karacsonyi Agassiz Elementary Secondary School



The Annual Seabird Island Community Education Awards Ceremony took place on Wednesday June 27th, 2018 at the Seabird Island Band Gym and there were 110 guests in attendance.

We started off the evening with a dinner. We provided hamburgers, hotdogs, cupcakes, salad, fruit and juice. We recognized all students that attended school in the 2018-2019 school year.

Students attending the celebration received Cineplex movie cards. There were recognition awards for the Honour Roll Students and the Post-Secondary and Grade 12 Graduates. We also provided a variety of door prizes.

The event was a memorable community celebration of education. The Education Department would like to thank Linda Kay-Peters our Master of Ceremonies, as well as Keynote Speaker, Post-Secondary Graduates Chelsea Forseth (Vancouver Island University, Bachelor's

of Arts: Anthropology) and Lolly Andrew (Mount Royal University, Master's - Leadership Program).

The drummers for the event were Gabe Joe, Makayla Sam-Greene and Mavis Pierre. We would also like to thank Stacy McNeil, Dianna Kay, Brooke Bobb-Reid and Edith Karacsonyi for their assistance and participation at this celebratory event.



The 2019 Human Resources Team:

HR Manager	Kim Shorey
HR Generalist	Chase Reed (Starts Sept 16, 2019)
HR Coordinator / Recruitment	Ashley Reeve
HR Administration	Raven Joe
HR Coordinator / Safety	Vacant (Final stages of hiring)

Total of 49 new hires

11 Band Members
16 Non-status

POLICY DEVELOPMENT

Policies are Council statements that set the standards of performance for Seabird Island as a whole. They are guidelines for how Seabird Island initiatives and activities will be carried out.

These policies are outward-facing because they relate to the interactions between the Seabird Island Band (its representatives) with the public and affiliated entities outside Seabird Island.

Policies are:

- Recommended high-level statements that protect information across the organization
- Rules for fair and consistent staff treatment that ensure compliance

Policies are approved by the Council and developed and maintained in with the Chief Administration Officer (CAO) or Directors and Membership.

The following policies and other documents were developed or amended by the Policy Analyst.

1. Council Strategic Objectives By Function
2. Strategic Plan
3. Smoking, Tobacco & The Use Of Vapour
4. Respectful Behaviour Policy
5. SICS Emergency Management Plan
6. Erase Strategy Training
7. Data Collection, Analysis, & Usage
8. Privacy Policy for Parents & Students
9. Policy Library
10. Cannabis Use
11. Aboriginal Day
12. IT Policy amendments
13. Lock-down
14. Seabird Island Council Annual Planning Cycle Fiscal Year
15. Policy Development, Amending & Interpretation Policy
16. Housing Policy
17. Housing Committee Terms of Reference 2018
18. Committee Oath of Confidentiality
19. Social Media – School Teachers & Students
20. 360 Review
21. Review 10 Year Grant
22. Communication Policy
23. Corporate Communication Use
24. Non-Disclosure & Confidentiality Agreement
25. Personal Information Privacy Policy for Parents & Students
26. Student Records – Procedures Policy
27. Anti-Harassment & Anti-Discrimination
28. Environment of Safety, Acceptance & Respect for All Students
29. Criminal Records Check
30. Location Release
31. Video Surveillance Policy
32. Student Appeal
33. SICS-Teacher Code of Ethics
34. School Policy Manual
35. Committee Establishment, Amendment & Disbandment Policy (Amended)
36. Respectful Behaviour Policy (Amended)
37. Controversial Issues & Materials Policy
38. Retention & Disposal of School Documents
39. School Closures
40. Seabird Island Community School-Student Attendance – Amended
41. Parental Complaints
42. Staff Complaints & Appeals
43. Reimbursement for Expenses
44. Vandalism of Property of Education Committee Member or Employee
45. Prevention of Violence in the Workplace for Employees
46. Privacy Policy for Staff Employees & Volunteers
47. Safety in the Workplace
48. Post-Secondary Policy Amendments
49. Recognition of Long Service
50. Miscellaneous Staff Responsibilities
51. Staff Professional Development
52. Staff Participation – Student Activities
53. Maintenance of Order & Protection of Pupils
54. Damage or Destruction of School Property – Students
55. Absenteeism – Reporting by Staff
56. Annual Medical Certificate – Bus Drivers
57. Respectful Workplace
58. Curricular / Co-Curricular Extra-Curricular Activities Policy
59. Activity Trip Sheet
60. Assessment & Evaluation of Student Learning

POLICY DEVELOPMENT

Seabird Island Band - Strength of Claim

Over ten thousand years, Seabird Island Members, as part of the Tiyt Tribe in the Coast Salish region preserved their cultural identity through the sharing of traditional wisdom. The Strength of Claim – Traditional Use of Territory documents our history, which goes beyond the mythological history of discovering Canada and impact of pre-emption settlers and Residential Schools.

Over the past decade Elders and Community Members shared their knowledge. Land Program staff Members documented the interviews and historical documents in the Strength of Claim folder.

Traditional Use Study (TUS) can be defined as a community-based research project that's designed to identify Community Member's historical traditional uses and occupancies in a specific area. The information that is collected and recorded during a Traditional Use Study includes any traditional information regarding land use and occupancy that can be mapped by Seabird Island Lands Program.

The Traditional Use Territory of the Tiyt Tribe has overlying areas with other First Nations. The Territory encompasses the area up to Coquihalla Lakes, Allison Pass, Nooksack country and to the trap line territory at Stave Lake and Silver Creek in the North. The core area of each First Nation is identified by settlements. Acknowledging the ties the descendants of neighboring First Peoples have to the land is important to their culture, ceremonies and traditions. The 1839 census lists tribal populations as follows: Tiyt 678, Pilat 304, Chilliwack 151, Sumas 123, Chehalis 139 people.

Tiyt (Tiat) Tribe Members located between Yale and Alámex (*today Agassiz*) are identified by the Upriver Halq'eméylem. Cheam Peak, Theethulkay, the Mother Mountain located in the Tiyt / Tiat territory had sacred sites, trapping and hunting areas. Using the watershed analysis model, the areas commonly utilized by the Seabird Island community include: the east side drainage of Peqwpa:qotel (Harrison

Lake) up to and including Big Silver Creek; Stó:lō (Fraser River) drainage from Spuzzum to Harrison River on the right bank and to Cheam on the left bank. The smaller watersheds captured between Peqwpa:qotel and Stó:lō that have been frequented include Spuzzum Creek, Sawmill Creek, Yale and Gordon Creek, Ruby Creek and Mahood Creek. (*Carlson (2), K.T.(Ed.) (2001) A Stó:lō - Coast Salish Historical Atlas (p.5).*)

The TUS map includes cultural sites, places where animals and plants are harvested, processed or used for food, clothing, medicines, tools, shelter, travel and other purposes. Cultural resources including rocks, minerals and soils that are collected from making tools, conducting ceremonies and other purposes. Ecological knowledge of habitats and sites critical to the survival of animal populations for instance, animal migration corridors, waterfowl breeding grounds, staging areas and spawning channels.

Traditional Use Studies are very important tools for First Nations when identifying their Cultural Heritage Resources and the development of the Land Use Plan. TU Studies are key components in the review of proposed land based projects, the negotiation of Reconciliation Agreements and Accommodation Agreements. Also known as Impact and Benefit Agreements between First Nations and government or industry.

A thank you for the passionate work to the Strength of Claim team: Donna Andrew, Community Member, Researcher and Knowledge Keeper; Danielle Gabrielle, Community Member and Lands Manager; Heidi Trautmann, collecting and documenting historical information.





FINANCE DIRECTOR
Nigel Selvadurai

Seabird Island has continued to experience a steady growth in revenue over the past year. This has resulted in financial success and stability for the 2018 – 2019 fiscal year. It has also allowed Seabird Island to save and invest for future generations to ensure financial stability in future years.

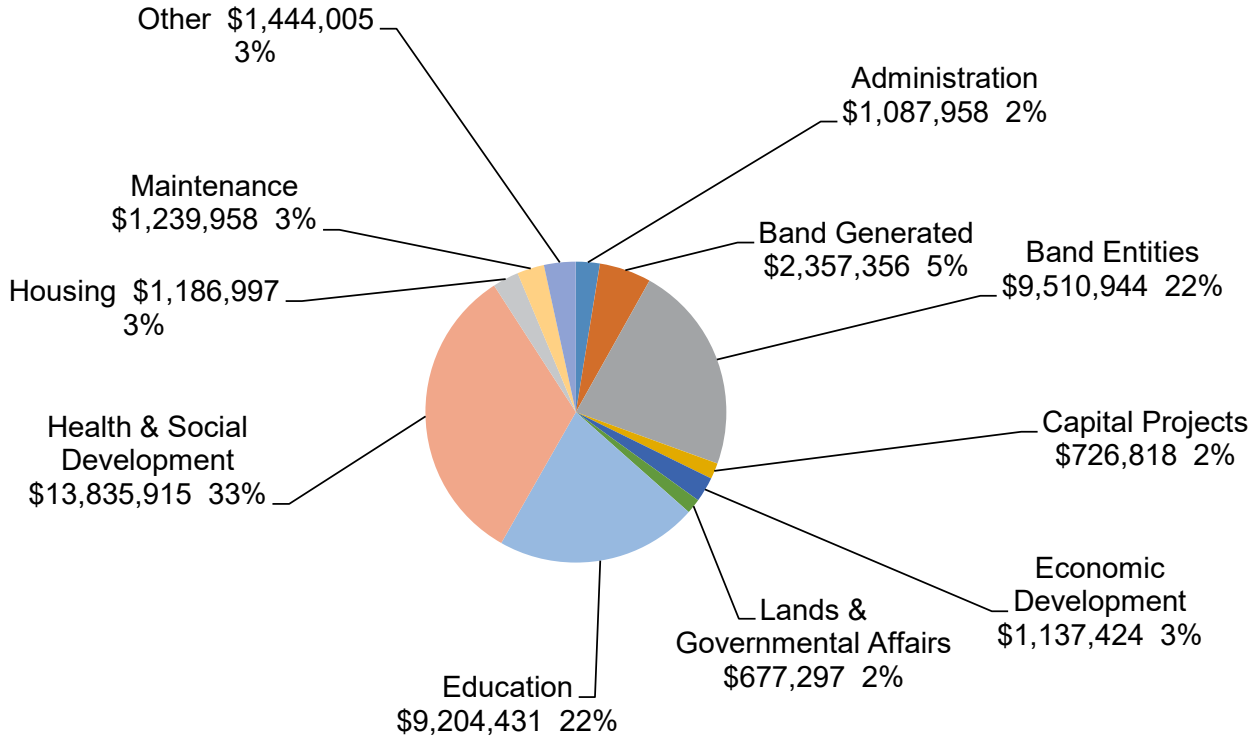
Health and Education Departments continue to be the two largest sources of revenue for Seabird Island as they continue to grow and expand to provide additional services to the community and the neighbouring First Nations.

During this past fiscal year, the Finance Department has worked really hard to initiate the qualification process with Indigenous

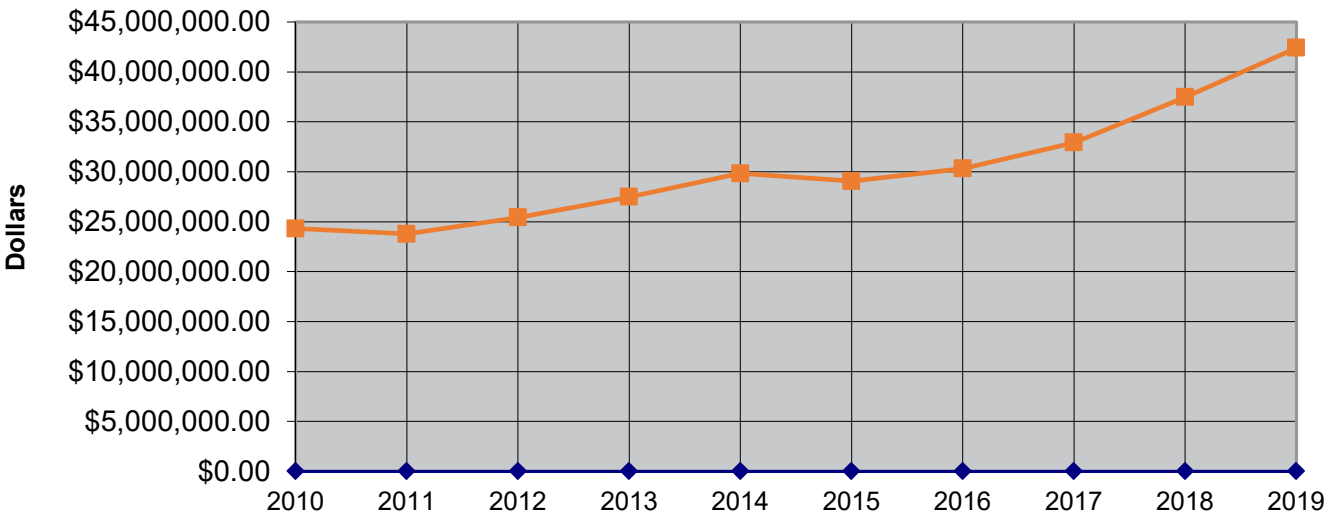
Services Canada (ISC) and First Nation Financial Management Board (FNFMB) to qualify for the 10-Year Grant Funding Agreement, which would provide Seabird Island with more flexibility to manage and control the future prosperity of its core funding arrangement.

