



Annual Report 2015-2016



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Stó:lō Service Agency (SSA)

VISION

A healthier, stronger, brighter future for all communities.

MISSION

We empower, support and contribute to the health and well-being of all people by providing leadership and delivering a broad range of quality services.

VALUES

We strive to act in accordance with our seven core values at all times.

Honesty

We communicate internally and externally with clarity, honesty and openness.

Accountability

We accept responsibility for our decisions and actions and answer to our partners in an open and transparent way.

Pride

We feel and demonstrate pride in our actions and accomplishments.

Professionalism

We act professionally as an outward reflection of our internal values

Integrity

We do our best work, hold ourselves to the highest standards of conduct and act in the interest of our communities and partners.

Empathy

We work to understand and relate to the feelings, experiences and situations of others and are non-judgemental.

Respect

We respect others' ideas, experiences and ways of thinking and treat all people as equals.



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Message from the Stó:lō Service Agency (SSA) Board

The Stó:lō Service Agency (SSA) Board would like to take this opportunity to thank the Stó:lō Nation Chiefs Council for their continued support and trust. The 2015-16 fiscal year is the fourth year being entrusted by our political leaders and the communities. We continue to learn and develop for the benefit of those accessing SSA services.

The SSA Board held monthly meetings to ensure the highest performance in the delivery of various programs and services.

SSA Board accomplishments this fiscal year included:

- Continuation of Stó:lō community visits to meet with leadership and administration;
- Continued implementation of the five year Strategic Plan in collaboration with the SSA Management team;
- An unqualified audit that was finalized by the auditor, Manning Elliott LLP which again reflected the sound financial position of the SSA;
- Continued streamlining of programs which resulted in more efficiency and cost savings;
- Working with the Health department in the ongoing process of achieving accreditation;
- Passing resolutions for various proposals from programs/departments;
- Delegated responsibilities within the board and management and continuation of revising and recommending improvements to existing policies and procedures to ensure consistency with organizational values and regulations including the clarification of existing job responsibility;
- Passing the Budgets and Work plans for the 2016-17 fiscal year;
- Attendance at various events throughout the year which included the Annual Career Fair, Stó:lō Education Awards, Children's Festival and the Stó:lō Christmas party;
- Extensive completion of capital projects such as the renovation of building 5 and the longhouse;
- Utilizing in-house talent in creating policy and providing team development which created cost savings and increased skill development within the SSA;
- Completed final draft of a Communication strategy;
- Collaborated with the SNCC President to create a final draft of the Terms of Reference; and
- Presented years of service recognition ribbons to staff at the Annual Christmas party.



Goals for the 2016-17 fiscal year:

- On-going updating of the SSA policies and procedures;
- Review ways to support and enhance programs and services;
- Explore best practices from other organizations and how we may implement them within the SSA;
- Assist the SNCC with orientation and selection of two new board members;
- Continue building community relationships through ongoing visits and one-on-one communication with member First Nations; and
- On-going Board and staff training and development.

We would like to thank the management and staff for their professionalism and dedication, and again thank the Chiefs for entrusting us to ensure that Stó:lō Service Agency continues to thrive on behalf of the membership.

Message from the Executive Director

“It is my honour and privilege to serve as the Executive Director of the Stó:lō Service Agency (SSA).”

I am proud to present our Stó:lō Service Agency (SSA) Annual Report for fiscal year 2015-16 which briefly describes the major accomplishments of the organization in providing a broad range of programs and services. I am also excited to announce that this year will be my 25th year as a Stó:lō Nation employee.

The Annual Report is presented to our Stó:lō Service Agency (SSA) Board of Directors, the Stó:lō Nation Chiefs Council and their community members.

Highlights of our fiscal year 2015-16 include:

- Successful completion of the Annual Audit and Report;
- Installation of the new water main located on Coqualeetza grounds;
- Completion of the new company vehicle compound;
- Continued work on the installation of security cameras and license plate readers;
- Implementation of the new SSA electronic sign;
- Renovation of building 5 west wing to accommodate and suit the needs of SASET;
- Due to the realignment of programs, the hiring of a Human Resources consulting company (Jouta), to review the current structure and job descriptions;
- Maintenance of the gravel walking path for a healthy working environment; and
- Updating the Terms of Reference for the SSA Board.



The various programs offered within the Stó:lō Service Agency are like branches of a great tree and over the past 25 years, we have focused on developing a strong root structure.

I can proudly report that our staff have a very strong commitment to their respective teams allowing for excellent results throughout this past fiscal year. Their dedication to follow the Vision, Mission and Values have made them our greatest assets.

Thank you.

Willy Hall
Ts'qwelátse
Executive Director

Experience Stó:lō

During the 2015-16 fiscal year, Stó:lō Service Agency continued its engagement strategies with the member First Nations and community with a wide array of exciting events which promoted Stó:lō culture and philosophy, built community relations, helped celebrate the Stó:lō way of life and the spirit of our people, as well as raised money for the Stó:lō Christmas Hampers. Each of these events was successful due to the hard work of the Events Administrator and staff from the various departments and programs who volunteered much of their time.

Spring Burning (Temqwiles Yeqwá:ls)

The Spring Burning was held in April at the Veteran's Memorial on the Coqualeetza grounds. All bands, as well as the public were welcome. The event was hosted by the Stó:lō Cultural Committee and an interdisciplinary team made of cultural leaders from the Stó:lō territory. A meal was shared after the ceremony.

Emergency Preparedness Day

On May 9, 2015 an Emergency Preparedness Day was held at Coqualeetza in partnership with Tzeachten First Nation, which hosted almost 400 people. The events' purpose was to promote, encourage and teach safety to all those in attendance. Presentations on personal preparedness, emergency kit information, first aid and fire extinguisher demonstrations were all a part of the day.



Children's Festival

The 23rd Annual Children's Festival was held at Coqualeetza on July 22, 2015 and drew over 1300 participants, community members, staff and volunteers!



This year the event overlapped Children's Festival with aspects of the Annual Gathering, making the turnout this year bigger than ever! The theme was from Dr. Seuss' Cat in the Hat, promoting reading and literacy in our communities. The 2015 event brought in 21 different exhibitors and 7 Vendors.

Once again, the talent contest portion of the event showcased the local youth in a 'Stó:lō's Got Talent' competition, which attracted 14 contestants who participated in vocal, musical, and dance genres. The 3 guest judges commended all contestants on their skills and willingness to get up and perform in front of such a large crowd. Congratulations to the Stó:lō's Got Talent 1st place winners, Jayce, Thales, and Kimora.

A special thanks to the major sponsors of the 2015 Children's Festival, Stó:lō Service Agency, Fraser Valley Aboriginal Child and Family Services Society, Ts'elxweyeqw Tribes Management Limited, Skawahlook First Nation, and Royal Bank of Canada (RBC) for their generous support.



Annual Golf Tournament

Once again the weather cooperated for the Annual Stó:lō Service Agency Summer Golf Tournament held on August 20, 2015 at the Cultus Lake Golf Club. The tournament was open to all member communities and Stó:lō Service Agency vendors to provide a relaxing atmosphere for networking and information sharing.

There were 28 teams that came out to try their luck at a fun-filled golf tournament as well as help raise money towards the Stó:lō Christmas Hampers. The generosity of this year's group did not disappoint. The tournament included friendly competition on a number of holes throughout the day, a delicious chicken dinner followed by a welcoming from Chief Angie Bailey of Aitchelitz First Nation and a number of door prizes were won.





Thank you to our sponsors and partners who helped make this event a success: RBC, Ts'elxwéyeqw Tribe Management Limited, Kinder Morgan, HUB international, Patten Thornton, Eagle Bay Financial, Canadian Springs, Cultus Lake Golf Club, Delta Burnaby Hotel and Conference Centre, Genumark, NextLevel Financial, O'Connor Dodge Chrysler Jeep, Tom Harris, Telus Mobility, TD, and Stó:lō Research and Resource Management Centre.

Fall Burning (Temhilálxw Yeqwá:ls)

The Fall Burning was held at Pkw'xe:yles in Mission and was open to all bands and the public. The event was once again hosted by the Stó:lō Cultural Committee, with a meal being shared after the ceremony.

Comedy Night

On October 17, 2015, Stó:lō Service Agency hosted the 3rd Annual Comedy Night at Tzeachten Community Hall to raise funds for the Stó:lō Christmas Hamper Fund for those suffering in poverty. Comedians Dallas Yellowfly, Brandy Le, Dustin Hollings, Helena Paul, Nikki LaRock, Jenz Malloway and Dionne McGrath put on a great evening of laughter.



The evening was hosted by the dynamic duo of Theresa Warbus and Carrielynn Victor. There were 215 people in attendance for the fun evening which included appetizers and some great prizes and \$843.00 was raised for the Stó:lō Christmas Hamper Fundraiser.

Children's Halloween Party

The Children's Halloween party was held at the Squiala Community Hall on October 24, 2015 and was open to all member Bands. In partnership with Stó:lō Service Agency's Aboriginal Infant Development program, Aboriginal Supported Child Development program and Early Childhood Education, the event featured activity booths, prizes, a costume contest and free snacks. Once again, all proceeds went towards the Stó:lō Christmas Hamper Fund.



Stó:lō Remembrance Day Ceremony (Stó:lō Xa:yxwleq Haqweles Swayel)

The Cultural Education and Tourism Department amalgamated with the Cultural Committee to host the 22nd Annual Stó:lō Remembrance Day Ceremony, which honors Stó:lō veterans on November 11 each year. The event, held on the Coqualeetza grounds, hosted 357 signed-in attendees. It was a sunny crisp day and all in attendance went away with a cedar rose gift made from the committee.



Christmas Party

The Stó:lō Service Agency Christmas party, held at Tzeachten Community Hall on December 4, 2015, was open to all staff and member Bands Chief and Council. This year the Christmas party boasted over 300 people and included staff recognition awards, a Christmas meal, prizes and music.



As always, the Christmas Party was a huge success with a delicious buffet, a wide variety of door prizes and entertainment and dancing throughout the evening.



Years of Service Recognition ribbons for staff who have been with the Agency in five year increments, were handed out to the following employees;

5 Years of Service – Tara McLaughlin (ECE), Jenn Carmen (ECE), Marlene Kennsley (Dental), Toni Winterhoff (Health Services), Anna Celesta (SASET), Juanita Soles (SASET)

10 Years of Service - Lori Bonnefoy (Dental)

20 Years of Service - Jewel Francis-Leon (Education), Don Peters (FAD)



Christmas Hampers

The Christmas Hamper Committee and various Stó:lō Service Agency staff donated their time and efforts towards a number of events and fundraising activities throughout the year to raise \$15,000 to help impoverished families in our communities. A total of 200 hampers were distributed to families in need during the holiday season. Families were chosen based on needs identified through the process of the various SSA departments and programs working with and interacting with clients.

Stó:lō Career Fair

The 13th Annual Aboriginal Employment and Career Fair, held on March 3, 2016 at Tzeachten First Nation, helped many youth see the opportunities available for their career and education plans.



The Career Fair brought in 30 different exhibitors, employers and future learning institutions for the Aboriginal youth to explore. Three hundred students from grades 6-12, many post-secondary students and adults, had an opportunity to ask all the enthusiastic exhibitors real life questions about jobs and school.

