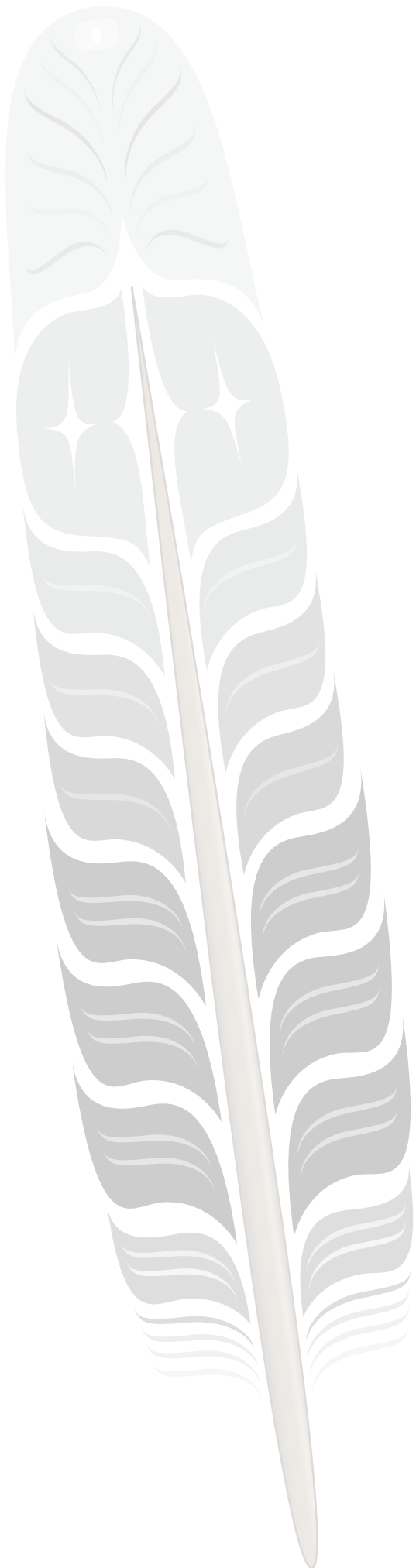




Seabird Island Band  
2014 - 2015

# Annual Report





View this Annual Report and more  
at [www.seabirdisland.ca](http://www.seabirdisland.ca)



**SEABIRD ISLAND BAND  
COUNCIL  
MISSION STATEMENT**

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

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

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

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

# Table of Contents

<b>Chief and Council</b> .....	<b>pg. 5 - 15</b>
<b>Administration</b> .....	<b>pg. 17 - 27</b>
Administration / Finance	pg. 17-23
Human Resources	pg. 24
Policies	pg. 25-27
<b>Corporate Affairs</b> .....	<b>pg. 29 - 38</b>
Director Summary	pg. 29-30
Aboriginal Rights and Title	pg. 31
Communications	pg. 32-34
Lands	pg. 35
Membership	pg. 36-37
Records	pg. 38
<b>Housing and Public Works</b> .....	<b>pg. 39 - 48</b>
Director Summary	pg. 39
Housing	pg. 40-41
Public Works	pg. 42
Custodial	pg. 43
IT	pg. 44-45
Fire Department	pg. 46-48
<b>Health and Social Development</b> .....	<b>pg. 49 - 83</b>
Director Summary	pg. 49
Health	pg. 50-58
Healthy Living	pg. 59-63
Mental Health & Family Services	pg. 64-65
Community Services	pg. 66-71
Employment & Social Development	pg. 72
Early Childhood Education	pg. 73-83
<b>Education</b> .....	<b>pg. 85 - 92</b>
Seabird Community School	pg. 85
High-school Graduates	pg. 86
Post Secondary Education	pg. 87-89
Seabird College	pg. 90-92
<b>Conclusion - Message from the CEO</b> .....	<b>pg. 93</b>
<b>2015-2016 Future Planning Calendar</b> .....	<b>pg. 94-96</b>



# Chief & Council

## Elected Council Members

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

Thank you to Dianna Kay and Rod Peters who completed their term of office in spring of 2015. Your dedication and hard work was very appreciated. We wish you good luck on your future endeavors.

# Chief & Council

## Chief Clem Seymour

Council Executive Portfolio [Chair] | Youth & Elder's

In the last fiscal year, we had a few more homes built, we did a lot of planning with where we are going with our college, and with our school. We want to help bring back balance and take care of the future of our children and our children to come.

The development corporation is still in its infancy. They have been doing a lot of planning and trying to feel their way through what they can do to help, and take care of some of the projects moving forward on behalf of Seabird. I'd like to thank them for the gas bar, which is now 1 year old.

What they are really planning out there is some light industry. They've already got Stqó:ya over there. They are looking to build on the composting we have over there. That's very important – understanding how we take care of things.

For the last 20-some years, Seabird has come a long way with our College. We probably had close to 15 graduates from the community in Grade 12. That's a great improvement for the last 50 years that I know of. Our people have taken a stand - that education is very important moving forward.

When it comes to our Health Department, for me, it's the enjoyment of watching other communities come to Seabird looking for their services, and having Seabird services. That's always been very important. To me, health belongs to all of our people – it doesn't matter where they come from.

Our Lands department is going to become very important and understanding how we register the land. I know the lands committee is still working toward how to take care of that. The other thing is figuring out what home ownership is really about.

When it comes to our youth, right from Early Childhood Education, all the way through to high school, what we try to build on is their strengths and their wisdom. Where do they want to fit in? That's always been very important. To me, we can't leave anyone behind. We're always looking for ways on how we can take people along.

I want to mention the capacity of our whole staff. We now have over 400 staff members. We're always looking at other ways we can grow to help take care of our people.



# Chief & Council

## Councilor Arthur (Art) Andrew

Corporate Affairs (Lands Committee [Co-Chair]) | Health & Social Development (Health Committee [Co-Chair] , Recreation & Community Services) | Membership  
We've been introducing some new laws.

We've created some laws in the past few years and now we're putting them back out to the community and letting them know these laws are in place.

The new laws coming up have gone through their stages and are now ready for council's approval and implementation.

Something that should be ready soon is the Land Use Plan, this document will help how we can operate as the band – and how it impacts different departments when they want to develop. With that, there will be new laws coming forward with regard to development. We'll be asking the community for help on those.

We have one emergency pet law which is to help with the safety of the community. All of the community has to have an involvement of what that's going to look like.

We put it into place so we could help. It's for safety reasons.

Seabird has been hosting a lot of ID camps, getting our youth exposed to organized sports. We're proud of our children. We like to take them out and show them around. Lacrosse is new here. The kayak is in its second or third year now. These children have an opportunity to travel and go to big tournaments, and represent, not only Seabird, but First Nations as a whole. Once you become regional, you become provincial, then you become national.

In 2006, when those kids represented Team BC at Nationals, that was exciting. Seabird likes to sponsor those activities, and we have a good team in Community Services that organizes those events.

Being here at Seabird as long as I have, seeing the opportunities that are coming to Seabird, and being able to explore so that the community has opportunities.

In the last year, we've had Development Corporation, whom are seeking more opportunity for our community, whether it's industry or what it's going to look like. We've got the new gas bar. There's a lot of things that took so long, but now it's starting to happen. It's starting to show that Seabird is progressing. Those initiatives are always exciting.

We have the new developments that are coming up, and we're still looking for tenants.

What it's going to look like, we still don't know.

But it's gotta be good. How can you go wrong?



# Chief & Council

## Councilor Carol Hope

Council Executive Committee | Health and Social Development (Health Committee [Back-up], Child and Family) | College Committee [Interim Chair]

I've attended Child and Family Development meetings. To me, they have a great team and everything seems to be under control with our children. I'm really happy with what they've implemented.

The new ECE building is under construction. We are very excited about its potential. It will serve more children, create more work, and employment. There's always a shortage of room at the day care. People are always sent away to other daycares, and even other daycares are have overflow.

From a health standpoint, our fully accredited Health Department takes care of childcare and families. It starts from the day a child is conceived, and even before that, to prevent young people from having children early. If they have a child, we provide young parents help. When babies are born, they have a place to go for support.

After that, it just goes on and on with the way Seabird Island takes care of everyone.

We also have places like the ECE to employ our own people to take care of all the support we need in this community.

I'm really proud of the College because it put many students through who wouldn't have attended a post-secondary school otherwise. The students I've spoken to are really happy because they were able to get to classes because the College provided them with transportation, and they gave students a little bit extra for such things as food.

They are always looking at expanding to other programs.

Looking to the future, I can only see things get better. Our teams are constantly working hard, in education, health, and the college. We all learn from our mistakes, and with knowledge and information we better the lives of our people.

### Acronyms:

ECE: Early Childhood Education



# Chief & Council

## Councilor James (Jim) Harris

The Development Corporation finally in place now. Despite time constraints, we have the gas bar operational.

The hazelnut orchard was removed due to fungal disease of the trees. They are planning on chipping it all up. They've planted new hazelnut trees. They have an agreement with Blue Diamond Almonds for when they are mature to be harvested. They have an agreement to be selling hazelnuts.

I've been on the executive committee for four terms. Last year I worked with the finance audit committee.

The finance policy has been a great help to the Band office.

Near the end of last term, I started working with the Fire Department as a council liaison. We met with the fire chief a few times.

For the executive committee, I'm hoping we can get more people involved with attending our council meetings, our band meetings, and our quarterly meetings to inform people more of what's going on.

I like the website the Communications department has been developed. I wish we would have had that a long time ago. I think it's going to help everybody. I know it's a lot of work. It's always good to have information out there for whoever can receive it.



# Chief & Council

## Councilor Jason Campbell

I've spent a great deal of time working in the Corporate Affairs Division, which includes Aboriginal Rights and Titles, Lands Department, Membership, Records and Communications. Art, Jim and I handle duties within that portfolio.

Justice is also part of what I worked with in this fiscal year, along with the fire department, which falls in line with Justice.

I think one of the key things in justice is the implementation of the patrol security that we brought in. It has had a real positive impact on the community. Some people feel it's a bit intrusive, but I think the safety trumps some of that. It's kept down a lot of our day to day issues.

We're increasing our relationship with the provincial and federal probation offices. If there are crimes committed, whether it's by band members or community members, we're able to have an impact on sentencing. We're able to contribute a community impact statement which will help that individual get the help they require – and, if that's not a possibility, then help protect our community from said individual. That's something new. In the future with justice, I'd like us to handle a lot more of our justice issues in house. I'd like us to have more of a restorative justice type of approach in our community. There is a valley-wide aboriginal justice program called Qwi:qwelstom, which is great, and we will utilize them, but we'd like to have a little, more in-house, even if it's just to handle community conflict – without it being a legal, or law issue. A lot of times people just need to be able to sit down in a room and talk. So, if we could have that tool within the community, that's something to work towards.

I was recently appointed as one of the council representatives on Development Corporation. I would like to challenge that board to look at things from a more-innovative standpoint – more forward thinking, more environmentally friendly and innovative. I don't necessarily want easy. Seabird's always been a leader amongst our communities in getting things done and doing the next thing. I'd like that to continue in the business realm. It doesn't necessarily have to be a conventional type of business. It could be something innovative, such as new technologies. That's the challenge I would like the board to look at - not so much - how much money can we make in the next five years - but how can we have a sustainable and responsible economy within Seabird and the surrounding area. That's where I would hope this vision is going.

Looking ahead, we need to continue moving forward with modern ways of doing business. We have a community that has grown exponentially in a very short period of time. We have a tendency of working as though we are still a small band with a couple hundred members. The fact is, we're not that. With close to 1,000 Band members, we're one of the largest bands in the province, let alone in Sto:lo territory. We have an economic impact on the surrounding communities, and a social services impact on a lot of the surrounding communities - whether they're First Nations or not. We're providing services to everybody within a 30 minute drive. We have to start handling our business like a large corporation.

I look forward to better communications – both internally and externally. It's really important that we have active communication from our community members. We just need more input and participation.



# Chief & Council

## Councilor Vivian Ferguson

Council Executive Committee Co-Chair | Administration (Finance & Audit - Committee [Co-Chair]) | Education Committee [Alternate]

Greetings my Dear People:

The year is coming into fall and we have been blessed with a sunny, warm summer – virtually free from mosquitoes – but less opportunities to fish, let alone wind drying.

We are approaching a fall federal election and I urge you all to turn out and vote October 19<sup>th</sup>. This election is very much a part of our opportunity to voice our concerns, our discontent and our chance to have a voice.

Our current year has meant many losses for us. Many of our creative, culturally-rich, and wise members have left us for the spirit world. We miss them and regard their teachings with deep respect and appreciation.

As a community, we endeavor to overcome our social issues by taking thoughtful action to protect our members - especially our children - from the violence that comes from alcohol and drug abuse.

We celebrate our successes in our annual Seabird Festival, our new gas bar, and our efforts to create wealth and opportunity through our Development Corporation.

This year, we have completed four new homes, and are in the midst of constructing a new ECE Centre. Renovations are underway in the Band office, creating better washroom facilities and soon, an improved entrance foyer and Council office.

You will have noted an improved Seabird Island Band website. This is the hard work of our Communications and IT staff.

We had a total of 14 graduates from Seabird Island Community High School, the largest-ever Seabird College graduating class, and several post-secondary grads.

Seabird has much to be proud with regard to the accomplishments of our members.

As a community, we have much to be grateful for. As your leadership, I am committed to contributing to the growth, strength and wellness of our community.

Stay well. And, stay involved!


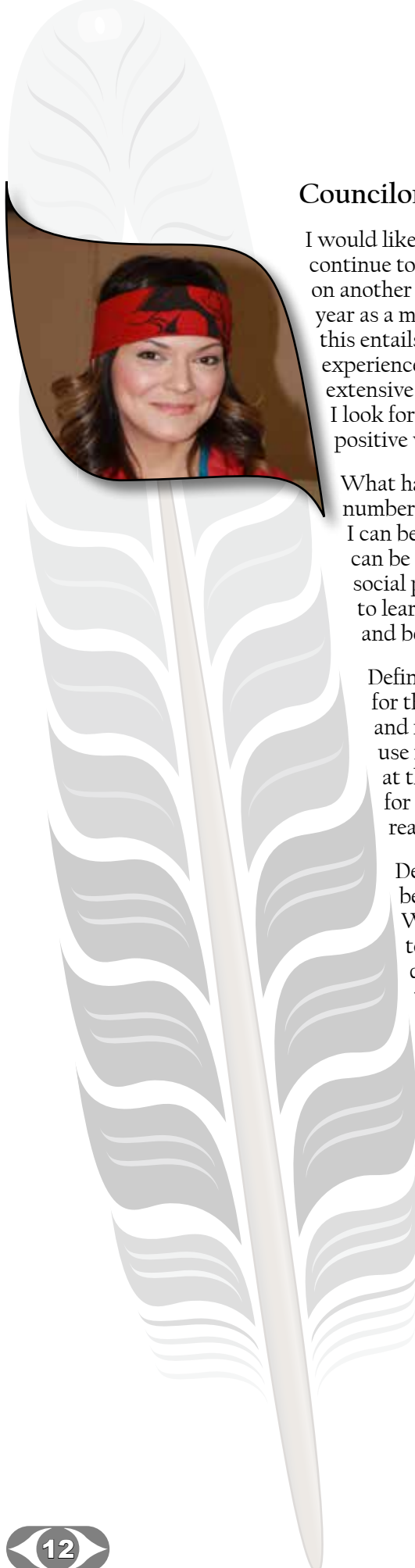


### Acronyms:

ECE: Early Childhood Education  
IT: Information Technology (involves any form of electronic data)

# Chief & Council

## Councilor Alexis Grace



I would like to start by expressing my gratitude for having the opportunity to continue to serve the membership of Seabird Island. It is always exciting to reflect on another year of excellent Seabird Island accomplishments and continue another year as a member of Council. I truly appreciate and understand the responsibility this entails. This is my first term undertaking the housing portfolio with the experience of Marcie Peters and Jim Harris. Marcie maintains the lead with her extensive experience. Housing has been a contentious topic over the past year and I look forward to becoming part of making solutions and moving forward in a positive way.

What has been most important to me, as a councilor, is people. This is my number one priority, sincerely appreciating individual circumstances, and how I can be part of helping and working with people, finding solutions or how I can be involved with making things better for this community. Looking at the social perspective that I bring to housing, I hope can be a skill. I look forward to learning from Marcie on all of the operational requirements within housing, and being proactive in the support of our administrative team.

Definitely, communications has been the number one issue across the board for the past year. Council continues to facilitate improvements, be proactive and individualize community communications. In terms of housing, I hope to use my abilities to make things really person-friendly. That means, looking at the letters people are sent, looking at how we empower people to care for their homes and property, and how we help people understand that it's really such a wonderful and special thing to be able to live here on Seabird.

Development Corporation is one of the more exciting portfolios I get to be involved within. There has been some questions over the past year. We've been really evaluating whether or not it's a good idea for council to be members of the board. We continue involvement and follow up in different ways to ensure accountability to council, and to ensure that things are moving in a way that's in the community's best interest. It's really exciting because we see so many of our own people working within the Development Corporation progress.

The community has indeed questioned operations, financial's, and processes. In really intense meetings with the board we have been able to appreciate and understand that Seabird Island is really moving forward with the best interests of our membership and in such a positive way. I am so pleased to say these things with such certainty!

Justice is my number one personal love. I have taken the lead once again with such a passion for the safety of all our community members, particularly the safety and rights of the women, protection of all of our mothers, sisters and grandmothers within our community, our children most definitely and making sure First Nations people, and particularly Seabird Island members,

# Chief & Council

are treated with the respect and dignity they deserve when partnering with the RCMP. Jason Campbell and I have worked really hard, as a team together, and we've worked towards the re-established of the justice process for Seabird Island. We've committed to mend relationships with the RCMP and to hold them very accountable to First Nations people. Justice is the busiest of my responsibilities. Not only because a justice issue may come up at any day at any time and we need to be able to act as required. For us, justice, safety, human rights, respect, kindness and equitable treatment is in the heart of people and the basis of keeping this community strong, healthy and safe in a way that's integral to Seabird.

We have been looking forward at Emergency Services and how we prepare our community. Similarly, how we can connect with our neighboring Nations, and the District itself. Seabird has the ability to be a real central hub in the event of any kind of disaster but we need to know, most importantly, how we are protecting ourselves. Unique to Seabird Island is our people and staff. I think, the only way to say it is, we have some exceptionally amazing people working at Seabird, without being asked and without being on the clock, if there's any kind of emergency, people are going to check on elders, because they live in this community and they care about this community. It doesn't matter if they are paid or not, people are going around checking on each other. I think what we have is so special within our programming, we really care about each other.

Within all the roles I have, it's often termed negatively as wearing multiple hats, I look at myself as a councilor, a board member, an employee, a very grateful band member; daughter, granddaughter, sister and mother. I really have always looked at this as wearing one hat but with multiple feathers that adorn it in different ways with one purpose and that is most definitely to serve people and this community with kindness, respect, honesty and integrity.

I believe Seabird Island has really become a reputable First Nations leader – whether it be business, safety, housing, social programming, health and education we are always willing to, not only lead ourselves, but work with other Nations.