Seabird Island was selected by ISC to receive the 10 Year Grant Funding Agreement in March 2019. As part of this approval process, Seabird Island's Financial Administration Law (FAL) was updated to meet the new standard requirements of the FAL.

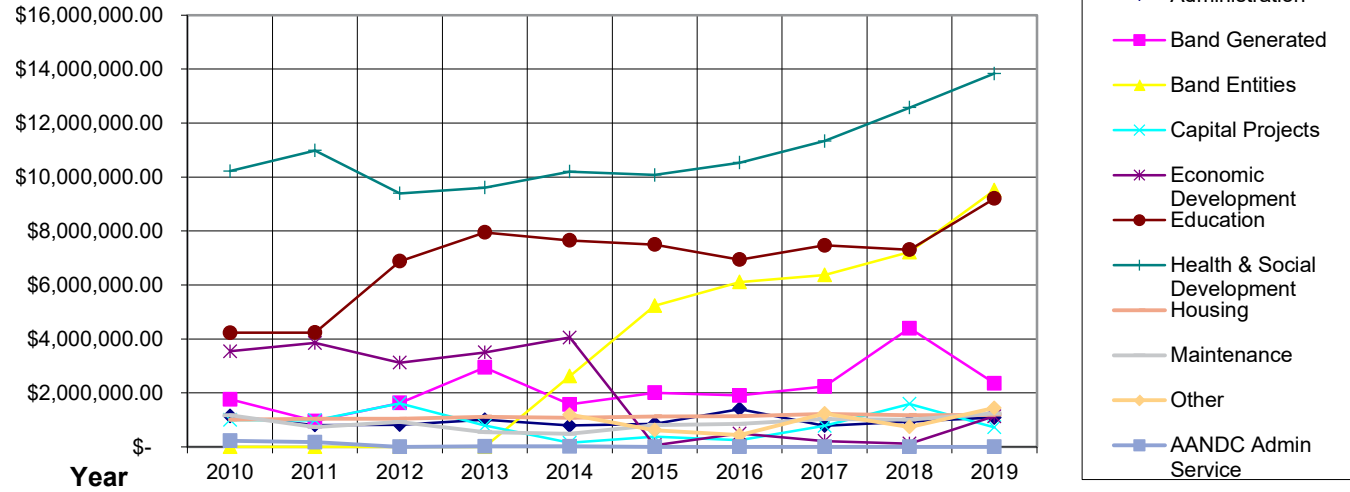
Revenue by Department



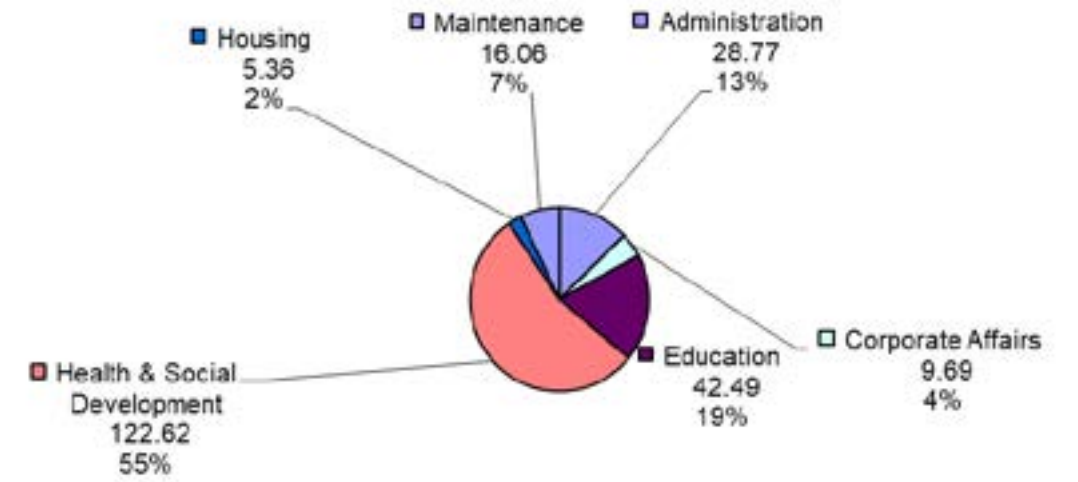
Total Revenue Growth - 2010 to 2019



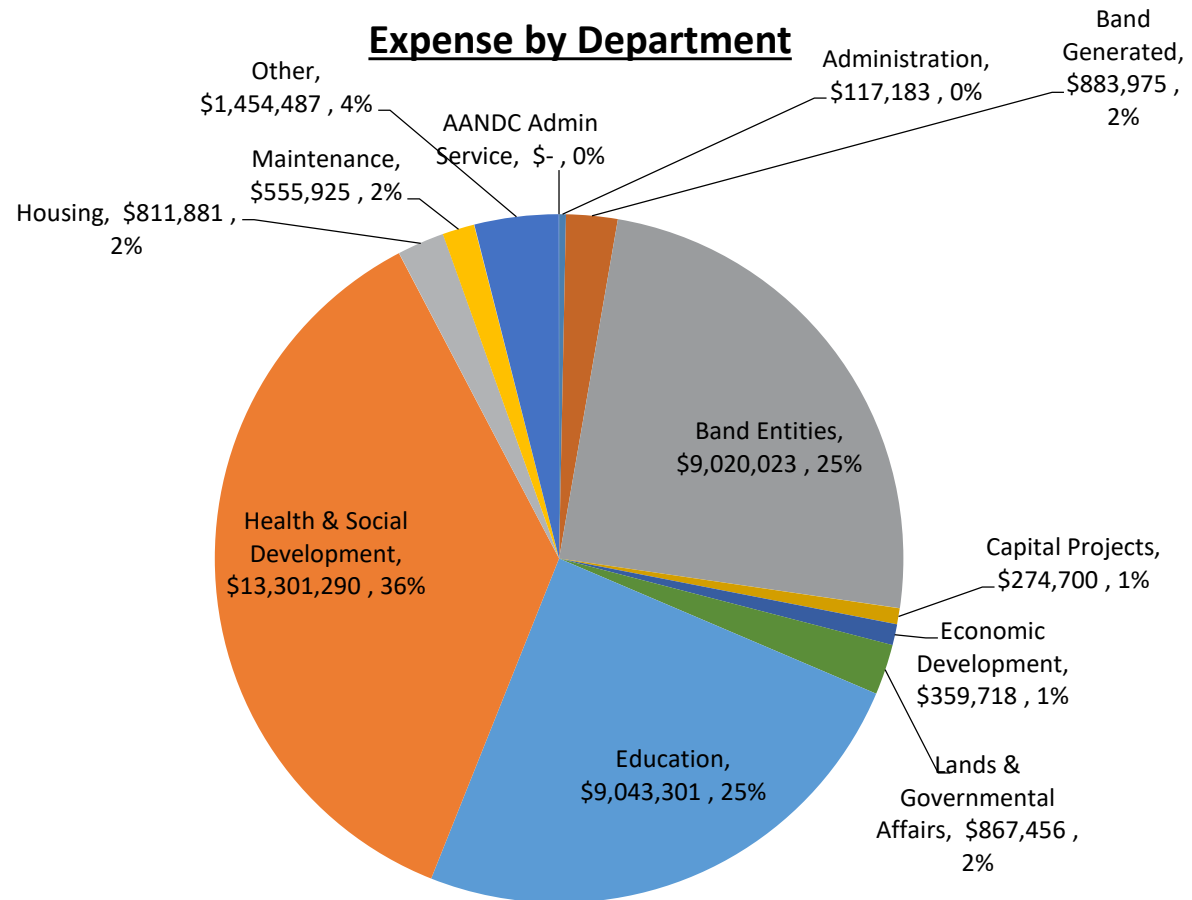
Revenue Growth by Department - 2010 to 2019



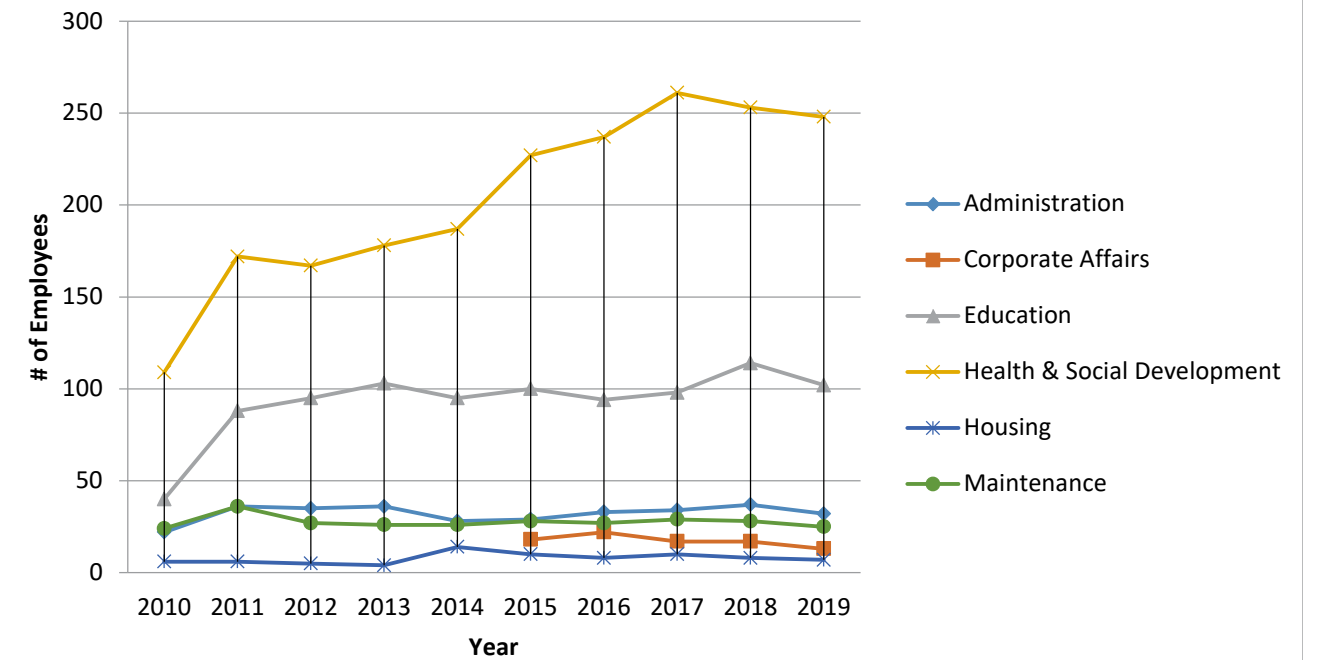
Number of full time staff by department



Expense by Department



Employee Growth Chart



Records and Information Management (RIM) activities are very much decentralized within Seabird Island. Implementation of the RIM program has taken a decentralized approach with every department "doing their own thing". This has resulted in very different types of programs and approaches to Information Management (IM) within and between departments. The vast majority of efforts to manage information effectively have concentrated on physical records. This responsibility has been largely delegated to records and administrative support staff.

Over the past year our initiative has been to take a more enterprise wide corporate approach to managing information. The initial thrust has been the stabilization of our network infrastructure and the development of a standard classification scheme which will be used by all departments but it has created an awareness and desire to have a comprehensive program which would standardize policies and procedures across the organization enabling a greater degree of accountability.

The current program scope is, for the most part, concerned with the management of physical records. The management of electronic records has been started within some departments through attempts to create a standardized structure for shared drives but the success rate is very low. Some departments are converting physical documents to image format upon receipt but

this is not a common practice. The management of e-mails is not standardized in any way. The variations on what is retained or deleted and how the e-mails are stored is overwhelming. One of the promising initiatives is the partnership of IM and IT to extend the management and sharing of information.

