



SEABIRD ISLAND BAND
Sq'éwqel

ANNUAL REPORT 2020 - 2021



**SLÍLEXWELH.
XW'ÉYWELH.
SHXWTITÓS.**

**BE CALM
BE KIND
BE SAFE**



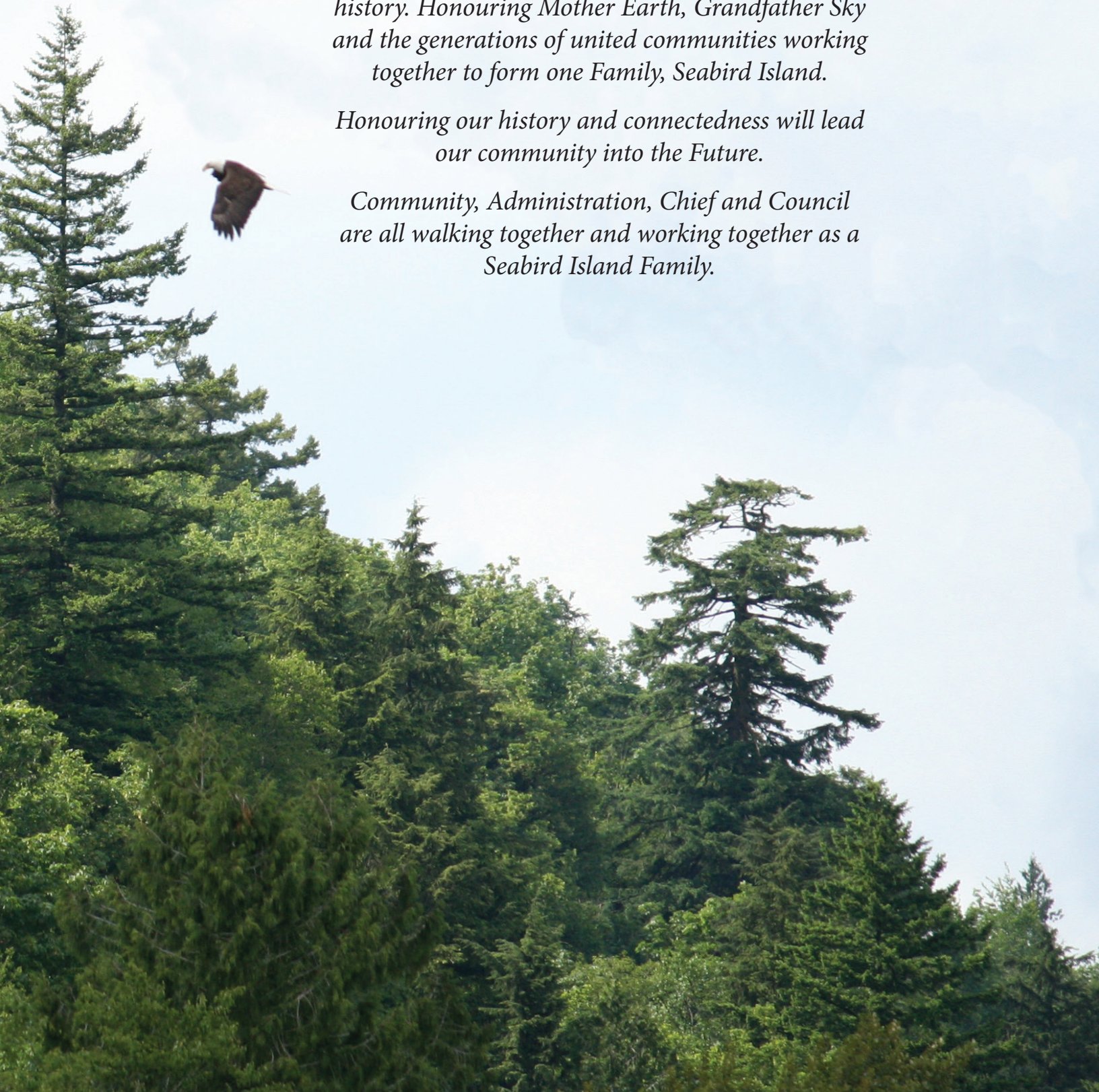
Slílexwelh. Xw'éywelh. Shxwtitós.

Be kind. Be calm. Be safe.

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

Honouring our history and connectedness will lead our community into the Future.

Community, Administration, Chief and Council are all walking together and working together as a Seabird Island Family.



MISSION STATEMENT

Seabird Island Band Council Mission Statement

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

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

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

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



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ELECTED Council Members 2020 - 2023 Portfolios

These are elected Band Members who speak and meet with Canada, the Province and other Major Leadership bodies on behalf of Seabird and Membership. As a result they are able to bring back intelligence and guidance to our CEO and Directors, providing them with information on upcoming opportunities and instructions for running an effective administration. This important information guides the development and approval of the strategic plan, the five year plan, departments, budgets, policies and laws.

- | | |
|---|---|
| JIM HARRIS
CHIEF | <ul style="list-style-type: none">• Council Executive Committee• Office of the CAO |
| MARCIA (MARCIE) PETERS
COUNCILLOR | <ul style="list-style-type: none">• Admin and Finance• Child and Family Services• Housing, Public Works & Custodial |
| RODNEY (ROD) PETERS
COUNCILLOR | <ul style="list-style-type: none">• Education: College• Early Childhood, Youth, Reaction• Elders• Housing, Public Works & Custodial• Culture / Sq'ep Committee |
| ALEXIS GRACE
COUNCILLOR | <ul style="list-style-type: none">• Elders• Aboriginal Rights & Title• Sq'ewqel Development Corporation |
| STACY McNeil
COUNCILLOR | <ul style="list-style-type: none">• Housing, Public Works & Custodial• Lands & Government Affairs• Admin and Finance• Justice |
| JANICE PARSEY (HARRIS)
COUNCILLOR | <ul style="list-style-type: none">• Admin and Finance / Audit Committee• Aboriginal Rights & Title and Fisheries• Child and Family Services• Justice |
| RONALD (ZACK) JOE
COUNCILLOR | <ul style="list-style-type: none">• Culture, Language & Heritage• Aboriginal Rights & Title and Fisheries• Elders• Early Childhood Education• Sq'ep Committee |
| Mathew Point
COUNCILLOR | <ul style="list-style-type: none">• Fishing• Education• Lands• Health & Social Development• Sq'ep Committee |
| PAUL ANDREW
COUNCILLOR | <ul style="list-style-type: none">• Administration• Sq'ewqel Development Corporation• Aboriginal Rights & Title and Fisheries• Fishing• Education• Health & Social Development |

Th'éxth'ex

Stinging Nettle

Parts to Harvest:

Stems, leaves and roots.

Uses:

Build iron, allergies, hives, arthritis, pain, strengthen hair and reduce hair loss.



**CHIEF Si:emiya,
Jim Harris**

EXECUTIVE PORTFOLIO

At the executive table, we work to set the agenda for the Chief and Council meetings. We decide if items need to go directly to Council or if we can assign them to a Director.

Working towards this years theme, I have worked with the Communications Program to develop video updates for the community. This has proven to be a popular medium for me to send out the COVID-19 updates and more.

During the COVID-19 pandemic we have changed up the Quarterly meetings. Instead of hosting the event in person, in a board room, we have moved these events to Zoom and Teams. In trying to find the best medium we tried both programs out. Using these tools, our Band Quarterly meetings have been a huge success at improving participation, keeping membership informed and improving connections with membership both on and off reserve. We have had

record numbers in attendance at these meetings this past year, we even had a Band Member join us from Tennessee. Attendance to these meetings from Band Members across the globe and in our community is helpful to the health and growth of the Band Members and the community.

GOALS

- Following the pandemic, it would be nice to see a merging of these technologies and in person gatherings for future Band meetings. Providing membership, both the option of joining the meetings either in person or over Teams. It is my hope that by doing this we can continue to improve our attendance at these important meetings.
- Discussions of updating our governance before the next election.

MEETINGS ATTENDED:

2020

- Sept. 15
- Oct. 14
- Nov. 16
- Dec. 18

I apologize, during the transition when I was first elected as Chief, I lost track of the number of meetings attended for April to August.

2021

- Jan. 14
- Feb. 20
- Mar. 27

Majority of Council meetings are with outside organizations and governments:

- Union of Chiefs
- Lower Fraser Fisheries Alliance
- Fraser Salish Joint

- First Nations Health Authority (FNHA)- COVID-19 updates
- Council to Council (C2C)
 - Kent, Harrison, Sts'ailes, Sw'ewlets, Cheam, Seabird
- Tyit Tribes (Upper Stó:lō Tribes)
 - Shxw'owhámél, Yale, Peters, Seabird
- TMX
- And more



COUNCILLOR Alexis Grace

I must confess, I cannot comprehend how another year has passed. A year filled with unprecedented events, a global pandemic we did not fathom in our generation and as I compose my report we remain immersed in the uncertainty of COVID-19.

I need to start by raising my hands to each and every Member of the community that has worked so hard to remain in this global pandemic together!

I raise my hands to the Seabird Island Administration and Chief & Council that immediately responded and worked together to address the uncertainty the pandemic of the COVID-19 virus presented.

To carry the responsibility of keeping a community safe while faced with such fear, anxiety and unfamiliarity with this disease was daunting. Not many of us knew a great deal, we knew this virus was quickly spreading and quickly taking lives.

As we grounded our collective response in the love and care for our community, Seabird Island Membership, we endeavored to make the safest decisions we knew how, to ensure we did not lose a single member to the COVID-19 virus. We certainly did not get everything right and we did not know which path was best. What we did know is that, collectively Chief and Council and Administration would do our very best, that we knew how, in the sincerest effort to keep our loved ones safe.

Maintaining the portfolios of Justice, Rights & Title and the Development Corporation was challenging, much of the work paused as our attentions were often re-directed. None the less, progress has been made as a direct result of the commitment to the Membership of Seabird Island.

In writing this report, I am overcome with emotion, as an elected Leader I feel a sense of failure. While we, I individually, did the best we could, I feel the heaviness of question, reflection and perhaps regret.

This pandemic for myself, personally, has been unprecedented in that the loss to this virus was that of the laughter and light in my own family. I have been driven to work harder to ensure the loss of my Matriarch, my inspiration and my very best friend was not in vain.

Moving forward, I commit to being a more accountable leader, striving further for community empowerment.

I hold on and dig deep to find the strength within that my Pa, Lyle Bobb, has embodied. I remind myself that it is this virus that we need to overcome and we cannot lose pieces of who we are as a Seabird Island community along the way.

My heart hopes for a brighter 2021 – 2022.

In love and in memory of Grace Bobb, Grandma.

Alexis Grace



COUNCILLOR *Siyolwelh,* Marcia (Marcie) Peters

IT

IT portfolio meetings are scheduled monthly and we discuss various IT matters pertaining to:

- Equipment
- community Wi-Fi
- staffing needs
- connectivity to members' homes (specifically fiber optics)
- community and council IT connectivity
- IT assets, upgrade and replacement needs

We also discuss how to stay on top of technology for the organization. Members have shown increased interest for virtual community meetings such as the quarterly Band meetings. One goal is to bring better virtual accessibility to all of Seabird allowing members that don't live on Seabird to participate as well. They can join online and find out what is happening at Seabird.

We encourage more Band Members to join the meetings online and we need everyone to help spread the word that all members can join these meetings via Zoom. Please assist the elders and those in your family who need help to connect virtually.

ADMINISTRATION

Our administration meetings are aimed at providing updates on the following:

- WorkSafe BC cases
- Sick leave
- Long term disability
- Maternity leave
- Bamboo Software for HR
- New hires and staff vacancies
- Staff vacancies

We continue to work on updating policies such as:

- Whistleblower Policy
- Incident Reporting Policy
- Committee Forming and Disbanding Policy
- Sports & Rec Sponsorship Policy
- Education Policies
- Housing Policy

The HR department has reported they are making improvements within its services and is focusing on providing updates to Council Portfolios.

Moving forward, we agree with a priority list of policies that require updating. We will strive to see the policies shortened, so they are more user friendly.

CHILD AND FAMILY SERVICES

I enjoy meeting with the families and their children. I see the ups and downs families have been facing because of COVID-19. There have been several successes within some of the families. Some families have members who quit smoking cigarettes, quit drinking, getting back to work in full-time jobs, or going back to school. These are very positive steps for the families working with the Health Department and the Quality Assurance Committee. Seeing these positive changes makes everyone feel good and we want to keep encouraging them, they have worked so hard.

We have children in extended family plans in place, so we did not have any children that were taken away permanently. Our goal is to always keep our children

with their family, extended family and to keep them here on Seabird. The Ministry and the Health Team, strive for that and work with the family and the extended families looking after them. You see success with the children working with their parents so they can eventually move back together. There are so many positive stories and I'm proud of them all.

The goal has always been to keep our children in our Community. In doing this, we are guiding families to the right services, also supporting them on their healthy journey and getting their children back.



COUNCILLOR Rodney (Rod) Peters

Greetings upon completion of the Nation Building training for Seabird Island on February 23, 2021 on Zoom. The facilitators are Stephan Cornell, a political and cultural sociologist and did his P.H.D. at University of Chicago and Miriam Jorgensen is Research Director for the Native Nations Institute at the University of Arizona and for its sister program, the Harvard Project on American Indian Economic Development. Topics covered were Rebuilding Native Nations: What the research says? What does it mean to Govern? Small group exercises and Strategic Clarity by claiming self-government power and building institutes.

Jamie Sterritt, Sa'hetxw Consulting provided a First Nations Governance workshop by Zoom on February 18 and 25, 2021. Topics covered were A Team Perspective, Role of Chief and Council, Top Manager, Committee Work, Policy Process and the Planning Process.

On April 21, 2021 Jamie Sterritt presented Stó:lō Community to Community workshop. Participants met other Local First Nations Chief and Council and shared their valued experience and roles in their communities.

Keith Thor Carlson, Historian at the University of the Fraser Valley 2020 Strength of Claim Project Update. The History of Tyit tribes and Seabird included Summer Students; Chelsea Forseth, Lorisa Williams and Octavius Billy who were provided and orientation, training, supervising and mentoring by Keith.

HOUSING & PUBLIC WORKS

The monthly meetings consisted of: Finance, Budget, Policies, Processes and Systems Computer Management, Best Practices, Fleet of Vehicles, Custodial Staff, Security, Engineering, Renovations, and Individual Home Ownership of existing Homes and Newly Constructed Homes. COVID-19 Protocols and Laws in the Workplace and From Home.

SEABIRD COLLEGE

The meetings entailed: Financial Reports, In-House Training and Workshops, Existing and Future Programs, Partnerships with other Institutes, Composition of the Board, Terms of Reference, Accreditation, creation of the Student Handbook, Marketing and Recruitment and COVID-19 Protocols and Laws In-Person and Hybrid On-Line Courses.

SEABIRD ELDERS

The monthly meetings covered: Finances, Budget, Fund Raising, Communications, Cultural Programming, In-Home Support, Genealogy, Technology Options, Claris Companion Senior Social Engagement and network with Zoom, Firewood for Winter 2021, Impact Assessments towards Mental Health Supports, Teachings of our Elder's Newsletter, Gift Certificates were issued to replace the annual Christmas Gathering, and Plans towards Community Gathering and Annual Elder's Gathering 2022.