There are always exciting things, and we have such a wonderful community and the great staff to look at how we are able to better support our community, improve client service, run more programs, find more funding, educate more people, make things more sustainable and ultimately empower people – I feel truly blessed to be a part of making these things happen.

## Acronyms:

RCMP: Royal Canadian Mounted Police



# Chief & Council

## Councilor Marcie Peters

Administration (Finance & Audit Committee Chair)

Housing, Capital and Public Works

The past fiscal year has been very busy, with much time spent focusing on some of Seabird Island Band's important policies as well as capital construction projects. I have been involved with work to develop and/or amend the HR Policy, the Finance Policy, the Community Housing Policy as well as the Governance Manual. In addition, I assisted with the construction project of 4 new single detached homes on Strawberry Island. I have also been involved with the ECE committee where we have worked on the planning and design of the new ECE building that is currently under construction.

Some of the work that I have been involved with in regards to policy during this fiscal has involved amendments meant to accommodate the growth of Seabird. Specifically, much time and effort was spent to update the finance policy so that it accurately represents the growth we've experienced. Most people do not realize how fast Seabird has grown! With policy, there is always room for change. Policy must always reflect the needs of each department so that the band office can provide services to the community efficiently. Equally important is the necessity for policy to provide and maintain transparency to the community.

We should be very proud that Seabird has been a leader within BC on most programs. We have worked extremely hard in the last while to be able to bring home ownership to our community. We do this so that our members can take a look and say, "Yes, I do want to own this home" and feel empowered to take on the important responsibilities of a homeowner. We are also one of the first bands across Canada to be involved in the Market Housing Fund. This program speeds up the process for individuals who want to borrow money or go to the bank and say "we want to build a house". Before this, the applicant was required to go through the Ministerial Guarantee process. Now, through Market Housing, approved lenders are available to streamline the process.

Seabird is also currently on a pilot project which allows the band to continue to collect shelter on homes that are paid out. The purpose of this was so funds remain available to maintain the home. This required that we amend our policy to reflect these changes. What this involved was implementing a consistent rental strategy based on the number of bedrooms in a home.

### Acronyms:

ECE: Early Childhood Education

HR: Human Resources

# Chief & Council

I am very proud of Seabird. We have accomplished so much and I sincerely compliment the fact that we are open to see and hear what we can continue to improve upon. In council, one of the things I would like to focus on, is how we can inspire community members to come to our quarterly and monthly meetings. I really encourage and welcome our membership, including youth and elders to attend these meetings. Building communication within the community is a high priority for us. Our band staff and directors work very hard to have strong communication with the community but one of the biggest challenges remains communication barriers between council and the community. We aim to remove these barriers so that Seabird can continue to be a leader and grow while still representing the voice and needs of the people.







# Administration

**Lisa Douglas, CAFM**  
**Administration Director**

## 2014-2015 Financial Highlights

Seabird Island Band has experienced steady climb in revenue since 2004. This growth has resulted in financial success for the 2014/2015 fiscal year. Health & Social Development and Education remain the largest sources of revenue for Seabird Island. There were several new programs, several expanded programs and we continue to grow in personnel and services.

### Human Resources/Payroll

#### Administration

Drew Paddon  
 Nievelina Carmona  
 Fallon McNeil  
 Rachael Alexander

### Accounts Payable

Lisa Mason  
 Cheri Klotz

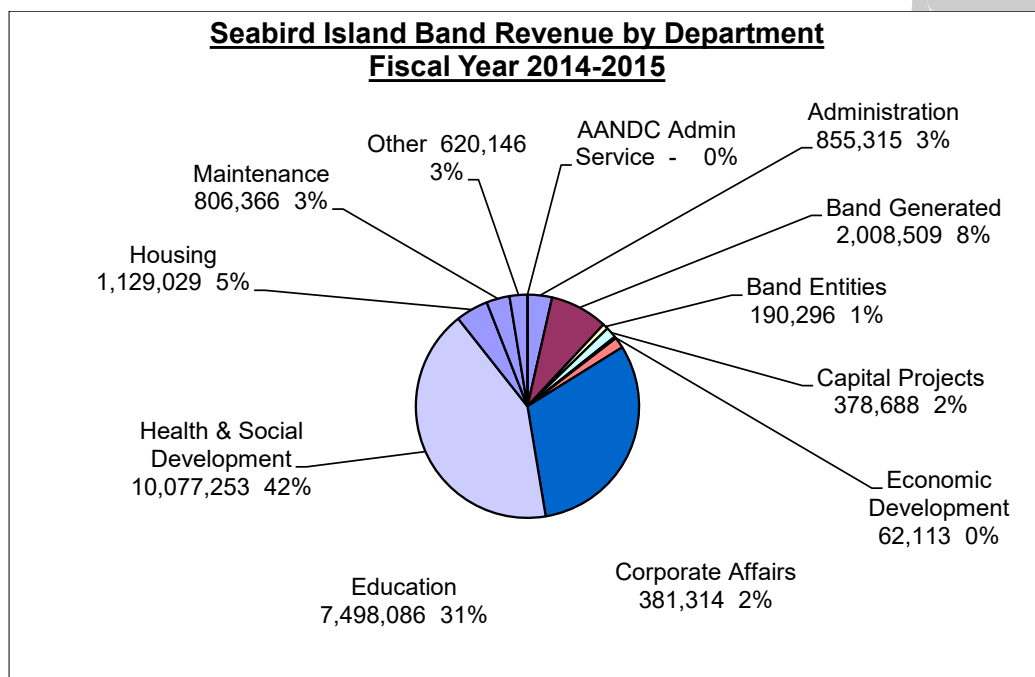
Danica Giroux  
 Marguerita Marchand

### Financial Staff

Nigel Selvadurai  
 Kathy Leslie  
 Crystal Johnson  
 Jason Ellis  
 Lori Burns

### Accounts Receivable

Diane Angus  
 Coral Leigh Peters



### Acronyms:

CAFM: Certified Aboriginal  
 Finance Manager  
 Admin: Administration

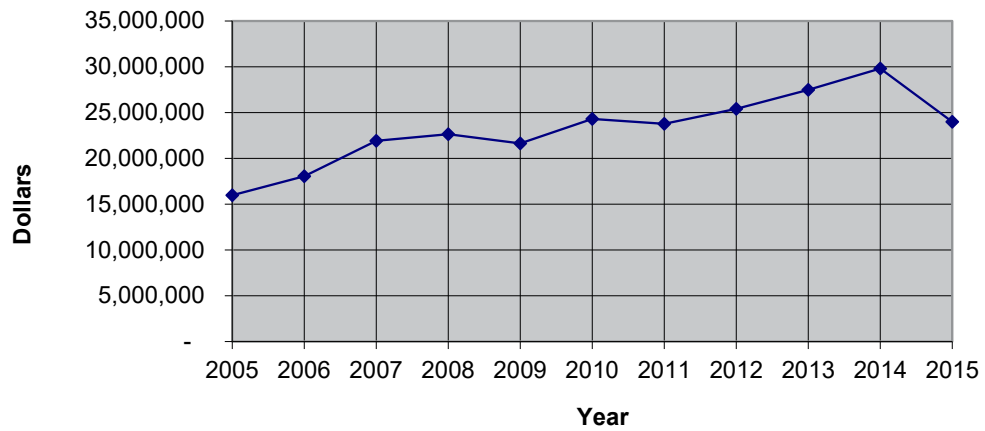
### Definitions:

Fiscal Year: Financial or tax based  
 calendar year. Seabirds fiscal year runs  
 April 1st to March 31st each year.

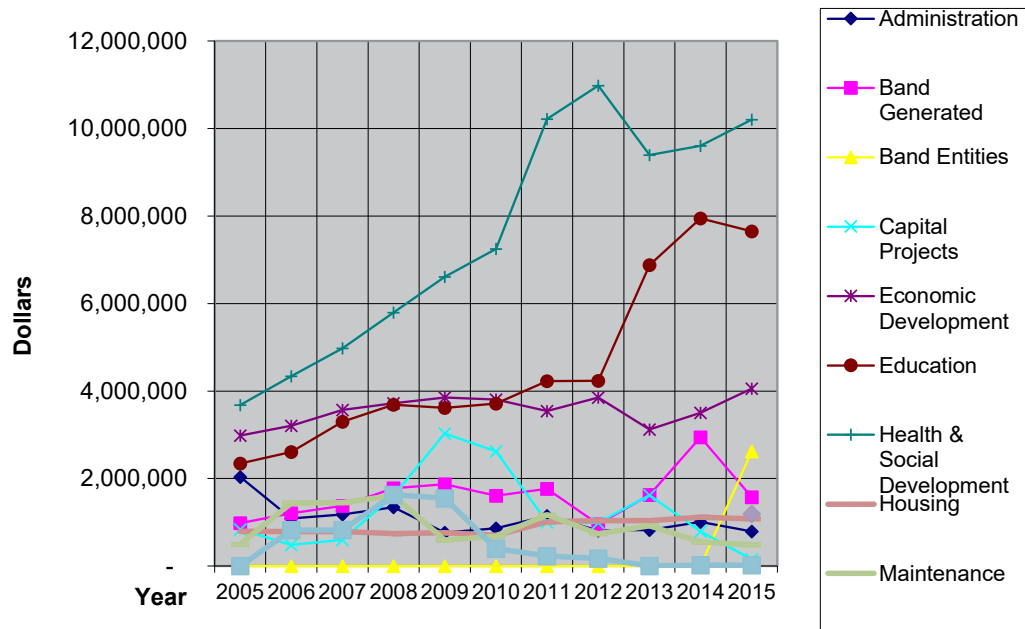
Revenue: Financial income  
 Capital Projects: Long  
 term investments

# Administration

**Seabird Island Band - Total Revenue Growth  
2005 to 2015**



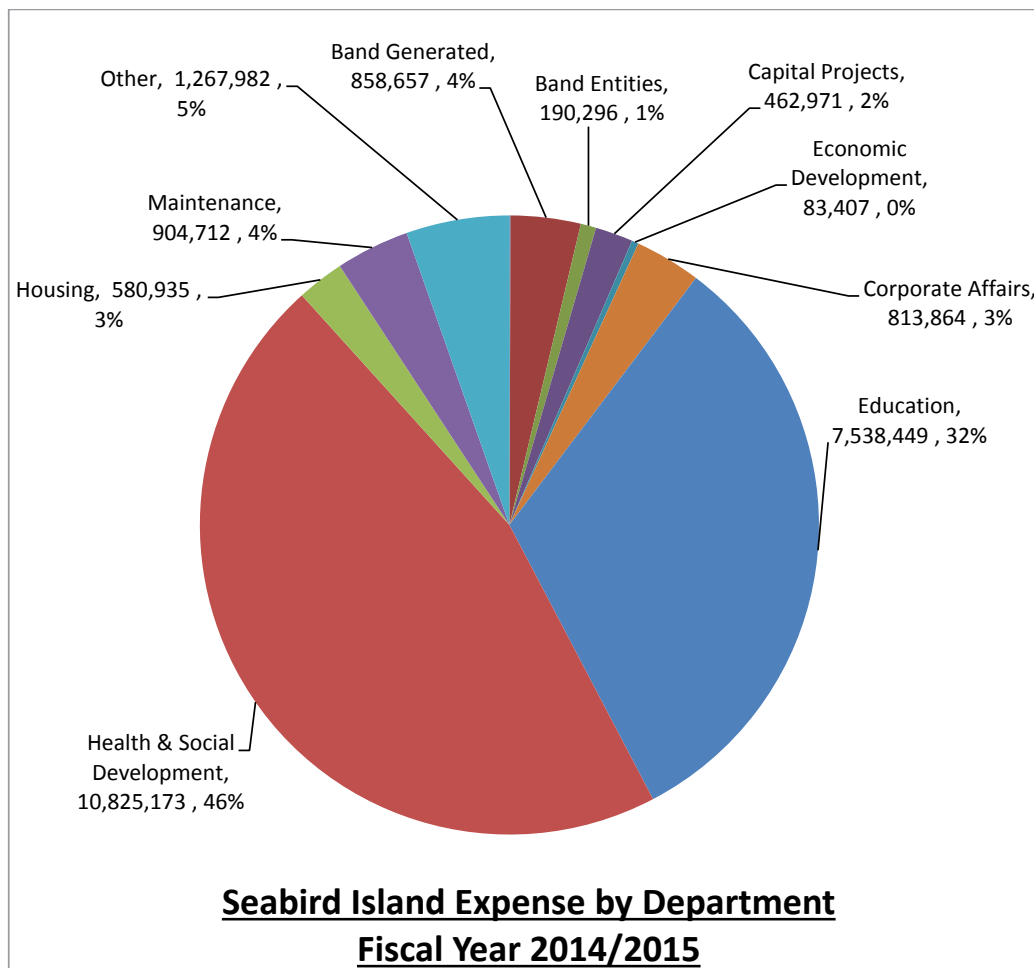
**Seabird Island Band - Revenue Growth by Department  
2005 to 2015**



**Definitions:**

Entities: independent groups, self contained / separate business.

# Administration

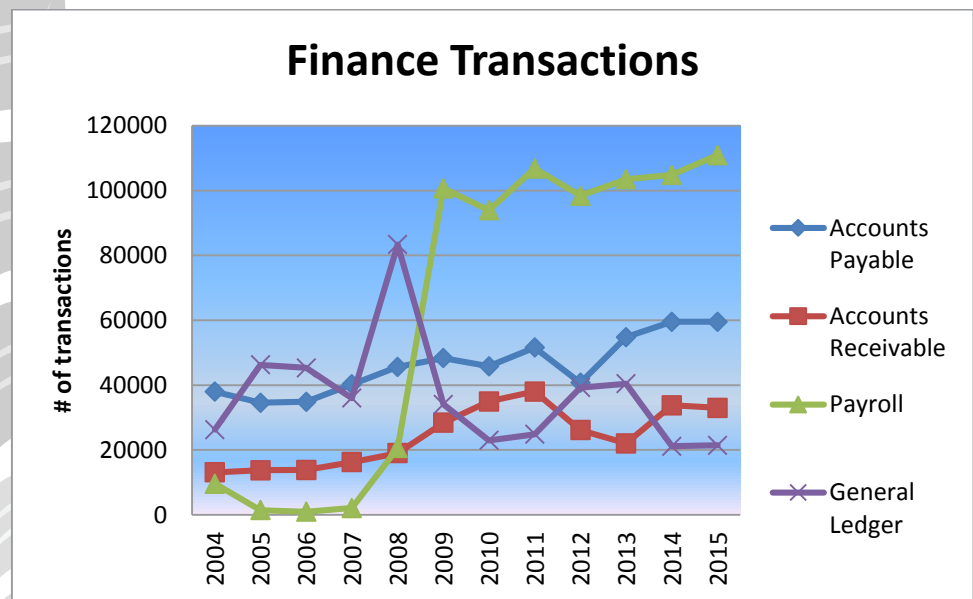
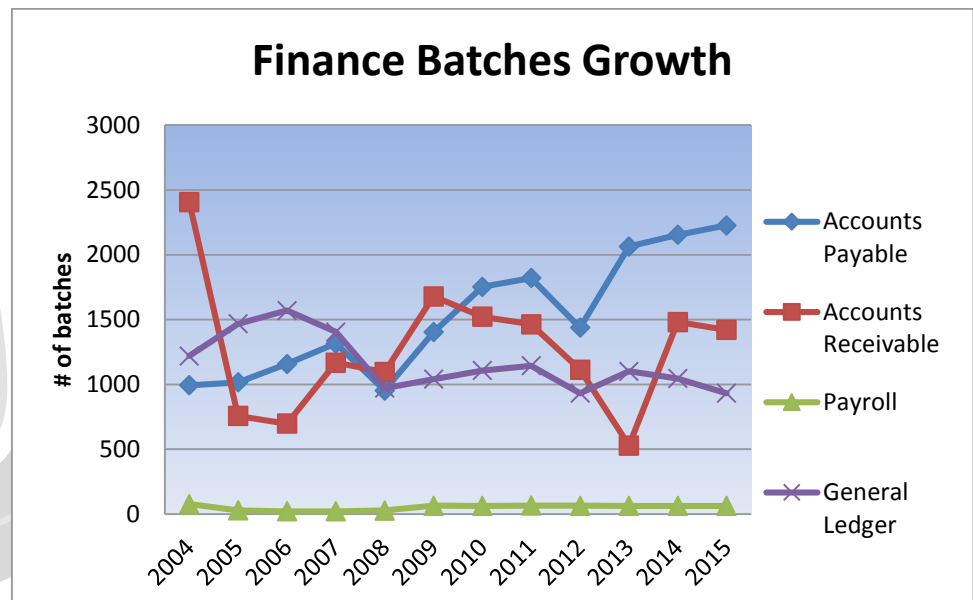


## Definitions:

**Expense:** The cost required for something; the money spent on something. Expenses are generally used to pay for the items and supplies required to complete day to day tasks.

# Administration

## Administration Department Operations



### Definitions:

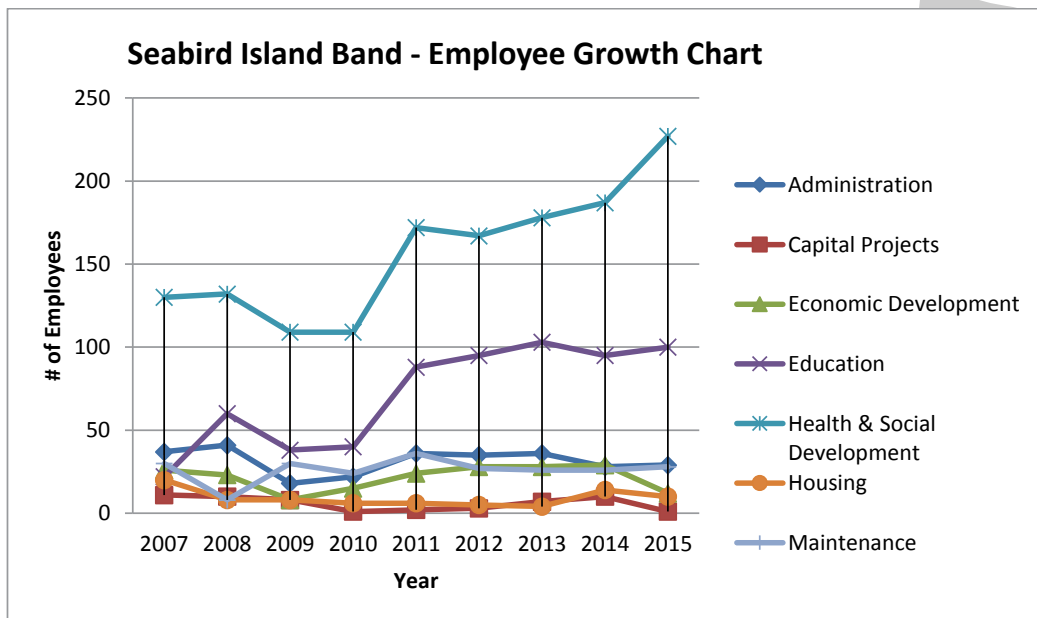
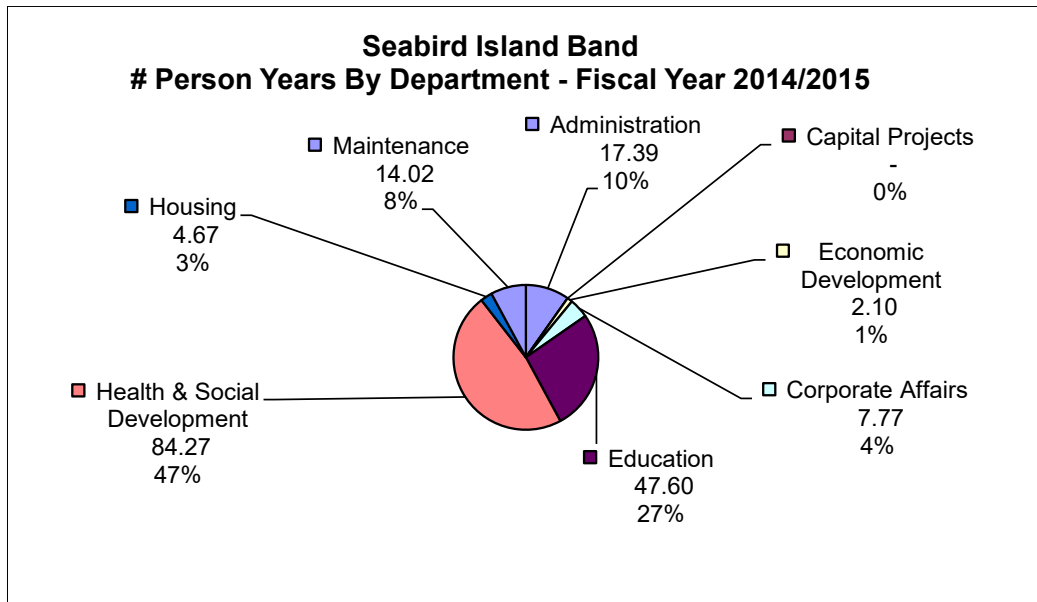
**Batch:** cheque's and other demands for payment, that a company keeps for processing later. For example, you receive 30 cheque's in a given morning, these checks collectively are called a batch.