2018-2019 Records Management Highlights

- Promoted Mitchell April to the position of Records Clerk
- Health Department transitioned from a paper record to an electronic medical record environment
- Housing Program also transitioning to a more paperless environment
- IM working group developing a corporate records management classification structure, policies and procedures
- Implemented a base rate for the processing of Requests for Information (RFI's): received a total of 31 requests which generated a revenue of approximately \$9,000
- 2 privacy breaches

ACCOMPLISHMENTS

Approved policy changes this year include updates to the Finance Policy and Information Technology Policies.

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

One of our major community projects has been the Last Mile Project, which is to provide fiber optic internet service to the community. The project has taken place in phases, as funding grants have permitted. The current phase will see 95% of the community served by September of 2019. The remaining 5% will be completed, as funding grants permit, as the last phase of this much needed improvement to internet services and access

OVERALL

As Seabird Island continues to grow as an organization, increased cross-departmental cooperation and communication are paramount to increased effectiveness and efficiency. All departments are working together to keep pace with our growth as an organization.

The Finance and Administration Department staff have worked really hard to continue to refine and improve all internal processes and controls. To continue to provide a more efficient and effective service to all other departments, programs and Community Members.

As Seabird Island grows in terms of programming and larger capital projects, a large emphasis has been focused on the purchasing and procurement department to ensure that proper steps are taken for effective cost management and quality control.

As Seabird Island transitions into its new 10-Year Grant Funding Agreements, the Finance Department will be focusing on preparing a 10 year budget strategy to effectively manage our core funding and the cash flow requirements over the next 10 years. This will allow the organization to better plan and invest its cash flows to meet programs and servicing needs for the community, regional communities and more importantly, to invest for the future betterment of the next 7 generations.

Due to the increased reliance on digital technology, the current IT infrastructure is going through a substantial update to its data backup systems, network server and e-mail exchange upgrades. These changes are being made to ensure the data security and integrity of all digitized data and historical information are secured and safely backed-up on and off site to meet all record management and accreditation requirements.

We are also performing upgrades to the community network. Phase two of the Last Mile initiative has been started and is projected to be completed by the end of October 2019. Part of this initiative is to complete some upgrades to Seabird

WiFi, to get the service back-up and running more effectively, to enhance the community's WiFi needs.

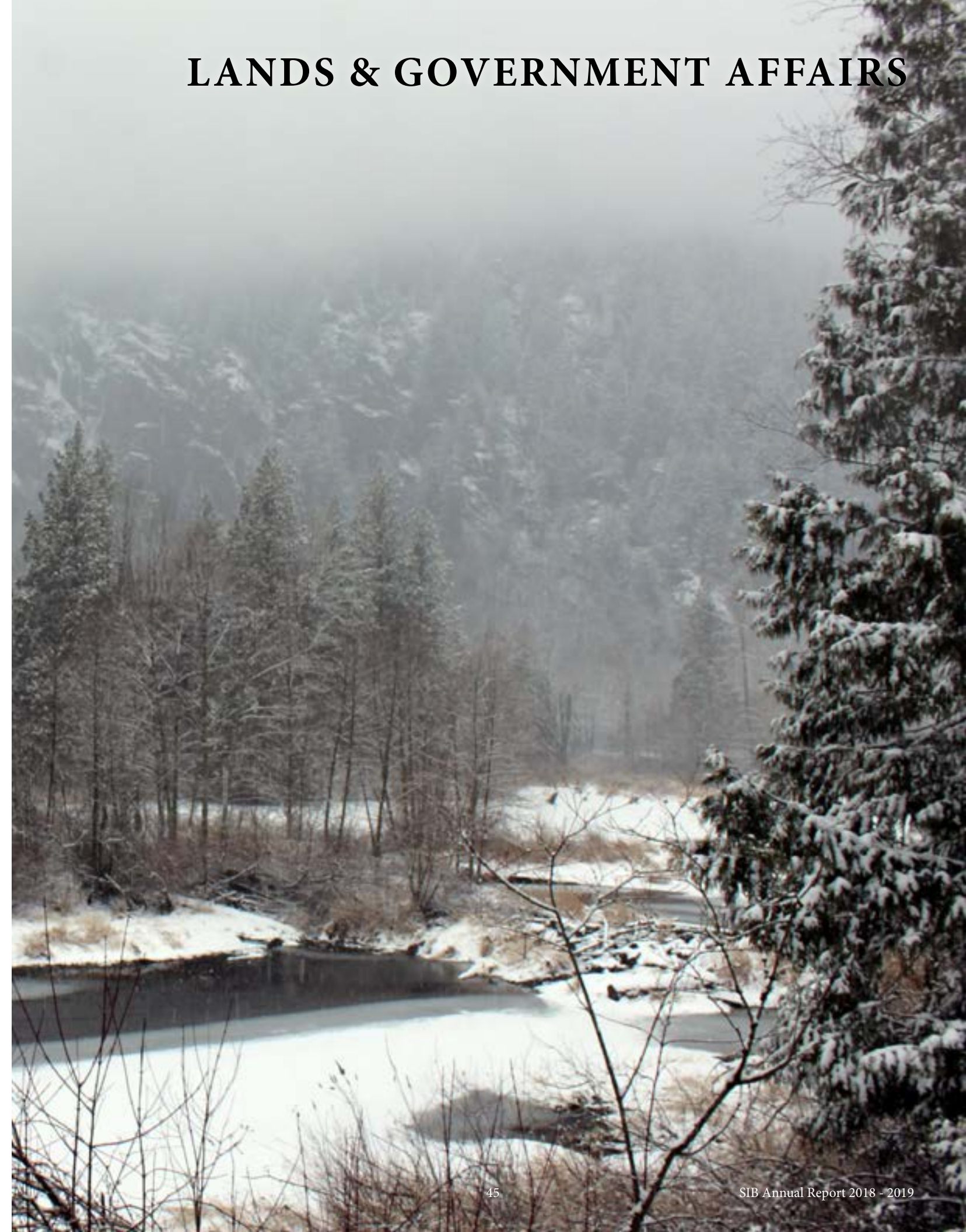
Over the past year, the Records Management team has had made considerable strides to take a corporate approach to records management from a decentralized and physical records management, approach to a more centralized and digital records management approach.

As we continue to build systematic processes and the records management team, a more comprehensive strategy and process will be implemented in terms of records management to the overall organization. As ISC continues to decentralize its permanent record keeping and its asset management process, Records Management has become a paramount program. This is part of ISC's plan to give First Nations more flexibility

in managing their monetary funds, assets and permanent records as First Nations develop more internal capacity within their own communities.

We would like to thank everyone for their support while they continue to help the Finance and Administration Departments improve and grow. The working relationships and continuous communication amongst staff and with Council Members has been vital to our Department improvements.

We look forward to serving you in the upcoming year and hope to offer further enhancements to our services.



The Lands Program has had a complex year with many staff changes while maintaining a full workload. They have been working closely with Aboriginal Rights & Title to research and strengthen the Strength of Claim and have many new projects coming up in the next fiscal year leading them into another busy year.

Once again this year, Lands held their Community Clean-up, with the assistance of many Youth, to clean the Community core in preparations for the 50th Annual Seabird Festival.

One of their highlights this past year was the partnership with the Fraser River Sturgeon Conservation Society. Four workshops were

held involving staff, Community Members and neighbouring Communities.

The first day was an introduction and conservation education on sturgeon, followed by a day on the river where the group would catch and read the tags of the sturgeon to learn about their history. The third and final day was back in the office, where participants discussed their day on the river and what they learned about the conservation efforts of the sturgeon. As a result of this workshop Seabird has adopted a 151 cm. sturgeon from the Fraser River and named it “Turn in the River”.



**Stó:lō Fraser River & Maria Slough
- Salmon Recovery**

Maria Slough is a natural water-course traversing the North side of the Seabird Island Community, originally connecting to the Fraser River at two key points at each end of the Island.

Early in the last century, the upstream connection was cut off, first by the construction of the railway and later by construction of the highway. Despite this significant alteration, Maria Slough continued to have high fishery value and supported a variety of salmon including a significant and unique stock of Chinook salmon.

Over the years the habitat has been lost and the Seabird Island Band Community is deeply concerned that unless action is taken to restore the lost habitat, further degradation to this strategically important area will continue.

A significant section of this sub-reach of the Fraser is flanked by Seabird Island on the right bank and Peters First Nation on the left bank. Subsequently, Seabird Island Band and Peters First Nation communities have agreed to collaborate in the sharing of traditional knowledge, resources

and strategies to help restore and enhance salmon stocks and habitat for the Seabird Island Salmon Restoration Project. Proposals are in the development stage.

Navigable Waters

On March 13th 2019, the Seabird Island Band held a consultation meeting to discuss the impact of the proposed changes to Navigable Waters Act by the Government of Canada.

The Canadian Government recently introduced Bill C-69, claiming that this legislation delivers on a campaign promise to “restore lost protections and incorporate more modern safeguards” across several environmental statutes. While media reports focused on changes to environmental assessments and energy law, the Bill also includes major amendments to the Navigation Protection Act – to be renamed the Canadian Navigable Waters Act.

A meeting was held at the Seabird Island Band Community Center where Community Members were able to voice their concerns.



MEMBERSHIP

Currently there are 1033 Seabird Members in total, 500 females and 533 males. There are 655 on reserve and 378 off-reserve. Over the years there have been several changes to who is eligible to hold registered Indian Status and the Seabird Membership list has been growing, but not at an excessive amount. It is still manageable when it comes to basic rights and benefits.

These rights and benefits include:

- on-reserve housing
- non-insured health benefits
- education
- exemptions from federal, provincial and territorial taxes in specific situations

To be included on the Seabird Band list, you must have successfully applied for registration under the Indian Act, as determined by the Indian Registrar at the head office in Vancouver known as Indigenous and Northern Affairs Canada (INAC).

The latest changes that came into force in December 2017 ensure that eligible grandchildren and great-grandchildren of women who lost status as a result of marrying a non-Indian man become entitled to registration in accordance with the Indian Act.

This is called Bill S-3. As a result of the decision made by the Superior Court in the Descheneaux case, the Government of Canada introduced Bill S-3 to correct sex-based inequities in the registration provisions of the Indian Act.

The Superior Court of Quebec ruled that provisions relating to Indian registration under the Indian Act unjustifiably violated equality provisions under section 15 of the Canadian Charter of Rights and Freedoms because they perpetuated a difference in treatment between Indian women as compared to Indian men and their respective descendants.

It ensures children born female and out of wedlock would be entitled to registration as well as their descendants going back to 1951. There is significant uncertainty around determining the population impacts for the removal of the 1951 cut-off as there is no data set that can directly identify the number of individuals that could be impacted across Canada.

Since the Indian Register (INAC) only came into existence in 1951, crude estimates of the impact of this amendment can only be obtained using the number of individuals who self-reported Indigenous ancestry from the 2016 Census of Canada.

Our referrals have managed to keep Green and Bear Mountain protected from logging and prevented the development of a trail going through the sacred areas. The Bear Mountain Trail Society, with good intentions, had sought to create a trail through the area. After much consideration, with the Director of Lands & Government Affairs, the Chief and the Lands team, it was agreed to leave the area as is.

The referrals process is becoming more functional with a process manual being generated. In time, policies and other documents will be created to ensure the Land on / and surrounding Seabird Island (including other lands in the Stó:lō Territory where Seabird activities are held), is safe and sustained for future generations.