SEABIRD YOUTH

The monthly meetings consisted of: Community Youth Programs, Funding, Budget, Zoom Presentations, Wellness and Mental Health Support One-One, Individual and Family Activities in the Home, Planning towards future Programs and Activities following COVID-19 Restrictions and Laws set in place.

SQ'EP CULTURAL & LANGUAGE COMMITTEE

The monthly meetings: Terms of Reference, Board Composition, Funeral and Traditional Burnings, Cultural Coordinator Job Description and Recruitment, Report on Elder's in Community, School Graduation Ceremony Protocol, Indigenous Day June 21, Orange Shirt Day September 30, 2021, Theresa Carlson, Feeding the Soul a Traditions and Contemporary Foodways Project during the Fall of 2021, and COVID-19 Protocols, Laws, towards In-Person at Home and Outdoor Gatherings.

FISHING

During the months of March and April 2021, the Eulachon Fishery opened and was extended due to total number of pounds caught up to 18,000 lbs. Mathew Point networked and communicated to Les Antione at Kwantlen First Nation towards a Donation to our Elder's and Community. Tyrone McNeil arranged to distribute to the Community and for those who preserve, smoke and freeze this food staple.

Currently we are having bi-weekly zoom meetings with the Department of Fishery and Oceans on the Chinook Fishery and forecast towards the Sockeye Fishery 2021.



COUNCILLOR Stacy McNeil

HOUSING

This year we faced some COVID-19 related interruptions of services, it has been a strain for everybody involved: tenants, staff, and leadership alike. The Pandemic has also impacted cost of building anything, prices have increased significantly, upwards of 160%.

There were applications submitted for renovations by the administration office and new housing subsidies totaling to around a million dollars, which was approved.

Our BC Housing Project was put on hold while some background work got completed, site locations being determined and other logistics. Hopefully we will see some big changes in Housing in terms of this getting off the ground. This is the BC Housing project that we announced 3 or 4 years ago. One of the big goals moving forward is this Housing Project and the second is revitalizing the Housing Policy. Two years ago our Committee got together quite extensively over a period of several months to revamp that policy but it has been sitting for sometime and it needs to be brought back. So we can maintain and acknowledge the work the Community Members did with that.

The last year some members have started to build on their own, there have been a lot more individual housing being built rather than rentals by the Band. This is applied for through an administrative process with Housing and Lands. The only piece that Council is involved in, is approving the application itself. This will be submitted to the Government to help with the guarantee on the loan and for subsidy requests. This part is still at Indigenous Services and requires Council approval and acknowledgement, to ensure the house is built, and the funds are used appropriately as part of the funding guarantee. Housing and Lands work

closely together on these projects, as such this coming year these programs will be merged under the same department, for a more efficient one stop shop.

I'm on the Provincial Board for the First Nations Housing and Infrastructure Council of BC and I am Nationally a Trustee with the First Nations Market Housing Fund. The Market Housing Fund has been strategizing to support Communities in a different way, because of some of the challenges our communities face across the Nation and Provincially. This work has been around building the capacity of the Authorities. So that we can take back housing from Indigenous Services and CMHC and handle it ourselves. Like what has been accomplished with the Health Authority.

LANDS

Despite the challenges of COVID-19, and the inability to meeting in person, we got set-up electronically to continue to have committee meetings. They have drafted a COVID-19 Emergency Protection Law which was passed as an Emergency Law and they also developed an Emergency Measures Law, which encapsulates not just COVID-19 but any kind of pandemic or emergency that would be similar to this; how we respond and how we protect our people in the community. We are working towards getting some enforcement pieces for our laws, protecting the lands. Creating the laws is only half of the puzzle, we need the other half which is enforcement. There have been some concerns that have come forward from Community Members about clearing land, taking old growth or valuable trees without permission. We need to have a group that can enforce this.

A project was started last year, to look at Traditional Lands, asking the Community to define and identify whether we have any in the Community. Unfortunately, the person that was hired for that left, however

there continues to be a lot of work being done behind the scenes by some active Lands and Community Members.

A number one goal moving forward is getting the Lands Program reorganized and have key personnel in place, like a Lands Manager. With our Lands and Housing programs together we can really take off as a leader; be more engaging with our Community, have more information sessions, and include more people in the Committee.

ADMIN/FINANCE AND IT

We have switched more recently to quarterly meetings for Admin and Finance, as monthly meetings wasted time getting ready for, when there's not a lot of change month to month in finance. The Financial Administration Law requires a minimum of quarterly meetings. In these meetings we review Admin as related to Jason Campbell's world, which includes Human Resources. We also review the financial information from the organization and make recommendations to the rest of Council that might be related to the audit, budgets, budget amendments, and proposed changes with anything related to finance. For example, a creation of a new department and the financial implications of that. IT is also part of these meetings where they provide updates. These meetings are more efficient as working as a group and helps us get a better picture looking at a larger timeline.

JUSTICE

We are refocusing Justice in the Community because a lot of the times before Justice was seen as security and instant responses to things, when really that's an Administrative Role on Council. We are looking at higher level pieces, our agreements with the RCMP and local detachments for the overall protection of the Community. Working more closely with the Lands Department and the development of Laws to protect our Lands and our people on those lands. Now that Alexis is also on the group for Stó:lō Tribal Council in leadership were able to bring that discussion to a bigger table.

We are looking at working together with our other Tyit Tribes to develop some protocols, if Seabird is having issues perhaps the other communities are as well. We need to look at Community Standards and want to do some strategizing with the Community around this.

Justice is more about how we support our Community when they are going through challenges at court, or things like that which are program specific at a higher level, how do we develop those programs and find those resources to support those, especially when we are looking at our wellness team that we have now at Seabird. Whereas, security is a function of Administration in terms of protecting assets, and buildings. Checkpoints again is part of an overall Council initiative and Public Works to make sure that we're protecting everybody in Seabird of course, but not related to justice.

SUMMARY

This past year has been a new Term for council, and we had to shift to be virtual. COVID-19 has brought to light, that we must shift our priorities. Today we remember what's important, and that's our families, our friends, and our Community, we need to try to spend time with them. As Council we need to acknowledge that and make sure that we provide the opportunities for council, our staff, and everyone else. We acknowledged staff for working during these trying times. Council has been coming together a lot more on larger topics, which is good to see.

"I would like to acknowledge the strength that our Community has, the resiliency that we have and have been proving time and time again. You're a strong people and this is just one of many challenges our people have faced. We can get through this together, stay strong together and be patient because our ancestors are watching, and they know that this will be ending soon, we just have to be patient."



COUNCILLOR Janice Parsey (Harris)

ADMIN & FINANCE DEPARTMENT / AUDIT COMMITTEE

We have been working on creating healthy and safe budgets and policies to protect the organization, workers, clients and the community. This includes tightening budgets around core expenses this past year. Core expenses are expenses for electricity, heating, garbage, telephone, internet, insurance, supplies and services related to operating and maintaining the community facilities. In doing so we have been ensuring Directors and Managers have work plans and are accountable for their requests, this should drive more accurate budgets for the year. This takes a lot of training.

Policies have been a focus this year, we have been reviewing a lot of policies and passed quite a few as well. The biggest was probably the Whistleblower policy. This policy revolves around confidentiality and revealing information about the organization before the information has had a chance to go through proper channels, validated and shared.

ABORIGINAL RIGHTS & TITLE

A lot of things have slowed down due to COVID-19, however the discussions moved forward with Embridge, we are working towards a better settlement that will benefit Seabird. This includes protecting our rights to what we are owed since the 1993 pipeline.

In Strength of Claim, a data base is being started with students from UFV. All historical documents will be available here. Keith Carlson would like to start monthly meetings with the community to share the history.

Seabird has been working on habitat restoration projects and research, so when funding becomes available, we will be ready for it. We have been looking for alternatives to fishing to still provide the community with fish during this hard time when fish are not available in the rivers. Researching inland habitats for fish growth, these systems are built in-land and away from the rivers so they do not harm the wild fish habitats

In Aboriginal Rights and Title, we are using this years theme to protect our rights and title, keeping habitats healthy, safe and happy.

CHILD & FAMILY SERVICES

We have been starting the process to take over our own Child and Family Services.

Received funding to start a Trauma Centre.

Social Assistance has been developing policies to progress with more of our community and culture requirements. This includes looking at how groups can work together; Social Assistance, PESP and Housing.

We have been working here to keep the community safe, working with COVID-19 protocols. The pandemic kept us busy meeting every other day. Acquiring funds and developing plans on how to use it. It affected so many families, it brought on a variety of side effects. We saw a rise in drug and alcohol use, overdoses, and more.

SQÉWQEL DEVELOPMENT CORPORATION (SqDC)

We started a partnership with the Popkum and Peters Bands for the TMX. This should be very beneficial to all the communities.

The SqDC has two new external Board of Directors to help oversee budgets, as well as three new Director's forming a management team:

Name:	Position:	Starting Date:
*Don Clarke	Acting Director of Operations	June 1 st , 2021
Amit Kumar	Director of Administration/ Finance & Business Enhancement	May 10 th , 2021
Shannon Horne	Director of Leasing & Retail	April 26 th , 2021

Don has been updating all the leases and rent increases, firming up the agreements with our tenants. We are leasing out more properties and increasing CP Holders lease agreements, to get these Band Members better rates. We are holding the tenants accountable for what they are doing, such as returning quality soil to the land. In keeping with our theme SqDC is looking after the land and leases with environment testing and more, to keep the land healthy and safe.



COUNCILLOR Mathew Point

MEETINGS

- Lower Fraser Fisheries Alliance (LFFA)
- First Nations Fisheries Council (FNFC)
- Committees throughout the Fraser Valley

FISHING

At these meetings we have been working on governance around the fishing seasons. We are trying to organize and connect for advocacy for fisheries.

Tyrone McNeil has proved to be a great asset providing regular updates. There has been a lot of work towards problem solving.

In the future we are trying to get more community involvement, especially from the fisherman. If we can develop a Seabird Fisheries Committee, we can work as a community to settle disagreements and work toward goals.

We are working to restructure the portfolio and the work in the Fisheries Portfolio. Talking with other Nations and making agreements and policies to ensure the protection of endangered species. This portfolio will start to get more attention year-round to protect the water and the culture.

We have also been working with the community to create community fishing and canning opportunities. I would like to see more hands-on activities like this to improve community engagement. We are working to designing a structure for this.

“We should all be holding hands with the administration, working together.”

ABORIGINAL RIGHTS AND TITLE

It has been a slow year in this portfolio as this program is being restructured.

EDUCATION

This is a busy and very involved portfolio with as much as three meetings a week. It includes Education Jurisdiction; we spent a lot of time learning the processes for Education Jurisdiction.

I like the organization and the involvement; they are great at bringing forward the concerns for our students. There is a lot of work being completed here towards building a better learning atmosphere. Everybody is quite passionate.

LANDS

I respect the work in this area. The committee is quite diverse with educational backgrounds, ages, and aspects or expectations. They would like to create a positive, safe environment for people and staff to bring ideas forward. They are very respectful of each other.

HEALTH

I really appreciate the detailed updates from the Director and staff. The meetings are short and to the point, based on the services we provide for our higher needs members. I would like support domestic problems and focus on empowering our less confident members.

Health staff are always thinking about our members first and they get it done. As the community partners start heading out on their own Seabird Health continues to provide supports.

Mental Health relates to everybody and we are advocating for the health of our members. Teaching members how to take care of themselves and others. Guiding them and understanding why they are struggling.

SQ'EP

In this program, we started working on restructuring as well as acknowledgement of our efforts to improve communication between admin and Sq'ep, so we can work collaboratively. You don't want to take away from the culture when creating these policies and structures. It should bring a sense a joy. We need to trust our Elders, they have lived it.

This is important especially through the pandemic. We are all on our own, but we still need to maintain our cultural security. A big part of our mental health is who we are, its in the culture, its what is important to our Seabird Members.

"I hope that at the very least, we have alleviated stress and have started to open-up the lines of communication. I am always trying to learn, it never stops. The conversation keeps going."



COUNCILLOR
Paul Andrew

- Administration
- Sq'ewqel Development Corporation
- Aboriginal Rights & Title and Fisheries
- Fishing
- Education
- Health & Social Development



COUNCILLOR
Ronald (Zack) Joe

- Culture, Language & Heritage
- Aboriginal Rights & Title and Fisheries
- Elders
- Early Childhood Education
- Sq'ep Committee

EXECUTIVE

Lhó:me

Red Clover

Parts to Harvest:
Flower.

Uses:

**To lower blood sugar levels and
antitumor treatment.**





EXECUTIVE DIRECTOR Jason Campbell

Hello Everyone!

This is year two for me as your Executive Director and the second year of the COVID-19 pandemic, which I am happy to report didn't affect us too badly in 2020-2021, when compared to other Nations.

Although regulations have been difficult, we have been able to keep COVID-19 exposure to a minimum. Throughout the pandemic we have continued to provide services to the community when many communities closed their doors. I would like to thank Chief, Council and staff for their hard work during these unprecedented times.

Let's work hard together to put COVID-19 in our rearview mirror so we can gather safely once more.

I have learned a lot in my second year and again, Chuck McNeil has been invaluable in his guidance for the administration of this organization. We can

build on the success of the past to create an even better future.

We have much work to do in many areas to serve Seabird Island and one of the priority areas we are improving is the communication with our clients, Seabird Members. In the upcoming year, we will try new ways to engage with the community to keep everyone informed and we encourage feedback as that is the only way we can improve. We will strive to make changes rapidly within the organization.

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

An engaged community is a healing community.