**General Ledger:** contains all the accounts for recording transactions relating to a company's assets, liabilities, owners' equity, revenue, and expenses.

# Administration

## Seabird Island Band - Employees all Departments

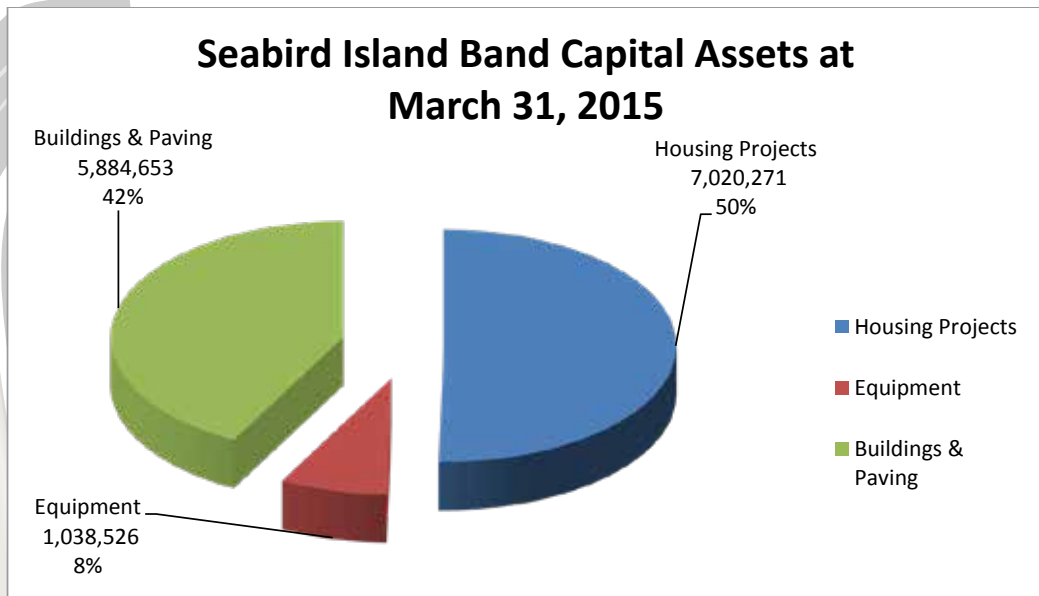
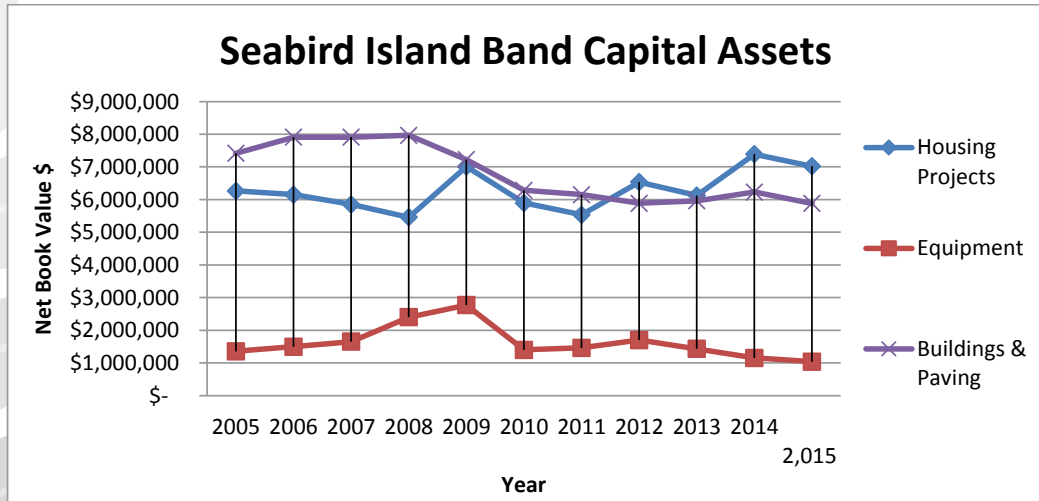
Staffing growth has taken another hike in 2014/2015. Health employees make up half of the Seabird Island employees.



# Administration

## Seabird Island Band - Capital Assets

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



# Administration

## Overall

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


The Administration Department staff has been working very hard to continue improvements in systems in order to serve the staff and community members better. Streamlining, reporting and compliance have been a big focus. We do our best to assist in a fair and equitable manner. We would like to thank everyone for their support and understanding.

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



# Administration

## Human Resources



The Human Resources team spent the 2014-15 fiscal year supporting the ever-growing Seabird staff. A great success for our employee base, was a considerable drop in the total number of Workers Compensation (WCB) claims. The total claims dropped from 37 in the '13-14' year to 26 in '14-15'. We also saw a large drop in the total cost of our claims (the amount paid by WCB, not Seabird) of nearly \$40,000 (\$89,257.17 '13-14' to \$49,472.74 '14-15').

Recruiting remained a large focus for the Human Resources team, posting 85 job opportunities and collecting nearly 400 applications. The total number of applications is considerably down, thanks to more targeted recruiting. This reduces the time spent by hiring managers on the reviewing of applications and shortlisting process.

The impact of our recruitment efforts saw a growth in employee population of 121 new staff. Many of these positions were thanks to the creation and growth of the on-call labour pools, creating opportunities for members to work on short term projects without the cost and delays of the recruitment process. Specific departmental employment numbers can be seen below.

Department	2013-14 Employee Count	2014-15 Employee Count	Total Growth
Administration	21	30	9
Public Works & Housing	52	66	14
Corporate Affairs	11	19	8
Education	68	96	28
Health & Social Development	132	194	62
<b>Total</b>	<b>284</b>	<b>405</b>	<b>121</b>

### Acronyms:

WCB: Workers Compensation Board



# Administration

## Policy Development

What is a policy? A policy is a rule or guideline about how to make a decision.

Typically policies are used to guide a government decision-maker or staff on what to do in a certain situation to make consistent decisions. For example, Seabird has a funding agreement for housing on reserve but we also have a policy for discretionary decisions. Usually, laws and agreements set out legal requirements. Policies fill in the gray areas of decision-making.

When used effectively, Seabird's policies can reflect the goals developed through its strategic planning process, and can provide a means for us to achieve those goals and objectives.

### Policy Advantages

- Can minimize liability (e.g. employment policies)
- Objective – decisions are uniform and consistent
- Efficiency – having effective policies in place can significantly reduce the number of decisions that Council has to make (e.g. if Council approves a policy for allocation of band housing, then the Manager of the housing department can allocate housing according to the policy rather than Council having to decide on every single allocation)
- Can minimize family and political conflicts by setting out the rules in advance and making sure decisions are made based on budgets, plans, program criteria, and need, rather than on the basis of favouritism or family affiliation
- Policies can be very flexible and concrete to the needs of the First Nation
- Council has to approve all policies; staff does not make the rules.

### Policy Disadvantages

- Policies can become a barrier to sound decision-making if they are outdated. Policies are just decisions made by one group of people at one point in time.
- Many of the problems First Nations have with government are caused by federal and provincial policies that don't make sense or haven't been revised to meet current legal obligations of the Crown to First Nations.



# Administration

## Why Are Policies Important?

Policies can provide reliability and consistency and can help build trust in the community. There can be a perception that Council or staff members from one family may favour their family members. Policies help to ensure that everyone gets treated equally and that decisions are made based on approved budgets and plans rather than for personal reasons.

## Issues to Consider

Seabird Island considers the following questions when developing its policies:

### 1. To whom will the policy apply?

- To all members of the First Nation? To employees of the First Nation? To people renting homes from the First Nation?

### 2. What issues require policies? Some examples:

- Hiring Policies (Preference for members or First Nations people?) The Canada Human Rights Law states First Nation's people have preference over members. Is hiring done by the Council or by a Director? Is it necessary to use a Human Resources department to avoid any appearance of favouritism?
- Economic Development Policies (How to balance cultural, environmental and economic objectives? Are decisions made by Chief and Council or by an independent Board of Directors?)
- Honoraria Policy (Do Council get honoraria or a salary? What about evening meetings? What about special projects?)

Also, most policies require clauses relating to confidentiality and conflicts of interest.

### 3. Purpose

- It is important to set out the purpose of the policy (what are we trying to achieve).

### 4. Policy support

- A policy is only effective if it is used consistently and has the support of the people who are obligated to follow the policy. The best way to ensure that your policy has the support of the people it applies to is to involve them in the development process. For example, in drafting a housing policy, we consulted with members, tenants, Council members, and staff.

# Administration

## 5. Consequences of breaching the policy

- Policies set out the consequences or recourse available if the policy is breached.

## 6. Consistency

- It is important that we follow our policy consistently in every situation. A policy that is only followed occasionally is meaningless, and will not provide any protection to the decision-makers who rely on it when making decisions.
- To be effective, a policy must also be relatively static. If we revise our policies each time a new decision is made, then the policy will become ineffective and meaningless. However, if the same issue arises three or four times, we consider whether our policy should be revised.

## 7. Ensure our policy is current

- It is vital to ensure that our policies are current and in accordance with the law. We review our policies periodically and when required, with the assistance of legal counsel where applicable. For example, case law and legislation in the field of employment law change regularly.

### **Policies that I am currently working on or are being reviewed:**

1. Delegated and Assigned Responsibilities Policy
2. SI Policy on amending Policy
3. Whistle-blowers Policy
4. Finance Policy
5. Fraud Policy
6. Procurement Policy
7. Standard Contract-Service
8. Public Feedback
9. Investment Policy

### **Other Documents**

1. Membership Code
2. Election Code
3. Community Plan
4. Governance Manual





# Corporate Affairs

Patrick (Jay) Hope  
Corporate Affairs Director

As the Corporate Affairs Director, 2014-2015 has provided me with the opportunity to assess and evaluate the potential for how Corporate Affairs' inter-connectedness with the community and external resources can refine the provision of service and information for membership.

Seabird Island's Corporate Affairs Department was established on March 31<sup>st</sup>, 2014. As Seabird Island has grown, there has been significant change in service delivery that has resulted in refocusing the alignment of organizational vision. Corporate Affairs was created to manage departments that carry similar and encompassing responsibilities.

**Corporate Affairs Departments include:**

1. Aboriginal Rights and Title;
2. Communications;
3. Lands;
4. Membership; and
5. Records

One of the ties that binds Corporate Affairs Departments is the need to communicate with and engage membership on a variety of issues that affect the community. Corporate Affairs has been tasked to work on improving the internal, external and intra-community flow of information throughout the organization.

As Corporate Affairs facilitates this shift, the Department looks forward to developing processes for community involvement that will be informed by the community, respecting membership needs and interests. This process will enhance and heighten Seabird Island's brand and image as a progressive and advanced community.

As Director of Corporate Affairs, I am excited to contribute to a transition to a more inclusive approach to membership participation and involvement, as well as building and maintaining the external profile of Seabird Island.



# Corporate Affairs

**Aboriginal Rights and Title's** focus is on broader issues of Seabird Island Traditional Territory Lands and Resources. This includes but is not limited to the communal right to continue to use and enjoy the territory lands as Seabird members have always done. Some of the files AR&T works on includes, fisheries, specific claims, access to resources and major development projects.

**Communications'** focus is on streamlining the flow of organizational information in a timely manner. This includes, improving the quality of information and the access to that information through a variety of methods.

**Lands'** focus is on issues of reserve land and resource management. With the Seabird Island Land Code as its guide, Lands' responsibility is to set in place a management system that allows Seabird Island to administer and regulate how reserve lands are used in a responsible and respectful way.

**Membership's** focus is on developing and maintaining the most up-to-date membership list to ensure that the organization strives to reach all members near, far and wide, providing information and eligible services.

**Records'** focus is on formalizing a professional approach to managing and storing Seabird Island paper and digital records. Developing this approach facilitates confidence that Seabird Island's records history is maintained with integrity and dependability for the benefit of membership.



# Corporate Affairs

## Aboriginal Rights & Title

Sally Hope, Community Researcher

The Aboriginal Rights and Title team has been very busy over the past year. Sally Hope has been running Aboriginal Rights & Title for the Band and has concentrated on two main areas this year: Fisheries, and Seabird's Participation in Archaeological and Heritage Monitoring.

Sally has been the Fisheries Representative for Seabird Island since 2011 and participates in the Lower Fraser Fisheries Alliance (LFFA) as the main delegate. This role has Sally attending LFFA Delegate forums throughout the year. She is also the co-chair of the LFFA's Executive Committee and sits on a couple of important LFFA Working Groups - the Agreement and Economic Working Group (AEWG), the Salmon Technical Working Group and the Non-Salmon Technical Working Group (Eulachon/Sturgeon).

In season, management for the Lower Fraser usually begins with the Eulachon. Because Eulachon are currently being considered for listing as Endangered under the *Species at Risk Act* (SARA), Department of Fisheries and Oceans (DFO) has undertaken specific protection activities, one of which is limiting the FN harvest to 400 lbs. in total, which then has to be shared with all Lower Fraser First Nations who express an interest. Seabird is one of four communities who have had a license for harvesting eulachon however, we were unsuccessful in finding someone to harvest our share, so we relied upon other communities to harvest for us. We then bring back the eulachon, bag them, and distribute to Elders in the community.

Sally also participated on the in-season management planning calls for the other fisheries such as Early Time Chinook, Sockeye, Wind dry, and Beach Seine and attend the LFFA Delegate forums, the regional "consultation" forums, hosted by Fraser River Aboriginal Fisheries Secretariat. Sally will continue to bring a voice for Seabird fishers to these tables.

In 2014, the Comprehensive Fisheries Agreement was used for Sockeye, however, when the run size didn't materialize as the forecasts had predicted, our fishers were not able to harvest as much as we would have hoped. We continue to have about five consistent crews that participate in the Beach Seine fishery.

As the coordinator for Seabird's participation in both archaeological and environmental monitoring, Sally has been tasked with ensuring that Seabird Island continues to have a presence in any and all work that is done in our area. Our team has relied upon a pool of monitors that we could call upon to participate in monitoring with companies such as Katzie Development Corporation, TERA, Kleanz, and SNC Lavalin.

### Acronyms:

LFFA: Lower Fraser Fisheries Alliance  
AEWG: Agreement & Economic Working Group

SARA: Species at Risk Act  
DFO: Department of Fisheries & Oceans

# Corporate Affairs

## Communications

Sandra (Sandy) Bobb, Supervisor

The Communications department is responsible for graphic communication arts production and technology, community relations, and marketing communications. The department leads any special community engagement projects and manages the print production and office supply services. Coordinating all marketing activities, which includes writing and distribution of newsletters, production of printed and electronic collateral materials, internal/employee communication, photography, lobby tv's website, social media, and media relations.

Our staff are dedicated to enhancing the effectiveness of the communication processes over several platforms to appeal to all age groups within our community.

Seabird Communications is a non profit department supported by Chief and Council, all Seabird Departments through interdepartmental invoicing, community members and advertisers.

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



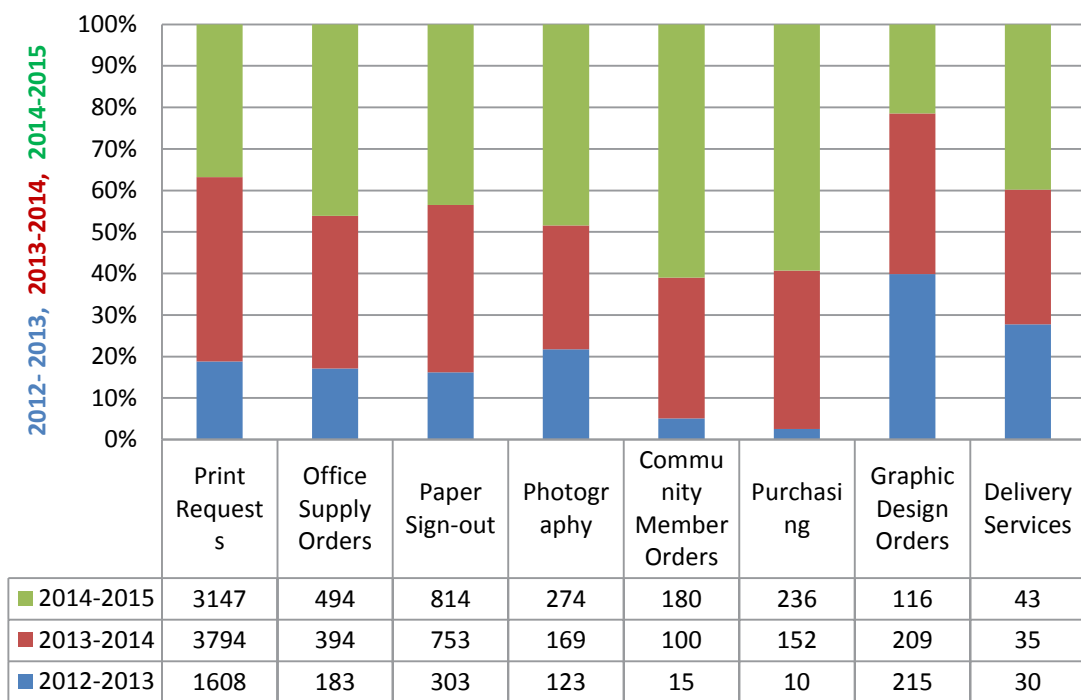


# Corporate Affairs

## Graphic Communication Arts & Production

Creative Design, quality assurance, adding value to content & format readability; ensuring that documents are easy to read and understood by every person at pretty much any reading level. The process of creating, producing, and distributing material incorporating words and images to convey data, concepts, and emotions. Encompassing all phases of the graphic communications processes from origination of the idea (design, layout, and typography) through reproduction, finishing and distribution of two- or three-dimensional products or electronic transmissions.