Office of the Executive Director

Stó:lō Service Agency (SSA) Board

The Office of the Executive Director (OED) continued monthly collaboration with the Stó:lō Service Agency (SSA) Board to ensure quality service delivery support and assistance to staff and members. Over the course of the year, the SSA Board assisted with creating the final draft of the SSA Board Terms of Reference as well as continued open communications with member Bands. A visit to Tzeachten First Nation and a shared lunch with Aitchelitz, Skowkale and Yakwekwioose allowed for open discussions to learn more about these communities and their administration, as well as an opportunity to have open discussions with regards to SSA programs and services.



2015 Annual General Meeting (AGM)

The Annual General Meeting (AGM) was held on Wednesday July 22, 2015 at the Stó:lō Government House. The meeting was attended by representatives from the Stó:lō Nation member First Nations, the Stó:lō Service Agency Board and Stó:lō Service Agency staff.

Auditor for Stó:lō Service Agency, Jeff Hunt of Manning Elliot, presented the 2014-15 Financial Statements with an overview of the Financial Position, Operations, and Cash flows and reported that the timeline was met with a clean, unqualified report. Both the 2014-15 fiscal year Audited Financial Statements and Annual Report were presented and adopted.



Capacity Development

Effective, transparent, accountable and efficient service delivery is a primary indicator of a tribal government that is serving their population well. It is a priority for the Stó:lō Service Agency, while continuing to deliver programs and services, to also provide instruction and guidance to bands who wish to deliver their own services. Stó:lō Service Agency continued to explore various means to improve the quality of service delivery and strived to follow the Vision, Mission and Values which helped to contribute to the development of a healthy community.

Along with supporting departments and programs, member bands were provided financial, technical, HR and administrative assistance upon request. Capacity development around financial and administrative management and accountability is a predominant issue in ensuring that our member bands are self-sustaining and can reliably plan for their futures.

Discussions continued with interested member Bands about developing financial administrative laws through First Nations Financial Management Board (FNFMB) and plans for long term borrowing for infrastructure.

Management Team

The Management Team continued to meet monthly, working together to focus efforts and provide high quality, professional services to the communities and clients, while building community capacity, optimum health, and well-being in respect of Stó:lō culture and aboriginal peoples and the public. Over the fiscal year, the main topics of discussion at the Management team meetings were; updates to the personnel policy, the new electronic sign, security cameras for the site, orchard assessment, the managers 360 degree evaluations and the hiring of a Human Resources Consulting firm (Jouta) to review the Agency's current structure and update job descriptions.



Policy Development

Updates of the Stó:lō Nation Operational Policy Manual (SNOPM) continued in conjunction with regular scheduled Management Team meetings, with input from all the department Managers. The Finance Committee continued to work on updating the Finance and Administration Operations Manual (FAOM).

Resource Stewardship

Resource management continued to be a key area in developing plans for the future. Stó:lō Nation (SN) expended considerable effort in guiding, training and stewardship of commonly held properties and community plan development with member communities.

Coqualeetza site (jointly owned by SN member bands), which houses the SSA programs and services as well as many external tenants, continued to be maintained by security, a groundskeeper and building maintenance.

Pekw'xe:yales site (also jointly owned by SN member bands), currently utilized for Health programs (AIDP and ASCD), Housing Association and physical activity organizations (boxing gym and a workout gym) as well as a roller derby training site, continued to be maintained by a full-time caretaker.

Xa:ytem, a heritage site just outside of Mission, BC that is jointly owned by member bands, has been managed and maintained by SN for several years.

Occupational Health and Safety Committee

The SSA Occupational Health and Safety Committee continued monthly meetings to help ensure that health and safety standards were being met at the Agency. The committee's Terms of Reference were completed and approved this fiscal year by the SSA Board. With input from the Chilliwack Fire Department and other fire and safety agencies, the Occupational Health and Safety Committee started coordinating the agency's new fire and safety plans that should be completed in the summer of 2016.



Stó:lō Service Agency Pension and Benefits Committee

Stó:lō Nation provided group access for organizations to participate in a group Pension and Benefit Plan. Great West Life (GWL) administered the Pension, Benefit and Tax Free Savings Account plans and as a group, significant savings were recognized to all organizations (Divisions) who participated.

Pension and Benefits meetings were hosted for all employees and First Nations bands. These sessions provided updates on benefits and pension plan performance, benefit claims experience, potential changes to the plan, advice from the service provider, Eagle Bay Financial Services, and scheduling employee information sessions on Pension, Employee Assistance Plans and Pension/TFSA and retirement.

- April 24, 2015 - Extended Health Plans – Platinum and Gold Packages;
- May 20, 2015 - Staff Orientation- Benefits Information;
- May 27, 2015 - Pension and Benefits discussion session;
- July 30, 2015 - Introduction of the Gold Plan and the replacement of Eagle Bay Financial Services Representative;
- September 30, 2015 - Extended Health Plans – Platinum and Gold Packages, Shepell – FGI Employee Assistance Program;
- October 21, 2015 - Extended Health Benefits Education;
- November 25, 2015 - Pension and Benefits discussion session;

- January 27, 2016 - Pension and Benefits discussion session; and
- February 23, 2106 - Pension Education.

Eagle Bay Financial Services Ltd. was our Broker for both the Pension and Benefit Plans. They provided specialized support for all claims; pension investment advice and guidance on trending issues that arise in the Pension and Benefit field.

Pension and Tax Free Savings Account

This fiscal year there were 8 Divisions who participated in the Pension Plan which fully complies with all Federal and Provincial Pension Regulations. The Pension Divisions are: Stó:lō Nation; Sumas First Nation; Squiala First Nation; Shxwhà:y Village; Tzeachten First Nation; Stó:lō Community Futures; Seven Generations Environmental Services Ltd; and Ts'elxwéyeqw Tribe Management Ltd.

As at March 31, 2016 the Pension Plan had a total of \$11,441,900 in assets and it increased in value from March 31, 2015 by \$573,841. There were 368 current and past employees in the plan at year-end. The average account balance at March 31, 2014 was \$31,090 and that increased 5% from the previous year.

Age Band	Assets	% of Total	Members	% of Members	Avg. Acct. Balance
Age 25 & Under	\$ 85,066	0.74%	14	3.86%	\$ 6,076
Age 26 - 35	\$ 1,119,040	9.78%	79	21.76%	\$ 14,165
Age 36 - 45	\$ 2,924,512	25.55%	119	32.78%	\$ 24,576
Age 46 - 55	\$ 4,079,792	35.64%	92	25.34%	\$ 44,346
Age 56 - 69	\$ 3,238,490	28.29%	59	16.25%	\$ 54,890
Age 70+	\$ -	0.00%	0	0.00%	\$ -
TOTAL	\$ 11,446,900	100.00%	363	100.00%	\$ 31,534

The Tax Free Savings Account had a total of \$5,674 in assets and 4 employees participated in that Plan.

Benefits

There were 9 Divisions who participated in the benefit plan: Stó:lō Nation; Shxwhà:y Village; Tzeachten First Nation; Stó:lō Community Futures; Four Corners Tribal Business Corporation; 7 Generations Environmental Services Ltd; Ts'elxwéyeqw Tribe Management Ltd; Aboriginal Children & Families Chiefs Coalition; and Skawahlook First Nation. The benefits provided included: Extended Health Care Services; Drug, Dental and Vision Coverage and Short and Long Term Disability and Life Insurance.

This year we introduced a new class of benefits for employees and division members. The new class called the 'Gold Plan' provided benefits at a slightly lower coverage level than the existing Platinum Plan. This choice provided employees with the option of enrolling for coverage at a reduced cost while still keeping quality coverage.

Early Childhood Development (ECD)

A:Imèlhàwtxw Early Education Centre

Headstart Family Program

Through the year the Early Childhood Educators (ECE's) created activities which focused on the physical, spiritual, emotional, intellectual and social development needs of children. Educators facilitated parental workshops which incorporated early learning resources such as Traditional Parenting; Honoring our Journey Through our Culture; and Seven Sacred Teachings. Our culturally responsive programming provided families with opportunities to build upon their parenting skills, learn new information and engage successfully with their peers outside of the family network.



The Parent Advisory Circle (PAC) continued to fundraise throughout the community to raise funds for the family program. This allowed families to work as a collective towards a common goal and has empowered families to think about how they can strive together as community for the children and well-being as parents.

The families were supported and provided with opportunities to gather and share their knowledge. Community engagement was quite successful and created more awareness in the importance of the early learning. Gardening projects and workshops on preservation, harvesting and food security conveyed awareness of nutrition and healthy eating.

Some of the holistic activities and workshops provided throughout the year were;

- LIVE 5210 - a six-week session on food fitness
- Women's Empowerment Presentation – speakers included Inez Point, Gwen Point and Francine Douglas
- Stó:lō Elders Lodge – family program shared crafts and enjoyed spending time with our Elder's
- Stó:lō Health Presentations:
 - Making homemade yogurt
 - Sweatlodge teachings
 - Importance of Grandparents in sto:lo culture
 - Coqualeetza Long House Tour
 - Drum making session

Headstart Preschool

There were 20 three-year-olds and 20 four-year-olds registered in the preschool this fiscal year. The educators planned their curriculum with the foundation of spiritual, emotional, intellectual and physical growth. They focused on engagement in early learning through a play-based environment which was supported and encouraged through exploration and problem solving strategies. Educators supported inclusion while assisting children in building social knowledge and competence; language skills; general knowledge and cognitive skills; physical well-being and appropriate motor development; spiritual well-being.

The program Elder and ECE's shared and modelled the use of Hal'qemèylem throughout the sessions. To encourage cultural teachings and traditions, the educators planned activities to share through hands-on learning.

This year we had 20 four-year-olds graduate from the Preschool. To prepare families and their children for kindergarten transition in the fall, we partnered once again with the Aboriginal Education Department from School District 33 to provide information regarding kindergarten registration. To promote kindergarten readiness, educational sessions were offered during the summer months for the families and their children.

Aboriginal Parents as Literacy Support (APALS), a program facilitated by our preschool educators, provided a learning environment in which new play-based strategies were introduced. This program provided families with learning opportunities that supported the positive transition from home to kindergarten.

Daycare

The children within the daycare program were busy learning about their social and emotional skills, their world around them, cultural teachings and learning through play while having access to age appropriate learning activities and materials. Each month the educators planned curriculum and taught daily self-help skills.



The following are a few examples how the children have spent their time this past year.

- exploring while on a walk of SN grounds
- visiting the resource building
- experiencing the last stage of butterflies before release
- Toddler Program visits to the Elder's Lodge at Easter
- creating room décor with items gathered from Stó:lō grounds.

Naming Ceremony

A:Imèlhàwtwx Early Education Centre hosted a traditional naming ceremony for the Chilliwack and Mission Headstart Programs with a day of sharing, learning and knowledge for those in attendance. The recipients of the names are carried by Elder, Mona Sepass whom carries; Sq'eq'o Mi Tselhxwelmexw, "Family Coming Together" and our ECD Manager Tara McLaughlin whom carries; Sq'eq'ip awtxw, "A place to gather".



The Centre received a logo which was designed by local respected artist, Carrielynn Victor. The logo represents the child with the many hands whom care for them.

Annual Centre Christmas Dinner

The staff worked together to provide a magical evening for families and their children. This year there were well over 130 participants in attendance. The event took place at Tzeachten Community Hall with dinner, a visit from Santa, a snow machine, crafts and Halq'meyelm songs.

Honoring Our Families Event



In the early fall we hosted an evening gathering to honor our families with local singer and daycare parent, Inez Point performing for the families. The focus of the evening was to acknowledge the families, continue relationship building between parents, children and educators. The evening was a great way to relax and have fun.

