

Sts'ailes

ANNUAL REPORT

2019 / 2020 FISCAL YEAR

Land. People. Culture. *Prosperity.*

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MESSAGE FROM CHIEF & COUNCIL

Ey Swayel Sts'ailes,

Xwem xwem sqwalewel snowoyelh lam te mekw wates xaxa temexw te'i. Good day Sts'ailes we value being strong and balanced, our laws and teachings are for everything and everyone, everything is sacred to us.

We are excited to be taking steps towards Self-Governance by negotiating a Reconciliation Agreement with both Canada and British Columbia. This was Sts'ailes' first year of doing our own Custom Election Code outside of the Indian Act. This is a positive step towards Self Governance.

We would like to thank everyone for their hard work throughout this fiscal year, all working with Lets'emo:t including our economic development arm (Sts'ailes Development Corporation). We hope you enjoy this report that highlights Sts'ailes achievements over the past fiscal year guided by the Sts'ailes Community Comprehensive plan.

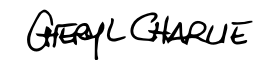
Yalh yexw Kw'es hoy,



Chief Ralph Leon



Sherry Point



Cheryl Charlie



Tim Felix



Chadley Paul



Kelsey Charlie



Daryl Francis



Sherylynn Crispin



Boyd Peters



Carla Charlie



MESSAGE FROM THE C.A.O.

Xwelam te letsemot Sts'ailes. "One heart, one mind, we are Sts'ailes."

Today, as in the past, our culture and economy is centered on the land and its resources. Just as our ancestors knew the significance, use, and value of our resources and lands, we must also. This is essential not only to fully participate in the broader economy, but also to protect the resources and lands that are integral to Sts'ailes identity, success, and permanence.

Sts'ailes is progressive, independent and culturally strong. The significant progress we are making demonstrates that we have a hit a critical point in the growth of the community and must take necessary steps to "write the roadmap" for our growth, development, collaboration, and negotiation in the territory and in the community.

We strive to have Sts'ailes' visioning work, culture, laws, programs, services and business all interwoven like the Sxöqw'elh "woven blanket". The staff continue being committed to looking after the best interests of Sts'ailes Traditional Lands, Resources and People by developing good businesses practises, culturally holistic programs and services, and by developing and maintaining relationships and partnerships with Government and Industry.

It is an honour and a privilege to work for Sts'ailes.

WILLIE CHARLIE | Chaquawet
Chief Administrative Officer
Sts'ailes





MESSAGE FROM THE EDUCATION DIRECTOR

To Our Parents / Families and Students,

Needless to say, this past school year has been one that our school and community has never had to witness before and we are all hopeful that there will be a solution to this world challenge that will enable us to move forward within some form of a new normal.

Regardless of this historical challenge, I am proud of how our students, families, staff and community came together to work towards a common goal – the furthering of learning for all our students. As the shut down began, school staff worked diligently to move as much tech support as possible to families so that students could access the online learning platform. All teaching/support staff took on the challenge of moving from a classroom program to an online learning program and it was certainly a challenge. The results were impressive. During the months of April to June we had very positive attendance online and amazing feedback from parents and students. This was a new and challenging time and everyone showed their true SCS spirit.

We also had an amazing year from September to March. Our school grew again and we are nearing capacity. The cafeteria began full operation and has been a positive addition. Students continue to grow within their knowledge of Sts'ailes teachings, the language and developing their own unique personalities. Academic programs continued to challenge students to set the bar high and the effort and growth was exemplary. Program options in high school provided students the chance to challenge themselves with some amazing outdoor activities and also within the performing arts and skills development. The school has partnered with several outside agencies to provide a unique learning experience that has allowed students to explore vocations as well as the world around them. Students received supports in areas outside of the academics to ensure that they had all the tools for personal and academic success.

It is clear that our students love their school. Attendance within the elementary program is consistently high and the high school attendance improved significantly. The relationships that are being formed at all levels will continue to support learning as our students prepare themselves for life after grade twelve.

On behalf of the staff, students and our education committee, I would like to thank our families and our community for the continued support of your school. It is truly a team effort to provide a child with everything they need to be happy, involved and ready to take on whatever challenge they so choose.

WILLIAM DIETRICH | Nanuqw'tel
Education Director





education for all ages

EDUCATION

EARLY EDUCATION CENTRE

COMMUNITY SCHOOL

POST SECONDARY



SEEC SUPERVISOR
Carleen McMaster

STS'AILES EARLY EDUCATION CENTRE

Sts'ailles Early Education Centre (SEEC) has grown and developed this year, much like the children we serve. Our newest building addition was completed, adding 20 preschool-age spaces and 16 school-age spaces to our facility. SEEC's community engagement this year shaped how we evaluate our work and plan for the future. Families and the community shared their values and priorities for children: culture, traditional language and a connection to the land are important in the early years.

SEEC educators continued learning and developing their skill set through professional development. They used training in cultural curriculum, child development, and speech & language to enhance our programs. SEEC's goal is to support children as they learn about themselves, their culture, their community, and prepare for their future responsibilities.

Over the year, SEEC served more local families as our enrolment increased in our 3-5 year old and infant-toddler programs. Children attending our programs not only had access to individualized learning, but also nutritious food, speech and language services, child development support, and the Child Oral Health Initiative (COHI).

Looking forward, SEEC will use the knowledge we gained this year to continue building the quality and capacity of our early learning programs.



SCS PRINCIPAL
Bill Dietrich
Nanuqw'tel

STS'AILES COMMUNITY SCHOOL

Kindergarten

It has been a new and exciting adventure in Kindergarten this year. We started our year strong! Our Read Well Program gave the students an exciting way to learn their letters, sounds and "tricky words." All of these skills led the students to reading for the first time! Our Math Program provided lots of hands on exploration of numbers, patterns, sorting and measuring. It was great to see the students show their learning in a variety of ways.

We had many special pets and visitors in our class this year as well. We created a worm habitat and cared for worms. We had the always-sneaky Gingerbread Man leave us clues and treats. Our furthest visitors were the penguins arriving all the way from Antarctica to spend time in our classroom! The students became penguin scientists and experts and provided such quality care and love to our feathered friends.

Our transition to online learning went well! The students were great in adapting to the new learning style. Our morning Zoom meetings were well attended. We were able to continue with our Read Well program with one on one lessons. Our personalized lessons on Seesaw were successful as well with over 1,500 posts made by the Kinders and staff!

Grade One

The grade 1's have covered a lot of material and have engaged in many fun and exciting projects throughout this school year. We have carved pumpkins, tie-dyed shirts, wrote letters to Santa, tried to catch a Leprechaun, and more. The students have made so much progress in many important skills, especially in reading and math.

Throughout the last few months the students have adapted to emergency online learning through face-to-face daily Zoom classes and Seesaw activities. The students' participation was great and it was such a fun and new learning experience. The grade 1's have grown so much! What a fantastic year of learning!



Grade Two

What an amazing group of students! We experienced so many amazing things during our shortened time together. This was a very close knit group and we enjoyed our time learning about our culture, our language and the world around us. Every student worked hard to develop their reading and math skills and I could not be prouder of the growth of each student as a person.

Although our school year was shortened due to the Covid19 I am looking forward to seeing all of you next year as you begin Grade 3.

Ms. Grant

Grade Three

What a year! The Grade 3 class focused on connection, connection, connection and then more connection through an online learning platform after Spring Break. Additionally, the Grade 3 class had a strong emphasis on growing and improving their reading, writing and math skills. These incredible students learned to express themselves by making sense of the world around them through connection to nature and expressing themselves by creating art. Another strength of the Grade 3 class was their excitement about participating and engaging in social emotional learning from the Superflex Curriculum with Mrs. Murphy.

This year was so unique, yet the Grade 3 class embraced the changes and adapted to the online learning platform due to COVID-19. Congratulations to my wonderful students on a successful year!



Grade Four

This year the grade 4 class had a variety of experiences such as a visit to the Fort Langley Historic Site to learn about the Fur Trade. They made traditional Moqweem tea with our Language Teachers. The class participated in a workshop with the UBC Students of Engineering on Elemental Energy. Every Monday we began the week with a Sharing Circle which invited the students to practice their communication and listening skills. A highlight to the year might be the use of the Kahoot learning app, which the students used to review and show what they learned in Social Studies and Science. They ALL loved it!

During our virtual online learning, the students had to be courageous and persevere through many new challenges. I would like to commend all of the students and families for their efforts and everyone did a fantastic job under tough circumstances.

This was my last year at Sts'ailes and I will miss seeing all of our SCS students, staff and community members and hope to see you again someday.

Miigwech,
Ms. Smoke

Grade Five

The grade 5 class of Sts'ailes Community School has had a great year with an interesting end. This year the grade fives worked hard on being more responsible and considerate students. Through projects and assignments, the grade fives have learned how to work collaboratively with one another as well as individually. They also worked closely with apps on iPads as a way to integrate technology into learning (i.e.: google classroom and seesaw). Throughout the year, we were lucky enough to go on field trips such as The Harvest Market in Chilliwack (to learn about healthy foods and eating), as well as swimming and skating at the Hope Recreation Centre. The end of year was a unique experience with remote learning, though many of them persisted through it and learned new ways to complete assignments.



Grade Five / Six

The grade 5/6 class had an interesting and exciting year in 2019/2020. We began the year with Ms. Hughes leading the way and handing off teaching duties to me (Mr. Donner) around the middle of November. Ms. Hughes went on maternity leave and I began teaching the 5/6 class for the remainder of the year. The class took part in many learning activities both in and outside of the classroom. Many of the students played on both the soccer and basketball teams and went to other schools to play in several league and tournament games. The 5/6 class also went on several field trips including a trip to a local farm in Chilliwack, a fun filled afternoon of skating in Hope, and a trip to the swimming pool to splash around in the community pool at the Hope Rec Center.

Throughout the year the students continued their studies in Reading Mastery, Saxon Math, Science, Socials, Language classes, and Health and Careers. Health and Careers also included a section with Officer Peers and the D.A.R.E program where students learned about peer pressure, drug safety, and making correct choices. Although we had to switch over to our online lessons at the end of March the majority of the 5/6 class continued to meet daily for zoom lessons and to complete their homework. I want to thank the staff, students and parents for an excellent/unique year and I look forward to coming back in September to teach the grade 7 class.

Enjoy the rest of your summer!

Mr. Donner

Secondary (Grade Seven - Twelve)

Contributing Teachers: K. Dutton, N. Joseph, C. McMaster and K. Walsh.

English Language Arts (Grade Seven - Twelve)

This year, Grades 7-12 have spent the majority of their time in English class learning about the world, and themselves, through media studies and traditional literature.

In addition to this, Grades 7-10 have also taken part in regular Vocabulary and Spelling exercises throughout the year. Grades 10-12 have been busy working on writing mechanics, media literacy, and traditional and contemporary First Peoples' stories.

Our online English classes at the close of the year focused mainly on Reading Comprehension and Creative Writing.

Social Studies (Grade Seven - Twelve)

This year in Social studies we explored many different topics, all following the BC Ministry of Education's prescribed curricula. For example, Grade 8 students learned about medieval societies from Europe to Asia. Early explorers and navigational technologies were investigated too! Grade 9 examined the causes of revolutions and the different types of revolutions. From Peasant uprisings to new technologies in industry, we covered it all!

Senior grades (10-12) focused on much more serious topics such as demographics, living standards and human rights. This of course includes Canada and its role on the world stage and at home.

Sciences (Grade Seven - Twelve)

Much like the core courses, the 7-10 Sciences explored many different topics, depending on the grade and curriculum. Cells and DNA, plate tectonics, geology, chemical bonding and radioactivity, along with many other themes were explored this year. Especially prevalent in the grade 9/10 class were the themes of climate change and interconnectedness. Throughout the year, lessons on different topics were linked together to help students understand the interconnectedness of all life on Earth and how all things can impact one another.

In Life Sciences 11, students learned about evolution, DNA and genetics, as well as taxonomy, which is the organization of the tree of life.

Chemistry 11 was offered for the first time at Sts'ailes this year, with 3 students partaking. They learned about chemical reactions and balancing, molarity and organic chemistry.

Mathematics (Grade Seven - Eleven)

Students in grades 7-11 Mathematics followed their curricular outcomes, with extra emphasis on reinforcing foundational skills. These include practicing place values, conversions between fractions and percentages, factoring and practicing multiplication tables.

Halq'emeylem (Grade Nine - Twelve)

We have built upon our knowledge of the phonetic alphabet, creating short sentences and building cultural awareness. Students have been able to reflect on language as a way to navigate histories, community, culture, land, ceremonies, and traditional knowledge. For example "S'ólh Téméxw" not only means welcome to our land, but when you break down this greeting and find the root of "S'ólh" "S" is a nominalizer (which changes a word into a noun) changes "ólh" (which means to get into) from a verb to a noun, meaning "sacred, our, respectful". "Our" being the noun. "Téméxw" means "Country, land, or world" and the root of "Téméxw" is "méxw" which comes from mexweya which means belly button, because that is how we are all connected, to each other, to our land, to our ancestors, and this is how the interconnectedness of Halq'emeylem creates culture and identity.

Junior Elective Modules (Grade Seven - Eight)

Students in grades 7 and 8 change electives in each of our 4 terms. This gives them a chance to try out different things, as well as add to their traditional skills set. This year, the four courses offered were First Nations Beading, Plant knowledge, Film and Visual Arts. In the beading class, students worked on different projects including making a small button blanket. In Plant Knowledge, students learned how to identify some common Indigenous plant

species, most of which have a cultural or medicinal use. They also learned the basics of how harvest and process different plants, and how to make salves and tinctures. The Junior Film and Visual Arts class summaries are found below.

Film Class (Grade Seven - Twelve)

We were busy this year with several filming projects and field trips, all the while providing a wonderful team-based atmosphere for the students.

We have, together continued to expand our knowledge of filmmaking techniques. Our productions, shot on a combination of iPads, DSLR, and drone cameras, combine our local natural beauty, while also focusing on the traditional story-telling features of the Sts'ailes Community.

We have produced several short films this year. Our Christmas production was again fun and festive. We were also able to complete the short film "Thunderbird Starship." This fun little film showcased the production skills and ever-improving acting talents of our students.

Visual Arts (Grade Seven - Twelve)

Students in Visual Arts worked on a variety of skills and techniques, in the junior and senior classes. Junior Visual Arts consisted mainly of exploring different drawing and painting techniques. They also worked on shading, blending colours and 2 and 3 point perspective. The senior class continued to develop their skills and exploring new techniques, though at a higher skill level. Senior students also explored expressing their personal perspectives in the form of political or personal statements within their work.

Woodwork (Grade Nine - Twelve)

Students developed skills in different areas using a project-based approach. At the start of the year, they made small individual projects which helped them to develop key skills in measuring, accurately cutting, joining and finishing their woodwork projects. Later on in the year, students worked on a team project to make a new picnic table for the secondary end of the school. While the final assembly was postponed due to the COVID-19 pandemic, we hope to finish off the last couple steps next year.

Leadership & Yearbook (Grade Nine - Twelve)

The focus this year in our Leadership program was self-efficacy. Leadership is to take people on a shared journey in which the adventure may look different for everyone, but will all arrive at the same destination. It is the process of that journey, the shared experiences, the ability to fall forward, and the complexity of each individual within the school that brings about a more sophisticated practice which can create inclusivity.

Yearbook was a unique opportunity this year. Our last class in school was March 12th, 2020. Students came together online to finish our book in time for distribution.

ITA Explore - Trades (Grade Ten - Twelve)

Sts'ailes Explore students were able to complete the core, carpentry and electrical portions of the course. In this first year of the ITA Explore building trades program, students built 6'X8' mock-ups of a bathroom. They built the floor and walls using the framing skills they learned, along with with door and window openings. For the electrical portion, students learned about wire and breaker loads, planning and building branch circuits and how to safely connect and install wires, switches, light fixtures and receptacles. Unfortunately, we weren't able to deliver the plumbing module to students due to the COVID-19 pandemic and subsequent suspension of in-person classes.

In the future, we hope to offer other, more permanent projects, such as a tiny house, new maintenance building or storage shed.

The Lalem Program

Students in the Lalem Program work to build basic academic and life skills in order to better prepare themselves for their future. This is the Lalem Program's 7th year running and this year we had 11 full-time students and 2 part-time. Two of our students graduated on June 24, 2020!

This year Lalem students participated in the following Skills Training Programs:

- Babysitting Course (4)
- UFV Cashier Training (1)
- Food Safe (4)
- Emergency First-aid (4)
- WHMIS (2)
- ICBC Defensive Driving (3)
- 2 students got their Learner's Licence (Class 7L)
- Valley Driving School driving lessons (1)

Our Gr. 10-12 students did volunteer work experience at: Sts'ailes Community School cafeteria, Sts'ailes Store & Gas Bar, and Subway in Agassiz.

Every year the Lalem class helps to organize and distribute food hampers for students and families of our school. In December our class organized and created 15 food hampers from the generous donation of food from Southside Church. This was our largest number of hampers given out to date!

After spring break, we were forced to switch gears quickly due to Covid-19. Lalem students did an amazing job transitioning to our new normal! During online learning we focused on literacy, numeracy, daily physical activity, and mental health and wellness. We met online every morning for a class meeting to connect socially, answer questions, and discuss the day ahead. Students also met daily for literacy and numeracy groups. Mrs. Murphy joined us once a week to discuss mental health and wellness and to teach us positive coping strategies for stress and anxiety.

Box Program

Enrollment in the Box Class reached 32 students this year with 5 graduates. 3 students were registered in a Home School Program, 1 student took extra courses and 3 transferred. Grade 7 (1), Grade 8 (2), Grade 9 (7), Grade 10 (14), Grade 11 (3), Grade 12 (5).

Our busy schedule included core subjects; an Outdoor Education Program led by Adam Palmer. Students enjoyed a fun-filled year doing Boulderling, Hiking, Paddle-Boarding, Mountain Biking and Weight Training. Students completed the following courses; Avalanche Skills Training (8), Belay Certification (11), Mountain Wilderness Survival Course (2), and Mountain Skills Academy (3).

Arlene Johnson provided students with a variety of Career Education awareness and interesting Health Education classes. Fraser Health - Riverstone & FN Outreach Team, Registered Psychiatric Nurse, Riverstone Detox Program, FN Health Authority, Conservation Officer, Sts'ailes Fire Dept, and Sts'ailes Health.

Vange Point taught Halq'emeylem Language and Gary Leon instructed many traditional art projects throughout the year. Mr. Webber taught PE and invited several ISPARC Athlete Camps including Basketball, Volleyball and Lacrosse with coach Cody Breland.

Skills Training for students in grades 9 to 12 was extremely busy with students completing certification in Customer Service & Cashier Training (12), Valley Driving School's Defensive Driving Course (20), BC Motion Picture Orientation (6), OFA First Aid (11), EFA First Aid (18), Foodsafe Level 1 (.20) Unfortunately, due to COVID-19 we were unable to complete TCP, Forklift training. Group 2 & 3 students who were registered in the next courses for the Film Course had to be cancelled. 79 students participated and 191 certificates were earned. 10 students applied for their first Social Insurance Numbers.



Babysitter Training



Once again, students met with their little Kindergarten buddies each week to assist with Theo the Bear Printing, Printing, and Fun Reading.

Students from China spent 5 days visiting our high school classes. Field trips around the area were organized to showcase our school, traditional territory and Sts'ailes culture. The students especially enjoyed their tubing day at Sasquatch Mountain; for most, it was their first-time seeing snow! Our students were treated with Chinese art and culture at a special assembly.

Box students attended another Qw'oqw'elith'a Elders Christmas Dinner and assisted with selling tickets, serving elders, clearing tables, and helping with clean up.

Career Week was held in March with the Grade 7/8 students attending career workshops and 20 students completed the Red Cross Babysitters Course and 17 completed the WHMIS Course. Workshops students attended at the school were NITEP, RCMP, BC Wildfire Services Trailblazers, and Morgan Ritchie; Sts'ailes Archaeology. Campus Tours at Seabird College's Welding, Carpentry Programs, UFV's Culinary Arts and Trades Programs, and Kosmetae Academy in Abbotsford.

37 Students in grades 9 to 12 completed a week of work experience at the following businesses;

Best Western (3), Coqualeetza Cultural Education Centre (4), Fraser Valley Humane Society (1), UFV Art Dept. (1), UFV Chemistry Dept. (1), Raptor Electrical (1), Deroche General Store (1), Sandpiper Resort (1), Meadowbrook Dental (1), Chehalis Store (2), Sts'ailes Early Education Centre (1), SCS Grade 1 (1), SCS Kindergarten (1), SCS Information Technology (2), SCS Maintenance (1), SCS PE (2), SCS Outdoor Education Training Program (6), SCS Cafeteria (2), Subway (1), Sts'ailes Fisheries (2), Pro Tech Flagging (1), JFK Law (1).

Success of SCS unique programs would not be possible without the assistance of high school staff who go above and beyond to assist with students' learning. Thank you.

