



## *Message from the Chief Executive Officer (CEO)*

The Stó:lō Nation FY 2004-2005 Annual Report briefly describes the major accomplishments of the organization in providing mandated programs and services to benefit the Stó:lō member communities. The report also includes a brief financial report on how the organization utilized the funds received for this fiscal year.



This year's activities were as challenging as in previous years. I am personally grateful for the assistance and support that the Stó:lō Nation Board, the Stó:lō Nation member communities and the staff has given me, especially in the recent political turmoil that made the Nation stronger.

It is with joy and pride that I am presenting this Annual Report to the Stó:lō Nation and to the Stó:lō communities we serve. As I leave my post as your CEO, I am confident that the staff will continue to provide services, to the benefit of the Sto:lo communities we serve. Below are some of the major political events that happened to the Sto:lo Nation this fiscal year, which will impact the Nation's service delivery in the coming years:

1. In **April, 2004**, Stó:lō Nation was faced with program funding cuts. As a result, there were staff layoffs and discontinuation of community development programs and services, specifically the Structure of Intellect (SOI), New Opportunities for Work (NOW) and the Youth Employment Program (YEP). Employment offices located at St. Mary's, Seabird Island and downtown Chilliwack was closed.
2. The Stó:lō Nation, originally serving nineteen (19) member First Nations has encountered major political instabilities resulting from political indifferences. A resurrected Stó:lō Tribal Council (STC) has enlisted eight (8) of the Sto:lo Nation nineteen First Nations, as members.
3. On **July 6, 2004**, the new set of Stó:lō Nation Society Board of Directors were elected, as follows:

President	<b>Brenda Morgan</b> , Councilor- Matsqui First Nation
Vice President	<b>Beatrice Silver</b> , Sumas First Nation
Secretary	<b>Mary-Ann Galt</b> , Leq'a:mel First Nation
Treasurer	<b>Mike Jimmie</b> , Councilor- Squiala First Nation
Members-at-large	<b>Tina Rabang</b> , Chief- Shxwha:y First Nation <b>Debra Schneider</b> , Councilor- Skawahlook First Nation





4. On **July 22, 2004**, the eight (8) STC member First Nations (Cheam, Chawathil, Kwantlen, Kwaw'Kwaw'Apilt, Scowlitz, Seabird Island, Soowahlie, Shxw'ow'hamel) filed a petition in BC Supreme Court against the remaining eleven (11) Sto:lo Nation members (Aitchelitz, Leq'a:mel, Matsqui, Popkum, Skawahlook, Skowkale, Shxwha:y, Squiala, Sumas, Tzeachten, Yakweakwoose) asking the Court to among other things: transfer surplus funds to STC; transfer a share of chattels to STC; that the resolution of July 6<sup>th</sup> replacing the Board of Directors is invalid; and an order winding-up the operations of the Stó:lō Nation Society and costs resulting from the separation.
5. On **July 29, 2004**, the Stó:lō Nation Society Board of Directors elected on July 6, 2004 was reaffirmed.
6. On **August 10, 2004**, the Stó:lō Nation Treaty operations were suspended. All staff was laid off as the Nation had not been able to secure any new funding for FY 2004-2005. The BC Treaty Commission informed us that no funding would be released for this fiscal year until certain concerns are addressed regarding the withdrawing of the eight First Nations.
7. On **August 12, 2004**, Clarence Pennier sent a letter to INAC giving notice to terminate Stó:lō Nation's funding agreement with them.
8. On **August 19, 2004**, INAC responded to Mr. Pennier denying this request, due to the serious implications that termination of funds would have on the communities. INAC also stated that the 8 member Bands that desire to withdraw from the Stó:lō Nation Society, shall according to policy, provide a full fiscal year written notification.
9. On **August 19, 2004**, Chief Frank Malloway replaced the vacant position of Vice-President on the Society Board.
10. On **September 1, 2004**, the Stó:lō Nation petitioned the Supreme Court of British Columbia asking the court to among other things, confirmation of the Stó:lō Nation Society Board of Directors, elected July 6, 2004 and for an order that the Registrar of Societies accept the Board elected on July 6, 2004.
11. On **September 27, 2004**, the Stó:lō Nation hosted an Open Forum at St. Mary's in Mission to address the numerous concerns about the split of the Stó:lō Nation that continues to detrimentally affect the employees and the Sto:lo communities. An estimated 90 community members including Council members and staff attended. The forum was a good opportunity to discuss important issues on the current status and future of Stó:lō Nation.



12. On **September 28, 2004** the BC Supreme Court of British Columbia ruled in favor of Stó:lō Nation Society, recognizing the Stó:lō Nation Board of Directors as elected on July 6, 2004 and re-affirmed on July 29, 2004. This ruling allows the Stó:lō Nation to move on and perform the mandate given by the Stó:lō member communities.
13. In **October, 2004**, the Treaty Services programs have resumed and the staff that were temporarily laid off are now back at Stò:lō Nation.
14. On **December 1, 2004**, The Stò:lō Nation sent the breakdown of costs resulting from the separation issue. Even after the 2<sup>nd</sup> meeting between the two groups, there was not enough time to discuss the financial breakdown, especially on the issue of settling debts incurred by both organizations.
15. On **December 14, 2004**, Councilor Jackie Bird replaced Mary Ann Galt on the Society Board of Directors as Secretary. Sadly, Mary Ann passed away in November 2004.
16. On **March 1, 2005**, the Stò:lō Nation hosted the 2<sup>nd</sup> Open Forum at the Shxwha:y Hall to answer questions and related inquiries about the current status and future of Stò:lō Nation. Discussions between the two political structures remain. Despite ongoing discussions on the impending separation of the two groups, none of the eight First Nations have formally resigned their membership from the Stò:lō Nation. Stò:lō Nation continues to represent the nineteen First Nations and still delivers services, as usual.
17. On **March 2, 2005**, the Stó:lō Nation received copies of BCR's, dated February 28, 2005, from the 8 communities stating that they were formally withdrawing from the Stó:lō Nation Society on March 31, 2005 and that effective April 1, 2005 their communities wished to have the Stó:lō Tribal Council deliver programs and services formerly delivered by the Stó:lō Nation. A letter from INAC, Steven Joudry, states that INAC will fund both tribal agencies, effective April 1, 2005; adjusting the current Stó:lō Nation Society programs and services to reflect the impending delivery of programs and services to the Stó:lō Tribal Council, essentially breaching our contract and INAC's own policy.
18. On **March 14, 2005**, a letter was sent to the Minister expressing Stó:lō Nation's concerns with INAC's actions; that are in breach of the contract between Stó:lō Nation and INAC and a breach of INAC policies. More so, the catastrophic impact this decision will have on Stó:lō Nation's operations and viability as a service delivery agency, which affects the overall community members.
19. On **March 31, 2005**, I am officially resigned from the Stò:lō Nation. I am proud to have served the Stò:lō Nation for eighteen years, starting as Membership



Coordinator in October, 1987 and culminating my professional career as your CEO. I know that the coming months will be very crucial in how the Stò:lō Nation will deal with the separation issues. There will be downsizing resulting from funding cuts, and services delivery will definitely be affected. Rest assured that the Stò:lō Nation policy and decision makers will find ways to resolve the outstanding issues and concerns of the separation, for the good of the Stò:lō Nation staff and the Stò:lō communities we serve.

I acknowledge the staff for their consistent dedication to the work at Stò:lō Nation. I could not have done any better, if not for the staff's tenacity and strong commitment to continue to serve the member communities despite the political issues that continue to pervade the organization. I also thank the various Stò:lō Nation offices for their cooperation in providing their quarterly reports that demonstrated how Stò:lō Nation fulfills its service delivery functions. I am deeply honored to have served the Stò:lō Nation Society Board.

I am leaving the Stò:lō Nation knowing that I have done my best. I feel that this is the right time for me to move on and look at other challenges out there. My professional career in Stò:lō Nation has prepared me to want to do more and continue to challenge myself.

Thank you.

**Joe Hall**  
*Chief Executive Officer (CEO)*



## ***Executive Summary***

Fiscal Year 2004-2005 was another significant year for the Stò:lō Nation. The highlights of this fiscal year's accomplishments are discussed briefly.

### ***Office of the CEO***

The office of the CEO successfully implemented the internal reorganization and has provided the smooth transition while delivering uninterrupted services to the Stò:lō communities.

The ***Qwi:qwelstom- Justice Program*** had a very busy year in terms of growth, staff turnover, dealing with a different political reality in the Stò:lō territory, improving relationships with Stò:lō communities, liaising with funding agencies, and improving service delivery for clients, families and communities. The core of the work is done in circles, meetings with the person(s) involved in a situation, his/her support persons, elders, facilitators and community members. There was a considerable backlog of circles in the first part of the year, but the staff made great headway later.

While the staffs can hold and conclude a circle much quicker than the regular Canadian legal system, they would like to respond more rapidly. They also work with youth and individuals who are subject to alternative measures. These are referrals received from justice agencies outside Stò:lō communities. The staff work with individuals not as a form of punishment, but to help bring them to a better place and provide opportunities for teachings, guidance or connections they need. The staff also continued to receive direction and guidance from the elders on the House of Justice, many of whom also serve as Qwi:qwelstom elders supporting the work done at circles. The House of Justice met seven times last year as a formal body, but the staff met with the elders, either individually or in small groups more frequently. They continue to help guide and support the staff who draw their strength from their knowledge and who they are as traditional Stò:lō people.

Highlights of accomplishments include: a \$40,000.00 funding from the Department of Fisheries and Oceans (DFO) for Qwi:qwelstom to facilitate up to ten circles related to fisheries issues; hosted a Fisheries Justice Training at Skway FN hall on February 7-9, 2005; and the AJLC held four quarterly meetings last fiscal year.

The ***Fisheries Planning and Management*** staff continues to administer the program. The Pilot Sales negotiations for salmon resulted in 19+ Stò:lō communities to sign the Department of Fisheries and Oceans (DFO) Comprehensive Fisheries Agreement (CFA). The Stò:lō Nation was able to have the CFA shortened and less wordy, to recognise Rights and Titles, to provide the ability to protect food fish as a priority, and have duration of the agreement longer. As a result of the negotiations with the DFO, the dry rack fishers was provided an opportunity to dry salmon in the canyon although the weather conditions did not provide the adequate amount of sunny days and the fish was slow to come in.



The beach seine crews were able to harvest 28,000 Chum Salmon while allowing weak stock Coho salmon, to migrate safely through the system. Families who smoke Chum Salmon were provided with appropriately timed fisheries to fill their smokehouses.

The Stó:lō catch monitoring program completed another year of successfully counting salmon. The Stó:lō monitoring program operated at a high rate this summer, spending a lot more time counting fish down at the river than in any other seasons. The Stó:lō fishers spent nearly 115 days at the river fishing and the Stó:lō monitors were there as well. The Stó:lō harvested approximately 24,560 Chinook, nearly 336,710 Sockeye, 0 pinks, 46,890 Chum, some hatchery Coho and very little Steelhead out of the river over the last year.

The **Lands Management Services** is administered through the SN Lands Department. The SNLD works under the Regional Lands Administration Program (RLAP) for 20 First Nations in the Stó:lō Territory. These 20 First Nations have a total of 56 reserves, 853 Certificate of Possessions, 570 Leases, Sub-Leases and Permits and a total membership of 4990. Within the Lands Department full time staff consists of the Lands Manager and three Lands Officers each specializing in Research and Individual Lands, Lands Estates, Leases and Permits.

RLAP is a co-management form of devolution. SNLD staff share the responsibilities of land management with the Department of Indian Affairs staff. RLAP offers no delegated authorities; therefore less control as accountability for land management functions resides with the Minister of Indian Affairs. The RLAP Program services are provided to 20 First Nations. See Table 1. All the 20 RLAP First Nations opted into the First Nations Land Management Initiative (FNLMI). FNLMI allows the First Nations to have total control over their lands.

The **Planning and Policy Development** staff provided planning and policy development technical assistance to the SN organization's operations and the Stó:lō communities. This fiscal year, the staff accomplished the following: reposted the revised SN Operational Policy Manual (SNOPM) to the Sto:loWeb for staff access; performed continuing review and revision of the Finance and Administration Operations Manual; revised the SN Report Guide to implement the new reporting structure arising from the internal reorganization; prepared templates for the SN Quarterly Reports; maintained the SN Positions Registry for new and revised job descriptions, prepared the Tribal Council Report; worked on designs for SN construction; and provided continuing Technical Assistance to SN offices and Stó:lō communities.

The Aboriginal Human Resources Development Agreement (AHRDA) between Human Resources and Skills Development (HRSD) and **SN Human Resources Development** (SNHRD) enables SNHRD to provide for the management and delivery of HRD programs and services directly or through sub-agreements. The agreement enables FNs to develop, design, deliver, and evaluate training and employment programs/services. Reporting is based on complementary ongoing activities and review of AHRDA files/documents. The Financial Audit is a separate report.



The Fraser Valley (FV) allocation is a combination of Consolidated Revenue Funds (CRF) and Employment Insurance Funds (EI). Envelopes included in the Agreement are Youth, Disability, and FN and Inuit Child Care. The related terms and conditions on the acceptable uses are found in the AHRDA. As agreed, access to employment and training programs and services is provided to all FNs people, regardless of place of origin, place of residence, gender, age and physical ability and to Aboriginal organizations for employment and training services on and off reserve. The FV service area is described as the area from New Westminster and Coquitlam on through the areas on both sides of the Fraser River to the head of Harrison Lake and Yale in the Fraser Canyon. The service area as identified by the allocation information includes the working age population (WAP) of several FN communities in the Fraser Canyon. The Central Coast (CC) geographic area includes Klemtu, Bella Bella, Bella Coola, and Rivers Inlet. The FNs in the area of the Fraser Canyon/Spuzzum chose the Fraser Thompson Indian Services Society as their delivery agent and a sub-agreement was signed. Mid Coast First Nation Training Society provides services to the Central Coast under contract. There are four Employment Assistance Service agencies (Kla-How-Eya in Surrey, SN Employment Services in Chilliwack, Chehalis and Seabird Island) in the Fraser Valley that provide a full range of client services to individuals including the administration of vocational training/funding.

The **Xay:tem Longhouse Interpretive Centre** maintained their cultural programs on site and presented the school hands-on cultural, fishing, and archaeology programs. The site also hosted overnight field trips to the longhouse for students and held workshops, fairs, Pow Wows and related events. Over 3,000 visitors toured the site last fiscal year.

### ***Administrative Services***

The annual report focuses on the routine administrative support tasks based on key mandates of SNAS: Capital/Property Management Services; Central Services; Human Resource Office Services; Purchasing, Inventory and Vehicle Pool Services; Records Management Services and; Information Management Services. The SNAS Managers revised the Administrative Procedures Manual to reflect changes in the employees' routine tasks and the organizational structure.

The new Health building was completed on schedule allowing Health and Xyolhemeylh Services staff to move into their new offices. Employees at the new buildings will enjoy the latest in telephone technology, the IP Telephony system. In the future, this system will likely be installed in the remaining buildings. In conjunction with this move, the Capital Management staff implemented a centralization strategy at the Central Region to locate and cluster employees within specific buildings, offices and in proximity to their own departments. The centralization exercise will result in improved efficiency and communication. As a result of these changes it was necessary to revise parking allocations for company vehicles, visitors and staff. An independent Information Technology review was conducted to assess the current and past status of the department and identify immediate and long-term goals and objectives for implementation. Software development and Project Unification continued with more SN departments committing to projects specific to their requirements and applications.



With respect to challenges this year, the abrupt suspension of the Treaty office resulted in temporary lay offs and the staff were required to assist with the exit interviews and asset retrievals. Stó:lō Nation political indifferences resulted in unsettling feelings among the staff, and the division of Stó:lō Nation and Stó:lō Tribal Council became a reality by year-end causing many expected concerns and inquiries from staff.

### *Child and Family Services*

A consultant was hired to develop a Human Resource Strategy, which would provide recommendations for a Salary Grid as well as a Staff Recruitment and Retention Plan. The recommendations in the report are currently being reviewed and considered for implementation in FY 2005-06 budget, as well as the annual and 5- year workplan. Regular monitoring is conducted to maintain manageable caseloads. As a result, an additional office and staffing in the Langley community is being considered. To address the East Office issues, a new office was established in Agassiz to meet the needs of this expanding team. Continued mentoring of FN staff resulted in 3 new FN Supervisors. The terms of reference for the Xyolhemeylh Board is now ratified and Board member selection is in process. The Board is open to all on and off reserve aboriginals that are interested in applying.

The financial administrative services was also streamlined and improved and work has started in researching the ability to expand administrative support for the delegated teams.

### *Community Development*

The Community Development staff had the privilege of another challenging but successful year in delivering programs and services to Stó:lō people and the rest of the Aboriginal community that resides within the Sto:lo territory. The staff is commended for their passion and commitment to adopt a client-focused approach to delivering programs and services to the member communities. The department is comprised of three key results areas of service delivery, namely: Social Development Services; Education Services; and Employment Assistance Services. Given the high degree of accomplishments by staff in a very challenging year, should provide the member communities with significant hope that the next year will be even better.

In Social Development, the client caseload ranged from 284 – 313 clients. The staffs were extremely successful in planning, designing and implementing a series of effective programs that ensured that clients were assisted in their journey to self-sufficiency. These programs and services are Income Assistance, pre-job readiness services (Income Security Reform Project), Crisis Counselling, Emergency Daycare services, Adult In-Home Care and Bussing services.

In Education, there was significant volume of clients served this past fiscal year. The nominal role count was 408 K-12 students served in FY 2004-2005. The staff also provided post-secondary support to 88 students. There were 1,077 Grade 4 students served through the Longhouse Extension Program Interpretive Centre.



One of the most significant accomplishments by the staff this past year was to ensure that 9 Developmental Teaching Certificate courses are offered. The staff also ensured that an accreditation process for the introductory Halq'emeylem language courses and Intensive Fluency continue to be successful in the University College of the Fraser Valley (UCFV) and the Nicola Valley Institute of Technology (NVIT).

The Employment Assistance Services staff, like their colleagues in Social Development and Education, went beyond their call of duty in ensuring that targets in service delivery were exceeded. The staff case-managed a total of 615 clients and served 91 additional clients in workshop format. It is important to recognize that these figures exceeded the contract targets by 23%. Other services that the staff provided to the clients include 926 Resource Room interventions and successfully facilitated funding for 17 clients for Vocational Training Sponsorship.

### *Health Services*

The Stò:lò Health Services implemented decentralized delivery of health programs and services to fifteen (15) Stò:lò First Nations covered under the **Consolidated Contribution Agreement (CCA)-PA-2001/2002-005-TR** for the period July 1, 2001 to March 31, 2006. The two (2) mandatory programs under the HTA are the Communicable Disease Control Program and the Canada Prenatal Nutrition Program. Other programs and services were also implemented with success.

### *Treaty Services*

In April 2004, the Treaty Side Table agenda included Eligibility and Enrolment, Vital Statistics, Dispute Resolution, Subsurface and Minerals, TRM's, LFARM, and work planning. A TRM was being developed for a proposed Governance Study to examine sharing options for the following issues: land, resources, power, and ways of resolving issues of shared territory between Stò:lò FNs, non-Treaty FNs, and others; sharing options of law making authority arrangements between SN and member bands; sharing accords on land and resources among SN members; and sharing options on Fiscal and Programs and Services Transfer agreements.