### Graphic Communications Growth Chart



\* This does not include other large time consuming duties we are starting to track such as: Receiving, & Additions to supply orders (many supply orders are comprised of 3 orders in one).



# Corporate Affairs

## Communication Technology

Phaine Wegener, Digital Communication Administrator

### Accomplishments this past year

- 218 new Facebook likes this year (477 total)
- 77% of Facebook followers are engaged (liking, sharing, clicking, etc.)
- 3,595 impressions on Issue (3,595 clicks to read newsletters) in 5 months
- Because our social media accounts are in good standing with both YouTube and Facebook we now have access to:
  - o Live streaming on YouTube. We can stream an event live over the internet free of charge. Up to 4 hours of live streaming per event. Users tuning in are also able to rewind and start at the beginning of the live broadcast even if they are two hours late.
  - o Scheduled posts on Facebook. We can now schedule posts months in advance to go live at times/dates we pre-set.

# Corporate Affairs

## Lands

Danielle Gabriel, Manager

There are a number of reports, plans, and studies done to date that are also being looked at to ensure that all areas are covered when creating the Land Laws. The committee has reviewed Business Permit laws, Development laws, and Pet Licensing laws from other First Nations, and has selected a few they felt were appropriate for Seabird Island. The laws will be drafted, at which point they will be ready for community input. Once changes are made, it goes through a final review with the community, and a legal review. Chief and Council will approve the Law and it will be enacted and enforced.

The Lands team has been a part of various training opportunities with other First Nations in Land Code within BC through Joint Initiative Meetings, along with organizations such as the Lands Advisory Board Resource Centre (LABRC) and the First Nations Alliance 4 Lands Managers (FNA4LM). With the help and guidance of these groups and organizations, Seabird is able to look for ways to share resources and use these tools to assist them in the creation of the Lands team.

Newsletters and social media have played a role in keeping the community informed on the process of moving the Lands team forward. The Land Use Plan is a major project that the committee has been working on, where all areas of Seabird will be considered. Community, family and one-on-one meetings have been utilized to gather this information.

The committee continues to meet regularly throughout the year on the first Monday of the month. Lands 'Bannock and Tea' sessions have continued to be successful. We meet the first Tuesday of every month.

The Lands Advisory Committee and Lands team is excited to continue their work, and also to continue with any training that will help expand their knowledge.



### Acronyms:

LABRC: Lands Advisory Board Resource Centre  
FNA4LM: First Nations Alliance 4 Lands Management

# Corporate Affairs

## Membership

Carol Hope, IRA Membership Clerk

### Summary:

Indian Registration Administrator (IRA) & Membership Clerk assists the Indian Registrar in maintaining the integrity of the information contained within the Indian Register which consists of births, deaths, marriages, divorces and transfers.

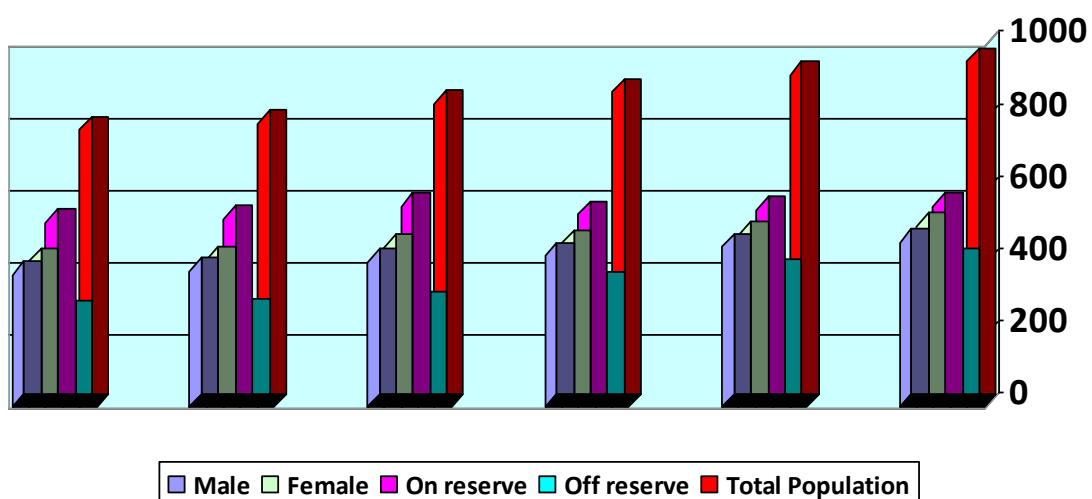
The demographics of Seabird Island Band members and community members are reflected in the graphs below.

### SCIS and CIS update

All of the regions are anxiously awaiting a decision about the roll-out of Secure Certificate of Indian Status (SCIS) application intake by IRAs. The information you previously provided has been submitted to headquarters and will help shape the training when it moves forward. Because of the wide impact of SCIS, this will be a high level decision and there is no estimate on when it will be made.

Until the SCIS program is fully rolled out, individuals can still apply for a CIS in band offices. They will be valid until the stated expiry date or until a SCIS is activated.

## Seabird Island Band Population Statistics



### Acronyms:

IRA: Indian Registration Administrator  
SCIS: Secure Certificate of Indian Status  
CIS: Certificate of Indian Status

# Corporate Affairs

## Gender Equity in Indian Registration Act

This bill amends provisions of the Indian Act that the Court of Appeal for British Columbia found to be unconstitutional in the case of *McIvor v. Canada*. The bringing into force of Bill C-3 will ensure that eligible grand-children of women who lost status as a result of marrying non-Indian men will become entitled to registration (Indian status). As a result of this legislation approximately 45,000 persons will become newly entitled to registration.

Registration forms are available on the Aboriginal Affairs and Northern Development Canada (AANDC) web site, from the AANDC Call Centre, AANDC Regional Offices and Service Canada Centres. Individuals who believe they may be entitled to registration are encouraged to visit the C-3 Registration Information section of this website.

## Border Crossing:

AANDC has been advised that, in the near term, U.S. border officials will accept both the SCIS and older Certificates of Indian Status as valid identity documents. Crossing the border into the United States (U.S.) via land ports of entry (which can include ferry and lake crossings), The Government of Canada cautions individuals that the duration for the acceptance of these documents for border crossing purposes into the United States is entirely at the discretion of the U.S. Government. A list of documents approved for entering the United States can be found at <http://www.knowyourborder.government>. Please note that travelers entering the United States by air continue to be required to present a valid passport or, in certain circumstances, a NEXUS card.

## The Seabird Island Band Profile

Membership	April 05	July 06	Mar 07	July 08	Sept 09	Aug 10	Mar 11	April 12	June 13	April 15
Male	364	369	376	387	400	414	418	430	442	456
Female	402	405	408	423	439	449	453	465	476	500
On reserve	510	513	520	496	555	526	532	540	546	556
Off reserve	256	261	264	314	284	337	339	355	372	400
Total population	766	774	784	810	839	863	871	895	918	956

## Acronyms:


AANDC: Aboriginal Affairs and Northern Development Canada  
 SCIS: Secure Certificate of Indian Status



# Corporate Affairs

## Records

Teresa Harper, Records Manager



Records Management is the professional management of information in the physical or electronic form of records. If the paperless office is a myth, another goal remains: the “less paper” office. Paper — how it is procured, used, stored, replaced or recycled — has become a key business concern, both environmentally and economically.

The life cycle extends from the time records are received or created, through processing and use, to placement in storage and retrieval systems until eventual elimination or permanent archival retention.

Records management emphasizes the value of knowledge and information as a resource. A structured approach to records creation, retention, and disposition yields faster retrieval of needed information. Faster and easier access frees personnel from searching for information and allows them to devote more time to essential tasks.

The scope of records management has evolved from dealing with uncontrolled growth to an area involving greater information management responsibility of Seabird Island records.

Regardless of the format, records are as valuable now as they have ever been. Providing the principles and policies necessary to establish and administer an efficient records management program is essential to successful results.

### DID YOU KNOW?

- A typical business office generates about 1.5 pounds or almost 0.7 kg of wastepaper per employee, per day.
- 80 per cent of paper from office printers is for draft purposes.
- Paper waste (commercial and residential) accounts for over 40 per cent of waste sent to landfill.
- Every recycled tonne of paper saves approximately 17 trees.
- Paper manufacturing is the third largest user of fossil fuels worldwide
- Recycled paper requires 64 per cent less energy than making paper from virgin wood pulp.
- A single sheet of virgin pulp white office paper requires one litre of water in the manufacturing stage.
- One tonne of regular office paper (about 40 cartons of copier paper) requires the cutting of 19 trees.

# Housing & Public Works

**Dave Haukeland**  
**Housing & Public Works Director**

Dave Haukeland joined Seabird Island in July of 2015 as the new Director of Housing & Public Works.

Dave's background is in critical infrastructure maintenance, operations, metrics and security coupled with his teaching, technical and business management experience within the Telecommunications and Internet Data Center industries will serve to supplement the various talents of the existing employees within the department today.

Housing & Public Works will be focused on continuous service delivery improvements to the community. We will also be committed to improved communications between Departments and throughout the community. Through continuous business operations enhancements we are committed to improving response times, reducing costs and providing the best-in-class facilities and services to the Seabird community.

"I feel honoured to be a part of Seabird as the Director of Housing & Public Works," stated Haukeland. "I am dedicated to working with the Seabird community, staff and council to create the very best community experience for everyone."



# Housing & Public Works

## Housing

Samantha Webster, Interm Housing Supervisor

*\*Amendment to Last year's Annual Report: The statistics on the number of homes only included homes that were built through on-reserve housing programs, whether they were currently rentals or awaiting transfer. These numbers did not reflect the true number of buildings on reserve as they did not include privately owned residences.*

Seabird's Housing team manages and facilitates the on-reserve housing program as well as assists and advises band members on their housing needs. We aim to provide affordable and healthy housing for band members on reserve as well as to promote and support home ownership among the membership.

All activity within the housing department is guided and framed around our Community Housing Policy that was implemented in 2013. On a daily basis, the department will receive tenant concerns regarding anything from policy to maintenance. Our Maintenance team works hard to keep up with all the work order requests that come in for all of our rental units, while office staff receive and process requests and work on expanding and maintaining Seabird's housing stock.

Over the past fiscal period 2014-2015 the Housing team has been busy as always. Construction on four (4) new homes on Qualq Rd. (Strawberry Island) commenced and were completed the following summer. The Housing team received funding for five (5) Residential Rehabilitation Assistance Program (RRAP) renovations which were completed by the spring of 2015. The team has also been working with the Market Housing Program to provide an additional avenue for band members to pursue home ownership on reserve.

To promote decreased energy consumption in on-reserve homes, there was also continued participation in the Energy Conservation Assistance Program (ECAP), and Seabird worked in collaboration with Quality Program Services (QPS) to host an energy efficiency workshop.

Finally, we supported and participated in the execution of the C.A.R.E for Waste Management Project and Workshop to promote responsible waste management in our community.

### Acronyms:

RRAP: Residential Rehabilitation Assistance Program  
ECAP: Energy Conservation Assistance Program

QPS: Quality Program Services



# Housing & Public Works

During this Fiscal Period we employed the following staff members:

Office:	2 full time positions
Maintenance:	2-3 full time positions
Construction/Capital:	2 part time positions (shared with Public Works)
Cleaning/Janitorial:	1 part time position


Number of Homes on reserve:	236
With mortgages:	100
Without mortgage:	82
Private Ownership:	54
New homes construction started in 2014:	4
New homes built by Band Member:	1
Work Orders assigned:	665
Completed Work Orders:	649



# Housing & Public Works

## Public Works

Arthur (Art) Andrew, Public Works Manager



Art Andrew has recently filled the new role of Public Works Manager and seen several other position changes within the team this past year. We've hired Paul Pettis as the maintenance lead and Dustin Charlie as maintenance assistant. Ronald Joe and Robert Gabriel are working in security, Mike Joe and Dave Charles have continued to work on the grounds crew and Aaron and Brandon McNeil have continued to work in sanitation.

Over the past year, we implemented our Public Works Help Desk, which is helping us streamline our work orders. We're quite big and we're responsible for not just the Band building, but the School buildings and Health buildings. We need to be able to gather the needs from all of those areas and get back out there to take care of them.

The Public Works Help Desk is more geared toward helping staff at this point. If any community members have concerns, they can still send it in and we'll put it where it needs to be.

We're always looking at the Health & Safety, and the environmental concerns – to provide a clean, safe and healthy environment. We have to open our doors every day, so we want to make sure all of our services are available all the time.

Right now, we are working from two different desks for Public Works & Housing. Art Andrew look after commercial buildings and all of the buildings which provide services for our community. Then in the Housing team Samantha Webster and Hillary Andrew receive information and make out a work orders should it be required. That's where a community member would come in if they have concerns for their home.

We do work together with Housing, because housing uses Seabird infrastructure – water, sewer and sanitation services.

We do provide services to the community for homes.

Looking to the future - we're always growing here, and one of the new buildings coming on-line is the new Early Childhood Development Center of Excellence building, which will take a lot of the Early Childhood services (which have been in different satellite buildings) and put them all in one area. Once that building is complete, we will re-look at how the other buildings will be used, and how parking lots are going to change. There will be a lot of changes in that core area.

# Housing & Public Works

## Custodial

Jennifer Andrew, Custodian Program Manager

Working under the Public Works & Housing Department, Custodial Program Manager Jennifer Andrew leads a team of nine employees, both part-time and full-time.

The team is responsible for event set-up and the on-going custodial tasks and inspections of Seabird Island's 19 facilities - which total over 98,000 square feet.

The Custodial team also has contracts to provide their services to the Stó:lō Tribal Council and Stqó:ya Construction buildings.

The Custodial team has had a number of accomplishments this past year.

In August, Seabird Island's Health team received *Accreditation with Exemplary Status*. During the accreditation process, the Custodial team underwent accreditation certification and has been successful in ensuring that the Band's cleaning standards were at par or even better than required by *Accreditation Canada*.

The team has upgraded its skills by attending a session on *Cleaning for Health*, and updated *WHMIS* certifications. Five members of the Custodial team also have their *Building Service Workers* certificate, and six members have their *First Aid* certificate.

The Custodians have also assisted the events team, Band employees, and Band members in setting up equipment, tables, chairs, and preparing meeting and gathering rooms for events. This year the Custodial team assisted with the set-up and take-down of 42 events.

### ***The Custodial team looks after 21 buildings which include:***

- 6 Seabird College buildings;
- 3 Seabird Island Community School buildings;
- 5 Health buildings (Daycare, Millennium Hall, Preschool, Youth Center, and Wellness Center);
- 4 Band buildings (Band Office, Learning Center, Wellness Center, and Fire Station); as well as
- Stó:lō Tribal Council and Stqó:ya Construction buildings

Next year the Custodial team has plans to continue upgrading team member skills to ensure that Band facilities continue to provide a safe and healthy environment to colleagues, clients, students, and visitors.

### **Acronyms:**

WHMIS: Workplace Hazardous Materials Information System

# Housing & Public Works

## IT (Information Technology)

Hans Wegener, IT Administrator

Seabird reorganized its IT team last year to include a Manager of Technical Support and Services. Richard Parsey, a Band Member of Seabird Island, filled that position to focus on improving the day-to-day service requests from Staff and Seabird Wi-Fi. Richard will work side-by-side with Hans Wegener, IT Enterprise Manager, who will focus on Seabird's technical infrastructure.

IT has been working with the Communications team on various ways to better inform the Seabird community on news and events. In-part this includes an interactive website that will allow community members to log-in for more personalized information. Projected launch of the new website is October, 2015.

The IT team is also working on a project called *The Last Mile*. Its purpose is to allow Seabird to provide internet access to homes that have had no option for internet service. Seabird Wi-Fi, Shaw or Telus are not available to the homes along the Loughheed Highway between the Gas Bar and Wahleach Road. This new project will also allow us to be prepared for future business development around the Gas Bar and residential development around Strawberry Island. Work will start in May 2015, with completion of the first phase slated around July, 2015.



### Acronyms & Definitions:

IT: Information Technology (involves any form of electronic data)  
Wi Fi: "Wireless Fidelity, wireless internet" (wireless networking technology: High speed internet,...)

# Housing & Public Works

## IT (Information Technology)

Richard Parsey, IT Manager

Jonathan Wegener, School IT Support

Seabird's Technical Support team uses customized Help Desk software to help them manage and complete various technology tasks and problems that pop up around the Band Office, Schools, Colleges, and other buildings that are a part of Seabird Island.

The Help Desk is also used to book tech support, ask IT-related questions, for request of purchasing of equipment. These requests are referred to as “tickets” by the Technical Support team.

During the fiscal year, the Technical Support team of two staff members closed over 580 help tickets. The Help Desk itself is managed by Richard Parsey who is responsible for assigning tickets for completion, setting ticket priorities, and making sure all tickets are closed on a timely matter.

Since implementing the Help Desk three years ago the Technical Support team has seen a drastic increase in client and staff satisfaction. Staff can see what's being worked on, by whom, and communicate back and forth with their tech. They can also complete a survey after each of their tickets are closed to give feedback on how the Technical Support team has performed. The team is building an extensive knowledge-base for staff to be able to read about common problems and learn how to fix them on their own.