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

**TexwLáLexw
Ti'h'na'sa'np
(Jason Campbell)**

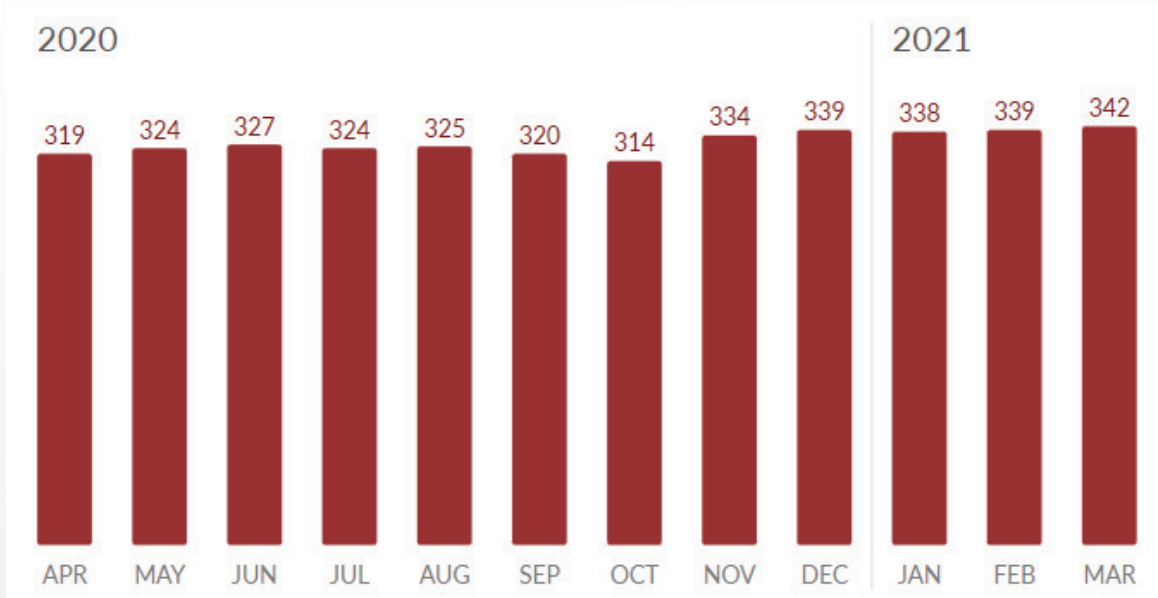
HUMAN RESOURCES

2020 Human Resources and Occupational Safety Annual Report

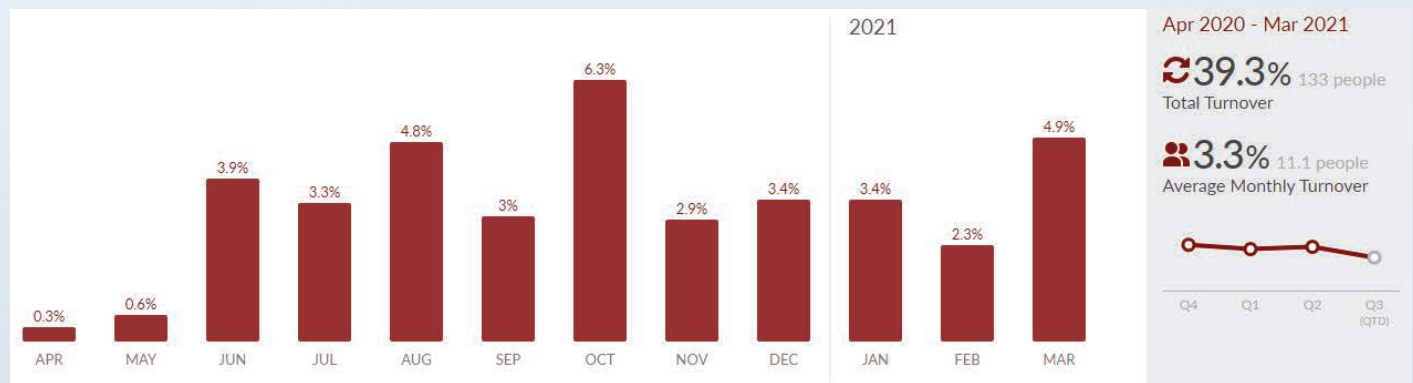
HR and Safety Team:

HR Coordinator Admin/Safety: Jesse Fraser
 HR Operation Coordinator Admin/Safety: Brendan Reeve
 HR Recruiting Coordinator: Ashley Reeve
 Health & Safety Officer: Carey Pootlass
 HR Manager: Kim Shorey

ANNUAL TOTAL EMPLOYEES 2020



Employee Turn Over Rates

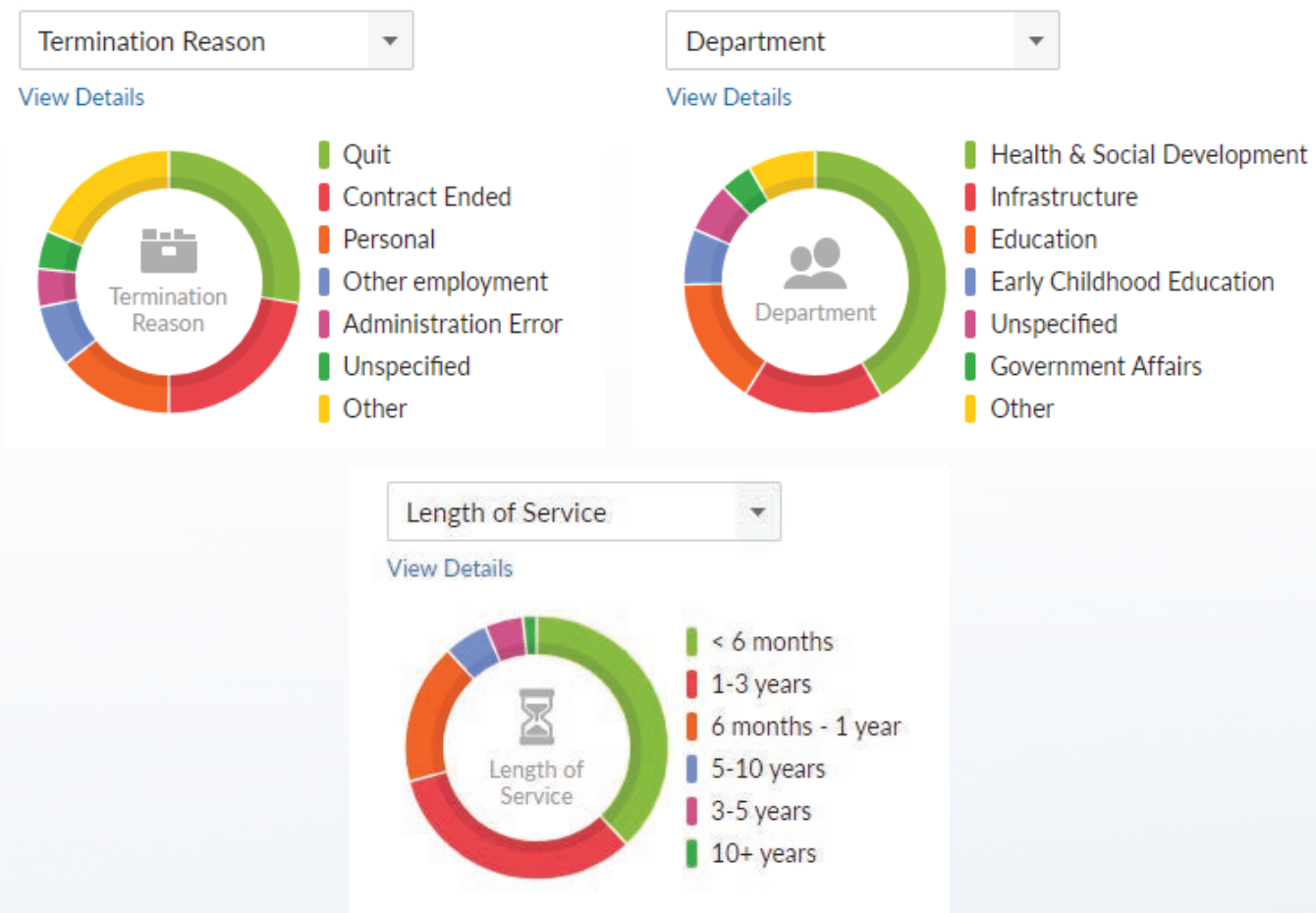


Additions Break Down

Hires – 149	Turnover – 120	Current Job Position Open – 49
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HUMAN RESOURCES

Termination Break Down

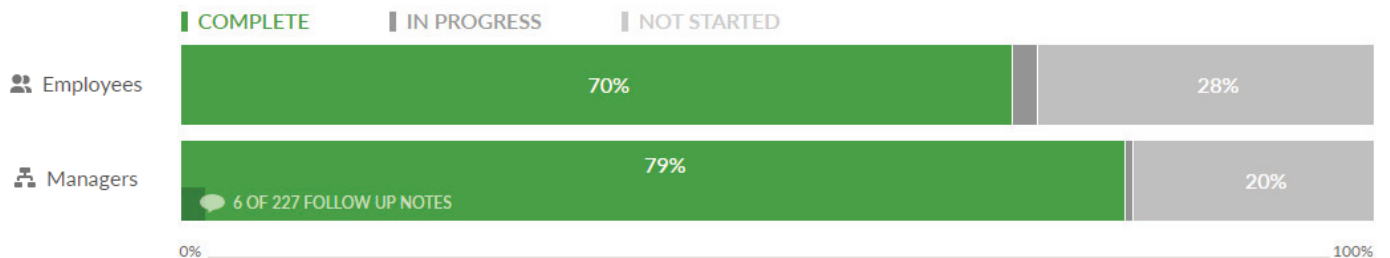


Incident Reporting

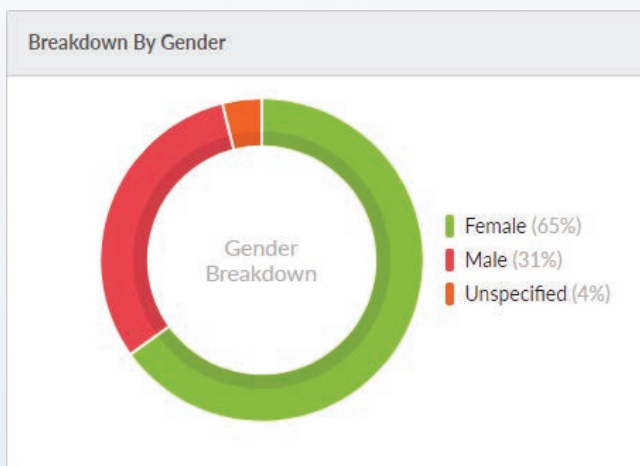
Division	(All) <input type="button" value="▼"/>						
Count of Incident Date	Year <input type="button" value="▼"/>						
Department or Division <input type="button" value="▼"/>	Quarter <input type="button" value="▼"/>	2016	2017	2019	2020	2021	Grand Total
⊕ Community		1		1	7	3	12
⊕ ECE				2	4	1	7
⊕ Education		2		10	20	1	33
⊕ Health		2		73	55	11	141
⊕ HR					2	1	3
⊕ Infrastructure		7	1	4	24	5	41
⊕ Nations Creations						1	1
⊕ PESP					3		3
⊕ Finance & Administration		3		4	5		12
Grand Total		15	1	94	120	23	253

Employee 360 Yearly Performance Review

2020-04-01 – 2021-03-31 All Employees



Gender Report Candidates Conversion



HUMAN RESOURCES

The Value Staff Feel

♥ How well does Seabird Island Band recognize my value?

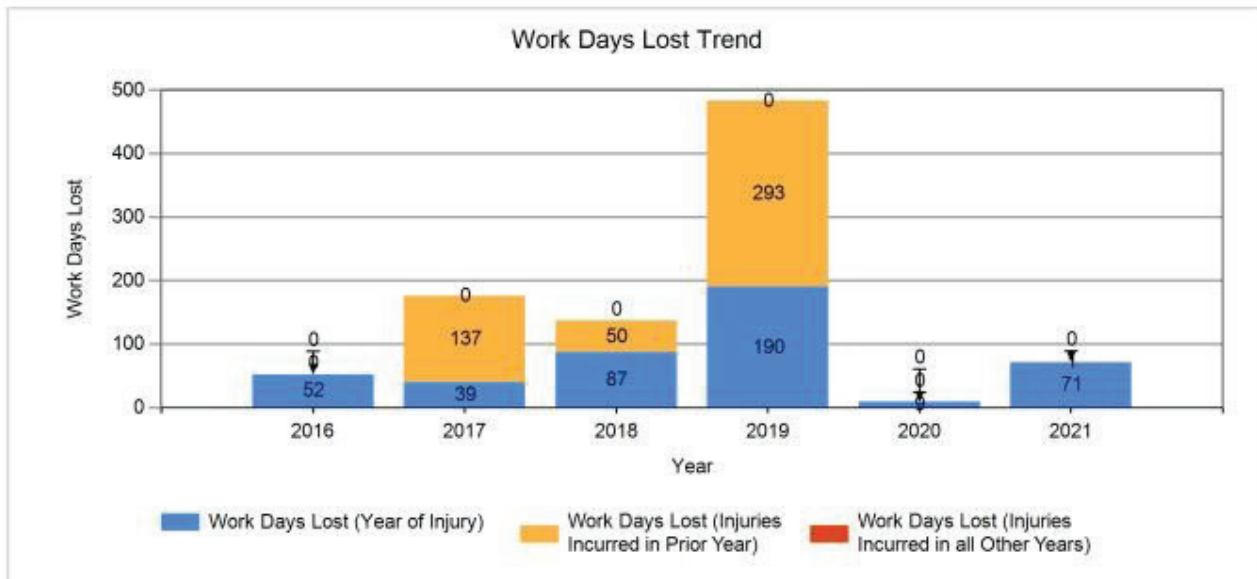


- I feel I am highly valued. (53%)
- I sometimes feel valued. (36%)
- I'm not sure others value what I do. (9%)
- I don't feel valued at Seabird Island Band. (1%)

2020 Annual Safety Report

Work Days Lost

The following graph shows the number of work days lost in your organization because of compensable injury or disease.



Note: Negative work days lost may occur for a number of reasons, e.g. reallocated claims or relief of cost for payments in prior years.

Weytk! (means “hello” in my traditional language of Secwepemctsin)

I would like to thank all council, staff, and management for the warm greeting I have received since beginning my employment during the most awkward of circumstances in March 2020, which coincided with the onset of COVID-19 and related shutdowns. Since that time, we completed and submitted several policies for approval, including the following policies that were submitted and completed for approval between April 1, 2020 and March 31, 2021:

1. Seabird Island Member Hardship Policy (Approved May 19, 2020),
2. Family Support Guidelines and Procedures for Funerals (Approved May 19, 2020),
3. COVID-19-19 Bylaw (Approved June 4, 2021),
4. Whistleblower – Disclosure of Wrongdoings Policy (Approved November 20, 2020),
5. Seabird Island Band Community School Education Policy (April 20, 2021), and,
6. Policy Development and Implementation Regulations (April 20, 2021).

The first three above-listed policies were started and largely completed before my arrival whereas the latter three were being mostly completed and discussed during my tenure as the Policy Writer.

The 4th policy, Whistleblower Policy is available for anyone who may know someone is committing fraud, or any conduct that is unusually unacceptable (harassment, stealing, making advances through remarks, uttering threats etc.). The 5th policy, the Community School Education Policy, was largely a collation of over 110 education policies and 400-plus pages into one working navigable document. The 6th policy, Policy Development and Implementation Regulations (PDIR), is what we are currently calling the “Policy on Policies,” which involves centralizing and standardizing all policy writing efforts. In addition, this policy strives to be a management tool that will gauge departmental performance annually as measured against pre-set measurable standards. Once implemented, this policy will be a working document unique to the Seabird Island Band among First Nations in Canada.

As March 31st, 2021 counted one year plus eight days since I began working in this position, the Policy Program is now in the process of working on nine separate policies that will be approved, using the same process, and using the same consistent policy format with the hopes of adding two more this year. I foresee a great deal of new policy being delivered throughout 2021-22.

Kukstem'c (Thank You),

Cary Morin, BA, CPA/CMA





LANDS & GOVERNMENT AFFAIRS



No Translation

Chickory Root

Parts to Harvest:

Stem, leaves and root.

Uses:

To improve liver and kidney function.