In May, the SN Chief Negotiator prepared a *Vital Statistics Paper* that examined SN in terms of quality, coherence, and comparability with internationally recognized standards and practices; effective community planning; and interim application of Bill C-23. He also prepared a *Land Discussion Paper* that discussed the importance of land as a foundation for Stò:lo governance; land tenure options; certainty; land quantum; land retention criteria; exchange of Crown Land; right to add to Treaty Lands; and land retention constraints.

On May 19, the Title and Rights Alliance released their background paper on Forest and Range Agreements that maintained that in exchange for timber tenure, revenue sharing opportunities, jobs, funding, and forest industry experience "Aboriginal People must agree in writing that some or all aspects of their Aboriginal Title and Rights have been accommodated."



The Treaty Table negotiations of May 26-28 included: Eligibility and Enrolment; LFARM; Vital Statistics; Dispute Resolution; Work Planning; Lands; and Language Heritage/Culture. The Negotiator also participated in the AFN Governance Strategy meetings.

As of the June deadline for the FY 2004-2005 Loan Agreement, only 10 of the 17 SN First Nations signed (including Chawathil, Shxw'owhamel, Soowahlie, Kwawkwaw-apilt, Skowkale, Scowlitz, Seabird Island, Atchelitz, Kwantlen, and Yakwekwioose).

The seven remaining FNs signed later and all began to work together to secure the FY 2004-2005 allocation. On July 14-16, Agreement in Principle negotiations included: Access; Lands, Parks and Protected Areas; Subsurface and Mineral resources; Forest Resources; Air and Air Quality; Eligibility and Enrolment; Dispute Resolution; Work Planning; and a workshop on Vital Statistics. Near the end of July, eight member bands gave notice of their pending withdrawal of Stò:lō Nation.

### *Financial Services*

The finance staff continues to perform routine financial services for the Stò:lō Nation. These services include: preparation of financial statements; finance, accounting and payroll services, and monitoring of funding contracts received and purchase of services that Stò:lō Nation cannot provide or has no capability to perform.

Stò:lō Nation revenue from various sources amounted to **\$ 38,554,544**. Prior year balance and transfers amounted to **\$ 3,761,937.83**. The total expenditure was **\$ 38,842,354** or a current year surplus of **\$ 3,474,127**. Xyolhemeylh programs and services received the biggest and the Stò:lō Government House received the least. The statement of revenues and expenditures is based on un-audited report.

The staff also provided continuing finance, accounting and payroll services to the Stò:lō Nation Departments and offices. A total of 157 Job Codes were monitored monthly. Accounts payable transactions recorded an average of 2,175 invoices for AP vendors processed monthly. Accounts receivable transactions recorded a monthly average of 115 receipts for AR customers prepared and monitored. General banking services for the staff were also done. An average total of 333 employees were provided with routine bi-weekly payroll processing.

Stò:lō Nation also provided Social Assistance (SA) cheque preparation to 13 Stò:lō First Nations. A total of 12 First Nations were likewise assisted in their education cheque processing. The Finance staff also continued to monitor funding and service contracts for the Stò:lō Nation. Budget amendments were also monitored regularly. Finance information was also made available on request.



## *Office of the CEO*

There are five programs and services that are directly responsible and accountable to the CEO in their performance of their key mandates. These are: Aboriginal Justice Program; Fisheries Program; Lands Management Program; Planning and Policy Development Services; SN Human Resource Development; and the Xay:tem Program.

### *Aboriginal Justice Program- Qwí:qwelstóm*

Qwí:qwelstóm is the Halq'eméylem word that best describes "justice" according to the Stó:lō worldview. It reflects a "way of life" that incorporates balance and harmony, it is a way of helping one another to survive and care and share amongst all people; it is a form of justice that focuses on relationships and the interconnectedness of all living life. Qwí:qwelstóm is a process used by the Stó:lō people and in its purest form is called upon to promote unity, to respect differences, and to strive for balance and harmony with all living life.



The rebirth of the Qwí:qwelstóm process was started by the Justice Workers in the late 1990's and further developed by Wenona Victor, with guidance from Stó:lō Elders Joe Aleck, Amy Victor, and Ivan McIntyre. The work was to develop and implement an alternative dispute mechanism for Stó:lō people. Qwí:qwelstóm serves two functions: means by which the Stó:lō have opportunity to assert inherent right for self-determination and experience "justice" according to Stó:lō customs and traditions; and (sometimes conflicting) ability to address an array of problems identified in the Criminal Justice System (CJS), as they pertain to Aboriginal Peoples. The problems are: over-representation of Aboriginal people in the CJS; under-reporting of family violence/sexual assaults in aboriginal communities; cultural differences/misunderstandings often detrimental to the aboriginal offender and his/her ability to be treated fairly; need to have justice delivered according to one's culture; safe and effective forum where healing is encouraged; and need to improve relations between aboriginal communities and mainstream agencies (RCMP, Courts, Crown Counsel, Correctional Services Canada). Qwí:qwelstóm is governed by the SN House of Justice, one of the three governing bodies of SN and is available to all Aborigines living within Stó:lō territory.

This was a very busy year for Qwí:qwelstóm, in terms of growth, staff turnover, dealing with a different political reality in Stó:lō territory, improving relationships with Stó:lō communities, liaising with funding agencies, and improving service delivery for clients, families and communities. The core of the work is done in circles, meetings with the person(s) involved in a situation, his/her support persons, elders, facilitators and community members. There was a considerable backlog of circles in the first part of the year, but the staff made great headway in the latter half.



While the staffs are able to hold and conclude a circle much quicker than the regular Canadian legal system, the staff would like to be able to respond more rapidly. The staffs also work with youth and individuals who are subject to alternative measures. These are referrals received from justice agencies outside Stó:lō communities. The staff work with individuals not as a form of punishment, but to help bring them to a better place and provide opportunities for teachings, guidance or connections they need.

### *Facilitators, Elders and House of Justice*

Qwi:qwelstom facilitators are an integral part of the program. They work closely with families, community members, and those who have caught the attention of the RCMP, Abbotsford Police or Crown Counsel. This last year, the monthly facilitators' meetings offered ongoing assistance, training and personal support when needed.

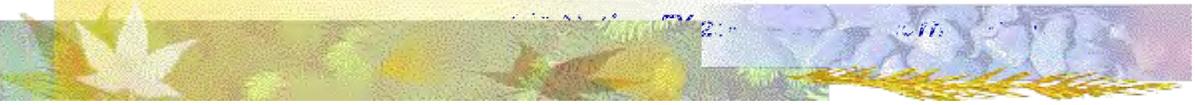


On September 11-12, a two-day training for new and prospective facilitators was held. The training was a success with over twenty people including staff and elders, in attendance. After the training, participants must “shadow” a minimum of three circles to become a Qwi:qwelstom facilitator. The plan is to make future training more skills-based. Qwi:qwelstom also offered three evenings of training (communication, conflict resolution, advocacy/Qwi:qwelstom) to Community Care Committee trainees. Hopefully, these trainings can be repeated in the coming year.

The staff continued to receive direction and guidance from the elders on the House of Justice, many of whom also serve as Qwi:qwelstom elders supporting the work done at circles. The House of Justice met seven times last year as a formal body, but the staff met with the elders, either individually or in small groups, far more frequently. They continue to help guide and support the staff who draw their strength from their knowledge and who they are as traditional Stó:lō people.

### *Fisheries Justice Project*

Stó:lō Nation received \$40,000.00 from the Department of Fisheries and Oceans (DFO) for Qwi:qwelstom to facilitate up to ten circles related to fisheries issues. Most of these cases will be about matters of concern to both the Stó:lō communities and DFO. To be clear, Qwi:qwelstom does not want to deal with cases where DFO has a concern (i.e. they've charged someone) but the individual involved and his/her community do not think they have done anything wrong. It is also



possible that a limited number of the circles will be about matters of concern to the Stó:lō primarily and not necessarily DFO concerns.

Qwi:qwelstom does not expect any of the circles to affect Aboriginal rights under the Canadian Constitution. This funding was a result of Seabird Island's memorandum of understanding with DFO, DOJ, and work by the SN Fisheries and Qwi:qwelsom. Qwi:qwelstom received positive indications from DFO that they would fund the project for next fiscal year.

### **Fisheries Justice Training**

Qwi:qwelstom hosted a Fisheries Justice Training at Skway FN hall on February 7-9, 2005. About fifty participants from DFO, DOJ, RCMP, Stó:lō Community Fisheries representatives, Stó:lō community members/elders, Seabird Island members, non-Sto:lo FNs, and Qwí:qwelstóm staff attended. The first day was about Stó:lō culture and teachings that helped share information of Stó:lō views on fisheries and get across the point that Stó:lō communities also have principles, akin to laws, that must still be adhered to. The second day helped describe the referral process and familiarize those present with Qwi:qwelstom philosophy and operations. On the third day, a mock circle with DFO, DOJ and Stó:lō representatives playing various predetermined roles was done.



The training was successful because the staff was able to convey information about Qwi:qwelstom and the Fisheries Justice Project. It also helped allay fears, apprehensions and/ or misunderstandings about the project, on the part of DFO and DOJ personnel. It was also an opportunity for some important cross-cultural work.



While government employees learned about Stó:lō perspectives, the Stó:lō communities had opportunity to see that as many claimed, *"We both really do want the same thing, to help conserve the fish and make sure they keep coming back."* The three days was an opportunity for socializing and more personal interactions than official positions sometimes permit. The staff received one Fisheries- related referral. A circle in that individual's community was held and was resolved largely to everyone's satisfaction.

### **Aboriginal Justice Liaison Committee (AJLC)**



The AJLC held four quarterly meetings last fiscal year. The AJLC is a committee of Stó:lō community members, Qwi:qwelstom staff/elders, RCMP, Crown, prisons, probation offices, and anyone involved in delivering justice services in the Stó:lō traditional territory.

Qwi:qwelstom have worked hard to make the quarterly meetings more interesting and productive for all participants. They are an excellent forum to learn and share new information, discuss areas of common concern and hear from and express concerns to local Crown Counsel and senior representatives of the RCMP detachments and Abbotsford Police.

### ***Family Justice Project***

Qwi:qwelstom have finally received approval from the Law Foundation for \$45,000.00 over this fiscal year (in addition to \$5,000.00 from December 2004) for the Family Justice Project. Together with \$25,000.00 from the Victoria Foundation, this will enable the staff to provide more services to families and children. The project will focus on family crises in general, with emphasis on providing services to Xyolhemeylh and the Ministry of Children and Family Development.

### ***Xwe'a:yem – Sto:lo Youth Healing Centre***

Early this fiscal year, Qwi:qwelstom was made administratively responsible for the Stó:lō Youth Healing Centre. The Centre Supervisor is still managing daily operations but Qwi:qwelstom is ultimately responsible for budgets and major decisions. The staff worked closely with the Centre Supervisor to solidify the relationship. Over the last year and at present, the staff has worked as a team. The Centre Supervisor continues to provide excellent leadership to the program, supported by a caring staff dedicated to improving the lives of the First Nations youth living there.

### ***Staffing/ Administration***

There was high staff turnover last fiscal year. The Youth Justice Worker contract ended. The Justice Manager went on maternity leave for one year and a temporary Justice Manager was hired. Other staffs have moved on for various reasons. The remaining staffs are the Justice Manager, Program Coordinator, Justice Worker, Fisheries Justice Project Worker, and several on-call facilitators. Considerable time was also spent improving Qwi:qwelsom's filing system, archiving old files (confidentially and according to legislation), and indexing them. Time was spent deciding how to index files to keep statistics for future reference and to spot trends.

### ***Public Speaking and Contact with Other Programs***

There is a lot of interest in Qwi:qwelsom, and the staff has received requests to speak about Qwi:qwelsom. The staffs have spoken at two major conferences this year in Vancouver, at countless smaller gatherings and on a regular basis asked to offer their experience and assistance to other FN's justice programs in BC and other FN's starting their own justice programs. Last year alone the staff received requests for assistance from at least eight such groups.





## ***Fisheries Planning and Management***

The Stó:lō Fisheries Department administrated programs and services that include the Aboriginal Fisheries Monitoring, Fisheries Negotiations, Licensing, Special Permits, salmon distribution, industry partnership, proposal developments, tribal relationship building, fishery safety network, spawning salmon access, communication outreach and information resource development. These programs are providing Stó:lō Communities with an initial stepping stone to the co-management of Stó:lō fishery responsibilities.

The Pilot Sales negotiations for salmon resulted in 19+ Stó:lō communities to sign the Department of Fisheries and Oceans (DFO) Comprehensive Fisheries Agreement (CFA). The Stó:lō Nation was able to have the CFA shortened and less wordy, to recognise Rights and Titles, to provide the ability to protect food fish as a priority, and have duration of the agreement longer.

As a result of the negotiations with the DFO, the dry rack fishers was provided an opportunity to dry salmon in the canyon although the weather conditions did not provide the adequate amount of sunny days and the fish was slow to come in. The beach seine crews were able to harvest 28,000 Chum Salmon while allowing weak stock Coho salmon to migrate safely through the system. It is important to mention that the families who smoke Chum Salmon were provided with appropriately timed fisheries to fill their smokehouses.



### **Beach Seine Island 22**

The Stó:lō catch monitoring program completed another year of successfully counting salmon. The Stó:lō monitoring program operated at a high rate this summer, spending a lot more time counting fish down at the river than in any other seasons. The Stó:lō fishers spent nearly 115 days at the river fishing and the Stó:lō monitors were there as well. The Stó:lō harvested approximately 24,560 Chinook, nearly 336,710 Sockeye, 0 pinks, 46,890 Chum, some hatchery Coho and very little Steelhead out of the river over the last year.





The Department also employed six full time staff members this last year. The Fisheries Manager is currently responsible for supporting fishery negotiations, supervision/evaluation of staff, meeting Fishery Department growth objectives, overall financial department management and community relations. There is a Monitoring Program Coordinator who continues to be responsible for the monitoring administration, supervision of Field Monitor Supervisors, monitoring information collection, reporting, and other duties. The Field Monitor Supervisors' responsibilities are split by geographical region. These responsibilities include supervising approximately 49 contract field monitors on a seasonal basis. The Department's administrative responsibilities were implemented as a team this last year. There are 49 contract Fisheries Monitors who are on call for an eight-month period to count fish.



## Stream Enhancement

## *Lands Management*

### Overview of the Stó:lō Nation Lands Department (SNLD)

The SNLD works under the Regional Lands Administration Program (RLAP) for 20 First Nations in the Stó:lō Territory. These 20 First Nations have a total of 56 reserves, 853 Certificate of Possessions, 570 Leases, Sub-Leases and Permits and a total membership of 4990. Within the Lands Department, the full time staff consists of the Lands Manager and three Lands Officers each specializing in Research and Individual Lands, Lands Estates, Leases and Permits.

RLAP is a co-management form of devolution. SNLD staff share the responsibilities of land management with the Department of Indian Affairs staff. RLAP offers no delegated authorities; therefore less control as accountability for land management functions resides with the Minister of Indian Affairs. The RLAP Program services are provided to 20 First Nations. See Table o. All the 20 RLAP First Nations opted into the First Nations Land Management Initiative (FNLMI). FNLMI allows the First Nations to have total control over their lands.



In February 2004 Shxw̓h̓a:y Village was accepted into the FNLMI process. Shxw̓h̓a:y was the first of the 20 RLAP First Nations to be accepted (Table 1). In October 2004 Leq'a:mel First Nation was accepted into the FNLMI. Each First Nation will have two years to complete the process and adopt their final land code.

The Lands Advisory Board headed by Chief Robert Louie, selects the FNs that will be added to the FNLMI. Only a set number of FNs are accepted into the program and once a FN adopts their land code a new FN is added into the process. Seabird Island, Squiala, Matsqui and Tzeachten were suppose to be added in the new fiscal year however it appears they may not be as the FNLMI had a \$6 Million cut in their budget.

The population information (members column) came from the BC Registered Indian Population by Residence Code ending November 2004. Lands-related information was taken from the Indian Lands Registry System in December 2004.

**TABLE 1- RLAP SUMMARY 2004-05**

First Nation	Members	CP	Permits	Leases	Sub-Leases
Aitchelitz	38	15	0	0	0
Chawathil	482	42	6	0	0
Cheam	427	91	7	0	0
Kwaw Kwaw Apilt	41	11	0	1	0
Kwantlen	184	7	4	5	0
Leq'a:mel	326	90	3	6	0
Matsqui	217	0	1	2	0
Popkum	8	1	0	0	0
Scowlitz	235	6	1	0	0
Seabird Island	751	53	2	0	0
Shxw̓h̓a:y	287	1	3	0	0
Shxw'ow'hamel	146	4	2	0	0
Skawahlook	72	15	3	0	0
Skowkale	210	88	3	6	216
Skwah	442	89	3	1	0
Soowahlie	329	78	2	1	0
Squiala	125	25	2	0	0
Sumas	255	88	6	4	0
Tzeachten	357	121	1	31	247
Yakweawkwoose	58	28	1	0	0
<b>TOTALS</b>	<b>4990</b>	<b>853</b>	<b>50</b>	<b>57</b>	<b>463</b>

**Pekw'xe:yales (St. Mary's) Additions to Reserve (ATR)**

The Lands Staff worked very hard on the ATR for the St. Mary's Property over this past year. The final documents that INAC refers to as being in the "Red Jacket" was sent to Ottawa for final approval. It is anticipated that this land will be added to reserve in early summer 2005, unless the Federal Government goes to an election in which case, we are told nothing gets done during those months. SN is very optimistic that it will pass and we will receive the Order in Council prior to this happening.





The owners of the new reserve are the 21 First Nations: Aitchelitz, Chawathil, Cheam, Chehalis, Kwantlen, Kwaw Kwaw Apilt, Leq'a:mel, Matsqui, Popkum, Scowlitz, Seabird Island, Shxwhá:y Village, Shxw'ow'hamel, Skawahlook, Skowkale, Skwah, Soowahlie, Squiala, Sumas, Tzeachten, and Yakweakwioose.

### **Coqualeetza Additions to Reserve (ATR)**

The staff has been busy working on getting the Coqualeetza Properties added to reserve. The staff met with INAC and a schedule was developed to have the land added to reserve in 2006. SN received \$25,000 from INAC to conduct Informal Information Sessions throughout the Stó:lō Territory. To date, 20 sessions have been completed with attendance of about 400 members. The overall comments received have been very positive. People are very appreciative of the work SN is doing and the staff's dedication to this project.



The communities are happy that this process has started and the land is going to be added to reserve. There were a few questions regarding the split of the Tribal Council but the staff reassured them that it is between the First Nations, not Stó:lō Nation. The land will eventually be owned by the First Nations, not Stó:lō Nation. There were also questions on the voting process as most First Nations would like to have more polling stations. They also questioned the money that is currently held in trust, the original land size and the original name.