Schooling after Spring Break was a first and challenging for our school and students. Staff once again were super supportive and creative as we shifted into E-learning. Our Tech Team is awesome and had a big job ensuring each home was equipped with iPads or Chromebooks. Students received a home package and logged onto Zoom each week for instruction and class visits. Appreciation for the efforts of Southside Church for their continued support to our students is greatly appreciated.

Graduation was done virtually and staff did a great job to celebrate our 11 grads. Signs were set up along the roadway to showcase our SCS and AESS grads. Zoom was set up for families to join the graduation ceremony and special gift baskets were delivered to each grad. Katrina Frick and Summer banks were this year's Valedictorian and Sts'ailes CEO, Willie Charlie was the guest speaker. A short video was put together to show each grad which included pictures and plans for the future. We are proud of our graduates and wish them well in their future.



Land. People. Culture. *Prosperity.*

FINANCE

One of Council's priorities is to promote fiscal excellence across the organization. This entails departments having a business relationship with the Finance Team which provides financial services by providing monthly statements, carrying out accounting and coordination of purchases and payments, and capacity within the team to carry out these responsibilities

In the past year the Finance team:

1. Completed a Financial Systems Improvements Work Plan;
2. Increased budget holder involvement and access;
3. Adapted our procedures to meet the challenges of COVID-19; and
4. Strived to improve our financial service delivery with a broad focus on communications and transparency to convey why we have specific processes in place.

Furthermore, the Sts'ailes Ten-Year Financial Analysis conducted by Trevor Pehlke, Meyers Norris Penny (MNP) in Fall 2019 greatly informed next steps to:

1. Increase staff in Finance to meet the growing demands of the organization;
2. Continue supporting professional development and cross-training for the Finance Team;
3. Bring more training and access across the organization;
4. Address gaps in our finance policies and procedures;
5. Reduce our operating deficit and long-term debts; and,
6. Cultivate a standardized cash flow reporting system.

This work is very fluid and long-standing that requires the understanding, patience, and participation of every staff member in the organization. We are as fast as our slowest team member; therefore, we must strive to bring every 200+ staff member on board. I know we can do it. We ARE doing it. We continue to strive for fiscal excellence.

2019 / 2020 FINANCIAL AUDIT STATEMENTS

CAN BE FOUND ON THE STS' AILES WEBSITE:

www.stsailes.com/publications





Land. People. Culture. Prosperity.

LANDS & PLANNING



DIRECTOR
Willie Charlie
Chaquawet

LAND ACTIVITIES

There were many projects happening within the organization this year. All departments worked with Lands to ensure that Environmental Standards were met:

1. Sts'ailes signed a Head Lease signed with Sts'ailes Development Corporation for Light Industrial Area (aka: Ready Mix)
2. Sts'ailes Development Corporation signed a 5 year Sub-Lease with Eclipse Transport Ltd.
3. Land designated for Telmexw Awtextw Treatment Center: Survey was shared at Community Open House
 - 98% of surveys received were in favour of the Telmexw Awtextw Treatment Center
4. Telus Tower: Survey was sent door to door seeking community input
 - 88% of surveys received were in favour of the TELUS Tower development in the community
5. Waterfront Development: Dock and lookout build are complete

ENVIRONMENTAL SITE ASSESSMENT (ESA)

1. A Phase I ESA was completed, 41 Areas of Potential Environmental Concern and 4 Areas of Environmental Concern we identified on Sts'ailes I.R. #5
2. Phase II Field Investigation was from October 21, 2019 through to December 6, 2019
3. One Sts'ailes member was hired as capacity building position. She received on the job training and be paid a wage fully subsidized through this project
4. Funding was secured through ISC, an Executive Summary of the Phase II results will be shared with community on Sts'ailes website

COMPLIANCE AND ENFORCEMENT

Ongoing issues with nuisance dogs have been reported. Tim Felix has issued verbal warning and letters to the dog owners and informed them about the Animal Protection and Control Law.

LAW CREATION

Enacted Laws:

- Animal Protection and Control Law

Laws in Draft Form ready for community input:

- Spousal Property Law
- Soil Deposit, Removal & Transport Law
- Environmental Standards Law
- Environmental Assessment Law
- Enforcement & Ticketing Law





Land. People. Culture. Prosperity.

MA:YT

INFORMATION TECHNOLOGY • EMPLOYMENT ASSISTANCE SERVICES • HUMAN RESOURCES & ADMINISTRATION • SOCIAL DEVELOPMENT



DIRECTOR
Linda Pettis
May'tiweslha

The Ma:yt department is pleased to present the 2019-2020 Annual Report to the Sts'ailes community membership. The Ma:yt department is comprised of the Human Resource (HR), Administration, Employment Assistance Services (EAS) and Social Development (SD).

The frontline employees for the Ma:yt department are as follows:

Staff

Director
Linda Pettis

Manager
Carla Charlie

HR & IT Assistant
Vanessa Jules

IT Officer
Mark Balfour

Network Administrator
Adam Balfour

Webmaster & Multimedia
Mikhail Crispin

Social Development Administrator
Joanna Charlie

Pre-Employment Supports Program Coordinator
Melinda Louie-Felix

Pre-Employment Supports Program Assistant
Brylee James

EAS Career Development Practitioners
Stephanie Phair
Shelley Felix
Verna Leon

EAS Receptionist & Resource Room Support Worker
Lilli Joe

Vision Statement

“To lead frontline services to empower; educate, support and guide our people to self-sufficiency for a holistic successful future”

Mission Statement

“We are committed to enhance the foundation of Sts'ailes by promoting communication, innovation, accountability and partnerships.”

Ma:yt department is committed to provide professional, respectful services to our Directors/Managers/Officer, Sts'ailes Leadership, and Sts'ailes community members. Ma:yt department continues to embark on new opportunities that will provide employment and training opportunities for Sts'ailes community members. The Ma:yt department continues to be successful in securing funding for employment and training initiatives through Sto:lo Aboriginal Skills Employment Training (SASET), Service Canada, Federal/Provincial business entities, and Indigenous Services Canada (ISC).

The funding supports received for 2019-2020 are listed below:

Title of Employment Initiative	Funding Received	Description of Employment Initiative
Employment Assistance Services (EAS) SASET	\$374,872.00	Provides employment for 4 full-time employees. EAS mandate is to support Sts'ailes, Scowlitz and Leqa:mel community members in building their employability skills and knowledge in order to connect with the labour market. In addition, we enjoy helping community members move forward in obtaining a higher education that will support them in attaining employment to meet their career goals.
Targeted Wage Subsidy (TWS- 467) SASET	\$41,376.00	TWS initiative provided an employment and training opportunity for 2 Sts'ailes community members to gain hands on work experience at the Sts'ailes Community School.
Targeted Wage Subsidy (TWS-466) SASET	\$63,000.00	TWS initiative provided an employment and training opportunity for 3 Sts'ailes community members to attain job skills and knowledge in Administration, Finance, and Housing. Upon completion of the training program it lead to all three participants to gain either full-time or part-time employment within our organization.
Youth Initiative (YI 1466) SASET	\$37,200.00	Sts'ailes Community School has been successful in securing training dollars with SASET to offer students in the school valuable certificate training. Over thirty (30) students engage in the training.
Student Career Placement (SCP 1465) SASET	\$59,200.00	Summer employment opportunity for 14 Sts'ailes youth to attain hands on work experience in many different employment areas within the organization.
PESP ISC	\$459,355.56	The Pre-Employment Supports Program has been designed to support Income Assistance clients to gain skills training to gain employment within our tradition territory or off reserve.

Sts'ailes Pre-Employment Supports Program

MA:YT department was successful in securing two year funding from Indigenous Services Canada for the Pre-Employment Supports Program (PESP). The funding allocation for the PESP program will end March 31, 2021. Due to COVID-19 the PESP program will be carried forward into 2021-2022 fiscal year. It has been very difficult to host training in the community and meet COVID-19 regulations.

The funding we received supported our Income Assistance program by offering skills training that supported our clients in moving forward with their career aspirations. It is our hope that after our contract agreement ends that we will have an opportunity to prepare another proposal for continued PESP funding as this program is instrumental in supporting our income assistance clients in moving forward into employment or furthering their education. The Sts'ailes Pre-Employment Support Program (PESP) has been avid in supporting Sts'ailes Income Assistance recipients. By providing direction and training to overcome barriers, clients are able to move forward with educational and employment aspirations.

The PESP Case Coordinator and PESP Assistant work in collaboration with the Sts'ailes Band Social Development Workers (BSDW) and Career Development Practitioners (CDP's) to ensure that there is a smooth transition for each client entering into the labor market or continue on with their educational plan. A referral process has been implemented to better support the clients throughout their action plans. In a team discussion, we have found that it is imperative for each department to work together collectively in order to maintain an environment that allows our clients to move forward and be successful at the end of their training program.

Sts'ailes Pre-Employment Supports Program, Social Development and EAS have been able to work together to offer the skills enhancement training delivered throughout 2019-2020 fiscal year such as:

On-Track Office Administration Training

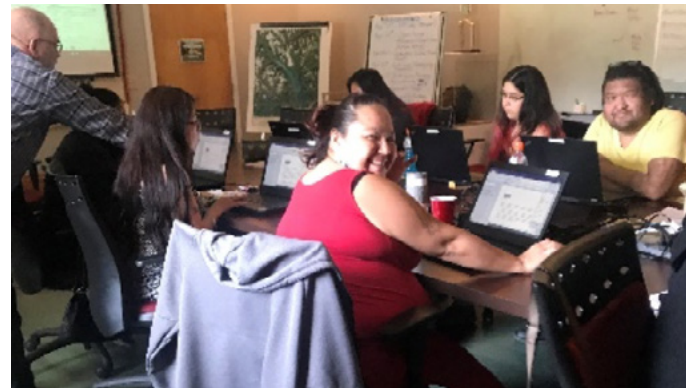
On-Track hosted Business and Leadership training in Sts'ailes. The Office Administration training was hosted for a period of two weeks.



We had fifteen (15) PESP clients engage in the Office Administration training and all of them were successful in completing the program and received their certification.

The education components that were offered in the On-Track Office Administration Training is as follows:

- Professional Telephone Skills
- Stress Management
- Time and Workload Management
- Proofreading and Editing Skills
- The Excellent Administration Assistant
- Effective Minute Taking



On-Track Computer Training

On-Track Corporate Training is a company based in downtown Vancouver, they specialize in certified courses on Microsoft Software. The training program offered in Sts'ailes was customized to meet the needs of the clients.

When offering this training program we had two groups. Group one started in April 2019 and Group two started in August 2019. The program offered was for a period of two weeks. Group one had twelve participants and Group two had thirteen participants. We had twenty-four (24) clients in total who successfully received certification in completing the On-Track Computer Training program.

The On-Track Computer training program included the following modules:

- Microsoft Word – Level 1, Level 2, Level 3
- Microsoft Outlook – Level 1, Level 2
- Microsoft Excel – Level 1, Level 2, Level 3

Valley Driving School – Defensive Driving Program

The Defensive Driving program combines in-class theory instruction, as well as, on-road learning practice. The clients were able to discuss different scenarios and get hands-on driving experience, safely with an instructor. This technique helps bridge the gap in areas that new drivers don't usually get with other driving courses.

5 Sts'ailes PESP clients took part in the Defensive Driving program administered by Valley Driving School throughout 2019 and 2020. Each client had the opportunity to take on-road driving lessons up to the day they went for their Class N Road Test.

- 3 clients have successfully completed and have obtained their Novice Driver's License.
- 2 clients have successfully completed and have obtained their Learners Driver's License



Pro-Safe First Aid Training School

Pro-Safe provided core safety training for Sts'ailes PESP clients; the training was facilitated in Sts'ailes over the course of 5 days and consisted of the following certificated training programs:

- WHMIS
- Occupation First Aid: Level 1
- Serving it Right
- Food safe
- Super host

Five PESP clients successfully completed and received certificates for the above noted skills training.

Resource Information Standards Committee (RISC) Archaeology Training

Morgan Ritchie, the Sts'ailes Senior Archaeologist, administered RISC Archaeology training for six (6) PESP clients in June 2019. This course is 5 days in length and is intended to teach basic site identification, recording skills, and sampling. Through the duration of the 5 day training, the participants were able to learn valuable knowledge in a classroom setting for half of the day and go out into the Sts'ailes traditional Territory to see some of the historical archaeology sites for the other half.

The Sts'ailes people are very strong in their cultural beliefs and knowledge, it was important for a cultural component to be tied into this project. Morgan was able to bring the participants across the Sts'ailes River to see some of the historic pit houses that lay on the river' edge.

Small Vessels Operators Proficiency (SVOP) – Marine Training

The Small Vessel Operator's Proficiency (SVOP) course includes 4 day (26 hours) of training for operator's that will be in charge abroad small commercial, dozer boats, non-pleasure, passenger, workboats and fishing vessels up to 15GT. During these 4 days, they covered enhanced survival of yourself and colleagues in the marine environment, vessel constructions and engines, and much more.

Marine Emergency duties A3 (MED A3) was added for day 5, as required to this entry course. MED A3 is 1 day of training that covers the basic understanding of marine hazards and emergencies, such as, vessel stability, lifesaving equipment use, cold water emergency response and much more. In total, the SVOP and MED A3 was 5 days of training, the course was administered on-site in Sts'ailes and nine (9) PESP clients successfully completed the training program.



UFV – Customer Service Training

The UFV Customer Service and Cashier Training took place at the UFV campus in Chilliwack over the course of 2 days (12 hours). The training covered how to foster positive relationships with customers, handling inquiries and complaints. Each participant got hands-on training on user friendly computerized touch screen and alphanumeric electronic cash registers. The learning outcomes for the course were describing customer service behaviors and strategies, explaining how to serve difficult customers, explaining tax exemption, identifying different methods of payment and much more. Ten (10) PESP clients successfully completed the UFV Cashier and Customer Service Training.



Responsible Adult Course

The Responsible Adult Course was developed through Westcoast Child Care to meet the requirement for the 20 hour “Responsible Adult” training as stipulated by the Child Care Licensing Regulation. Through interactive sessions, it covers basic concepts about:

- Child Growth and Development
- Guiding and Caring for Children
- Programming

Six (6) PESP clients successfully completed the Responsible Adult training.

Meat Preservation

PESP collaborated with Snowoyelh to administer a culturally based one day program to enhance skills on preserving meat. The primary focus of this project was to give the clients an opportunity to learn the traditional practices on how to preserve wild meat by following our traditional teachings. The project took place at one of the traditional longhouses within Sts’ailes and three elders from our community administered the training – Susan Joe, Violet Pennier and Colleen Jules. A cultural leader of the community, Kelsey Charlie came to speak on some of the teachings that are behind preserving meat.

10 PESP clients successfully completed the Meat Preservation program.

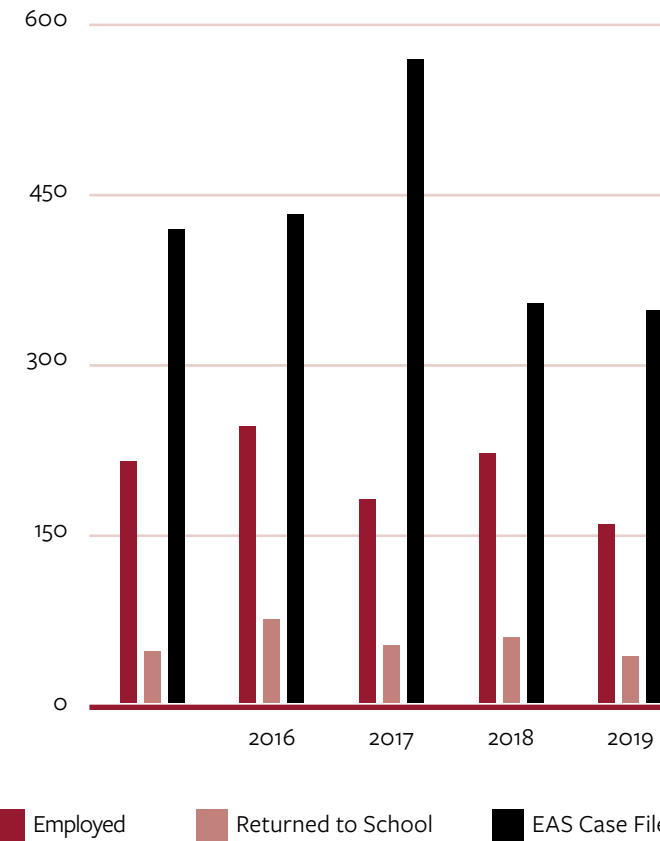


From April 2019, the Pre-Employment Supports Program has offered eleven (11) skills enhancement training opportunities to assist Income Assistance clients overcome pre-employment barriers. To date, 68 income assistant clients have been on-boarded to the Sts’ailes Pre-Employment Supports Program. Seventeen clients have reported back to a PESP caseworker that they have obtained long-term meaningful employment, following the supports and skills they have received from the PES Program.

To date the Pre-employment Program has proven to be a huge success for the Sts’ailes Community.

The connection between the Social Development department and the Employment Assistance Services (EAS) department continues to flourish. Assisting community members to engage in employment and education training is the department’s number one goal. The graph noted below indicates the success of supporting clients to obtain employment, returning to school and shows how many case files were managed during this fiscal year period.

Success of connecting the Social Development Program with the EAS Program in 2019 - 2020

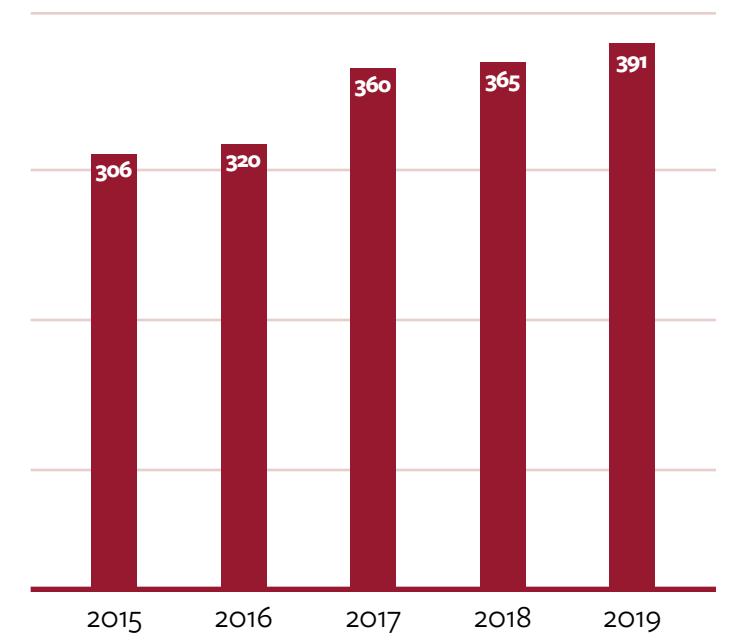


Ma:yt Director continues to ensure that the HR policies, processes and systems support the organizational needs. This includes the annual updates of the Sts’ailes Personnel Policy and Procedures Manual and Salary Administration Policy/Grid. All Operating Policies of the Sts’ailes organization fall in line with Federal and Provincial employment Legislation.

Human Resource department continues to manage in access of 350+ employee personnel files. Ma:yt Director administers and provides quality pension and employee benefit support services to approximately 150 Sts’ailes employees. The employment growth within the Sts’ailes organization continues to grow. Following is a chart that will indicate the employment growth within the Sts’ailes organization.

The growth chart noted below includes the Sts’ailes Band, Sts’ailes Development Corporation (SDC) for all full-time and part-time employees. Ma:yt Director continues to work closely with the Chief Administrative Officer (CAO) and the CEO of SDC on employment and training opportunities that arise within the Sts’ailes traditional territory.

Sts’ailes Organization Employment Growth Chart





Information Technology (IT)

The 2019-2020 fiscal year saw continued steady growth in the quality and capacity of Sts'ailes IT infrastructure, as well as the addition of many end-user systems. At the end of a year characterized by continued growth, the IT Department was faced by the many challenges presented by the arrival of the Covid-19 Pandemic: in the last month of the fiscal year, IT managed with very limited staff to provide the majority of Sts'ailes' departments and their workers with the ability to carry on operating remotely with mobile systems. This included supporting the use of videoconferencing to replace face-to-face meetings, and providing remote support to workers who could not attend the office in-person. The IT department is operating as an essential service and participates in the Sts'ailes Emergency Operations Center (EOC) to provide needed support in response to the changing challenges, needs, and priorities presented by the pandemic.