Early Childhood Environment Rating Scale (ECERS) and Aboriginal Headstart Addendum Working Group

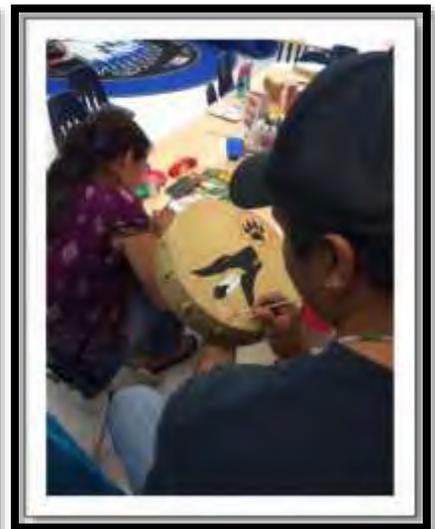
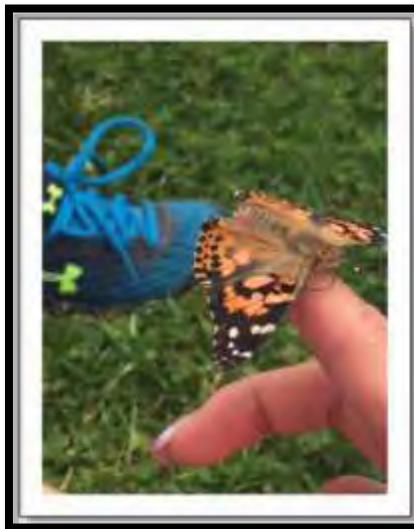
The department was invited to participate in a National Working Group to develop an Addendum to the current rating scale. The working group consisted of a variety of early childhood experts and most importantly elder representation. We had representation from all four directions such as Northwest Territories, Nunavut, Manitoba, Salish/Coast Salish and Washington to name a few.

An addendum to the evaluation tool would allow for our Early Childhood Educators to build upon their current program which focuses upon the principles of a Headstart. The 6 components would be woven throughout the scale to assist programs in meaningful ways. The focus of this is to allow First Nation's and/or Aboriginal ECD communities to take the lead in development of their programs. The following components will support the structure of its content: Culture & Language; Education; Health promotion; Nutrition; Parent Involvement; Social Support.

Aboriginal Family Place (AFP)

The Aboriginal Family Place program, in partnership with the Abbotsford School District, provided parent participated drop-in programming at Alexander Elementary School. Each program offered parent education and support such as local artisan teachings of Stó:lō history, Mother Goose Infant Literacy Workshops, visits from Stó:lō Health Nurses, and Literacy Matters Programming. These programs gave the families a connection within their community, improving their self-esteem and developing their parenting skills.

Some of the activities of the AFP included teachings of traditional drumming, singing and songs shared by community members, release of butterflies after learning about the life cycle, teachings of a salmon release, the importance of salmon in our history, culture and food system, as well as adding language, art and salmon puppets stories to our teachings.



Family Night held at the AFP included teachings of traditional dancing, culture, ceremonies and traditions. The families learned about powwow style dances, their connections to our people and the strong power it has to bring families together.

Finance and Administration (FAD)

Throughout the fiscal year, the Stó:lō Service Agency provided programs and services to its member Bands, non-affiliated First Nations and the community, as mandated in the many various funding contracts.

The Finance and Administration department continued to provide centralized services and support to the departments and programs, with integrity, efficiency and accountability. Finance and administration functions included;

- Accounting and Financial Management – payroll processing, accounts payable and receivables, distribution and analyzing of financial information, budgeting, funding and service contract administration, T-4 preparation, and year-end auditing.
- Centralized Support Services – records management, vehicle pool administration and maintenance, landline and cell phone administration, purchasing, travel claim administration, copier and fax machine maintenance, mail delivery, centralized filing, and tents and corporate supplies administration.
- Property and Building Maintenance – building and property maintenance, mechanical and electrical monitoring, janitorial, garbage/recycle management, alarm monitoring, building key administration, property and contents insurance, tenant rentals and signage.
- Capital/Project Management – building and property renovations, and new capital project administration and support.
- Human Resource (HR) Administration – recruitment and selection, pension and benefits administration, unification database maintenance, policy and labour relations awareness and support, employee relations, maintenance of employee personnel files, and job description upkeep and registration.
- Information Technology Services and Support – network monitoring and support, technical support, hardware and software purchasing and set-up, account maintenance, network design and planning, infrastructure assistance, and resource sharing.
- Policy and Proposal Maintenance – program policy assistance and development, and funding proposal administration and support.
- Events Administration – coordination and administration of Stó:lō Service Agency events, event photography, sponsorship administration, and news bulletin administration.
- Administration Support – administration provided to the Stó:lō Government House as well as liaison for member Chiefs and Councils.



Finance

The team proudly continued to provide effective, transparent, accountable and efficient financial management services to the programs and departments. The year-end audit was smooth once again and we are into our fourth year of a five year contract with our current auditors, Manning Elliott LLP.

There were a number of capital projects and purchases over the year which included the longhouse heating, building 5 renovations, new water mains, company vehicle compound, a new electronic sign, external security cameras, and a number of new company vehicles to replace older ones. We added \$890,000 in capital assets during 2015-16 while using no debt, just financing with the vehicles, as a result of using our reserve allocations



Direct deposits increased for both paying and receiving funds and there was a large increase in social assistance clients using direct deposit. The average pay run was 193 employees which was slightly higher than last year.

Stó:lō Service Agency (SSA) ended the year in a solid financial position. The Agency's accumulated surplus was \$2.3 million (in comparison to \$2.9 million last year) not including the surplus related to our tangible capital assets. This surplus was fully supported by the cash position of \$3 million as receivables and payables were kept current.

The financial viability of programs was reviewed on an ongoing basis to identify any significant changes in revenue or expenses that needed to be planned for as a result. This financial stability allowed us to meet the needs of our members on a regular and consistent basis.

The main revenue sources for Stó:lō Service Agency were Indigenous and Northern Affairs Canada (INAC), Human Resources and Skills Development Canada (HRSDC) and the First Nations Health Authority (FNHA). Consolidated revenue from all external sources was \$22.3 million while expenditures were \$22.1 million, plus \$698,000 in amortization on tangible capital assets.

Finance Officers Meetings

Financial Officers Association (FOA) meetings were held with the purpose of providing meaningful and timely presentations on topics relevant to the local communities as well as to facilitate open dialogue between the communities for areas of concern amongst its finance professionals, both for information and mentorship.

All 24 Stó:lō First Nations Bands in the territory were invited. Areas of discussion were solicited from membership on relevant topics and experts were recruited to provide information and to facilitate discussion. The following meetings were held:

- October 2015 – **Financial Administration Law and how it supports economic development in your community** (Mr. Scott Munro from the First Nations Financial Management Board); and
- January 2016 - **Insurance – Organizational Resilience** (Bryce Lewis and Ray Monteith from HUB International);

The Stó:lō FOA password protected website (www.stolofinance.com) was up and running, allowing members to share documents and participate in online forums to access the collective knowledge of all our members.

Central Support Services

Central support services covered the main functions of everyday staff needs. Such services included; records management and centralized filing, vehicle pool administration and maintenance, landlines and cellular phones administration, purchasing of office supplies and corporate supplies, travel claim administration, office equipment administration [photocopiers and faxes], mail sorting and delivery, and administering tent rentals. These services were provided to the programs and departments to assist them in doing their work on a daily basis.

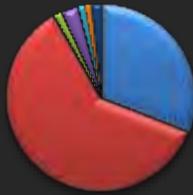


Records Management

The maintenance of the Records Classification System (RCS), Records Retention Schedule (RRS) and the Management of the Records Centre (RC's) remained a priority. The following chart shows the routine Records Coordinator's accomplishments this fiscal year. There were 69,205 files and 2700 boxes entered in the database. A welcome upgrade of the current records management software (OmniRIM) was launched in September 2015. This decision was reached once the IT department was made aware that Microsoft would no longer support the outdated version. The upgraded version 9.1 made for a smooth transition, and has proved to be much more efficient.

In July, with the help of the summer students we were able to hire an on-site shred truck to destroy over 90 boxes of records that had reached their retention.

Summmary of Records Management Outputs FY 2015-16



Files created - 2205	Files edited - 4327	Boxes created - 97
Boxes edited - 205	Boxes destroyed - 90	RM Inquiries - 78
Requests from RC - 119		

Vehicle Bookings and maintenance

In order to keep a reliable fleet, older company vehicles were auctioned off this year to interested staff and 7 new vehicles were purchased. There were 37 company vehicles that were administered and maintained by Central Support Services. Maintenance of company vehicles included the interior and exterior cleaning, keeping insurance up-to-date, mileage tracking, and keeping track of the maintenance of each vehicle.

Landlines and Cellular Phones

Landline and cell phone bills were reviewed monthly to ensure no over usage. After a few meetings and negotiations, we finalized a new 3 year contract with Telus for Mobility until April 2019. Training/orientation sessions were set up for staff members who had a work supplied cell phone, to address issues and explain any reasons for overage of data usage.

Coffee/Water Machines

This year we switched over to a new supplier as coffee and water services were split between multiple suppliers. In order to streamline the services we switched to a company that supplied both coffee and water.

Office equipment

There are currently 11 photocopiers on site and 2 located off-site. Three were upgraded through our current provider with a reduced payment plan.

Tent rentals

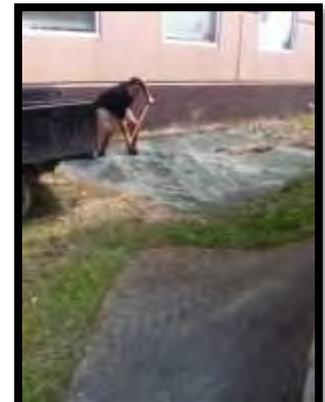
The central support services team administered the use and rental of the six 10X10 SSA tents as well as the renting out of three 20X20 tents.

Property and Capital Management

Over the 2015-16 year the maintenance team balanced their priorities between projects, scheduled maintenance of buildings and properties as well as requests from staff and tenants. Along with building maintenance and grounds keeping on these sites, many upgrades and improvements were managed and assisted by the crew throughout the year.



Both the Coqualeetza and Pkw'xe:yles teams performed routine and extensive preventative maintenance and repair procedures on buildings, mechanical equipment and utility systems. Maintenance included the heating and cooling systems in 10 permanent structures and 4 portable office buildings. Plumbing, electrical, and structural maintenance were also routinely maintained to avoid costly repairs. Over the course of the year there were 381 maintenance request forms received from staff and tenants, as well as a large number of verbal, contractor and email requests.



Major projects achieved this year included: the large renovation of building 5 (removed all furnishings/carpets, sanded and painted walls, removed some walls and asbestos, replaced light fixtures, dropped hallway ceiling, rewired network cables, re-plumbed pipes and upgraded washrooms and added handicap access); the conversion of the heating and cooling system in building 7; the design and installation of the Vedder road sign (a huge improvement over the wooden signs); the hardscaped installation of the company car compound which provided safe secure parking for company cars and after hour returns; heating of the longhouse benches, using a hydronic system and spray foam; the addition of 3 twenty foot steel boxes in the compound along with a gabled roof which provided ground level indoor and outdoor storage space; assistance in the installation of an automatic generator at the Stó:lō Elder's Lodge; the start of the installation of a new water main with engineers and the City of Chilliwack (which was desperately needed to update 80 year old pipes); renovations to building 7 to accommodate the move in of external tenants; the filling in of the horticulture pond with many loads of dirt; and the upgrade and installation of handicapped doors in 3 buildings.