### **XA:YTEM Provincial Land Purchased - Transferred to the Stó:lō**

Last fall, the Sr. Negotiator of the BC Treaty Negotiations Office, the SN CEO and the Xay:tem Manager were able to secure the funding of approximately 1 million dollars required to make this purchase possible. This type of transfer or purchase is called a Free Crown Grant. The Ministry of Community, Aboriginal and Women's Services (CAWS) that currently holds title to the property must transfer the land to the Ministry of Sustainable Resource Management and in turn this Ministry can transfer the property to the Stó:lō Heritage Trust Society on behalf of the Stó:lō Members.





The land will be held in fee simple title as it is currently classified as heritage/cultural and the taxes are very minimal.

The staff assisted in getting the application to Land and Water BC (LWBC). There are only 2 months to complete this project but the staff was able to get the application to LWBC on February 28, 2005. The staff worked with Xay'tem, CAWS and LWBC on the application and purchase of the Xa:ytem Property. SN is now waiting for the transfer to occur, and was informed that this should be completed in the summer of 2005.



### **First Nations Alliance 4 Land Management (FNA4LM)**

The FNA4LM is a non-profit organization and consists of Land Managers and other people working in the area of FN Land Management within B.C. The Lands Manager has been on the board of directors since its inception in 1999 and was voted in again this year as Vice-Chair. The Lands Manager has assisted with coordinating all of the FNA4LM Workshops and participated in all the workshops and has been involved in the development of land policies, programs, training sessions, workshops and policy review at both the regional and national levels.

### **BC Capacity Initiative Proposal**

The staff submitted a proposal to this year's call for proposals to the BC Capacity Initiative. The proposal was for \$75,000 to be used to train two First Nations as Lands Officers, using an alternative training program to INAC's Lands Management Training Program (LMTP). The LMTP has not been available for the past two years so SN created its own training using a professional FN Lands Consultant, University Courses and hands-on or job shadowing at both First Nation and Non-Native Organizations. The staff will also be working on developing a protocol and assisting those Stó:lō First Nations moving from RLAP to the First Nations Land Management Initiative.



## **Lands Research/Stó:lō Nation Lands Newsletter and Website**

The Lands department newsletter and website, [www.snlands.com](http://www.snlands.com) continue to be a success. The website is <http://www.snlands.com/pdf/newsletters/October2004Newsletter.pdf>, and you can view the 3rd anniversary issue online. The monthly newsletter has articles on upcoming events, workshops, regular staff submissions relating to current projects and updates. There is a new "Classified" section that will assist members promote their land and for people looking to lease land. There is also a Lands 101 section to explain some of the land processes, rules and regulations. The staff entered into a contract again this year with Shxwha:y Village to maintain and update the lands department web page. Throughout the year there were contests, new information and updates on the pages. As of April 2005 there was over 7500 visitors to the website.

## **Stó:lō Nation Lands Inventory (SNLI) and Global Positioning System (GPS)**

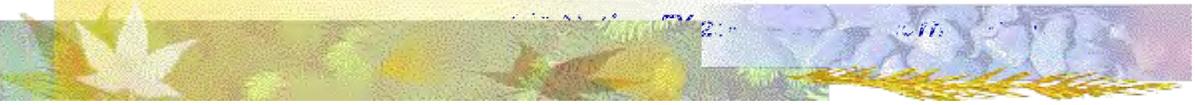
The staff completed a GPS project for Seabird Island to figure out the acreage of their agriculture lands and their sheep farm. This took two full days of walking and driving to complete the project with the area estimated at 1,300 acres. This was a very good project and the staff are more than willing to do this work for other RLAP member FNs. SN shared the GPS Reserve Road Data Collection Project with the BC Ambulance Service to address the issue of emergency services not being able to find the correct home on the reserve and in some cases driving past the incident site a few times. This is but a small step towards correcting this issue. The staff worked with other RLAP members and First Nation Administrators on GIS and GPS projects throughout the year.

## **Summer Career Placement Program**

This year, the Summer Career Placement Program funding was cut back considerably. Since January 2004, various Stó:lō Nation Departments had combined forces with Stó:lō Nation Human Resources Development to submit one joint proposal to create summer jobs for First Nations students. Due to funding constraints and priorities set by the funding source (SNHRD) the steering committee recommended funding a maximum of two students per First Nation/Organization, for a maximum of 8 weeks. SN received approval of two positions this year. The Lands department was very fortunate to have their position approved. A college student was hired to assist with work on the SNLI road project.

## **Land Estates-Wills & Estates**

The staff coordinated five Estate Planning seminars for a total of approximately 50 participants and two seminars on Matrimonial Real Property with approximately 30 people in attendance. Throughout the year, the staff met with various estate clients from Chawathil, Seabird Island, Skwah, Leq'a:mel, Sumas, Soowahlie and Tzeachten and continues to assist in resolving estate issues as well as providing information on wills to drop-in clients. Several cases will be closed this year as the final documents are now at INAC.



The staff also attended a two-week course on Wills and Estates Probate to learn how to assist clients that must go through the provincial courts. The staffs are now assisting members that must settle estates through the Provincial Courts. The Boothroyd Band provided the funding for this training.

### **Additions To Reserve and Other/Volunteer Work**

The staff assisted in the Celebration of the Pekw'xe:yles (St. Mary's) Reserve Creation and continues with duties of coordinating meetings of the Pekw'xe:yles Working Group and taking minutes. They also assisted with the coordination of various workshops throughout the year as well as informal information workshops on the Coqualeetza ATR. In addition they carried out many clerical duties of photocopying, faxing, purchasing, maintaining inventory, keeping records of such, journal entries, etc. Over and above their duties, the staffs also continue to sit on the Christmas Hamper Committee to assist with fundraising efforts and act as Treasurer.

### **Leases and Permits**

During this past year the staff assisted several locatees in the early stages of negotiations for possible residential leases. On Tzeachten, the Maple Meadows Lease was extended for an additional 19 years. The staff began working with Shxw'ow'hamel First Nation to renew a permit with the Ministry of Forest for a Debris/Catchment area. The staff also assisted Popkum obtain a permit for the removal of Sand and Gravel from the Fraser River and on Skowkale First Nation, a locatee was helped to get a modification to a Commercial Lease. Numerous calls and inquiries on leases and permits from locatees, developers, realtors, members and Councils were received. Another task was the completion of the Environmental Completion Report on the St. Mary's Environmental Site Assessment. This is a follow up report confirming the regulatory requirements stated in the Environmental Site Assessment.

### **Professional Development**

The staff also submitted proposals for the UBCM Community-to-Community Forum and Duke Energy's "Sustainable Development on Stó:lō Lands". The Lands department's seminar for "On Reserve Mortgages to FNs" was also coordinated. The staff was on the Steering Committee for the Ministry of Water, Land and Air Protection's "Air Quality on FN Land" and assisted with organizing the Coqualeetza ATR Community Informal Information sessions between November 2004 and March 2005.





## *Planning and Policy Development*

### *Planning, Policies and Procedures Development*

Routine maintenance work on the Stò:lō Nation Operational Policy Manual (SNOPM) and the Finance and Administration Operations Manual (FAOM) was performed. The manuals are being updated to incorporate new developments arising from the recent political issues that resulted in the separation of SN. The Health Support Services Program Manual is being developed in coordination with the Addictions Program staff.

### *Research, Monitoring, Reporting and Evaluation*

The staff coordinated the preparation of the SN quarterly and annual reports. The annual report for FY 2003-2004 was completed and distributed to the communities. The annual Tribal Council Report (TRC) that is due in May of each year are submitted to the funding agency. Other related tasks completed are the following: SNAS survey processing, analysis and report; revised SN Reporting Guidelines; SN TRC Reporting Guidelines; and continuing updates of the SN Positions Registry, SN Population Table, and SN Committees Inventory.

### *Technical Assistance and support to SN Staff*

The staff developed three (3) powerpoint presentations: Performance Management System; SN FY 2004-2005 Budget Proposal; and the Treaty Report used in SN and SGH meetings. The staff also assisted in the development, and/or review of various technical papers, discussion papers and other planning, policy development and program-related information. These are the following: BC Lottery Application Registration; FRAPC Protocol Agreement; Tzeachten FN Operations Manual; SNAS policies and procedures; position classification matrices for B and C positions; and salary increase guidelines. The staff also developed and/or revised 9 Terms of References (TORs) for various areas of concern and reviewed/revised/registered 58 job descriptions. A total of 16 new job descriptions were developed.

### *Technical Assistance and Support to Sto:lo Communities*

The staff assisted **Seabird Island (SI)** on the following: Physical Development Plan; Seabird Island governance model; Portfolio policy for SI Chief and Council; SI election code; advice to SI Education Committee role.; co-facilitated a two-day planning session with SI Chief and Council and managers; facilitated the staff planning session; TOR for electoral officer; and advised SI Chief and Council on the Band Manager's annual evaluation. The staff continues to meet with **Squiala FN**, **SN Development Corporation** and the **Proponent** of Evans road flyover project. Other assistance given are: governance model; reviewed service agreements; and SNDC proposal to INAC for Community Plan funding.



Other tasks are: co-managed the \$3,000,000 Health facility project; attended INAC Capital Policy Development Committee meetings; co-chaired monthly Band Managers' meetings; facilitated two SNAS planning sessions; evaluated INAC's Contract Management II: sat on hiring committee for SNAS assistant; designed new parking lot in the property; advised a Chawathil Council member on employee/policy issues; presented to PWGSC on contract management and to the students of UBC Planning School; sits on Elders Care Building committee; met with Sumas Band for their new election code; reviewed SN emergency planning requirements; and facilitated a 2- day workshop on land use planning/policy development.

## ***Stó:lō Nation Human Resource Development (SNHRD)***

### ***Management and Delivery of HRD Programs and Services***

The Aboriginal Human Resources Development Agreement (AHRDA) between Human Resources and Skills Development (HRSD) and SN Human Resources Development (SNHRD) enables SNHRD to provide for the management and delivery of HRD programs and services directly or through sub-agreements. The agreement enables FNs to develop, design, deliver, and evaluate training and employment programs/services. Reporting is based on complementary ongoing activities and review of AHRDA files/documents. The Financial Audit is a separate report. The Fraser Valley (FV) allocation is a combination of Consolidated Revenue Funds (CRF) and Employment Insurance Funds (EI). Envelopes included in the Agreement are Youth, Disability, and FN and Inuit Child Care. The related terms and conditions on the acceptable uses are found in the AHRDA. As agreed, access to employment and training programs and services is provided to all FNs people, regardless of place of origin, place of residence, gender, age and physical ability and to Aboriginal organizations for employment and training services on and off reserve. The FV service area is described as the area from New Westminster and Coquitlam on through the areas on both sides of the Fraser River to the head of Harrison Lake and Yale in the Fraser Canyon. The service area as identified by the allocation information includes the working age population (WAP) of several FN communities in the Fraser Canyon. The Central Coast (CC) geographic area includes Klemtu, Bella Bella, Bella Coola, and Rivers Inlet. The FNs in the area of the Fraser Canyon/Spuzzum chose the Fraser Thompson Indian Services Society as their delivery agent and a sub-agreement was signed. Mid Coast First Nation Training Society provides services to the Central Coast under contract. There are four Employment Assistance Service agencies (Kla-How-Eya in Surrey, SN Employment Services in Chilliwack, Chehalis and Seabird Island) in the Fraser Valley that provide a full range of client services to individuals including the administration of vocational training/funding.

### ***2004-2005 Project Data***

A total of 46 contracts were signed. The statistical data was not available at the time of report preparation. Clients participated in all SNHRD programs: Employment Assistance Services,



Job Creation, Job Development, Job Opportunity, Project-Based Training, Student Career Placement, Targeted Wage Subsidy, Youth, Child Care, Disabilities, and Labour Market Initiative.

## *SNHRD Operations*

FY 2004-2005 was a one- year Agreement considered a transition year for all AHRDA's in between the signing of a new four-year strategy (2005-2009). Employment and training for Aboriginal people and communities in the FV/Central Coast continues to be the priority. SNHRD is working with the Assembly of First Nations' national office in establishing priorities for renewal.

SNHRD hosted a very successful golf tournament with over 100 people attended from SNHRD's business contacts and co-hosted a couple of national employment AHRDA forums. SNHRD has a website at [www.snhrd.ca](http://www.snhrd.ca) that offers information on programs and services and enables sponsors to access proposal applications directly.

## *Xa:ytem*

### *Interpretive Tour Program*

The Xá:ytem Longhouse Interpretive Centre presented school hands-on cultural, fishing, and archaeology programs to over 11,000 students. Some 3,000 visitors toured the site. The site also hosted several overnight field trips to the longhouse for students. The staff presented at workshops, fairs, Pow Wows and events.



### *Projects*

The **Canoe Shed Construction Project** got funding from the Softwood Industry Community Economic Adjustment Initiative (\$ 50,000) and Royal Bank (\$ 5,000). Genstar Corporation donated cedar logs for the frame and siding. The **Department of Canadian Heritage Arts and Heritage Sustainability Program** was successfully completed and provided funds for the "Spirit of the Ancestors" Campaign. The accomplishments are: Fundraising Feasibility Study; Case For Support Document; Campaign Readiness and Campaign Plan; and successful Strategic Planning Session and Branding Definition Workshop.

### *Tourism, Marketing and Public Relations*

The site had a very successful tourism, marketing and public relations activities last fiscal year.





The accomplishments are: new site logo; a two-year market strategic plan (recommendations being implemented); Xá:ytem drummers/singers sang for the opening of the BC summer games in Abbotsford in July; hosted 240 paddlers/support crew from the “Pulling Together Canoe Journey” on June 29; the APTN filmed on-site on July 21-22 for a documentary to be aired in 2005; and the site worked with Walas Media from Holland to bring Dutch visitors to the site. The Director also attended the Student and Youth Travel Association workshop in November and was a delegate to the Tourism BC workshop on BC’s Tourism Strategic Framework 2005-2015. The site also hosted the second annual “Winter Tales’ storytelling series in January; the 2005 launch of Heritage Week whose theme is “Heritage of Faith: Sacred Buildings and Spiritual Places” were held at the site. Xá:ytem was on the cover and featured in the February 2005 Municipal World magazine. The Director was featured in the go2BC tourism website; and Xá:ytem was on City TV Breakfast Show on March 1.

### ***Xá:ytem Gift Shop***

The gift shop hired a Retail Manager in August. The gift shop was also renovated and the space expanded twice its’ size. The Xá:ytem Retail Advisory Committee was also created.

### ***Liaison and Partnerships***

The Director chairs or is a member of several Boards and Committees.

The site also hosted several meetings: the Stó:lō Nation Elders; Mission Tourism Committee and Fraser Valley Bald Eagle Festival in May; the Mission Downtown Business Association and North Fraser Community Futures Development Corporation in June; the Simon Fraser University Master Degree student graduation in November; and Corrections Canada in March.

<b>Xay:tem Director’s Committee Mebership</b>
Alliance of BC National Historic Sites
Aboriginal Tourism BC
Community Futures Development Corporation of North Fraser
Board of Directors and Community Development Committee
District of Mission Economic Development Select Committee
District of Mission Leisure Centre & Arena Dev’t. Committee
Fraser Valley Bald Eagle Festival Committee
North Fraser Tourism Alliance
Mission Chamber of Commerce
Mission Race Relations Network
Mission Tourism Committee
Shaw Pit Advisory Committee, District of Mission
Sto:lo Heritage Trust Society
Sto:lo Tourism Commission
Spirit of BC Mission Olympic Committee
Simon Fraser University Museum of Archaeology Ethnology Advisory Committee
UCFV Mission Community Council
Xá:ytem Siyaye Society

### ***Governance and Devolution of BC Heritage Properties***

The operating fee and site maintenance of \$ 80,000 that BC Heritage provided for Xá:ytem ceased March 31, 2004. The Lands and Water BC sold the Xá:ytem property to Community, Aboriginal and Womens' Services and the Director signed a letter of offer of the property to the Stó:lō Heritage Trust Society in March. The offer was sealed with the handover of \$1.07. Xá:ytem is



the only project of the Stó:lō Heritage Trust Society that was incorporated in September 1993. Members are the 24 Stó:lō Chiefs including Stó:lō Tribal Council, Stó:lō Nation Society and the 5 independent bands.





## ***Stò:lō Nation Administration Services (SNAS)***

The annual report focuses on the routine administrative support tasks based on key mandates of SNAS: Capital/Property Management Services; Central Services; Human Resource Office Services; Purchasing, Inventory and Vehicle Pool Services; Records Management Services and; Information Management Services. Some of the significant changes and initiatives undertaken by SNAS are herein discussed.

The SNAS Managers revised the Administrative Procedures Manual to reflect changes in the employees' routine tasks and the organizational structure.

The new Health building was completed within the contract schedule allowing Health and Xyolhemeylh Services staff to move into their new offices. Employees at the new buildings will enjoy the latest in telephone technology, the IP Telephony system. In the future, this system will likely be installed in the remaining buildings.



In conjunction with this move, the Capital Management staff implemented a centralization strategy at the Central Region to locate and cluster employees within specific buildings, offices and more importantly in proximity to their own departments. The centralization exercise will result in improved efficiency and communication. As a result of these changes it was also necessary to revise parking allocations for company vehicles, visitors and staff.

An independent Information Technology review was also conducted to assess the current and past status of the department and identify immediate and long-term goals and objectives for implementation. Software development and Project Unification continued with more Stó:lō Nation departments committing to projects specific to their requirements and applications.

With respect to challenges this year, the abrupt suspension of the Treaty office resulted in temporary lay offs and the staff were required to assist with the exit interviews and asset retrievals. Stó:lō Nation political indifferences resulted in the temporary termination of the CEO and the division of Stó:lō Nation and Stó:lō Tribal Council became a reality by year-end causing many expected concerns and inquiries from staff.



## Capital Management Division (CMD)

### St. Mary's Complex

The staff implemented **routine maintenance and repair services**, as follows: serviced all fire safety equipment in the premises; updated the fire safety team list; pressure-washed the buildings, walkways and entrance ways, Youth Healing Centre; prepared the buildings and grounds for each season (grounds keeping, boilers, snow removal); checked, cleaned and monitored the water lines, boilers, drains; roof leaks; down spots and hillside clean-up, removal of blackberry bushes, shrubs and pruning.

Several **meetings** were held with various groups on various issues and concerns, as follows: District of Mission regarding the service agreement/soccer field maintenance; Fire Marshall to schedule fire extinguisher training for St. Mary's fire safety team; Human Resources Development Canada-Labor Affairs Officer to complete a fire inspection of St. Mary's building and grounds; Meeting with Lands staff on the update on Environmental Assessment Section 10.2.1 Regulatory Requirements; Meetings with tenants to ensure all are satisfied with services at St. Mary's & provide tenants with updated information in case any emergencies should occur, after working hours, such as plumbing, heat, elevator, etc.. They also coordinated the rental arrangements, and set up for the St. Mary's-Pekw'e:yles Reserve Creation Celebration.

### Coqualeetza Site

The staff assisted with the big centralization move (160 offices) at the Coqualeetza site that took place over 9 days. The staff consumed a lot of time into the settlement of all department moves and arrangements for minor renovations to building 5, removal of building 12 along with Hydro, Telus and water disconnections, and installation of new fire doors in building 1. The parking lot layout was redesigned and new signs posted to accommodate staff and visitor parking needs.