IT OFFICER

Mark Balfour

IT Infrastructure Improvements and Additions

- The Sts'ailes IT Department purchased and deployed more than \$100,000 worth of hardware and software during the 2019-2020 fiscal year.
- The IT Department has worked with Nations Construction and Norich Electric to deploy a new fiber optic connection between the School and the Employment Assistance Services Building. This connection enables Sts'ailes EAS to connect to the fiber optic Internet connection in the school and the servers in the Band Office with an ultra-fast 10 Gbps connection which will provide a high degree of quality, speed, stability, and expandability. This connection replaced a very limited wireless network bridge with a connection to the Sts'ailes fiber backbone that will also allow EAS to join the modern phone system in the Band Office and replace their existing end-of-life phone system.
- Sts'ailes' most critical server systems had their operating systems (Windows Server 2008) reach their end of life this year. With critical support from an ISC P&ID Grant, we were able to update our systems to the current Windows Server 2019 and update our end-of-life Microsoft Exchange 2010 to Exchange 2016. These upgrades were critical to our continued operation and security and will assure our reliable operation for years to come.



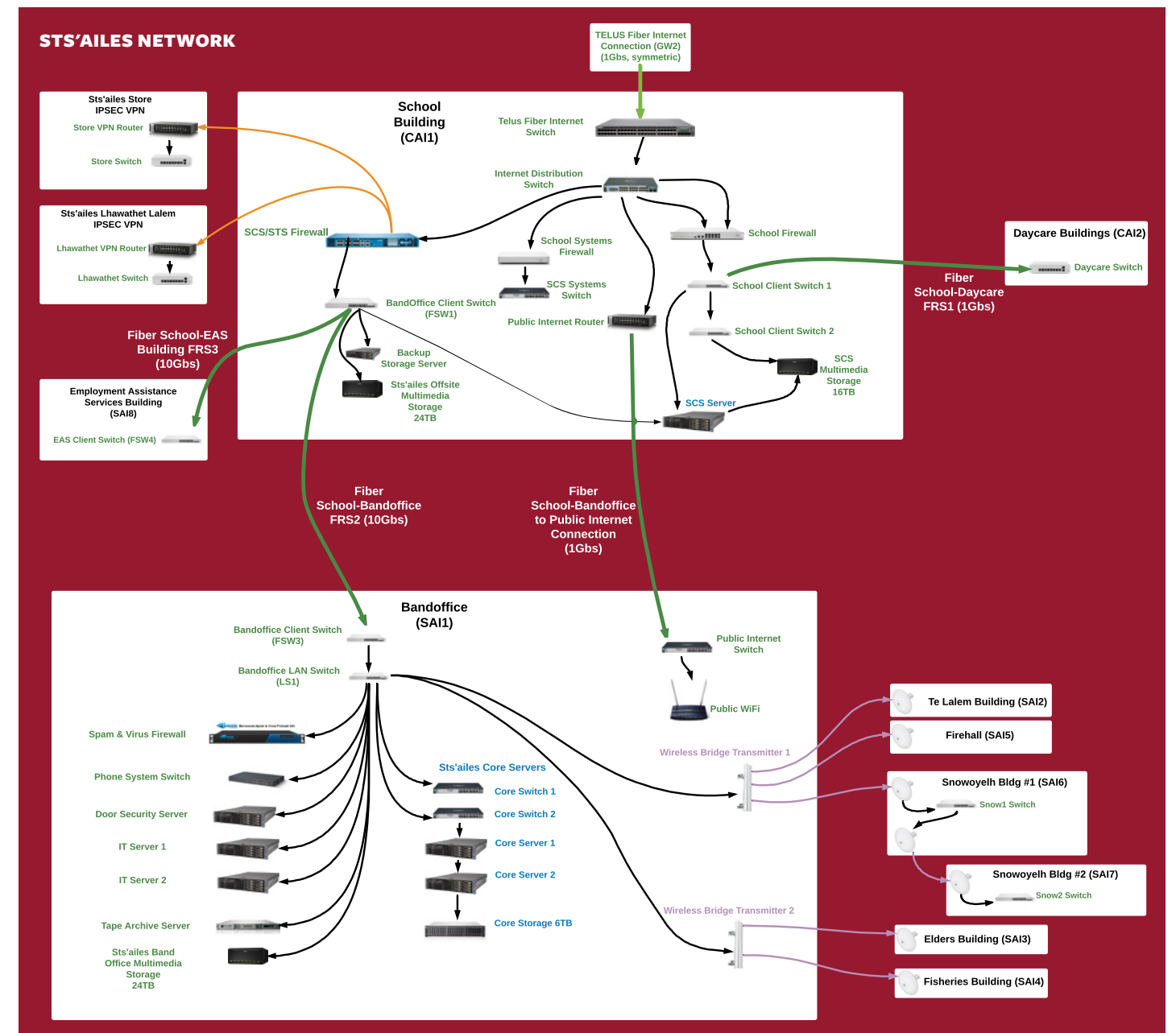
- We are hopeful that a second-stage P&ID Grant application will allow us to similarly upgrade our aging critical server hardware, which lacks needed capacity and reliability, in the coming fiscal year.
- IT supported the upgrade of the audiovisual systems in the Large Boardroom, with the replacement of the old projector system with an 85" Display and the addition of a business Smart Board. Upgrades to the Large Boardroom are expected to continue into the next fiscal year.

Sts'ailes IT Department's Current Status

- Our current IT Assistant (Vanessa Jules) has been engaged in on-the-job training and has been working to obtain CompTIA A+ certification in basic computer hardware and certification.

As she has moved over to help with the HR/Admin roles of the May:t Department, the IT Department is looking to find another IT Assistant to maintain the current total of 3.5 FTE. With the continued growth that is anticipated with the new, planned Sts'ailes facilities (the treatment center, the primary healthcare center, etc.), the IT Department anticipates that it will have to increase staff further to meet the increased workload in the near future.

- Work on an IT helpdesk has begun that will increase our efficiency and give the ability to generate statistics about our work for planning and reporting purposes. In addition, a Sts'ailes Intranet for internal communication and connection to local resources is being worked on for deployment during the next fiscal year.



- Some initial work in preparation for the planned major server infrastructure upgrade in the 2020-2021 fiscal year was carried out this year: the upgrading of all server operating systems was carried out during the 2019-2020 fiscal year.
- The IT Department continues to work with the AR&T Department on beta-testing a new system for handling referrals with built-in GIS mapping, in collaboration with the University of British Columbia. This project has been delayed due to technical resource shortfalls and the arrival of the Covid-19 pandemic, but will continue in the next fiscal year.

Looking Forward

- Following the interruption of our planned priorities and initiatives by the Covid-19 pandemic, IT will continue with the following projects in the next fiscal year:
 - Sts'ailes Records and Information Management modernization and standardization, following the upgrade of our central server infrastructure
 - Updating of Sts'ailes IT Policy.
 - Completion of the Sts'ailes Digital Repository and multimedia storage protocols to allow production access to Sts'ailes multimedia materials and ongoing, secure preservation of Sts'ailes multimedia.
- Sts'ailes IT will continue to participate in and support the Sts'ailes Emergency Operations Center through the Covid-19 pandemic.
- IT will continue to work towards acquiring the needed IT staff and training to meet the requirements of the growing Sts'ailes organization.

As the Ma:yt Director I feel that it is so important to support professional Development for the Ma:yt team. I am so pleased to share with you all that Charlotte Phair, Lilli Joe and Brylee James have completed the Career Development Practitioner training at Douglas College. The knowledge they acquired while participating in this training will truly benefit in helping our people move forward into the workforce or continue to work on their education path.

I am also pleased to inform you that Mikhail Crispin was very involved in professional development this fiscal year. In July, Mikhail started the Digital Marketing Foundations certificate program at RED Academy in Vancouver. A part-time course that explored the use of Google Analytics, Search Engine Optimization (SEO), Social Media Marketing, and a vast array of other Digital Marketing subject matter.

Once Mikhail achieve this goal he jumped into the UI Professional diploma program at the end of September. This was a full-time program that required living in Vancouver for the duration of the program. The program was fully funded by the First Nations Technology Council. This program explored graphic design with a

Mikhail at RED Academy, presenting one of his projects to the class while Duke critiqued his presentation skills. (RED Academy allowed dogs in the school. Too cool!!)



focus on the digital world. The boot camp style teaching method, gave a real good taste of what it's like working for an urban design firm and while learning, the students would team up with the UX program and work with actual clients and produce designs to be used in the real world. This program was very intense but we all knew Mikhail would pass with flying colors!!

I am very proud of Mikhail's accomplishments as he was able to get a diploma and certificate that will be put towards his work within the Sts'ailes organization as Webmaster and Multimedia.

As you can see the Ma:yt department had great success in the 2019-2020 fiscal year. The Ma:yt team looks forward to serving the Sts'ailes community in the upcoming fiscal year 2021-2022.





Land. People. Culture. Prosperity.

PUBLIC WORKS & HOUSING



DEPT. MANAGER

Pierre Joe

Piyal

PUBLIC WORKS

Management Staff

Director
Sherry Point

Manager
Pierre Joe

Staff

Custodians
Kristen Joe
Joshua Charlie
Robert Antone (DisInfection)

P.W. Workers
Dale Leon
G.I. Joe (On-Call)

I hope all is well, and safe during our current world's situation – Covid 19. This has changed our organization throughout immensely; closures, gated community, lay-offs, staff schedule reduced, increase in disinfection throughout offices/facilities daily, the list goes on.

Below is our report:

Fire Department

Our Volunteer Fire Department is comprised of a Fire Chief, Fire Captain, and 10 volunteers.

Fire Chief
Ed Carter

Fire Captain
Dale Leon

Crew Members
Mikhail Crispin
Mark Charlie
Michael Peters
Michael Daly
Laura Wright
Shawn Leon
Stephanie Reidl
Natasha Bob
James S.A. Leon
Joshua Charlie

We are always looking for committed volunteers who can come out and join the Fire Department Team. You can contact Pierre Joe at the Administration Building at 796.2116, email at Pierre.Joe@stsailles.com or you can see one of the members above.

Again due to Covid 19, the annual FNESS Training was cancelled, and there has been no training available. We have been keeping our eyes out for Fire's during the summer, for the most part the rain we have endured BC Wildfire kept their Fire Bans to a minimal. Reminder to all keep around your home as Fire Smart as you possibly can – clear of bush and debris that can easily be ignited.

Community Beautification

During this Covid, there was a departmental challenge where they took on a facility to beautify, and their staff carried out work outside. This was very nice and some very good work took place: Administration Building, School, Store, Snowoyelh #1 & #2, Longhouse. As many staff had their schedules reduced, this challenge was set out by our Directors/Management to offset their time. The end results looks wonderful.

Community Clean Up

This year we had to cancel this initiative as well, to replace we have been picking up homes junk piles as per request, and charging a fee. This has been going very well, with little to no complaints on our new process – everyone is happy to get dispose of their belongings. A lot had much time on their hands being stuck inside, so a lot of concentration was put into their homes.

Barriers

As you notice, we have closed off many areas with barriers – this protects our community from outsiders trying to avoid the gate entrance to enter into Sts'ailes. This will continue to remain this way until it is safe to remove them. We have strict Sts'ailes Laws in place to protect all our community members. I wish everyone well during these difficult times.

Telus Cell Tower

As everyone now discovered our Cell Tower is now operating, so no more trying to find a good location within the community to get cell service.





DIRECTOR

Sherry Point

Chemaylem Tanaout

HOUSING

The Housing Department has been extremely busy with many projects since our last update to you, last fiscal year (2019-2020); there have been exciting projects that were approved; some include new construction, Health & safety renovations/repairs, upgrades, etc; with that being said, we've also experienced some challenging moments with house fires and loss of Family dwellings.

Sts'ailes Housing is doing our best to try and meet the needs of our members but, unfortunately, the demand for housing is higher than the Band's financial capacity; like everywhere, this is an ongoing issue across the Country.

Listed below is a rundown of some of the initiatives that have taken place within our Housing Department and within the Community:

2019-2020 ISC / Renovations / Regular and Health & Safety

Twenty units were approved for renovations & repairs; all are complete with the exception of one unit that is undergoing some extensive repairs. Due to COVID- 19, Housing experienced a delay with the final inspections.

2020—2021 ISC / Renovations (Regular 19 Units) / 2020-2021 – ISC (AKA: Indian Affairs) Renovations (Health & Safety - 1 Unit)

A proposal has been sent to ISC for this year's renovations; we are currently waiting for the approval prior to preceding with the necessary work: Total funding applied for \$ 476,131. This year's application is also delayed due to COVID.

2020-2021 New Construction

As most of you are aware, (that reside in the Community) Housing constructed 4 brand new living units for our single people and or couples/single parents. These units are occupied by individuals that have been on our housing waiting list; I have included some pictures of the 2 bedroom homes for your convenience. Housing is currently in the process of constructing a couple of more units this fiscal year.

2020-2021 New Construction (Brendan and Paige Leon) Individual Loan



Congratulations to Brendan and Paige Leon who have started new construction; they are currently building on Xe'Pay Road; construction completion is February 2020. Way to go kiddies; proud of you both!

If you would like to know the process for New Construction to own your own home, I have highlighted the process in this report.

ISC – New Approach Housing Stream (NAHS) Vs. Renovations

Housing applied to ISC through the NAHS Program to construct 4 new band rental units as well as 20 major renovations for this fiscal year. We were informed by ISC that we could only qualify for either or; after a debate, Chief & Council, along with the our CAO and Housing Department, we determined that we would apply for the health & safety renovations rather than the 4 new units based on the fact that Health & Safety of our members home is our priority and that Housing will be applying to BC Housing this fiscal year for 30 new housing units.....stay tuned for the news on that application in 2021 fiscal year.

House Insurance

As mentioned, there have been quite a few house fires in the past few years, I can't stress enough, how important it is to have home owners insurance or if you're in a Band rental unit, the importance of insuring your personal contents. If you meet the criteria of the Insurance Broker, you can get home owners insurance payments on a monthly plan; it's a small price to pay, rather than risk losing everything in a house fire or in the event of a natural disaster. PLEASE, insure your homes if you haven't already done so.

If you have any questions, enquiries or would like to know anything about Housing or Capital Infrastructure in our Beautiful Community, feel free to call or email me at sherry.point@stsailles.com

Until next time....stay safe (and pay your rent!)...lol

Sts'ailes Housing Process for New Construction of Individually Owned Homes

- Sts'ailes Band Member ONLY
- Loan Process: Members to apply to BMO (Eagle Landing) to find out if they meet the criteria of the Lender and amount; Members can qualify for up to \$250,000, if so,
- Provide Sts'ailes Housing with Pre-approval from Bank
- BMO Contacts through New On Reserve Housing Loan Program are Hannah Boakes – 604-793-7258 or Doris (BMO Branch Manager)
- Choose Lot # & Physical Address: If the Lot is not on a surveyed lot or not lot serviceable, the Band member will have to pay for surveying costs and stumping and grubbing of the proposed area; this will also have to have approval from Chief & Council and our Lands Department
- Need House Plans and Contract from Contractors: Names of some Contractors:
 - Nations Construction (Deanna & Jim Johnson company) Steve Frueman is point-of-contact: 604-845-2400
 - D. Wolf Construction (Dan Wolfe or Amos @ 604-703-8312)
- Need Land encumbrance – Sherry requests this from our Lands Department
- Needs Council's approval
- BCR for Council (Co-signer of Loan providing member qualifies for Loan)
- BCR #2 for securing Lot (Sherry will do)

- Environmental Screening (Sherry will do)
- Landscaping is solely responsibility of the Home Builder (the Band Member)
- Apply for Subsidy (Forgivable Grant) - \$42,266 for New Construction
- Those wanting to purchase new trailers or modular would also qualify for the subsidy so long as the unit is not older than 4 years old (Sherry will do this)
- There will be 4 inspections throughout the construction process (ensure that your contractor includes this in the initial contract); Please let Housing (Sherry) review the final contract prior to signing it. I will ensure that everything is as it should be or ensure there maybe cost cutting methods in the contract
- Upon Completion of the Home, Home owner must provide proof of Insurance on the home.
- Capital Completion Report will be sent to ISC and Home Owner can secure the keys and Move Into your new home.

If there are any questions or concerns regarding this process, do not hesitate to contact Sherry Point at the Administration Building.





WE ARE THE LAND

RIGHTS & TITLE



DIRECTOR
Boyd Peters
Xoyet Thet

Sts'ailes is an independent pre-contact Coast Salish First Nation who actively practices their inherent right to self-government according to the traditional law of *Snowoyelh*. The work of the Rights and Title department is to protect the Rights and Title of our *Xwelmexw* (our people) and to protect and preserve our *Xa Xa Temexw* (our sacred lands) for now and future generations.

According to *Snowoyelh*, *'We are the land'*. We have lived in harmony with all in our territories – the two-legged, the four-legged, the winged, the finned, on the land, in the waters, and in the air. We have done so since time immemorial. *Sts'ailes Xwelmexw* have consistently maintained a strong connection to our *Xa Xa Temexw*, through our stories, our culture and our spiritual practices.

The Sts'ailes Rights and Title Department works for the best interests of the *Sts'ailes Xwelmexw*. We work with the guidance and direction of the Chief and Council and the Rights and Title Committees. The Rights and Title Staff work closely with other committees and departments as well as consult with legal council and other relevant consultants.

In consultation with the Rights and Title Committee and ratification by Council, the Rights & Title Department has adopted the name of *"Xwiléxmet"* which means *"stand up for"*.

XWILÉXMET STAFF

Full-Time Staff

Director

Xoyet Thet - Boyd Peters

Research Technician

Tousilum - Tim Felix

Senior Research Assistant

Lhíhló:yatenót - Fran Douglas

Heritage Research Archaeologist

Xá:t'hiqelemtel - Morgan Ritchie

GIS Analyst

Kiran Basran

Contract Staff

Reconciliation Agreement (RA)

Coordinator

Hii nulth tsa kaa - Karla Point

Kwi'kwe'xwelhp Community Engagement

Coordinator

Kekalum - Terry Felix

On-Call Staff

Field Technicians

Léqemanexw - Burt Charlie

Blain Sonnenberg Jr.

Darius Kelly-Lawrence

Trevor Florence

Field Archaeologist

Jerram Ritchie

Rights & Title Committee

Council Portfolio

Kalle - Carla Charlie

Members

Shuspah - Ryan Charlie

Marina Modeste-Point

Kekalum - Terry Felix

Technical Support

Lhíhló:yatenót - Fran Douglas

Sts'ailes Working Group

Heritage Research Archaeologist

Xá:t'hiqelemtel - Morgan Ritchie

Members

Vange Point

Dana Charlie

Claudette Leon

Tina Wenman

Joe Wenman

Stephanie Riedl

Sts'ailes Community Collaborative Group (CCG)

Council Portfolio

Kalle - Carla Charlie

Members

Siyamex - Virginia Peters

Steq'oyekul - Harvey Paul

Vern point

Tyra point

Sts'ailes Justice Steering Committee

Chief

Sah-ahkw - Ralph Leon Jr.

Councillors

Xoyet Thet - Boyd Peters

Eyi:ye - Daryl Francis

Kalle - Carla Charlie

Technical Support

Hii nulth tsa kaa - Karla Point

KWIKWÈXWELHP (KWI) COMMUNITY ENGAGEMENT

Mill

The LT40 Portable Sawmill on loan to Sts'ailes from Kwikwèxwelhp Healing Village was kept busy providing milled wood for a number of projects for Sts'ailes such as the arbors at Lhawathet and gazebo next to the Elders' Garden. Kwi Residents have also built planting boxes for the Elders' Garden. Firewood was cut from donated logs for the elders use to be stored and seasoned right at the mill site.

Cultural Training

The first session was held September 16th and 17th at the Charlie Longhouse. Then again January 20th and 21st. The Culture and Humility Workshop received positive feedback from the Participants. They really enjoyed the welcome and hospitality shown by the Lhawathet Staff. They especially enjoyed the food!

Some of the participants wanted to have a more hands on experience such as craft making and a fieldtrip. They were very interested in going on a River Tour and seeing the Skumels.

There was an interest expressed for more advanced training such as learning more about the impacts of residential schools.

We were approved for a Community Forum that focused on Community Work Release passes and what priorities our people want to see. Steven Point was asked to be a key note speaker. The tentative date was set for March 16th.

There is a keen interest to learn more about our culture. People really appreciated what they learned about our culture. Many thought the duration of the training was too short but were satisfied with what they learned from our presenters.

Escorted Temporary Absence (ETA) Work

These work programs where the Residents of Kwikwèxwelhp are allowed out for the day to work in the Sts'ailes community were on-going till mid-March. Up to five Residents can be escorted by the Community Engagement Coordinator on each ETA. These passes were suspended mid-March due to the Covid-19 Pandemic.



Sts'ailes Welcome Sign

To be placed at the entrance to the community near the store is still in the works with the aid of Master Carver Stan Greene, plus one of the Kwikwèxwelhp residents.



NEGOTIATION OF RECONCILIATION AGREEMENT WITH CANADA

Recognition of Indigenous Rights & Self Determination (RIRSD) Discussion Table

Sts'ailes and Canada signed a Letter of Understanding (LOU) for Exploratory Discussions for a potential Reconciliation Agreement on August 29th, 2019. The priority topics of discussion outlined in the LOU include:

- Self-Government and Shared-Government Agreements;
- Housing and Capital Infrastructure Issues and Concerns;
- Health, including Mental Health Issues and Concerns;
- Sts'ailes Language, Culture and Social Development needs;
- I.T. Infrastructure, Services and Training needs;
- Education, advanced education and occupational skills and training needs;
- Fish, fish habitat and fisheries policy discussions;
- Environmental Assessments Issues and Concerns;
- Other mutually relevant topics.