Human Resources (HR)

Personnel services and recruitment and selection continued to be provided by the Human Resource Coordinator. At the end of March 2016 the staff count was 220. In the summer, the agency hired 32 summer students (4 in FAD, 4 in Health Services and 24 in SASET Youth in Trades). Throughout the fiscal year there were: 43 job postings for various positions throughout the Stó:lō Service Agency; 30 new employee enrollments in the Great West Life Pension, Health and Dental plans; 15 applications for short-term disability submitted to Great West Life and 5 employees on long-term disability; 6 employees on maternity leave; 1 WCB application; 8 new job descriptions registered; and over 60 consultations and/or debriefings with HR.

Information Technology (IT)

This year our data storage needs grew more than ever and the backup systems had to be upgraded to meet the growing size of our electronic records that now include more audio, video and other multimedia. Next fiscal year we plan to upgrade our server systems to better cope with the expansion in staff and data.



This spring we assisted the Health Department's migration of electronic records to the Mustimuhw and Panorama database systems. In addition, 2 of FAD's database systems were replaced with new versions. IT's outdated Infra inventory system was replaced with Wasp Mobile Asset while Records Management's OmniRIM database was upgraded to the latest version. Both of these new systems featured better mobile access and improved compatibility with our client/server operating systems.

Late this fiscal year we introduced electronic pdf forms and digital signatures using Adobe Acrobat. As we replace more of our paper forms we will not only reduce paper usage but speed up the processing of forms so that staff can work more efficiently.



The Stó:lō Service Agency's main website was completely redesigned and relaunched this year with a newer look and feel. A clean and simple layout made it easier to navigate and find information; staff were able to update the site using an intuitive content management system.

The IT department assisted in the upgrade of the Stó:lō Elders Lodge security camera system to better protect client and staff.

Along with the FAD department, the IT offices moved back to building 5 after renovation work was completed. In the process, most of the site was upgraded from digital phones to Voice over IP systems. This year we replaced or installed 18 desktop and 52 laptop systems, most of which run Windows 7 Professional.

Indian Registration Administration (IRA)

The Indian Registry (IR) Administrator continued duties and responsibilities for Indian Registration three days a week registering births, deaths, marriages, divorces, transfers, miscellaneous amendments, adoptions. The paper laminated Certificate of Indian Status Cards (CIS) were issued and assistance was provided for the mail-in applications for the Secure Certificate of Indian Status Card (SCIS). The IR Administrator also reviewed and forwarded travel expense claims to the finance department for individuals that attended the Indian Registry Training course.



For fiscal year 2015-16, a total of 402 status cards (CIS/SCIS) were issued. There were;

- 30 births registered
- 11 deaths registered
- 9 marriages registered
- 3 divorces registered

Income Assistance Delivery

The Income Assistance caseload for the 2015-16 fiscal year-end was 76. Income Assistance was provided to 8 of the Stó:lō Nation Member bands and this past year, paid out a total \$716,680 in assistance. This is the first year since Squiala First Nation began delivering their own Income Assistance, which accounted for a decrease in the case load of 28.

Total Cases	2015 - 2016					14-15	% Change
	EMPLOYABLE	PPMB	PWD	TOTAL	Percentage		
Aitchelitz First Nation	0	0	1	1	1%	3	-67%
Matsqui First Nation	7	4	1	12	16%	12	0%
Popkum First Nation	0	0	0	0	0%	1	-100%
Skawahlook First Nation	0	0	1	1	1%	1	0%
Skowkale First Nation	6	2	3	11	14%	23	-52%
Shxwà:y Village	10	2	6	18	24%	32	-44%
Squiala First Nation	0	0	0	0	0%	28	-100%
Tzeachten First Nation	17	5	7	29	38%	42	-31%
Yakweakwioose First Nation	2	0	2	4	5%	7	-43%
Total	42	13	21	76	100%	149	-43%
	55%	17%	28%	100%			

The First Nations Social Development Society (FNSDS), the body which previously provided helpdesk support and policy clarification for all 208 bands in BC, closed its doors in September 2015. Anticipating the need for continuing supports, Stó:lō Service Agency continued to operate the quarterly Band Social Development Worker (BSDW) sessions, maintain the www.stoloia.com website and assist with email and telephone requests for policy clarification.



The Income Assistance department also;

- Provided assistance with review and interpretation for Income Assistance Policy for bands;
- Assisted with Aboriginal Affairs and Northern Development Canada (AANDC) File Compliance review in which all assisted member bands passed;
- Held BSDW Quarterly Sessions in April 2015, July 2015, October 2015, and January 2016; and
- Delivered “Income Assistance – Rights and Responsibilities” information sessions at the following member band locations: Shxwhà:y Village (May 2015), Matsqui (August 2015), Skowkale (November 2015), and Tzeachten (January 2016).

In June 2015 Aboriginal Affairs and Northern Development Canada (AANDC) conducted a compliance review of the Income Assistance program files. During the course of the review it determined that Stó:lō Nation had over paid Income Assistance Recipients a total \$11,186. This amount was equivalent to 96% compliance and a huge improvement over the two previous years.

This year we started 2 initiatives to assist our clients and our staff in understanding AANDC’s Policies. First off we held client workshops in Matsqui, Tzeachten and Skowkale. These workshops allowed our staff the opportunity to fully explain the AANDC Policies and what is expected of our clients. We also introduced direct deposit as a preferred option for delivery of Income Assistance Payments. As of March 31, 2016 we had 68% of our clients paid through Direct Deposit. This reduced the costs associated with mailing and also reduced the chance of payments being lost in the mail.

For the Income Assistance Workers, we started hosting meetings with Income Assistance workers throughout the Territory. We held 3 meetings during the year and provided an opportunity to share best practices between bands.

Events and Communications

Stó:lō Service Agency continued its engagement strategies with the member First Nations and community with a wide array of exciting events (listed under 'Experience Stó:lō') and cultural education sessions. The website (www.stolonation.bc.ca), was revamped and the Agency maintained a strong online presence through popular social networks such as Facebook and Twitter. Information materials, brochures, and flyers were distributed to the communities and a semi-weekly electronic news bulletin was sent out to all employees and member bands keeping them informed of all events, program and service activity.

All Staff Orientation Session

In May, 2015, FAD held an all staff orientation session which invited and encouraged all staff, especially new staff, to attend and familiarize themselves and learn of the Stó:lō Service Agency departments and programs. The agenda consisted of a half hour to an hour presentation from each of the members making up the Management team. Each presentation was directed towards a certain department/program.



FAD Team Building

The Finance and Administration department held a team building day at the Escape Room in Abbotsford. The Escape Room enabled the FAD staff to work together in groups to try and escape the various themed rooms. None of the FAD teams were able to escape.



Retirement

With great sadness, after 30 plus years of hard work and dedication to Stó:lō Nation, Capital and Property Management supervisor, Sam Archie, retired. The FAD team hosted a luncheon for Sam and presented him with a plaque and multiple Toronto Maple Leaf gifts as a token of appreciation for his many years of service to the Nation. Sam will be greatly missed!



Summer Students

The Finance and Administrative department was once again able to secure a Summer Career Placement (SCP) funding contract with SASET for summer employment and hired 6 students. Two of these students performed administrative duties in the office, 2 worked in the Gift Gallery and 2 students worked with Property and Capital Management maintaining the Stó:lō Nation grounds.



With the relaunch of the Gift Shop, 2 summer students learned how to run the Gift Shop which included opening and closing the store, cashing in and out, stocking shelves, the maintenance and inventory procedures and operations as well as customer service policy and procedures. They also learned about product placement and purchasing, wholesale to retail and viable product purchasing, resourcing artists information and biographies, website development for gift shop online operations, resourcing and development of tourism brochures and the printing procedures for brochures, posters, rack cards and promotional material.

The 2 administrative summer students were kept extremely busy this year. With the Finance department moving to a new building, the students assisted the entire department with packing and moving. The students did multiple filing jobs throughout the summer with records management, human resources, and Indian Registry. Other jobs included assisting with the preparation and exhibition of the Children's Festival and Golf Tournament, accounts receivable cheque dating, reception coverage, mail run, and updating the vehicle database.

The 2 summer students who assisted with the maintenance department assisted with maintaining the Coqualeetza and Pekw'xe:yles grounds, which included lawn mowing, weed eating and tree trimming.



Health Services (HS)

Health Management/Administration

Stó:lō Service Agency Health (SSAH) continued to work with federal, provincial and municipal partners to provide health and wellness-based programs and services to Aboriginal people and communities within the Stó:lō traditional territory.

The Primary Care Centre officially opened this fiscal year and provided the “Best Care for all”. The clinic, run in partnership with the Fraser Health Authority (FHA) - Aboriginal Health, included: a youth clinic, maternal clinic, family physicians and nurse practitioners. This clinic was funded through the First Nation Health Authority’s (FNHA) Joint Project Board, with the support and partnership of Chilliwack’s Division of Family Practice. The clinic, open to all, was based on the Alaska’s South Central Foundation’s Nuka Model of Care and reflected our communities’ ability to access all services and enjoy physical, mental, emotional and spiritual wellness.



Over the year, Health management engaged in all levels of the Fraser Salish Regional Caucus (FSRC) and Regional Planning tables. The FSRC helped strengthen and formalize the relationship between FHA and the FNHA, and set out how to work together to improve Aboriginal health services delivered within the Fraser Region. More recently, the region is in the process of developing a Fraser Salish Regional Health and Wellness Plan that establishes a common voice in the region to develop work priorities in the Fraser Region.

Health Transfer Agreement (HTA) - First Nation Health Authority (FNHA)

Stó:lō Service Agency Health (SSAH) completed the implementation reviews process by going out to communities to gain community input. We were able to reach more community members through setting the table either in their communities or at a restaurant of their choice. In the past when we held the review process here on the grounds, only a handful of community members would show up to provide input. With this new outreach process, even the smaller bands showed up, with numbers in the teens. The outcome of the review hadn’t changed from previous years and community recommended that we continue to focus our services in the following areas: mental health; addictions; trauma; suicide; diabetes and transportation. The implementation review process will now take place every year starting in November.

First Nation Health Authority (FNHA)

It has been over a year and a half since the First Nation Health Authority (FNHA) took over the administration of Health Canada’s role and responsibility to First Nations in BC, and we are well underway in the transition process with FNHA building its infrastructure to support the health priorities that the community have identified.

There were 3 working groups formed from the caucus to move the Regional Wellness plan forward; Policy and Programing, Transfer and Transformation, and the Collaboration and Partnerships. There are now 2 working groups to move the priorities forward: the Transformation and Engagement Working Group, and the Collaboration and Partnership Working Group.

The FNHA Regional Director provided a FNHA corporate presence in the Fraser Salish Region and over the year had built up a support team in the region with the hiring of 3 Community Engagement Coordinators, a regional Mental Health Advisor, a Regional Manager, and a Project Developer to build relationships with the Fraser Salish communities and Fraser Health.