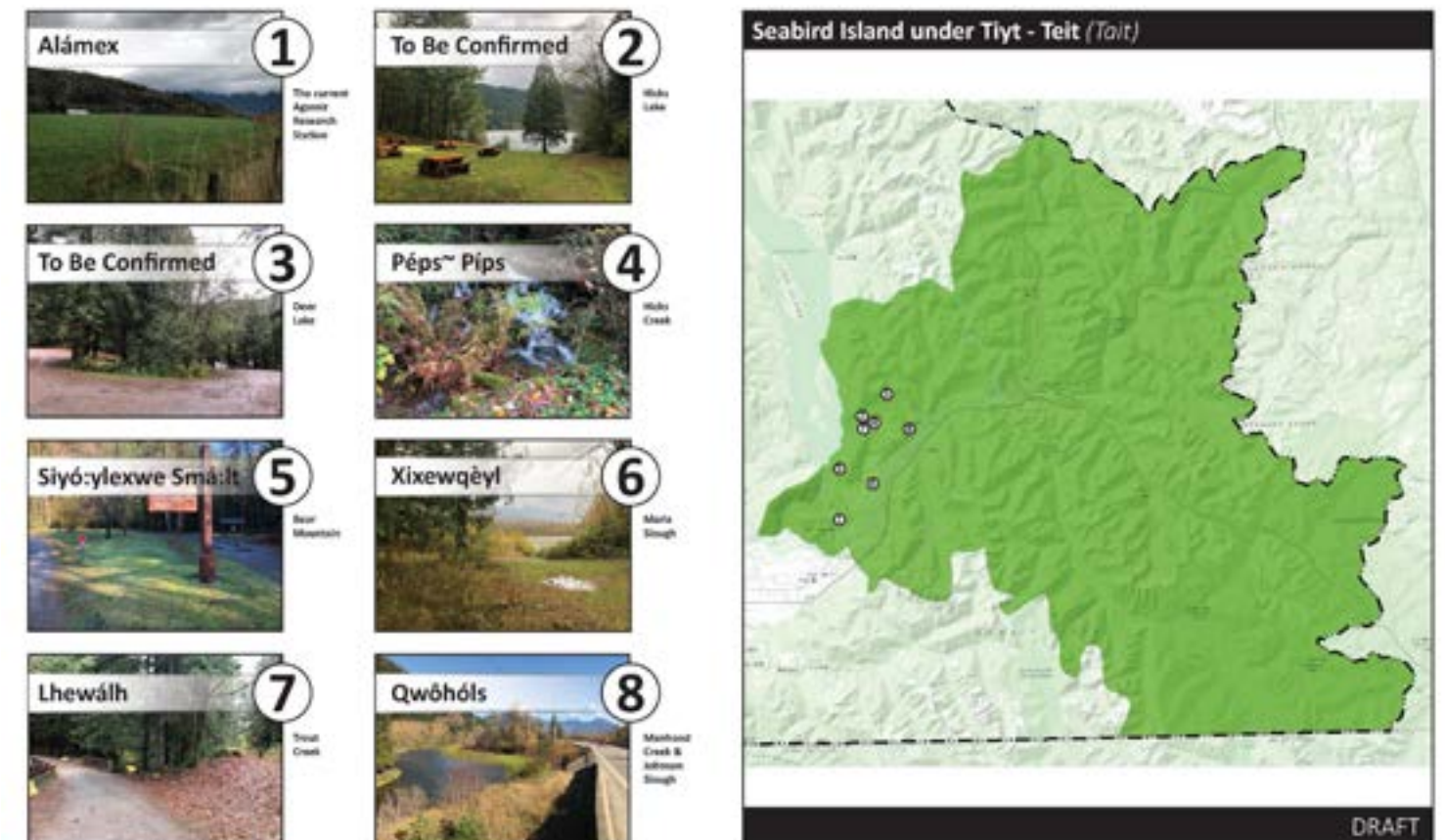
The Strength of Claim is becoming more of a reality. Research has been given to a Professor of History, who will be expanding on the research, accredit the work and solidify it for Seabird Island

ABORIGINAL RIGHTS & TITLE

Band. Once completed, we will have two variants; one for legality purposes and one for educational purposes and for our community.

For over ten thousand years, Seabird Island Members, as part of the Tiyt Tribe in the Coast Salish region, preserved their culture and identity through sharing traditional wisdom. The Strength of Claim demonstrates our traditional use of the territory and also documents our history. Which goes beyond the mythological history of discovering Canada and shows the impact of pre-emptive settlers and residential schools.

In the fall of 2018, a Pronouncement Naming Ceremony of the Tiyt Tribes was held with specific areas being renamed with their traditional names. The areas showcased were used by our people for time immemorial. Below is a draft version of the Tiyt map with their Halq'eméylem names.





With the addition of a new staff Member on the team we have been able to expand on multimedia design. We have started to initiate cross training throughout the team which enables any one of our team Members the ability to pick up a work order in progress and follow it through to completion.

Inclusive to Seabird Island's policies, 3 policies have been drafted in Communications: a Branding & Visual Identity Policy, a Communications Policy and a Communications Use policy; they will be reviewed by Chief and Council. Once in place, these policies will give staff the tools to properly produce promotional and marketing materials under the guidance of the Communications Team.

With the purchase of production tools we are now able to create more materials in-house, which saves the organization time and money. We've also developed a job board for tracking and sharing jobs across the team. This is important due to having 30 long term and 30-50 work order jobs rotating at one time.

Communications worked with the Community Development Department and their contractor,

developing text templates for the new Employment Centre and Welcome to Seabird Island signs.

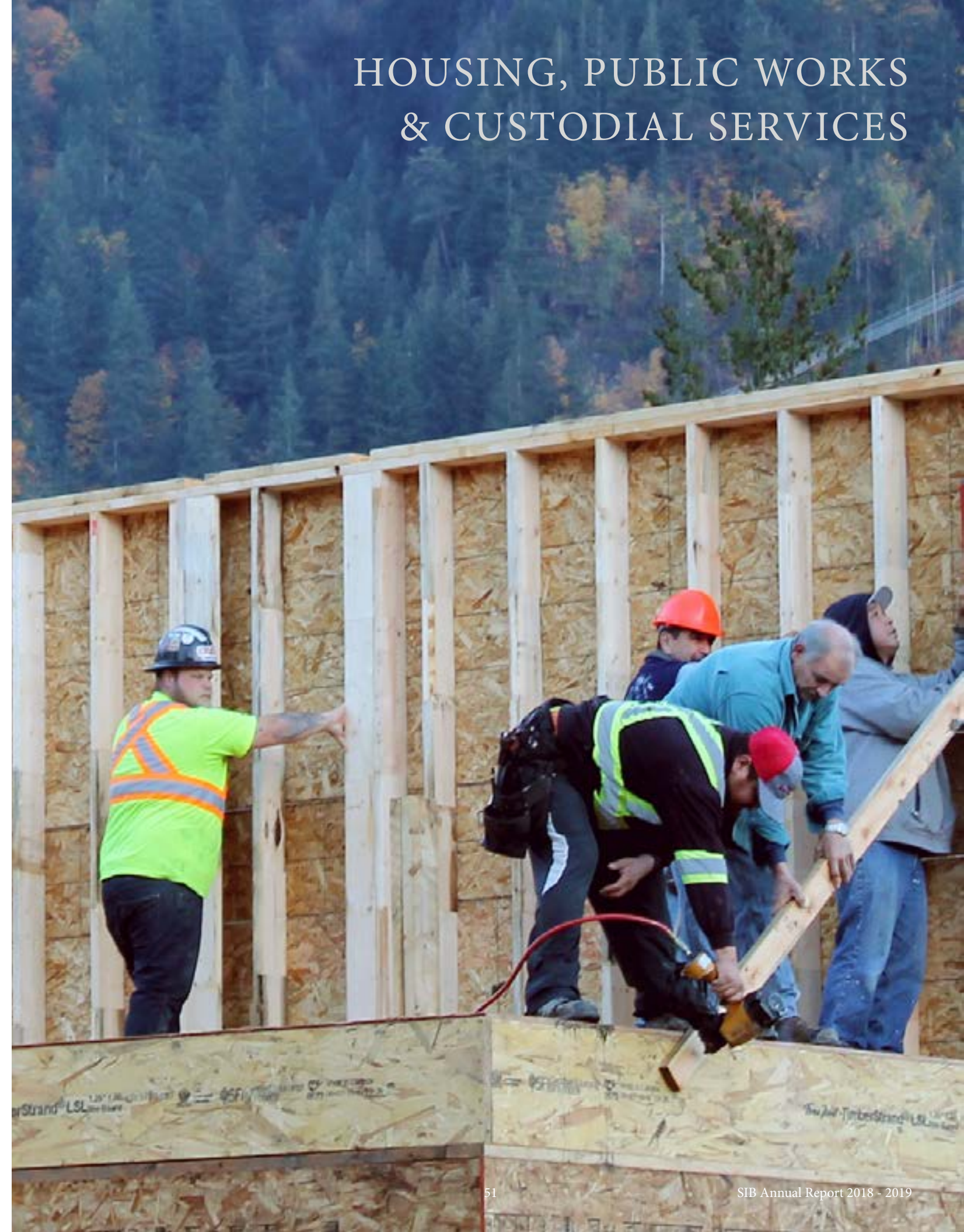
The Seabird Yoo Hoo continues to be available twice a month through our website, Facebook page, e-mail, regular mail and the red boxes throughout the community.

Communications also took part in multiple Joint Emergency Program Committee meetings during the year. This Committee is a partnership between Seabird, Agassiz and Harrison Hot Springs, who work together and occasionally pool resources, in the event of major community emergencies.

Seabird had four Emergency Preparedness events this past year; Spring Freshet, Mt. Hicks Forest Fire, Northern Gas Pipeline Explosion and Winter Storms.

The Communications staff worked diligently keeping the Community informed during these trying times. We thank everyone for their support while we publicized this important information to the Community.

Yalh Yexw Kw'es Hoy (Thank you)





HOUSING, PUBLIC WORKS & CUSTODIAL DIRECTOR
Greg Cross

This Department consists of 6 programs:

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

The new name for this department will be called Housing, Infrastructure & Custodial Department.



Housing is an essential component of the Community. The Housing Team manages all aspects of the goal for the Housing Program. In the 2018-19 year, as set out in the Strategic Plan and in the Comprehensive Community Plan, the focus was on the current and future housing needs of Seabird Island.

The goal was broken down into four key areas:

1. Update the current Housing Policy
2. Reduce rental arrears
3. Prepare a draft Housing Plan, including a comprehensive needs assessment, a comprehensive maintenance plan for all rental units, transfer ownership from rent to own homes where mortgages have been fully paid
4. Future Housing at Seabird – individual home ownership and additional rental units

The revisions are being put into a draft Housing Plan and will be reviewed for any final changes in 2019-20.

A call for volunteers to sit on the Housing Committee was sent out the Community. At the first meeting we had 23 people attend. In the end, the core committee consisted of Donna Andrew, Hillary Andrew, Jenny Lee Billy, Octavius Billy, Cindy McNeil, Janelle Peters, Julie Peters and Councillors Stacy McNeil, Rod Peters and Marcie Peters. Gary Lister, Kym Elderkin and Chanea Gabriel assisted the committee by taking minutes of the meetings. Deanna McIntyre kept the committee well fed. Thank you to everyone for your tireless commitment.

The Housing Policy outlines the process for payment of rents, collection of rents and what happens when tenants don't make their rent. The Housing Program is funded from the Rental Housing Program. The whole program is impacted

HOUSING

by unpaid rents, affecting the upkeep of all units. When rents are not paid the impacts to the upkeep of the units are greatly impacted.

The rent received goes to paying a number of bills. They include House Insurance, Maintenance and Services (water, sewer, street lights etc.)

It also pays for replacement reserves (money set aside to replace large items in the house like windows, roofs, furnace, hot water tank), contingency (in case of emergencies we have not budgeted for), audit / legal fees (every year the whole housing program is audited to make sure we are spending the rent properly) and Administration (Finance and maintenance teams). Thank you to all the tenants who pay their rent every month.

A housing plan includes a number of components. We began putting together the Draft Housing Plan in 2018-19 with the goal to complete this plan in 2019-20. Included in the housing plan are: a comprehensive needs assessment, a comprehensive maintenance plan for all rental units, a plan to transfer ownership of rent to own homes where mortgages have been fully paid.

An Elders Housing Needs Assessment was completed by a UBC practicum student in the Health Department. The information in this report was used to put together the Elders housing component for the BC Housing proposal. An in-depth family housing needs assessment will be worked on in 2019-20.

As part of the 2019-20 Indigenous Services Canada funding request, the Housing Program will be submitting a proposal for the completion of a comprehensive maintenance plan for all SIB owned housing units. This will include a plan for seasonal maintenance, yearly maintenance, replacement of major items in each home and a plan for tracking all components of a unit from the roadway to the end of the back yard.

In 2018-19 Council began the process of transferring ownership of older rental units according to Housing Policy 3.18 Ownership Transfer — Rent-to-Own. This policy states “Once a tenant in a Rent-to-Own housing unit has completely paid the full amount of the housing loan for his / her housing unit with personal funds, he / she is entitled to purchase the home from SIB for one dollar (\$1). Council authorized the transfer of three units in 2018-19.

Individual Home ownership was a large focus for the year. There were 16 SIB Members who applied to build their own homes. Two SIB families began building their own home, one Member completed her home. There was one additional Member approved by the bank to build but put their build on hold until 2019.

The remaining Members are working with the bank to rebuild their credit or save up for their down payment. We look forward to the new homes that will be built in the future by individual SIB Members.