Sts'ailes was approved for \$165,670 in funding for the 2019-2020 fiscal year. The plans for these funds included:

1. Hiring a Project Coordinator – Karla Point held this position until March 31st, 2020.
2. Hiring a Communications Technician – Mikhail Crispin held this position until March 31st, 2020.
3. Purchase of smart white boards and other upgrades to the main boardroom were funded.
4. A facilitated workshop on RIRSD 2020-2021 Work Plan was held March 9th – 10th, 2020 at Lhawathet
5. Setting up a Citizenship Code Development Project which would include a working group.

6. Set up of a Constitutional Development Workshop facilitated by a Constitutional Expert.
7. Main Beach Archaeology Project was funded with these monies.
8. Chief and Council Planning Session in November 2019 was partially funded.
9. Open House in December 2019 was partially funded.
10. A Comprehensive Communication Strategy Workshop.
11. A Directors, Managers, and Officers (DMO) Planning Session was partially funded.

This budget also provided salary subsidies for the Chief Negotiator and the Director of the Rights and Title Department for their time commitment on the project. The workshop on March 9th – 10th, 2020 provided the guidance for the development of the 2020-2021 RIRSD Work Plan. The annual recommended budget for these tables is \$250,000 a year. The government will consider an increase of funding dependent on the work plan.

TRANS MOUNTAIN CORPORATION AND THE PROJECT AGREEMENT

On December 18th, 2019, Sts'ailes signed a Project Agreement with Trans Mountain which is a mutual benefit agreement. On January 31st, 2020, Sts'ailes received a cheque for \$250,000. Twenty-five thousand dollars for legal expenses and \$225,000 as the first payment on the Project Agreement. The negotiation of this agreement took longer than expected as Sts'ailes incorporated extensive environmental protection measures into the agreement. Sts'ailes hired Rob Miller, Miller Titerle Law Corporation to do our legal review.

RESEARCH TECHNICIAN / COMPLIANCE & ENFORCEMENT

Sawmill Business Proposal – Brian Charlie

A Business Plan has been requested for more insight and details:

- Safety & Fire Protection Plans
- Waste Management Plan. How are they going to manage the bark, slabs and sawdust waste? Slabs could be used as firewood or artisan wood. We don't want bark leaching tannic acid or any other contaminant into our community water supply.
- Spill Response Plan
- Signage - Sts'ailes should be involved in any decisions made around signage. The Sts'ailes logo should be used as a subordinate logo on any signage.
- Sewage Disposal Plan
- Liability Insurance
- Any other relevant information

Sort Yard-IR#5

Eclipse Transport is still in operation in Sts'ailes. R&T / Lands Departments are responsible for monitoring the project with regard to environmental safety measures, oils spills etc. Mondays, Wednesdays and Fridays are site visit days.

- Spill Response Plan-Kits are located in the main office. It is recommended to station them in all operating machinery.
- Speeding trucks are an ongoing issue on the one lane bridge. Inquiries made to Eclipse Transport's main office on January 27th with the truck number, and company name turned out not to be one of Eclipse's trucks. Truck drivers have been reminded about rural speed limits and the one lane bridge access.

Upland Resources (Statlu Gravel Pit)

- Upland Resources are in discussions with three large companies for the potential sale of Upland Resources Statlu Gravel Pit.
- There is a high demand for product.
- Letters of Understanding (LOU) are in place with the companies regarding the intent of sale and purchase.
- Shared Purchase Agreement holders will get their invested money back. Sts'ailes' share is \$100,000.

- Royalties to be paid to Sts'ailes will continue to be in effect upon a new agreement with the purchasing company.
- There is potential to extract up to five hundred tons of product per year from the Statlu site.
- The pit will produce product this coming year.
- There should be an agreement in place by the end February with another 45 days for legal review to take place.
- Target dates were March leading into April for a full agreement to be complete.

Squatters on Reserve

- There was a family that moved onto a vacant lot on Phillips road. They claimed to have had authorization from the family. They did not. Tim evicted them.

NEGOTIATION OF RECONCILIATION AGREEMENT WITH THE PROVINCE OF BRITISH COLUMBIA

Sts'ailes continues to scope the main elements of a potential Reconciliation Agreement (RA) with the Province of BC. Once the main elements are scoped, both Sts'ailes and BC will each seek to obtain their respective mandates, authorizations and approvals to formally negotiate and conclude a Reconciliation Agreement.

Phase 1—the mandate development will be completed by the Spring/Summer 2021.

Phase 2—is the Negotiation and Ratification of the RA. If Sts'ailes and BC do a thorough job in Phase 1, Phase 2 should not take as long.

Phase 3—is the Implementation stage, which includes land transfers and other agreement commitments.

Subject to further negotiation between Sts'ailes and BC, potential elements of the RA currently include:

- Crown land transfers – four properties are currently under discussion:
 - Chehalis River – 225 sq. ha. proposed
 - St'epsun – 278 sq. ha. proposed
 - Silver River – 166 sq. ha. proposed
 - Weaver Lake – 826 sq. ha. proposed
- Private land for purchase under discussion:
 - Harrison Mills Beach Camp Property – 19 acres proposed
- Capacity funding for governance, economic development and socio-economic initiatives

- Opportunities for co-management – proposed pilots on Rec Sites & Trails and co-management on conservation decisions on Echo Island and Long Island.

For any lands that are proposed for fee simple transfer to Sts'ailes, BC will work with Sts'ailes to protect the interests of existing tenure holders. Where agreements cannot be reached, BC and Sts'ailes will look at alternate lands for consideration. Sts'ailes and BC are developing a clearly defined process for engagement and information sharing on the proposed RA with community members, neighbouring First Nations, local governments and any potentially impacted interest groups or stakeholders.

JUSTICE

The newly formed Community Collaborative Group (CCG) held their first meeting on January 31st under the new terms of reference. Highlights and recommendations include:

- Our newsletter should include a Justice Corner. The CCG are recommending that the First Nation (FN) Police Reports be put into the newsletter.
- There are concerns of vehicles speeding on reserve, lack of street lights and speed bumps, minor thefts, stolen vehicles walking path to store is dangerous and uneven, spousal violence, and family violence. The CCG supports having a Domestic Violence Workshop in the community.
- It was explained that we are trying to keep the full complement of FN police but Canada is not paying their \$1.9 million. There may have to be some cuts.
- The CCG will be holding a one-day planning session on our Sts'ailes Justice Strategy.

MORRIS VALLEY ROAD TRESPASS

As most are aware, the Morris Valley Road (MVR) trespass issue has been ongoing for a number of years. Sts'ailes has been in negotiations with the Ministry of Transportation and Infrastructure (MOTI) to resolve the matter. We are making good progress with the negotiations.

There have been accommodation commitments made as follows:

1. Transfer of 50 hectares of Land including 2000 feet of waterfront at 10 Mile Bay to Sts'ailes.
 - \$950,000 in cash.
 - Clean up of the surface debris (garbage, waste, etc.)
 - MOTI to arrange and pay for all surveys required to define the land and waterfront areas.
 - MOTI to provide support for the issuance of a water licence to Sts'ailes on the principal creek draining into the site.
 - Realignment of the access road to the site from the Forest Service Road to 10 Mile.

- Sts'ailes to be contracted to conduct all necessary archaeological studies.
2. Construction of a Ceremonial Crossing (underpass from IR#5 under MVR near the store)
 - MOTI's District Office will provide information on the functional design of the proposed Ceremonial Crossing.
 - MOTI will include Sts'ailes in the design discussions.
 3. Capacity Funding
 - MOTI will provide capacity funding to Sts'ailes to allow participation in the land tenure and accommodation negotiations.

A lot of studies and surveys have been conducted at the land accommodation sites. There have been a few setbacks to have all of these commitments completed. Those issues are in the process of being remedied and resolved. Further investigations are being conducted and discussions between all of the applicable government departments, experts and Sts'ailes Negotiating Team are ongoing.

Designs for construction of the Ceremonial Crossing are near completion but have been put on hold due to the Chehalis River Bridge Replacement which may effect the groundwater elevations.



CHEHALIS RIVER BRIDGE REPLACEMENT PROJECT

The work on the Chehalis River Replacement Project is ongoing.

- Studies / assessments have been done over the past year and a half. Engineering is 90% complete. There have been no significant changes from the 50% check in.
- May 15th, 2020 is the target date for the bidding process to start.
- They hope to have a contractor in place by mid to late July 2020.
- The campgrounds will be closed till then.
- The estimated time for completion is two construction seasons. They will have to walk through some approvals first. If they start the actual construction by July 2020, it will go until late fall of 2021 for completion.
- Sasquatch Forest Products (SFP) has cleared the site.
- Chucking and processing the decks of logs was completed mid-March. The logs were shipped.
- The riverside timber is being left as this is a riparian area.
- SFP will do the grubbing.
- The timber will remain standing until there is full approval from the Department of Fisheries and Oceans et al.
- Hemmera will work with Sts'ailes' Fisheries Department to plant the riparian area.
- The area measures 2,000 square meters. Some of the restorative work was done off-site at William and Nancy Phillips Sloughs. Archaeology permits were used to direct the process.
- The environmental and other ecological concerns are being looked after.
- The rip rap design will probably go up the bank at the campgrounds.
- Professional signage requires further discussion.
- Procurement is being assessed for payment to Sts'ailes for the LS8 land being used for the realignment of the road for the new bridge.
- An Executive Summary will be provided to Sts'ailes.

ARCHAEOLOGY AND CULTURAL HERITAGE

This has been an important year for learning more about Sts'ailes' history and heritage through archaeology. Since April, our department has undertaken numerous archaeological studies around the community and territory, including a select number that we highlight here. In particular, we highlight some of the interesting results of the archaeological work relating to the restoration work at William and Nancy Phillips Sloughs, the dock project at Main Beach Dock, and a multi-year orchard revitalization initiative. We are pleased to have had excellent collaborators for this work, and in our efforts to integrate all the information from these and other studies.

Our first archaeological project of the year involved working at **William and Nancy Phillip's sloughs** in order to establish the potential risks to heritage sites, features, and materials. Fieldwork included subsurface shovel testing, excavation, mapping, and recording the distribution of culturally important plants. We prepared a series of maps based on the results and monitored the slough dredging work to ensure that the important archaeological areas were avoided to the greatest extent possible.

The archaeological history at William and Nancy Phillip's sloughs was further investigated during the summer by a joint **Sts'ailes-UBC Archaeology Fieldschool**. This year, Tina Wenman and Terry Paul were enrolled as field school students, enriching the experience for everyone. This cultural immersion was a transformative

experience for the students that lived in the Sts'ailes big house and had the opportunity for daily interactions and involvement with community members, including youth, leaders, and elders.

Thanks to the hard work of the students and instructors, and funding through the slough restoration project, we have been able to learn that people built a large plank house at the front of the village over 1,500 years ago, and constructed a pithouse along the bank of the slough around 250 years ago. Ongoing work at this village has revealed that some of the houses were built as much as 2,500 years ago! This year, a much more detailed picture of the emergence of this settlement unfolded, and will help us to explore the history of the broader Sts'ailes community.

The development of the **Main Beach dock** in early October was another important event leading to a greater awareness of Sts'ailes' archaeological history along the shores of the Harrison River. When the gravel and old debris was removed from the surface for construction of the retaining wall, we observed the remains of ancient cooking hearths, pits, and house floors. The oldest house floors in this area date to around 1,800 years ago.

Set back from the river, more along the slough edge another series of ancestral houses were uncovered during construction. Here we could see a sequence of house floors that were built layer-upon-layer for hundreds of years, cooking hearths, post holes, and more. The houses in this area date to around 3,000 > 2,500 years ago, so are even older than the nearby houses at the river!



GIS Analyst, Kiran Basran, at Main Beach with high-precision GPS.



Darius Kelly-Lawrence at recently cleared Phillips house site.



Crab apple trees in flower at Nancy Phillips Slough.



Sts'ailes-UBC Achaeology Field School Student instructing Sts'ailes youth in archaeology.

Over the winter our hardy crew (Burt Charlie, Trevor Florence, Alex Paul, and Jerram Ritchie) screened the excavated materials, and recovered many thousands of artifacts left by Sts'ailes ancestors. Many of the artifacts recovered are impressive, and will be an important component of a cultural exhibit on Sts'ailes history.

Our department, in collaboration with a Sts'ailes working group (Dana & Claudette Charlie, Tina & Joe Wenman, Vange Point, and Stephanie Riedl) has initiated a multi-year project to document, restore, and promote knowledge about **legacy orchards and forest gardens** on and around the Sts'ailes community.

Today, many of orchards in Sts'ailes are largely overgrown and only poorly producing fruits, nuts, and berries. In the community and

around the territory, the Sts'ailes want to revitalize these orchards, and in turn revitalize an entire dimension of land use activities, skills, and knowledge bases connected to them.

Based on direction from Sts'ailes leadership and the working group committee, Darius Kelly-Lawrence and Trevor Florence worked for several weeks to clear the orchard at Nancy Phillips slough. The crab apples appear to be thriving, and many people have walked or boated to the orchard to enjoy the open space and reminisce. This area is only the beginning, and we look forward to working with many others in the community to realize our vision of making Sts'ailes an even richer and healthier community, where people know about both their history and all the rich traditions of food management, harvesting, and preparation.

MESSAGE FROM THE SNOWOYELH DIRECTOR

Snowoyelh Department has been in existence for 11 years and is widely recognized as being culturally strong. Our Department consists of 3 culturally based programs: te Emi:melh, te Lalem and telmexwawtexw. Being Snowoyelh Department Director with responsibility for ensuring culturally appropriate service delivery has been both an honour and challenging hard work for me.

Time has taught me to be stronger Woman Warrior utilizing cultural Knowledge, skills, and ability that I learned from Elders who have gone to the Spirit World. The Spirit has guided Snowoyelh to use Cultural methods to instrument culturally based programs and services for our Sts'ailes community and for our people in their healing and growth.

I believe the Elders Prayers are answered to instrument cultural ways to be who we are and meant to be. Our Sts'ailes Laws (Family law, Sts'ailes Community law) and Cultural Ceremonies are healing and strength for our people.

Snowoyelh Department work is a challenging task due to effects from colonization and residential school which almost pushed out our Cultural ways of living according to 4 seasons and 7 Laws of Life. "Dark Era" practices and effects such as when parents and grandparent were not allowed to raise their children have left many "open trauma wounds" for our people to heal from.

I give thanks to Sts'ailes Leadership, CAO, Sts'ailes Department Directors that give their full support to Snowoyelh cultural programs and endeavours and in recognizing our children as our most important Resource.

This year has been difficult for all with World Pandemic Crises and Sts'ailes implementing their Sts'ailes Interim Covid 19 Virus Community Protection Law. Snowoyelh is driven from Ancestral Spirit of our people – this time also showing CHANGE needed for all; TIME to take stronger steps to Healthy Cultural Living.

I applaud Snowoyelh Managers and staff who work diligently to provide our Cultural appropriate services for our people in healthy, safe, and supportive manner. Most Snowoyelh staff continued working during the COVID 19 restrictions and continue to do so..

Sts'ailes is known in our Coast Salish territory and at many government levels for our cultural strength, innovative programs and proactiveness in our work with children and families. Government Legislation for First Nations people has acknowledged our inherent right to go

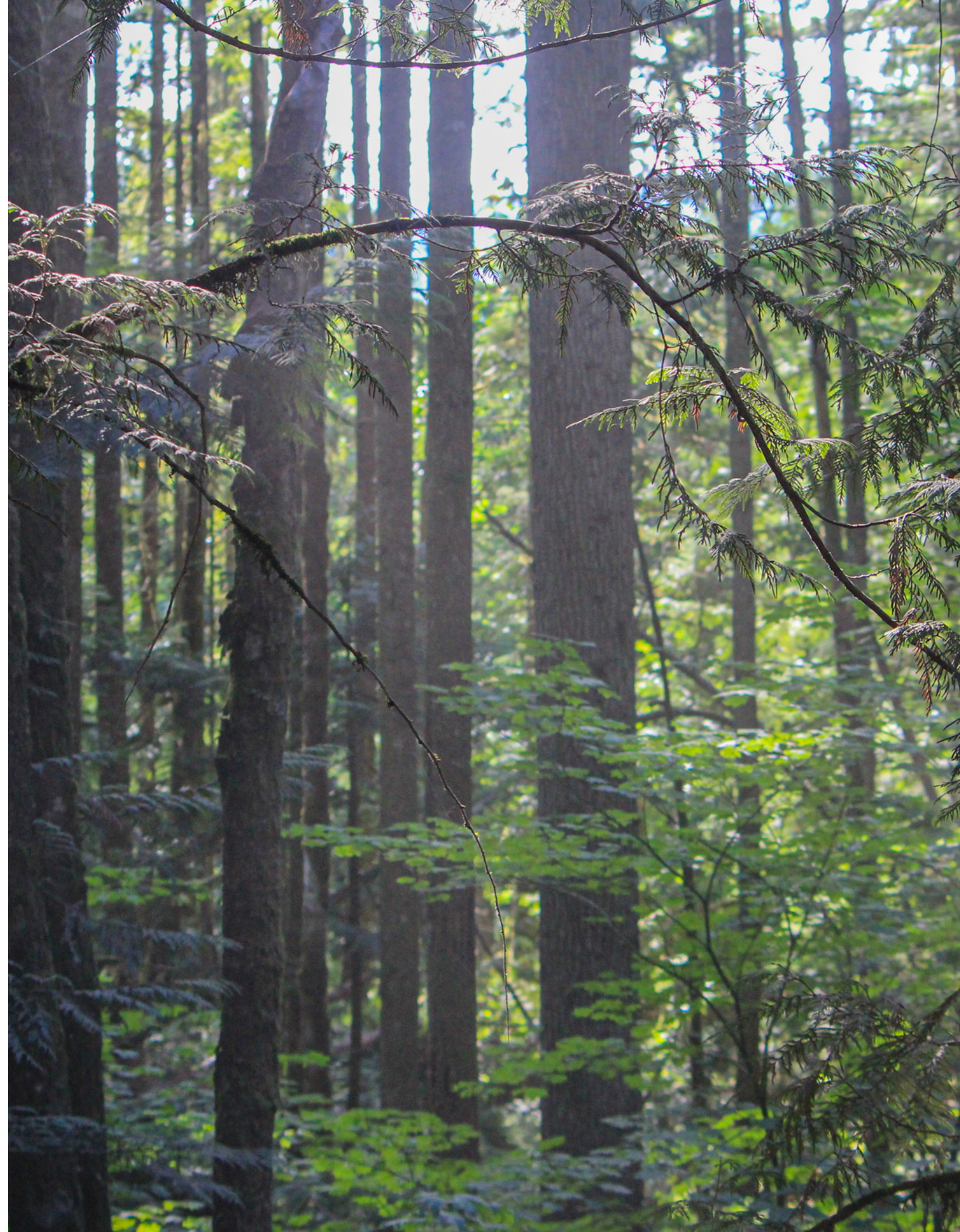


back to Matriarch and Patriarch Law – our Traditional Family Law. Grandparents have a right to say when their children are at risk or when their families are struggling.

Leadership and Elder’s wisdom have directed that it is time for Snowoyelh to move forward in asserting their inherent right to assume Sts’ailes Jurisdiction for Sts’ailes Children and Families. Planning is ongoing towards this goal. Dianne Moore has been hired on contract to support the planning, documenting and proposal writing in this area.

A Prayer for continued courage, strength, and wisdom in carrying out our Snowoyelh work for Sts’ailes children and families.

NANCY PATRICIA CHARLIE | Sel Ya:al
Snowoyelh Director





walk in the snowoyelh way

SNOWOYELH

TE EMI:MELH

TE LALEM

TELMEXW AWTEXW



PROGRAM MANAGER

Anna Charlie

Thelesiya

TE EMI:MELH

Te Emi:melh Staff

Director

N. Pat Charlie

Snowoyelh Receptionist

Paige Leon

Cultural Worker

Louise Snowdon

Te Emi:melh Manager

Anna Charlie

Prevention & Intervention

Troy Charlie

Youth Cultural Worker

Keegan Charlie
Darla Parker

Snowoyelh te Emi:melh te Sts'ailes and Prevention & Intervention Program

Snowoyelh te Emi:melh te Sts'ailes primary goals are ensuring the safety and wellbeing of our children; children who come before; now and future generations. Emi:melh supports children to know who they are as xwélmexw people, where they come from and what they belong to and works with families to support them in using Sts'ailes culture and family strengths to heal and address challenges. Emi:melh program also provides Advocacy support and information for Sts'ailes children and families and the Band's voice in child and family services related matters.

Our staff are required to be flexible in delivering many varied services as need arises including: outreach, crisis response, family support, youth support, Traditional knowledge sharing and practices, drop in visits, counseling, family meetings, social worker requests, conflict resolution and community events support.