### Acronyms & Definitions:

IT: Information Technology (involves any form of electronic data)

# Housing & Public Works

## Seabird Island Fire Department

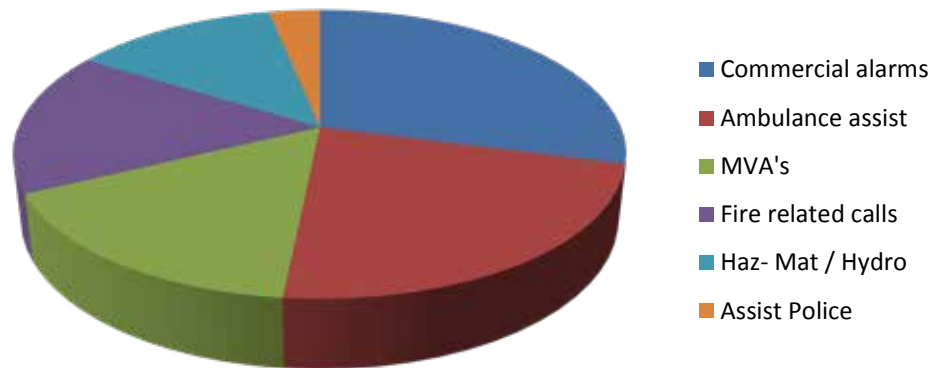
Gerald Basten, CFO, Director of Fire and Emergency Services

The Seabird Island Fire Department (SIFD) enjoyed a productive and positive year. We responded to 31 emergency call-outs which is down from the 38 calls received in 2013. Of those 31, we received:

- Commercial alarms – 9
- Ambulance assist – 7
- Fire related calls – 5
- Motor vehicle accidents – 5
- Hazardous materials / Hydro lines down – 4
- Assist police – 1



### Call Outs Per Category



### Acronyms & Definitions:

CFO: Chief Fire Officer  
SIFD: Seabird Island Fire Department

# Housing & Public Works

This past year the Fire Department has increased its compliment of firefighters to 18 from the 17 firefighters in 2013 The SIFD rank and firefighter structure consist of:

Director of Fire and Emergency Services – Gerald Basten  
Assistant Chief – Leo Reyburn  
Captain – Daniel Harry  
Captain – Paris Peters  
Secretary – Stacy McNeil  
Firefighter – Keena McNeil  
Firefighter – Warren Point  
Firefighter – Brandon McNeil  
Firefighter – Quintana Gauley  
Firefighter – Leonard Reyburn  
Firefighter – Quinton Reyburn  
Firefighter – Stacy Reyburn  
Firefighter – Frank Louis  
Firefighter – Clark Louis  
Firefighter – Trevor Bobb  
Firefighter – Kristy Johnson  
Firefighter – Dustin Charlie  
Firefighter – John Williams  
Junior Firefighter – Haileze Reyburn



The SIFD trains once per week, with the exception of the extra training through *First Nations Emergency Services Society* on a contract basis. Training topics were based on a review of the Basic Firefighter Program, including pump operations, ladders, hoses and fire streams, water supplies, SCBA procedures, and basic fire ground principles and tactics. There were a few joint training night opportunities with the Agassiz Fire crews, where industry experts provided subject-specific training. These training sessions were excellent, allowing the Seabird Fire Department and the Agassiz Fire Department to not only share the training opportunity, but build on a working relationship as well.

Our firefighters also attended a joint training session with fire departments from Popkum, Harrison and the host Agassiz

Continued on page 48

## Acronyms & Definitions:

SIFD: Seabird Island Fire Department

# Housing & Public Works

department for a live burn opportunity in October. Firefighters were subjected to controlled scenarios of both interior and exterior firefighting before the old structure was destroyed in a free burn.

We participated with an excellent showing in the Agassiz Fall Fair parade, showcasing the equipment and firefighters. We also held our annual safety fair at the Seabird Island Band Office and one of our firefighters was able to capitalize on a fantastic training opportunity offered at no cost through the *Red Cross* to obtain an Emergency Medical Responder license, and an introduction to the ambulance service. This license is a level higher than what is normally offered to firefighters, and is considered the base level of training for the BC Ambulance Service. This training also offers many career opportunities for employment in industrial settings.

The Fire Department was able to purchase an array of small tools which was purchased to make for easier use and function of the apparatus. And our ladder testing was completed with no negative impacts this year.

Our plans for next year include becoming compliant with the Office of the Fire Commissioner's "Play-book" training standard. This will be achieved through a continued focus on the provincial recognized basic firefighter training program that is currently the foundation of the SIFD training program.



## Acronyms:

SIFD: Seabird Island Fire Department



# Health & Social Development

Carolyn Neufeld  
Health & Social Development Director

Greetings! It is that time of year where we reflect on what the past year has brought, including changes, accomplishments and thoughts on where we need to go for the coming year. The annual report provides an opportunity to rewind our thoughts and appreciate all the positive things going on around us. I think I would describe this past year as a year of extremes - experiencing great success and great sadness.

One of the biggest celebrations has been the addition of a Midwife to our team, Amelia Doran. Over 30 babies have been delivered by our new Midwife.

Our pharmacy opened this year and we have our first two First Nations pharmacy assistants working.

We have recruited a specialist for our physician practice. Dr. Jennifer Wilson has joined our team to specialize in internal medicine.

Our new ECE building began construction and we will be celebrating its completion in November of this year.

This year has also been a year of great sadness. Several of our families have lost family members to suicide. In an effort to prevent further suicides, we have developed a community suicide prevention program and are continuing to build programs to help families through their grief.

On behalf of the Health & Social Development Department we thank you for your continued support and willingness to give us guidance as we work through all of the past changes and those to come.

***In partnership with*** Chawathil, Cheam, Shxw'ow'hamel, Skwah, Kwaw'Kwaw'Aplit, Scowlitz, Union Bar, Squiala, Fraser Thompson (Boston Bar, Boothroyd, Spuzzum), Skuppah, Kanaka Bar, Lytton and, Chehalis.



## Acronyms:

ECE: Early Childhood Development

# Health & Social Development

## Accreditation

Heather McDonald, Health Policy and Quality Officer

Accreditation is a process to ensure that Health Services are of excellent quality, safe, and continually improving. Over the past four years we have worked with Accreditation Canada to review, enhance and evaluate our Health programs. In January 2014, surveyors from Accreditation Canada visited Seabird Island Health to review our Health programs to determine how well we are meeting national standards for Aboriginal Health Services. Seabird Island Health received an Excellence in Health Services Award from Accreditation Canada. This is their highest award. We are now a fully accredited health service organization.

Over the past year we have continued to improve our Health services. In particular, we have seen a revival of our Occupational Health and Safety Committee, a review and revision of our Infection Control Manual, and a working group organized to solidify and ratify our privacy policies.

In addition, work on our emergency plan, fire safety plan, falls prevention plan and home visitor safety plan have continued.

Our goals include: enhancing our care planning for our Home Care clients, creating and implementing medication policy so that our processes for ensuring clients are taking medications appropriately and nurses are accessing and delivering medications according to best practices, and streamlining and enhancing our services to our clients with diabetes.



# Health & Social Development

## Elders College – Siwes ye Selyolexwe

Heather McDonald, Health Policy and Quality Officer

During the past year, the Elders College has had a series of seasonally-based classes, four in total, with 8 to 10 classes per season.

We had over 50 elders join us from various communities in the Fraser Valley Region. There were 2 main rooms that connected via video conferencing, Seabird Island and Chawathil First Nations.

The spring 2014 classes were funded through the Community Action Initiative (startup funding for the Elders College).

The focus was on traditional medicines that were locally found. By the end of each class the elders were so excited to share what they had learned, they were hoping to find someone with a burn or a scrape so that they could tell them to put a frog's leaf on it.

After a summer break we returned to class in fall.

The fall and winter series were funded through a contribution agreement with the Indian Residential School Society. The focus was on “healing through our traditional ways.” Our goal was to provide a safe and welcoming environment that would allow elders to open up and find their strength.

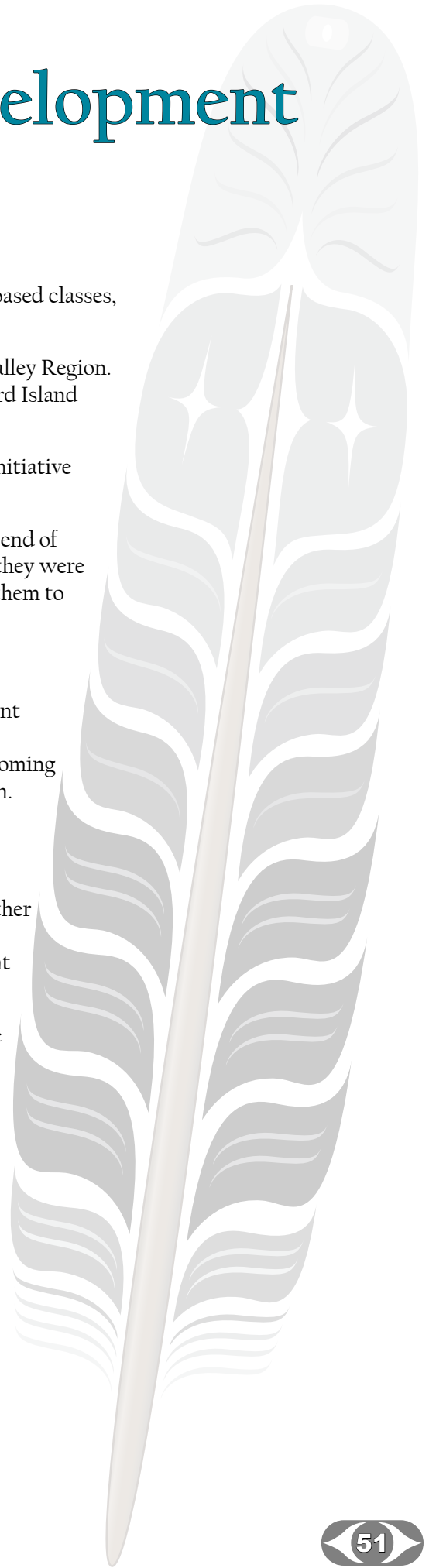
And, that's exactly what happened.

Many elders shared great emotion while telling stories, making cedar projects, making drums, weaving pine needles and sharing a meal together each class. We all became a family. We finished the winter series with an honoring ceremony for all of our participants – with each participant receiving a certificate and gift.

Our funding had ended and we were unsure if more funds would arrive to continue our work. We were able to fund a spring 2015 series for Seabird only with monies two elders donated from their residential school Education Credits. In our spring series we learned more on the pine needles and drying them – and made cedar roses and traditional medicines.

Our current challenge is funding for the fall and winter 2015 series. Summer will be a time of re-visioning Siwes ye Selyolexwe.

We want to include youth and continue the work on strengthening elders through sharing teachings from our territories.





# Health & Social Development

## Elders Security Project

Heather McDonald, Health Policy and Quality Officer

We received funding from the BC Healthy Communities Society to study the safety and security needs of Seabird Island elders. A total of 20 elders were chosen to be interviewed. Choices were made to reflect the variety of elders that live on Seabird Island. Based on what elders told us, we hosted a forum. The Elders' Security Forum was held on March 17. We shared the findings and had tables around the gym with guests who could speak to issues raised in the interviews. Examples of tables were funeral homes, government pensions, home and community care at Seabird Island, occupational therapy and physiotherapy, and elder abuse associations.

Most elders interviewed are doing pretty well. Homes were mostly in good condition and meeting needs. A few needs for home safety equipment were identified. Homes along the highway felt less safe. Most elders were concerned about intoxication and parties in the community. These activities made them feel concerned and unsafe. Most elders felt satisfied socially. Most had contact with family and friends. But, many also felt lonely. A few didn't have someone to turn to when things got tough. Most elders practiced spirituality although not usually in a church. A few felt disconnected.

Most felt in control of their lives even though health status varied from fully active to mostly home bound. Elders at the Security Forum agreed with these findings. We know that some of the harder issues, such as elder abuse, are probably under reported.

We created a 'to do' list out of these interviews. Most needs for individual elders interviewed have been addressed. Other ideas to help the elders group are being planned, like more wills workshops. Still other larger ideas are being discussed, like a complex for elders that helps those who need a lot of care. And, a community plan for mental health and addictions continues to be a priority for Seabird Health. This will address elders' biggest safety concern.

Elders are encouraged to talk to Linda McNeil-Bobb about any security needs.

# Health & Social Development

## Dental

Heather Greer, Dental Office Supervisor

Seabird Island welcomed a new dentist, Dr. Marwa Salman in the past year. Dr. Salman works two regular days per week - Tuesday and Wednesday - with an occasional Monday, and her patients enjoy her dentistry.

*Dr. Cockerham* is still Seabird Dental Clinic's full-time dentist working four days per week and *Dr. Gerry* works joins us on Thursdays with an occasional Monday on duty.

One big change for the Dental Clinic this past year was changing our business hours. The Dental Clinic is now open until 5:30 p.m. Monday through Thursday.

We also purchased a new Panorex dental x-ray machine which shows all the of the patients teeth in one large x-ray. This allows our dentists to view wisdom teeth and any irregularities which might be located in the jaw.

We continue to work with community programs such as Head Start, Pre & Post Natal, and Diabetes, along with the school, daycare and preschool with the goal of increasing dental awareness.

Thank you to all of our patients for their recommendations to our clinic to your family and friends. Our goal is to provide our patients with professional dental care.

## Medical Office

Kristi McNeil, Medical Office Supervisor

In the past year, we were able to hire two full time Medical Office Assistants - Vicki Paul and Mandy Pederson. One MOA travels with our doctors when they go to different communities, such as Skwah and Chawathil.

We have introduced an Internal Medicine Specialist to our team - Dr. Jennifer Wilson. Dr. Wilson visits Seabird Island two half-days per month from 1 p.m. to 4 p.m.

Total client visits by Dr. Fox and Dr. Beaulieu for the fiscal year were 9,805. During this period, we had a total of 538 new clients.

Our physicians made 34 home visits.

Massage Therapist Steven Guard is here every Thursday and sees seven patients a day.

Naturopathic Physician Dr. George Kyba is with us every Wednesday and sees about five patients per visit.

Dr. Benning, our Psychiatrist, joins us every second Friday, and sees about seven patients per visit.



# Health & Social Development

## Seabird Pharmacy

(THE QUALITY YOU DESERVE AND THE CONVENIENCE YOU NEED)

We are a full-service pharmacy providing pharmacy products, professional services and advice related to medications - both prescription and non-prescription medications.

We provide various pharmaceutical services including:

- Expert, friendly and quick service (no more long lines)
- Wellness-focused activities
- Medication counselling with our pharmacist
- Educational materials and health consultations
- Homeopathic, Natural and Herbal Products
- Prescription delivery upon request
- Custom medication compounding
- FREE Reward Program

Hours of operation: Monday to Friday from 9:30 a.m. to 4:30 p.m.

Contact Information: phone: 604 491 4477, fax: 604 491 4478,  
email: [seabirdpharmacy@shaw.ca](mailto:seabirdpharmacy@shaw.ca)

Location: conveniently located across from the  
Seabird Doctors Reception

Our dedicated team of professionals is here to take better care  
of your health.



# Health & Social Development

## Environmental Health and Safe Drinking Water Program

John Bobb, Water Technician

The water systems worker, John Bobb, is a knowledgeable water technician. He is certified in small water systems. Testing is done once weekly from the community system. Private wells are done twice a year, unless there is a concern with the quality. Daily monitoring of chlorine levels is also completed. John has been assisted by Daniel Harry to do the monitoring and sampling. John sends all the samples to the BC Center of Disease Control. He also doubles these samples to process in the Seabird Island Band Laboratory. 195 samples were collected and reported to the Environmental Health Officer. Overall, the number of samples collected were over 100% of the goal agreed upon with First Nations Health Authority. The FNHA report states; “John is one of the few Community Based Water Monitors in the province to meet or exceed the sampling goal.”

The Safe Water Drinking Program has allowed Seabird Island to have a safe reliable water source and to have an emergency plan in place to ensure that this continues even in the face of a significant environmental disaster. The water program ensures regular monitoring and testing of all Seabird Island water sources, including the main community system as well as private wells. We also provide this program to Cheam, Scowlitz, and Union Bar.

## Mosquito Program

John Bobb, Water Technician

Seabird Island band members are exceptionally proactive in terms of increasing public awareness when it comes to identifying and reducing mosquito habitat.

In particular, MBL continues to have a close working relationship with John Bobb. John and his crew cut trails to allow access to several large mosquito sites. Thanks to the trail cutting efforts of band members, much mosquito habitat is accessible by foot. As such, a total of 25 kg of pesticide was applied to active sites between May 15<sup>th</sup> and June 5<sup>th</sup>. Additionally, an aerial campaign was conducted in the area to treat the more difficult sites to access as seepage sites became deep. Although the final treatment was conducted on June 5<sup>th</sup>, sites on Seabird Island continued to be monitored on a weekly basis through mid-July.



### Acronyms:

FNHA: First Nation Health Authority  
MBL: Morrow BioScience Ltd.

# Health & Social Development

## Health Manager

Elizabeth (Liz) Point

Our Health team consists of seven Registered Nurses, six Licensed Practical Nurses, two Community Health Representatives and a Nutritionist, a Midwife, and tech support for the Diabetes team.

All of our nurses are specialized in different areas: Home Care nurses, communicable disease nurses, foot care nurses, and baby nurses. We provide nursing services to 15 communities and our staff work within a number of Health programs including: Home and Community Care, Maternal Child Health, Immunizations, Pre & Post-Natal, Diabetes & Nutrition, and the Children's Oral Health Initiative (COHI).

We also integrate our Health services with other programs such as; Early Childhood Development, Drug and Alcohol, and offer programs at the Seabird Island Community School.

Seabird's Community Health Rep (CHR) works closely with nurses and nutritionist and provides a connection between the community and our services. The CHR also assists with home visits, sets up clinics for nurses (such as immunizations). The CHR also attends Pre & Post-Natal sessions, community kitchen, while still continuing to drive clients to appointments and Health clinics.

The CHR and nurses provide both home-based and health center activities. Drop-in clinics are available, along with medication pick up, and wound care and foot care clinics. We also offer information sessions, including diabetes checks, glucose testing and blood pressure checks are ongoing and as-needed.

As part of health services the CHR sets up various clinics including:

**Optometry clinics** which are set up monthly with an Optometrist with a vast array of eye wear. CHR's in surrounding communities work closely with Seabird CHR, Maggie Pettis, for eye appointments, who then has to get pre-approval for an eye exam. Up to 50 people can be seen in one clinic day. People are booked one month or more in advance. We strongly recommend 'don't miss your eye appointment'.

**Bi-annual mammogram screening** with our mobile mammogram clinic. Once again CHR's in surrounding communities work closely with Seabird CHR to inform their communities of an upcoming clinic. Names are given to Maggie for pre-approval and she can see up to 40 women in one clinic setting. Criteria for screening are women age 40-79 or family history of breast cancer or any symptoms of breast cancer.

### Acronyms:

COHI: Children's Oral Health Initiative

CHR: Community Health Representative



# Health & Social Development

## Mobile Diabetes

The Mobile Diabetes Team provides a traveling diabetes clinic to help First Nations communities manage diabetes. During our visits we provide workshops to communities and health workers, assessments for community members living with diabetes (including blood work and screening for diabetes-related vision problems). After assessments we then discuss personalized ideas for health improvement in partnership with the client's family doctor and community nurse as well as diabetes experts in Vancouver. Our traveling clinic visits different bands in the Southern half of British Columbia. Our catchment area is Williams Lake and south. We try to visit each community at least once every year.

In the last year we saw 204 clients with diabetes, 144 clients for diabetes screening and 125 clients for retinal photographs. We visited 42 different communities, had 68 community clinic days, and provided education to seven communities.

This year's plan is to continue with our assessments for community members and provide better follow up for people living with diabetes. This means we will provide ongoing support for the people we have seen in our clinics. We also plan to provide 10 educational dinners and 10 screening clinics. Our goal is to help promote healthy living and to increase understanding about what diabetes is.

## Midwifery

Amelia Doran, Mid-wife

Seabird Island Midwifery Program statistics:

- 34 births since April, 2014 (30 for on-reserve families, 4 for off-reserve).
- 33 hospital births, 1 home-birth.
- 21 girls, 13 boys.
- 29 vaginal births, 5 C-sections.
- 30 term babies, 5 pre-term babies.


Average gestational age at first contact for prenatal care with Registered Midwife: 18 weeks.