GOVERNMENT AFFAIRS DIRECTOR - Daryl (Chuck) McNeil

Acting Government Affairs Director Daryl (Chuck) McNeil, Daryl has been managing Government Affairs on top of his Strategic Advisory Position.

- Aboriginal Rights and Title
- Lands
- Membership

ABORIGINAL RIGHTS AND TITLE



ABORIGINAL RIGHTS AND TITLE:

Strength of Claim: This project is to create a database of documents, interviews, field books/ notes and other research into the history of Seabird Land Use, families and activities, as far back as possible. The result will be a database or archive of all the information, and curriculum based on that information for K-12 and post-secondary students. It will inform negotiations with all levels of government, infrastructure projects like hydro, highways, pipelines etc.

We are working towards creating a wall mural / mixed installation in the new Culture Center Building, depicting cultural and historical information from the Strength of Claim work – to make it accessible and displayed for future generations. Elders will be recorded as part of the display, for example, making their stories available for posterity without the written word. The community will be invited to participate in the art works.

Sasquatch Park:

Seabird conducted a cultural heritage assessment of Sasquatch Park, to look into archived documents and interviews for the evidence of use over time, and to build our role in management of park and its cultural value to First Nations.

The major recommendations of the report are as follows:

1. Enhanced ongoing communication and cooperation between BC Parks and Xwélmexw communities, including co-management of Sasquatch Park with emphasis on Xwélmexw world view
2. Interpretive signs and other strategies that educate visitors about the Indigenous cultural heritage resources
3. Protection of spiritual sites and medicinal plant gathering sites from park visitor recreational use
4. Archaeological assessment of Sasquatch Park
5. Professional development for BC Parks staff relating to the history and culture of the Xwélmexw people of the lower Fraser River watershed

Highway 7 and future negotiations

We are working on a sound study to better understand the noise levels from the highway and the railway. A sound barrier was recently suggested by Community Members responding to the community survey. The study will determine the existing and projected vehicle and railway noise levels that the nearby residences and businesses are exposed to and explore potential mitigation options. We have also been reviewing drainage – would it be advantageous to open up the top end of the slough to water flow? And would it also be advantageous to create more highway access, or different access, for Seabird traffic?

LANDS



Aquatic Habitat Restoration project

We are working on various project ideas related to the Maria Slough and fish habitat, the following two being first on the list:

1. Maria Slough flow enhancement – improving spawning channels, replacing culverts replaced with small free standing bridges.
2. Develop fisheries curriculum materials to build stewardship and employment capacity in fisheries, habitat, and monitoring.

Terrestrial Cumulative Effects Initiative: We have been researching and building a database on changes in the world that are caused by repeated human and natural activities over space and time, including ‘cultural, social, environmental and health impacts of human and natural activities and processes on our land, water and air.’

Students / Members can mine the data, for their school curriculum work or Post-Secondary work as well.

LANDS:

We are very pleased to have hired a new Lands Manager, one with direct Seabird experience and a great deal of knowledge gained since her last stint here.

We hired two Lands Assistants – they have been issuing building and burning permits and responding to questions about our agricultural leases. They provided a permit for the graduation vehicle parade, and they also provided and took drone footage so that we have the information needed to decide what to do about erosion or the CPR potash spill for example. The Lands staff also organized a spay and neuter program – the first day of appointments was booked up very quickly. Pet owners contributed \$50 towards the costs of surgery, and got identification tattoos for their pets as a bonus.

Legacy Project: A staff member is working on the research required for the definition and foundations to this project on what has been called traditional land holdings.

SPECIAL PROJECTS

Special Projects

Education Jurisdiction: We have taken the first steps towards Education Jurisdiction. We signed on to negotiate Education Jurisdiction with Canada. We have agreed upon language and funding agreement templates with Canada. We have received Jurisdiction over education is a big part of the Seabird self-governance structure. We can then develop our own curriculum standards, decide for ourselves how we deliver services, and the amount of funding needed for education.

Erosion control: Stqó:ya donated labour and equipment to work on the Fraser River erosion control measures.

The work was completed between March 9th and March 16th, 2021, once we got the necessary permits and prior to the onset of the freshet in the Fraser River. The majority of the work was completed in the dry, along the eroding bank, with only a small amount of riprap placed within the wetted channel.

TransMountain (TMX) Pipeline Environmental Monitoring: Seabird is providing monitoring of any construction activities that might impact our traditional lands and waters. Work up and down river can harm or hinder our fishing, hunting and gathering rights. The construction work has also been halted twice to deal with culturally modified trees or suspected archeological sites. The agreement with TMX also provides training opportunity for our staff and Community Members, and the training was useful in dealing with the diacarbon site, for example, so that we could be sure that the site cleanup was conducted with Seabird interests protected.

BC Housing (BCH) project: We have restarted the dialogue with BC Housing and are taking the necessary steps to get 64 new homes built. The first phase is 30 units, as follows:

- 6 one level duplexes for Elders and single people with disabilities
- 2 6-plex buildings for a total of 12 two-bedroom units for single parent families and children
- 2 6-plex two-storey 3-bedroom row houses (2 units in total) for single parents with children

Culture Center: We have chosen an architect and are starting into the design phase. We will finalize the building site through community engagement (billboard with site design rendering and request for feedback).

We are working towards having a wall mural / mixed installation in the new culture center build, depicting cultural and historical information from the Strength of Claim work – to make it accessible and displayed for future generations. Elders will be recorded as part of the display, for example, making their stories available for posterity without the written word. The community will be invited to participate in the art works.

Business Park: The business park is now looking for light industrial businesses as tenants. The purpose of the business park is to create income from renting space to light industrial businesses, and the opportunity for jobs close to home for our Band Members.







HOUSING, PUBLIC WORKS & CUSTODIAL SERVICES



Elile

Salmon Berry

**Parts to Harvest:
Berry and leaves.**

Uses:

**To Induces relaxation and sleepiness, ease
pain of burns and cuts.**



HOUSING, PUBLIC WORKS & CUSTODIAL DIRECTOR - Greg Cross

- Public Works
- Housing
- Capital
- Fire Department
- Custodial Services

Housing

- Number of Homes: 139
- With Mortgages: 85 homes
- Without Mortgages: 54 Homes
- Individual New builds finished: 1
- Rental Applications: 72
- Home Owner Mortgage Approvals: 7

Seabird Island Housing Department teamed up with Fortis BC and BC Hydro to participate in the ECAP (Energy Conservation Assistance Program). ECAP is a free energy saving program that was available for every home in the community. We received 63 applications, out of those applications 38 were approved and appointments happened before COVID-19. Each home that booked an appointment received energy saving products like door weather-stripping, LED light bulbs, showerheads, faucet aerators. On the second appointment 6 families received either a new fridge, high- efficiency furnace, new insulation, or all of the above at no cost!

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

Capital

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

- In the Fall/Winter Phase 22 started construction of three new duplexes on Sch'ye Road. Completion was in the summer of 2019 and occupied fall of 2019.

PUBLIC WORKS

Public Works

The Public Works Program provides maintenance and repairs to the following infrastructure: water, sanitary sewer, storm sewer, roads, solid waste, grounds / recreational fields and business buildings. It also provides capital replacement for improvements to these infrastructure areas. The Seabird Island water system is classified as a water distribution level 1. Several staff maintain and repair the water supply station which supplies the water 24 / 7 to most of the community. The system also includes the water main piping system, valves and hydrants. The sanitary system also operates 24 / 7 it consists of main pipes and lift stations that pump sewage to be treated by the District of Kent. Several staff maintain the stations, monitor the system and respond to issues. The storm sewer system provides the drainage and collection of rainwater within the community and flows out to the Maria Slough.

There are eleven paved roads and six 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.



Waste Management

New equipment has been purchased to continue to provide weekly garbage collection service to the community. The Program assists the community with monthly major garbage pick-up and septic work when needed. We continue to keep the community up-to-date on our services using the newsletter.

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 twenty one facilities, consisting of Administration, Health, Schools and College buildings. The activities and business need to continue in these buildings, maintenance and repairs, are critical for these buildings to function.

Solid waste is a growing and important service to reach the goal of zero waste future. We teamed up with Recycle BC and had one info session in the community on “How to Recycle” where we demonstrated the do’s and don’ts of recycling. In preparation for the new Recycle BC zero plastic bag change starting July 1, 2020 every home received a new recycling bin. In the bin we provided a list of accepted and non-accepted items as well as pamphlet on where to return non accepted curbside pickup items.

Seabird Fire Department

The Seabird Island Fire Department (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. In 2020-2021 the Seabird Island Fire Department had 34 calls for service.

Call outs included:

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

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

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



CUSTODIAL SERVICES



Emergency Management

An Emergency Management Plan is a course of action developed to mitigate the damage of potential events that could endanger an organization's ability to function. Such a plan includes 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.

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

Custodial

Custodial objectives are to maintain a safe, secure and 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 twenty one facilities, consisting of Administration, Health, Schools and College buildings. Scheduling of our team continues to vary, depending on programs and facilities. The Custodial Team has received 239+ service request tickets from April 2019 to April 2020.

Thank you to all those who submitted service request tickets, as this is a great tool for our departments to communicate and prioritize tickets and schedule services. Custodial staff supported a total of 43+ events this past year.

Achievements 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

Qwáyúwel

Dandelion

Parts to Harvest:

Flower, stems, leaves and roots.

Uses:

Liver, kidney and bladder.



EDUCATION DIRECTOR
- Mark Aquash

- Elementary School
- High School
- Seabird College



LALME'IWESAWTEXW HIGHLIGHTS

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

We are grateful to all of our families, teachers, EAs, support and custodial staff that in spite of the challenges of COVID-19, we started school on time, September 8, 2020 and have faced every difficulty with determination.

Our Junior Kindergarten (also referred to as K4) program in the Elementary building continues, where culture and language, learning through play, and all social and academic programs are delivered to prepare the children for Senior Kindergarten. Junior Kindergarten allows an additional year for students to achieve grade level reading by the end of Grade 3. A Grade 3 reading level ability is very connected to high school graduation and Post-Secondary success.

We continue our participation in the Model Schools Literacy Project (a Martin Family Initiative). The 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.

CULTURE AND LANGUAGE

University of the Fraser Valley and Lalme'Iwesawtexw Intermediate Halq'eméylem Certificate program graduated nineteen students: the largest graduating class. Of this group, twelve students are current staff of the school and use the language daily resulting in increased formal instructional hours by 30%-45%.

HIGH SCHOOL GRADUATES OF 2020 - 2021



GRADUATES

We expect to have twenty (20) graduates this year, which is our largest graduating class to date. Thanks in large part to the new semester program; Lalme'Iwesawtexw has been able to speed up the timing for Grade 12 students to meet their graduation requirements. Three students will be graduating with their Dogwood and a trade simultaneously, while others are completing additional high school courses or working full-time.

ENTREPRENEURSHIP ON THE LAND

The Grade 12 students have been learning about the design process through project-based learning. Students began planning and constructing a school garden: defining the design opportunity, ideating solutions, prototyping a design, testing the design through feedback and alterations, making the full-scale garden boxes, and sharing the finished product with the teachers (the consumers for the product). You can see the garden outside of the music building.



April 2020, Seabird Island Band Chief and Council Election

- 308 Ballots were cast, 1 was spoiled/rejected.
- 2 volunteers
- Band Members had a choice to cast their vote on-line, in-person at polling station, or request a mail-in ballot.

May 2020, Seabird Island Festival-CANCELLED

September 2020, Trans Mountain Expansion Project Ceremony

- Approx. 30 people attended a burning and a blessing for the work Trans Mountain will be conducting.

October 2020, Halloween

- Door Delivery-Box of Candy delivered to each home on-reserve.
- Halloween Costume Contest, photo submission. 11 entries and top 3 were awarded prizes.

November 2020, Remembrance Day Ceremony

- Office Staff and a few students from the school and ECD Centre attended a brief ceremony at the cenotaph to pay respects to the Veterans.

Seabird College Grad

- 70 gift boxes were mailed out for the graduates. Each received a blanket, a mug/coaster, a plaque, certificate of completion, and a \$100 restaurant gift card.

December 2020, Holiday Hoopla

- Hampers
- 220 -Hampers were assembled for household's on-reserve.
- 130 -\$50 Hamper gift cards were issued to off-reserve members (1 per household)
- Toys/Wal-Mart Gift Cards
- Issued 134 -\$20 Wal-Mart gift cards to Youth 10-18 years
- 130 Band Member children 0-9 years received a toy.
- Membership Christmas Gift Cards
- 62 Elders, on and off reserve received \$75 superstore gift card.
- 729 members on and off reserve, received \$50 superstore gift card.
- Donations
- \$21,000 was donated to the Christmas Hampers which covered all expenses, excluding Membership Christmas gift cards.
- 24 volunteers came out to help assemble and load hampers into vehicles, and the nutrition team offered the volunteers' lunch each day.

Magic of Christmas

- 400 children registered to receive a gift bag filled with toys and treats from Santa.
- 30 volunteers, hosted by District of Kent, Harrison Tourism, Agassiz Community Services, Seabird Island Band Events Program.
- This event is open to all residents of Agassiz/Harrison. Those who registered entered the drive-thru to pick up their gift bag and wave to Santa on the way by.



Not Translation

Chamomile

Parts to Harvest:

Flowers, leaves and stems.

Uses:

Digestive tract, relaxation inflammation, dry skin and builds immune system.



HEALTH DIRECTOR Heather McDonald

2020-2021 was a challenging year for Community Members and Health staff alike. With the pandemic dominating life and health services for most of the year, the Health Department worked creatively to continue services in new, COVID-19-safe ways. While many other communities' significantly scaled back services, our Seabird Island Health staff worked harder to meet community needs. I am grateful to the Health staff for their persistence and compassion during such difficult times.

Mentorship continues to be a priority in the Health Department. I am encouraging each Health leader to be mentoring others, in particular Indigenous people and Band Members, so that succession planning is in place. This work is starting at the top with Lolly Andrew in the position of Assistant Health Director.

With our ability to support Community Members at an all-time high, we are now focused on developing services that will get to the roots of trauma and facilitate healing, see new and expanded programs described below. Stay tuned to hear more about a "Trauma Treatment/Land-based Healing Lodge" and "Justice Circles," as we develop and implement these important pilot projects.

Additionally, this year we will create a new ten year Community Health Plan. We will need community input to ensure that the plan meets your needs of today and tomorrow.

Please reach out to me directly if you are willing to consult with us as we build our plan. We will also be reaching out to community knowledge holders so that the work will be completed in a good way.

I am grateful to be part of such an amazing community, organization, and Health Team.

kw'as hó:y!

Heather McDonald, PhD, RN.
Seabird Island Health Director
heatherm@seabirdisland.ca
604 798 6840

Accreditation:

Seabird Island is an Accredited Service Provider through Accreditation Canada. Accreditation is a process to ensure that Health Services are of excellent quality, safe, and continually improving. We follow the four year cycle of Accreditation Canada, to examine, improve and support our excellence and safety in service delivery. Our next assessment is scheduled for 2022.