Emi:melh program is progressing forward toward asserting their inherent right of jurisdiction over Sts'ailes children and family services by continuing to enhance our programs and services. We look forward to engaging with community to further this process about this made in Sts'ailes model. This process has been guided by experience and knowledge gained during the past decade of Snowoyelh Department operations. Emi:melh program presently has a collaborative partnership with Ministry of Children and Family Development Sts'ailes team which is co-located at Snowoyelh House.

Our team is enthusiastic about moving towards jurisdiction, participating in the Cultural Training and sharing teachings and practices with Sts'ailes children, youth and families.

Key strengths of Snowoyelh programs and services are based on:

- Snowoyelh Traditional Law
- Sts'ailes Family Law / Traditional Roles
- Halq'emeylem education and usage
- Sts'ailes cultural practices
- Community engagement
- Sts'ailes specific teachings, history and family stories
- Lets'emot (one mind, one heart, one spirit) model of planning and program delivery

- Seven Laws of Life
- Geneaograms
- Family History
- Sts'ailes matriarch and elder teachings – gathering strength and wisdom from Elders and Ancestors

Highlights of the past year for Snowoyelh

Cultural Training Curriculum

A pilot project was developed, documented and delivered to Snowoyelh staff to deepen their levels of professional development of their cultural knowledge, skills and abilities in applying Sts'ailes cultural teachings to their practice in areas of: Sts'ailes Law, Culture, History, Cultural Practices, Spirituality, Language, Songs and Sts'ailes Family systems. Staff have completed Module One and are currently engaging in Module Two with Modules Three and Four in planning.

Cedar Harvesting / Cedar Hat Weaving

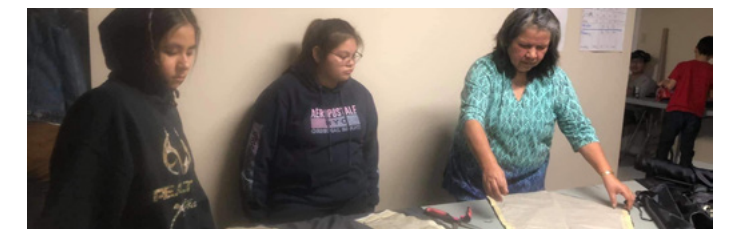
Harvesting cedar has always been a huge interest to participate in. Hearing words of the significance of Cedar tree and the story of Xe:pey. Cedar is an integral part of our community, and the medicine that it brings to us. Being out on the tém:éxw (land) and hearing the stories of where our ancestors use to walk these lands. Twelve individuals learned the process to harvest cedar bark, how to prepare for harvesting, when to go out to harvest.

Cedar weaving sessions included to learn the process of making a cedar hat, and the teaching that goes along with working with cedar. Strong feedback from participant on the medicine and good feelings of completing a cedar hat. Given away first hat followed and proudly worn in ceremony.



Regalia Making

This program encourages youth that are inspired to participate in dancing, canoe journey and cultural activities to work with their family in making regalia combined with Sts'ailes cultural teachings; words expressed from Ed Leon, on the meaning of the regalia. Sharing the knowledge of regalia making taught by the master of sewing - Rita Leon, Bev Leon, Sally Point, and Tilly Charlie, who were the elder women of the community. Such an honor to have the opportunity to share this with the youth. Look forward to the completion of the regalia making, once Covid 19 restrictions lifted. Twenty-two individuals are making their own paddle jacket/vest. Look forward to the finished items. The youth really engaged in this program, so inspiring with the interest of wanting to learn to make regalia.



Tsete Wolhtel - Return to Sts'ailes Village Narrative and Cultural Enactment

Tsete Wolhtel means "doing your absolute best when helping".

We are doing the best we can to follow our cultural ancestral ways in today's world.

Return to the Village narrative and cultural enactment shows Sts'ailes rich history of cultural living, practices according to the seasons, as well as identifying impacts from the dark era and moving on to show resiliency of our people in bringing back our Snowoyelh cultural living. Cultural ceremony is a prayer to bring our people back together following the cultural protocols. Tsete Wolhtel guided Snowoyelh to develop the Sts'ailes Cultural Training for staff. Currently, we are building cultural curriculum to provide best

practice for our Sts'ailes people. Tsete Wolhtel was scheduled to be on March 19, 2020, due to Covid-19 Tsete Wolhtel's new date will be determined.

Traditional Healing and Wellness Gatherings

Snowoyelh sets the table and hosts four Gatherings per year in accordance with Sts'ailes Traditional Seasons. These gatherings invite the people to share a Traditional Meal followed by ceremony, teachings and sharing strengths. Stelmexw St'axwtxw (held twice a year) is one of the gatherings with purpose to celebrate Sts'ailes culture and strengths in the spirit of being Lets'emot as a community.

Traditional Homemaking

Working with youth and family members in "Covid Safe" sessions to share teachings and develop skills of Traditional homemaking such as berry picking, jam making, canning and bread-making.

Youth / Puberty Teachings

Smaller sessions adapted due to Covid-19 restrictions to share teachings with youth about coming of age and traditional roles and responsibilities.



Sts'ailes and Ministry of Children and Family Development (MCFD) currently hold a signed "Information Sharing Agreement".

What is Jurisdiction?

noun.

"The official power to make legal decisions and judgments"

-Referenced from Google website, Definitions from Oxford Languages.

Sts'ailes children, on or off reserve deserve to be safe and healthy and have a strong connection to their family, lands, culture, traditions, and language. Sts'ailes seeks self-governance to ensure the safety and wellbeing of Sts'ailes children and families have an inherent right to know who they are, where they come from, and what they belong to.

-Referenced from Sts'ailes te Emi:melh te Sts'ailes Service Standards, prepared by Dianne L. Moor with Snowoyelh Management Team - March 2020.

Ministry of Children and Family Development (MCFD)

Roger Downing is MCFD team leader, who supervises the two Social Workers in Sts'ailes, and Ministry of Children and Family Development Administrative staff in Sts'ailes. Currently, there is one vacant social worker position and one social worker on medical leave.

My name is Roger Downing and have been employed by the MCFD for approximately 20 years. The majority of my time with MCFD has been working with Indigenous children, youth, families and communities. In my time with MCFD I have developed many personal and professional Indigenous relationships that continue today. I have been co-located with Snowoyelh House Program since December 2019.

Our MCFD team works collaboratively and cooperatively with the Sts'ailes Emi:melh team. MCFD has been co-located at Snowoyelh House since 2009 to ensure Lets'emot service delivery in working with Sts'ailes children and families. We look forward to continuing our very important, culturally sensitive work while walking together in partnership with Sts'ailes as we strive to reach our common goals of keeping families unified, youth having a strong voice, and children being safe and well.

I look forward to meeting each of you as we continue our journey together wherever Creator sees fit.

All My Relations,

Roger Downing, BSW
Sts'ailes & Fraser Cascade Multidisciplinary Team Leader
Ministry of Children & Family Development



PROGRAM MANAGER

Jolie Lawrence

Sel Ya:al

TE LALEM

"Te Lalem translates to 'the House'. This is a powerful word to Sts'ailes people, as all family business and decisions are commonly made in one's family home"

Te Lalem is designed to promote and develop capacity of individuals, families and building healthy families. Communities to care for and protect their children and to support families in development of positive parenting and life skills.

Te Lalem Staff

Resource Manager

Jolie Lawrence

Admin. Support

Elizabeth Joe

Night Worker

Julie Harris

Case Manager

Vanessa Charlie

Evening Worker

G.I. Joe

Weekend Worker

Cyril Paul

Ey Shxlistexw Awtxw Staff

Resource Manager

Jolie Lawrence

Night Worker

Edmund Williams

Weekend Worker

Jonathan Williams

Case Manager

Marie Wright

Youth Activity Worker

Lee Prevost

Evening Worker

Tiffany Thomas

Weekend Worker

Zelda Williams

Our Goal

To bring together involved family, community members and appropriate professionals in a support system (CARE TEAM) to support and educate individuals & families while enhancing their strengths and addressing identified child protection concerns.

History

Te Lalem is a Ministry Specialized Resource, a collaborative partnership between Sts'ailes and Ministry of Child and Family Development (MCFD). The program is intended to keep families together while parents learn to safely care for their children. Families (parents and children) are accepted into the program through a social worker referral. Length of stay is based on each family's unique plan.

Since 2008 Te Lalem has worked with 43 parents and 57 children as of September 2020. This home is staffed 24-hours a day 7 days a week to support families to care for their children. Parents learn a holistic manner how to balance self-care, basic life skills and parenting.

Te Lalem staff support and advocate for Families (parent/s & children) that enter the program. Working together, with respect and integrity, to address and resolve family issues weaving culture and traditions in the best interest of Family Units (parent/s & children) that are in or have been through the Te Lalem Program.

Te Lalem Program

Participants will work with Te Lalem staff to develop and implement individualized safety and support plans & when developing these plans may include, and are not limited to:

- Basic life skills development & support
- Budget skills & Debt counseling
- Menu planning & nutritional education
- Meal prep for family & community events
- Family Routine & Planning
- Parenting (traditional & Contemporary)
- Child development & child care
- Family connection and reconnection
- Cultural practices ie: sweat lodge & Spiritual cleansing & prayer
- Cultural counseling
- Conflict resolution & Codependency
- Physical fitness & recreational programs
- Alcohol & Drug counseling
- Education & career exploration
- Build a solid EXIT Plan

Criteria

(Priority sequence: Sts'ailes, East Fraser District, Indigenous. Part of criteria is pairing compatible families.)

Te Lalem is open to Indigenous people who meet the criteria:

- Participants agree to Sts'ailes Te Lalem policy of zero tolerance in regards to alcohol, drug or violence
- Child protection concerns are present among reasons for making referral
- Agree to following the Te Lalem Program Client Guidelines
- Personal income (social or any other income) will be arranged before entering Te Lalem
- A percentage of personal monies will be given to the program. This contribution will cover their (family) portions:
 - food and transportation costs
 - Adults are also responsible for extra transport and cigarette costs
- Be willing to commit to program with their children, for duration agreed to and set by Care Team, understand that Exiting will be an agreement in the same process, in a Care Team with Social worker.
- Agree to actively participate in household maintenance and routine.
- Must be willing to share facility with other program participants
- Must have at minimum of 30 days clean of alcohol or drugs

Referral / Application Process

1. 2 part Application (both need to be submitted for screening)
2. Screen by Panel Committee (Contact will be made to Social Worker)
3. Site Visit & Interview (will be set if all criteria is met)

Ey Shxwlistexw Awtxw (ESA)

ESA is a sibling program to Te Lalem. They are two separate live-in programs. A specialized MCFD resource officially opened December 2019. ESA is staffed 24 hours a day, 7 days a week. There are 6 support workers who work directly with the youth providing them with home support and basic life skill building. The resource is managed by Jolie Lawrence. This specialized resource home is specifically for sibling group Edward Jr. & Dominic Kipp. They are Sts'ailes members who lived off reserve for their entire lives in a foster home in Yarrow. The boys are sons to the late Ann Phillips & Edward Kipp Sr. of Chilliwack, Ann was daughter to Albert & Elizabeth Phillips. The boys are actively involved and entrenched in community and are building their pride as Sts'ailes.



PROGRAM MANAGER

David Peter

Set'etl

TELMEXW AWTEXW

Te Lalem Staff

Program Manager
David Peter

Cultural Wellness Worker
Connie Adams

**Snowoyelh Cultural Office
Coordinator & Telmexw Awtexw
Administration Assistant**
Sarah Kinshella

MCFD Staff

**Sts'ailes & Fraser Cascade Multidisciplinary
Team Leader**
Roger Downing, BSW

MCFD Social Worker
Janet L. Maclean

Telmexw Awtexw falls under the Snowoyelh Department within the Sts'ailes Organization. Telmexw Awtexw is mainly funded by First Nations Health Authority and has a partnership with Kwikwexwelhp Correctional Service of Canada. Telmexw Awtexw has been in operation as a residential treatment program from 2009 to 2015. From 2015 to 2020 Telmexw Awtexw has been offering day treatment programs, individual counselling, family counselling, and working in collaboration with Snowoyelh Programs and Health Programs within Sts'ailes. Telmexw Awtexw is currently working out of Snowoyelh House #2 (5127 Sachem Road) as of October 2019.

What We Do



Jam Session

Telmexw Awtexw operates as a Day Treatment Program for the Fraser Salish Region within the Sts'ailes First Nation. Transportation is offered up to a 50 kilometer radius within the Fraser Salish Region. Programs are scheduled throughout the year to meet the needs of participants, Sts'ailes Community, and Kwikwexwelhp (CSC). Telmexw Awtexw (T.A.) approach to helping are rooted within the Sts'ailes Culture and Traditions and blending that in with the Western Model Approach to give Ayelexw (clients) the best chance at recover from addictions and healing from alcohol and drug addiction. We provide help in a non-judgmental, holistic manner while encouraging ayelexw to take responsibility for their own lives and recovery. Each client is a valuable member of our circle and has the ability to heal and grow. This is what we strive for at Telmexw Awtexw.

Addiction is more complex today and therefore recover is different for each ayelexw. Our goal is to meet the ayelexw where they are at within their journey. We also help clients who are needing or wanting to attend residential treatment.

Programming and counselling services offered at Telmexw Awtexw are:

- Relapse Prevention
- Self-Care Planning and Life Skills
- Traditional and Cultural Sharing (drumming & singing)
- Stress Management
- Conflict Resolution
- Boundaries and Communication
- Medicine Wheel Teachings
- Meditation and Mindfulness
- Smudging, sharing circles, spiritual cleansing and sweat lodge



Project Initiative Update

Our goal is to have a three phase treatment healing centre of excellence. We hope that this facility will be ready for its first intake January 2022. Land site has been identified and we plan on having a ground blessing ceremony on September 25, 2020. The three phases of the healing centre are:

Phase 1:

- Stabilization/Detox
- Goal for 8 beds
- Partnership sought with Riverstone through Fraser Health
- Correctional Service Canada – Kwikwexwelhp for all three phases of healing centre

Phase 2:

- This is the residential treatment program which will be continuous intake for 26 persons. 10 Men, 10 Women, & 3 Couples
- The programming will be integrated with culturally based healing
- Primarily funded through First Nations Health Authority

Phase 3:

- Up to 10 beds for extended care (aftercare)
- Clients can stay until they feel they feel they are ready
- Programming will be continued in this phase and they will be doing more work with Sts'ailes Employment Assistance Program
- We are seeking funding through BC Indigenous Housing Fund for this phase

Building Capacity Training Initiative

With collaborative planning between Sts'ailes, First Nations Health Authority, and Seabird Island we planned for a training initiative that will start September 2020 for Chemical Addictions Certification 11 month course. We have had 11 applications and 8 persons from Sts'ailes attending this program. The Chemical Addictions Certification training will be delivered by NVIT.

Community Events/Programs/Highlights

- Fall Community Burning (making fire, food preparation) work in collaboration with other departments in Sts'ailes
- Discussions started with Fraser Health (Riverstone Detox) for Treatment Centre Project in May 2019
- Working in collaboration with Lotse'mot team in Sts'ailes for Suicide Awareness workshops and mental health services
- Colours Workshop attended in March 2019
- Addictions Forum attended March 2019
- Monthly sweats for men and special requests by families, Vancouver Britannia Men's Group
- Men's Gathering – healing circle, sweats, cedar weaving, traditional stories & legends, drumming and singing
- Not Just Naloxone Training at Harrison Hot Springs hosted by First Nations Health Authority
- 4 Seasons Gathering at Boothroyd – in collaboration with MCFD & Sts'ailes
- Lands Open House May 2019 – We did community votes for the land designation for new treatment centre and had acquired enough support from the Sts'ailes Community to build the new treatment centre on the land that was selected
- Cedar Harvesting – went up to Kwi Road, and Harrison Lake West
- Kwi Trauma Program – 8 men X1 program
- Kwi Day Program – 5 men X2 programs
- Harvest Sage and pick grandfathers with clients
- Rebuild sweat lodge with clients

- Food Band at Sts'ailes – volunteer and cook meals BBQ burgers, and hotdogs
- AA nights at Sts'ailes – Tuesday nights – 20 plus attendance
- ASSIST Training for staff
- Complex Trauma Training by 3 staff members
- Men's Group – trip to Keremos
- Round Lake Treatment Centre – Domestic Violence Training by Jane Middle-ton Moss
- Staff move to Snowoyelh House #2 from Lhawathet property
- Mental Wellness Forum at Matsqui
- Canoe Journey – Paddle to Lummi
- Community Christmas Dinner
- Jam Sessions for Sts'ailes and neighbouring communities
- Staff Managers Retreat from Snowoyelh Department
- Snowoyelh Staff Retreat
- Youth Sweats
- MCFD Signing Ceremony
- Trainings from Dr. Faye Parris – 8 training sessions
- First Salmon Ceremony

- Sasquatch Days
- Youth Soccer Tournament
- Stelmexw Stelexw
- Attended Gathering Wisdom in Vancouver
- Open House at Kwi
- Family Meetings with clients
- Return to the Village Program – cultural programming
- Planning Days Meeting at Langley for 4 days – planning for the new residential treatment centre
- Planning has been steady going from the new centre planning and having regular meetings weekly at minimum of 3 meetings per week from January 2020
- Collaborating with Seabird Island for capacity development with the college
- Collaboration with Fraser Health Steering Committee – started out with a Meet and Greet
- Collaboration with CSC – involvement with the new upcoming treatment centre
- Escorts for Kwi men to have men help with wood cutting for the sweat lodge, escorts to bring to community functions, church, and AA meetings



MESSAGE FROM THE YEQWETHET DIRECTOR

Ey swayel siya:ye!

Another year has come and gone and I am pleased to present the Yeqwethet Annual Report to share information about our dynamic programs and services for 2019/20 fiscal year. This is made possible through our partnership with First Nations Health Authority (FNHA) under a multi-year flexible funding agreement.

I am proud to announce our department name change to **Sts'ailes Yeqwethet**, formerly Sts'ailes Health. In efforts to revitalize our Halq'emeylem language, you will see greater use of the language in future programs!

Yeqwethet is committed to the provision of safe, culturally holistic, effective services that stand upon a foundation of the cultural strengths and spirituality of our Sts'ailes ways by modelling lateral kindness, confidentiality and compassion. We are ever-changing to meet the current standards of practice and modern approaches while ensuring we remain true to our Sts'ailes culture. Yeqwethet provides the people with a holistic service that wraps clients with caring support; much like a hug! We work closely with other departments and agencies to achieve effective communications and collaboration in the best interests of our clients. With Opioid crisis and COVID-19 Pandemic, we must remain abreast to ensure optimal care for our clients.

There have been wonderful advancements in Yeqwethet Sayem (Sts'ailes Mental Health); we currently see greater concern and increased ability to support clients through trauma. Mental Health has evolved and emerged into a service that recognizes the trauma to be a root cause and mental health as a symptom of trauma. This holistic service offers healing methods that include clinical, cultural and spiritual practices.

Yeqwethet Aylexw (Sts'ailes Community Wellness) continues to offer amazing programs and services to promote Wellness through cultural programming, recreation and positive healthy lifestyles that focuses on prevention. This is where all the fun happens! The Aylexw team works diligently in the community providing a safe, fun, healthy environment for members of all ages.

Yeqwethet Lha:w, (Sts'ailes Community Health) has seen much change and continues to evolve to the needs of the community. Lha:w is a proficient team of qualified professional caregivers and service providers who offer frontline services to the community. This includes primary care, nursing, public health, home support, and aims to enhance the Sts'ailes traditional medicines program as an integral part of our Health Plan. Stay tuned for more!



As you will see in this report the Yeqwethet Department has a wide range of activity happening that our team is proud to present to you.

Reporting to the CAO, the Yeqwethet Director oversees the department in all aspects including Aylexw, Lha:w, and Sayem. The Yeqwethet Director position has seen change in the recent years with the addition of responsibilities in the following areas:

- Yeqwethet Sayem growth
- Indian Day School Class Action Suit
- Language Revitalization
- Yeqwethet Lha:w Management

Yeqwethet Team 2019



JANICE GEORGE | Nauness
Yeqwethet Director





eyem mestiyewx kwo:l te shxweli temexw
YEQWETHET

YEQWETHET AYLEXW

YEQWETHET LHA:W

YEQWETHET SAYEM

MESSAGE FROM CHIEF SAH-AWKW, RALPH LEON

"Ey swayel, I just wanted to say a thank you and great job on the work of our Yeqwethet Department.

This department is always current with the needs of the community and always on point for service delivery; and they do so by continuously engaging the community and gathering the feedback from their programming. They keep current with best practices and are amazing at engaging the community through information distribution and educating the community.

Although we were faced with the COVID 19, near the end of this fiscal, the Yeqwethet Department didn't miss a beat and kept up with service delivery as well as planning to keep the community informed through the pandemic.