Other routine property management and maintenance accomplishments are the following: discussed issues on Property Management Fees (adjustments/ updates) with various departments; monitored tenant rent; Keyscan installments/upgrades for buildings 1, 5, 7, 8 and 9; fire and safety inspections of central site; painting and janitorial services of offices after the moves; completed the Fire Marshal's recommendations; pressure-washed Buildings. 1, 5 and 8; organized orientation for building 5 (heater/air-conditioners); developed a fire and safety plan for the Health building; held maintenance staff orientation at Health Facility; heating domestic water shut-off; minor renovation to building 5 washroom; prepared quotes to re-key building 1 and 7; and training for building 5 heating and AC units. The staff also attended the CDD Planning Session, CIC Christmas party, Future 4 Nations Pre-School Christmas party, and Xyolhemeylh Reclaiming Our Sacred Sexuality Conference. The Christmas Hamper Fundraiser at Coqualeetza and St. Mary's and the Salmon BBQ went very well. Coqualeetza raised approximately \$700.00 and St. Mary's raised approximately \$300.00.



Several meetings were also held with the following: Human Resources Development Canada-Labor Affairs Officer to complete a fire inspection for the Coqualeetza buildings and grounds; Elite Fire service- fire safety equipment interior and exterior; Chilliwack School District in regards to sorting out the operations and maintenance agreements for 4 education buildings; Barton Insurance for both sites; and Patrick Stewart and Brian Williams re: Elders Complex.

### **Housing**

The staff assisted in the Individual Loan Workshop for housing in Seabird Island Band. A community member (Kelly Chapman) was also helped with Individual Housing loan.

### **Health Facility**

The new Health facility is now completed and the staff moves are done. The parking layout was redesigned to accommodate staff and visitors. Meetings with contractors for building inspections and balancing the 18 heating zones were also completed.



### **Central Services Division (CSD)**

The Central Services Division is involved in all aspects of central service requirements for the Stò:lō Nation. Standards are set and often reviewed to ensure continued efficiency and effectiveness for each function at all office sites.





## **Reception and Switchboard**

The CSD staff continue to provide uninterrupted reception services for the Building 1 system. Assistance and organization of other systems at all other facilities/buildings including Xyolhemeylh regional offices (as needed) is an important aspect of central services. It is interesting to note that on a quarterly basis the Bldg.1 system averages a total of 12,000 phone calls.

## **Mail Sorting and Delivery Services**

On a quarterly average the mailroom receives and processes 8,200 mails (for/from all Regions). All mails are sorted and delivered to various departments. All incoming and outgoing mail information is entered into a data system that allows the staff to provide tracking of any mail. Mail delivery/pickup at Regional office locations are on a fixed schedule. The schedule was altered to accommodate First Nation offices or subsidiary offices' requests for delivery or pickup.

## **Booking of Meeting Rooms and Office Equipment**

Currently, there are three meeting rooms located in Building 1 that are monitored and administered through CSD. The staff received an average of 36 booking requests quarterly. There will be discontinuation of use of the Tzeachten Room and the FAD Meeting Room in the basement. There will be new meeting rooms on the 3<sup>rd</sup> Floor of building 1. A computerized overhead projector and a laptop computer is available on request.

## **Keyscan and Security**

With all main buildings of SN being upgraded to the keyscan system, the ongoing need to program new staff's cards and re-program staff access cards when/if they move offices is a function that requires constant attention. A quarterly average total of 460 cards can be expected for card additions/deletions/changes. There have been up to 655 inquiries via phone/email, in this regard. The keyscan system allows SN to grant or deny access by computer, reducing the need for personal contact. This allows better control over the security requirements for SN and produces records on entries into buildings and final exits. With the St. Mary's Xyolhemeylh doors on keyscan in place, SN is able to monitor the access levels and make changes from the Central site although both sites' computers have to be up and running the keyscan program.

## **SN Publications**

The monthly newspaper, Sqwelqwels Ye Stó:lo, continues to be an effective communications vehicle for the Stó:lo communities. The Publications Clerk continues to strive for excellence in the production of the newspaper to ensure continued and improved readership. Much effort has gone into making improvements in the format, layout and overall upgrades to the publications. This year, picture reprinting was also made available to staff at minimal costs. The Smoke Signals news bulletin also provided an effective internal communication tool for the SN staff.

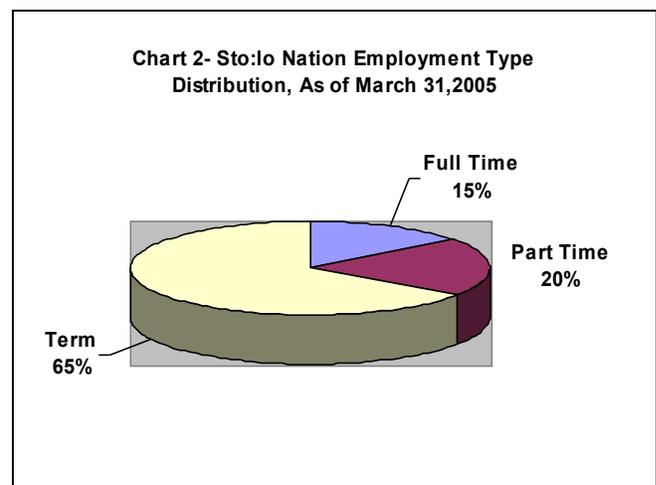
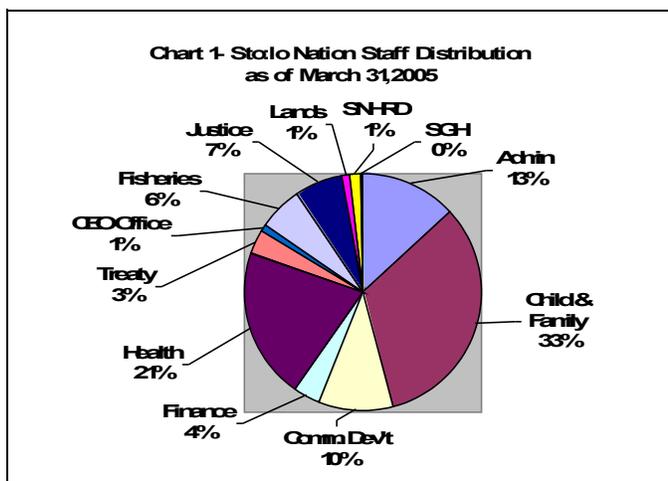


## Casual On Call Employees

All SN casual employees are administered through the CSD. Training is ongoing for new casual employees ensuring that they are aware of the operations/procedures of all SN offices. On-call employment is not constant so it is difficult to sustain the same people as casual employees for long periods of time. They quickly move on to more permanent jobs elsewhere, often within SN. Casual employment is a stepping stone for Stó:lō Nation jobs.

## Human Resource Office (HRO)/ Personnel Services

HRO had a busy year especially in the pilot testing of the SN Unification Database and developing new administration and HRO procedures resulting from the separation of the Finance and Administration functions. This was a very large undertaking and during the process, HRO had to maintain two separate systems until the bugs are worked out. Another major undertaking was the implementation of the Privacy legislation that came into effect on January 1, 2004. The HR Manager was appointed as Chief Privacy Officer. This entails an audit on all files and procedures in the nation to ensure that SN is in full compliance with the new legislation to protect personal information. Another strategic moment was when after two months of consultation and attempts at implementation, HRO successfully developed a work schedule for after-hours social workers that resulted in a vote that met the Labour Standards (LS) requirement of 75% vote of agreement for all those affected by the change in hours. The new modified schedule took effect in January 2005.



The resolution of the Treaty and Community Development funding and relocation of offices was good for the staff. There were so many changes and increased feelings of insecurity that the move provided a sense of stability and future. The HRO staff facilitated the processes as a result of unsettled feelings that occurred as a result of the split in the SGH. There was a great concern expressed about job security. Other factors included increased tensions between staff due to perceptions of loyalties and affiliations and getting the Board of Directors approval of all outstanding policy amendments to date. Chart 1 shows the SN Employment type distribution and Chart 2 shows the staff distribution as of March 31,2005.



Through the year, HRO has been involved with numerous meetings, disciplinary processes, termination, seeking legal advice and preparing legal briefs for open litigation cases. There was also the additional requirements such as preparing Release of Information forms in preparation for the transferring of information to STC i.e. Social Income, Education files, etc to ensure SN compliance with the Privacy Act in protecting the rights of the clients. Table 2 shows the staff workload, by service count of selected indicators.

**Table 2- HRO/ PERSONNEL SERVICES PERFORMANCE, SELECTED INDICATORS, FY 2004-2005**

TASKS/ ACTIVITIES	INDICATORS	ACTUAL				
		QTR.1	QTR.2	QTR.3	QTR.4	TOTAL
1. Selection and Recruitment	# of jobs posted.	22	19	42	28	111
	# of Letters of Offer for Employment drafted.	72	94	91	94	351
	# of employment resumes reviewed/ processed.	582	224	319	495	1,620
	# of interview panels attended/ facilitated.	20	14	23	27	98
	# of candidates placed on eligibility list for future hires	27	8	31	6	72
	# of hires from eligibility list	9	8	8	3	28
	# of faxes received/sent	536	696	797	926	2,955
2. Employee Database	# of files processed (OMNI-RMS) Transfer of new/ terminated/selection files	286	865	230	149	1,530
3. Monitoring of monthly calendars	# of employees (3 calendars per quarter per employee)	1,108	2,036	1,133	1,091	5,368
	# of calendars monitored (permanent employees)	724	776	724	719	2,943
	# of late submission of calendars monitored.	2	42	30	8	82
4. Employee Notifications	# of employee notifications / letters prepared:					
	• General letters	58	39	50	116	263
	• Term/ Probationary	125	37	71	44	277
	• CRC	17	7	18	35	77
	• AL and SL Updates	100	94	110	79	383
• Anniversary/ Holidays Notifications	33	46	49	40	168	
5. Benefits Monitoring	# of employees enrolled for benefits.	16	15	10	14	55
	# of employees terminated from benefits plan.	6	9	16	16	47
	# of benefits changes made (salary increase/ addresses)	40	38	108	59	245
	# of employees on short term/long term disability/ education/cultural leave	28	14	45	24	111
7. Employment inquiries	# of email inquiries/responses	8,028	8,445	11,135	11,922	29,530
	# of telephone inquiries	1,011	851	1,287	1,261	4,410
	# of inquiries/services provided to SN Bands	28	16	33	1,339	1416
8. Consultation Services	# of consultation on disciplinary/ privacy/ terminations, arbitration and general consultation.	30	55	202	1,649	1,936
	# of meetings	138	153	272	183	746
9. Employee Training	# of staff provided with orientation	26	7	18	215	266
	# of workshops coordinated/facilitate by HRO	9	4	35	14	62

Source: SNAS Report, Annual Report FY 2004-2005



## ***Purchasing, Inventory and Vehicle Pool Services***

A monthly average of 205 Purchase Orders and 261 Supply requests, were processed for SN staff. Vehicle usage averaged at 112 vehicle requests monthly. The vehicle pool consisted of 90 vehicles. A total of 4 new vehicles were purchased to replace aging/damaged fleet vehicles. Other services provided within this department, include overseeing photocopy contracts and cell phone services. There are a total of 14 copiers and 161 cell phones currently in use.

## ***Records Management (RM)***

Early in 2004, the Records and Information Management functions was once again separated. The Records Manager (RM) took on the responsibilities of Records Management and the Administrative Coordinator took on the responsibilities of Information Technology. A new RM was also permanently hired after the resignation of the previous RM. Highlights of staff accomplishments this fiscal year included attendance at several IRA, Records Management, and professional growth-related workshops, and conduct of monthly meetings.

### **Implementation and maintenance of the Records Management System**

To maintain the smooth and continued implementation of the Records Management System (RMS), six training sessions were held for 29 employees and First Nations/band administrators and staff. Continuing consultation on the RMS totalled 157 during the fiscal year.

### **Maintenance of the Records Classification System (RCS)/Records Retention Schedule (RRS)**

The RCS and RRS were continually updated, taking into consideration the changing needs of the organization, as well as access to information and privacy legislation. As a result, a total of 148 amendments and additions were implemented in the RCS and RRS.

### **Management of the Records Centre (RC)**

The RM staff received 190 requests for files and boxes of records from the RC this fiscal year. Records Management also enjoyed the creation of 28 new shelf spaces in the RC, partly as a result of the shredding of 256 boxes of records eligible for destruction. There were also a total of 96 boxes of records processed in the RM database and transferred to the RC over the year.

### **Other Ad Hoc Tasks/Assignments**

The RM staff revised and created 129 network-based forms and distributed 77 packages of printed forms throughout the year. The RM also provided short presentations on Records Management's services at 3 New Employee Orientations.



## Management and Maintenance of the Indian Registration System

The Indian Registry Administrator (IRA) issued a total of 583 status cards. Routine registration of vital statistics was also done, as follows: 73 births; 7 deaths; 15 marriages; 1 divorce; and 2 adoptions this fiscal year. Other statistics gathered include transfers (24), first time registrants (9) and miscellaneous amendments (32). The IRA also made annual on-site status card visits to more distant communities- Cheam, Kwantlen, Leg'a:mel, Matsqui, Scowlitz, Shxw'ow'hamel, and Sumas First Nation.

Chart 3-Number of Births,Deaths,Marriages and Divorces Registered, FY 2003-2004

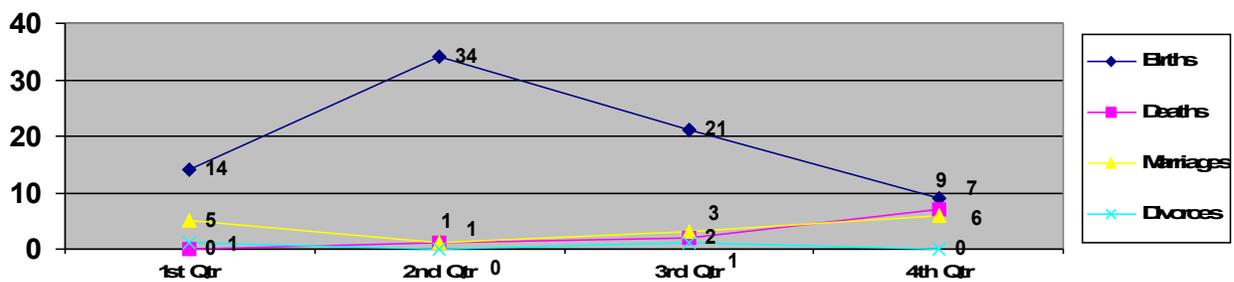
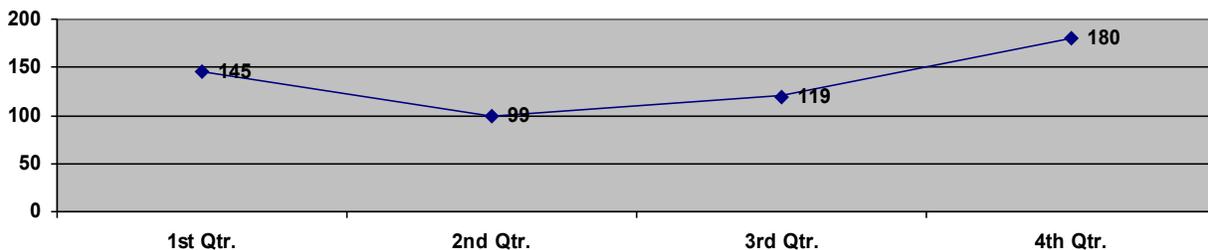


Chart 4-Number of Status Cards Issued, FY 2003-2004



## Information Technology

Fiscal year 2004-2005 was one of more transition and continuing improvements in efficiency for the department as a whole, as shown in the staff's accomplishments for the period.

### Technical Support

The year has seen continued reliability of the SN IT systems with the average uptime ratings above 99% for most of the year. The volume of calls handled by the technicians remained steady despite temporary staff reductions.



The increasing complexity of IT systems required a structured network monitoring system. The open source Nagios software improved IT's ability to manage the network by giving up to the minute status reports of virtually all critical IT systems. It will then notify IT staff via email or pager of any major events.

**Table 3- Average IT Uptime Ratings**

PERIOD	FILE/ PRINT	EMAIL	INTERNET/WIDE AREA NETWORK
Quarter 1	100%	99%	98%
Quarter 2	99.65%	99.88%	99.74%
Quarter 3	99.70%	99.12%	99.31%
Quarter 4	99.45%	99.72%	99.35%

### **Administrative**

The year saw a transition of SN major hardware vendor to Basic Business Systems in Surrey. Their location and large service department helped improve warranty support and streamlined the ordering process. More recently, SN changed Internet providers to Navigata Communications to improve the speed and reliability of the SN wide area network and Internet access. Significant challenges have been present in the tracking of staff, assets and software licensing. The SNAS staff has worked collaboratively on this are and the oncoming year should see improvements. The Infra tracking database, on the other hand has been getting more accurate as time goes by.

### **Staffing**

In December 2004, the IT management duties were back at the IT department. The staff helped in the off loading of networking and server management duties in the ongoing transition of the department. The Computer Technicians continued to improve service levels, together handling an average load of 500 to 750 calls per month. The SNAS File Clerk handled purchasing duties and helped improve the accuracy and efficiency of the IT records system. In February 2005, a new staff was hired to help in the programming tasks for the Project Unification.

### **Infrastructure**

This year, SN implemented the voice over IP (VOIP) phone system that modernized a portion of the Central Region's phone system and paves the way in the migration of the Building 1 and 5 legacy systems. This was realized when new facilities (Building 7 and Building 9) were completed. In the process, IT was involved in stress testing the Central campus fiber optic network as well as learning to integrate phones onto the data network. Major moves occurred in the addition of Building 7 as several departments moved from the old Buildings 2 and 15 into Buildings 5 and 8A. The IT staff were kept very busy in this process as well as assisting at the downtown Chilliwack Outreach office, which was left vacant by CED and later reoccupied by Xyolhemeylh. Later in the year, the Seabird Island offices were vacated and staff moved into Building 7 temporarily. In March, the new Agassiz office was added to the network to provide a new home for the East region Xyolhemeylh staff.



## **Development**

The Unification project is nearing completion of HR/timesheet functions as well as the mail database. The IT staff also designed a replacement module of Unification for the CTS database to bring CED's database system off of the legacy Microsoft Access platform. Next fiscal year, the IT staff plans to implement this project as a replacement for Xyolhemeylh's client tracking system to remove the aging FACTS database system. Late in the year, the IT staff setup a SQL server to boost the speed, security and reliability of the Unification system.

## **Network Software**

The first steps have been taken in researching wireless PDA devices as IT staff met with Telus. A plan for FY 2005-2006 calls for the implementation of the Blackberry Enterprise server which promises to standardize wireless remote access to the SN email system and offers improved access to the Groupwise email system. The year was a challenge in the area of spam (or junkmail) as the volume level increased significantly for staff and all Internet users. Much of the staff duties were in this area and improving the security aspects in the SN anti-virus system. Notably there were no major virus outbreaks or hacking incidents on the SN network this year, which is exceptional for most organizations of this size. Major upgrades were done to Finance's Accpac accounting system and the Groupwise antivirus (GWAVA) system to combat the growing junkmail and virus problem.