This year the focus was on implementing COVID-19 safe practices in our workplace. This added a new twist in providing safe and effective services as we implemented a variety of new safety protocols (masking, cleaning, distancing from each other and constructing as many visual cues as possible to help both clients and staff maintain safety).

Our service delivery model changed to virtual formats, very small groups and lots of outdoor activities. We are proud to say that all of our services remained active throughout the pandemic, despite the numerous challenges.

Our two Health Quality Officers lead the way for this work. As well as keeping us COVID-19 safe, they are working on Registration for our Recovery Homes, our Health Department evaluation and reviving our incident reporting process.

Seabird Island Dental Clinic

Seabird Island Dental Clinic provides all your basic dental care, including cancer screening and sedation services. The Dental Clinic supported 2,460 patients in 2020; 1,895 of these patients are Indigenous.

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

Dr. Kalra works with Seabird four days per week. Her energetic and outgoing personality puts her patients at ease. Dr. Latif works Mondays and Thursdays. He has many years of experience and knowledge that he is happy to share with us and our patients. We have a new dentist, Dr. Chang that is with us on Tuesdays and Wednesdays.

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

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

Seabird Dental Clinic Hours

Monday	8:00 a.m. - 4:30 p.m.
Tuesday	8:30 a.m. - 4:30 p.m.
<i>No walk-in during COVID-19 apologies for any inconvenience.</i>	
Wednesday	8:30 a.m. - 4:30 p.m.
Thursday	8:00 a.m. - 4:30 p.m.
Friday	Closed

SEABIRD ISLAND MEDICAL CLINIC

Seabird Island Medical Clinic

Our busy Primary Care Clinic has seen 12,882 clients, this past fiscal year (April 2020 – March 2021). Our lead physician has used his advanced training in Addictions Medicine to lead case conferences for our Recovery Homes and continue the work of the rural addictions network in our region. Both physicians are working in other communities, in addition to Seabird, although in a virtual capacity due to the pandemic. Their ability to provide relational care continues to ensure that our population is well looked after.

Our complement of service providers in the clinic continues to shift over time, related to community interest and personnel availability. We increased our acupuncture service to a weekly opportunity for clients but had to postpone services due to COVID-19. Optometry and Hearing clinics were regular services but had been canceled. Psychiatrist, Dr. Benning resigned in May and moved on to practice in a different area. Dr. Singer - Pediatrician with Primary care from July to November. Dr. Deacon Gynecologist visited once a month.

Our clinic supports education in this area. This support helps ensure that new health professionals have training in First Nations Health and helps us identify potential new hires. Dr. Fox had 10 medical students this past year as well as Dr. Brar working with him to see patients with diabetes. The Medical Office Administrator student February and March completed 80 hours.

Diabetic Patients Seen . . .	232
Hypertension Patients Seen	278
Congestive Heart Failure Patients Seen	23
Chronic Obstructive Pulmonary Disease (COPD) Patients Seen	23
Gynecological Exams	69
Prostate Exams/men’s wellness	7
Mental Health Visit	98
Total.	789

PHARMACY



Pharmacy

Our Pharmacy Team works closely with the Seabird doctors and nurse to provide you with quality care. Our staff is knowledgeable and experienced with Non-Insured Health Benefits (NIHB)/ First Nation Health Authority (FNHA) medication benefits. We are located across from the Doctor's Office.

Our services include:

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

NUTRITION AND FITNESS PROGRAM

Health promotion: Nutrition & Fitness Program

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

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

This year our services included:

- Canning events
- Food Safe training
- The Annual Nutrition Family Run/Walk – done virtually
- Hamper delivery: During the COVID-19 Pandemic, there were approximately 240 food hampers, information and cleaning supplies distributed to Seabird Community Members. Seabird Health staff delivered food hampers 3 times to every household in Seabird. Care kits were distributed to those who were not feeling well/in isolation.

Maternal Child Health Program (MCH) and Tem'el'ile (Salmonberry Time) Midwifery Practice

The MCH team includes two teams, one for on reserve partner communities and one for off reserve and non-partner communities the second team is funded by the Perinatal Substance Use Program at Women's and Children's hospital.

Our team includes:

- Midwives: provide full-scope midwifery care from pre-conception to postpartum ~ 6 weeks.
- Kwiyo:s, 'Respected Aunties': provide one-to-one support for expecting families, and those with children up to 3 years old. The team leads various pieces of programming such as The Sacred Seed Prenatal Class, Prenatal & Postnatal for moms and families, the annual Baby Welcoming Celebration, Bodies in Motion – Postnatal Class, Sisele (Grandmother) story time as well as phone, door and home visits regularly to support families goals on and off reserve.
- Registered Nurses: Provide full-scope registered nursing care to all the families in our voluntary Maternal Child Health Program. In addition, the program supports the growing needs of Midwifery clients on our caseload(s). They also lead prenatal and postpartum clinical visits at clinic, in the home, in community settings or a safe and comfortable setting for clients.

Achievements

- 55 babies were welcomed into the world from April 2020-March 2021 with the help of the registered midwife and MCH Team.
- The registered midwives are collaborating with Seabird Island Health and Stó:lō Service Agency to host clinics in Seabird, Sts'ailes and the Stó:lō Service Agency to service indigenous woman and families in the Fraser Salish territory.
- Increasing referrals from local maternity care providers.
- More women seeking midwifery care.
- Collaborative care with other primary health care providers.
- Contraceptive management – IUD increments in the early postpartum period.

Maternal Child Health Programming

- **Baby Welcoming 2020:** postponed in 2020 due to the COVID-19 pandemic. The families who had babies from May 2019 - May 2021 will be honored in both a cultural and COVID-19 safe way on an individual basis for the health and safety for our people. We take pride in honouring our newborn's earth side in the spring in our traditional way.
- **Pre & Postnatal:** due to the pandemic, we have completed this education and programming on both an in-person door visit at the clients' home and on a virtual Zoom/Teams platform, dependant on the clients needs.
- **The Sacred Seed - Prenatal Circle:** offered once a month at Seabird Island for prenatal families, and those with a baby up to 6 weeks old. During the pandemic, this class was offered on a Zoom/Teams virtual platform. These classes involve a short educational presentation, nutritional education and an opportunity to connect with health staff. After this class is complete, those who attend receive educational resources and a meal in a grocery bag put together and delivered to the client.
- **Sisele (Grandmother) Story Time:** this is a virtual story time to help promote literacy. The team encourages mothers and families, staff related to health, respected Community Members and Elders to complete the readings on a recording for the MCH Team to share with our families virtually during the pandemic. We promote indigenous authors and cultural safe stories and teachings from our ancestors and territory.
- **Bodies in Motion – Pre & Postnatal Class:** the team provides prenatal and postnatal information shared through fun, interactive activities that have evidence based benefits for expecting and postnatal families to get them moving. This program formatted to complement the discussion of exercise and nutrition. Through the pandemic this program has moved to a virtual Zoom/Teams platform. A raffle/door are prizes provided as incentive to those who attend and are themed to fit the topic of education i.e. a yoga mat after a virtual pre & postnatal yoga class.
- **Women's Empowerment Group:** is a program that will be held once monthly, rotating between three communities; Skwah, Shxw'owhamel and Seabird. We are not limited to these communities – we go where the interest is. This program is open to all women that are looking for social, emotional and cultural outlet to enhance emotional and overall well-being and connection to community and culture. Also, helping to provide information on a variety of health promotion topics pertaining to women's health including take home projects.



Community Kitchen

Provides hands-on learning experiences regarding; healthy food choices, food preparation, and new recipes. Community Kitchen takes place every month in each Seabird-affiliated community. Due to the COVID-19 situation, meal bags were delivered to each community. Each bag contained food for a full meal. Seabird alone would have 40 Community Kitchen bags delivered to the homes. Valencia Bobb posted on Seabird Facebook page and recieved responses of who would like a meal in a bag.

Meals on Wheels

Twice weekly meals were provided to Elders and others in our community that require support with meals.

Community Gym

Our newest program is Community Gym, inspired by Community Kitchen program. Community gym features physiotherapy/kinesiology working with nurses to help clients in one-on-one and group settings (when safe).

CELEBRATION OF LIFE

BREAST CANCER SUPPORT



Celebration of Life

This unique event takes place each December to provide a safe and healing space for families to remember lost loved ones. 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.” Due to COVID-19 this had to be done in a different way. Linda Forseth and Shannon Williams made 150 DVD’s with recordings of a ceremony: drumming, singing, and reading letters. The DVD’s were handed out to many members along with gift baskets.

Breast Cancer Support Group

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/ support person to meet. This year our Seabird Island Breast Cancer Support Group, once again, dealing with COVID-19 was done by handing gift cards for restaurant and a small Christmas gift basket to the Breast Cancer Survivor Group. Living and dealing with breast cancer is an “isolating” experience where days are spent in clinics, hospitals, in cars travelling to countless appointments. Our goals continue to be:

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

Immunizations

Infant and childhood immunizations when compared to rates in Fraser Health, we are doing great! This success is due to proactive parents, regular community visits and reminders by CHRs and Nurses.

In total 271 Seabird and surrounding Communities Members were vaccinated in 2020-2021.

Children's Oral Health Initiative (COHI)

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

Communicable Disease Control

Annual flu shots provided through Flu Clinics in Seabird and surrounding communities. They are also available through the Seabird Pharmacy. There were 408 influenza doses that were administered throughout our communities, 183 of the doses were administered to Seabird Members.

There was approximately 1000 COVID-19 vaccine doses administered in our surrounding communities, 307 of that was administered to Seabird Community Members

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

Our CDC nurses provides the following supports:

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

Home & Community Care Program (HCC)

The HCC program provides in-home nursing care, public education and home support to people with disabilities, chronic or acute illnesses and the elderly.

HCC services include:

- Client assessments
- Health teaching
- Chronic disease management support
- Medication administration & management
- Wound care
- Foot care
- Case management
- Home Support
- Referrals (counselling, nutrition, OT, PT, etc.)
- Specialized medical equipment
- Record keeping and data collection
- Health monitoring

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

Non-Insured Health Benefits (NHIB) and Blue Cross

Blue Cross, introduced by First Nations Health Authority (FNHA), provides health benefits in the following areas:

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

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



Seabird Mobile Diabetes Team

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

Summary of the past year:

In 2020, due to the COVID-19 Pandemic, many First Nations communities were on lock down. The Mobile Diabetes team visited two communities, saw twenty-five people; twelve were diabetic, thirteen were screened for type 2 diabetes. Ten eye exams, for complications of diabetes were done over four days of clinics

Statistics

Total Communities: 2

Total Clinic Days: 4

Total Clients Seen: 25

Total with Diabetes: 12

Total Screened: 13

Total Eye Exams: 10

Total Screening Events: 0

Total Education Events: 0

Community List

Boston Bar, Lower Nicola

Better at Home Program

Helping Seniors Remain Independent

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

Staffing – During the early stages of COVID-19 we had to lay off 2 staff due to community closures and restrictions. Seabird was the only community receiving “Better at Home” services with one of the Seabird Community Members from March to June. In June, we were able to hire another worker who has a keen eye for details and care for Elders, which makes the program more positive.

Scheduling and Restrictions – In August 2020 when restrictions were lifted, workers were able to get back in the communities. However, there were still some restrictions in select communities where they were still not allowing outside members to come into their community.



Elders' Program

Elders' Annual Gathering for 2020 cancelled

Home Delivery – 28 Food care packages from food bank/COVID-19 supplies

- 66 packages of eulachons
- 61 Wellness activity kits
- 15 surplus food box
- Elders newsletter delivered to each Elders' home
- 75 School cheering caravan plants delivered and 61 planter stands
- 28 fruit orders
- 55 boxes of jars
- 45 salmon
- 77 emergency kits
- 80 Tyte Tribe booklets
- 20 Christmas hampers
- 35 Candlelight Vigil packages
- 108 Christmas gift bags
- 65 gifts from RCMP for 65+ group
- 77 Annual report
- Fire wood delivery

Drive through

- 105 COVID-19 food hampers
- 64 surplus food box
- 49 Fruit order
- 17 Salmon
- 55 Christmas hampers

Other – Elders received weekly wellness calls during the beginning of COVID-19 and current day-to-day calls as needed

- 62 Indian Day School claims
- 76 tax returns
- 41 Emergency information forms
- 40 Disability tax credit applications (in progress) and handicap parking permit
- Flus shots
- 98 COVID-19 vaccine preparation
- 42 BC recovery benefit applications
- 33 of the 109 Elders Service Canada applications/ benefits were a success receiving back pay

CHILD & FAMILY SERVICES



Youth Program:

The Child and Youth programs have had substantial growth over the past year. Katelyn Moon, Child and Youth Initiatives Supervisor, secured over \$400,000 in funding, primarily for the development of two key programs. The School's Out drop-in program offers after-school classes for 9–12-year-olds and is funded through the United Way. The program started in September and has eight Youth who regularly attend. The Youth Outreach program was established in September and currently provides counselling for thirty-eight Youth and outreach mentorship for an additional twenty-three Youth who have significant barriers and risk factors in their lives. The Youth Council, consisting of sixteen dedicated Youth, participated in weekly meetings to establish and work toward goals, and planned a Valentines Day dance, directed programming at the Youth Center, and provided valuable input in the plans for a new Youth Center. The Youth program connected to new families in the beginning of COVID-19, including providing weekly challenges to families, such as cooking challenges and craft challenges, with prizes.



Recovery Houses:

The A:yelewx Men's and Women's Recovery House Programs had eighty-two admissions in 2020, with thirty-one graduation ceremonies, and thirty-six successful completions without ceremony. This was an 81% success rate for our programs during a very difficult year for people in recovery. The programs provided land-based and culturally based healing opportunities and has retained a core of dedicated and knowledgeable staff.



Family Development, Family Home, and Justice Programs:

The Family Development Program (FD) expanded services and added three new staff in 2020, including a Cultural Support Worker dedicated to helping families reconnect to land-based traditions. The FD Team sees ninety clients each month, and averages over 800 contacts. They provide a wide variety of crucial supports to our most vulnerable families, including advocacy, safety planning, food security, traditional medicines and practices, child protection intervention, and supervised visits. The team provides life skills coaching, transportation, parenting support, family reunification, and are key in identifying and responding to safety concerns, domestic violence, and addictions treatment referrals.

The Family Home provided a safe space for six families in 2020 to reconnect to each other and learn valuable life skills that will nourish them in their journey forward.

The Justice Program developed and continues to build important relationships with the Agassiz RCMP and Indigenous Police Services. Ashley Bobb, the supervisor of these programs, has been instrumental in re-establishing a Justice Table to advocate for our community members and liaise with Corrections, Crown Counsel, RCMP, and justice support workers. The unique challenges we faced in 2020 also necessitated the development of a Mental Health Crisis Response role, which has helped Community Members and their families cope with the stressors of isolation and unwitnessed grief.

Counselling:

With the addition of the Youth and Young Adult Counsellor, Seabird Island now has five counsellors providing support for mental illness, trauma, addictions, grief, relationships, and other challenges. Our counsellors responded to 120 new referrals in 2020, saw over 200 clients, and completed 1,238 counselling sessions, despite the restrictions on in-person meetings due to COVID-19.