I want to raise my hands to the Yeqwethet team for their dedication and commitment to the people of Sts'ailes and express how proud we are to have such an amazing team!"



MENTAL HEALTH & ADDICTIONS NAVIGATOR

Cecily George
Tsukwaliah

YEQWETHET SAYEM

Yeqwethet Sayem provides mental health programs, services and increased awareness for many Sts'ailes community members. We collaborate with First Nation partners; such as First Nation Health Authority, Fraser Health and other key partners to deliver specific mental health programs. Enhancing the Mental Health Wellness awareness requires strategic action and we work together to achieve specific goals and reducing the stigma.

Sayem Services

Awareness Initiatives

1. Suicide Awareness Day
2. Orange T-Shirt Day: Residential School Awareness and team delivered orange daisy to all survivors
3. National Addictions Awareness: Cleansing tea, reiki, Decolonizing Addictions workshop, National Awareness Parade, NAAW Panel
4. Rape Awareness collaboration with First Nations Health Authority, virtually shared information
5. World Day of Bullying Prevention with a motivational youth speaker: Pink Shirt Day
6. COVID-19 virtual mental health awareness

Let's not, working together with our Snowoyelh team to create resources, tools and training programs aimed at increasing mental health awareness and improving the mental health and well-being of Sts'ailes community



Source Collaboration for Individuals or Families

Yeqwethet works closely with outside and internal agencies to ensure a wrap-around service that is streamlined to prevent duplication of service.

We endeavor to communicate and collaborate with Snowoyelh, Housing, Education, Ma:yt, and outside agencies in the best interest of the client.





Service Agreement between Sts'ailes and Fraser Health, Mental Health and Substance use, provides a culturally holistic approach to using modern medicine and Sts'ailes cultural teachings and practices. This is a collaborative effort to create the best support and services to the Sts'ailes community.

Workshops Held

1. Early psychosis intervention delivered by Shannon White from First Nations Health Authority
2. Aboriginal Child and Youth Mental Health Services delivered by Shannon Laflamme from Fraser Health
3. Grief and Loss: facilitated by Lucy Fraser from Chilliwack Hospice every Tuesday.
4. Rural and Indigenous Overdose exchange collaboration with Riverstone Detox
5. Self-injury behaviour in youth
6. AA meetings every Wednesday delivered by community members
7. Indian day School Class Action Law suit information session by Gowling WLG
8. Road Map to Wellness delivered by First Nation Health Authority
9. Children's grief and loss delivered by Chilliwack Hospice every Thursday
10. Youth Wellness workshop delivery by a community member from School District #78
11. Emotional and Family Connections delivered by First Nations Health Authority
12. Healthy Choices, youth wellness
13. Families Living with Addicts, elders group session delivery by Riverstone
14. Trauma Healing

Partnerships

1. Canoe Journey Planning with Snowoyelh
2. Fraser Salish Caucus Joint working group
3. First Nations Health Authority
4. Sts'ailes Health & Letse'mot Team
5. Riverstone: naloxone training and awareness
6. Suicide Management Team and Youth Prevention with Shannon Laflamme from Fraser Health
7. Letse'mot group, interdepartmental working group
8. Education Steering Committee in Hope
9. Indian Residential School Society
10. Mental Health Worker, Tara Smith from FNHA
11. Riverstone (Fraser Health) provides medically supervised withdrawal management support services
12. Regional Addiction Specialist Catarina Witt from Fraser Health

Training initiatives

There is an ever growing need and importance to provide mental health services and training in Sts'ailes. With training offered across the province, the awareness and training the Mental Health Navigator has acquired has helped to identify areas of need to assist the Sts'ailes community.

1. Indigenous Tools for Living offered by FNHA
2. Mental Health Conference by FNHA
3. Rural and Indigenous Overdose Exchange, Kamloops BC
4. Status of Women Gathering, Sto:lo Nation

5. Relationships are medicine, in Deroche BC
6. Naloxone Training, Ongoing in Sts'ailes delivered by Riverstone
7. IFOT Training
8. Mustimuhx training

COVID-19 Programming

Taking care of the mental health within our community members, we created virtual programs to get people out and about with recreation fun and journaling. This has led to the need for continually delivering information regarding the pandemic, staying safe and how to manage and reduce the stress inflicted from the pandemic.

1. Virtual Mental Health Wellness
2. Online information distribution, dealing with anxiety and depression
3. Journal group called "Becoming" with different topics weekly
4. Yeqwethet Sayem Virtual Scavenger Hunt
5. Letse'mot team meeting, collaborating to share and support community members
6. Rape Awareness delivered by FNHA virtual package
7. Ted Talks: "Dealing with Anxiety During COVID" videos



Covid-19 made huge changes to lives within the community due to the isolation measures across BC that has caused emotional stress.



Counselling

Clinical Counselling is an essential service in Sts'ailes for our community members. We are committed to supporting those who are in need and service providers go above and beyond their duties. Dr. Priyanka lives in Vancouver and the commute to Sts'ailes is a long commute, therefore so she accepts clients thru tele-health/virtual sessions.

Mental Health Clinical Service Providers

1. Pam Robertson, Adult Counsellor, Every Thursday
2. Jordan White, Youth Counsellor, Mondays and Tuesdays
3. Maggie Theron, Youth Counsellor, Fridays
4. Dr. Priyanka Hallie, Psychiatrist, Fridays

Spiritual Healing

Given that our spiritual practices are an effective form of healing, we are committed to its inclusion in Yeqwethet programming. Our team has compiled a list of Spiritual Healers, much like service providers, who can brush clients off and offer enhanced methods of healing. This is an exciting advancement in programming. We understand that there is no "one-size-fits-all" treatment plan and that each individual will have different needs.

Indian Day School Class Action Suit

Sts'ailes Yeqwethet took a lead on supporting former students of the Chehalis Indian Day School in the class action suit by Gowling WLG. Although we do not receive funding to support this work, our team deemed it crucial that adequate support is provided to community members. In January 2020, the claims process opened up for claimants to complete the forms to get their settlement.

Since this process began, we have seen an increase in mental health concerns in Sts'ailes. It is unfortunate and difficult to work through the trauma from abuse that occurred in the school and this has been source of many "triggers" amongst our people. Gowling has attached dollar amounts to "levels" of the many types of abuse that occurred. This concept has been difficult to cope for the ones who suffered abuse at the hands of teachers.

In February 2020, we held an information session at Lhawathet Lalem which was well attended by about 175 community members and supported by the Gowling legal team, mental health professionals, and staff.

It is with gratitude our department has for the following people who have been involved with supporting this work:

1. *Chemaylem tenaut, Sherry Point*: Helped numerous claimants in completing forms.
2. *Alok, James Leon*: Accessing Day School records for claimants through the provincial records system. James is doing this by volunteer, and with the support of his employer.
3. *Rod Peters, SD #78*: Accessing Day School records for claimants who also attended Agassiz Secondary.
4. *Teia, Holly Charlie*: Administrative lead, keeping all files and records, communicating with Gowling, communicating with members, arranging info session, supporting claimants with forms and records.
5. *Tsu'kwahliah, Cecily George*: Connecting claimants with MH Supports, spiritual healing, and supporting claimants with forms.
6. *Charlotte Phair and Joanna Charlie* have also been available to support claimants.

Without the support of these individuals, supporting our clients and members through this would be that much more difficult and our people would suffer even more with old wounds being reopened.



Screen still from *Qwok'wel te Qwok'wel ~ Talk the Talk*

Language Revitalization

Sts'ailes Yeqwethet is taking a lead on the revitalization of Halq'eméylem language through an immersion integration for all Yeqwethet services and planning. In partnership with First Peoples Cultural Council (FPCC), we are creating a Language Plan to integrate into our plan that will create and develop fluent speakers.

The 2019/20 fiscal year saw great developments in Language and we will continue to pursue the goals set out by our community in the Comprehensive Community Plan (CCP) and the Council Vision: to create fluent speakers in Sts'ailes; to "normalize" our language through revitalization. To support this work, we were successful in securing 3-year funding to implement these efforts.

Qwok'wel te Qwok'wel ~ Talk the Talk

This program was offered as an adult language class taught by Sts'ailes members. It included meals, childcare, and in class sessions. We offered a Level 1 and 2; however the classes seemed to blend together as one, allowing more experienced learners to mix with beginners. **Number of participants: 16**

Language Gathering Grant ~ Tsetset Wohltel

We secured funding through FPCC to host a language gathering in Sts'ailes. The Snowoyelh team took a lead on planning and hosting the event, with support from Yeqwethet. The COVID-19 pandemic prevented this large cultural gathering and the event was postponed.

Curriculum Development

Yeqwethet contracted a Language Coordinator, Selisiya (Steph Adams) to coordinate this program and create visual tools that will aid present and future learning endeavors. This included a Wellness Poster, handwashing signs, calendars, DVDs and other materials that were shared amongst interested community and band members.

Raising Awareness

Our team wanted to make our Halq'eméylem language more visible in Sts'ailes and normalize it in the community. We began by using our Xwelmxw (traditional) names and created door tags for all Yeqwethet staff. This also included changing our name from Health to Yeqwethet and renaming branches as follows:

YEQWETHET formerly Health:
means "to heal, to straighten out, to make things right, in a good way"

YEQWETHET SAYEM formerly Mental Health:
means "strong"

YEQWETHET AYLEXW formerly Community Wellness:
means "to live"

YEQWETHET LHA:W formerly Community Health:
means "to heal, be healthy"



AYLEXW MANAGER

Margaret Charlie

K'ema

YEQWETHET AYLEXW

It is with great pride as the Yeqwethet Aylexw Manager, I can provide you with an overview of the Aylexw programs for the 2019-20 fiscal year. Even though we were faced with the COVID19 Pandemic our team accepted the challenge and created online programs to keep the community spirits up, worked together via online conference calls and setting up programs for all Sts'ailes Members near and far

The Aylexw Staff believes that Our Children and Our Elders are our most precious resources. Our programs provide everyone with the opportunity to develop culturally, physically, mentally and emotionally through play and fun and interaction with community members. Activities are planned to meet developmental levels and interests of all members. We recognize and support inclusion of all Sts'ailes Members.

Staff

Sports & Recreation Leaders

Spalia - Annette Charlie

Ch'olé - Jeremy Dool

Yeqwethet Administration Assistant

Teia - Holly Charlie

Aylexw Program

Spring Break

We hosted the Spring Break program for 15-30 children who joined us for the two weeks of activities. This was a fun program of swimming, tubing, movies, hiking, plus crafts and activities at the Sts'ailes Community School. This year the program was cut short due to staff training (SafeTalk and the Health Fair). This program is hosted to support working families with young children who are all out of school for two weeks, it provides a safe, fun and loving space for our children to be when their parents are at work.

March 2020, we had to shut in-person programs down due to the COVID19 Pandemic.

Summer Recreation Program

Through SASET funding and collaboration with our Ma:y't Department, we offer summer employment to high school students. In 2019, we enjoyed having 6 students to help support the Summer Recreation Program. For some of the students, this was their first summer job and didn't know what to expect. This year was unique as we joined forces with the Read and Rec Program hosted by the school. The Read and Rec program took on the first three weeks of the summer program planning and the Aylexw Staff took on the last three weeks of the program planning. Joining forces meant that we could register 30 children to attend both programs.

Registered youth ages 7-12 attended the following events and outings throughout the 7 weeks of summer:

- UBC- Gearing up Science Camp
- Beach Days- Kilbys, Harrison Lake, Hicks Lake
- Movies
- GetAir
- Cultus Lake Waterslides
- Cultus Lake Adventure Park
- Otter Co-Op Experience

We are fortunate to partner with Seabird Island Child Development and Jordan's Principal who brought in a certified special needs worker so that we were able to open up our program to children with special needs.

Teen Wellness Program

The Teen program is hosted two nights a week and we have around 10 consistent Youth attending this program. The teen program consists of outings, sports, workouts, fundraising and just hanging out. This program alternates from the Sts'ailes Community School Gym and the Log Building.

This year we hosted a Teen Summer week where the teens went on outings such as Cultus Night Sliding, Twilight Drive In, HHS Water Park, Paintballing and Escape Room. The main focus of this program is prevention, support and guidance for our up and coming leaders.

In partnership with Social Assistance we hosted a teen wellness night where we had some of our local members come and offer their services to the youth for free. We had haircuts, massages, Tea Making, and facials. There was also presentations from Riverstone mobile detox and First Nations Policing Unit presented on Impaired Driving. The focus was to teach clients ways to provided self-care for themselves and to spoil them just a little.



Evening Programs

During the week, the Sts'ailes Community School Gym, Lhawathet's Outdoor Gym and/or the Log Building are open from 5:30pm-7:00pm and we host a number of different programs on each evening to promote Fun, healthy exercise, mental wellness and community involvement such as:

1. **Adult Drop-In Hockey** - We rented Lhawathet's outdoor gym and had an average of 12 players showing up each night and only heard positive feedback for this to continue.
2. **FitNation** - Annette Charlie is our certified FitNation Leader and hosts FitNation evening at the school Gym once a week. Originally it began as an 8 week pilot program for teens and 10 participants participated consistently. This program is usually attended by the Teens, but it is open to all community members.
3. **Family Nights** - A very well participated program with about 30-50 participants at each event once a month. They are hosted at the school gym and are usually themed to the

Holiday that month or something the whole family can participate in such as Gingerbread House Making, Planting Flowers around the community, Movie Nights, Spa Nights, Pumpkin Carving, The Reptile Man and Tea Parties. The Reptile Man was the most popular in this program. This program is hosted to promote family time together and to have a little fun doing it. Healthy snacks are always provided.

4. **Yoga** - Yoga was hosted throughout the year in four 8 week intervals and approximately 37 participants in total. This program is well received by the women in the community and is hosted to promote healthy mind, body and spirit. The instructor is our very own community member Sarah LaRock who encourages participants to step outside their comfort zones and try new things and often brings the group different food and teas to try.



Aboriginal Run Walk Jog Program

The 13-week Program, cohosted with the ISPARC has been running in Sts'ailes for a number of years. This year we had over 23 people registered from Sts'ailes sign up whether you lived on or off reserve and we had them complete the 13-week program rain or shine walking, running or jogging in the community 3 times a week. It was decided by the group that they wanted to attend the Vancouver 10 K Sun Run. There was 10 participants who attended the run and completed the 10K. The costs and funding for this program is from ISPARC and in partnership with Yeqwethet Aylexw. The Rainforest Run, Sts'ailes had 12 participants run the 5k run.

Community Garden

This project was led by Leilani Francis, Executive Assistant, who did a wonderful job in acquiring funding and coordinating the build, and all other aspects of its development. The garden is a work in progress and a great enhancement to Food Security in Sts'ailes.



Participants quotes from the Outdoor Aylexw Challenge

"I got teary eyed watching this and the song...it shows that we are community strong. We all do support our community and our family and friends nice to see so many who were participating in the activities. I love Sts'ailes!"

"I miss everyone! And out of all the programs this was my absolute favorite because in the worst of days having this helped make me feel a little less stuck at home isolated. It reminded me to get up and stay healthy and when I really just wanted to sleep the COVID days away and it made me smile seeing everyone else's activities and smiles"

J.O.Y - Elders Wellness Programs

The J.O.Y (Just Older Youth) program is a new program that ran once a week for elders in the community to get together and have some fun. We have about 10 elders who participate regularly and there were 18 participants in total. The JOY program provides transportation for outings. The numbers for this program continue to grow.

This year they went to:

- Swimming Pools
- Luncheons
- Picnics
- Movies
- Museum of Anthropology - it was arranged for the museum to take out some of the art work and weaving that came from Sts'ailes. It was so emotional to see the elders touch and feel the work done by their family members.



Someone So Small – Baby Wellness

In Partnership with Seabird Island Infant Development program, this new program hosts "Someone So Small" twice a month here in Sts'ailes. We have 10 babies and moms attending this program regularly. The program focuses on large motor skills, play and parent involvement. Our baby group also includes the elders on some of their outings - mainly swimming and group walking which they all loved. This program includes infant massage, healthy snacks and simple crafts.





During the COVID Pandemic

During COVID because we were unable to host any programs and came up with the online programs to engage the community. We used some of the existing programs and decided to turn them into online interactive programs.

Aylexw COVID19 Outdoor Challenge

The COVID19 Outdoor challenge was started on March 22, 2020 and went until June 15th with a total of 3483 total entries throughout the 3 months. The outdoor challenge was run through our Yeqwethet / Snowoyelh FB page and we had on and off reserve members participating. It was such a great program to participate in during these stressful times of the Pandemic. All participants would be entered into a draw to win gift cards weekly.

Meal Prep Online Weekly

Cooking challenges were posted on the FB page and participants were asked to post pictures for a chance to be entered in a gift card draw the purpose. The intent of this program was to send out some new healthy recipes to try and have the community participate and share pictures of their food via Facebook and have a chance to win a gift card to the Sts'ailes Store.

Weight Loss Men & Women

5 men and 16 women for the program was run on a FB group page where all participants were added and asked to weigh themselves weekly program wraps up June 22 and winners will receive prize money for most weight lost in 30days. The program promoted exercise and healthy weight loss.

Yoga Live via Facebook

3-8 participants for Live Yoga with Sarah LaRock started April - June and has had a few dedicated participants and tried a few different ways of presenting they did fb live and ZOOM but live seemed to work best.

"I was not able to join all but when I did it made all the difference in my days"

Community Events

Halloween Bash

October 31 2019 we hosted a Halloween Bash at the Sts'ailes Community School Gym! 100 community members attended and enjoyed this festive evening including a costume parade, families had the option to hand out candy for trick or treating in the gym, prizes, fireworks, pizza and veggies, candy, and lots of happy families. The families were also given the opportunity to decorate their tables, 7 families decorated tables.

Sasquatch Days

In June 2019, the annual Sasquatch Days was hosted in partnership with Harrison Hot Springs Village, and it was a success. The canoe races were kicked off with a Sts'ailes flag raising in the Village of Harrison Hot Springs. This event well attended by canoe clubs from Vancouver Island, northwest Washington, Vancouver, Fraser Valley and surrounding Salish nations. This event is largely dependent on the support of staff and community volunteers.

Sts'ailes Youth Tournament

The 2019 Sts'ailes Youth Soccer Tournament was a huge success with 41 teams registered in 6 age groups. Teams were registered from Fraser Valley, Vancouver, Vancouver Island, Sechelt, and Lillooet.

U5 1st Place Seabird	U5 2nd Place Musqueam	U5 3rd Place Sts'ailes
U7 1st Place Cap Crew	U7 2nd Place Nisg'aa Cubs	U7 3rd Place Seabird
U13 1st Place Sts'ailes Jr. Chiefs	U13 2nd Place Musqueam Aztecs	U13 3rd Place Seabird
U16 1st Place Scowlitz Roadrunners	U16 2nd Place Seabird	U16 3rd Place Musqueam
U21 1st Place Punum	U21 2nd Place Leftovers	U21 3rd Place Sechekt

Number of All-Stars

U5 All-Stars (No Data)	U7 All-Stars 5	U16 All-Stars 17
U13 All-Stars 19	U21 All-Stars 13	

Sts'ailes Emergency Management

The Sts'ailes Emergency Management program is led by the Aylexw Manager. This program is forever growing and changing. This year we were able to host ShakeOutBc, Emergency Operations Level One and a table top exercise and training here in Sts'ailes.

In 2019 we provided Emergency Social Services to one family in Sts'ailes due to the house fire and were able to support them with getting essentials for 72hrs.

We also activated our EOC for the pandemic and have been operational for 22 weeks and will remain open for the duration of the pandemic. The EOC provided the link between EMBC and Sts'ailes and support the Sts'ailes COVID Emergency Land Law and the distribution of the funds from ISC.

In 2019 we were granted funds from ISC that allowed us to purchase EOC kits, ESS trailer and a MSAT phone. Sts'ailes has what they need to support the community if we ever need to in the event of an emergency. This approval was such a great addition to the program as we have not been approved for Emergency funding for capital ever. We will continue to host training in the community and keep informing the community how to stay safe in the event of emergencies.

Grand total of funds allocated to EM planning and Training: 84,686.75

Sponsorship

Chief and Council have allocated a budget to help support our membership who are participating in Sports and Recreation outside the community. This program is offered to anyone and all ages for activities such as soccer, canoe pulling, gymnastics, dance, ice hockey, floor hockey, baseball, music lessons, swimming and is available for all ages.

Teamwork makes the Dream Work!





DIRECTOR
Janice George
Nauness

YEQWETHET LHA:W

The Yeqwethet Lha:w has been and continues to be in a stage of transition. Although we are an accredited service, recently our team re-assessed various aspects of operations and is undergoing positive change. We have re-assigned duties and restructured to optimize the capacity in Yeqwethet. A few of the changes are as follows:

- Data Management:** We are shifting towards electronic filing and charting which includes staff training and increased duties, updated electronic equipment.
- Home Support:** Jasmine Frye, RN, assumed direct supervision of the Home Support team and program
- Administration:** Yeqwethet Admin Assistant carries a greater role in supporting nursing team with administrative duties.
- Traditional Medicines:** Enhancement of this program for greater awareness and access to traditional plant medicines as an alternative/supplement to prescriptions
- Footcare:** Increased service to weekly and with closer monitoring and prioritizing of diabetics requiring service. ALL AMPUTATIONS ARE PREVENTABLE.