**Communities served:** Seabird, Skwah, Shx'wow'hamel, Squiala, Kwaw'kwaw'aplit, Chawathil, Cheam, Scowlitz, Sts'ailes, and off-reserve families, on a case-by-case basis.




# Health & Social Development

## Healthy Child Development




Healthy child development programs are designed to improve the cultural, emotional, intellectual and physical growth and development of infant, children and youth. The focus is to improve maternal and child health. The programs are Canadian Prenatal Nutrition, Maternal Child Health and Fetal Alcohol Spectrum Disorder. Services are provided by a nutritionist, and by Maternal Child Health and Community Health Nurses to provide nursing services and provide individual and group learning opportunities. The purpose of these programs is to reduce the incidence of unhealthy birth weights and encourage breast-feeding or formula feeding, as long as infants are being properly fed. And, to support the needs of the at-risk pregnant women and healthy women.



Pre & Post Natal sessions are to provide nutritional screening, education, counselling, maternal nourishment, breast-feeding education and support, and other supportive elements such as exercise, transportation and childcare, and to improve access to medical support.

The monthly Prenatal session continues to grow, there are up to 25 families attending. Families appreciate the increase of the incentive to attend the session.

## The Kwiyo:s – Respected Aunties



Our Kwiyo:s staff are part of the Maternal Child Health Program which is a shared initiative between Health and Early Childhood Development. The program opens the door for new or experienced moms to ask for support. Kwiyo:s works with families healthy or at high risk, by doing home visits or group sessions such as the prenatal circle, which connects families to help each other. Kwiyo:s are also Doula trained and can help in trying to make pregnancy and childbirth a more comfortable and positive experience.

One of the biggest highlights for the Kwiyo:s team was the annual Baby Ceremony where we celebrated 48 births in all the communities affiliated with Seabird. The Prenatal Circle, being a new program, continues to increase with mom, dads and their babies. They enjoy receiving the bag of groceries every other Friday.

Fetal alcohol spectrum disorder (FASD) awareness is incorporated into Maternal Child Health and Prenatal Nutrition program; nurses provide education on FASD through Prenatal sessions, displays/ presentations and community events. Our Kwiyo:s staff build relationships with moms who may be at risk and help to reduce the chances of babies being born with FASD.

Children's Oral Health Initiative (COHI) is also incorporated into Healthy Child Development. COHI is a dental screening and fluoride treatment program. Through this program our CHR and Licensed Practical Nurses provides education to promote healthy teeth and screening to prevent tooth decay and its problems.

### Acronyms:

COHI: Children's Oral Health Initiative  
CHR: Community Health Representative  
FASD: Fetal Alcohol Spectrum Disorder

# Health & Social Development

## Healthy Living

### Chronic Disease Prevention & Management/Injury Prevention

Our Nutritionist & Lifestyle Coach provides education on the importance of physical activity and proper nutrition either through group sessions or on an individual basis. Nurses play an important role in injury prevention which includes medication review, home safety and falls risk assessment. The objective of the chronic disease and injury prevention program is:

- To reduce the incidence of chronic disease, especially diabetes and heart disease.
- To reduce the effects and complications of diabetes and heart disease.
- To reduce incidents of childhood obesity and related illness or potential illness.
- To promote healthy lifestyle choices and support active living.

The Nutritionist and Lifestyle Coach held monthly diabetes sessions this year, with the overall objective of reducing the complications of diabetes, either in support group sessions or one on one session and home visits. Sessions included education, prevention strategies and making lifestyle choices. The focus areas are: nutrition and diabetes, diabetic lab days, foot care, informative presentations and client assessment and health plans.

Through Diabetes Sessions and Diabetes Support Group meetings we hope to increase awareness of the risk factors associated with diabetes and heart disease, and to encourage participants to take proactive measures to reduce complications and learn to adopt a healthier lifestyle by eating healthier food and become more active. Some topics covered were dental health, the kidneys, eyes, heart conditions, foot care, medications, supplements and nutrition. In addition, the nutritionist will have the Agassiz Lab technician come to Seabird every three months for blood work and urine testing.

We offered several programs to promote health and nutrition. Our Community Kitchen program taught healthy meal planning on fixed income, hands on instruction on food preparation and cooking, and involved overall health promotion while the ongoing Monthly Health Series offered monthly education and nutritious meal samples and ideas. At Pre & Post Natal our nurses and nutritionists continued to provide information to expectant and/or new parents about healthy diet and nutrition and for building healthy babies and families.



# Health & Social Development

The Nutrition Fun Run/Walk of 5 or 10 km was held again this past year. We also offered a 13 week Sun Run training program that also encouraged people to take part in the Fun Run/Walk that usually starts in January and is a great way to start the New Year to get active.

Other events part of Health Living is the open house, career Fairs, and back to school events. We set-up displays to showcase healthy living ideas with active demonstrations and games. Every month health workshops take place and our staff makes it a priority to help out at special occasions like Christmas dinners or other activities.

Our annual Celebration of Life “Surviving Christmas and Honoring Our Loved Ones No Longer with Us” event has brought together many communities members from infants to Elders. Community members were joyfully greeted by Nurse Linda, who also played the harp and sang Christmas Carols. Poems were read and candles lit by community members, Tips were provided by Nurse Linda on how to survive the Christmas holidays. Following all this, a Christmas dinner was provided along with sharing memories, enjoying each other’s company. At the end of the night, hearts were lightened with Christmas Carols. It was a powerful event that helped sooth the soul and give each strength to ‘carry on’.

During our Aboriginal Breast Cancer Survivor Support Group with Linda Forseth, RN and our team lead, continued. The goal was “Empowering Aboriginal Women to Improve their Health” and to reduce breast cancer mortality through increased breast health education and mammography screening. The main focus is to help minimize effects of breast cancer, by early detection and intervention. Linda works with other professionals to assist with workshops, community mammograms and be a support person to the family affected by breast cancer. Empowerment and self-care is a huge part for this group and to explore options that help with self-care such as healing sounds, swimming, yoga, stress reduction and nutrition.

## Acronyms:

RN: Registered Nurse

# Health & Social Development

## Communicable Disease Control & Management

Immunizations in the community are 90% up to date for all babies and children. This has been possible because of the consistent monthly immunization clinics and routine School health sessions done by Lisa Walberg, RN. and the consistent phone calls reminders to parents by Maggie, CHR. There is a positive outlook on immunizations by the communities. The hard work of the CHRs continuously contacting families in regards to regular monthly immunization clinics has played a huge role in this program.

There has not been a huge concern regarding respiratory infections during the influenza season this year, however members still continued to ask for the flu vaccine throughout the winter season. The nurses and CHRs put great effort toward having flu clinics and information sessions. There was a considerable high rate of influenza illnesses in communities.

Measles was a concern in the community due to its occurrence in BC but there were no cases in any of the communities Seabird provides services to this year.

Annual Tuberculin skin tests for Tuberculosis (TB) were provided for Seabird and all our neighboring communities as part of our Centers for Disease Control and Prevention program. Other reasons for routine Tuberculin skin tests include ID detox or treatment centers. All staff in health fields and those going to school to work in a health field are required to have annual TB skin tests.

Our HIV/AIDS Strategy is also part of Centers for Disease Control and Prevention & Management program. Activities are ongoing and include discussions at the Health Center, heightened by displays. Information sharing has included discussions on the topic of drug use and misuse, risky sexual behaviour and transmission of HIV/AIDS.

Lisa RN, sexual transmitted disease nurse, is available to discuss sexual health, sexually transmitted infections, and birth control on one-to-one basis and for youth discussions. Information distribution on HIV/AIDS overlaps with a variety of other Health programs such as Pre & Post Natal, Alcohol & Drug workshops, youth & School health and at the open house, where displays are set up.



### Acronyms:

CHR: Community Health Representative  
RN: Registered Nurse  
TB: Tuberculosis

HIV: Human Immunodeficiency Virus  
AIDS: Acquired Immune Deficiency Syndrome

# Health & Social Development

## Home & Community Care

Home & Community Care is a home-based health care service for Elders and those with chronic health conditions and disabilities, or acute illnesses, surgeries who would receive care in their home.

### *Services included are:*

- Client assessments and ongoing assessments
- Health teaching
- Therapeutic intervention and monitoring
- Medication management
- Wound care
- Foot care
- Case management
- Home support
- Referrals
- Specialized medical equipment
- Record keeping and data collection
- Meal programs (for clients with no capable family members)

Home care and home support services are implemented based on a mutually identified care plan, with services based on referrals from hospital, family, self, staff and/or CHR. After a referral is made a Home Care nurse will do the assessment to see what the client's needs are and whether its short term or long term based on care plan. The plan could include referrals to Mental Health, Medical Centre, Wellness Centre, Nutritionists or other health care providers.

Home & Community Care services are not intended to replace family support or to take over the total care of a client, it is only intended to provide assistance. First Nations families have always taken care of their own health and support their families and community members who were frail and elderly. We make every effort to preserve this value.

### Acronyms:

CHR: Community Health Representative

# Health & Social Development

## Non-Insured Health Benefits

NIHB program provides limited number of health related goods and service which include:

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

CHRs are responsible for coordinating the medical transportation. They ensure clients bring in appointment cards or confirmation of appointments and fill out travel request form. Travel arrangements are made and if necessary overnight accommodations. CHRS can also provide transportation in some cases, but not recommended, because this takes them away from community programming. All travel is documented and logged into a data spreadsheet for First Nations Health Authority (FNHA).

Our goal is to ensure that all Health programs continue to run efficiently and effectively and our Health & Social Development Department continue grow with better and more programs.

Staff team list: Home & Community Care, Maternal Child Health, Mobile Diabetes, and Nutrition

Nursing team: Tegan Noel, Lisa Walberg, Dann Swann, Lerinda Wright, Dianna Phan, Linda Forseth, Sunny Sundman (outreach nurse), Lynn Vickerman (outreach nurse)

Licensed Practical nurses: Maxine Stump, Valencia Bobb, Shannon Leon, Pamela Kalia (outreach), Sarah McNeil (foot care), Bonnie Nickel (mobile diabetes), Deanna Friesen (outreach), Pamela Hope in training, Kristina George (outreach)

Community Health Representatives: Maggie Pettis, Audrey Sam (Chawathil)

Nutritionist: Valerie (Val) Thompson, Ashley Charlie assistant

### Acronyms:

CHR: Community Health Representative  
NIHB: Non-insured Health Benefits

FNHA: First Nation Health Authority

# Health & Social Development

## Mental Health Family Services

### Family Services

Sarah Ewen, Family Development Worker

Sara Ewen, the Family Development Worker's main goal this past year was to work with parents and families to reduce the incidences of child protection concerns and the removal of children. To date, there are two Seabird children returned to their parents' care.

Sara provides services to an average of 18 families a month and 25 home visits every month (including cancellations).

### Family Counselor

Donna Watson, Family Counselor

Donna Watson, Family Counselor has continued to work at Seabird Island, Chawathil, Shxw'ow'hamel and Squiala. Within these communities she provides counseling services, programs, workshops and events. This past year she held a sports day for youth during the summer, a pancake breakfast, and several National Addictions Awareness events which included a rally, dance, fun day for the family, and community dinner. As well several community members participated in the World Suicide Prevention Day.

Donna also provides referrals for individuals that want to go to treatment programs for substance use or trauma.





# Health & Social Development

## Family Counselor

Arlene (Lolly) Andrew, Family Counselor

Lolly Andrew joined the Mental Health team last year and has hosted several workshops and group sessions including the concurrent group which meets on a weekly basis where they covered topics on mental wellness and substance misuse. She also hosted women's group which meet weekly from September to June with each session being based on personal development, such as self-esteem, family dynamics, relationships, understanding historical issues, overall wellness of self, family, community and nationhood. Cultural, spiritual, emotional, physical, and mental aspects are explored to maintain a healthy and balanced lifestyle.

Lolly visited the Community Christmas Dinner to celebrate the holiday and participated in a self-defense class in Shxw'ow'hamel.

Several other sessions were held and included a mindfulness session with Kirsten Mairer to help us learn about relaxation, a Stress and Coping Workshop for the community, which was attended by six members and a number of National Addictions Awareness Week events that included a community walk with the Seabird Island Community School and a sobriety community dinner and a family dance.

Last year we had between 8 – 16 members stop by our One-to-One Sessions and presented a domestic violence session for the Licensed Practical Nursing program.



# Health & Social Development

## Community Services

### Community Services Manager

Angie Chapman

The Community Services employed six staff in 2014 – 2015, including: Elders Coordinator - Linda McNeil-Bobb; Events Assistance - Myra Seymour; Recreation Supervisor - Keena McNeil; Community Justice Worker –Virginia (Genna) Joseph; and Youth Workers - Jonny Williams and Karla Joseph.

The Community Events Program has been working alongside the Health & Social Development Department's labour pool clients. Through that program we were able to utilize the help of 52 clients on various jobs and tasks throughout the year.

The total number of events the band and school hosted this year was 51 including our successful bid for hosting the Archery Development Camp.

As well, we had some Band Members trained to coach and were able to certify three members in the community to coach archery and start the process of purchasing some equipment which will allow us run some camps within our community.

The Sport Sponsorship Program helped out a total of 20 teams in 10 different tournaments and leagues by sponsoring over 126 children.

A total of 2,350 bookings were accumulated through our meeting rooms and gym this past year with 81 of these booking being made by band members for personal events.

The Community Service team's goal for this year was to improve the building and facility rental process.



# Health & Social Development

## Elders Program

Linda McNeil-Bobb, Elders Program Coordinator

The Elders Program is designed to ensure our Elders lead a healthy, active life - keeping in mind at all times the balance of mental, physical, spiritual and emotional. We try to attend all functions that come available for them to share their knowledge and teachings.

It has been a very busy year for us. We hosted Elders College, Youth and Elder Dinners, and Monthly Elder Meetings, workshops focusing on strategic planning, Elders Security Forum, falls prevention and Canada Pension Plan.

We also go on monthly outings of the Elders' choice. A number of Elders attended the 39<sup>th</sup> Elders Gathering in Saanichton, B.C., which was hosted by the Tsawout First Nation Elders.

This year we held an Elders Tea and received good feedback requesting that we do the Elder's Tea again.

Our goal is to provide a variety of workshops that Elders have requested and shown interest in receiving, and ensure that our Elders have the opportunity to attend all functions by providing transportation, and calls to invite them out to various functions.

We had a Mobile Fall Screening unit here in October, 2015.



# Health & Social Development

## Community Wellness Program Virginia (Gena) Joseph

Our Community Wellness team helps facilitate wellness committee meetings, advocates for families and individuals charged with a crime, offers legal aid publications provided by Legal Services Society, helps people understand the legal system and process, connects people with a lawyer, facilitates community workshops at Seabird and in neighboring communities, assists people to complete their last will and testament, acts as an instructor of Non-Violent Crisis Intervention, and facilitates justice meetings with Council and the RCMP.

In the past year, we assisted 267 individuals by attending court, filling out court documents, serving and filing at court, providing transportation to court and probation where there was a need, and attending case conferences.

Our goal is to have our justice program run our own restorative program, with at least one additional employee.

### Acronyms:

RCMP: Royal Canadian Mounted Police

# Health & Social Development

## Recreation Program

Keena McNeil, Recreation Supervisor

The Recreation team is home to after-school and summer childcare for ages 5 to 12 years, the Fitness Center, community family outings and events, and programs which run in the evening.

The Recreation team has had a large variety of programs that have been offered to suit the different age groups within Seabird. Those include boot camp, Elder's fitness, hockey, soccer, yoga, ECE fitness, staff sports, 24Fit, karate, youth fitness, out of school care/summer program, and much more.

In total, our recreation programs have seen approximately 6,600 faces throughout this fiscal year!

We now also have a Facebook page to keep community members updated on all our upcoming programs and outings, [www.facebook.com/SeabirdRec](http://www.facebook.com/SeabirdRec).



### Acronyms:

ECE: Early Childhood Education

# Health & Social Development

## Youth Program

Jonny Williams, Youth and Culture Worker

Our Youth Program's goal has been to engage youth in our community. We want to help them focus on their history, language, culture and education, to guide them away from the distractions that are placed in their lives to be unsuccessful in their learnings, to work with the elders in the community, to work with the community and to have pride of their Aboriginal background.

During the past year, youth have learned many tools with regard to the language, culture and history of Seabird Island. Team work has been used daily – and the youth learned to support each other in all tasks. All decisions that were made for the outings came from the Youth Council, which was formed to make the decisions – as the youth program is for the youth. Youth outings take place every month and our youth also attend bi-weekly dinner with the Elders, and attend weekly fitness and cultural nights. Youth learn how to cook and clean during the Friday night drop-in sessions.

Youth Worker Jonny Williams would like the number of youth who attend to increase, and that language and culture interests also raise. Our goal is to bring in artists that carve, paint, draw and weave, and also to include natural medicinal knowledge carriers.



# Health & Social Development

## Youth Program

Karla Joseph, Youth Worker

The Youth Program is here to support Seabird Island youth 10 to 18-years-old through their transitions from child to young adult - and from young adult to adult. The youth workers have done their best to reach out and connect with every youth that is a Seabird Band member or living on Seabird Island. We provide programs that include cultural teachings, life skills workshops, fitness, social support, one-on-one counselling, Youth & Elders dinners, the formation of a Youth Council, and outings throughout the Fraser Valley.

Since October, 2014, the Youth Program has continued to provide a safe, fun place for youth to come on Friday evenings for their weekly Youth Drop-In at the youth trailer from 4 p.m. to 9 p.m. We have made hand drums and rattles and gone to Jam Sessions with other Aboriginal youth. The youth planned and cooked their own turkey dinner for Christmas with draws for gifts.

We have gone on many outings including Play Land, Extreme Air Park, the Salmon Festival, paintballing, Chilliwack Leisure Centre, and more! Youth that were interested in attending Gathering Our Voices in March wrote letters to explain why they wanted to attend and 10 lucky youth were selected to represent Seabird Island in Prince George at the four-day conference.

Since October 2014, Youth Workers have connected with 78 of the approximately 154 youth that are within the ages of 10 and 18 that are part of Seabird Island.

Our goal in the next year is to connect with every youth within the 10 to 18 year age bracket, to form a reliable Youth Council to have input into community development, and to engage youth to actively participate in all programming developed to support them.




Gathering Our Voices conference in March 2015.

# Health & Social Development

## Employment & Social Development


### Manager

Alexis Grace



The Employment & Social Development team provides support and service to Seabird Island members and any: First Nation, Aboriginal or self-declaring Aboriginal person seeking employment, career opportunities, and skill development related training. Our goal is to provide clients with cohesive triage supports and assist clients in obtaining full time, sustainable and meaningful employment.

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



The Employment & Social Development Office provides programs and services throughout the year to the community and neighboring Nations accessing services and supports.