General Highlights:

The Child and Family Services Team provided important learning opportunities for 19 practicum students from UFV's Bachelor of Social Work and Human Services Diploma programs, Seabird College's Human Services and Social Work program, and University of Toronto's Master's in Social Work program. We were successful in rolling out a Trauma-Informed Practice training model for all staff at Seabird and established important connections with the Early Psychosis Intervention Program, RCMP Victim Services, Agassiz RCMP, Salvation Army Homeless Outreach, Child and Youth Mental Health, Fraser Health Rural Addictions Network, and Fraser Health Youth Concurrent Disorders programs. The team has been developing several initiatives in 2020, including a Caregiver Support initiative, Community Education Series, Mental Health Pathways Model, Land-Based Trauma Treatment Center, Women's Shelter, Mental Health Strategic Planning committee, Brain Health Event, Fraser East Regional Advisory Committee on Sexual Violence, and a restorative justice Healing Circles program. 2021 promises to be another exciting year of new support initiatives for the healing and wellness of Seabird Island Community Members.

Health Support Program

The Support Team provide Social Development and the Employment program along with Administrative Support, Driving and Transportation, Inventory, Shopping and Safe Drinking Water. It has been a very unusual year with the pandemic. Our team had shifted duties slightly to ensure the safety of our clients and ourselves. Pandemic precautions were added to daily duties.

Our team consists of: three Administrative Clerks, four Drivers (two serve double roles including Water Technicians), one Band Social Development Worker, one Supervisor for Employment. The Employment Team that consists of two Administrative Clerks, four Pre-employment Support Case Workers and two Career Development Practitioners. We are still looking for a Driving School Instructor.

Our Certified Water Technicians have been providing services to four communities. They work along with the Public Works Department to maintain the Band Pumphouse and monitor any water leaks that have happened.

Our Administrative Clerks provide assistance for all the programs, but specifically to the Mental Health team with client files, verifying funding for clients, invoicing the funding agencies. They also provide training, guidance, data entry, etc. for our electronic medical records.

A big part of our year was spent with providing food to our Community Members. We had donations made to us from a Muslim Church in Abbotsford. Our team had canned chili, vegetables, fish and soups for the Traditional Food Bank.

Patient Travel: Out of the 154 patient travel requests we've had, fifty-eight were for Seabird Doctors; twenty-four were for Seabird Dental and sixty-six were for out of town appointments.

Income Assistance (IA): An average of 133 open files per month with nineteen special needs requests and 145 care packages were distributed throughout the year. Income Assistance also gave one large care package to each IA family along with some low-income families and Elders to support them through the pandemic.

Traditional food bank: this is a service to Seabird Island Community Members who need help with food security. Our goal is to provide nutritious and culturally appropriate foods to those in need. To accomplish this we work with the nutrition program to can food for our shelves. This year we bought commercial dehydrators so that we can have further dried options for our community members and families. This year we also responded to individuals and families who were isolating due to COVID-19 exposure to ensure that they had the food they needed.

Employment Services: 169 new client files were opened during the past year with a total of 1,750 client visits throughout the year. These client visits included services such as career decision making, work readiness assessments, employment training, life skills training, interview preparation, work experience placements, job search, job start and retention supports. Additionally, we work with local employers, government agencies and training organizations to support Clients through our employer referral program.

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

Driver training accomplishments for the year: Four clients obtained their Class 7L; three clients obtained their Class 7N; two clients obtained their Class 5 – all Seabird clients.

Pre-employment supports program (PESP)

provides one-on-one case management for Income Assistance clients who are working towards employment. Intensive and ongoing financial and practical support is provided to help ensure successful transition to employment. This service is available to Seabird Island as well as our partner communities.

- 2,127 client visits with case managers
- 218 client action plans put into action
- 390 client support interventions supported
- 29 referrals to hands-on practical skills projects

There are many success stories coming out of PESP such as this one:

A Seabird Member had been working with PESP for about 18 months. He participated in a Mobile Job Fair to Kelowna where he participated in a workshop on how to pitch a business, he then shared that he would like to be able to have his own art business. We assisted him to connect with Stó:lō Community Futures who helped him begin the planning stages of a business. We assisted him with a phone as well as a laptop and he shared that he was using his laptop to design some of his artwork along with working on his business plan. An opportunity came up for a job with Nations Creations and Bert interviewed and was hired for the position to work in the warehouse. From this opportunity he has also been able to design some artwork that Nations Creations is using it on merchandise.



EARLY CHILDHOOD EDUCATION

Pipehoma lewis

Frog Leaf (Plantain - Narrow Leaf)

Parts to Harvest:
Leaves and stems.

Uses:
Antibiotic for infection.



EARLY CHILDHOOD EDUCATION DIRECTOR - Carlene Brown

2020-2021, has been a year to remember, all our programs have changed this year to meet the needs of the community, and to remain in compliance with the COVID-19 guidelines and restrictions. I, myself have learned a lot this past year, with understanding and being aware of the guidelines and how to support/encourage our families and staff to stay healthy and safe. Staff and families have needed extra support while they understand the new restrictions. The Mental exhaustion, and fatigue of our staff have been a concern for our supervisory team, as we worked for the full year, still supporting our families (in a different way). We have learned a whole new way of outreach to our families, which is very different for our profession, as we are usually very hands-on teachers connecting with our families, the virtual world was a challenge for all involved. With perseverance we adapted and made it work for our staff and families.

This has been a year of learning for our staff, due to the different type of programming, the staff were able to acquire lots of online training, in their areas of work. This has made them look at the programs a bit differently and make some changes to the plans, with this new knowledge and skills. Some staff have had time to complete a full year of programming for their programs, which has been a goal for a few years now, this time with lower numbers of children, has given them the opportunity to do this.

In all of this change, we have had some great news, our Head Start program was successful in a grant for Outdoor Land-Based Learning money - which will allow us to enhance/enlarge their playground and the surrounding buildings.

All in all, this year has been productive for the staff, however we have been missing our chance to connect with the families, in the way we love, in person.



EARLY CHILDHOOD EDUCATION

Early Childhood Development

This year has been a change in pace for our department, we slowed down, looked at our priorities, and worked with our families and communities in a whole new way.

The department is housed out of the Early Childhood Centre of Excellence and is the home-base to up to sixteen 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 so much more. The department partners with other Seabird Departments to ensure that all children and families are provided with optimum care. We also partner with other organizations like Fraser Health, Ministry of Child and Family Development (MCFD), First Nation Health Authority (FNHA), local libraries and many more.

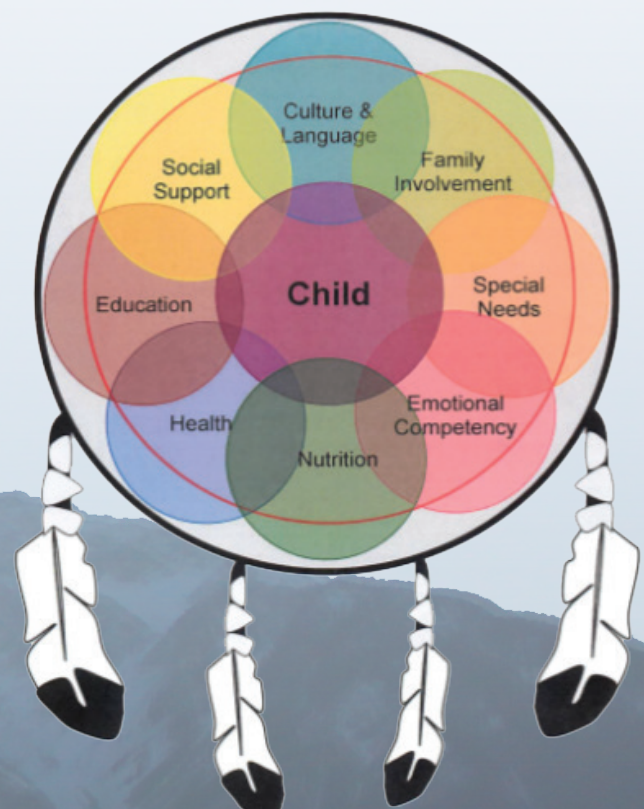
Success for the year:

- Contracted with Fraser Valley Child Development Centre for a Speech and Language Pathologist to work Part-time at Seabird for with our families
- New MCFD position hosted out of our ECD department - AIDP/ASCDP Regional Advisor
- Support for regional AIDP/ASCDP programs, coordinator training, relay Provincial updates etc.

- AHSOR- received a grant from FNHA- for Outdoor Learning Centre
- AHSOR- received a grant from Kal-Tire for rubber grounding
- ECD Christmas Drive thru- we did a COVID-19 friendly drive thru for our Christmas event- take home meal, craft bags, present from Santa, and photo, were given to each of our children enrolled - numbers were lower this year, 130 presents purchased. It was a big success.

We are looking forward to when we are able to meet, visit in person with our families and communities. That will be a happy day.

All of the programs that run under the Early Childhood Department follow and teach the eight dimensions of early childhood development as listed in the following pages.



ABORIGINAL INFANT DEVELOPMENT



Aboriginal Infant Development

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

SUPPORTED CHILD DEVELOPMENT/ ABORIGINAL SUPPORTED CHILD DEVELOPMENT



Supported Child Development/Aboriginal Supported Child Development

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

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

ÉY QWAL SPEECH & LANGUAGE



Ey Qwal Speech & Language

Ey'Qwal Speech & Language is a referral-based program servicing Aboriginal children ages 0-6 years who experience challenges with language development. Our program has been able to provide services to over sixty children this past year in daycare, preschool and in home throughout our catchment area of Boothroyd to St'sailes. Due to COVID-19 we have had to do things differently this year all while making sure the needs of the children and families come first. Our program works closely with Supported Child Development and Infant Development to ensure the children get a wraparound service delivery from our Early Childhood Department. In January, we partnered up the Fraser Valley Child Development Center to hire on a Speech and Language Pathologist two days per week. This person will make sure all qualifying children are receiving a speech assessment and therapy prior to entering into the school system.

BUS ABORIGINAL AND EDUCATIONAL RESOURCES



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

B.E.A.R. Bus is a mobile program that travels in our catchment area of Boothroyd to St'sailes to provide families with children between the ages of 0-6 with educational and cultural resources. Our program runs five 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.

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

SEABIRD ISLAND DAYCARE

Seabird Island Daycare

This last year at Seabird Island Daycare we have continued to stay up and running to support our families with quality child-care throughout the COVID-19 pandemic. Our numbers were low due to only taking essential workers children in the beginning of the year. We have not yet returned to full capacity, we are looking forward to September with full numbers of children and staff. Staff were able to find time to work on programming, and on-line workshops in child-care area's which interested them. We have stepped up on cleaning, morning temperature checks and extra safety precautions. We have been able to provide hampers, breakfast program, and two healthy snacks a day (one being hot) and topped up lunches. We have been able to have fun days and events for holidays by making things special with hot lunches, a pumpkin patch brought to daycare, Christmas drive thru with Santa gifts and a meal. We did local field trips like berry picking, movies and parks. We also made sure the children get quality care while learning about culture and supporting them socially and emotionally.



ABORIGINAL HEAD START



Aboriginal Head Start on Reserve

Aboriginal Head Start is designed to empower and enable parents and caregivers to protect and care for their greatest gift, their child. We strive to develop relationships with families and children and to integrate traditional culture and Halq'eméylem language into our curriculum. The activities are tailored to each Community to meet their unique needs and priorities.

At Seabird Island we have sixteen families registered with thirty children ages 0-6 for the 2020-2021 year. We suspended the program in March of 2020 due to the pandemic but with careful planning, in September, we reopened and had family pods attend on certain days. We also offered a "Head Start-at-Home" model for those families who were unable to attend in person. This offered the families a full dinner, salad, fruit and vegetable delivery each week, along with curriculum (traditional stories, arts and crafts, recipes, language and songs). All families were transitioned to this model when the stricter guidelines were implemented in early November.

During this uncertain time, staff have received on-going professional development opportunities to keep up with safety protocols and to both expand their cultural understanding and academic qualifications.

3'S AND 4'S PRESCHOOL



3's and 4's Preschool

The licensed preschool programs provides services to children ages 3 and 4 years old. The programs offer experiences and activities that are designed to meet all aspects of the children's development including their social, language, physical, cognitive, emotional and cultural skills. Areas of development are encouraged through play, small and large group experiences with child and adult directed activities. This year the pandemic has brought some changes to the program, mostly through diligent hand washing and teaching of appropriate social distancing skills.

The 3's preschool is a half-day program that runs from 9:30 a.m. to 12:00 p.m. daily, which includes age appropriate cultural learning throughout the week.

The 4's program is a full day program that runs from 9:00 a.m. to 3:00 p.m. with before and aftercare availability. Teachers work within programs to make them inclusive of all children in their development. Everyone has worked hard to accommodate families with take home packages who chose to have their children learn from home.

OUT OF SCHOOL CARE

Out of School Care (OOSC)

The OOSC program provides services for families and children kindergarten to age 12, who need care after school. We provide student pick up services from Seabird Island Community School and bus pick up for District 78 students. This fully licensed program provides care to children that integrate nutrition, healthy activities and education. As a program, we follow the Seabird Island Community School schedule for professional days and seasonal holidays. There are organized field trips to local playgrounds and activities for scheduled professional days.

Our team has worked hard to integrate positive pandemic procedures to keep the children and staff safe. The program is open from 2:00 p.m. to 5:00 p.m. on Seabird Island Community School days.

SUMMER DAY CAMP

Summer Day Camp

The Seabird Summer Day Camp program ran last summer to provide services to children age's kindergarten to 12. The Seabird Summer Day Camp ran in lieu of the usual Summer Program that has been running through the Early Childhood Department for years. Due to COVID-19 there were drastic changes made. These changes included reducing the number of children in the program. We used separate rooms to house pods of children within the same bubble, keeping children with their families and cohort that they used at home. The program went on small local outings that were compliant with health regulations at the time. Though our numbers were greatly reduced, the children and staff had lots of fun.

Not Translation

St. Johns Wart

Parts to Harvest:

Flowers, leaves and stems.

Uses:

To calm nerves, wound healing, antifungal and anti-inflammatory.