Community Flow-Through Agreements

The following table shows each community's flow-through agreements:

COMMUNITY	FLOW-THROUGH AGREEMENTS
1. Aitchelitz	Brighter Futures
2. Leq'á:mel	Brighter Futures, Drinking Water Safety Program (DWSP), Health Governance, Building Healthy Communities, Community Economic Development Program (CEDO), and National Native Alcohol & Drug Abuse Program (NNADAP)
3. Matsqui	Brighter Futures, DWSP, Health Governance, Building Healthy Communities, CEDO, NNADAP, Canadian Prenatal Nutrition Program (CPNP)
4. Skawahlook	Brighter Futures
5. Skowkale	Brighter Futures
6. Sumas	Brighter Futures, DWSP, Health Governance, Building Healthy Communities, NNADAP, CPNP, Community Health Representative (CHR), Leeway, Home and Community Care (HCC), Youth Solvent Abuse Program (YSAP), O&M, 2nd, 3rd level (MOH)
7. Tzeachten	Brighter Futures
8. Yakweakwioose	Brighter Futures

Non-insured Health Benefits (NIHB): Medical Transportation Program

This program provided medical travel assistance to any status First Nation's living within the Stó:lō member First Nations territory, and allowed clients to access medically required health services that cannot be obtained within their home community. This is a supplementary program, not intended to cover all of the costs associated with travel, but rather to assist with expenses relating to transportation, meals and accommodation.

The program was delivered at SSAH by the Medical Transportation clerk, with the assistance of the Community Health staff. Claim submissions were received and processed so that clients generally received their benefits payment prior to their appointment.

In the past few months, there were new requests from new users who recently learned of the Medical Transportation Program. The program effectively assisted First Nation's people to receive the quality of care to which they are entitled.

Medical Transportation: Claims, FY 2015-16

INDICATOR	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
# of claims Processed	144	130	113	127

Medical Transportation: Usage by Community, FY 2015-16

FIRST NATION	# of Claims	Average Value per Claim Processed	Total Value of Claims Processed
Aitchelitz (558)	0	0	\$0
Leq'á:mel (579)	410	\$47.41	\$19,436.50
Matsqui (565)	1	\$23	\$23
Popkum (585)	1	\$199.96	\$199.96
Skawahlook (582)	0	0	0
Skowkale (571)	35	\$252.05	\$8,821.69
Shxwhà:y Village (570)	3	\$81	\$243
Squiala (574)	0	\$0	\$0
Sumas (578)	14	\$54.46	\$762.50
Tzeachten (575)	50	\$103.65	\$5,182.64
Yakweakwioose (576)	0	0	0

Accreditation

Stó:lō Service Agency Health began a new phase of its long-term development by entering the accreditation process in April 2015. The organization worked with the Canadian Accreditation Council (CAC) on this initiative with an 18 month timeframe to complete the work. To become accredited, SSAH must align its policies with its practice, adhere to professional standards, allow staff the opportunity to participate in the process, collect and handle documents in specific ways (largely to protect confidentiality) and introduce measures to ensure a constant process of quality improvement. Accredited organizations show prospective employees they meet professional standards, making it easier to attract and retain qualified staff.

At the end of the 2015-16 fiscal year, the following tasks had been completed:

- The creation of an SSAH policy manual with more than 60 policies written and most adopted by the SSA Board of Directors;
- Three rounds of consultations with each of the health teams about the policies;
- The creation of an SSAH internal quality improvement committee;
- The introduction of new Electronic Medical Records programs that, while not specific to accreditation, have greatly enhanced the information management process;
- Regular interaction with other SSA entities whose work is related to accreditation (e.g. the SSA Board of Directors, the Occupational Health and Safety Committee, the Finance and Administration department, Information Technology, etc.)
- Exchanging information with other organizations involved in the process.

The first stage of the accreditation process – self-study that looked at all policies and documentation – was due on April 21, 2016. The CAC found SSAH was 95% fully compliant in meeting accreditation standards in this stage of the process, 5% partially compliant and no areas of zero compliance. The CAC will conduct a site visit including interviews with staff, clients and board members in July 2016.

One of the goals of the accreditation process at SSAH was to create policies that reflected the best practices already being used by health staff, rather than disrupting solid working relationships and processes by imposing policies that may not have recognized the cultural way many of our staff and programs work. The CAC has worked with a number of First Nations organizations and was chosen as the most natural fit.

Community Engagement and Occupational Health and Safety

The Community Engagement Liaison (CEL) worked with various committees, events and initiatives to fill gaps within the Health department. The initiatives included:

- Organizing implementation reviews that gave community members input on the Health services provided;
- Developing the Primary Care Centre promotional video and assisting in the planning of the grand opening for the Primary Care Centre;
- Participating in the 10 year Dental Clinic Anniversary, the Children's Festival, Health team Cultural tours and other SSA activities and community health fairs;
- Partnering with many organizations including:
 - A youth focus group on healthy living with University of the Fraser Valley (UFV) and Fraser Health,
 - Fraser Health's Aboriginal Healthy Living for the Chilliwack Central Elementary School Family Gathering,
 - SEACAT committee with Chilliwack Community Services and other community groups,
 - FNHA Community Engagement Coordinators on various events and activities,
 - Community Champions to engage and share information and resources,
 - Abbotsford Mission and Chilliwack Integrated Health Teams, and
 - Fraser Region's Aboriginal Youth Athletic Achievement Awards Ceremony.

Health and Safety awareness and education have been a big focus over the last fiscal year and the Occupational Health and Safety Committee was involved in the accreditation process to ensure that health and safety standards were being met at the Agency. An agency-wide Earthquake drill was held and included everyone on-site, from infants at the day care to residents at the Stó:lō Elders Lodge.



Other Activities and Accomplishments

The Health Director continued to be one of 3 representatives for the First Nation Health Directors Association (FNHDA) Board. The FNHDA is a pillar in the First Nations health governance arrangement and acts as a technical advisor to its partners, the Federal and Provincial governments, Region Authorities, the First Nations Health Council and the First Nations Health Authority. Through their unique vantage point as Health Leads responsible for delivering front-line health services for First Nations community members, Health Directors see, feel and hear the health needs of community every day which informs their responsibility to plan, coordinate and manage services aimed at meeting those needs.

SSAH continued to be a partner and voice with the Chilliwack Healthier Community (CHC) - a dedicated group of service providers collectively working to improve the overall wellness of Chilliwack's citizens as well as improve public education and awareness, collaborating and networking with the goal of achieving, "Every door is the right door", for services in the Chilliwack area. Historical Impacts and cultural safety training was provided to a number of the CHC members as well as to members of the Division of Family Practice.

On April 15, 2015 Health opened the door of building 7 to include a Youth Clinic, in partnership with the Ministry of Children and Family Development (MCFD), the Division of Family Practice, FHA, and School District (SD) 33. The clinic, open to all, provided physician services, counsellors to address the area of Mental Health, and a pediatrician. A psychiatrist was also available every second Tuesday of the month. A Maternal Health Clinic was added to support the Baby Time clinics once a month and a Traditional Chinese Medicine practitioner was available every Friday.

On June 19, 2015 the grand opening of the Primary Health Centre was celebrated and was featured in the local newspapers. In August, the Dental Clinic's 10 years of operation was also celebrated.

Health Services continued to promote their Vision, Mission, and Value statements:

Vision: Best care for all today to achieve optimal health and wellness tomorrow.

Mission: To improve the physical and emotional wellbeing of all those we serve by providing high quality, innovative and sustainable health services.

Values: Respect, Accountability, Innovation, Spirituality, Excellence- **RAISE**

The Health Services Team underwent structural changes during the last fiscal year with a focus on streamlining the departments with the creation of Team Leads for each program/service. New programs/services were also added to the Health team with the addition of the Adult in Home Care, Qwí:qwelstóm and Aboriginal Mentorship Program.



Community Health and Home Care

Community Health Nurses (CHN's)

The Community Health Nurses (CHN's) served the communities of Aitchelitz, Popkum, Skawahlook, Skowkale, Shxwhà:y Village, Tzeachten, Yakweakwioose and non-affiliated persons who requested to receive services at SSAH. The role of the CHN's was to deliver comprehensive health promotion, public health and disease prevention programming for the above noted First Nation's communities. Core programs included Communicable Disease Control (CDC), Canadian Prenatal Nutrition Program (CPNP), Maternal-Child Health and Injury Prevention.



Major changes in the Community Health team included the implementation of a community Electronic Medical Record (cEMR) to track statistics and perform legal documentation of services delivered. As well, the team had finally gained access to the provincial health database, Panorama, where we could access and document our immunization records and access Tuberculosis (TB) and maternal child charting by public health.



Communicable Disease Control (CDC)

The immunization program continued to be the core activity under the Communicable Disease Control (CDC) program. In-house clinics were delivered every other week and outreach and home immunization visits were set to catch up with clients who had transportation barriers, missed appointments, etc. Other frequent CDC activities included weekly drop-in tuberculosis skin tests on Mondays and Tuesdays. There was zero disease outbreaks and contract tracing in our communities.

Flu season went smoothly with all communities engaging to book local clinics. Flu clinics were held at least once in all of our communities with some communities requesting a second clinic. The uptake of flu vaccine was not high compared to previous years due to the changes in the scope of practice for pharmacists where they can now administer flu vaccine directly in pharmacy.

Due to many social determinants of health, First Nations people continue to have higher risk of developing communicable diseases such as Tuberculosis (TB), sexually transmitted and blood borne infections (STBBI), influenza and other highly infectious respiratory illnesses. While providing educational workshops, the Community Health Team also relied on education awareness through posters and newsletters and social media advertisements.

Canada Parental Nutrition Program (CPNP)

New moms (prenatal/postnatal) were offered gift cards of \$25 for large chain grocery stores in Chilliwack, Abbotsford, Mission and Langley as an incentive to participate in programs or in one-on-one consultations. These supports educated moms in making healthy food choices, maintaining a well-balanced diet, and engaging in safe physical activity prenatally and up to one year postnatal. The cards were given out on a monthly basis during their visit with the Community Health Nurse or Community Health Worker. Matsqui, Leq'á:mel and Sumas deliver their own Canada Parental Nutrition programs.



Community Health Workers (CHWs)

The Community Health Workers assisted with health promotion, immunization and prevention, assisted and lead workshops, provided individual consultations, referrals, newsletter articles, health fairs and on-reserve community visits. Community members dropped by when they needed assistance with Medical Services Plan, Non-Insured Health Benefits, and CPNP.

Aboriginal Diabetes Initiative (ADI)

In conjunction with the “Seabird Mobile Diabetes Team”, there were 2 two-day diabetes clinics that took place in 5 communities: Tzeachten, Leq'á:mel, Sumas, Matsqui and Shxwhà:y Village. These were information sessions in which a meal was provided and a Diabetes Screening clinic was held.

At the clinics the team:

- Identified clients that were newly diagnosed with diabetes and were in need of support and education;
- Processed lab work and provided blood pressure and medication checks, foot care assessments and eye examinations;
- Had a nutritionist available to work one-on-one with clients to identify their specific needs; and
- Had Registered Nurses (RN's) available to provide follow-up support and education.

The Aboriginal Diabetes Initiative team hosted numerous workshops pertaining to the prevention and management of Diabetes. These workshops helped entire families to understand the dynamics and implication of Diabetes and were open to everyone with the aim of offering this service to all community members.

Home and Community Care (HCC)

The Home and Community Care (HCC) program promoted community members to live independently in their home for as long as possible. The community members, their families, and communities were supported by HCC through teaching, counseling and nursing care in their home or at the Stó:lō Health Centre. Through a team work approach, HCC workers supported community members to reach their optimal level of independence and quality of life.