PUBLIC WORKS

The staff work hard to maintain the landscape and grounds around the community. The recreational fields are also well maintained for sports events throughout the year.

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

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

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

Solid waste is a growing and important service to reach the goal of zero waste future. New equipment has been purchased to continue to provide weekly collection service to the community.

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





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

- New Fire Engine for the Seabird Island Fire Department (SIFD)
- New generator for the Band Office to fully supply power to the complete building during an outage
- Purchased a new truck for solid waste services
- Renovations of roofs for water infrastructure buildings
- Three new housing duplexes started in 2018 to be finished in 2019

- Elementary School building improvements such as safety window coverings, class rooms and PA system
- Canada 150 project to install a new heating unit for the Band Office gym, new flooring and painting walls
- Clearing lots in Strawberry Island subdivision for new construction
- Flood Protection Study, for the Community
- Geothermal Feasibility Study, for the District Heat System
- Housing major replacements for appliances, furnaces, windows and roofs



Custodial objectives are to maintain a safe and secure healthy environment for all staff, clients and visitors. Maintaining a standard that supports our Health & Social Development and Education Programs.

Our dedicated Custodial Team are hard at work together 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.

The Custodial Team has received 239+ service request tickets from April 2018 to April 2019. 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. Custodial staff supported many team events, a total of 43+ events this past year.

Achievements for 2018-2019 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

EMERGENCY 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 to be able to provide a prepared action to an emergency response and then provide recovery to any major emergencies. Staff from all Seabird Departments and at all positions are outlined

in the plan to provide emergency needs in areas such as Operations, Social Services, Logistics, Communications, Finance and Administration. The plan is continuously being reviewed and updated to be able to provide an effective and efficient response to an emergency.

There was a wildfire near Seabird in 2018 / 2019 and the Emergency Operations Center was activated to respond and communicate with the community and other agencies that were providing wild fire response.



EMERGENCY SERVICES

Training for the firefighters continued throughout the year with regular practice sessions on Tuesday evenings and the occasional extra session with the Agassiz Fire Department for specialized training.

Training topics included:

- Self-contained breathing apparatus
- Ladders
- Fire extinguishers
- Exterior fire attack.

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 12 active firefighters on the roster.



The SIFD provides services to our local area, providing fire fighting, rescue and fire safety education to the Seabird Island Community. In addition to this, the Fire Department has mutual aid agreements with the surrounding municipalities to share resources in case of fire or rescue emergency. The Seabird Island Firefighters are now at the ECOMM system and through the Fraser Valley Regional District Dispatch Center for emergencies on Seabird.

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





EDUCATION



ACADEMICS



The Seabird Island Community School is a provincially accredited school with approximately 225 students enrolled from Junior Kindergarten to grade 12. Seabird writes BC Provincial exams in January and June.

This year we had all-day Junior Kindergarten (also referred to as the K4 program) in our elementary buildings. Culture and Language, Learning Through Play and all Social and Academic Programs

were delivered to prepare the children for Senior Kindergarten at Seabird Island Community School.

Junior Kindergarten allows an additional year for students to achieve grade level reading by grade 3. Grade 3 reading level ability is very connected to High School Graduation and Post-Secondary success.

CULTURE & LANGUAGE

Each morning, all of our K-7 classes meet in the gym and take part in a morning prayer and all are encouraged to take part in drumming and singing. The 8-12 grades meet in the foyer of the high school and do the same.

At this morning assembly, we also have a Halq'eméylem phrase of the week. All staff and students try to use Halq'eméylem words and phrases instead of English to communicate these phrases.

It was well received and we believe it helped promote our Halq'eméylem language. We hope to continue giving new breath to our language through exercises like this.

This year, the Halq'eméylem Translation Contest was held at Hatzic Middle School, with teams from Abbotsford to Agassiz signing up. This year, sentence structure was introduced to teachers and participants.

A Slahal Tournament was held in conjunction with the contest. There were teams entered from Kindergarten to adult with close to 300 participants as well as 150 guests.

We ended the year with a Pow Wow appreciation hosted by Wild River. The Health Department and the school united to celebrate National Indigenous Peoples Day, where the students and staff dressed in their regalia and danced.



LITERACY & NUMERACY

In both literacy and numeracy, students are placed in ability groups to master concepts at their individual levels. Students receive direct instruction in small groups and those needing extra support receive 1:1 interventions throughout the week to support their learning.

This was the first year of 6 years, that we will participate in the Model Schools Literacy Project (a Martin Family Initiative). This project focuses on students in Junior Kindergarten to Grade 3.

The goal of the project is that by the end of grade 3, 80% of students in the project will be reading and writing well enough for continued school success. Teachers are involved in weekly learning circles and are given new teaching and assessment strategies to improve student learning.

At the end of the first year in this project the following improvements have occurred:

- Our Senior Kindergarten children are moving to Grade 1, only one month behind versus half a school year behind in 2018.
- A large increase in the percentage of students who met the standards of the Canadian Achievement Test in Grade 2 this year.
- We tracked individual students who moved from Grade 1 to Grade 2 and from Grade 2 to Grade 3 this year, which showed us impressive gains in their reading achievement.



ATTENDANCE

Chronic Absenteeism means missing 2 days of school each month. We encourage parents and guardians to prioritize getting the kids to school on time every day. Attendance plays a critical role in student success.

Every month students are recognized for perfect and most improved attendance in assemblies. We ended the year giving away 3 bikes to students with perfect attendance.

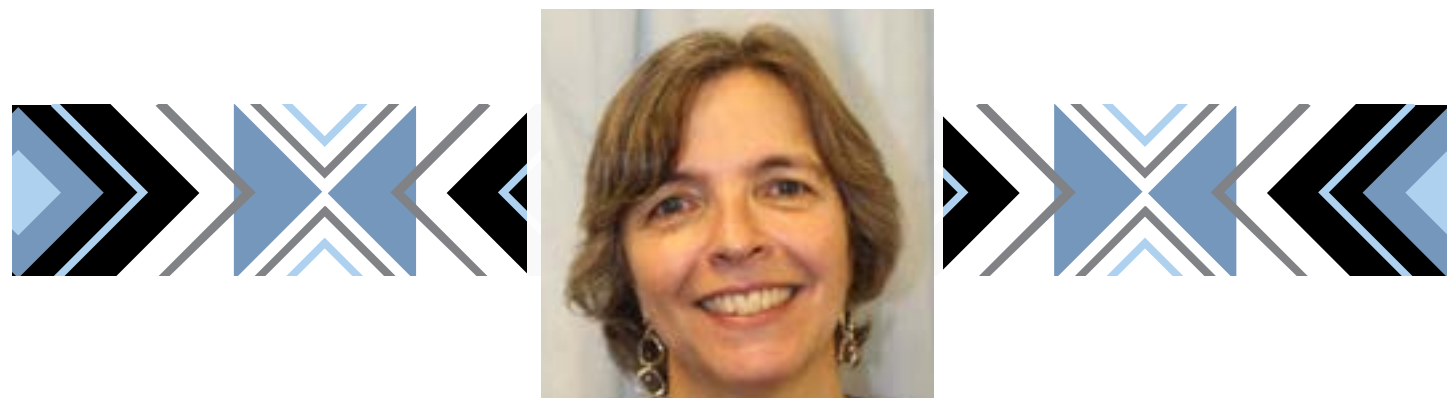
The more improvements we have in our students literacy, the more their math improves because they can clearly comprehend and decipher what a math word problem is asking them to calculate. We use Saxon Math texts to help students consistently review the concepts they have learned, so that they do not lose these computations as they learn new material.





HEALTH





HEALTH DIRECTOR
Heather McDonald

I have been honoured to serve Seabird Island and the community in the role of Acting Health Director, since August 2018. I am committed to providing a solid bridge as we transition from Carolyne Neufeld to a new Health Director.

The Health Department is strong and working hard to meet the needs of Community Members both here in Seabird Island and in our neighbouring communities. We have active and passionate workers who are committed to our clients. It has been inspiring to work amongst this team.

There are many things happening in the health world. We are working closely with First Nations Health Authority (FNHA), Fraser Health Authority, Chilliwack Division of Family Practice and others to ensure that the needs of First Nation people in our region are being addressed.

This is an exciting time to be active in health care. There are many opportunities we are taking part in that will strengthen Community Members and communities. We continue to walk with our Community Members, neighbours and partners to realize the maximum benefit towards health and wellness.

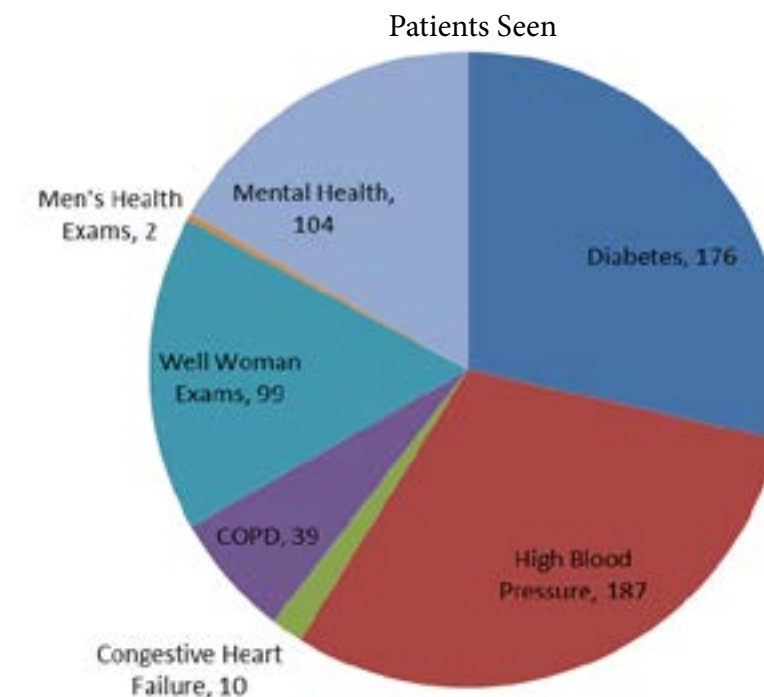
A few of the new / ongoing initiatives are:

1. Improved access to Primary Care (Doctors, Nurses and allied health professionals). The Ministry has put new money on the table. We are at the table speaking for our needs.
2. Improved Mental Health Services. We are working with a regional team to identify priorities. New funding is available.
3. Expanded Midwifery Services. We have partnered with Stó:lō Services Agency to bring a second midwife to our region.
4. Changes to Non-Insured Health Benefits. We are working with FNHA to ensure that changes benefit Community Members and growing pains are minimized.
5. Federal changes to child welfare jurisdiction have been proposed. We are working with other Fraser Salish communities and FNHA to rebuild the matriarch system of Child Welfare.

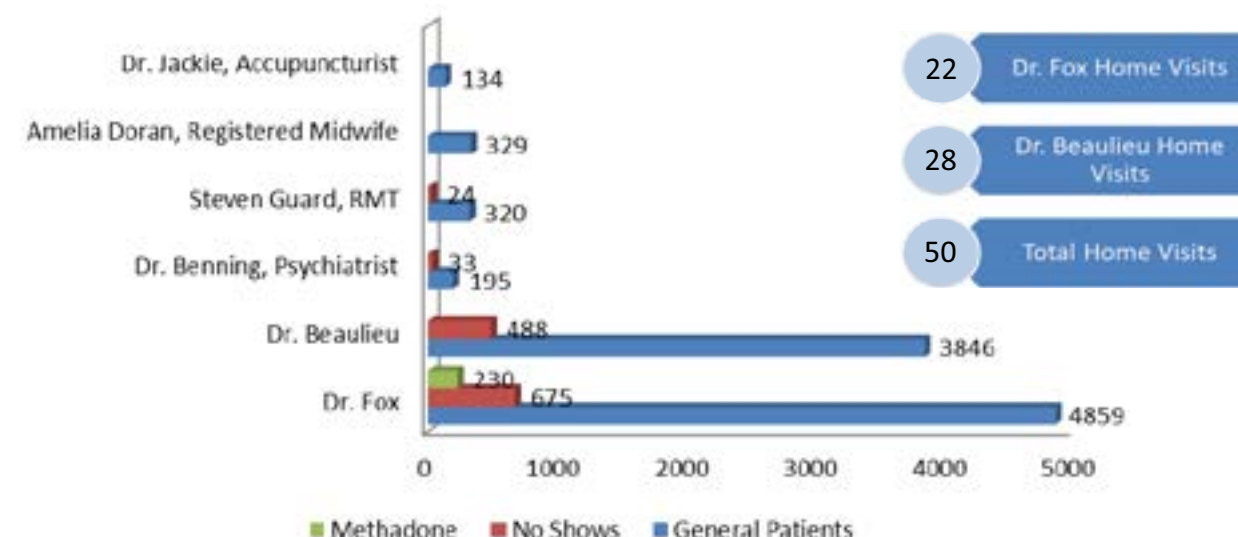
The Seabird Doctors' Clinic has a growing number of services and practitioners. In addition, to our regular General Practitioners, Doctors Fox and Beaulieu, we had the following services in 2018:

- Tzu Chi TMC Acupuncture hosted Open House Clinics in April & August and seen 114 patients
- Acupuncturist Dr. Jackie joined our team in May 2018 and is available every 2 weeks

- Miracle Ear hosted 4 Hearing Clinics and seen 13 patients
- Dr. Fox worked with two medical students during April and August
- Amber Charlie was our summer worker for 3 weeks in 2018



Visits per Practitioner



SEABIRD ISLAND PHARMACY

Pharmacy services include:

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

Our Pharmacy Team works closely with the Seabird doctors and nurse to provide you with quality care. Our staff is knowledgeable and experienced with NIHB / FNHA medication benefits.