- Temporary Income Assistance
- Enhanced Service Delivery & First Nations Job Fund
- Program – ESD/FNJF
- Seabird Island Driving School
- Labour Pool Employment Services
- Traditional Food Bank
- Clothing Closet
- Youth Work Experience Program
- Youth Employment Programming
- Student Summer Career Placement
- Skills Training Opportunities
- Employment Workshops
- Connection to Seabird Island College and College
- Programming
- Disability & Multiple Barriers Liaison supports
- Funding for Skills Training Development
- Work Opportunity Program - WOP
- Aboriginal Social Assistance Recipient Employment Training – ASARET

### Acronyms:

ESD: Enhanced Service Delivery  
FNJF: First Nations Job Fund  
WOP: Work Opportunity Program

ASARET: Aboriginal Social Assistance Recipient  
Employment Training



# Health & Social Development

## Early Child Education

### Aboriginal Infant Development Program

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

Our program provides services to families living in Sts'ailes, Harrison, Agassiz, Seabird Island, Cheam, Chawathil, Hope, Shxw'owhamel, Spuzzum, Boston Bar and Boothroyd.

#### *With the program, we provide:*

- Screening and developmental activities to children from birth to 3 years of age.
- Assistance to families to help them access prevention and intervention programs as well as resources that include medical, physical/occupational and speech and language therapists.
- Information about how to access dental care, hearing, vision, immunization and various Early Childhood programs.
- Assistance to families who have exceptional needs, by attending specialist appointments, providing an extra set of eyes, ears and hands to help parents in whatever way they need.
- Assistance arranging travel and a place to stay for families if their child is in hospital for an operation or extended stay.
- A parent and tot drop in program called Someone So Small that focuses on play through movement, singing and encouraging early language skills and sharing a little snack. Someone so Small is currently held at Seabird Island, Shxw'owhamel and Chawathil
- Drop-in infant massage class is now being held once a week.

AIDP is a volunteer program for families. We will continue to listen to what families want for their children, and to support them in their needs to ensure their children develop to the best of their ability.



#### Acronyms:

AIDP: Aboriginal Infant Development Program

# Health & Social Development

## Bus for Educational and Aboriginal Resources (The BEAR Program)

BEAR provides parent-involved early literacy programs to off-reserve families with children up to six-years-old and expecting families. We focus on early childhood development - Stó:lō and Nlak'pamux culture and languages.

BEAR provides services to Agassiz, Silver Creek, Hope, Yale, Spuzzum, Boston Bar and Boothroyd.

This year we participated in the Story Time in the Park throughout the summer by providing families with additional literacy resources and Sto:lo and Nlak'pamux crafts. Our program expanded to provide Baby BEAR which is an at-home program for families who are unable to join the regular programming. During our visits we bring a lending library to families to borrow books from to encourage reading and literacy.

The Bear Program will continue to provide a happy, healthy, safe, and proud environment which provides early literacy development and resources for families to use. We will be focusing this year on increasing our new Baby BEAR in-homes program.



### Acronyms:

BEAR: Bus for Education and Aboriginal Resources

# Health & Social Development

## Seabird Island Daycare Centre

Seabird Island Daycare has now been in operation for 17 years. Our Daycare is licensed for 49 children, 12 infants, 12 toddlers, and 25 three-to-six year olds. To meet the needs of children in our care we employ 11 staff members, 7 of which are Aboriginal and 2 are Seabird Island Band Members.

During our daily program we offer a variety of fun and educational experiences for children, such as community walks, arts and crafts, water and sand play, computer time, circle time, free play and outside time - as well as providing nutritious snacks daily.

The Daycare children and many parents have enjoyed field-trips to the Vancouver Zoo, Science World, berry picking, Story Time in the Park, indoor playgrounds, movies and many local parks.

We receive support from Supported Child Development, Ey Qwál Speech and Language, and Aboriginal Infant Development for any of our children who may require some additional support. Many of the children attending Daycare also attend the Seabird Island Preschool Programs.

This year two members of our Daycare staff earned their Early Childhood Education License to Practice after completing the Aboriginal Early Childhood Education course at Seabird College.

Our goal for next year is to continue to incorporate the SPICE philosophy into the daycare curriculum to ensure that children are receiving the needed social, physical, intellectual, cultural and emotional development into their daily activities. We will also be focusing on increasing the curriculum planning for the children's daily activities and we plan to provide additional staff training around communication, team building, and child-related topics.



### Acronyms:

SPICE: Social, Physical, Intellectual, Cultural & Emotional

# Health & Social Development

## Early Childhood Development Programs

Early Childhood Development Programs are designed to improve the cultural, emotional, intellectual, physical and development growth of infants, children and youth. Our hope is that all children are healthy, happy, and have a strong cultural identity.

Our programs support families in our community through Supported Child Development, Maternal Child Health, Aboriginal Infant Development, Young Parents Program (YPP), Ey Qwál Speech & Language, Bus for Education & Aboriginal Resources (BEAR), Daycare, Preschool 3's and 4's, and Head Start.

### *We have had many memorable events this year:*

- Our Christmas pancake breakfast, during which children received a gift from Santa. More than 150 people were in attendance at this years' breakfast.
- Families from each of the communities we provide services to joined us to celebrate, welcome and bless new babies at our annual Baby Welcoming Celebration.
- At our Preschool graduation celebrations our 3's and 4's students graduated onto the next stage of their educational journey.

We have begun a new journey by building our new Early Childhood Development Centre of Excellence, which will be joined to the exciting Daycare Centre. Our new building will house all of our programs in one space (with the exception of YPP which will remain within the Seabird Island Community School's High School building).

In our new building we will be expanding to offer two preschool classes, office space for staff, adding a family room, a gross motor room, a great kitchen, a playroom, and a very special Language, Culture, Music, and Library room.

The grand opening for the Early Childhood Development Centre of Excellence is expected to take place in January, 2016.

### Acronyms:

YPP: Young Parents Program  
BEAR: Bus for Education and Aboriginal Resources

# Health & Social Development

## Head Start on Reserve

Aboriginal Head Start On Reserve (AHSOR) (sometimes called Parents & Tots) is offered in Seabird Island, Cheam, Skwah, and Shxw'owhamel. Our program operates twice a week and has one family night per month.

Our daily programming provides families with opportunities to take part in activities that are relevant to their family, and necessary to their child's early educational growth. These opportunities include: arts and crafts, circle time, drumming, singing, storytelling, language, snacks/lunch, cultural experiences, educational field trips, and community speakers.

There are six components of Head Start and two additional components added by Seabird Island. These components include: Language and Culture; Parent and Family Involvement; Nutrition; Education; Health Promotion; and Social Support. In addition, Emotional Competency and Special Needs are used to develop a yearly curriculum.

Our program is supported by Aboriginal Infant Development, Supported Child Development, Ey Qwál Speech & Language, and Maternal Child Health.

It is our programs goal to ensure that caregivers and their children learn, play and grow together. We want our children, families and communities to be happy, healthy and proud.



### Acronyms:

AHSOR: Aboriginal Head Start On Reserve

# Health & Social Development

## Kindie-Care Program

Kindie-Care began in December of 2013. The program was created due to the high number of Kindergarten children who required care in Out of School Care (OOSC) or Daycare.

This school year our client numbers have been low. However, we continued to offer the program for families who needed the service. Kindie-Care is currently offered out of the Pre-school program from 3 p.m. to 5:15 p.m. Monday to Friday, with full days on school professional development days.

The program is closed for the summer but the children are encouraged to join the OOSC if they require care.

This year our highlights have included:

- Our Kindie-Care program is licensed for 10 children.
- Kindie-Care joined the Daycare on a couple of outings during professional Development days

Our goal is to increase licensing to 20 children and employ two staff members (when the numbers require).

Happy, healthy, and proud children is our continued goal for all.

### Acronyms:

OOSC: Out of School Care

# Health & Social Development

## Seabird Island 3's Preschool

We ran Seabird 3's Preschool as a Language Nest Program from April to June of 2014 after receiving funding from the *First Peoples' Cultural Council (FPCC)*. A total of 16 children graduated from this program in June 2014. Unfortunately, since September, 2014 we have been unsuccessful at receiving funding for Language Nest Program from FPCC.

Seabird Island 3's is a licensed Preschool offering a loving, safe environment for 20 Aboriginal and non-Aboriginal children to grow in all areas of development.

Our teachers encourage the use of the Halq'eméylem language through activities such as songs, drumming, Total Physical Response (TPR), making bannock, circle time, and play with the assistance of a fluent Elder speaker.

This year our students attended a number of cultural events at the Seabird Island Community School and Band Office.

Throughout the school year students have learned numbers, animals, food, action words and much more in Halq'eméylem, and are proud to share what they have learned with others.

Our goal is for each child to be given an equal opportunity to grow in all areas of development, they are encouraged to speak the Halq'eméylem language, and to participate in cultural activities, play, and socializing.

Healthy, happy and proud children is our continued goal for all children.



### Acronyms:

FPCC: First Peoples' Cultural Council  
TPR: Total Physical Response

# Health & Social Development

## Seabird Island 4's Preschool

We are a licensed Preschool offering a loving, safe environment for Aboriginal and non-Aboriginal children to grow in all areas of development through culture, language, the seven teachings, socializing, literacy and play!

We have had a very successful school year with 16 children graduating in June of 2014. All of our students are proficient with self-help skills, printing their name, empathy for others, socializing, knowledge of the language and culture, and having good self-esteem.

Halq'eméylem language circle has remained a daily part of the program with a Language Teacher from the Seabird Island Community School facilitating each session. The Seeds of Empathy Program was also success thanks to baby Alice and her family.

Our goal is to ensure each child is given equal opportunity to grow at his or her ability in all areas of development through cultural activities, play, socializing and encouragement. Each child is offered extra support from Supported Child Development and Ey Qwál Speech and Language if needed!

Happy, healthy, and proud children is our continued goal for all.





# Health & Social Development

## Seabird Supported Child Development Program (SSCDP)

Supported Child Development provides service to Aboriginal and non-Aboriginal children and their families up to 19 years of age who require extra support due to physical, social, intellectual, emotional and developmental challenges

Our highlights for the past year:

- We had an active caseload of 25 to 30 children.
- Our Support Workers worked in six child care centers with our case load children.
- We attended different training sessions to expand on our growth and knowledge of child development.
- We offered Family nights to children and families for socialization and to highlight guest speakers.
- We have continued to advocate for all of our families and help them find services that benefit the growth and development of their children.
- We ensured that all children and their families who required support receive it in a timely matter to the best of our ability.

Our goal for the upcoming year is to provide screenings to all children in our service area and make sure everyone is aware of our program, as well as get the services they may require.



### Acronyms:

SSCDP: Seabird Supported Child Development Program

# Health & Social Development

## Ey Qwál Speech & Language Program

Ey Qwál Speech and Language provides culturally sensitive speech and language assessments and direct and indirect therapy for Aboriginal children up to six years of age. We provide information about communication development to families and facilitate referrals to other professionals and/or agencies as needed or requested.

Our highlights for the past year:

- Children from all seven communities we service were assessed.
- Children received speech and languages services 1 to 3 times per week.
- We participated in community events in Agassiz, Boothroyd, Cheam, Hope, Seabird Island and Sts'ailes.
- We attended community engagements events and screening fairs.
- We held monthly outreach to Boston Bar and Boothroyd.
- We continued our partnerships with the Aboriginal Infant Development and Supported Child Development and built external partnerships include Fraser-Cascade School District 78 and Fraser Valley Child Development Centre

We will continue to assess all children within the programs we service, and to provide therapy to the children who require it. We are looking forward to providing some additional training for parents and caregivers on Speech and Language for their child's needs.



# Health & Social Development

## Seabird Island Young Parents Program

The Young Parents Program provides quality childcare to young parents who are attending educational program on Seabird Island. From September 2014 to present we have had no High School aged young parents, which is good for the community.

We have had low numbers this year with a maximum of six registered for this year, with an average of four children attending daily. Because of the low numbers we opened up the Young Parents Program to Seabird College students and teachers and extended our hours to 4 p.m.

This year we joined the Daycare for our year-end trip to Vancouver Zoo which was enjoyed by our children and staff.

Our goal for the next school year is to have more children in our Young Parents Program centre. We hope to have a total of 12 children registered for September 2015. We currently have eight on the waiting list. We will be looking at extending hours, due to the needs of the teachers at the College and School.





# Education

## Seabird Island Community School

Barbara White, Principal

### Academics

Seabird Island Community School is a provincially accredited school with 235 students from Kindergarten to Grade 12. We write BC Provincial exams in January and June.

### Culture

This year more than 11 students received names at our Naming Ceremony.

Earlier this spring, we had the privilege of welcoming Dr. James J. Asher to instruct our Halq'eméylem teachers in using Total Physical Response (TPR), to help students acquire a new language more easily and enjoyably. This approach uses actions and dialogue (language-body conversations) in the classroom to improve students' understanding and self-confidence in language acquisition. Our teachers are already reaping the rewards of this instruction in their classrooms.

### Extracurricular

Elementary and High School students go on numerous field trips annually. Our students visited Juan de Fuca Trail, the Vancouver Zoo, the Museum of Anthropology, Chilliwack Library, Science World, UBC, UFV, BCIT and Agassiz Christmas Choral Festival.

This year our school won one of the three grand prizes for participation in Music Monday. Music Monday happens once a year on the first Monday in May to bring awareness of the importance of music education in schools.



**Acronyms:**  
TPR: Total Physical Response  
UBC: University of British Columbia  
UFV: University of the Fraser Valley  
BCIT: British Columbia Institute of Technology

# Education

## High School Graduates of 2015

### Congratulations to our Grade 12 Graduates:

Trevor Bobb – Agassiz Elementary Secondary  
Robert McNeil-Bobb – Agassiz Elementary Secondary  
Chris Pettis Adair – Agassiz Elementary Secondary  
Natasha Reyburn – Agassiz Elementary Secondary  
Bree Harry – Chehalis Community School  
Chris Schultz – Unity Christian  
Kayla Alexander – Seabird Island Community School  
Nicole James – Seabird Island Community School  
Gavin Peters – Seabird Island Community School  
Denise James – Seabird Island Community School

## Community Education Awards

The Annual Seabird Island Community Education Awards Ceremony was held on Thursday June 17<sup>th</sup>, 2015 at the Seabird Band Office Gym from 5:00 p.m. - 7:00 p.m.

Door Prizes were drawn for PNE passes, water-slide passes and movie passes. There was fun food provided of hamburgers, hot dogs, cupcakes and juice. There was a photo booth for family photos for individual or family photos. (One 8x10 photo was provided for each graduate free of charge) This was a family fun night to recognize all students that attended school in the 2014-2015 school years, with special recognitions for the Post-Secondary graduates, Grade 12 graduates and the Honor Roll students. A wall of honor was displayed with all the students recognized. The event was well attended with over 70 members.

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

A Special thank you to Tyrone McNeil for Master of Ceremonies, Sally Hope, Celeste Bobb and Maggie Pettis for their helping hands in this event. A big thank you to Angie Chapman for event organization.



# Education

## Post-Secondary Application Deadlines

For New Applications or Continuing Studies Students, the deadlines for completed applications for all post-secondary students are:

For September (Fall) enrollment	April 1 <sup>st</sup>
For January (Winter/ Spring depending on institution)	September 1 <sup>st</sup>
For May (Spring/ Summer depending on institution)	December 1 <sup>st</sup>

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

## Elementary / Secondary In-School Program

The In-School program receives its funding from Indian and Northern Affairs Canada (INAC), the funding formula is based on the previous year's nominal roll; meaning that there are limits to the amount of financial assistance available to students.

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

- Ancillary Services
- School Supply Allowance
- Student Allowance
- Summer School Services/ Tutoring Service
- Graduation Allowance & Graduation Incentive
- Honour Roll Incentive

Seabird Island student population enrolled in elementary and secondary grades, September 2014/2015.

School	# of Students 2014-2015
Seabird Island Community School	230
Agassiz Elementary Secondary School	30
Kent Elementary	30
Agassiz Christian	6
Unity Christian	6
St Mary's	3
St John Bredoff	1
Chehalis Community School	5
Coquihalla Elementary	3
Seabird College	161
Seabird Preschool	22

### Acronyms:

INAC: Indian and Northern  
Affairs Canada

# Education

## Post Secondary Student Assistance Program

Cindy Kelly, Post-Secondary Program Coordinator

Seabird Island's Post-Secondary Student Assistance Program (PSSAP) provided financial assistance to 33 students pursuing post-secondary studies in 2014-2015. The program offered financial support towards the students application/registration fees, tuition, books, supplies, living allowance, computer assistance subsidies, travel allowance, and/or graduation incentives.

Institution Attended	# of Students 2014-2015
The University of the Fraser Valley	12
Vancouver Community College/Seabird College	6
Nicola Valley Institute of Technology/Seabird College	2
Okanagan College	1
Nicola Valley Institute of Technology	1
British Columbia Institute of Technology	1
Trinity Western University	1
The Art Institute of Vancouver	1
Northern Alberta Institute of Technology	1
Thompson Rivers University	1
Thompson Rivers University/Seabird College	1
MTI Community College	1
Simon Fraser University	1
University of British Columbia	1
Medicine Hat College	1
Southern Alberta Institute of Technology	1

### Acronyms:

PSSAP: Post-Secondary Student Assistance Program



# Education

## Post-Secondary Graduates of 2015

**Kayla Busby** – Bachelors of Science in Nursing– Trinity Western University

**Effie Ned**– Bachelors of Social Work– Nicola Valley Institute of Technology

**Patricia Bobb** – Aboriginal Licensed Practical Nurse – Vancouver Community College/ Seabird College

**Emma McNeil** – Aboriginal Licensed Practical Nurse – Vancouver Community College/ Seabird College

**Carly Hope** – Aboriginal Licensed Practical Nurse – Vancouver Community College/ Seabird College

**Tasheena Peters** – Aboriginal Licensed Practical Nurse – Vancouver Community College/ Seabird College

**Angi Peters** – Aboriginal Licensed Practical Nurse – Vancouver Community College/ Seabird College





# Seabird College and Adult Education would like to congratulate the Graduating Class of 2015



ADELE PETER-POINT



AISHA AMEY



ALFRED PETERS



ANDREW MONTJOY



ANGELICA MCINTYRE



ARLENE ANDEW



ASHLEY HENDLEY



AUTUMN MASTIN



BRAWNSON PYNE



BRETT SPARKES



BROOKLAND PYNE



CAITLIN WILLIAMS



CAMERON GARNER



CANDACE LOUIE



CANDICE PAPEQUASH



CHANTELLE HARRIS



CHARLES MCHALSIE



CHASITY CHARLIE



CHELANNE ROBERTS



CHELSEA ROBERTS



CODY LOUIE



CRYSTAL HENRY



DARLENE FARLEY



DAWN CHARLIE



DOMINIC KING



DOREEN MCINTYRE



ELIZABETH ROBINSON



GEORGETTE CHARLIE



GLENNA BROCHTLER



HALI SPENCER



HEATHER HULBERT-PAUL



JADA FRANK



JASON FRASER



JESSE FRASER



JESSICA GRAHAM



JESSICA POIRIER



JOHN MORENO



JOYCE WILLIAMS



JUSTIN ASHTON



KAIRA PERRY



PCTIA 3550

604-796-6912  
joy@seabirdisland.ca



ACCREDITED

## Register Now Free to under 19 in most cases

- Additions Worker Certificate
  - Adult Dogwood
  - Bank Teller Program
  - Business Administration
  - Construction Craft Worker 1
  - Driver Education Program
  - Early Childhood Education Diploma
  - Educational Assistant
  - First Nations Carving
- Hair Stylist
  - Health Care Assistant
  - Nail Technician Plus
  - Office Administration
  - Pharmacy Assistant
  - Professional Cook 1 and 2
  - Registered Nursing Access Program
  - Working in the Resources Area
  - Welding Foundations