HCC nursing services included: case management, medication administration and management, wound care and management, foot care, therapeutic care, diabetes management, neuropathy testing, one-on-one teaching, blood sugar and blood pressure monitoring, post-op follow ups and supportive care, referrals to other health care professionals as needed, hospital discharge planning and meetings with family/community members to resolve issues when requested, etc. These services were offered through the Stó:lō Service Agency Health to anyone who had their status and lived on any of the 10 reserves that are partnered with Stó:lō Service Agency.

The HCC program employed a Home Care Aide (HCA) who was qualified and experienced in personal care services and assisted community members with their activities of daily living. These included: bathing (via community members home or at SSAH Apollo Bath) and grooming, feeding, foot and nail care, support with home physiotherapy ordered by the physician and set up by Fraser Health's physiotherapist, and designated care as directed by the Registered Nurse (RN). The HCA had a strong knowledge base of diabetes control and management that was taught to community members and small groups. The HCA also assisted the RN with the Aboriginal Diabetes Initiative program.

The HCC program made steps forward with the continuing partnership with the 10 communities to provide increased home visits, increased visibility in the communities, and increased frequency of foot care clinics. This was done by scheduled visits to community member's homes and to the band offices at least once a month or more often as the need arose. The HCC staff delivered foot care clinics once a week in Sumas Health Centre, Leq'á:mel Community House, Tzeachten Band Office, and Stó:lō Elder's Lodge to a number of clients. HCC also performed in-home foot care for community members who had difficulty moving around. The foot care clinics were an opportunity for the community members who were diabetic, frail, elderly or had physical limitations doing their foot care, to have it done by trained HCC staff at no charge.

This year HCC began the Bread Program. The goal of this program was to deliver high quality bread to community members. Bread runs were made once a week to all of the affiliated communities of Stó:lō Service Agency. During the delivery of bread, buns, or pastries, the HCC staff assessed or followed up on any concerns the community member may have had. The Bread Program received great feedback and appreciation from the community members and their families such that HCC at times doubled the amount of baked goods to deliver.

Children's Oral Health Initiative (COHI)

The Children's Oral Health Initiative (COHI) program continued to work towards the goal of reducing early childhood tooth decay and setting the stage for a lifetime of good oral health, by providing the following activities:

- Enrolled children in COHI on an ongoing basis;
- Provided support to dental therapist when they were delivering COHI services (screening, sealants, temporary fillings);
- Applied fluoride varnish according to COHI protocol;
- Provided one-on-one oral health instruction for children aged 0-7, their parents/ caregivers, pregnant women and elders; and
- Provided oral health information at community and school events and health fairs.

Community Statistics for COHI, FY 2015-2016

2015-2016	Eligible Children	Children Participating	Children Screened	Fluoride Varnishes	Children Requiring Restorative Treatments	Parent/ Group Presentations	Community Events & Promotion	Scheduled Clinics	Appointments Made	Appointment No-Shows	Telephone Calls	Travel Time (Hours)
Aitchelitz	5	1	0	1	0	1	1/12	0	2	1	4	0
Leq'á:mel	25	32	27	56	3	4	4/12	8	8	4	50	32
Matsqui	17	2	2	2	0	2	2/12	4	4	3	20	20
Shxwhà:y Village	22	2	0	1	0	2	6/12	4	4	2	15	15
Skowkale	48	7	1	6	0	4	2/12	6	5	5	30	10
Squiala	40	33	32	76	7	4	1/12	8	9	1	40	6
Sumas	23	16	14	24	2	8	3/12	8	20	10	40	19
Tzeachten	48	88	71	163	10	8	10/12	16	40	20	50	6
Yakweakwioose	8	1	1	1	0	1	1/12	2	2	2	10	0

Drinking Water Safety Program (DWSP) – Environmental Health

The Drink Water Safety Program (DWSP) was delivered in partnership with the Environmental Health Services, the Water Monitor(s) of the Stó:lō Service Agency, and First Nation communities. The program implemented the guidelines for Canadian Drinking Water Quality by: ensuring a timely response to problems with water quality; sampling and water quality analysis; recommending drinking water advisories if required; investigating unsatisfactory results; and recommending corrective actions.

For the 2015-16 fiscal year, the DWSP Monitor carried out the program deliverables on behalf of Skowkale, Tzeachten and Yakweakwioose First Nation. Aitchelitz's samples were directly handled by the Environmental Health Officer of First Nation's Health Authority.

FY 2015-16, SSAH DWSP

First Nation Community	Samples Taken	# of Positive Results (E. Coli)	# of Positive Results (Total Coliforms)	# of cases reported to the Environmental Health Officer	# of Boil Water Advisories
Aitchelitz	8	0	5	5	0
Skowkale	64	0	5	5	0
Tzeachten	88	0	1	1	0
Yakwekwioose	35	0	0	0	0
TOTAL	195	0	11	11	0

Adult in Home Care (AIHC) and Better at Home Programs

The 'Better at Home' Program, a yearly grant of \$100,000 guaranteed for 2 consecutive years from The United Way, was in partnership with Seabird Island Health. The program was a success in supporting Elders with yard work, friendly visits, light housekeeping, and transportation.

Better at Home presented twice: the first held at Soowahlie First Nation and the second at Sumas First Nation. The supervisor was also invited to the Coqualeetza Elder's Luncheon. As a result of these presentations, interest increased for the program. The majority of the support for the first year of operations went to the east region Elders. The 2016-17 fiscal year will focus on supporting the Elders in the Stó:lō Nation communities.

The program also provided non-medical services to support Elders to stay in their own homes. This service was available to all Elders (65 and over) and 55 years and older with a disability, in all 24 Stó:lō communities. This valuable program has brought many youth to help the Elders.

Family Empowerment Team

Xyólhmettsel Syémyem "I am taking care of my pregnancy"

The Family Empowerment Team (FET), trained and supervised empowerment workers who carried a caseload of approximately 18 women and their families for a 3-year program. The workers offered regular home visitations and linked women and their families with a comprehensive array of existing community resources to address health care, housing, family support, child welfare, and other social determinants of health. Family Empowerment Workers helped mothers identify personal goals and the steps necessary to achieve them. The team: monitored progress; facilitated case conferencing, integrated service delivery among providers; transported clients and children to important appointments; and, worked actively with extended family to support our families.

The FET, a mother-centered program with the belief that when a mother's wellness improves so does that of the family, maintained its' goals that were all mother-driven. The FET took pride in building long and trusting relationships with mothers and connected them with the agencies' long-term and trusted service providers.

Kids in the Hall

The Family Empowerment Program assisted with the 'Kids in the Hall' event hosted by the Aboriginal Supported Child Development (ASCD) program in July at Squiala Community hall.

There were approximately 140 adults and children in attendance. The team held a bookmark making craft table which was fitting with the event as the ASCD team handed out books to all in attendance. There were over 50 bookmarks made by both children and adults.



Strawberry Freezer Jam

In June, Family Empowerment participants were invited to take part in a strawberry freezer jam making session. Participants made about 4 jars each and were impressed how quick and simple it was to make freezer jam. There were group discussions about other fruits that are able to be made into jams/jellies.

Party in the Park

The Family Empowerment Team represented Stó:lō Health on the Chilliwack 'Baby Friendly Initiative', which supported a welcome environment for breastfeeding moms. The FET purchased a portable and private "breastfeeding lounge" for moms who were not comfortable breastfeeding in public. This lounge traveled to various local events. One being the Party in the Park held over the summer with over 500 plus community members in attendance. FET Advocates helped set up an information booth at this event with a canopy, lounge chairs, foot rest, rug, some coloring pages and crayons for children and information about breastfeeding.

Back to School

In August, the Family Empowerment Team advocates hosted a 'Back to School' presentation for the participants of the Family Empowerment Program. Each participant was given plastic containers and the opportunity to practice creating their own 'lunchables' with healthy choice items. There were door prizes which included items that would assist the participants with back to school such as backpacks, lunch kits, and water bottles.

The event included a discussion about the important things that parents need to remember when thinking about back to school. In discussion were bed time routines and tips so that bed time is not such a challenge but instead a process. Lunch preparation which included pictures of easy lunch ideas, was also discussed.

During lunch preparation, there were discussions on ways to include children, not only to educate them on healthy choices and portion sizes, but also to promote independence in each child to eventually make their own lunches the night before school, freeing up parents to do other tasks. Each parent was given a food pyramid showing what each child needs to have from each food group to have a healthy diet.

The last thing discussed were daily schedules with children in regards to waking times in order to do all the things that need to be done before leaving for school. The presentation was well-received as each participant was very active in the discussions and expressed that they felt a little more prepared for their child/children to return to school.

The Family Empowerment Program also set up an information booth at Sumas First Nation's 'Back to School' barbeque. The community provided a meal and free haircuts to their community members. The Family Empowerment Team advocates set up a duck pond where children could win prizes. It was a great opportunity to spend some fun time with community members.

Canning

The Family Empowerment Team offered a deer canning workshop to participants which was a great success. Attending mothers were able to assist in the prepping process and spent time with experienced canners. Each mom took home a case of quart size deer stew. One lucky mom won our door prize – a pressure canner!



Traditional Parenting

The FET offered 5 Traditional Parenting workshops to our communities. Each workshop was 3 full days or 6 half days. We will be able to offer this program on a much larger scale in the coming fiscal year.

Fetal Alcohol Spectrum Disorder (FASD) Awareness Event

The Fetal Alcohol Spectrum Disorder (FASD) Awareness Day was created by Bonnie Buxton who said, "What if, on the 9th minute of the 9th hour of the 9th day of the 9th month of the year, we asked the world to remember that during the 9 months of pregnancy; a woman should remain alcohol free? And, what if we also asked the world to remember those millions of people who will never fulfill their genetic potential because of prenatal alcohol exposure? At this magic minute in history, could we begin to change the world?"



On September 9, 2015, the Family Empowerment Team hosted a Fetal Alcohol Spectrum Disorder Awareness event located on the Coqualeetza grounds. The event included a catered spring salmon dinner, information booths, door prizes, and 2 young ladies who gifted us by sharing their personal stories of living with FASD. There were approximately 115 people in attendance; 14 of whom were service providers.

The overall goal of the FASD Awareness event was to connect with the greater community to provide awareness about the Family Empowerment program, as well as to have everyone in attendance hear first-hand what it is like to live with the disability.



Aboriginal Mentorship Program

The Aboriginal Mentorship Program, in Partnership with School District 33, continued to provide support to youth from grades 7 to 12. The supports offered to the families through the program were holistic, culturally based and diverse. The program addressed greater familial and social challenges that inhibited success in school and other areas. The Mentorship staff worked with the school district to: identify gaps amongst Aboriginal learners; increase success in school; and, decrease 'drop-out' and low graduation rates.

In addition to keeping youth connected to school, the program was successful in managing youth involvement with youth justice, mental health and addictions. The program continued to grow bigger and stronger, building on a community of school personnel, parents, and youth, all invested in the success of these young people. The community-based approach proved essential for this population of learners.

Wellness Services

Aboriginal Mental Health Liaison Program (AMHLP)

This year the Aboriginal Mental Health Liaison Program (AMHLP) directly helped over 200 clients get the mental health services they required. It was encouraging to see community members become more aware of the program and develop comfort in accessing it.

The liaison worker collaborated with various service providers such as Chilliwack Mental Health, Aboriginal Child and Youth Mental Health, Salvation Army, Fraser Valley Aboriginal Child and Family Services Society (FVACFSS), Xohlemet and Fraser Health to ensure clients had adequate and holistic care. Instruction in various topics such as stress management, anger management and positive changes for a happier life (depression), were given throughout the year.