## **IT Review**

A major project for the department was the independent review done by Objectified Software. This involved interviews with all SN departments to identify and assess their IT needs as well as a general review of the IT department. The report was presented to the Directors in April with the hope that the recommendations will be considered and implemented. Notably, the review found that IT has been without the direction of a formal IT Manager position. Recommendations were further made to fill this position and to explore changes to the IT funding system to accommodate the varying needs of different departments.

## **Major Projects and Events**

The IT staff are currently involved in a number of projects and events within the Stò:lō Nation. These are the following: setup of computer/voice facilities in the new Building 7 at Central region and computer facilities at the new East region office; bidding and change in the SN main hardware/software supply vendor to improve service levels; improvement of accuracy in the SN Infra- inventory database; implementation of the Unification database for HR's timesheet and mail tracking database; independent review of the department; addition of a new SQL Server to improve performance and reliability of Unification; change in Internet service providers to improve speed and reliability issues; major upgrades to the Accpac accounting software and GWAVA anti-virus software; and introduction of Nagios network monitoring system.



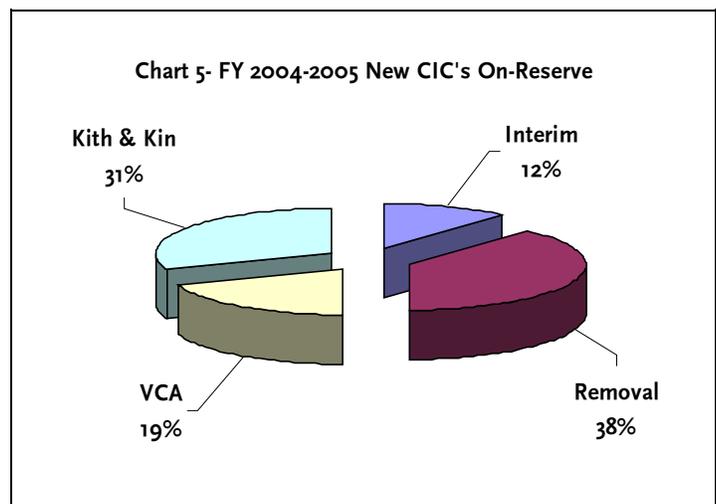
## Child and Family Services

This annual report highlights the staff's accomplishments based on the Xyolhemeylh FY 2004-05 workplan developed in consultation with the LYSS.

### Administration

A consultant was hired to develop a Human Resource Strategy, which would provide recommendations for a Salary Grid as well as a Staff Recruitment and Retention Plan. The recommendations in the report are currently being reviewed and considered for implementation in FY 2005-06 budget, as well as the annual and 5- year workplan.

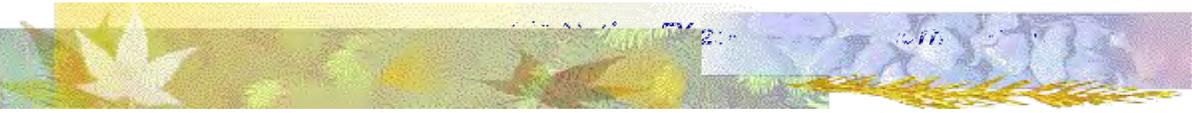
Regular monitoring is conducted to maintain manageable caseloads. As a result, an additional office and staffing in the Langley community is being considered. To address the East Office issues, a new office was established in Agassiz to meet the needs of this expanding team. Continued mentoring of FN staff resulted in 3 new FN Supervisors. The terms of reference for the Xyolhemeylh Board is now ratified and Board member selection is in process. The Board is open to all on and off reserve aboriginals that are interested in applying.



The financial administrative services was also streamlined and improved and work has started in researching the ability to expand administrative support for the delegated teams.

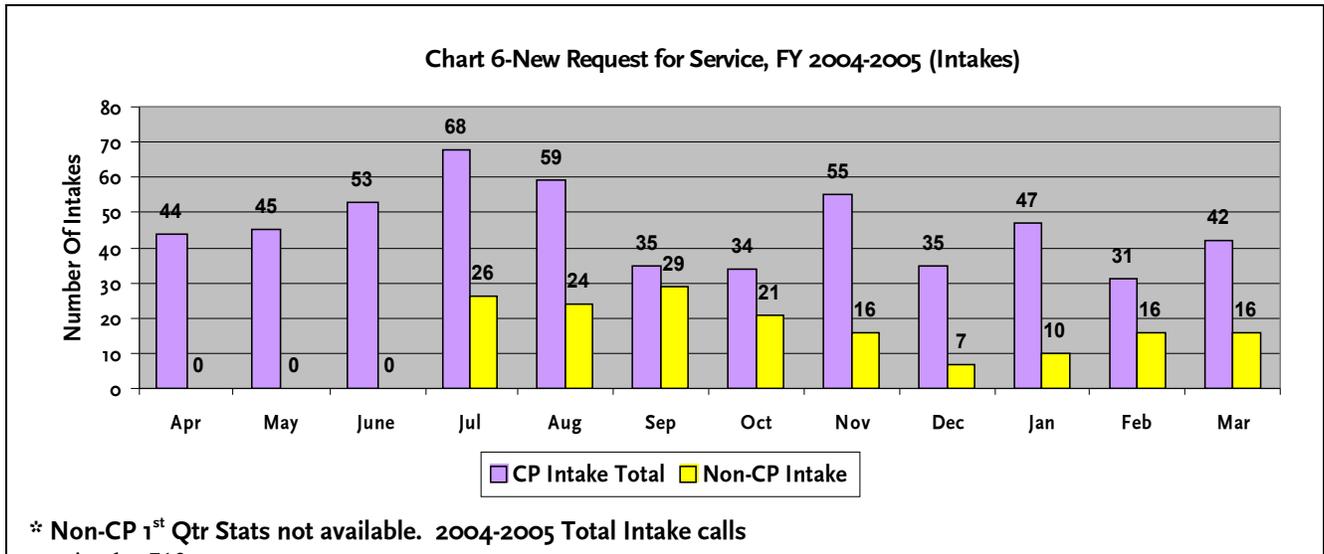


At the Xyolhemeylh Staff Gathering, staff participated in cultural activities and they learned to make cedar baskets and drums.



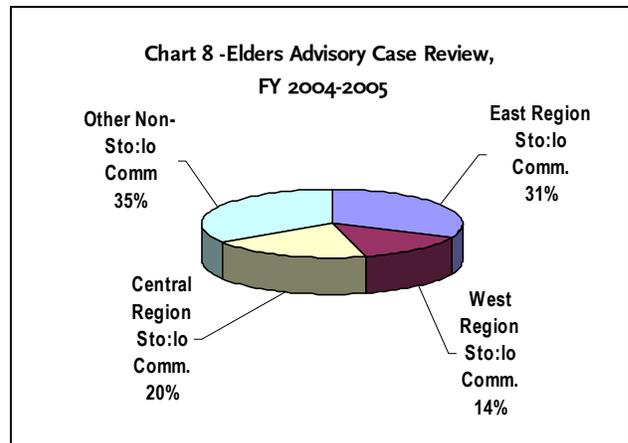
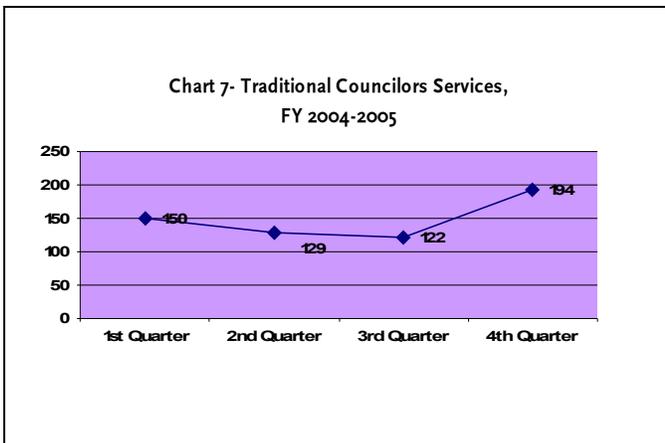
## Intake And Investigation

A resource manual was developed that lists community-based services available to children and families. The After Hours system was reviewed and as a result, the Intake and After- Hours team has been restructured to better achieve workload equitability among staff.



## Family Service And Support

Mediation is provided by Traditional Counsellors, Qwi:qwelstom or a Ministry mediator to assist in developing a plan of care when agreement cannot be reached between the family and Xyolhemeylh. Traditional Counsellor services include: one on one, mediation, groups, advise/counsel, facilitate training/workshops, and healing circles. In addition, the Elders Advisory Committee continues to hear cases and provide recommendations for cases involved in the court process. The Committee reviewed 35 cases.





## Family Support

Contract negotiations were finalized near the end of this fiscal year that resulted in increased funding to expand and increase prevention and support services on and off reserve.

This will assist in further reducing the numbers of children in care, and increase the level of family skill in caring for their children through refocused and increased prevention and awareness services. There were 79 CICs leaving care off- reserve. (Chart 9) There were 25 CICs leaving care on reserve. (Chart 10) There were 78 CICs off- reserve. (Chart 11) There were 26 CICs on reserve. (Chart 12)

Chart 9- FY2004-2005 CIC's Leaving Care Off-Reserve

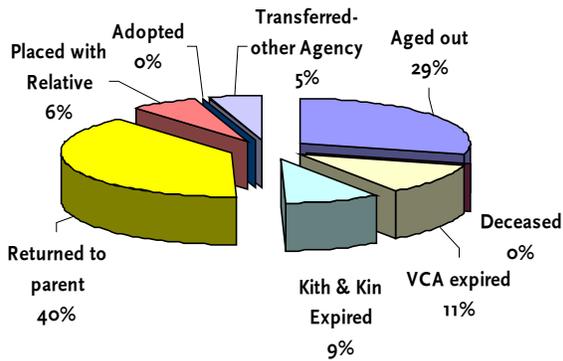


Chart 10- FY 2004-2005 CIC's Leaving Care On-Reserve

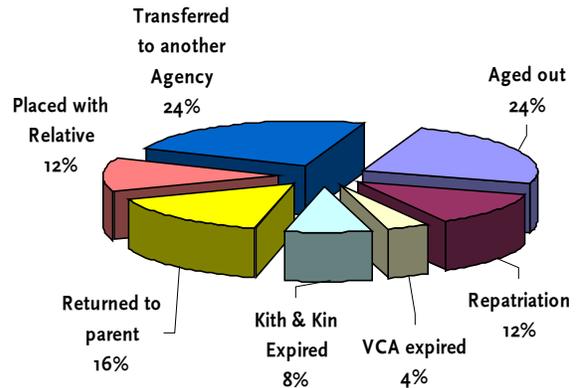


Chart 11- FY 2004-2005 New CIC's Off-Reserve

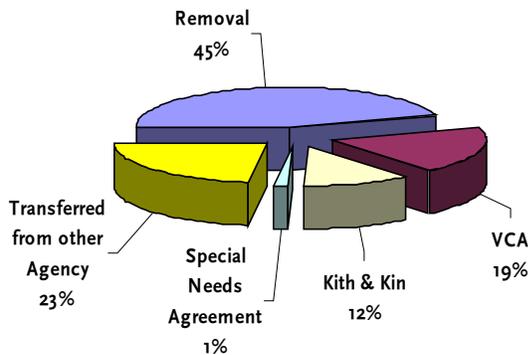
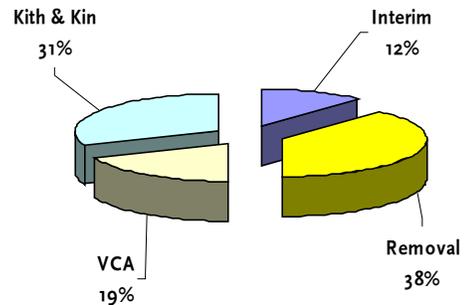


Chart 12- FY 2004-2005 New CIC's On-Reserve





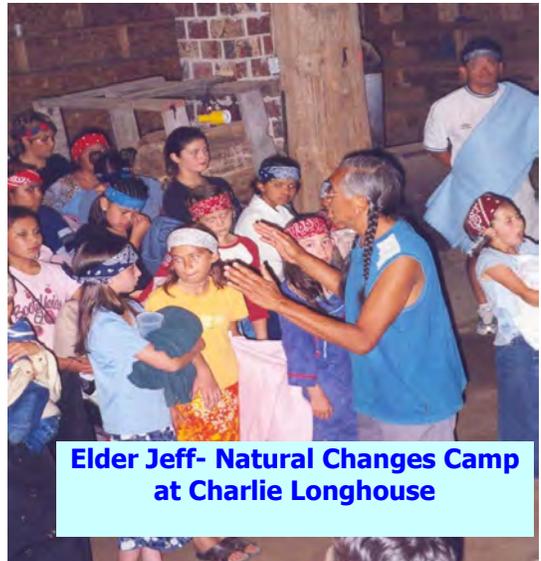
## Summer Camp Activities



A total of 64 participants from on and off reserve attended and enjoyed the Soccer Camp at Tzeachten.



Girls having fun at Family Camp in Soowahlie



Elder Jeff- Natural Changes Camp at Charlie Longhouse



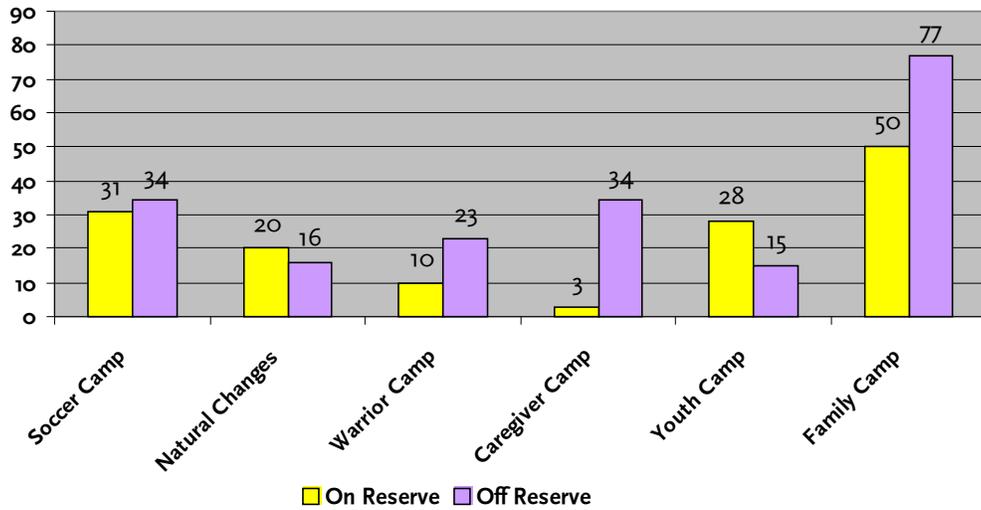
Girls making jam at the Natural Changes Camp



"Tug of War" at the Youth Camp in Scowlitz.



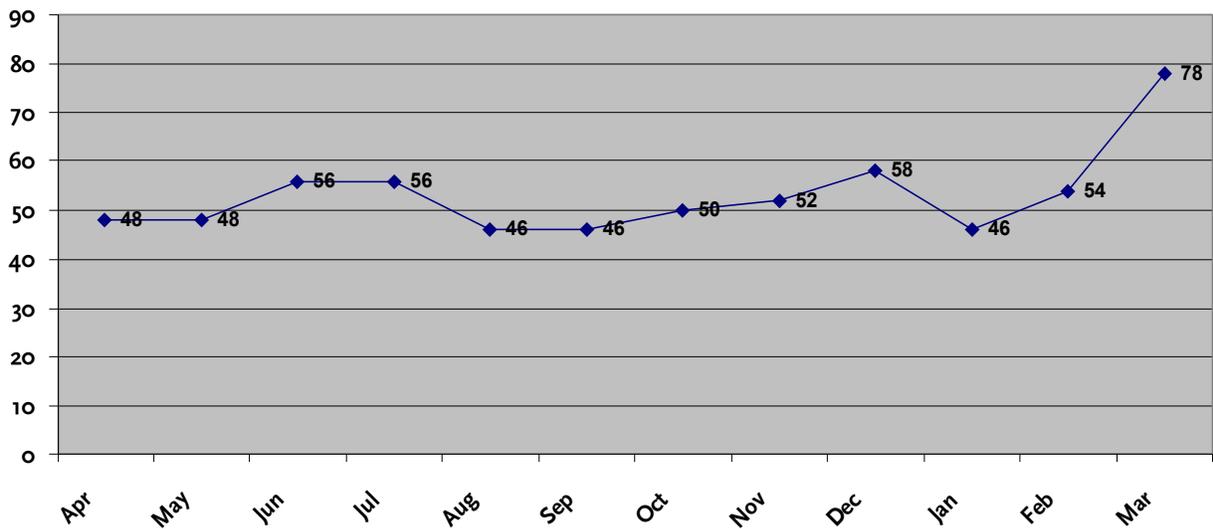
Chart 13- Sto:lo Nation Summer Camps 2004, Number of Participants



### Prevention and Awareness

Expanded off reserve participation was achieved in the summer programs. Xyolhemeylh expanded the program to include a Youth Conference and Survivors of Sexual Abuse gathering.

Chart 14- Family Relations Worker Services, FY 2004-2005

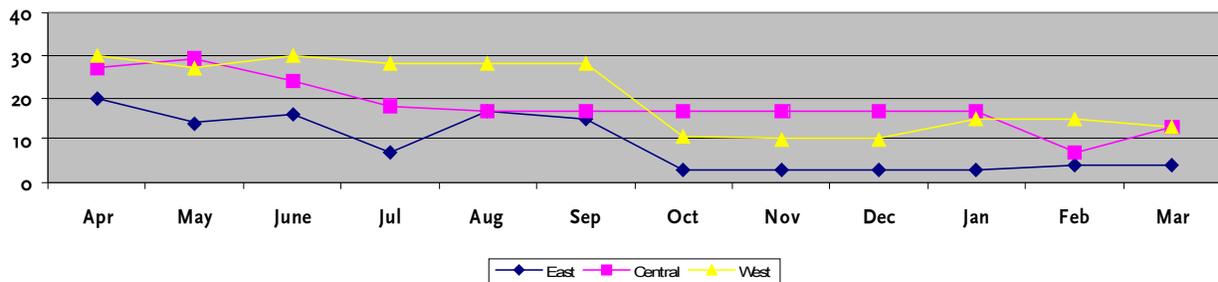




## Sexual Abuse Intervention Program

A two-day Survivors of Sexual Abuse conference was held at St. Mary's in Mission, February 22 and 23. Approximately 80 on and off reserve participants attended the first day of the conference, and approximately 60 returned for the second day.