FINANCE DIRECTOR - Nigel Selvadurai

Financial Highlights

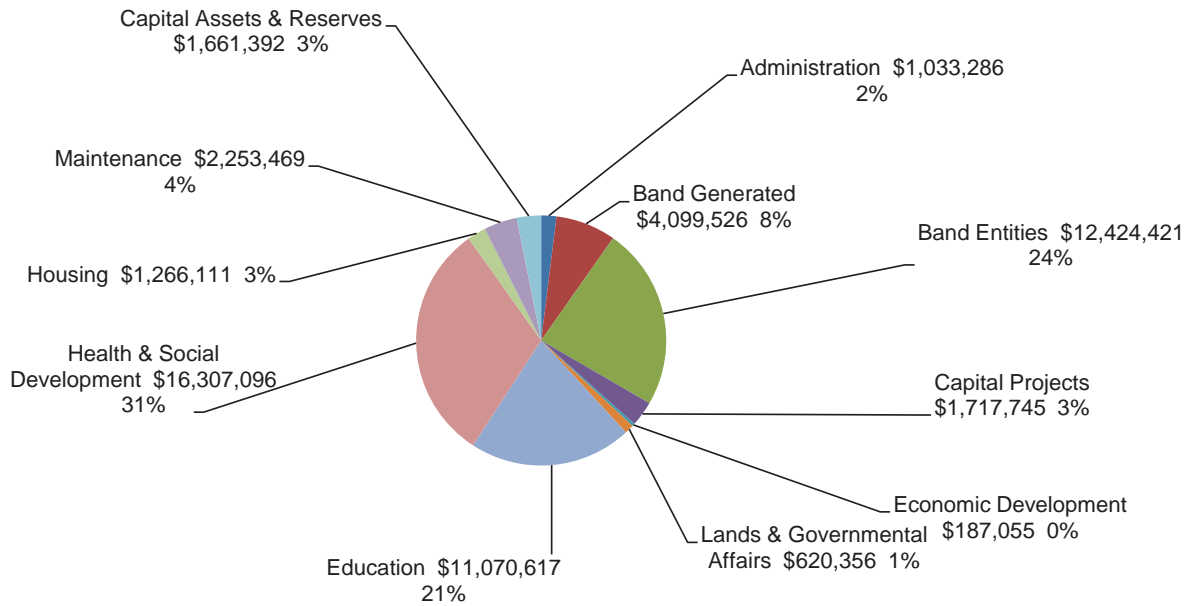
It has definitely been a challenging year due to the continuation of the pandemic and the challenges it brings. Through the dedication of the finance and administration staff, we have been able to continue to maintain the same level of service via modified alternatives to ensure the health and safety of our staff and Community Members. Even with these challenges, Seabird Island has once again been able to persevere and improve its overall financial position. We have continued to see increased revenues and increased programming. We continue to focus on long-term financial success and stability as we invest for future generations. As we now have transitioned to the 10 Year Grant funding model, and have met and exceeded all our financial reporting and control obligations as per a review conducted by the First Nation Financial Management Board in January of 2021. Our focus in the upcoming year will be long-term financial planning and to secure all other long-term core funding, especially in areas of Health and Education. In addition, with completion of Phase 1 of the Seabird Island Business Park, we are focused on improving our own source revenue base through lease income and property taxation. As we continue to grow, financial processes have continued to be streamlined to maximize efficiencies.

Revenues and accumulated surplus has continued to grow for Seabird Island for the fiscal year ended March 31, 2021. The result of this has strengthened Seabird Island's financial position and strength the Net Financial Assets of the Band. 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 regional First Nations. During this fiscal year the Band was able to secure additional funds from various funders to help us manage with the COVID-19 pandemic and help keep the community safe.

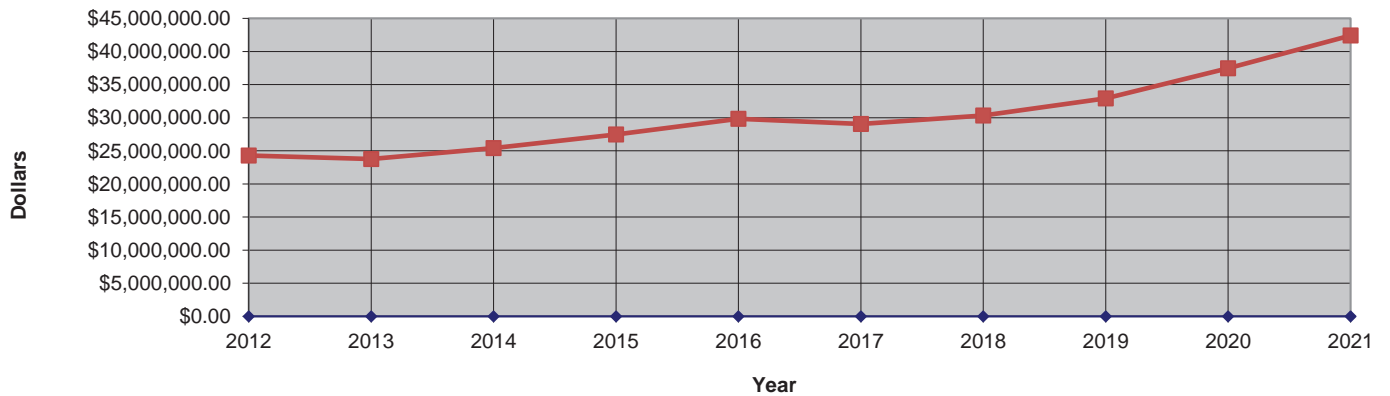
During the past fiscal year, the Finance Department has faced many challenges with the adaptation to working remotely and still trying to provide the best possible service to the organization and community. We would like to thank everyone for working patiently with us and for your understanding during these challenging times.