Aboriginal Support and Crisis Intervention Response Team (ASCIRT)

The Aboriginal Support and Crisis Intervention Response Team (ASCIRT), formerly known as the Aboriginal Suicide and Crisis Intervention Response Team, reflected the wide range of their activity by replacing “Suicide” with the word “Support” in print materials. Although the focus of the ASCIRT program was still the prevention of youth suicide, ASCIRT volunteers networked and built peer connections mainly through their presence as supports in training, education, and events, alongside community members and service providers.

Team members were invited or stepped forward to support individuals, families and communities in crisis or following tragic losses. This was a reflection of cultural upbringing as much as volunteer mentorship and professional development. Volunteers were screened and recruited from community members who demonstrated suitability and commitment through public service at ASCIRT and partner sponsored events. They were then subject to employee policy requirements such as criminal record checks, oaths of confidentiality, core training and regular check-ins and debriefing.



The program and volunteers supported the following annual events: World Suicide Prevention Day, National Aboriginal Addictions Awareness Week, FNHA’s Wellness Initiatives, and the Journey Forward Hospice-hosted Forum. These events have grown and attract more participants each year, with the Journey Forward Forum and training once again capped at 120 participants.



ASCIRT continued to oversee trained facilitators of Applied Suicide Intervention Skills Training (ASIST), SafeTALK, and SuicideTALK; as well, the volunteer facilitators were proficient in best practice in Suicide Postvention for Stó:lō communities. Awareness workshops and training were provided this year for Stó:lō and neighboring communities; Valley Youth Partnership for Engagement and Respect (VYPER); Chilliwack Hospice Volunteers; FVACFSS; and SASET. Many of these workshops were conducted under the supervision of ASCIRT staff whose goal was to develop independent trainers and facilitators from the team to carry out program tasks.

Expanded resources, including the Stó:lō Health Youth Clinic, Short-term, Assessment, Response, Treatment (START), and Kuu-us (Aboriginal Crisis Line) allowed the Coordinator to switch focus from providing one-on-one support to promotion, referrals, and volunteer mentorship and management. There was an increased emphasis on continued training of community members as peer supports and their visibility to youth as safe adult advocates who could assist with access to appropriate life skills, mental health services, and culturally based self-care and wellness.



Increased teamwork, expedited this year under the umbrella of Qwi:qwelstóm and combined with the increased duties and capabilities of ASCIRT volunteers, allowed the team to develop long-term plans for the expansion of the ASCIRT Program. The profile and reputation of the ASCIRT has not been a specific goal, but is an outcome of dedicated community members who increasingly approach the staff and volunteers with their concern for our youth and their families.

Non-Insured Health Benefits (NIHB): Short-Term Crisis Intervention Mental Health Contract Counselling

The Crisis Counselling Program covered short-term crisis intervention mental health counselling as a benefit when no other such service was available to the client. Eligible benefits included the initial assessment, development of a treatment plan, and fees. Mental health benefits were provided by contracted therapists who were registered with a regulatory body from the disciplines of clinical psychology or clinical social work within the province of BC.

	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	
#clients	8	9	9	3	6	10	6	10	5	9	6	8	89
ON	3	7	5	1	3	5	1	4	0	3	4	2	38
OFF	5	2	4	2	3	5	5	6	5	6	2	6	51
Grief	2	0	0	0	0	4	0	3	3	2	0	1	15
Loss	2	0	0	0	0	4	0	3	0	2	0	1	12
Depression	2	3	5	1	2	5	2	2	6	5	1	2	36
Trauma	3	4	3	0	1	1	3	1	2	0	0	1	19
Anxiety	4	4	2	2	5	3	3	5	3	3	3	7	44
Stress	2	2	1	1	0	0	2	5	2	2	0	2	19
Panic	0	0	0	0	0	0	0	0	0	1	0	0	1
Anger	1	0	1	0	0	3	1	0	0	2	2	1	11
Family crisis	1	4	1	0	1	0	0	2	2	1	0	1	13
Other	0	0	0	0	0	0	0	0	0	0	0	0	0

Community Wellness Workers (CWW's)

The Community Wellness Program (CWP) was delivered to off-reserve self-identifying Aboriginals and to the following member communities: Skawahlook, Shxwhà:y Village, Skowkale, Tzeachten, Popkum, Yakweakwoose, and Aitchelitz First Nations. The CWP included collaboration with surrounding reserves for events such as health fairs, or fulfilling specific presentation requests related to wellness.

Clients were referred from other agencies or self-referred to the program and underwent an intake session to determine the fit with a Community Wellness Worker (CWW), Mental Health Liaison or another appropriate service provider. The CWW's offered one-on-one visits with clients either in their home, at the Health Services office, or another place of choice (such as in the community, coffee shop, walk and talk, etc.) They also assisted with individual and group wellness plans in relation to mental health and addictions, within a holistic medicine wheel approach.

The Community Wellness Team continued to obtain up-to-date "train the trainer" training in order to provide a variety of supports for individuals' holistic wellness plans and group/ community workshops (i.e. Respectful Relationships and Applied Suicide Intervention Skills Training). The length of service was determined by the community member aided and their stages of wellness. Progress was constantly reassessed by the community member to ensure they were moving forward on their wellness path.

The CWW's were active in the communities and provided various workshops based on the community needs and requests. These workshops included: lateral kindness, transforming anger, holistic wellness, budgeting, elder abuse awareness, grief and loss, kid's wellness, organizing and multitasking, healthy choices, concurrent disorders, mental wellness and healthy living workshops.

The CWP was successful in working with several elders by providing supports to ensure the health and wellness of those Elders. Two Elders Gatherings were held in 2015-16 fiscal year and the Elders offered important feedback and recommendations for the youth's mental wellness (i.e. traditional values and cultural activities).

While sitting on the development committee with the BC Schizophrenia, the CWP assisted with the development of their "Strengthening Families Together, First Nations Edition". This community based training/educational workshop was co-facilitated and offered to community members who had family members with mental health concerns. Sharing training opportunities created continuity of service for community members.

The CWP continued with the news column in the "*Sqwelqwels Ye Stó:lō*" newsletter called "SSA Pet Wellness (PW)", and connected service providers with communities in order to hold pet wellness clinics. The team successfully worked with the community to raise funds to help support the well-being of our community members. These pets were, at times, the only support the community members felt they had.

The CWW's connected with the Care Committees in the area. The Care Committees held quarterly meetings and when needed, supported parents or family members in their wellness and healing in order to get their children either with them or with family. While working with family members, the Care Committee also ensured cultural connection from the children to their community and roots and family members.

Participation and collaboration with the Chilliwack Healthier Communities (CHC) Opening Doors Task Team (ODTT) created relationship building with over 50 represented agencies/service providers within the area of Chilliwack. Monthly meetings and connection aided in the two-way support networking to keep "every door is the right door" approach, navigating the client through services and contacts that may be beneficial for their particular situation. Most times clients had layers of challenges, in addition to addictions, by networking, the CWW's were able to not only identify and support their ongoing wellness, but were able to connect them to an even wider variety that was available to them in areas that were not related to addictions or health.

The CHC collaborated with the CWWs and the local delegated agency to bring a 4-part training series which identified the reconciliation movement and brought understanding and awareness to some of the partners and services in the area that work with the Aboriginal population. Training topics included: Cultural Roles and Responsibilities, First Nations Historical Impacts, Understanding the Effects of Trauma, and Learning Attachment Theory.

Qwí:qwelstóm (Justice)

This year Qwí:qwelstóm became a part of the Health Department and focused the year on unifying the team and integrating services when applicable. The program continued with its to address the over-representation of Aboriginal people in the Canadian Judicial System.

The core of the work stemmed from criminal files referred by the Royal Canadian Mounted Police (RCMP), Crown Counsel and community members. Qwí:qwelstóm opened 125 new cases last year and were busy with clients and circles.

Client engagement and expertise in arranging and hosting circles continued to evolve with the help of the Elders. Qwí:qwelstóm had 100 circles, 35 meetings including ceremonial and 1,000 hours of correction meetings/teachings and crafts during the fiscal year. Elders were utilized in all the circles and also attended meetings to help the program. The process continued to grow with the help of the community and Elders. Stó:lō Service Agency also mentored many communities throughout Canada as these communities worked on setting up their own process.

Respectful Relationships Program

This fiscal year, a number of men graduated from the 10-week Respectful Relationship program. The course provided a variety of methods to communicate when encountering conflict in relationships.

Community Gatherings

Qwí:qwelstóm held 3 community information sessions, as well as an Elders Gathering over the 2015-16 fiscal year. The theme of the gathering was 'Returning to our Teachings' and was held at the Leq'á:mel First Nation community hall. The Gathering had over 25 participants from all over the traditional territory. All Elders were thanked and honored for their wonderful work throughout the year. It was unfortunate that the gathering was not as well attended because of a wind storm and many people were stranded at home without power. Fortunately, the extra food was donated to communities in need due to power outages.

Shxwt'am:etsel Family Services

Shxwt'am:etsel Family Services included the Aboriginal Supported Child Development (ASCD) program, Aboriginal Infant Development (AID) program and Family Support who all worked together as one team.



Aboriginal Supported Child Development (ASCD) Program

The Aboriginal Supported Child Development (ASCD) program continued to serve children who were aged 3 – 12, who had developmental delays and attended Early Childhood Programs in their community. This program was designed to provide early intervention, supports and strategies to families and daycare providers so that these children could be included and participate in developmentally appropriate activities in their childcare settings. Over the year, the program served 140 children in the Chilliwack, Abbotsford and Mission areas.

There were close to 3,000 hours of linkage and brokerage provided to the consultants over the course of the year. Linkage and brokerage consisted of consultation, assessment, communication, documentation and home and centre visits. Of the 140 children on case load, there were 42 children in foster care placements, 14 being raised by family members and 19 in single parent homes. The most common reason for referral to the program was behavioural concerns followed by socio-emotional concerns and language delay.



Some of the highlights for the team were:

- The parent /caregiver – child play group held in partnership with Aboriginal Infant Development (AID) program which expanded to include Abbotsford families. The group was held 3 times for 6 sessions each.
- Kids in the Hall, annual Literacy event, which was well attended at Squiala Community Hall with over 100 participants. There were many fun activities for the children and each family took home at least one book per child to enjoy reading with their child.
- Mission ASCD partnered with Mission Association for Community Living (MACL) and the Early Years Hub to provide a couple of great workshops for parents and childcare providers on fine motor development along with the importance of play in early childhood.
- The Family Wellness group was a big success in Chilliwack with an average of 12 participants and some interesting topics and speakers.
- Traditional Parenting was held in both Mission and Chilliwack in partnership with the Family Support worker.
- Attended the British Columbia Aboriginal Child Care Society's Annual conference together as a team and participated in some excellent workshops.
- Staff participated at 2 different Aboriginal Day celebrations and hosted storytelling along with other children's activities.
- Assisted with the first ever Family Day Powwow at Tzeachten First Nation for 2 days on the Family Day long weekend.
- Hosted a new group that targeted the 12 – 19 age range during Spring Break which was very well attended. The group's focus was healthy living and nutrition. The feedback from parents was excellent.
- Kindergarten Transition Activities for parents were held in all regions to assist with a smooth transition to kindergarten for our eligible children.