We are located in the Band Office, across from the Doctors' Office, but you may also see our team Members at various Community events, such as the Seabird Open House.



MATERNAL CHILD HEALTH AND MIDWIFERY



THE MATERNAL CHILD HEALTH (MCH)

The team at Seabird currently includes:

- Amelia Doran, RM and Lee Yeates, Locum RM
- Tia Felix, RM clerk
- Diana Phan, RN and Liz Lowe, RN Casual
- Kwiyo:s - Pam Hope, LPN, Brooke Bobb-Reid LPN and Shannon Williams, LPN

MIDWIVES

We provide full-scope midwifery care from pre-conception to postpartum up to 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

MID WIVES ACHIEVEMENTS

- The registered midwife and MCH Team welcomed 37 babies into the world in 2018
- Increasing referrals from local maternity care providers
- More women sought out midwifery care
- Skwah Midwifery Clinic increased to 3-4 times per month

BABY WELCOMING 2018

Successfully led by Brooke Bobb-Reid. Families decorated their own ceremonial blankets for the event and homemade medicine bags and breast-feeding healing salves were provided by popular request.



THE KWIYO:S ‘AUNTIES’

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

KWIYO:S ACHIEVEMENTS

- Largest participation at Baby Welcoming: 52 babies
- More families accessing our services
- Increasing presence of partners and fathers attending programming

PRE & POST AND PRENATAL CIRCLE

We coordinate with local CHRs to provide free Pre and Post-Natal education in Seabird, Skwah, Shxw’owhámēl and Chawathil. This program is for families expecting a baby 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.

FETAL ALCOHOL SPECTRUM DISORDER PROGRAM (FASD)

Kwiyo:s provide education and support to reduce the risk of FASD.

DIABETES SUPPORT GROUP

We hold monthly diabetes sessions to increase awareness of risk factors associated with diabetes. To encourage participants to reduce diabetes complications through active lifestyles and good nutrition. On-site lab services are provided every 3 months at Seabird Island; 25 clients usually attend.

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.

MEALS ON WHEELS

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

The Nutrition Team provides programs and services to promote healthy lifestyle choices and support active living for our Members.

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

Some of our services and events include:

- Meal planning support at the Recovery Homes
- Community Kitchen (monthly)
- Canning events
- Food Safe training
- Food Skills for families workshops
- “Choose to Move” Program
- Fall Prevention Seminar
- The Annual Nutrition Family Run / Walk, 275 participants this year



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. There was a diverse range of people from babies to Elders, including residents from the Recovery Home.



BREAST CANCER SUPPORT

The Breast Cancer Support Group provided a safe and supportive setting for group members. This group meets a few times a year; Linda Forseth, RN works hard to keep the group connected and provide meaningful opportunities for clients and spouses to meet.

A luncheon was arranged in December. Linda notes, “Laughter as well as tears flowed from one to another as we shared much more than a meal”. Self-care was the topic of this year’s luncheon. It’s purpose was to empower members to find peace and well-being in the midst of health crisis by taking time to celebrate the positive aspects of life, learning to live in the present and receiving support from the strength of the group.

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

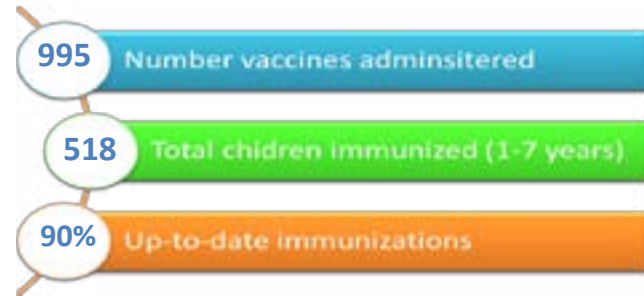


PUBLIC HEALTH AND SCREENING

IMMUNIZATIONS

Infant and childhood immunizations are at 90% this year. When compared to rates in Fraser Health, we are doing great! This success is due to proactive parents, monthly clinics and reminders by CHRs and Nurses.

SEABIRD ISLAND VACCINATION STATISTICS



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.

Recent outbreaks Measles in nearby cities has led to increased Measles, Mumps, 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 to 7 years. Our LPNs are trained as certified COHI Aides and provide services at Seabird Island Community School and Chilliwack Landing Preschool.

Home and Community Care (HCC) Program provides in 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.

HOME & COMMUNITY CARE

NON-INSURED HEALTH BENEFITS (NIHB)

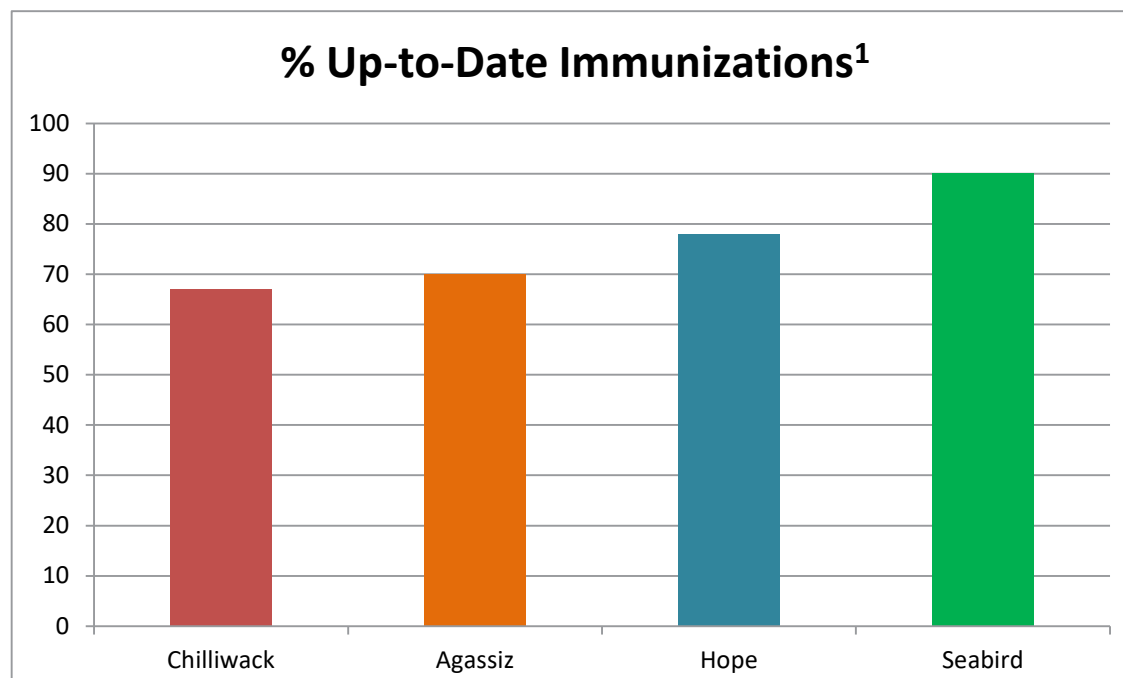
NIHB Program through FNHA provides health benefits in the following areas:

- Mental Health
- Medical Transportation
- Dental visits
- Vision care
- Medication
- Medical supplies

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

OPTOMETRY CLINICS

Optometry clinics are scheduled monthly with Optometrist, Dr. Ahmed, who sees anywhere from 40-50 clients in a one day! CHR / LPN Amanda Peters arranges eye appointments for Seabird and surrounding communities.



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 STATISTICS

- Total Communities: 46
- Total Clinic Days: 70
- Total Clients Seen: 515
- Total with Diabetes: 293
- Total Screened: 222
- Total Eye Exams: 129
- Total Screening Events: 5
- Total Education Events: 8

COMMUNITY LIST

- | | |
|----------------------|----------------------|
| Adams Lake | Seabird |
| Ahousaht | Scowlitz |
| Bella Bella | Scw'əmx Health |
| Bonaparte | Seton Lake |
| Boothroyd | Shxw'ōwhámél |
| Boston Bar | Simpcw |
| Burrard | Siska |
| Canim Lake | Skatin |
| Chawathil | Skowkale |
| Cheam | Shxwhá:y (Skway) |
| Cook's Ferry | Soowahlie |
| Klemtu | Spuzzum |
| Leq'amel | Squamish (North Van) |
| Lillooet Area | Sts'ailes |
| Little Shuswap | Sumas |
| Lower Nicola | Tipella |
| Lower Similkameen | Tzeachten |
| Mastsqui | Upper Nicola |
| Lí'lwat (Mt. Currie) | |
| Neskonlith | |
| N'Quatqua | |
| Okanagan | |
| Peters | |
| Samahquam | |



The Seabird Elders Group has been busy this past year, participating in workshops, crafts and outings. The Elders' room is located at the Seabird College in room 10. They are working hard in creating a positive and comfortable space they can call home.

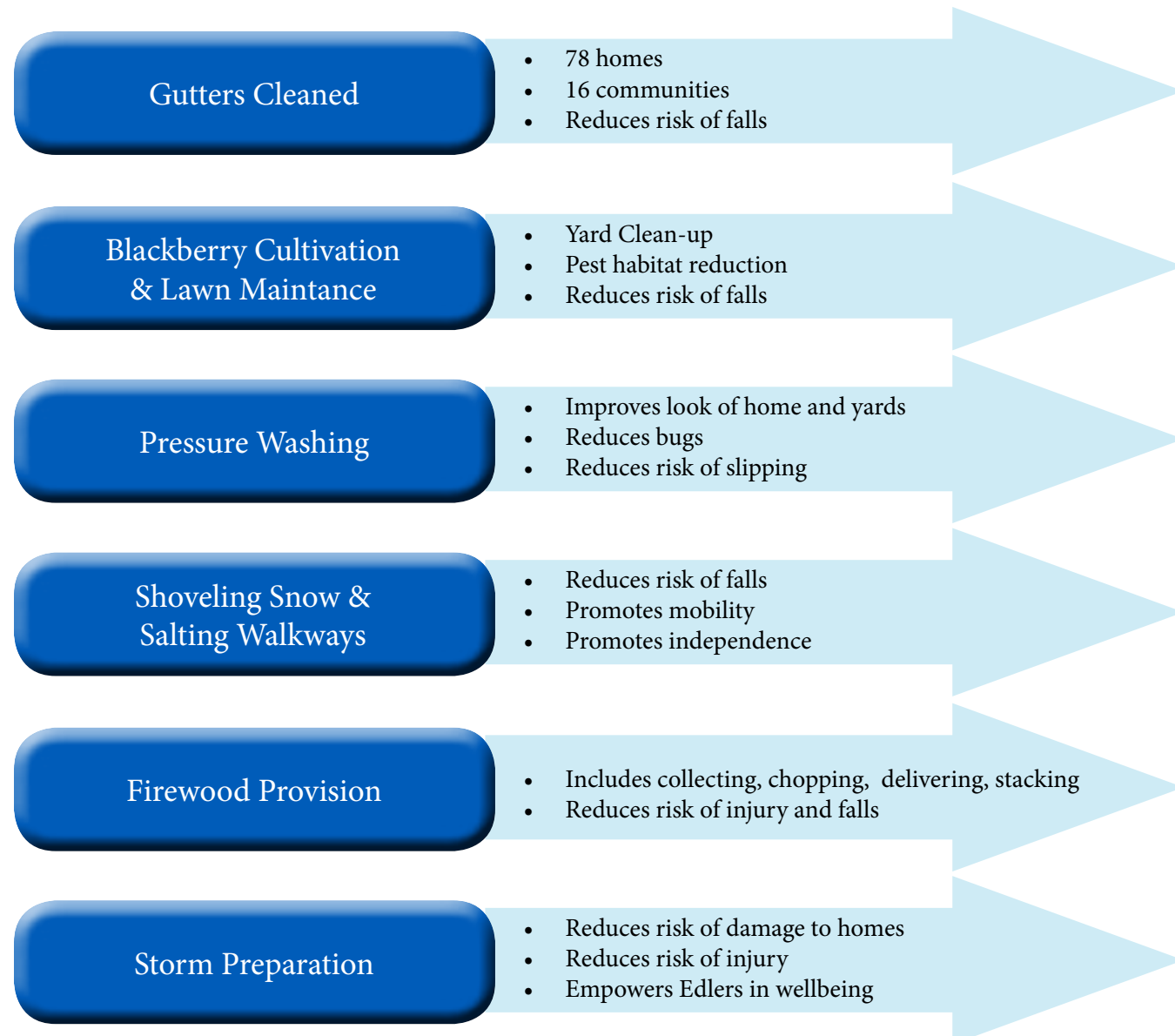
Activities/Crafts	Workshops	Outings	Fundraising Events
Working with cedar	Mental Health/sharing circle	Community shopping	Raffles
Drum making/dream catchers	Diabetes/community kitchen/Choose to Move	Museum of Anthropology	Rummage sales
Painting/knitting	Service Canada/Taxes	Elders' Christmas dinners	Bake sales
Holiday crafts	Wills/Power of Attorney	Elders' trip to Chase	Breakfast sales
Bingo/Movie outing	Fall Prevention	Honiyee Nisga New Years	
Slahal	Advanced Care Planning	Harrison Hot Pool	
	Candlelight Vigil	Bridal Falls Picnic	
	Health & Wellness Workshop in Cheam	Coqueleetza Elders dinner	
		Thrift Store shopping	