Staff We have a great team of professionals who provide various types of care for our Sts'ailes community. The following is a list of the major duties.

Registered Nurse Chas'mel - Jasmine Frye	Home Support program Nursing care to elders and diabetics Hospital Discharge Home OT assessments
Registered Nurse Cho:l - Johan Bergenhenegouwen	Public Health for all ages Pre & Post Natal care Pandemic Planning Youth clinics Diabetes education Immunizations
Registered Nurse Connie Meskas	Diabetes Foot care Nursing support
Community Health Representative Xen nun temot - Claudette Leon	Traditional Medicines Children's Oral Health Initiative (COHI) Breast Cancer Screening Elders programming (shared among entire team) Water Testing
Medical Office Assistant Sqwith - Rica Paul	Frontline communications, Reception Appointments and bookings Records management Gas vouchers for Medical Transportation Rica is a wonderful overall support for Yeqwethet
Administration Assistant Teia - Holly Charlie	Admin support to nursing team Medical Transportation Special Needs Medical supplies lead Other duties outside of Lha:w include Day School, Aylexw Admin support, acquiring goods (shopping)

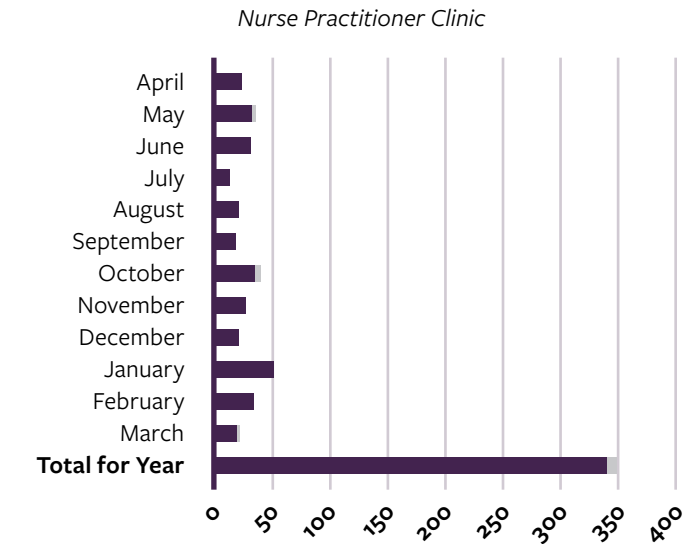
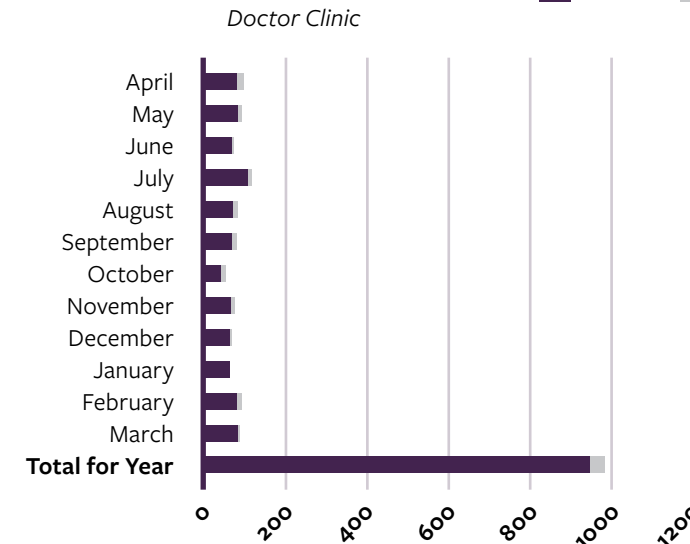
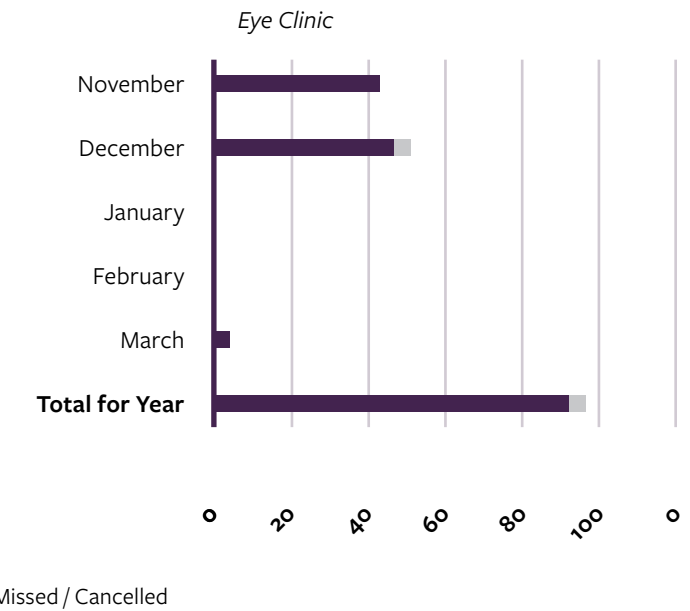
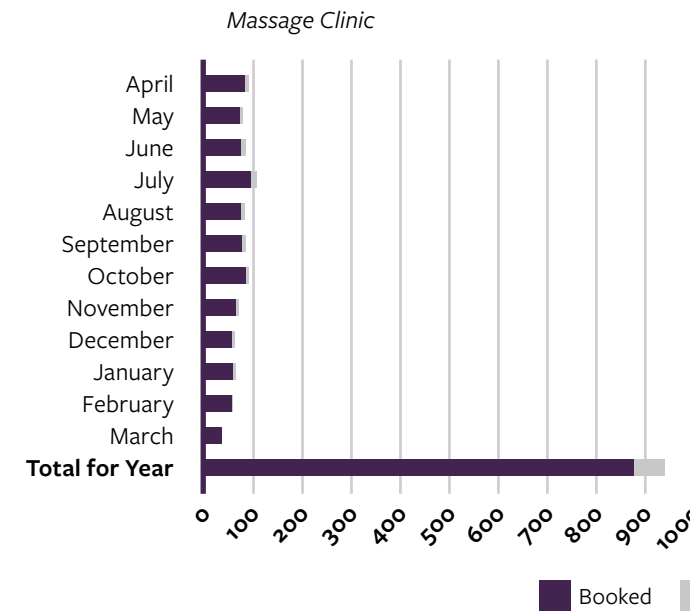
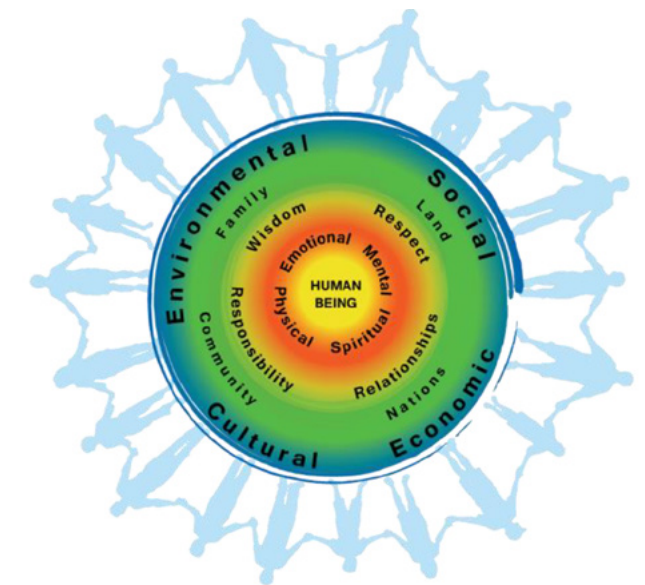
Visiting Professionals

Yeqwethet shares positive relationships with agencies such as Fraser Health Authority, FNHA, and Seabird Island that enable us to invite visiting professionals into our community.

Other visiting professionals are included in the Sayem report.

- | | |
|---|---|
| Family Physician
Dr. Beaulieu
Wednesdays | Nurse Practitioner
Teresa Sabiston
Thursdays |
| Massage Therapist
Sarah LaRock
Mondays (additional days as needed) | Ophthalmologist
Dr. Ahmed
As needed |

First Nation's Perspective on Health and Wellness *



*Photo Credit: First Nations Health Authority, Image URL: <https://www.fnha.ca/what-we-do/traditional-healing>

Yeqwethet Public Health

Immunizations

Routine BCCDC recommended vaccinations at 2 months, 4 months, 6 months, 12 months, and 18 months, Kindergarten, Grade 6 and Grade 9. Approximately 8-10 children are born annually in Sts'ailes. Vaccinations also provided to off reserve students in Sts'ailes Community School

Influenza vaccination

Annual flu vaccination for community and staff members. Provision of approximately 170 flu vaccines this past flu season. This is in line with the average annually for Sts'ailes.

Some community members do use off reserve services for vaccinations among other health services. This does not reflect the total overall vaccinations the community members get, only what Sts'ailes provides.

Pre and Post Natal Services

Total of 9 babies born. All families offered pre-natal services. Combined services with Seabird midwife with most prenatal services for clients in Sts'ailes. Monthly contact until last trimester, weekly visits / contact following as needed. More frequent visit depending on the complexity of the pregnancy or other concerns. Weekly visits / contact for first month of life. Monthly following until one year of age for continued growth and development.

Child Health and Development

Surveillance of approximately 15 children with varying levels of developmental or health concerns. Case management of the health concerns for the children requiring health related or

developmental supports. Liaising and support with Snowoyelh and MCFD for children and families with developmental or mental wellness concerns related to social determinants in their home.

Youth Clinic

Developed a youth clinic to function within Sts'ailes Community School with our Nurse Practitioner Theresa Sabiston. Service was attended well for the weeks we had it running prior pandemic. Services focused on mental wellness, contraception and sexual health, general health concerns. Plan to develop a youth clinic available for all Sts'ailes youth.

Sts'ailes Community School Health Talks

Beginning of Health Education classes on varying topics including smoking, diet, and diabetes. This started strong in the fall of 2019 with one class in particular. Plans to re-develop education structure to deliver this service effectively for upcoming school year.

Mental Health

Continued management and medication administration for mental health clients. Outreach and liaising with mental health colleagues Cecily George, Jordan White, Pam Robertson in the management and care of clients seeking mental health services.

Diabetes Education

One on one diabetes education and support provided to diabetics in the community seeking improved management of their condition (Ongoing management of diabetic ulcers/wound care, concerns regarding cardiac implications, management of recurrent urinary tract infections etc.) Combined support with physician and nurse practitioner, foot care nurse, as well as the Seabird Mobile Diabetes Team on their annual visit for screening and surveillance. Three clients continue with dialysis.



Pandemic Planning

COVID-19 community pandemic plan updated. Supportive role within EOC team for community organization and public health safety planning.

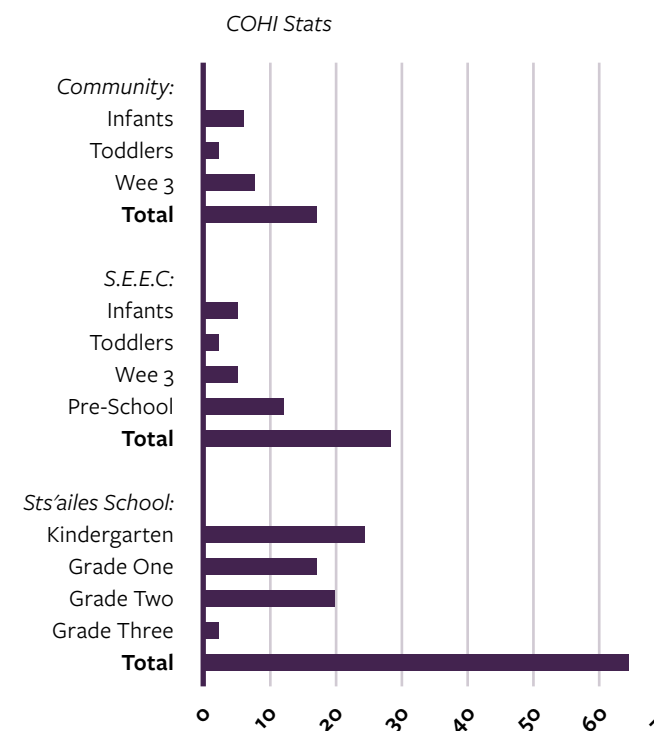
Water Testing

Regular testing is led by the CHR, in collaboration with Fraser Health Authority (FHA), and with support from the Capital & Public Works department. Water samples are taken weekly and tested in a laboratory. The results are sent to us by our FHA Environmental Health Officer. For the 2019/20 year, there were no concerns with our drinking water as all test results came back clean.

Children's Oral Health Initiative

In collaboration with FNHA Registered Dental Therapist, Brenda Isaac, the CHR leads this program that prevents tooth decay among children and promotes good dental hygiene. The beauty of this program is it brings the service to the children at the Sts'ailes Community School and Sts'ailes Early Education Center. This program offers an effective services that include the following services:

- Fluoride Varnish
- Brushing
- Oral Health Education
- Sealants & Art (fillings)



Elders Program

(See Aylewx report for JOY program information)

- **July 11** - All elder dinner outing to Abbotsford. 21 seniors + 5 health staff + Chief Announced plans for the 4 summer trips in place of Elders Conference.
- **July 29** - All elder Summerland trip - Peach King for fruits to preserve, dinner in Hope. 12 seniors + 6 health staff. We used elders' bus, 1 health van for transportation. Elders requested new bus, no air conditioner in summer or no heat in winter.
- **August 1** - All senior men outing to Keremeos lead by Corey Charlie & Jeremy George. 4 senior men & 2 health staff participated. Picked up fruits for preserving.
- **August 6** - All senior woman outing to Chilliwack - lunch at dairy queen and matinee. 12 senior ladies attended + 2 health staff Claudette & Leilani. Leilani has expense sheet.
- **August 29** - All senior elders outing Vancouver Museum of Anthropology, rice world, & dinner. 8 seniors + 6 health staff - Janice, Margaret, Holly, Annette, Jeremy, Corey, Leilani. This was the final trip.
- **September 30** - Elders luncheon meeting: updates from Chief Ralph Leon: Strategic Plans; Councillor Tim Felix: C & C future goals; Yeqwethet Director Janice George: Language, suggesting new Health name, new health benefits.
 - Catered by Natasha Peters (20 ppl * \$15 per plate includes soup, sandwiches, fruit platter, veggie tray, 4-1 liter assorted juices)

- **October 21** -Falls Prevention Presentation by Trinity Western Nurses 10 am-elders building. Snacks and beverages available. Shopping by Holly/Leilani.
- Elders luncheon meetings were held monthly throughout the year.

Hearing Clinic

Hearing Clinics are led by CHR and visiting professional, Randi Monsell, Amplifon Company, who comes to Sts’ailes every two or three months. This services offers screening, video-otoscope, assessment, and support in acquiring and maintaining ear equipment. Recently the FNHA Medical Benefits were changed to include increased benefits for hearing aids, which is a welcome change for our clients. Wait times for approvals was also decreased.

The challenge with this service is location. We lack the adequate space (sound-proof room) for proper assessment and therefore clients must use services outside the community.

Foot Care Clinic

In 2019/20 we restructured the Diabetes Footcare program which was previously led by the CHR with services provided by Linda Kheler, RN. This program was a success however we determined a more effective way in which to deliver this program internally.

Currently the service is led by Connie Meskas, RN, who is employed part time by Sts’ailes. We were seeing amputations among our members and decided that we must prevent this through adequate service delivery. Footcare is done weekly with greater attention to acute conditions and management.

Mammogram Mobile Unit

Annual visit from the mobile unit, performing breast exams for approximatly 30 clients.

Conclusion

As you can see from this report, Sts’ailes Yeqwethet Department has been very busy, proactive and is committed to supporting the community in the best way that it can using both clinical and holistic means of medicine.

As the health and wellness of the community evolves, improves and changes, so must the services that are offered through Yeqwethet. We will continue to keep our hand on the pulse of the needs of community members and clients and do our best to integrate those needs into our programming.

We look forward to continuing our work within the community and are eager to see the progress and changes made within the community as a whole.



MESSAGE FROM THE PRESIDENT

First of all, on behalf of the Chief and Council, I want to thank the SDC Executive Team and the SDC Board of Director's for their hard work this past year. The Covid 19 ordeal has proven to be very challenging but we have been able to remain operational, with an altered plan. Getting back to being fully operational is going to be challenging but we have a plan in place as we move forward in the stages of Covid 19.

Executive Team Members

Kandice Charlie
Sadie Leon
Kelsey Charlie

Executive Assistant

Toni Carter

Board of Directors

President & Chair
Kelsey Charlie

Members

Al Stobbart
Kandice Charlie
Chief Johnny Williams
Chief Clarence Louie

A year after the retirement of the former CEO and a year after hitting the reset button, we have made many strides in the right direction, mainly building the team morale of all of SDC and engaging in Sts'ailes events and activities.

“Letse'mot Ikwelo” – We are of One Mind and Spirit

A lot has happened this past year and here are some of the major milestones and accomplishments.

- Re-establishing our Forestry Plan – Meeting our 5-year cut control (2015-2020)
- Harrison River Boat Launch, Dock and Washrooms – Completion by the end of 2020
- First Salmon Ceremony Celebration – May 2020
- Developing a Business Development Guidebook
- Signing a New Sub-Lease with Eclipse
- Economic Fisheries Opportunities (Pink Fishery)
- Pink Fishery for the Upper Fraser First Nation's (10,000 pieces)

Chithome (Thanking you with our hands raised)

KELSEY CHARLIE | Tixweltel

President

Sts'ailes Development Corporation



BUSINESS DEVELOPMENT

The role of business development is to find new strategic opportunities for SDC, determine feasibility of prospective businesses, start new companies on the path to viability and stimulate the Sts'ailes economy, including job creation.

Projects in Pre-Feasibility Stage:

- Bottled water plant
- Health Care Centre & Assisted-Living Facility
- Lakefront Resort Development at Harrison Lake
- Cross laminated Timber manufacturing facility

Projects in Business Plan Stage:

- Hydro Project at Lookout Lake
- Fisheries added value products
- Lumber Drying Project

Joint Ventures & Other Businesses:

- Commercial/Residential Construction
- Land Clearing Construction
- Remote Camp Services JV
- Commercial Ice Production
- Clean Energy Production
- Real Estate Development (on/off-reserve)
- Third Party Logging Contracts



Area-Based First Nations Woodland Licence (FNWL)

The Forest Tenure Opportunities Agreement (FTOA-C), which is the document that facilitates the award of the FNWL, is now signed. SDC has drafted the Woodland License Management Plan which is now being reviewed by the community for its input. Once SDC receives the community's input, the allowable cut will be calculated, the Management Plan completed and submitted to the province for approval. Once the plan is approved, Sts'ailes will apply for the license.

SDC-BC Timber Sales "Partnership"

The first timber management contract under this partnership has been satisfactorily completed. SDC is now entering into a second contract for the management of 40,000m³. Further management contracts will be available on an ongoing basis. These contracts give Sts'ailes more control over the management of its timber resource under its pending First Nations Woodland License.

Third Party Logging Contracts

Two third party contracts employed the use of SDC's grapple yarder and log loader during 2019-2020. It is anticipated that there will be future contract possibilities for both the yarder and loader.

Lumber Drying and Cross Laminated Timber Project

This project is in the consultation stage with the community as to the acceptance of the proposed business. Sts'ailes Lands Department is reviewing the feasibility of a proposed site for the business. Sts'ailes and SDC has secured over \$900,000 toward assessing the various feasibility components of this project.

Th'awel: A Clean Energy Project

Last year we reported that SDC is developing an Economic Development Agreement (EDA) for a Clean Energy Project with Innergex. SDC has obtained the water rights and land use certificates for this proposed project.

- Key provisions of the agreement include:
 - The opportunity to buy into significant equity position on a hydro project;
 - Escalating royalties that are based on annual net sales;
 - Upfront various payments;



- Direct award contracting opportunities;
- Opportunity to participate on competitive bids with a price adder;
- Employment and training commitments;

Separate from the EDA, an Electricity Purchase Agreement (EPA) is being negotiated by the AR&T department as part of a Reconciliation Agreement with the Province. BC Hydro issues EPA's based on project feasibility, the likelihood of completion and on the need for the electricity. EPA's can have a term of up to 40 years.

Land Development

Sts'ailes and the Province are nearing the conclusion of negotiations of two parcels of Crown land within Sts'ailes Traditional Territory. The negotiations are taking place as an accommodation for the sale of recreation lots in the Harrison Lake area, and the trespass of portions of Morris Valley Road onto reserve lands.

SDC currently awaits conclusion of negotiations between the Sts'ailes Rights & Title Dept. and the Province on the transfer of

the Crown land properties. More information about the progress of the negotiations can be found in the Rights & Title section of this Community Report.