KATIE HASBURG



KEANU LAABACK



KECIA PREVOST



KENDRA PENNIER



KRIS MCDONNELL



KRYSTAL MCLATCHY



LAURENCE DONOHUE



LEXIS REEMEYER



LISA MAMMEL



MAKIAH FERREIRA



MARY GEORGE



MEGAN THOMAS



MIKAYLA BAUMESITER



MINDY PHILLIPS



NAIDENE LANLOIS



NATHANIEL MARTIN



NICOLE ISAAC



NORMALINE SMITH



PETER JOHN



QUENTIN CHARLIE



RALPH LEON



RONALD CHARLIE SR



SAVANNAH BYRNE



SHANNON CHAPMAN



SHYANNA KERSHAW



SONIA REYBURN



STEFAN HOCK



TAMERAH MONROE



TAMIKA STUMP



TANISHA ALECK



TAYLOR CYMBALUK



TAYLOR IRWIN



TRISHA CHARLIE



WARREN THOMAS



WILLARD NED



WILLIAM WIEBE



ZACKERY LAABACK

Peters, Alicia  
Peters, Julie  
Bob, David  
Joe, Matthew  
Johnson, James  
Jones, Felix  
Kelly, Juanita  
Silver, Flora  
Silver, Lynda  
Smith, Irene  
Tuttle, Clint  
Verracchia, Jake  
Gutierrez, Richard  
Mussell, Helena  
Perry, Christine  
Abbott, Catherine  
McLatchy, Krystal  
Pennier, Katina  
Peter-Point, Josephine  
Andrew, Donna  
Collins, Cynthia  
Ellis, Leanne  
Hall, Atawni  
Louie, Conrad  
McCotter, Pamela  
Peters, Jordan

Phillips, Bonnie  
Shewchuk, Johnathan  
Bobroske, Lateesha  
Mallory, Nicole  
Smith, Normaline  
Andrews, Melody  
Andrews, Roger  
Armstrong, Pamela  
Kelly, Audrey  
Malloway, Jessica  
Bob, Patricia  
Hope, Carly  
Hope, Pamela  
McNeil, Emma  
Peters, Maggie  
Peters, Angie  
Peters, Tash  
McNeil, Alyssa  
Prevost, Kecia  
Peters, Alfred (Tony)  
Dixon, Kelsey  
Louis, Timothy  
Palmantier, Julie  
Peters, Morgan  
Gutierrez, Richard  
John, Mikeal

Louie, Cavan  
Louie, Christopher  
Peters, Mark  
Aytote, Bonnie  
Bain, David  
Joe, Connie  
McIntyre, Sherry  
McNeil, Sarah  
Scheppek, Carl  
Wilber, Moriah  
Fernandez, Eric  
Francis, Theo  
Jensen, Cody  
John, Peter  
Robinson, Elizabeth  
Short, Fred  
Beckman, Jacqueline  
Francis, Theodore  
Hernandez, Erick  
Herrera, Chris  
Jefferson, James  
Joe, Zack  
Mandeville, Reginald  
Strank, Tyler



3550

604-796-6912  
joy@seabirdisland.ca

"As seen in the Agassiz-Harrison Observer"

# Education

## Seabird College Graduates of 2014

Charles	Kelsey	Welding (summer)	
Joe	Zack	Welding (summer)	Dogwood
McNeil	Sarah	Traditional Herbal Practices	
Bobb	Patricia	LPN	
Hope	Carly	LPN	
McNeil	Emma	LPN	
Peters	Angi	LPN	
Peters	Tashina	LPN	
McNeil	Alyssa	Nail Technician	
Prevost	Kecia	Nail Technician	
Louie	Cavan	Residential maintenance	
Louie	Christopher	Residential maintenance	
Pennier	Kendra		Dogwood
Thomas	Megan		Dogwood
Harris	Chantelle	Office Administration	
McIntyre	Angelica	Office Administration	
McLatchy	Krystal	Office Administration	
Peters	Alfred	Office Administration	
Munroe	Tamerah	Hair Stylist	
Louie	Candace	Hair Stylist	Dogwood
Bob	David	Basic Security	
Joe	Matthew	Basic Security	
Abbott	Catherine	Data Management	
McLatchy	Krystal	Data Management	
Garner	Cameron	Power-line Technician	
Peters	Julie	Aboriginal Leadership	
Andrew	Arlene	Aboriginal Leadership	
Andrew	Donna	Environmental Monitoring	
Ellis	Leanne	Environmental Monitoring	
Louie	Conrad	Environmental Monitoring	
Mussell	Helena	Cultural	

### Acronyms:

LPN: Licensed Practical Nurse

# Message from the...

## Chief Administrative Officer

Daryl (Chuck) McNeil

*Ey swayel mekw'wat* (Good day everyone).

Throughout the past year we achieved our objectives to make our Community a healthier and successful way of life.

The new Sqéwqel Gas bar broke ground in September 2014.

Health & Wellness in our Community remains to be an important factor. Seabird Island Health received the highest Accreditation Status. In conjunction with modern medicine we have been fortunate to have Traditional Medicine also available to our Community. Seabird Island Band's Pharmacy opened on March 16, 2015 complementing our other medical services.

We continue to strive for the betterment of our Community through such programs as Seabird Island's food bank, clothing exchange and helping our neighbour by adhering to various policies such as cleanup and dog security.

Seabird Island College was accredited under the Province of British Columbia's Private Career Training Institutions Agency in early 2015 enabling the Band to provide course certification and to offer students the option for student loans.

At the end of February 2015 the old school was torn down and in its place the new Early Childhood Education centre was under construction.

Our Community is growing and evolving through the development of various programs such as those mentioned herein.

Our future is bright and will continue to thrive and be successful not only through the assistance of the Seabird Island Band programs, and its employees but through our Community.

Join me and Chief & Council in "*Kwelátsesthòlxw, Ye'í:mex te sqèqò*" (*Holding Hands and Walking Together*) in the coming year.

shxw'éyelth  
(*be in good health*)

Tse tsa' wtm  
Daryl (Chuck) McNeil



# Community Calendar

## 2015 Future Planning

	(S)Sxexlhat	(M)Yila:welhat	(T)Schemelts	(W)Slhi:xws	(T)Sxe'o:thels	(F)Sheqa'tses	(S)T'oqw'tem					
O c t o b e r					1	High school Term 1 interim Someone so Small	2 3					
	4	5	Fire Practice 7-9 p.m.	6	Pre & Post Natal	7	Elders Meeting	8 9 10				
	11	Thanksgiving CLOSED	12	Fire Practice 7-9 p.m.	13	Apals	14	Stó:lo New Year Nooksack Elders Outing	15 16 17			
	18		19	Fire Practice 7-9 p.m.	20	P&T family Night General Band Meeting	21	C&C Meeting	22	Pro-D Day Someone so Small	23 24	
	25	Elders Outing	26	Fire Practice 7-9 p.m.	27	Income Assistance Check Day	28	Halloween Party	29	High school term 1 ends Someone so Small	30 31	
N o v e m b e r	1	2	Fire Practice 7-9 p.m.	3	Pre & Post Natal	4	5	Remembrance Day ceremony Someone so Small	6 7			
	8	9	Fire Practice 7-9 p.m. Veterans Ceremony	10	Remembrance Day CLOSED	11	Elders Meeting	12	Someone so Small	13 14		
	15	16	Fire Practice 7-9 p.m.	17	P&T family Night	18	19	Someone so Small	20 21			
	22	Staff Development Day All Offices CLOSED	23	Fire Practice 7-9 p.m.	24	25	C&C Meeting Income Assistance Check Day	26	Someone so Small	27 28		
	29	Elders Outing	30	Fire Practice 7-9 p.m.	1	Pre & Post Natal	2	Celebration of Life Staff Pamper Day	3	Staff Christmas Dinner Someone so Small	4 5	
D e c e m b e r	6	7	Fire Practice 7-9 p.m.	8	Community Christmas Dinner Apals	9	Elders Meeting	10	School Christmas Concert Someone so Small	11 12	ECE Christmas Breakfast	
	13	Elders Christmas Dinner	14	Fire Practice 7-9 p.m.	15	P&T family Night	16	Student Christmas Dinner - School	17	Last Day School & OSSC Winter Break Someone so Small	18 19	Youth Christmas Dinner
	20	Hampers / Gift Certificates Income Assistance Check Day	21	Fire Practice 7-9 p.m. Hampers / Gift Certificates	22	23	C&C Meeting	24	Offices CLOSED	25 26		
	27	Office CLOSED in lue of Stat Holiday	28	Fire Practice 7-9 p.m.	29	30	31					

### Other weekly / monthly time frames to remember:

October 4<sup>th</sup> - 10<sup>th</sup> 2015

November 16<sup>th</sup> - 20<sup>th</sup> 2015

November 30<sup>th</sup> - December 4<sup>th</sup> 2015

December 2015

December 7<sup>th</sup> - 11<sup>th</sup> 2015

December 21<sup>st</sup> - January 1<sup>st</sup>

December 21<sup>st</sup> - January 1<sup>st</sup>

January 25<sup>th</sup> - 29<sup>th</sup> 2016

March 28<sup>th</sup> - 4<sup>th</sup> 2016

March 28<sup>th</sup> - 4<sup>th</sup> 2016

May 28<sup>th</sup> - 29<sup>th</sup> 2016

June 9<sup>th</sup> - 15<sup>th</sup> 2016

June 22<sup>nd</sup> - 27<sup>th</sup> 2016

Fire Prevention Week

National Aboriginal Addictions Awareness Week  
(NAAAW)

School Parent/Teacher Interviews

Evening Recreation CLOSED for the month

School Make "n" take week

School CLOSED for Winter Break

OOSC CLOSED for Winter Break

Provincial Exams

School CLOSED for Spring Break

OOSC OPEN for Spring Break

Seabird Festival

High School Final Exams - Mandatory

High School Provincial Exams

# Community Calendar

## 2016 Future Planning

	(S)Sxexlhat	(M)Yila:welhat	(T)Sthemelts	(W)Slhi:xws	(T)Sxe'o:thels	(F)Sheqa'tses	(S)T'oqw'tem
J a n u a r y						New Years Day CLOSED 1	2
	3	Schools & OOSC Back	4 Strategic Planning Fire Practice 7-9 p.m.	5 Strategic Planning Pre & Post Natal	6	7 Someone so Small	8 9
F e b r u a r y	10		11 Fire Practice 7-9 p.m.	12 Apals Band Quarterly Meeting	13 Elders Meeting	14 Someone so Small	15 16
	17		18 Fire Practice 7-9 p.m.	19 High school Term 2 ends/Elementary interim P&T family Night	20 School Pro-D day	21 Someone so Small	22 23
M a r c h	24	School Provincial Exams Elders Outing Income Assistance Check Day	25 Fire Practice 7-9 p.m.	26	27 C&C Meeting	28 Someone so Small	29 30
	31		1 Fire Practice 7-9 p.m.	2 Pre & Post Natal	3 High school term 2 Reports	4 Someone so Small	5 6
A p r i l	7	Family Day CLOSED	8 Fire Practice 7-9 p.m.	9 Apals	10 Elders Meeting	11 Someone so Small	12 Valentines Day
	14		15 Fire Practice 7-9 p.m.	16 P&T family Night	17 School Pro-D day	18 Someone so Small	19 20
M a y	21		22 Fire Practice 7-9 p.m.	23	24 C&C Meeting Elementary Term 2 & High school interim ends - Sto:lo Day Income Assistance Check Day	25 Someone so Small	26 27
	28	Elders Outing	29 Fire Practice 7-9 p.m.	1 Pre & Post Natal	2 Elementary Term 2 reports	3 Someone so Small	4 5
J u n e	6		7 Fire Practice 7-9 p.m.	8 Apals	9 Elders Meeting	10 Someone so Small	11 12
	13		14 Fire Practice 7-9 p.m.	15 P&T family Night	16	17 Someone so Small	18 19
J u l y	20		21 Fire Practice 7-9 p.m.	22 Last Day before Spring Break	23 C&C Meeting	24 Good Friday CLOSED	25 26
	27	Easter CLOSED Community Event	28 Fire Practice 7-9 p.m. OOSC open Income Assistance Check Day	29 OOSC open	30 OOSC open	31 Someone so Small	1 2
A u g u s t	3	OOSC open	4 Fire Practice 7-9 p.m.	5 Pre & Post Natal	6 High school term 3 ends	7 Someone so Small	8 9
	10		11 Fire Practice 7-9 p.m.	12 Apals Open House	13 Elementary Term 3 interims Elders Meeting	14 Someone so Small	15 16
S e p t e m b e r	17		18 Fire Practice 7-9 p.m.	19 P&T family Night Band Quarterly Meeting	20 School Naming Ceremony	21 Someone so Small School Translation Contest	22 23
	24	Pro-D day Elders Outing	25 Fire Practice 7-9 p.m.	26 Income Assistance Check Day	27 C&C Meeting	28 Someone so Small	29 30
O c t o b e r	1		2 Fire Practice 7-9 p.m.	3 Baby Welcome Event Pre & Post Natal	4	5 Someone so Small School Mothers day tea	6 7
	8		9 Fire Practice 7-9 p.m.	10 High school term 4 interims Apals	11 Elders Meeting	12 Someone so Small	13 14
N o v e m b e r	15		16 Fire Practice 7-9 p.m.	17 P&T family Night	18 Pro-D day	19 Someone so Small	20 21
	22	Victoria Day CLOSED	23 Fire Practice 7-9 p.m.	24	25 C&C Meeting K-7 Sports day Income Assistance Check Day	26 Seabird Festival	27 Seabird Festival
D e c e m b e r	Seabird Festival	29 Day of grace CLOSED Elders Outing	30 Fire Practice 7-9 p.m.	31	1	2 School Year End Pow Wow	3 4
	5		6 Fire Practice 7-9 p.m.	7 High school Mandatory Final Exams start	8 Elementary term 3 reports Elders Meeting	9	10 11
J a n u a r y	12		13 Fire Practice 7-9 p.m. High school Mandatory Final Exams end	14 7-12 Cultural Sports day	15 Grade 7 Graduation	16 k-12 Water-slides	17 18
	19	School staff appreciation day	20 Fire Practice 7-9 p.m. Aboriginal Day CLOSED	21 High school term 4 reports	22 C&C Meeting	23	24 25
F e b r u a r y	26	SIB Provincial exams end Elders Outing Summer Program Starts	27 Fire Practice 7-9 p.m. Seabird GRADUATION Income Assistance Check Day	28	29	30	

# Community Calendar

## 2016 Future Planning

	(S)Sxexlhat	(M)Yila:welhat	(T)Sthemelts	(W)Slhi:xws	(T)Sxe'o:thels	(F)Sheqa'tses	(S)T'oqw'tem
						Canada Day CLOSED 1	2
J	3	4	Fire Practice 7-9 p.m. 5	6	7	8	9
u	10	11	Fire Practice 7-9 p.m. 12	Band Quarterly Meeting 13	Elders Meeting 14	15	16
l	17	18	Fire Practice 7-9 p.m. 19	20	21	22	23
A	24	Elders Outing 25	Fire Practice 7-9 p.m. 26	Income Assistance Check Day 27	C&C Meeting 28	29	30
u	31	BC Day CLOSED 1	Fire Practice 7-9 p.m. 2	3	4	5	6
g	7	8	Fire Practice 7-9 p.m. 9	10	Elders Meeting 11	12	13
u	14	15	Fire Practice 7-9 p.m. 16	17	18	Back to School Event 19	20
s	21	22	Fire Practice 7-9 p.m. 23	24	C&C Meeting 25	Summer Program Ens 26	27
S	28	Elders Outing Income Assistance Check Day 29	Fire Practice 7-9 p.m. 30	31	1	2	3
e	4	Labour Day CLOSED 5	Fire Practice 7-9 p.m. Back to School OOSC Starts 6	Pre & Post Natal 7	Elders Meeting 8	Someone so Small 9	10
p	11	4's Program Starts 12	Fire Practice 7-9 p.m. 13	Apals 14	15	Someone so Small 16	17
t	18	3's Program Starts 19	Fire Practice 7-9 p.m. Parents & Tots First Day 20	P&T family Night 21	C&C Meeting 22	Pro D Day Someone so Small 23	24
e	25	Elders Outing 26	Fire Practice 7-9 p.m. 27	Income Assistance Check Day 28	29	Someone so Small 30	1
m	2	3	Fire Practice 7-9 p.m. 4	Pre & Post Natal 5	6	Someone so Small 7	8
b	9	Thanksgiving Day CLOSED 10	Fire Practice 7-9 p.m. 11	Apals 12	Elders Meeting 13	Someone so Small 14	15
e	16	17	Fire Practice 7-9 p.m. 18	Band Quarterly Meeting P&T family Night 19	20	Pro D Day Someone so Small 21	22
r	23	24	Fire Practice 7-9 p.m. 25	Halloween Party 26	C&C Meeting Income Assistance Check Day 27	Someone so Small 28	29
O	30	Halloween Elders Outing 31	Fire Practice 7-9 p.m. 1	Pre & Post Natal 2	3	Someone so Small 4	5
c	6	7	Fire Practice 7-9 p.m. 8	Apals 9	Veterans Ceremony Elders Meeting 10	Remembrance Day CLOSED 11	12
t	13	14	Fire Practice 7-9 p.m. 15	P&T family Night 16	17	Someone so Small 18	19
o	20	21	Fire Practice 7-9 p.m. 22	23	C&C Meeting 24	Someone so Small 25	26
b	27	Elders Outing Income Assistance Check Day 28	Fire Practice 7-9 p.m. 29	30	1	Someone so Small 2	3
e	4	Pro D Day CLOSED Staff Development Day 5	Fire Practice 7-9 p.m. 6	Pre & Post Natal Community Christmas Dinner 7	Elders Meeting 8	Someone so Small 9	ECE Christmas Breakfast 10
n	11	12	Fire Practice 7-9 p.m. 13	Apals 14	Elders Christmas Event 15	Someone so Small 16	Youth Christmas Dinner 17
o	18	Hampers / Gift Certificates 19	Fire Practice 7-9 p.m. Hampers / Gift Certificates 20	P&T family Night Income Assistance Check Day 21	C&C Meeting 22	23	24
v	Christmas 25	Boxing Day CLOSED 26	Fire Practice 7-9 p.m. 27	28	29	30	31





## ACKNOWLEDGMENTS

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

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

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

**Journalism / Articles:**  
Communications Officer / Journalist Dale Cory, & submissions by program supervisors.

**Grammar Editing and Proofreading Team:**  
Sandy Bobb, Kristy Johnson, Phaine Wegener, Zorana Edwards-Shippentower, Dale Cory, Lori Burns, Heidi Trautman



# Seabird Island Band

## 2014 - 2015

[www.seabirdisland.ca](http://www.seabirdisland.ca)

#2895 Chowat Rd.  
P.O. Box 650  
Agassiz, British Columbia, Canada  
V0M 1A0