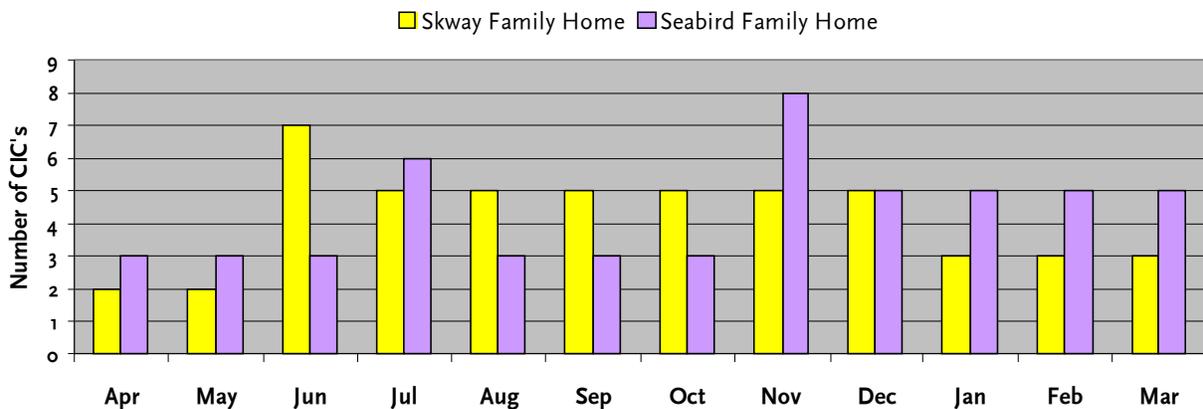
Chart 15- Sexual Abuse Intervention Program Activities 2004 - 2005



## Specialized Resources

Expanded resources include the purchase of a building in downtown Chilliwack, to house the Semi-Independent Living for Youth (SILY) program and a building has also been located for the development of a Youth Emergency Placement (YEP) Home on the Skwah reserve, also in Chilliwack. Both programs will be implemented in 2005. The staff held off on the development of a West Region Family Home as the SILY and YEP programs were identified as priority for this year.

Chart 16-Number of CIC's in the Family Home Program 2004-2005



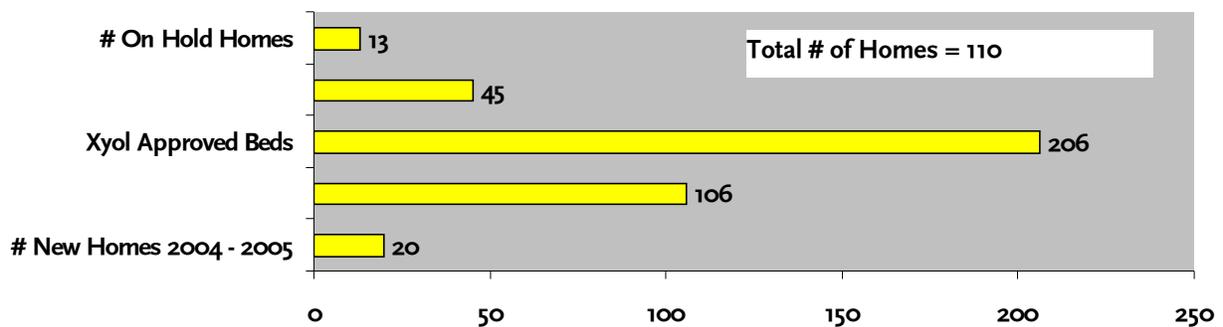


There was increased pool of “on call” workers developed. The review of the program costs and close monitoring of the expenses resulted in efficient budgeting for both Family Homes, and the ability to establish lower per diem rates for the 2 new programs being developed.

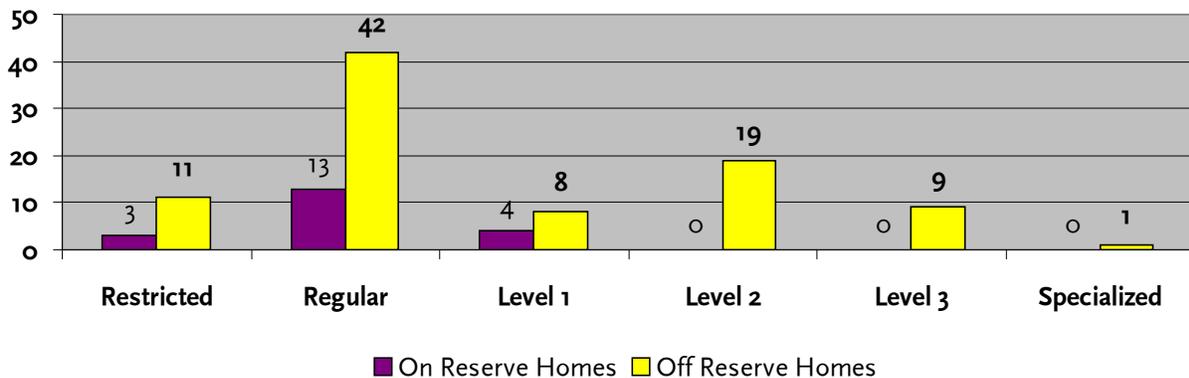
## Residential Resource

Funding was secured to develop and maintain an integrated caregiver network to be developed in 2005. The semi-independent (life skills) living resources network for youth in care is being established through the SILY program. The staff hosted a very successful caregivers training workshop. As a result of re-evaluating the Resource Team Structure, Resource workers are now included in the Guardianship and Child Protection teams and the Foster Home Recruiting is part of the role of the Community Development Social Workers.

**Chart 17- Resource Homes as of March 2005**



**Chart 18- Resource Home Levels 2004-2005**

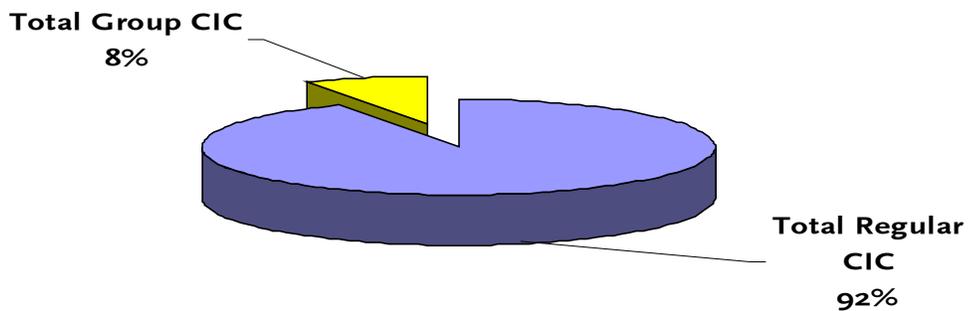




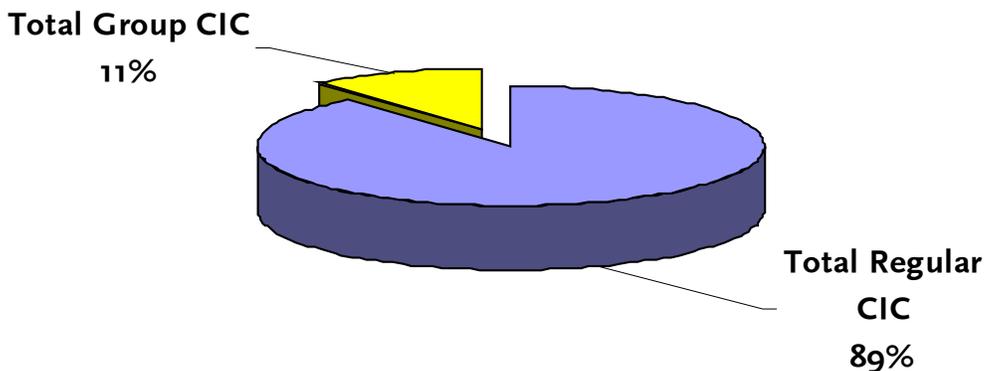
## Guardianship

To achieve the objective to actively reconnect Continuing Custody Wards with community and family funding was secured for a Reunification Worker who will be providing this service in 2005. All children in permanent care have plans of care in place that is specific to their individual needs and goals.

**Chart 19-On Reserve Percentage of Regular And Group CIC's**



**Chart 20-Off Reserve Percentages Of Regular And Group CIC's**



The average per diem CIC rates for 2004-2005 are: Off-Reserve Regular Care = \$48.82 and Group Care = \$126.29 On-Reserve Regular Care = \$46.91 and Group Care = \$127.41



## *Community Development*

The Community Development staff had the privilege of another challenging but successful year in delivering programs and services to Stó:lō people and the rest of the Aboriginal community that resides within the Stó:lō territory.

The staffs are commended for their passion and commitment to adopt a client-focused approach to delivering programs and services to the member communities. The department is comprised of three key results areas of service delivery: Social Development Services; Education Services; and Employment Assistance Services. Given the high degree of accomplishments by staff in a very challenging year, should provide the member communities with significant hope that the next year will be even better.



In Social Development, the client caseload ranged from 284 – 313 clients. The staff was extremely successful in planning, designing and implementing a series of effective programs that ensured that clients were assisted in their journey to self-sufficiency. These programs and services are Income Assistance, pre-job readiness services (Income Security Reform Project), Crisis Counselling, Emergency Daycare services, Adult In-Home Care and Bussing services. The successful outcomes of the delivery of these services are discussed in this report.

In Education, there were significant volumes of clients served during this past fiscal year. The nominal role count was 408 K-12 students served in FY 2004-2005. The Education staff also provided post-secondary support to 88 students. There were 1,077 Grade 4 students served through the Longhouse Extension Program Interpretive Centre. One of the most significant accomplishments by the staff this past year was to ensure that 9 Developmental Teaching Certificate courses are offered. The staff also ensured that an accreditation process for the introductory Halq'emeylem language courses and Intensive Fluency continue to be successful in the University College of the Fraser Valley (UCFV) and the Nicola Valley Institute of Technology (NVIT). Details of the achievements by the Education staff are also discussed in this report.

The Employment Assistance Services staff, like their colleagues in Social Development and Education, went beyond their call of duty in ensuring that targets in service delivery were exceeded. The staff case-managed a total of 615 clients and served 91 additional clients in workshop format. It is important to recognize that these figures exceeded the contract targets by 23%.



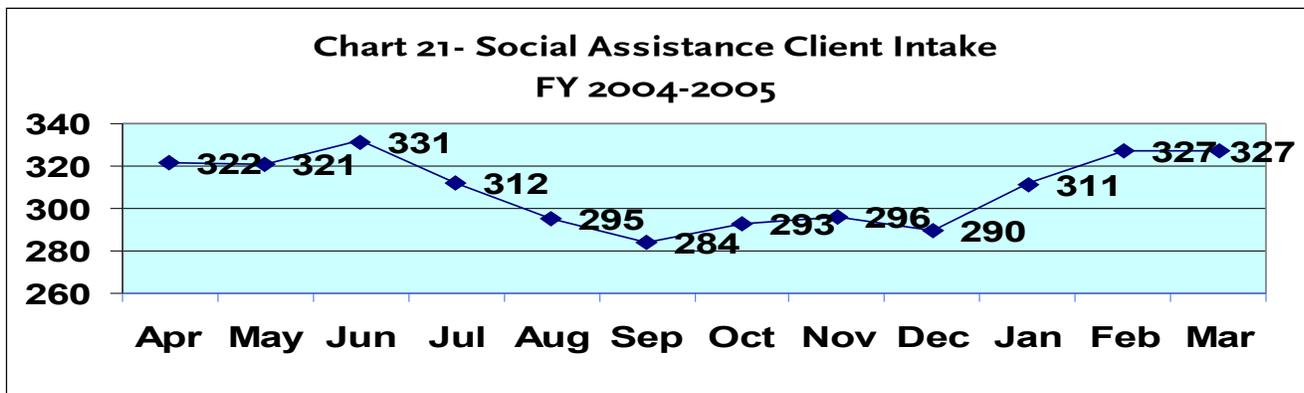
Other services that the staff provided to the clients include 926 Resource Room interventions and successfully facilitated funding for 17 clients for Vocational Training Sponsorship. More detail of staff accomplishments in Employment Assistance Services is provided in this report.

## ***Social Development Services***

The Social Development staff moved from a trailer to a solid building. There is now a larger office space and a table for clients to sit during intake has been added.

## ***Income Assistance***

During the year, intake went back to a normal wave of increases and decreases. Chart 21 shows the fluctuating intake report. Seasonal employment and fishing are most likely the cause of the decrease during the warmer months. On the other hand, February and March have shown a high increase due to lack of employment and employment insurance running out.



## ***Income Security Reform Project (ISR)***

The ISR program was changed to meet the needs of clients. The program added a pre-job readiness workshop called “Let the Journey Begin”. As the program has been running, it is apparent that two more phases are required. The first phase will assist clients that were unsure what career exist or suite their skills, and the second phase is for those clients that need to step back and look at themselves to see what is holding them back from getting employed. Presently, the workshop has shown a 48% success rate in clients achieving independence from Social Assistance.

## ***Family Resource Center***

The center was recognized by the Department of Northern and Indian Affairs Canada as a “best practice program” for the National Child Benefit supplements funds. The center went



through changes this year, as well. Building 25 is now all daycare with educational toys added to create a Learning Center for children.

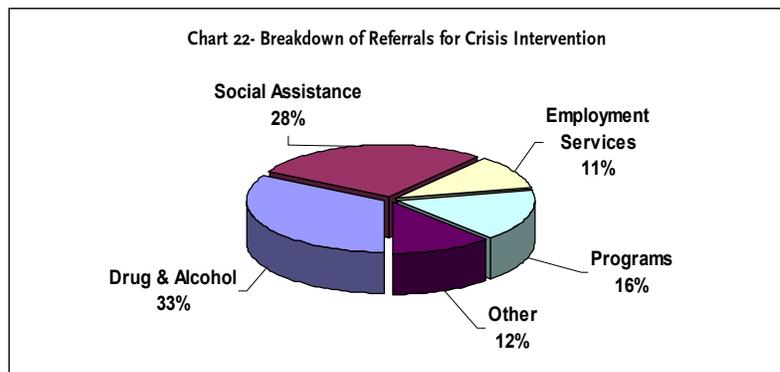
The Family Resource Centre was developed to provide crisis-counselling services to clients to assist them in moving towards employment, and services the clients of Social Development and Employment Services. There have been fewer dropouts within the programs now, as clients are able to deal quickly with issues that arise, without having to wait 3 or 4 months for an appointment with a counsellor. This has been very helpful in eliminating stress for both clients and staff, as clients no longer feel as though they have been opened up in an intake interview and then left hanging. Common issues of the past year were: addictions to drugs and alcohol; fear of leaving communities to take training or find work; and post traumatic stress and abuse. The clients have little or no education and no ob skills for work outside the reserve. They are not being given the time they need to heal before being expected to secure employment.

### **Crises Counselling**

The Crisis Counsellor moved to building 13 to be near the ISR clients. This is working out well for clients as well as the facilitators. The Crisis Counsellor has adapted some workshops to address the clients' needs for healing and self-sufficiency in the coming year. A total of 441 clients were served. As of March 31, 2005 all but one of the 441 clients had rebooked to use the services again.

<b>Clients Served</b>	
<b>West Region</b>	<b>244</b>
<b>Central Region</b>	<b>197</b>
<b>Total</b>	<b>441</b>

The areas of concern remain to be drugs and alcohol, lack of education, and transportation once they get a job. The "Let the Journey Begin" workshop has been received favourably. It is a gentler and more compassionate class (with cultural content) so clients were more open to discussing their barriers and moving past them.



This kind of workshop definitely seems to be what the clients need at this stage of their journey. There has been considerable movement with the clients this past year. The staff have been noticing some of the missing links and plans to do workshops on Budgeting, Labour Market Information and self-esteem to fill the gaps. The booklets for Emergency Food and Shelter are in high demand. Another booklet for steps for Job Finding will be done in the near future.

### **Adult in Home Care (AIHC)**

The AIHC program maintained a steady clientele this year, despite the loss of two workers, one due to health reasons and the other to the Health Services. The added ability to assist clients





with rides to doctors' appointments and shopping has worked out great. Clients no longer have to miss appointments due to lack of transportation.

### **Bussing Services**

The CDD Bus Service provides transportation to CDD clients within the Stó:lō Territory to access programs and services that are available within the Territory.

<b>Clients attending SNCCD Programs/Appointments</b>	<b>211</b>
<b>Day Treatment Program Clients</b>	<b>41</b>
<b>Non-CDD Programs</b>	<b>4</b>
<b>Total Requests /Assisted for Bus Services</b>	<b>256</b>
<b>Field Trips</b>	<b>13</b>

### **Education Services**

The Education Department provides programs and services in the following areas: Education Administration; K-12 Program and Services; Post-Secondary Education Services; Stó:lō Shxweli Halq'eméylem Language Department; and Shxwt'a:selhaxwtwx Interpretive Center.

### **Education Administration**

The staff presented workshops, courses and led discussions on various topics: Cultural Awareness, Traditions and Responsibilities; Proposal Writing; Best Practices in Presenting Cultural Programs; Creating Successful Partnerships to deliver FN Cultural programs; Updates on Stó:lō Halq'emeylem Program, Longhouse Extension Program; and Stó:lō History and Culture (Elder College program at UCFV).



Stó:lō Elder Elizabeth Herring received an Honorary Doctorate of Letters for her dedication to



One of the many drum groups competing in the POW WOW drumming competition.

The Chilliwack School District FN Advisory Committee, a partnership between the Chilliwack School District, Seabird Island and Stó:lō Nation, completed the Ministry of Education Integrated Resource Package to be sent to the Ministry of Education to have the Halq'eméylem Language approved and accredited as a second language in schools. A new portable with more space has been delivered to the Stó:lō Nation site for the Adult Education Program.

The Aboriginal Language Sub-Committee of the First Nations Education Steering Committee (FNESC) plans the Provincial Aboriginal Language Conference held each year. The Language curriculum, development and planning courses were developed and accredited through the NVIT.



Plans are underway to send Aboriginal Language educators to New Zealand in late November 2005. The trip will coincide with the World Indigenous Peoples' Conference in New Zealand.



The Education Manager also served on the LUCID Project Committee (SFU-community research alliance to build culturally inclusive schools through imaginative education), the Indian Studies Support Program and as Vice President of FNEC. She also provided expertise in a provincial Focus Group to revise the Shared Learning Document with the Ministry of Aboriginal Education.

### *K-12 Programs and Services*

The staff have been very active in their role as First Nations Advisory Committee members, working with the school district hiring committee for First Nations Support workers, First Nations Teacher, and First Nations Kindergarten Teacher.

The staff also participated in various activities, as follows: LUCID Conference in Vancouver with focus on networking, measures of success and best practices; 27th Annual Stó:lō Awards Ceremony in May 2004 at the Ag-Rec Centre in Chilliwack (860 students being honoured from 7 School Districts in the Fraser Valley. A total of 273 students and their families attended); fundraising (Education Department received 30 Christmas hampers this year) to distribute to Stó:lō families in need of support; and the Siya Ya Yoyes Committee (hosted the Annual Youth Leadership Conference in Langley in March 2005. Over 300 FN students attended).

The staff made regular visits to Band and all schools in Chilliwack, Abbotsford, Fraser Cascade and Mission school districts to register returning and new students. This generated the Nominal Roll count (408 students). School supplies cheques were issued in August. This year's attendance at the Trans Canada Waterslides Networking and Registration event was 490. Student Allowance cheques are issued quarterly depending on the students regular attendance. Tutoring services are provided upon request.

**Table 4- Nominal Roll 2004-2005**

FIRST NATIONS	# OF STUDENTS
Aitchelitz	11
Matsqui	46
Skway	38
Skowkale	66
Soowahlie	78
Tzeachten	104
Yakwekwioose	19
Kwaw-Kwaw-Apilt	18
Shxw'ow'hamel	28
	<b>408</b>

### *Post-Secondary Student Support Program (PSSSP)*



SN provides financial assistance to eligible applicants for post-secondary education. There were 88 students (56 full time/32 part-time) under the PSSP.