HELPING SENIORS REMAIN INDEPENDENT

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

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

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



PROGRAMS & SERVICES

Child and Family Services provides Seabird and surrounding communities with services through 4 distinct programs, including Community Mental Health, the A:yxalh Family Home, the A:yelexw Recovery Homes and the Youth Program.

COMMUNITY MENTAL HEALTH

This program provides a wide variety of services to promote mental health. The value of cultural engagement is key in our services.

Some of our services include:

- Community dinners
- Interactive family activities
- Family BBQ
- Christmas cookie and bannock luncheon
- Community Support Group
- Weekly Pancake Breakfast
- Natural medicine walks
- Cedar harvesting

Our counselling services provide mental health support for Community Members. We currently have 4 counsellors, three of whom are based out of

the Stó:lō Tribal Council building next to the Band Office. Our fourth counsellor works primarily with Youth and provides services out of the Youth trailer.

In addition to promoting mental health, we consult with and provide teaching to Community Members.

Some examples of consultation this year include:

- Community Recovery presentation to Chief and Council
- Meeting with our Elders to discuss trauma, residential school and how to heal from the effects of the generational impacts.
- Asking Community Members how they define "Community Recovery"

RECOVERY HOME

2018 saw the construction of the A:yelexw Recovery Homes across the road from the Band Office. A:yelexw provided life-changing support to 109 people in 2018: 59 of whom were men and 50 of whom were women.

We had 25 graduates in 2018, 12 men and 13 women. Clients' stays range from 3 months to a year. Some of the clients volunteer in our community events as part of their recovery.

A:YXALH FAMILY HOME

Our Family Home took in our first family in June 2018. We have three families in our Family Home. Our staff provides support to the families in whatever capacity is needed.

This includes teaching and guidance in life skills, such as:

- Meal planning
- Budgeting
- Parenting
- Assistance to attend the Seabird College, if desired.

YOUTH PROGRAM

2018 saw some transition for our Youth Program, including staffing changes. Despite this, we have increased participating and attendance of our services.

Our Youth Worker and Mentor Team currently has three staff who provide one-to-one interaction, monitoring the Youth and coordinating Youth events.

Events occur regularly and include:

- Movie nights
- Twice weekly gym activities
- Traditional arts led by local artists
- Monthly outings, such as swimming, dinners out and visiting the Exit / Escape Room, etc.

The Youth Program recently received a funding grant to revamp and refurbish the Youth trailer. The aim is to make the space reflective of the Youth themselves and the Youth are taking part in the process.

Thus far, they have participated in picking colours and helping with painting. New furniture and gaming systems will also be purchased. The major goals include increasing the appeal of the Youth Program and to show the Youth that they are valued.

A major recent event was the Youth Empowerment Camp at Camp Squeah in March 2019. The main theme was the importance of culture in determining identity, belonging and purpose. 18 Youth attended.



Seabird Island Dental Clinic provides all your basic dental care, including cancer screening and sedation services. The Dental Clinic supported 2,548 patients in 2018; 1,908 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.
- Walk-In: 1 p.m.
- Wednesday 8:30 a.m. - 5:30 p.m.
- Thursday 8:00 a.m. - 5:00 p.m.

Outside-of-working hours, appointments are available.

The Dental Team recently participated in a FNHA webinar. The key focus was providing improved culturally-sensitive dental care to Indigenous clients.

Dr. Banmeet Kalra works with Seabird four days per week, Monday to Thursday. Her energetic and outgoing personality puts her patients at ease. Dr. Latif works Mondays and Thursdays.

The Dental Team met their 2018 goal providing basic dental care to every child at Seabird Island Community School. Students were sent home with information packages and permission forms.

The Dental Team received a software system in 2018 which improves our handling of FNHA dental benefits and provides a text and e-mail reminder system to clients.

Our 2019 goals are:

- To increase daily productivity by addressing failed appointments and cancellations
- To improve our recall system and communication with our patients
- To continue School Dental Program

HEALTH ADMINISTRATION

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 supervisors. Of the eleven, nine provide transportation services for Early Childhood Education Programs, College and Patient Travel.

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 throughout the nine 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



Accreditation is a process to ensure that Health Services are of excellent quality, safe and continually improving.

Accreditation cycles last four years. We will be due for our next review in 2022.

Seabird Island Health is Accredited in the following service areas:

- Community Health
- Medication Management
- Home Care
- Infection Control
- Health Leadership.

Over the past year we have continued to improve our Health Services. One area of focus has been our Mental Health Programs.

We are also working on comprehensive policies and procedures, which will provide foundations for our work. They are structured to let us know what we should be doing and how. In our next accreditation cycle, we hope to have our Mental Health Services accredited.

Seabird Island Health is one of a handful of First Nations organizations that has been accredited. FNHA is now active in helping other communities join in on Accreditation. We have been networking with other communities so that we can share what we know and learn from others.



COMMUNITY DEVELOPMENT





ACTING COMMUNITY DEVELOPMENT DIRECTOR
Henri de Boer

In the fall of 2018, the Department of Health and Social Development was divided and the Department of Community Development was created.

The department which is likely to see some more growth and change in the near future, currently includes:

- Employment Services
- Events
- Justice
- Recreation
- Seabird College

It has been exciting to have these programs 'cohabiting' together. The College and Employment Services staff were working more closely together under Carolynne Neufeld's leadership and that has continued.

Both the College and the Pre-Employment Support Program provide services for people coming off income assistance, including more

hands-on learning. You might have seen them rebuilding the lacrosse box in February and March.

The Events report lists some of the accomplishments in events thus far – the team is rising to each occasion and pulling it off. The conversation and preparations for the 50th Annual Seabird Festival started before Christmas.

The Employment Services Offices and team moved to the College. This is a natural fit, given that transitions to employment often include training of some sort. The move also frees up space in the Band Office for other programs and staff.

Community Development is about you, the Members of the Community. In providing growth opportunity for individuals, we also nurture an involved and evolving community. We look forward to seeing you all at the Festival, community events and training in the year to come.



YOUTH WORK EXPERIENCE PROGRAM

Employment Services provides: Youth Work Experience Programs, Driver Training, Employment Counselling and Pre-Employment Support.

We approach services in a holistic way – a person has better success in finding and keeping work when they have gained some pre-employment skills and have addressed barriers: no driver's license, no basic skills or certifications, no support.

12 Youth gained work experience and certifications:

- WHMIS
- Basic First Aid
- World Host
- Customer Service
- Baby-sitting
- Cashier Training
- Food Safe

They also learned about career options and created a final presentation on their career choice.

DRIVER EDUCATION

The driver training includes one-on-one driving lessons, learner test preparation and driver license testing supports. This past year the driving school delivered 354 practical driving lessons. This represents a nearly 55% increase in driving lessons. 16 gained their class 7L, 8 gained their class 7N and 3 obtained their class 5.

CAREER DEVELOPMENT PROGRAM

First Nations individuals or those self-declaring as First Nations can make an appointment with our Career Development Practitioners (CDP) for employment counselling sessions.

247 people sought support, in basic life skills and essential skills (reading, writing, computer skills, etc.) training and with job finding skills:

- 101 files were closed as people gained permanent or temporary employment
- 6 files were closed as clients moved into training
- 52 training workshops were provided
- 5 people transitioned to short-term and 1 person to long-term vocational training



PRE-EMPLOYMENT SUPPORT PROGRAM

The Pre-employment Support Program (PESP) is for people on income assistance. The PESP has had an impressive 51 clients moved onto employment or further training.

Highlights of transitions made or actions taken by clients are as follows:

- 64 people have travelled to different work places and communities to explore careers that may not be in our area. These are called mobile job fairs and are open to PESP clients.
- A client has been linked to the college for the Licensed Practical Nursing – she is working with the College to complete her Dogwood certificate.
- A client was working on treatment as an action plan and paying off his own driving fines. With staff support he has now transitioned to work as he found a new job.
- A client who had finished Heavy Equipment Operator training at the College has been participating in hands on trades training with PESP. He has now received financial support in buying protective clothing needed for his new job.

The following goals are part of this portfolio:

- 20 Community Members tell others about the services offered.
- 15 labour pool clients transition to work in 2019 as a result of experience with Seabird Island Band.
- PESP: 230 served in 2019-2020, 69 exiting Income Assistance.
- Employment Assistance Services 250 served in 2019-2020.
- Cultural training and identification is part of every Employment Services program.



In August of 2018, Seabird College received word of Federal funding to run Vocational Programs: the funding from Employment and Skills Development Canada takes us to March of 2021.

We also received funding from the Provincial Ministry of Advanced Education, Skills and Training – the Heavy Mechanical Foundations Program is running in partnership with the University of the Fraser Valley.

The College provides a limited number of sponsored seats for First Nation students, funding for lunches, transportation, one-on-one student and job-search support. 76 students currently registered are Seabird Band Members and Community Members.

Sixty seven certificates were handed out at the Seabird College October 2018 Graduation Ceremony. The students came from over 25 different First Nations communities. Some students completed vocational certificates and their Adult Dogwood certificates.

- BC Adult Dogwood - 11 graduates
- Construction Craft Worker - 9 graduates
- Early Childhood Educator - 7 graduates
- Education Assistant - 19 graduates
- Health Care Assistant - 12 graduates
- First Nations Speech & Language Assistant - 9 graduates

The Education Assistant program has a 100% employment success rate. They each complete a workplace practicum within the school district; the graduates frequently are hired to work in the schools where they applied their skills as students.



The Seabird Justice Worker helps community offenders and victims understand the justice system. The staff person is First Nation and ensures cultural safety and also creates a safe space for drop-ins, for appointments, workshops and home visits. She also brings this 'Indigenous Safe Space' into the parole offices, the court, and into other legal aid services.

Additional supports include printing, explaining forms and processes, providing directions and conditions given by the court, in-court support and referrals to other resources available.

Similarly, our Early Childcare Educator and Health Care Assistant students also each completed comprehensive workplace practicums in various facilities in the area.

Seabird College also has funding from the First Nations Technology Council, to deliver computer training to staff and Community Members. Several students completed their Microsoft Office Specialist certifications.

Several of our newly certified Health Care Assistants are now furthering their credentials to attain their Practical Nursing certifications.

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.

Our Professional Cooking Program is working out of the Band Office kitchen. The students are gaining valuable experience with how to make and how to serve the food. They are providing meals for events and functions.

The following goals are part of this portfolio:

- 85 certificates are issued to graduates at the graduation ceremony in October of 2019
- 9 graduates with their Heavy Duty Mechanic Foundations certificate in July 2019
- 10 graduates with their Auto Collision Repair certificate by March 31 2020

The Carpentry and Painting Programs are also working to learn and to benefit Seabird. The carpentry students' main project is to renovate the grandstand and the painting students, put their brushes and rollers to work in the Youth trailer, the college and the Band Office.