REVENUE & EXPENSES

Revenue by Department

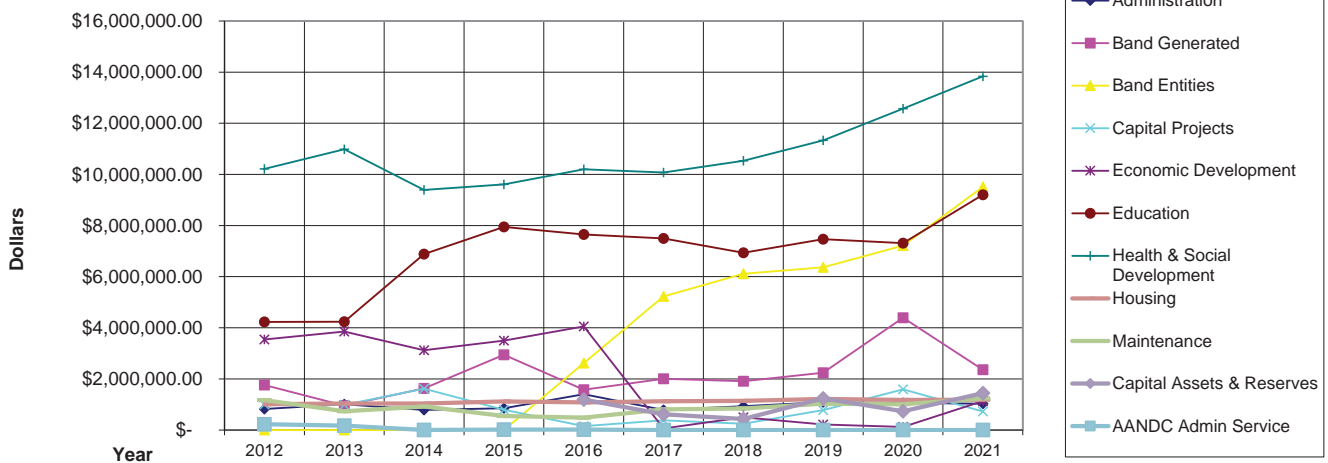


Total Revenue Growth - 2012 to 2021

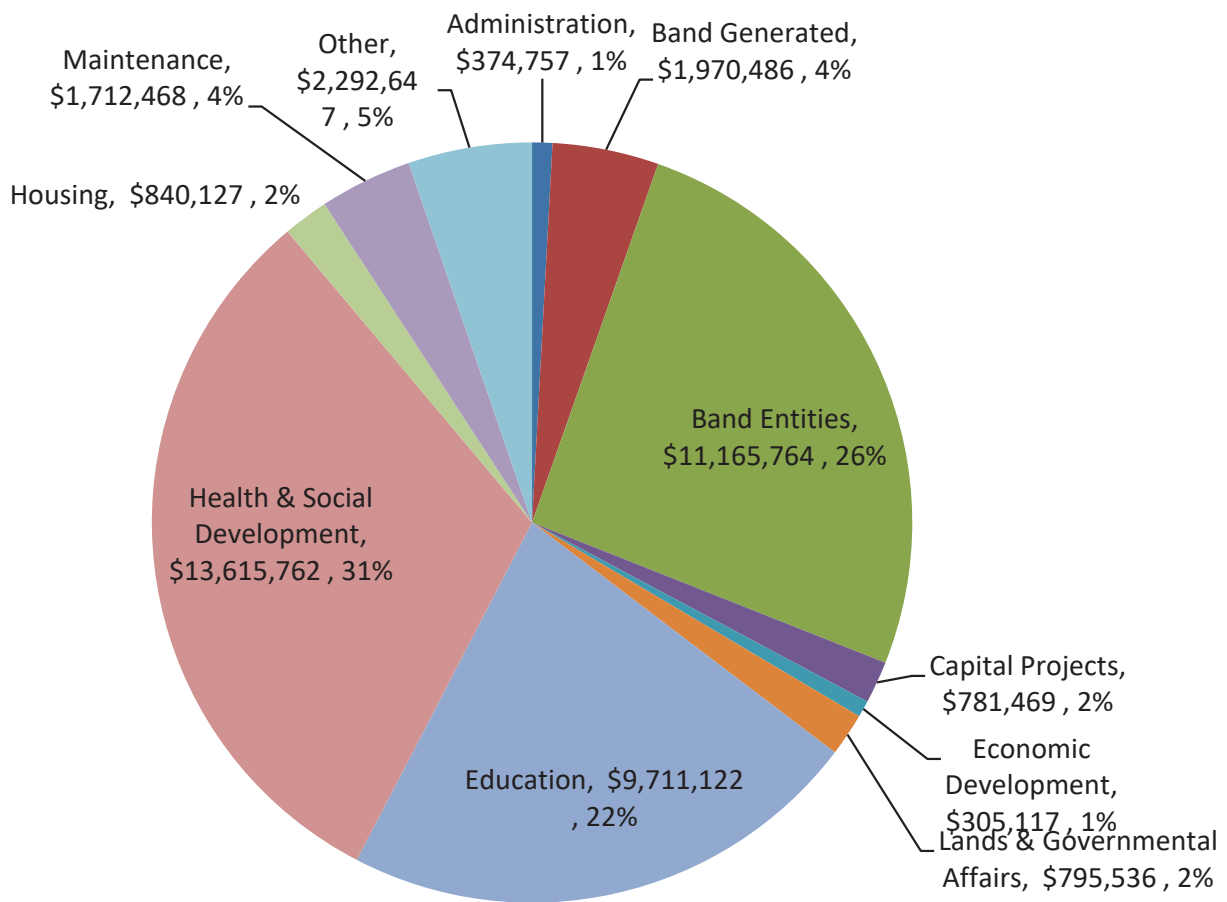


REVENUE & EXPENSES

Revenue Growth by Department - 2012 to 2021

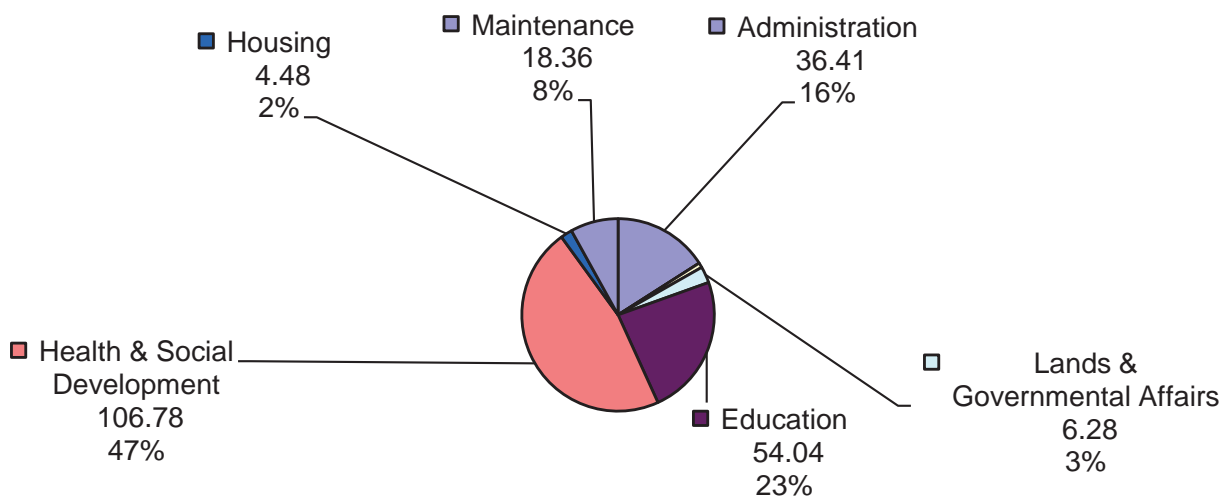


Expense by Department

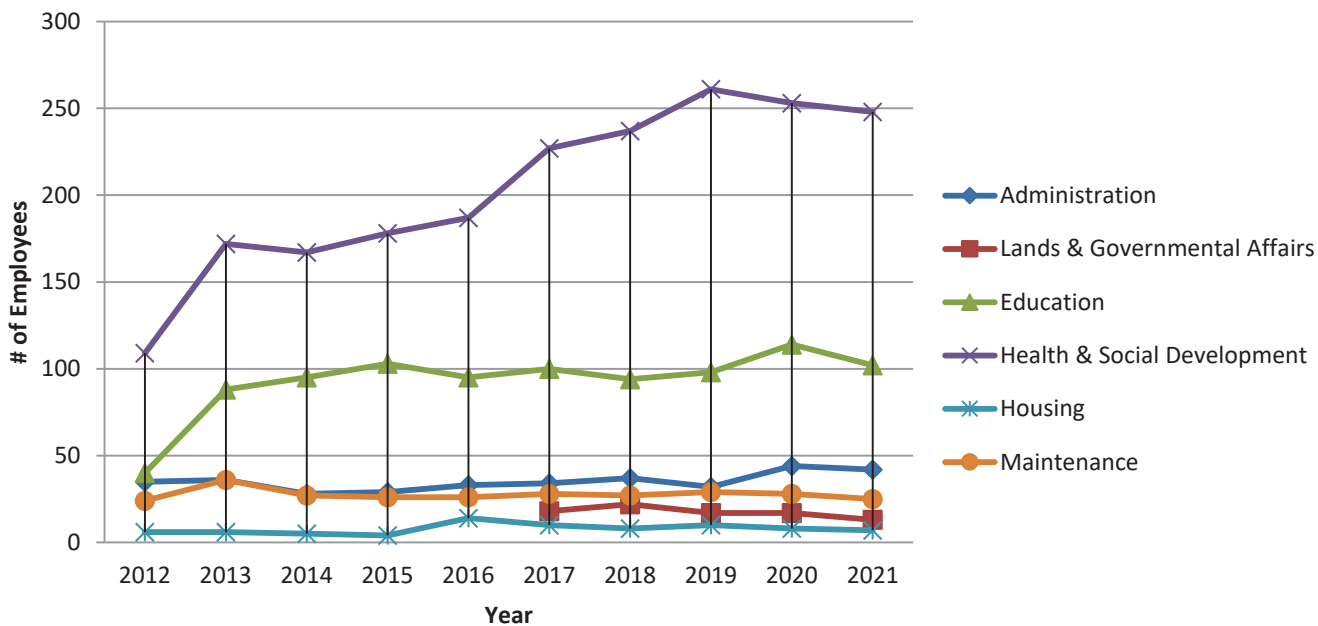


REVENUE & EXPENSES

Person Years By Department

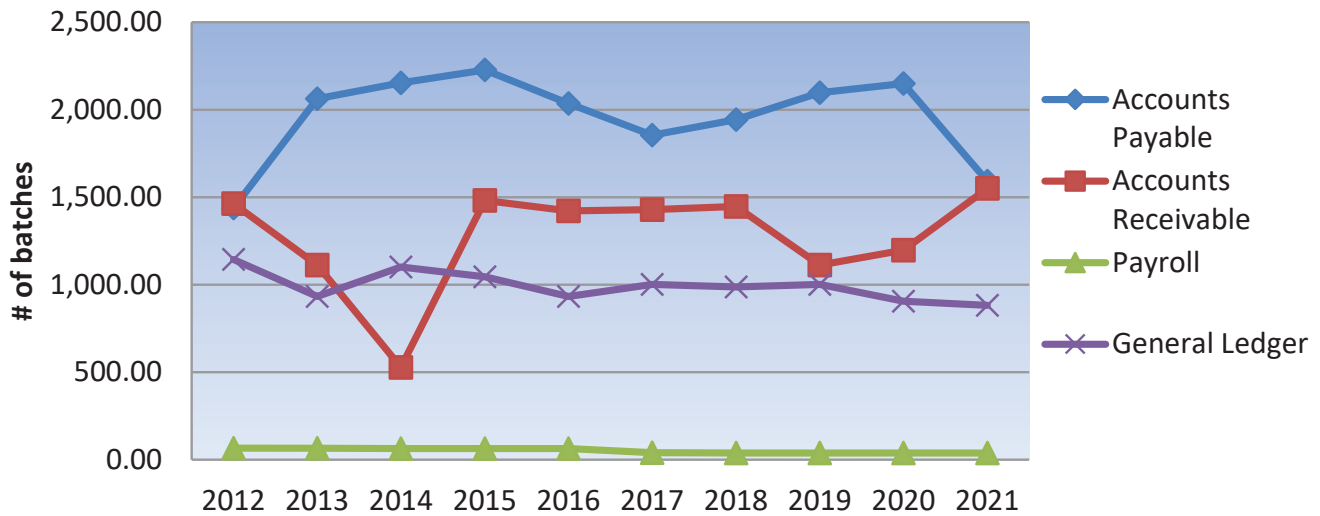


Employee Growth Chart

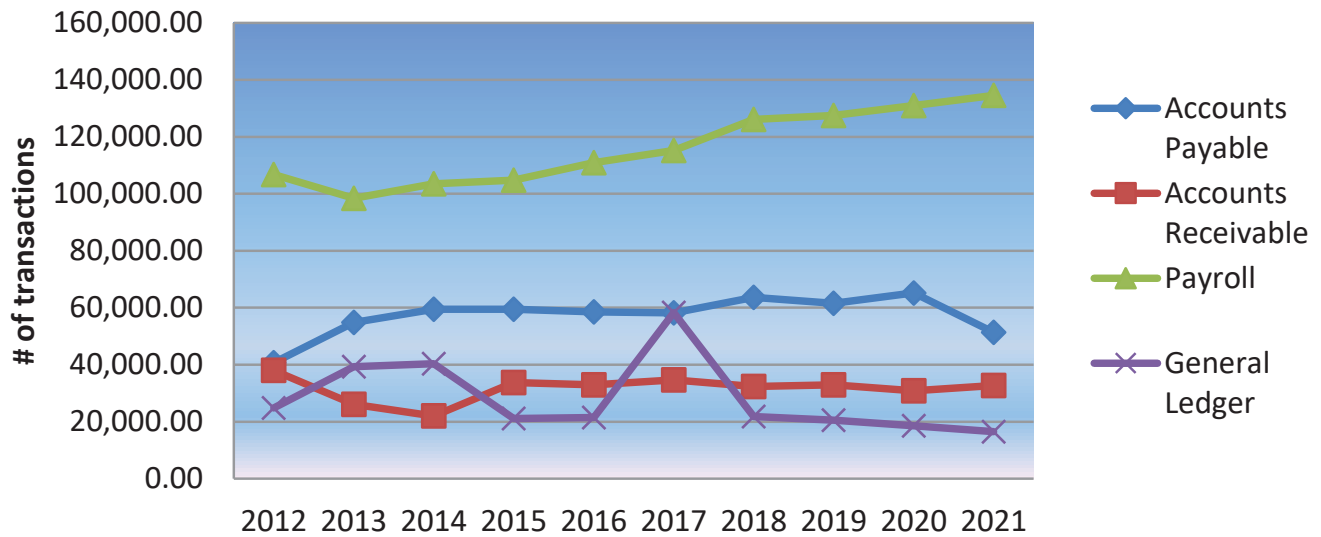


EMPLOYEE GROWTH

Finance Batches Growth



Finance Transactions



INFORMATION MANAGEMENT & INFORMATION TECHNOLOGY

Information Management

Promoting and implementing a “Go Green” environment, with increased placement of document destruction containers throughout all Seabird facilities so that all paper can be safely and securely disposed of in a confidential manner as proven by the statistics below.

Seabird has recycled 18,200 lbs.’ of paper this fiscal which breaks down as follows:

- 9.1 tons of paper recycled equates to:
 - o 154.7 trees were saved from harvest
 - o 278.4 cubic yards of landfill space was saved
 - o 37,000 kilowatts of energy saved
 - o 5,341 less pounds of air pollution
 - o 63,272.3 gallons of water saved
 - o 3458 gallons of oil saved

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

Records Management continues to transition towards an electronic document management system and are reformatting (digitizing and scanning) paper records such as engineering reports, maps/drawings, policies/ procedures including the archived and permanent collection of records.

Preparation for the transition of all Seabird records is underway with expected completion August 2021 to a more reliable and safe facility.

We encourage and support personal and professional development certification in the role of records management and encourage a healthy personal/work balance.

The Information Management Services team is committed to providing the highest caliber of service and establish clear goals and expectations and thank everyone in support of this journey.

Information Technology

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

Major accomplishment for the IT program this year is the complete reconfiguration of our HelpDesk system and support strategy for the Band Office. We have been taking a new approach in getting issues resolved in a timely manner and it seems to be working. This includes being more accountable for our time and efforts spent on resolving issues. We are going to continue to strive to continually improve our customer service in all facets relating to information technology.

We are continuing with the project to upgrade of our servers and network infrastructure as well as our off-site data back-up storage to ensure a sustainable and reliable information technology environment for our staff and the community. This has definitely been more apparent due to increase reliance on digital technology for both staff and community especially with the challenges the pandemic has shown. Many of equipment being used is very outdated and will continue to be replaced over the next couple of years to meet the needs of our programs and services.

Future IT projects taking place during the next year at Seabird Island include the development of the Band Member only portal, the continued improvements to our websites and infrastructure upgrades throughout the buildings, standardizing our hardware and software, improving our services to staff, upgrading our phone system, and so many more things.

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

COMMUNICATIONS



Communications Program

This past year was unlike any other for Communications, we had many changes to our daily work tasks due to COVID-19. The first half of this fiscal year was focused on the Pandemic, leaving us in a constant state of Emergency Preparedness. While short staffed in the office, staff working from home and on leave, we had to cut down on a number of our services. Such as reducing the newsletter back down to once a month, this helped us keep our main focus on the weekly, sometimes daily Health COVID-19 notices.

Staff ensured the COVID-19 notices were written, designed, formatted, edited and printed for Health staff to deliver to each house-hold in the community. Also these notices were reformatted and designed to be distributed on the website, Facebook, the indoor and outdoor TV's. This year, we worked closely with the Chief in assisting him on producing videos to the community via Facebook. These videos were viewed thousands of times each and were a great success at getting messages out. We would like to continue producing these types of messages in the future.

In the fall, we focused on getting the annual report and calendar out, this was also delayed a bit due to the pandemic. Communications also worked closely with IT to get the Annual General Meeting to occur. The other quarterly meetings were cancelled, but this made it even more important to find a way to make these meetings happen. While we were still on lock down and had restrictions, we could not host the regular meetings we had before, so, together we worked on making these meetings virtual. This took plenty of communication planning and promoting, to ensure the community was aware, and could join in. This was met with remarkable results and attendance.

During the winter and spring, the Communications Supervisor assisted with the structuring and managing of Nations Creations; first she assisted in getting the business, now owned by Seabird re-organized, second helped hire staff, and third functioning with procedures in place. During this time, she was accepting new clients and regular client business orders. With all this, the Communications Supervisor was still delegating the Communications Program tasks, going back and forth between the office and Nation Creations location in town. This was new to the Communications Team as she worked remotely for a few months. It was a challenge, but both teams expanded their skills with this opportunity. At the conclusion of spring, having met the goals at Nations Creations, the Supervisor was recalled to Communications to assist in some more changes on the way. As Communications moves forward and continues to evolve we are sure we can continue to assist in the expansion and growth of Seabird Island. Doing our best to advise, promote and engage the community with our wide variety of Communications and Marketing tools.

In the Seabird Communications Program, we are Branding & Marketing the Communications provided from leadership to the community.

FINANCE & ADMIN ACCOMPLISHMENTS

Accomplishments

Seabird Island has now transitioned to 10-Year Grant Funding agreement providing Seabird Island is more flexibility in how it utilizes its core funding and plans for the community's future until March 31, 2029.

Successful completion of Seabird Island's 10 Year Grant Funding review of its internal financial management systems and processes by the First Nation Financial Management Board.

Development of a dynamic purchasing and procurement team with the addition of two high capacity Band Members.

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

Completion of our new internal HelpDesk System for IT and Public works departments.

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

Upgrade of server and switches to meet the current demand as the number of employees have increased over the past year.

Continuous digitization of our paper record management system to electronic document management system. This has saved a considerable amount of trees and significant environmental benefits.

The process of transitioning our permanent physical records to a more secured facility.

Records Management continue to promote "Go Green" approach to recycling over 18,000lbs of recycled paper.

FINANCE CONCLUSIONS

It continues to be a really exciting and challenging year as Seabird Island continues to grow as an organization at a rapid pace. We have continued to make changes to better meet the needs of all departments to better serve the community needs, especially during this ongoing pandemic. As we continue to grow and move forward, it is very vital that Finance, IT, Records Management, Purchasing/ Procurement and the Communications program work more effectively and efficiently to meet the needs of the organization.

In the past year, the Finance and Administration department staff have worked really hard to continue to refine, and improve all internal processes, inter-departmental coordination and communication. As the pandemic has continued, the Finance and Administration team has streamlined a fair number of processes to meet the new challenges of COVID-19. This include remote working processes and approval systems, segregation of teams to ensure coverage in the case an employee sickness, and integrating our phone systems in Teams to allow staff to answer calls while working remotely are a few examples of changes that have been made to adapt to the pandemic. This has allowed us to continue to provide the highest level of service to the community while still ensuring the health and safety of our employees and Community Members.

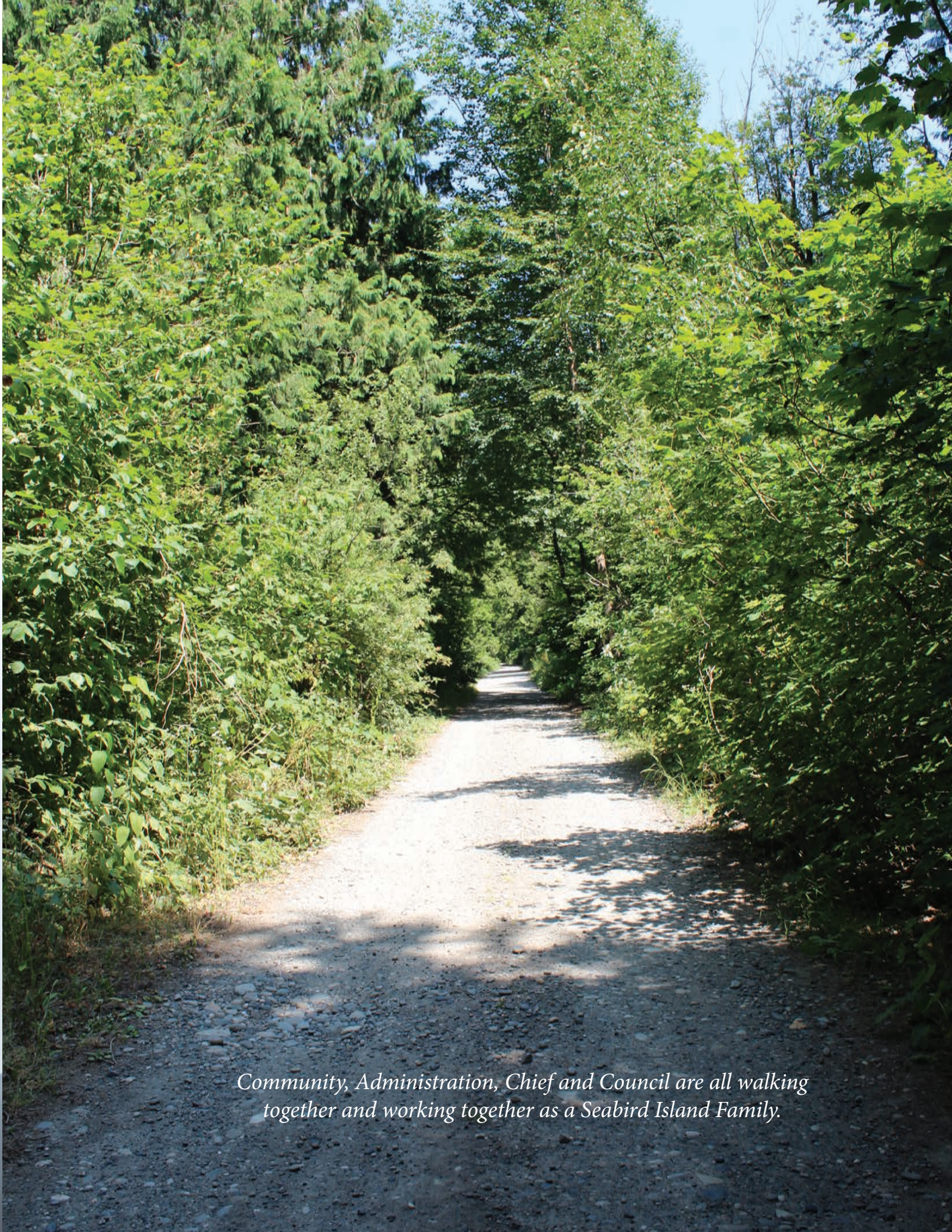
With the transition process to 10-Year Grant Funding completed, our focus will be on long-term strategic financial plans and investments to ensure we continue to grow Seabird Island overall financial position for the current and future generations.

As we have now completed the community internet fiber upgrades, we continue to work on improving the amount of bandwidth we can bring into the community with our ongoing negotiations with Telus. It is paramount that we continue to expand our IT infrastructure in the community as reliance on internet service will continue to grow in this digital age to ensure future generations have access to all the digital tools on and off reserve.

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

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

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



Community, Administration, Chief and Council are all walking together and working together as a Seabird Island Family.

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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Sq'éwqel

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