The 8 Stó:lō graduates for SY 2003-2004 are: Skowkale (Masters of Education Administration); Skawahlook (2 students received Bachelor of Science in Psychology); FN Early Childhood Education graduates (1 from Soowahlie, 2 from Skowkale and 1 from Tzeachten; and Tzeachten (Masters of Forestry). The 2003-04 SN Scholarships were awarded to 17 of 25 applicants. Thirteen SN 2004-05 Bursaries were also awarded. The Provincial Ministry of Advanced Education approved funding to the UCFV Aboriginal Resource Centre for Introductory Halq'emeylem Language and Drug and Alcohol Counsellor training.

Band	Program	# of Students
Skawahlook	BA	4
Skway	BA	3
Skowkale	BA	7
Skowkale	Ph.d	1
Soowahlie	BA	8
Squiala	Masters	2
Tzeachten	BA	13
Tzeachten	Masters	1
Tzeachten	PDP	1
Yakweakwioose	BA	1
Lakahahmen	BA	7
<b>Total</b>		<b>48</b>

### *Stò:lō Shxweli Halq'emeylem Language Program*

Language courses continue to be offered by Stó:lō Shxweli, either in-house or in coordination with the University College of the Fraser Valley (UCFV), Nicola Valley Institute of Technology (NVIT), or Simon Fraser University (SFU). This fiscal year, a total of 9 Developmental Standard Teaching Certificate (DSTC) courses were offered. The accreditation process for introductory Halq'emeylem and Intensive Fluency has been ongoing and successful with both UCFV and NVIT. Students who have previously completed levels 1-4 of Intensive Fluency are in the process of being assessed to receive 36 credits. Two students have completed their Developmental Standard Teaching Certificate.



The staff has completed the book and CD-ROM Sasq'ets by Rosaleen George. These are now available for sale at Coles Book Stores for \$24.99. The Weaving Story by Elizabeth Herrling is near completion. A CD-ROM will also be produced for this book. Current interactive CD-ROM Halq'emeylem story projects are being developed on Flood, Weaving, and Bear stories, as well as Torch Lighting lessons, and the Naming Ceremony. The Multimedia Dictionary is now available at Stó:lō Shxweli. The "First Voices" website continues to be updated. On this link you will be able to connect with actual audio recordings of the Halq'emeylem Language as well as seeing it in print.

Stó:lō Shxweli, Seabird Island and Chilliwack School District are working together for the accreditation of Halq'emeylem courses with the Ministry of Education. The Kindergarten Curriculum is very close to completion and will soon be used in local schools.





## **Shxwt'a:selhawtxw Interpretive Centre**

The Centre recorded a total of 1,077 Grade 4 students. Along with the students, parents and teachers from the Chilliwack School District also participated in the tour. The Centre also provided numerous tours to a wide variety of groups, including Stó:lō Nation new employees; Xyolhemeylh's Caregivers Association, an overnight tour for the Abbotsford School District First Nations Program; TLC-Home School tour and an all day tour as part of the UCFV Elders College Program.

The Grade 4 Program was well received by the Chilliwack School District, as usual. The Longhouse Extension Program (LEP) offered more hands-on and interactive presentations this year. New to the program were two take-home projects -paddle key chains and cedar woven wristbands. Other presentations included transformation, salmon, eagle and welcome songs and a transformation dance performed by a student for educational credits. The students enjoyed listening to the legends of long ago and today and tasted the bannock while learning about the plants and medicines. Participating schools returned evaluations that were positive and encouraging.

A Cultural Project funded by INAC has allowed for two employees to be hired. They will host cultural awareness "satellite" workshops and presentations to Stó:lō Nation communities. Elders registered with UCFV for the course "Stó:lō History and Culture - Past and Present" toured the Interpretive Centre (History, Residential School, Storytelling, Fishing, Bannock) and the Ethno-Botanical Garden. The elders expressed how much they learned and understood the significance and relationship the Stó:lō have with the land and river.

## **Employment Programs and Services**

### **Overview of Clients Served**

The Employment Services staff tracks certain basic information with regards to the clients served. On reserve clients served accounted to 69 %, while off-reserve clients served accounted to 31 %. Ninety percent of those served are Status, and only 10 % are Non-status.



<b>Client Information</b>	
On reserve/off reserve	<b>69% / 31%</b>
Status / Non-status	<b>90% / 10%</b>
Average Educational Level (by grade)	<b>11</b>
Less than Grade 12- education	<b>54%</b>
Grade 12 or further education	<b>38%</b>
Average age	<b>32</b>
Less than 19 years old	<b>7%</b>
Greater than 19 years old	<b>93%</b>
Female / Male	<b>46% / 54%</b>





## Needs Determination

Each client that seeks assistance from Employment Services is in a certain phase of the employability process. These areas are identified as: **Career Decision-Making**—the client hasn't identified a field of work to pursue; **Skills Enhancement**—the client requires training to obtain work in their chosen field; **Job Search**—the client is trained in their field and ready to market themselves to employers; and **Employment Maintenance**—the client is working and wants to strengthen skills or discover how to make long-term career retention or advancement.

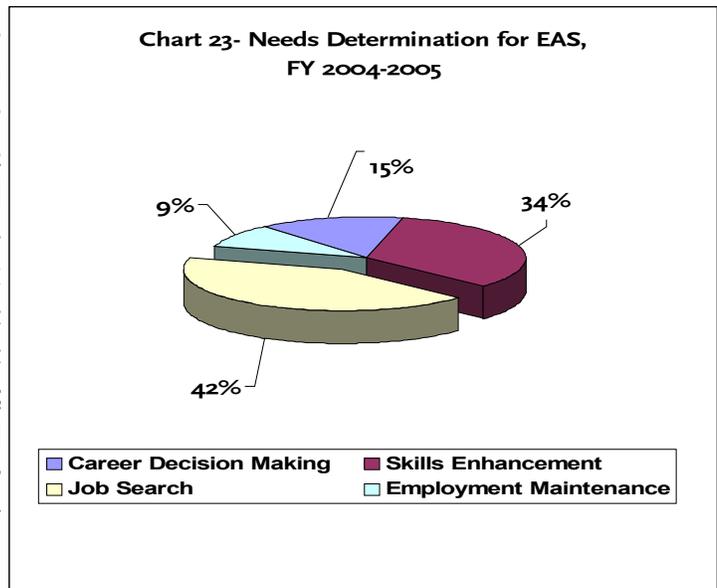


Chart 23 indicates the percentage of clients identified as requiring assistance in each area of the Employability process for fiscal year 2004-2005.

## Case Management and Career Counseling

Four CD Practitioners delivered case management services. These services are: employment related assessment tools; career decision-making assistance; provision of Labour Market information; goal setting/action planning; referral to outside agencies; job search strategies (include development of resume, interview skills, cover letters, networking, cold calling, reference); and employment maintenance strategies.

**Case Management and Career Counselling Outputs/Results**

# of clients case-managed	615
# of interventions	1124
# of counseling sessions	1212
# of clients obtaining employment	123
# of clients entering further education/training	40
# of assessments administered	26
# of clients served in True Colours WS	81
# of clients served in Personality Dimensions	9

Based on the figures, client case-management exceeded contractual requirements (500 clients) by 23%. The figures for interventions also exceeded contractual requirements (800 interventions) by 40%.

## Employment Resource Centre (ERC)/ Career Closet

This drop-in facility is maintained by the ES administrative staff, and provides a venue for clients to utilize their job search skills in a self-directed way.

**ERC Outputs/Results**

# of resource room interventions	926
# of information requests by telephone	466



The centre have computers for job-search and career exploration and several information materials on Labour market information, Human rights and employment standards information, Self-employment and business resources, and Education and training brochures. At the end of the fiscal year, Employment Services purchased 8 additional computers for the Resource Room, to further increase client accessibility to the technology for job search and training purposes. Clients have access to a career closet with clothing and accessories for male and female. They can use these clothing in their interviews and employment.

## Vocational Training Sponsorship

Employment Services sponsored 17 residents of the Stó:lō Nation territory to obtain employment-related training and certification. Three (3) of the 7 clients that have completed their programs are working in the field for which they were trained. One client is working full-time in a hair salon, another as a delivery truck driver and another paints First Nations murals for Vedder Elementary School and Hallmark Industries. One client did not complete the Applied Business Technology program because of broken wrist. Table 00 shows the vocational training sponsorship.

Table 6- Vocational Training Sponsorship

Carry Over from 2003-2004		
TRAINING	SPONSOR	STATUS
1. Applied Business Technology	UCFV, Abbotsford	Incomplete
2. Nail Technician	Kosmatae, Abbotsford	Completed
3. Traffic Control Certificate	UCFV, Abbotsford	Completed
2004-2005		
TRAINING	SPONSOR	STATUS
4. Hydraulic Excavator Operator Training	Otter Training School, Langley	Completed
5. Medical Office Assistant	UCFV, Abbotsford	Completed
6. Graphic Design	Mission Skills Centre, Mission	Completed
7. Cosmetology	Riverside Trades, Mission	Completed
8. Class 3 Driver's License	Valley Driving School, Abbotsford	Completed
9. Firefighter Training	Justice Institute of BC, New Westminster	In Program
10. Framing Technician Program	Mission Skills Centre, Mission	In Program
11. Framing Technician Program	Mission Skills Centre, Mission	In Program
12. Medical Lab Technician	West Coast College, Surrey	In Program
13. Hairdressing	Vallee School of Beauty, Chilliwack	In Program
Short-term Funding		
TRAINING	SPONSOR	STATUS
14. Work supplies & transportation	Alberta Oil Rigs	Working
15. Work supplies, transportation & living allowance	International Panel Systems Ltd., Chilliwack	Working
16. Work supplies	Construction Trades Program, MCSC	Working
17. Work supplies	Construction Trades Program, MCSC	Working



## ***Health Services***

The Stò:lō Health Services performs centralized delivery of health programs and services to fifteen (15) Stò:lō member FNs (Aitchelitz, Chawathil, Kwa-Kwaw-A-Pilt, Lakahamen, Matsqui, Popkum, Shxwow'hamel, Scowlitz, Skawahlook, Skowkale, Skway, Squiala, Sumas, Tzeachten and Yakweakwoose). The delivery of programs and services is covered under the Consolidated Contribution Agreement (CCA)-PA-2001/2002-005-TR for the period July 1, 2001 to March 31, 2006. Some of the key highlights of the **Community Health Services** accomplishments are discussed below. The two (2) mandatory programs are the Communicable Disease Control Program and the Canada Prenatal Nutrition Program.

### ***Community Health Nursing (CHN) Program***

The program addresses the health concerns of Bands in BC, as identified by the Band membership. The community-based nursing services offer a variety of services to promote the health of mothers and children in aboriginal communities, specifically: maternal and child programs offering information, counselling and health surveillance to women during and after pregnancy; promotion of optimal health standards for infants and preschoolers; special prenatal, postnatal and child health clinics and home visits in collaboration with the CHRs; community education services consisting of group activities, films or visits to individuals covering an array of topics, e.g. fitness, safety, pregnancy, stress, parenting, family living and nutrition; and communicable disease control to reduce the incidence and spread of communicable diseases in the communities.

### ***Community Health Representatives (CHR) Program***

The program addresses the health concerns identified by the Band membership and includes health education, promotion and prevention. The CHRs also provides support to the CHNs with medical travel, health and other health-related information. The CHRs are involved in the Women's Wellness Conference, Children's Festival, Health Careers, Aboriginal Health Conference, Tobacco Reduction, Injury Prevention, AIDS/HIV Awareness workshops and gatherings that promote the sharing of health information and awareness. The CHRs are also involved in supporting the Elders Gatherings/Meetings. The Chiefs Health Committee has funded SN Health with Health Career Dollars. Field Trips were made for the Chilliwack and Abbotsford grade six and seven students to tour the Simon Fraser University Science Department. The BC Aboriginal

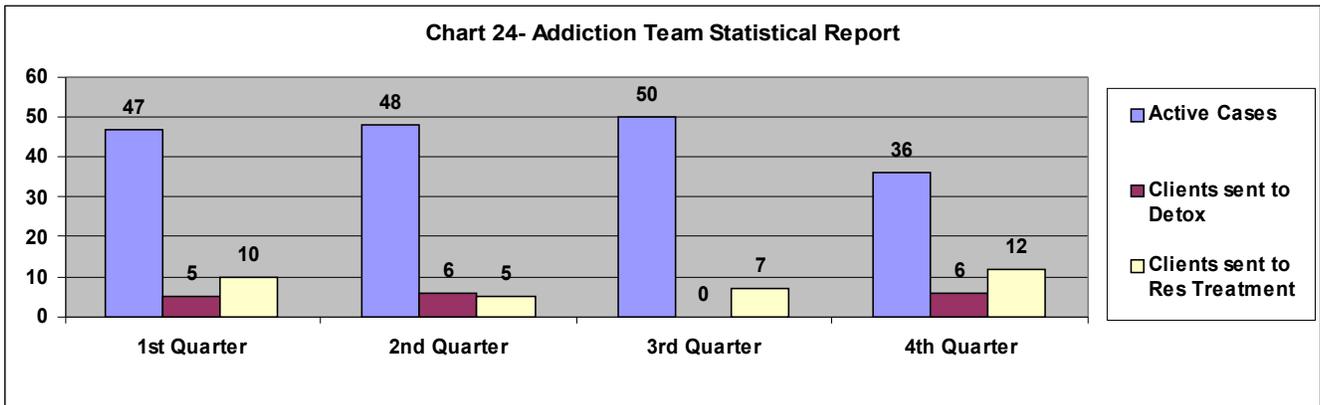




Network on Disability Society had also contributed funds for Fetal Alcohol Spectrum Disorder Training.

## Addictions Prevention and Counselling Program

The program aims to reduce alcohol, drug and substance use in the communities. The activities focused on the review of programs that address youth substance abuse, meetings with clients at home or in the office, fun sessions with experts on the field of substance abuse, and other related activities. Crystal Meth workshops for the youth were offered to several communities.



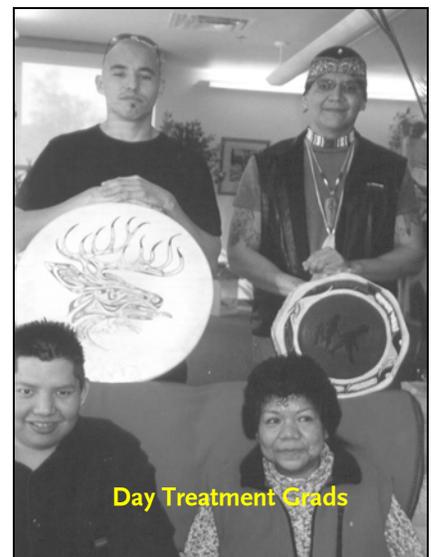
The addiction staff along with some CHRs, has started a Youth Theatre Project. The Youth wrote and starred in their own play at the National Addictions Awareness Kick Off Event and also as Drug Awareness prior to Spring Break. Chart 27 shows the addiction team client caseload for FY 2004-2005.



### The Day Treatment Program

The Program is running in the third year with a grant from the Fraser Health Authority Aboriginal Initiatives Program. The program is successful with several graduates coming back as guest speakers for the next client. The alternative to going away for residential treatment was appreciated by the clients.

They are able to recover in their own communities and go home to their families in the evening and return to the program the next day. There were 27 graduates to date.





## Chilliwack Chemical Addictions Management Program (CCAMP) House

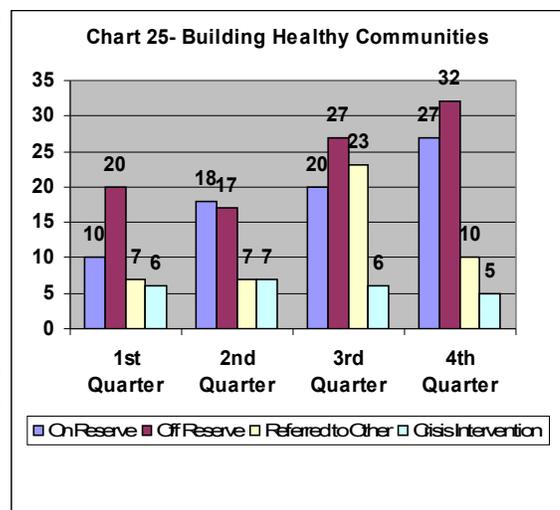
CCAMP House is a joint project between Stò:lō Nation, The Salvation Army, Fraser Valley Connections and other service providers in the city of Chilliwack. The facility is a “Support Recovery” residence, open 24 hours a day, seven days a week, providing a safe environment for individuals wishing to get help with their problematic substance use. Clients receive food, shelter, meals and clothing, as well as referrals to local community resources and addiction counselling services, day or residential treatment. To date, CCAMP House had 39 clients use the facilities. Twelve of these clients have entered into long-term treatment.

## Brighter Futures Program

The program is an initiative from the federal government, in response to the Summit- call to action for all Canadians on behalf of Canadian children. It is a series of steps toward achieving a better tomorrow for Canada’s children. These dollars are flowed through to the majority of the communities and they are responsible for their own budgets to be used for their membership. The program encourages and supports the well - being of children, individuals and families through a community-determined approach. These approaches are: **Healthy Babies** (to improve the physical, mental, social, health and well- being of mothers and infants); **Injury Prevention** (to reduce death and acute/ long-term disability due to injuries); **Parenting** (to promote culturally appropriate First Nations and Inuit parenting skills); **Mental Health** (to promote the development of healthy communities through community mental health programs); **Child Development** (to enable First Nations children to have a good start in their early stages of development to achieve their full potential); and **Solvent Abuse** (to reach “sniffers” before problems become severe).

## Building Healthy Communities Program

In the current HTA, the program has two services components: Mental Health Services and Solvent Abuse Services. The Solvent Abuse Services is administered through the addiction staff. The First Nations and Inuit Health Branch (FNIHB) contracted Stó:lō Health Services to provide **Mental Health Counselling** to on and off reserve clients within the catchment area from Langley to Yale. Stó:lō Nation has contracts with ten therapists in the Mission, Abbotsford and Chilliwack areas who are approved by FNIHB to provide short-term crisis counselling. Community members can access this service by contacting the





Health Intake Counsellor. The **Solvent Abuse Services** is part of the Addiction and Prevention Program.

## ***Communicable Disease Control Program***

The Community Health Nurses (CHNs) are responsible for the implementation of the communicable disease program, which involves the prevention, identification, and control of communicable disease. The services include: primary prevention through immunization against vaccine preventable diseases; monitoring of communicable diseases reported by physicians, hospitals, and other health care agencies; interventions, including counselling, treatment, therapy, referral, follow-up, inspection, investigation, and initiation of corrective action in relation to communicable disease; screening and follow-up of communicable disease contact; professional consultation to physicians, hospitals and other community-based workers and facilities; and information and education on communicable diseases to individuals and groups in the community.

## ***Canada Prenatal Nutrition Program***

The program offers support services to clients by supplying expert advice and guidance on individual client cases. The staff also provides resource materials and assists in the conduct of workshops and information sessions on nutrition. As illnesses related to nutritional deficiencies remain a serious problem in the Indian population, this program is a priority for integration into most health program delivery system. Specifically, the program includes food and nutrition assessment, counselling, and nutrition education. Stó:lō Nation has a permanent full-time Community Health Nurse who provides prenatal and related services to the Stó:lō communities.