The following goals are part of this Justice & Wellness:

- Recognition by the community that we have a Justice Worker
- The staff person is put to use in providing support and education
- Restorative Justice sessions are happening on Seabird – at least 3 in 2019
- The need for court engagement / involvement decreases by the end of 2019, by 20%



The Fitness Center provided workplace based training for an individual working on their Personal Trainer certification.

They worked as a Fitness Room Attendant and coached people on proper equipment use and training plans. Two new treadmills have been ordered and installed in the Fitness Center.

The following goals are part of this portfolio:

- A part-time Recreation Coordinator to organize programs and workshops in recreation and fitness
- Joint workshops with the Nutrition Team to increase fitness and health indicators, awareness and participation
- Regular scheduling of activities – e.g. workout sessions like boot camp, Zoomba etc.
- Community survey of fitness and recreation goals
- At least 2 people working out in fitness room at any given time



Halloween 2018 was a huge success, with 237 people attending and 21 people volunteering. Interactive games / stations required the children to earn their treats and engage in activity. We chose to do a costume draw for all age groups and the smiling faces of the winners showed their delight.

Staff Development Day included team building exercises – sliding a cookie from one’s nose to one’s mouth, completing puzzles made of cereal box images and moving smarties from one end of the table to the other by using a straw and suction were a few of the activities. We also honoured staff for their years of service, from 5 years to 40 years.

Our Community Christmas Dinner had 435 people attending. Our Youth Group provided the dinner song to bless the meal. Elders were served first and Santa Claus was in the room next door.

This year the Christmas gifts included:

- Children aged 0-12 received a toy and a photo opp with Santa in his workshop.
- 248 toys were handed out to the community children.
- 105 Seabird Youth aged 13-18 received a \$20 gift card for Walmart.
- 304 Christmas hampers and gift cards were distributed to on and off reserve Band Members.

We also had 113 people attend Family Carnival Night and 128 attended the Seabird Career Fair.





EARLY CHILDHOOD EDUCATION DIRECTOR
 Carlene Brown

The 2018-2019 year has been a significant year of growth and change both for the department and myself.

In September of 2018, the ECE Programs were moved from under the Health Department and became an independent department. I was given the honour of becoming the Director.

While continuing to work very closely with many of the programs in the Health Department this separation has allowed for increased financial autonomy and more representation with upper administration for the ECE Programs.

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

- The MCFD renewed its funding contract with Seabird for another two years in support of the AIDP, B.E.A.R. Bus, Éy Qwal Speech & Language, Aboriginal Supported Child Development and Supported Child Development Programs.
- For the first time, the Four-Year-Old Preschool program was run as a full-day program. There were 16 children registered in the program, most of whom attended regularly. The focus of the program was on Kindergarten Readiness and Social / Emotional Development.
- The Éy Qwal Speech & Language Pathologist assessed 128 children this past year. Of those children, 127 received ongoing Speech Therapy. Through the year, 31 moved on to go to Kindergarten at the school in September, 16 were released from the program because they

reached their goals and 1 had parents who chose to opt out.

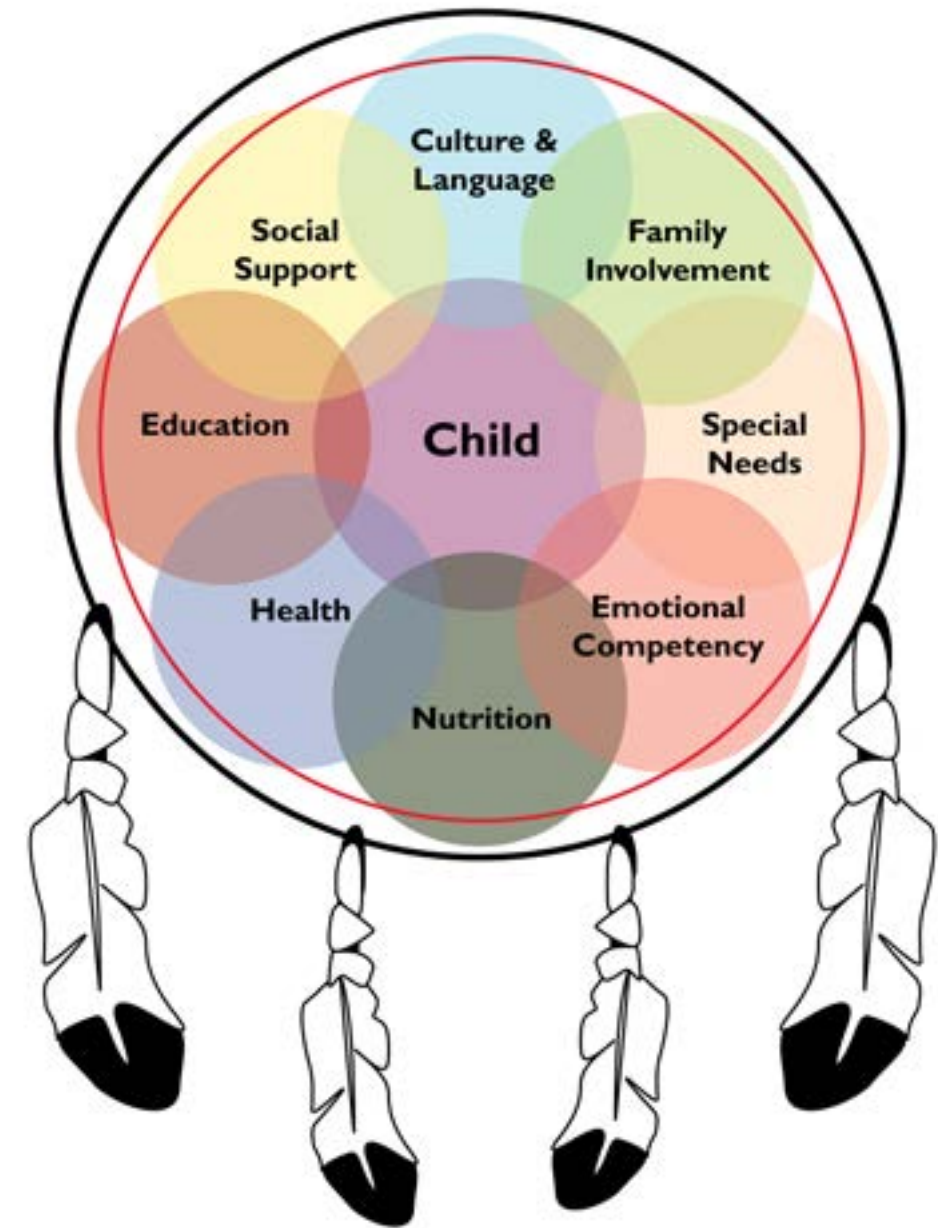
- The Department received 'One-Time-Only' funding from the Ministry of Child and Family Development.

With this funding we were able to do the following:

- Assist neighbouring communities with the purchase of new and / or replacement toys and equipment
- Purchase a wheelchair accessible van to transport children and other clients with physical challenges who receive services from Seabird Island programs.
- Host a Traditional Rattle Making workshop to the parents of the AIDP
- Provide necessary signage within the Seabird Island Early Childhood Centre of Excellence
- Purchase equipment and furniture for the new Out Of School Care location on Seabird and for the 3's Preschool program on Seabird that were functioning with aging and outdated equipment and furniture

The Early Childhood Education Department looks forward to continued growth in the upcoming year. The department prides itself on 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.



It has been such an exciting year this year, with the Early Childhood Education Programs being given their independence from the Health Department.

The department is housed out of the Early Childhood Centre of Excellence and is the home-base to up to 16 programs when all programs are running. The programs provide specialized services to Seabird and the surrounding communities including: support services, speech and language, education, family support, childcare, parenting classes and much more.

The department partners with other Seabird Departments to children and families with optimum care. We also partner with other organizations like Fraser Health, MCFD, FNHA, local libraries and many more.

All of the programs that run under the ECE Department follow and teach the eight dimensions of Early Childhood Development model as pictured above

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 that 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 so much more. Presently, the Daycare employs 10 people, 9 of whom are First Nations including 4 are Seabird Community Members.

The staff are provided with regular professional development opportunities and other supports. Three of the current staff recently completed their next level of Early Childhood certifications and one staff member is enrolled to continue to her next level.

The Daycare is fully supported by the in-house services including Speech & Language, Aboriginal Supported Child Development and Administration.

PRESCHOOL 3 & PRESCHOOL 4

Both the Preschool 3 and the Preschool 4 programs are run as beginning educational classrooms. They both focus on Kindergarten readiness, social and emotional development, and include a cultural component. 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. We have so much fun!

Both of the Preschool 3 and Preschool 4 programs are supported by Seabird's Aboriginal Supported Child Development program, Éy Qwal Speech & Language, B.E.A.R. Bus and many other organizations.



OUT-OF-SCHOOL CARE & SUMMER PROGRAMS



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

The OOSC program runs from September until June and is open to children aged 6-12 from the time they are dismissed from school, or until their bus arrives at 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 Provides care to children ages 5-12 Monday thru Friday.

The children are provided with healthy snacks and lunches and fun activities such as 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

The Aboriginal Infant Development Program (AIDP) provides services to Aboriginal babies and toddlers ages birth to 3 years who required extra support or who were at risk for physical, social, intellectual, emotional and developmental delays.

During the past year, services have been provided to over 50 children both on and off reserve from Sts'ailes to Boothroyd. The program is voluntary and family centered. Developmental screening and assessments have also been provided.

There has been great success in the parenting group called Someone So Small, which is offered in Seabird Island, Sts'ailes, Chawathil and Shxw'owhámēl. The consultants also participate in Pre / Post Natal groups in Seabird, Chawathil and Shxw'owhámēl.



In the last year, Aboriginal Infant and Supported Child Development has facilitated the Circle of Security Parenting to 3 different groups and 1:1 for some parents at home. In addition, there was a 5 week Infant Massage class offered at Seabird.

Infant Development has accessed the At Home and Jordan's Principle program to secure funding to provide a specialized seating chair, orthotics and dental surgery to families who have required these items and services for their child.

SUPPORTED CHILD DEVELOPMENT



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

This past year we have provided support to 11 different centres, from Boothroyd to Sts'ailes and have worked with over 75 children and families. We have actively been involved with School District #78, setting up information tables for

Ready, Set, Learn and working hand in hand with the Strong Start programs.

Our program consists of 1 supervisor, 2 consultants and 6 support workers who travel between all the centers in our Ministry of Child and Family Services catchment area of circle 1 (Boothroyd - Sts'ailes).



Éy Qwal Speech & Language is a referral based program servicing Aboriginal children ages 0-6 years of age who experience challenges with language development. Our team consists of one Speech Pathologist and two Speech & Language Assistants who work directly with the children on specific goals and care plans.

Our program has been able to provide services to over 90 children this past year in day care, preschool and in homes throughout our catchment 1 area of the Ministry of Child and Family Services (Boothroyd to Sts'ailes). Our program works closely with SCDP and AIDP to ensure the children get a well rounded service delivery from our ECE Department.

Along with the other MCFD funded programs, we participate in educational fairs and information sessions to ensure the surrounding areas know about the services we offer.

B.E.A.R. BUS PROGRAM

Bus for Education & Aboriginal Resources, B.E.A.R. Bus is a mobile program that travels in our catchment area of Boothroyd to Sts'ailes to provide families with children between the ages of 0-6 with educational and cultural resources.

Our program runs 5 days per week in different communities and works closely with the Infant Development and Supported Child Development Programs.

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



Head Start (Parents & Tots) drop-in programs are offered in Seabird Island, Cheam, Skwah and Shxw'owhámēl. The goal of Head Start is to focus on early childhood development of children aged from birth – 6 years old and their families. The activities in the Head Starts are provided free of charge and are tailored to each community to meet their unique needs and priorities.

At each program families are provided with a healthy snack and lunch, as well as monthly family nights too. Each program also includes drumming and singing in Halq'eméylem. Staff strive to integrate traditional culture into each meeting and work to develop relationships with families and children. There are fun and educational field trips, crafts, books and clothing exchanges.

Other Seabird Island and FNHA service providers visit the programs to offer a convenient place for parents and children to receive information or referrals (Dental, Speech & Language, Aboriginal Infant Development, Aboriginal Supported Child Development and other valuable services).

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 and neighbouring communities that we serve.

At Seabird Island this past year, we have had a monthly attendance of up to 91 people!

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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