So how does this relate to SDC?

The Province requires the lands to be transferred to a business entity. The land will be held for Sts'ailes under a partnership of the Chehalis Economic Development Trust which will serve as the Limited Partner (LP), and SDC will serve as the General Partner (GP). The partnership that will be referred to as Sts'ailes Land Development (SLD). SLD will hold and develop the properties on behalf of Sts'ailes, much like how Sts'ailes is developing in the clean energy sector (SEED - Sts'ailes Eco Energy Development).

The lands under negotiations are being earmarked for specific uses, one being a Primary Health Care Centre which is being referred to as SLD Sts'ailes Sasq'ets a:eylexwt awtexw LP, and the second property for future development.

The land transfer is a significant milestone for Sts'ailes and SDC in that the transfer of lands exemplifies Sts'ailes' commitment and assertion of increasing our presence on the land, continuing to protect our lands, and developing our socio-economic efficiencies.

FISHERIES

Governance – Co-Management

Comprehensive Fisheries Agreement

The Comprehensive Fisheries Agreement was signed on September 19, 2019.

Lower Fraser Fisheries Alliance

There were nine LFFA forums attended throughout the year discussing salmon fisheries planning and management for the Lower Fraser area First Nations.

Forum on Conservation & Harvest Planning for Fraser Salmon

There were two forums attended throughout the year discussing salmon fisheries planning and management with First Nations from Upper Fraser area, Lower Fraser area and Marine approach area.

Operations – Science and Management

Chum Mark-Recapture Population Assessment (Annual)

The current estimation of the spawning population of the Harrison River is **184, 222 chum**, which has been the lowest escapement on record.

	Kept	Released
Wild Chinook	2,958	--
Hatchery Chinook	3	--
Sockeye	71	34
Chum	2,927	--
Pink	165	77
Steelhead	--	--
Sturgeon	--	64
Eulachon	316 lbs.	--

Stream monitoring (Annual)

The stream monitoring program was completed and 22 streams were monitored for chum and coho presence.

FSC Fisheries

We had 4 openings for FSC: August 9, 10, 16, 17, 23, 24, 25, 29, 30, 31; September 1; October 26, 27, 31; November 1, 2, 3, 7 to 11; Eulachon Fishing on April 1 - 13.

We also fished for the Upper Fraser First Nations above the Big Bar Landslide including the following bands:

- **Carrier Sekani First Nation**
 - Wet'suwet'en
 - Saik'uz
 - Nadleh Whuten
 - Burns Lake

- **Tsliquti National Government**
 - Tl'etingqox
 - Esdiilagh
 - Yunesit'in
 - Tsideldel

- **Northern Shuswap Tribal Council**
 - 4 communities.

A total of **8,828 pinks** (3,732 males & 5,096 females) were distributed to the above First Nation communities that were paid for by the Victoria Foundation through the First Nations Emergency Services Society. The organizational logistics and cash flow were handled by our River Select Fisheries Cooperative.

Business Development

Contract Tagging/clipping at Chehalis Hatchery

A contract was completed for tagging 365,000 Harrison Chinook (\$41,975.00) and clipping 420,000 Chehalis Coho (\$21,420).

Economic Opportunity and ESSR Fisheries

Harrison Salmon Producers 2019 pink salmon EO fishery was reported a small profit from a highly conservative fishery. There were insufficient returns to either Weaver Spawning Channel or Chehalis River Hatchery. HSP was the designated buyer/producer of fish products from a small economic opportunity fishery on Pink salmon. The fishers responded well to higher prices and risk modeling by the Coop, and all of the available local harvest was sold without conflict. Higher prices were an incentive for fishers, but could have been more risk averse because it put the HSP fishery business plan in a higher-than-necessary position of financial risk. There was insufficient opportunity to purchase additional pink salmon from the adjacent Sto:lo fishery.

The fish purchase price was again the most significant production expense, amounting to 27% of cost (13% above the last pink fisher in 2015 due to Coop brokering). Processing costs of 18% were consistent with 2015, and local logistics and monitoring costs of 14% are up 8%, reflecting an internalization of employment/services formerly inside the cash broker's fees handled in the past by Oceanside Fisheries. There was a 6% savings in brokerage fees by the Coop vs past cash buyers. What was saved in brokerage fees was clearly picked up in fish purchase fees and landing site services.

The fishery generated a projected negative return of -\$16,500.34 or -9.18% at wholesale value/before value-adding. A total 7,893 lbs of Ikura inventory and 21,880 lbs of the H&G carcasses were sold up front, leaving 35,200 lbs valued at COG at \$38,610 for value-adding or wholesale. When projected earnings include the primary value-added program the net fishery value is \$181,189, just exceeding the fishery cost by \$1,389. Additional value adding is under consideration by the HSP. The real projected ROI (assuming market value for remaining inventory) is 0.77.

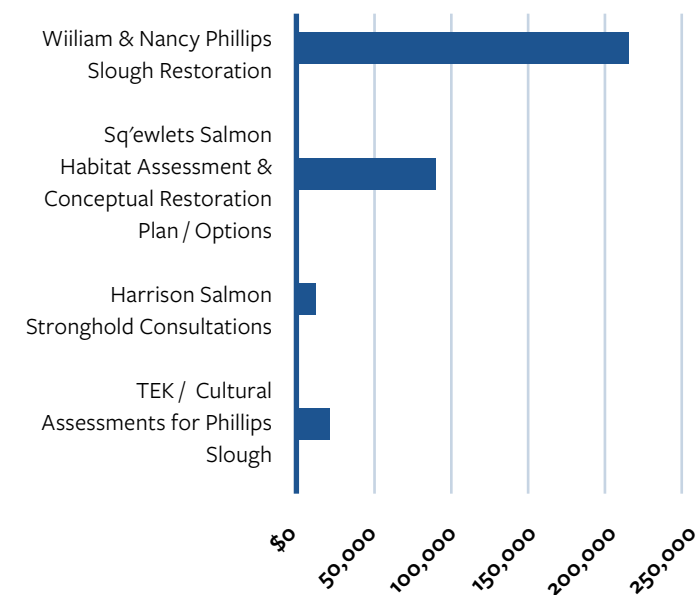
The pink salmon fishery produced 57,080 lbs of H&G (30%), 9,728 lbs of eggs (5%), and 16,020 lbs of normal waste (9%). The total cost of landing program, monitors, security and equipment rentals were \$19,352. At \$0.11/lb charged by the Sts'ailes Fisheries Center it generated \$22,793, creating an internal services profit of \$3,441. Sq'ewlets received an additional \$2,997.75 for landing site rental. At \$0.11/lb, the break-even point for a landing program for Pink salmon is the equivalent of 48,700 pink salmon and this fishery landed 47,983 fish.

A breakdown in cold chain management resulted in a loss of a significant number of male pink salmon downgraded to TDU due to insufficient icing and delays between the fishery and processing plant. This was the first serious cold chain problem (recorded) in the history of the fishery and was attributed a combination of it cost the business of this fishery an estimated 27% of the fishery revenue or what would have equated to 7% profits. A post fishery meeting with some of the senior fishers, staff and Cooperative identified causes and solutions for any similar situations like this. Handling and cold chain protocols have been identified for any future fisheries.

Harrison Salmon Stronghold (HSS) – Habitat Restoration Program

The Stronghold Habitat Program that was created over the last 5 years is expanding the successes achieved with slough restoration on Sts'ailes lands. So while work continued this year on William and Nancy Phillips Sloughs, we also began habitat restoration planning on Sq'ewlets lands as well as other public and private lands in the lower Harrison River, where development encroachment is greatest. Significant funds were allocated to continue TEK studies in advance and during restoration work, and to engage local land owners and the municipal drainage engineers.

Habitat Work Program 2019/20 (\$321,365):



Habitat Work Program 2020/21

- Harrison Salmon Stronghold Habitat Program Expansion
- Continue local consultations and planning
- Slough restoration Sts'ailes and Sq'ewlets?) pending

Harrison Eco-tours

In 2018 HSP invested in a 12 person tour boat and fleet of kayaks flowing from the Joint Venture with BC Sport Fishing Group around their "Harrison Eco-tours" business. In 2019 we employed two community youth as guides, and commissioned weekly catered shore lunches throughout the summer.

Guided tours from Harrison Hot Springs to Sts'ailes and on to Sq'ewlets have great attraction potential. The project also purchases our branded salmon products for both the eco-tours and their separate fishing guide business.

The project is expected to grow and the need for more formal landing protocols and continued infrastructure investment are being considered with Sq'ewlets as part of a waterfront management/development plan through HSP.

In 2020. HSP proposed a human resource development funding through Sts'ailes for a student eco-tours summer camp. Up to 10 students would be trained and certified as interpreters and kayak guides and added to a roster for Harrison Eco-tours. However, due to the Covid-19 health crisis, this program has been postponed until further notice.

Development Metrics

Sts'ailes and Sq'ewlets have often pointed to a value-based bottom line for its businesses, not unlike the global 'People, Profit, Planet' vision, with a focus on sustainability, and cultural values encompassed in Snowoyelth. This extends to the businesses.

Harrison Fisheries Authority focuses on protecting fishing rights and access, while the Sts'ailes Fisheries Center is the brain-trust and capital center for the fishery. The River Select Fisheries Cooperative shares services with several other First Nations from the inland fishery to provide competitive marketing and logistics we need. The cooperative financing, value-add logistics support, and innovative on-line bidding platform have restored responsible trade principles back into the fishery. Harrison Salmon Producers work emphasizes cooperative harvesting, landing as the only authorized sales agent for the Harrison Select Brand.

The HFA has successfully piloted fishing regulations in both FSC and economic fisheries. Allocations in the FSC fishery have grown slightly since its inception in 2009. HSP has improved the value of the local fishery 11 fold since its incorporation in 2012, and nearly doubled the employment from the fishery (almost one-to-one shore workers to every fisher) by creating its own landing/shore workers.



The fishery was closed by the HFA on several occasions during this time to conserve local stocks. The fishery business has invested more than \$2 million in capital and diversified into value-add logistics (Paramount Fisheries Packing House) and eco-tourism. Improved business investment is anticipated over the next 5 years.

Waterfront Management/Development Plan – Harrison Salmon Producers (HSP) Update

A plan is underway to invest in waterfront infrastructure over the next 5 years to assist us to manage our main beaches and protect our fish, wildlife and cultural heritage values. It also presents an opportunity to look beyond our commercial fisheries and invest in eco-tourism to provide culturally-relevant employment close to home.

A 2-year Sts'ailes program to build a dock and boat launch, toilets and a covered kiosk, underway with 80% of the construction completed in year 1 (2019/20). All work has been engineer stamped to meet industrial safety and insurance requirements.

Work completed to date:

- Environmental and archaeological assessment

- Boat launch, breakwater, and safety railing
- Commissioned construction of 10' x 40' industrial dock (100 lbs /ft²) and metal gangway (installation mid-August)
- 3-stall sealed container/pump-out toilets – Phase 1
- Artists conception of waterfront kiosk at the head of the boat launch for review

Work Scheduled for 2020:

- Construction of kiosk/Monitoring Station (fall 2020)
- Installation of dock and gangway (Mid-August)
- Longhouse/haul-out shelter at Sts'ailes Main Beach

Project Financials:

The 5-year plan for both Sts'ailes and Sq'ewlets waterfronts has an estimated value of \$3,998,449. Subject to funding, work is scheduled to be transitioning to Sq'ewlets beginning with community consultations and proposed assessments in 2020/21 (environmental, archaeological and geotechnical). HSP has proposed incremental development at the Sts'ailes Main Beach and at a strategic location at Sq'ewlets.

FORESTRY

Sasquatch Forest Products LP

Our forestry operations are located in the Fraser Timber Supply Area.

Timber Profile

95% saw log; 5% pulp log
55% Douglas Fir; 38% Hemlock & Balsam; 7% Cedar
Total Annual Cut: 29,542 cubic meters (m³)

SDC manages two forest licenses for Sts'ailes through Sasquatch Forest Products (SFP):

- 20-year, 10-year renewable Woodlot License #89 (Annual Cut: 2,732 m³)
- 5-year, non-replaceable Forest License A80584 (Annual Cut: 27,728 m³)
 - This license will be converted to an Area-Based First Nations Woodland License.

SFP works closely with Sts'ailes' Aboriginal Rights and Title Department to ensure that Sts'ailes' traditional and cultural values are considered in the planning stages of harvesting and those values are protected as the actual harvesting operations unfold.

Summary of timber harvesting, road construction and reforestation for the period April 1, 2019 through March 31, 2020:

Logging

- Forestry License A80584: 9,125 m³ logged;
- Woodlot License 0089: no logging this fiscal year.

Road Construction

- Forestry License A80584: 2,500m constructed.

Reforestation

- Planted: 9,620 seedlings;
- Brushed: 25,5 hectares.

Cut Control

- Forestry License A80584: This was the 4th year of the 5-year cut control. The remaining allowable cut to December 31, 2020 is 87,036 m³.

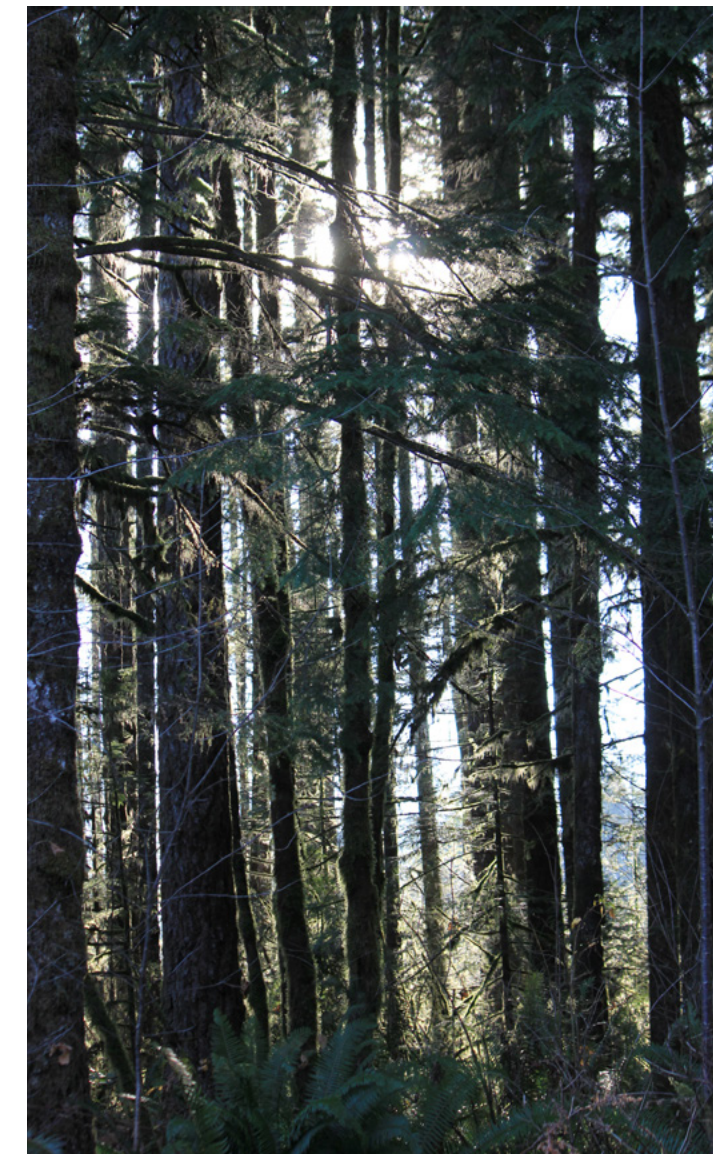
Area-Based First Nations Woodland Licence (FNWL)

The conversion of Sts'ailes' existing Non-Replaceable Forest License to a First Nations Woodland License (FNWL) is projected to take place in 2021. The FNWL is a 'forever' license in a specified legal area(s) in which no other forestry companies can interfere. It

allows the licensee to invest in more intense forestry management practices and improved growth of the forest. The fact the license is area-based allows for the consideration of incorporating a management regime for carbon sequestration and the sale of carbon credits.

Sts'ailes' forest tenures meet or exceed the requirements of the Forest Act and Regulations, the Forest and Range Practices Act and Regulations, the Water Act, the Environment Act, the Species at Risk Act and all other Acts and Regulations that pertain to the management of forest tenures.

With respect to employment and economic returns from the tenures, SDC is looking to improve these facets of the operations as we move forward. A decision has been made to dispose of our timber resource under a competitive regime whereby, standing timber is offered on the open market to qualified log buying companies. We are proceeding with the implementation of this change.



LHAWATHET LALEM

In 2019-2020 Sts'ailes Lhawathet Lalem has been consistent with bookings and caterings while we began exploring some new opportunities. In 2019 Lhawathet partnered with Yeqwethet to accommodate for various community activities. In addition, Lhawathet and the Chehalis Store began a new partnership in providing healthier food options made fresh at Lhawathet then delivered to the Store. The community has taken well to this new idea with product almost sold out daily.

Our current clientele consists of approximately 30 overnight groups throughout the year and catering bookings are approximately 30-35, annually. We are in the process of upgrading the website, brochures, and business strategy in hopes of growing our clientele.

In early 2020 COVID struck and has had strains on the business resulting in us closing our doors for almost three months. Since that time we have been working on building business back up with changes based on COVID safety in place.



SASQUATCH CROSSING ECO LODGE

Even with the onset of COVID-19 which curtailed operations in mid-March and resulted in the loss of two substantial contracts, Sasquatch Crossing Eco Lodge B&B saw its best year ever with revenue and room nights up 11% year over year. Growth in bookings was from both home and abroad. Guests from 35 different countries have stayed at the B&B and the enjoyment of their experiences is reflected in the ratings earned through our partnerships with Booking.com, Expedia.ca and Trip Advisor. We are happy to see that our scores place us in the top 5% of all rated accommodation providers world-wide!

Indigenous stays increased again this past year with increasing numbers of First Nations becoming aware of our Sts'ailes owned facility and the special rates we offer which save them 15-20% over rack rates. We proudly share our Sts'ailes traditional knowledge, display our culture throughout the B&B and we are privileged to learn so much around the breakfast table from members of other Nations.

Our partnerships with the Sto:lo Business Association, Agassiz-Harrison Chamber of Commerce, Tourism Harrison, Tourism Chilliwack and Destination BC have all raised our profile and provided additional stays.

During the past year we constructed a deck cover over the old, never used "kiddie's" pool and "pool-side lantern pits" as they were ongoing hazards, purchased a new ride on mower to replace the previous which had ± 1,000 hours' use and completed the bat exclusion project with the installation of a bat house.

Our hydro-electric system failed in the late January rain storm while we were away on holidays and have we've been unable to restore the water pipeline to the turbine as of this report. The road access to the intake site was put to bed when logged and this has greatly hampered getting things back on line. Efforts to reactivate the system are continuing.

Preparations / modification for eventual business reopening are underway.

Respectfully submitted by Denise Stobart

CHEHALIS STORE AND GAS BAR

Staff

Store Manager

Stephanie Adams – *Selesiya* (Apr. – Oct.)
Karmen Blomquist (Jan. – Mar.)

Store Clerks

Willette Combes
Samantha Paul
Domanic Charlie

Supervisor

Lois Neufeldt

On-Call Staff

Customers and Store Staff always practice safe measures during the Covid-19 Pandemic for the safety of everyone in the Community.



Business

Equipment

During the summer of 2019 the store experienced many technical difficulties with the underground electrical system and computer system for the fuel pumps. Unfortunately, the issues caused a loss in fuel sales.

Marketing

Marketing and branding have been identified as key components to the ongoing success of the store. The store started monthly draws and has been advertising new products and new local artist consignment items in order to maintain and expand our existing customer base.

Products

The Chehalis Band store has partnered with Sts'ailes Lhawathet Lalem to provide healthy and fresh lunch options such as soups and sandwiches. The store goal is to start introducing new products to meet the needs of our community and customers. During the pandemic this includes stocking more grocery supplies, sanitizers, and face masks.

Store Sales

Food & Beverage	\$ 499,727
Candy	\$ 52,389
Fuel	\$ 1,311,749
Lottery	\$ 101,803
Tobacco	\$ 325,884
General Merchandise	\$ 66,802
Seasonal	\$ 2,844
Camp Cove	\$ 3,950
Salmon Sales	\$ 1,735
Misc. Revenue	\$ 28,610
	<hr/>
	\$ 2,395,493

Pandemic

Covid-19

During the last quarter, the store adapted to the worldwide pandemic (Covid-19). Measures were put in place to protect our staff and customers: hiring Covid-19 cleaning staff, using masks and gloves while handling products, closing the plexi-glass windows at tills, limiting the number of customers allowed in the store, closing to the general public, practicing social distancing, and encouraging sanitation and handwashing.

**2019 / 2020 SDC FINANCIAL AUDIT STATEMENTS
CAN BE FOUND ON THE STS'AILES WEBSITE:**

www.stsailes.com/publications



This Annual Report is also available on our website:
www.stsailes.com/annual-reports

Sts'ailes

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