## ***Home and Community Care***

Home and Community Care services are provided mainly in the home, which are based on needs identified through client assessment. The goal is to help people maintain independence in their home and community. Services are provided in a holistic manner, which considers each person's physical, social, spiritual and emotional needs. The program will support and improve the care provided by the family and community, but not replace it. The service is provided through a Registered Nurse and Home Health Aides (Residential Care Aides). Family members, friends, doctors, neighbours and hospitals may refer to the SN Home and Community Care Program by contacting the CHR, CHN or the Home Care Nurse.

## ***Health Information System***

The Health Information System (HIS) is a database program that stores health information of clients for fifteen Stó:lō Communities. The HIS Data Clerk works with the CHNs and CHRs in



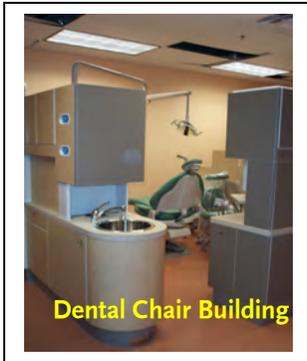
providing support with data entry, client filing, and retrieving client files. This funding will no longer be available. New programs are being created and E-Health Solutions may be available to SN Health.





## ***Facility Operation and Maintenance Services***

The staffs are centralized in Chilliwack and have moved into the new office on the Coqualeetza property. The new facility houses all the health staff, medical offices, public health room, three dental chairs, Traditional Healing Room, a pharmacy, drop-in optometrist, preventative services in the medical and dental field.



**Dental Chair Building**



**Reception Area**



**Exterior of New Health Building**

## ***Aboriginal Head Start – On Reserve and Off Reserve***

The Head Start Family Program provides services to Aboriginal children 0-6 years of age and their families. The program strives to promote, develop and/or maintain “Healthy Families” through activities and experiences that relate to the following areas: Stó:lō Culture and language, Early Childhood Education, Health and Nutrition promotion, Parent and Family Involvement, Social Support, and Supporting Children with Special Needs.



**Head Start Participants**

The On Reserve Program is funded through Health Canada and the Off Reserve Program is funded through the Ministry of Children and Family Development (MCFD). The Victoria Foundation has provided additional funding to the Mission Program to offer a Structure of Intellect Program that is made available to the families living in the Western Region.





## **BEAR Program**

The BEAR program is designed to address the same components as Head Start, but through a mobile unit. A coordinator was hired to provide the Off Reserve services to the Hope, Agassiz, Harrison Hot Springs and grew to the Abbotsford and Boston Bar areas. This funding was made available through the Ministry of Children and Family Development. Family Nights and field trips are made available to the off reserve families through this program. Additional funding was received from the Victoria Foundation enabling this program to expand to the Boston Bar area.

## **Á:Imelháwtw Early Education Program**

The program provides a community based, holistic, traditional and safe early education environment for children birth to kindergarten entry age. Knowledge of Stó:lō ways of child rearing, child development and traditional values are blended with mainstream ECE knowledge and research. This program aims to create positive, age appropriate growth opportunities through activities and materials that are intellectually stimulating, creatively rewarding, physically challenging, socially satisfying and culturally relevant.



## ***First Nation Hospital Liaison (FNHL) Program***

This program is funded through the Fraser Health Authority and is delivered by the FNHL Worker based at the Chilliwack General Hospital. First Nations Patients are tracked through admissions and the FNHL Worker has access to this information. The FNHL Worker assists the patient access the services they require through Stó:lō Nation, Chilliwack General Hospital, Public Health Unit, Xyolhemeylh, Ministry of Children and Families and the Ministry of Human Resources or Schools. Information sharing is done between Public Health, First Nations Health (SN) to community members both on and off reserve. Patients are made aware of Hospital Services available to First Nations.

## ***Mental Health Liaison (MHL) Program***

This program is funded through the Fraser Health Authority and delivered by the Mental Health Liaison Worker. The worker is part of the Health Support Services counselling team located in Chilliwack, and serves the area between Tsawwassen and Boston Bar. This program provides mental health support services to Aboriginal individuals, families, and communities in the Fraser Health region.



The primary role is to work with serious and persistent mental illness issues that have not been previously served within the Aboriginal community (i.e. schizophrenia, bi-polar, etc) and to promote mental wellness in general. The MHL Worker has conducted presentations, with the assistance of the Cultural Worker and Addiction Prevention staff to the Child and Youth Mental Health Team leaders and to the Chilliwack Mental Health Unit.

### ***First Nations Fraser Valley Child Development Worker***

This one- year pilot project will be completed within the next fiscal year. Our First Nations Child Development Liaison worked with FN professionals and FVCDC staff to identify the best ways to reach and serve families and their children; linked professionals from a variety of agencies who provide support to young children (0-6 years) and their families to increase efficiency of service, i.e. Stó:lō, Health Unit, physicians, CDC etc; and develop and implement workshops for professionals working with young children and families in a variety of areas (Early screening and identification; Early Childhood Development and Disability specific issues; Behavior; Speech and Language Development; Fine and Gross Motor Skills). Screening on children has taken place at Stó:lō Nation Head Start, SN Day Care, Family Place in Hope and Chilliwack, First Nations Schools. The children that have been identified with special needs are receiving the assistance they require.

### ***Administration and Management Services***

The Stó:lō Health Services Director ensures that the Health staff provide the services outlined in the Health Transfer Agreement to Stó:lō communities and that programs and services are delivered in accordance with the terms and conditions of the HTA. Part of the responsibilities includes the overall operations, funding, reporting requirements, work plans with the communities and staffing. The Administration team consists of a Health Contract Administrator, HIS Data Entry/File Clerk, two administration clerks and one receptionist. This team is responsible for financial duties, filing, data entry, file maintenance and general administration support to the CHNs, CHRs and the director.





## Treaty Services

### *Stò:lo Treaty Table*

In April 2004, the Treaty Side Table agenda included Eligibility and Enrolment, Vital Statistics, Dispute Resolution, Subsurface and Minerals, TRM's, LFARM, and work planning. A TRM was being developed for a proposed Governance Study to examine sharing options for the following issues: land, resources, power, and ways of resolving issues of shared territory between Stò:lō FNs, non-Treaty FNs, and others; sharing options of law making authority arrangements between SN and member bands; sharing accords on land and resources among SN members; and sharing options on Fiscal and Programs and Services Transfer agreements.

In May, the SN Chief Negotiator prepared a *Vital Statistics Paper* that examined SN in terms of quality, coherence, and comparability with internationally recognized standards and practices; effective community planning; and interim application of Bill C-23. He also prepared a *Land Discussion Paper* that discussed the importance of land as a foundation for Stò:lō governance; land tenure options; certainty; land quantum; land retention criteria; exchange of Crown Land; right to add to Treaty Lands; and land retention constraints. On May 19, the Title and Rights Alliance released their background paper on Forest and Range Agreements that maintained that in exchange for timber tenure, revenue sharing opportunities, jobs, funding, and forest industry experience "Aboriginal People must agree in writing that some or all aspects of their Aboriginal Title and Rights have been accommodated." The Treaty Table negotiations of May 26-28 included: Eligibility and Enrolment; LFARM; Vital Statistics; Dispute Resolution; Work Planning; Lands; and Language Heritage/Culture. The Negotiator also participated in the AFN Governance Strategy meetings.

As of the June deadline for the FY 2004-2005 Loan Agreement, only 10 of the 17 SN First Nations signed (including Chawathil, Shxw'owhamel, Soowahlie, Kwawkwaw-apilt, Skowkale, Scowlitz, Seabird Island, Atchelitz, Kwantlen, and Yakweakwioose). The seven remaining FNs signed later and all began to work together to secure the FY 2004-2005 allocation. On July 14-16, Agreement in Principle negotiations included: Access; Lands, Parks and Protected Areas; Subsurface and Mineral resources; Forest Resources; Air and Air Quality; Eligibility and Enrolment; Dispute Resolution; Work Planning; and a workshop on Vital Statistics. Near the end of July, eight member bands gave notice of their pending withdrawal of Stò:lo Nation.

### *The Stò:lo Treaty Table Negotiating Team*

Up until the split, the Stò:lō Negotiating Team consisted of the Chief Negotiator Dave Joe, and Stò:lō Yewal Siya:m Grand Chief Clarence (Kat) Pennier. The Stò:lō Nation Society Chiefs are still finalizing details regarding a Chief Negotiator and is expected to be taken care of by the beginning of the FY 2005-2006.



## ***Lalems Ye Selyolexwe/House of Justice***

The House of Elders continues to play an important role on matters of Culture and Heritage. The House of Justice met every four months to deal with justice issues and reports from Qwiqwelsto:m staff.

## ***Referral Advisory Committee (RAC)/ Legal Review and Analysis***

The RAC chaired by Chief Allan Williams, met once a month to review development referrals received by Stò:lō Nation. The Development Referral Coordinator and his assistant worked with the Committee prior to their being laid off in August 2005. The Treaty Department also continues using Mandel-Pinder for legal review and analysis.

## ***Heritage/ Environment***

The Senior Archaeologist administered the following: Stó:lo Heritage Policy/Heritage Management Plan; le the Language, Culture and Heritage treaty paper; involved with the Lands Working Group; and directed numerous heritage projects. Other involvements include: planning the People of the River Conference, the Ethnohistory Field School, and the Fraser Valley Archaeology Project; assisted with developing the Stó:lo Interpretive Panels at Hope and in the Chilliwack Valley (Thompson Park); assisted the Repatriation Committee; and maintained the Material Culture Repository. The Project Archaeologist worked on various heritage projects prior to leaving SN in January 2005 due to the staff lay-off and related fiscal matters. Prior to being laid off, the Environmental Researcher/ Planner worked as technical facilitator for Treaty Working Groups on Water and Water Quality, Sub surface and Mineral rights, Fisheries and Aquatic Resources, Forests and Forest Resources, and helped with the Lands and Access working groups. Other accomplishments include: the environmental aspects of development referrals; and involvement in issues regarding the Spotted Owl, Cultus Lake sockeye, gravel, and Species at Risk.

## ***Geographical Information Systems (GIS)***

The GIS Technician produced maps for the Stó:lo Treaty Table, Treaty Working Groups, and numerous heritage projects. The Technician also acquired additional training for ArcView 3D spatial analyst and Surfer software allowing the production of 3D images of the Stò:lō Territory.

## ***Special Projects***

The Special Projects Research Coordinator/Technical Support maintains the ongoing sales of SN publications and has been planning the upcoming People of the River Conference and



Ethnohistory Field School. Other upcoming tasks include the Hope and Chilliwack Interpretive panels, NAIG bid, Outreach Program, Crowns Promise, and Unification.

## ***Treaty Facilitation and Research***

The Treaty Facilitator provided liaison work between the Stò:lō Treaty Table and the Department and supervised the Treaty Outreach Program. Prior to being laid off in August 2004, the Treaty Facilitator was working on the Interest Paper for Child and Family Services, Health, and Social Programs and Services.



## ***Archives***

The Librarian continues to handle reference requests from staff, the Stò:lō Treaty Table and Working Groups, researchers, lawyers, and community members, including topics regarding the Jay Treaty, Khahtsahlano Jack, the Royal Commission, Coqualeetza, and St. Mary's.



The Librarian is also involved in the Privacy Committee and the Repatriation Committee and continues to catalogue, classify, appraise, arrange, and describe the materials in the Archives.

## ***Genealogy***

The Genealogist continues to provide community members with genealogy information from the family tree database. A file on the Stò:lō War Veterans with data from the Archives of Canada and RG 10 military records for both World Wars, was also opened. Current tasks are the Sepass Family Reunion, Methodist Records, Tzeachten Cemetery, and Treaty Outreach Program.

## ***Treaty Department – Management and Staffing and Clerical Support***

At the start of the fiscal year, the Treaty Department consisted of 14 full-time and 4 part-time staff. In August, the entire department was laid off. By fiscal yearend, 7 full time and 4 part time staff were returned to active status. The Manager supervised/managed the heritage, environment, referral development, and GIS staff while the Supervisor managed the clerical, special projects, archives, treaty facilitation research, genealogy, and communications activities. The administrative staff provided clerical support, word processing services, maintaining office materials and supplies inventories, petty cash, finance, and arrangements for luncheons/workshops, and staff support for



maintaining the development referral files; assistance in Conferences/Spring and Fall Burnings, First Salmon Ceremony, Office cleansing, and the Stó:lo Remembrance Day Ceremony.





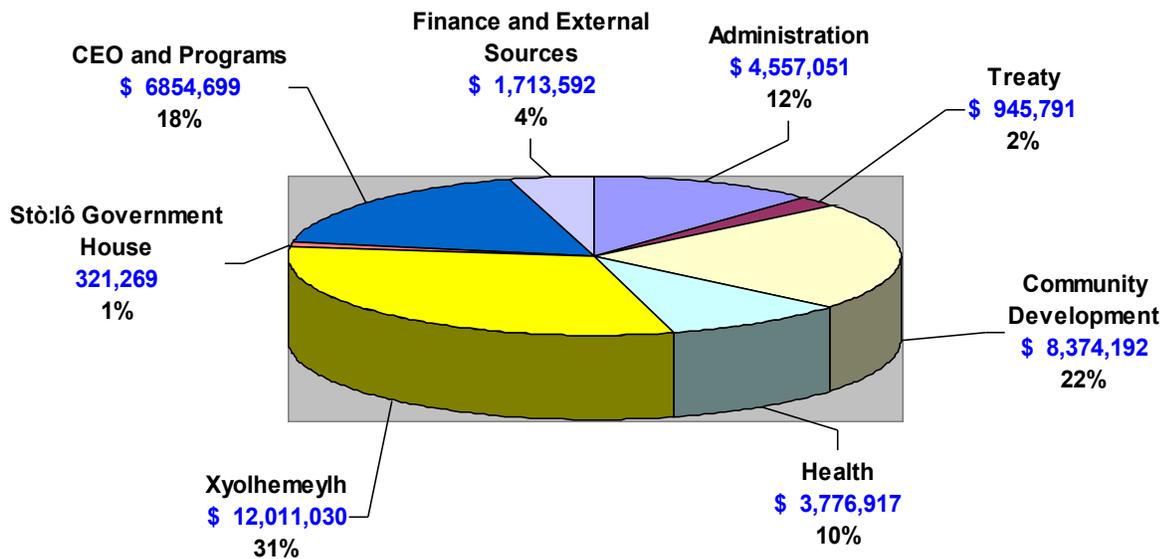
## Financial Services

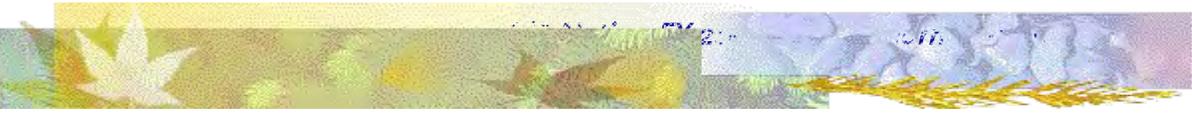
The finance staff continues to perform routine financial services for the Stò:lò Nation. These services include: preparation of financial statements; finance, accounting and payroll services, and monitoring of funding contracts received and purchase of services that Stò:lò Nation cannot provide or has no capability to perform.

### *Revenues and Expenditures*

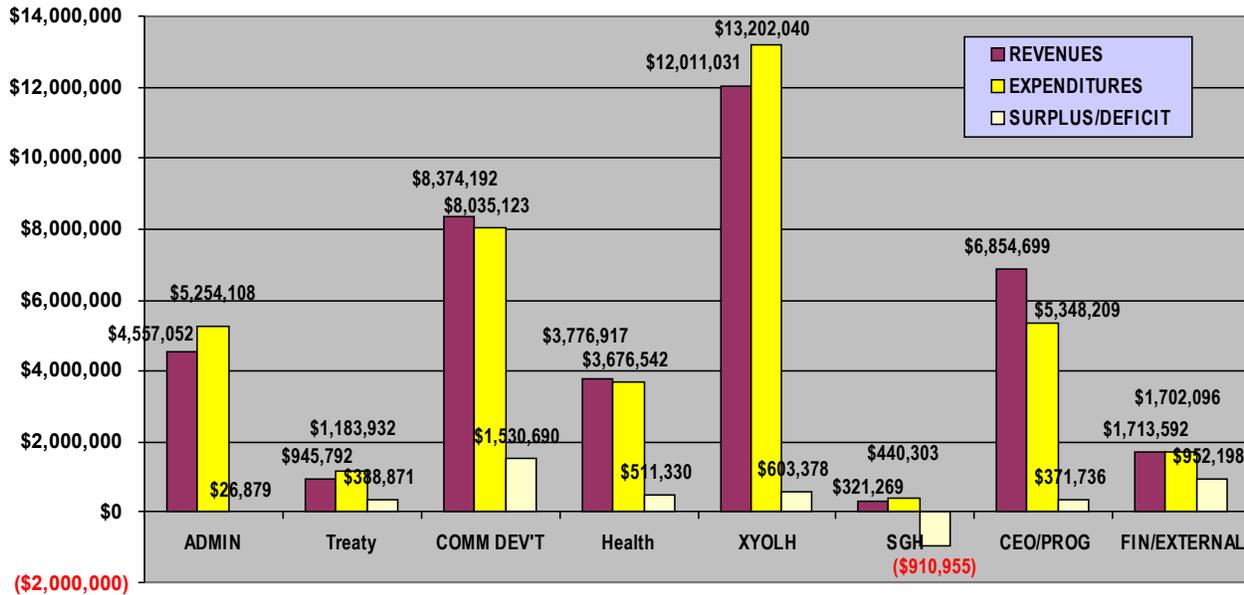
Stò:lò Nation revenue from various sources amounted to **\$ 38,554,544**. Prior year balance and transfers amounted to **\$ 3,761,937.83**. The total expenditure was **\$ 38,842,354** or a current year surplus of **\$ 3,474,127**. Xyolhemeylh programs and services received the biggest and the Stò:lò Government House received the least. Chart 26 shows the SN Revenues received and Chart 27 for the statement of revenues and expenditures (unaudited).

Chart 26- Sto:lo Nation Revenues, FY 2004-2005





**Chart 27-Stò:lō Nation Statement of Revenues and Expenditures, 12 Months Ended March 31,2005 (Unaudited)**



### ***Finance, Accounting and Payroll Services***

The staff provided continuing finance, accounting and payroll services to the Stò:lō Nation Departments and offices. A total of 157 Job Codes were monitored monthly. Accounts payable transactions recorded an average of 2,175 invoices for AP vendors processed monthly. Accounts receivable transactions recorded a monthly average of 115 receipts for AR customers prepared and monitored. General banking services for the staff were also done. An average total of 333 employees were provided with routine bi-weekly payroll processing.

Stò:lō Nation also provided Social Assistance (SA) cheque preparation to 13 Stò:lō First Nations. A total of 12 First Nations were likewise assisted in their education cheque processing.

### ***Monitoring of Contracts and Related Tasks***

The Finance staff also continued to monitor funding and service contracts for the Stò:lō Nation. Budget amendments were also monitored regularly. Finance information was also made available on request.