Along with positive partnerships within the agency, the program also enjoyed positive working relationships with many outside agencies such as Child and Youth Mental Health, Fraser Valley Child Development Centre, Fraser Valley Aboriginal Child and Family Services Society, School Districts, Regional Coordinators groups, Early Family Literacy Committee and the External Advisory Committee of the UFW for the Bachelor of Arts – Child and Youth Care (BACYC) program.

Family Support Worker Program

The Family Support Workers (FSW's) worked in collaboration with the ASCD/AID programs to assist on and off reserve First Nations, Metis and self-identified Aboriginal families with children 6 and under, with meeting the basic developmental needs. The program served 44 families in the Abbotsford, Mission and Chilliwack areas over the 19 months of operation and provided education by way of parenting classes and one-on-one mentoring sessions.

The FSW's provided 4 six-session drop in programs along with 4 six-session 'Traditional Parenting' groups and an outreach program that visited 6 reserves over the summer. The team was involved in the 1st Annual Family Day Powwow and took part in all of the ASCD/AID program events bringing programming rich in culture and tradition.

This program was also able to provide home visits to families on a monthly basis and provided regular screening and made referrals to outside agencies. Transportation to appointments and groups was also provided. During home visits, parents learned about their child's development along with different strategies to parent their children in a positive way thus building their own self confidence.

Unfortunately, although we met the criteria for further funding, the resources provided by MCFD were exhausted and our contract for these positions was not renewed for fiscal year 2016-17.

Aboriginal Infant Development (AID) Program

The Aboriginal Infant Development (AID) Program here at the Stó:lō Service Agency Health had another busy year serving 108 Aboriginal families with children in the 0 – 3 age range who had or were at risk for developmental delay. The program provided resources and strategies to the families of these children in order to enhance their development and ensure that they got the services and therapies that they needed as early as possible.

Over the course of the year there were 1040.5 hours of in-home services along with 357 hours of joint visits with other community professionals like Speech Therapists, Occupational Therapists or Physical therapists. Along with the home visits and therapy visits, the consultants checked in with clients on a regular basis through telephone calls. There were 326.75 hours spent talking with families on the phone in between contact.

Out of the 108 children that were on case load, 42 of them resided in foster care placements. Approximately 30% of them were raised in single parent homes and very few actually lived on reserve. Over the years, we have reached out to our communities by attending Health Fairs and connecting with community members as much as possible.

Some of the highlights for the 2015-16 fiscal year were:

- A collaborated effort with the Family Support Workers, ASCD and our ECD programs to provide outreach activities to some of the on-reserve communities: a visit to the communities to provide child friendly activities, snacks and small giveaways.
- The Parent /Caregiver Child playgroup in Mission expanded to include families from Abbotsford. It ran 3 sessions of 6 playgroups and had great attendance each time.
- Traditional Parenting classes in partnership with our Family Support Workers, were provided.
- Assisted with the very first Family Day Powwow held at Tzeachten First Nation on the Family Day long weekend.
- ASCD/AIDP and the Family Support workers raised over \$900 through a Christmas fundraiser to provide toys and treats to some of the families.
- A couple of successful Variety Club applications this year helped to buy orthotics for one child and some extra speech therapy for another child.

The program continued to enjoy positive working relationships and partnerships not only within the organization but with outside agencies such as the Fraser Valley Child Development Center, Mission Association for Community Living, Fraser Valley Child and Family Services, Child and Youth Mental Health and Fraser Health.

Stó:lō Dental Clinic

MISSION STATEMENT

Our mission is to provide the finest dental care, in a state of the art environment, based on mutual trust and excellent patient care.

With compassion and understanding, we strive to deliver this treatment in a most gentle manner.

The Dental Clinic continued to operate successfully as production steadily increased. The office chart audit continued to be an ongoing process. One of the main tasks was the organizing of the recall system ensuring patients remained current in the computer, as well as entering approved or denied treatment received from NIHB and subsequently scheduling their appointment.

MONTH	MONTHLY PRODUCTION											
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
April	0	31,274	31,742	38,703	39,890	36,340	37,057	44,131	48,216	46,698	56,345.00	43,619.90
May	0	29,442	41,320	29,314	31,522	35,508	41,513	44,157	40,789	45,626	42,495.00	
June	0	36,876	30,563	28,468	41,304	34,525	29,363	42,916	36,338	40,109	37,491.00	
July	8222	31,564	38,756	38,692	32,353	34,532	44,698	41,758	47,691	39,717.00	49,753.77	
August	13048	32,344	31,679	29,615	36,315	26,250	36,485	47,251	36,671	33,629.00	42,507.90	
September	20129	29,411	32,000	32,822	37,367	39,672	34,213	36,866	42,031	52,551.00	43,852.58	
October	22307	36,565	34,361	30,617	31,864	30,934	35,603	53,021	48,253	45,507.00	49,309.68	
November	16465	33,418	33,101	27,366	36,294	34,103	42,796	46,153	39,389	43,551.00	39,966.71	
December	14968	23,402	18,844	23,635	29,999	25,126	35,027	29,433	34,391	38,059.00	43,417.10	
January	24456	30,145	31,713	34,706	39,245	31,103	29,734	45,019	38,682	42,634	43,799.71	
February	25336	31,836	24,095	36,748	31,543	31,841	50,804	37,150	36,258	36,258	45,375.34	
March	36542	30,609	30,062	31,330	41,317	46,067	46,801	38,053	43,658	42,658	45,066	
Avg. per month	15,123	31,407	31,520	31,835	35,751	33,833	38,674	42,159	41,031	42,249	44,948	
	181,473	376,886	378,236	382,016	429,013	405,999	464,094	505,908	492,367	506,997	539,379	

The Dental Clinic was fortunate to have many loyal patients. Many of whom were long-term and have been with the clinic since it opened. The no-shows continued to be an issue however, the number of walk-ins increased.

The clinic was represented at local health fairs where it promoted the importance of achieving and maintaining good oral health and practicing good oral hygiene.

In August 2015, the Dental Clinic celebrated its' 10th year of operation. A celebration of a meal and door prizes was enjoyed in the longhouse. It was a proud moment and a good time was had by all!



Stó:lō Elders Lodge (SEL)

The Stó:lō Elder's Lodge (SEL) entered its 8th year of 24/7 continuous care with the beautiful 15 suite assisted living facility. The lodge was at full capacity for the majority of the year with 16 tenants.

The SEL staff were committed to providing a healthy work environment as well as professional development in historical impact and trauma, lateral violence, self-care, medication administration refresher, CPR and food safe.



In partnership with the Permaculture Guild, the SEL community garden received a new design to support food security. The Permaculture Guild received a \$4,000 grant for edible fruit trees to be planted in the garden.

Stó:lō Elders Lodge staff supported the School district # 33 work experience program by providing a location for students to complete their hours needed for graduation.

Stó:lō Aboriginal Skills and Employment Training (SASET)



Stó:lō Aboriginal Skills and Employment Training (SASET) continued to provide employment and training services to first nations' individuals who are status/non status, on/off reserve and Inuit regardless of their place of origin in Canada, that are residing within the catchment area which extends from Surrey to Boston Bar (both sides of the Fraser River) and the three communities of Samaquam, Skatin, and Xa'xtsa. In 2015, SASET was requested by Lil'wat and N'Quatqua First Nations to provide interim Aboriginal Skills and Employment Training (ATEP) program services to their regional areas.

SASET provided employment counseling services throughout the catchment area with the following services offered by certified employment counselors who were able to assist with career decision making; skills assessments, labour market information, job search, developing resumes and cover letters, interview skills, photocopying and faxing, job posting board, resource library, education and training information and development of essential skills for specified trades development. Employment counselors also assisted with applications to short and long term skills training and transition to work supports when clients met criteria to access funding for skills training and development.

The SASET Outreach Employment Services employment counselors kept regularly scheduled hours in the communities of Boston Bar, Spuzzum, Yale, Chawathil, Cheam, Scowlitz, Katzie, Kwantlen, Leq'á:mel, Tzeachten, Soowahlie, Shxwhà:y Village, Shxw'ow'hamel, Squiala, Skwah, Matsqui, Sumas, Mission Work BC, Mission Friendship Centre, Free Reign Associates in Hope, Triangle Employment Services in Abbotsford, while also providing full time employment services at SSA and Surrey Aboriginal Training & Employment Cooperative and the Employment Resource Centre in Mt. Currie/Lil'wat, which provides outreach services to Samahquam, Skatin and Xa'xtsa. SASET provided funding for full time employment services to Seabird Island and Sts'ailes First Nations. Clients were welcome at any of the employment services offices in the catchment area, regardless of residence within the catchment area.

Over the 2015-16 year SASET served 1756 clients, and of those clients, SASET is proud to report that 1010 individuals found employment and 428 returned to school. Full time employment services were provided at:



Stó:lō Service Agency



Seabird Island Band



Sts'ailes First Nation



Surrey Employment Cooperative

In SASET's interim service agreement to Lil'wat/N'Quatqua, employment services were provided the last three quarters of the 2015-16 fiscal year, opening an Employment Resource Centre and providing services to 163 clients in N'Quatqua and Lil'wat, seeing 49 individuals employed and 10 returning to school. Outreach services for Skatin, Samahquam and Xa'xtsa were also administered through this Centre along with the coordination of numerous employment training programs.



Mt. Currie Employment Resource Centre providing services to Lil'wat, N'Quatqua, Skatin, Samahquam and Xa'xtsa

Through SASET's Service Canada funding agreement, SASET administered the "Skills Development/Vocational Funding" which provided support to participants who qualified under the funding criteria of the Transition to Work, Short and Long Term Training opportunities. SASET assisted 67 participants with Transition to Work supports, 40 individuals with Short Term Training, and 56 individuals with Long Term Training. A total of 163 clients received assistance from this funding category in their move forward to employment and of this number 97 returned to school and 92 of these individuals were employed (included in these stats are Skatin, Samahquam & Xa'xtsa).



First Aid Certification

General Construction

Examples of Transition to Work Training & Supports

- Occupational First Aid Level 1
- Transportation/food vouchers/work clothing

Examples of Short Term Training:

- Construction Safety Officer
- First Aid Levels 2 and 3
- Skid Steer
- Forklift
- Food Safe
- Serving it Rite
- Basic Security Training
- Workplace Hazardous Materials Information System
- Pesticide Applicator
- Traffic Control Training

Examples of Long Term Training:

- Automotive
- Bookkeeping for small business
- Class 1 Drivers Training
- Culinary Arts
- Community Support Worker
- Construction
- Electrical Levels 2 and 3
- Environmental Resources Technology
- Family & Community Counselling
- Forestry Technician
- Hair Design
- Heavy Equipment Operator
- Resort Management
- Veterinary Assistant

Through the interim agreement for Lil'wat and N'Quatqua in the 9 months of service delivery, SASET provided funding for 1 **Transition to Work**, 62 individual **Short Term Training** and 2 **Long Term Training** applications. From the 65 individuals served in these categories 56 were returned to school/training and 10 were employed.

Through the Mt. Currie Employment Centre serving Lil'wat, N'Quatqua, Skatin, Samahquam and Xa'xtsa, the following training programs were conducted: **Customer Service/Hospitality** certification program in partnership with Mt. Currie Employment Assistance Services (EAS), Work BC and Whistler Chamber of Commerce (26 individuals received various employment certificates, resulting in employment in the area); **Justice Institute of BC Basic Security Training Level 1** held in Xa'xtsa, N'Quatqua and Lil'wat (26 individuals received certification); 11 individuals completed their **Advanced Security Level 3 Certification, Occupational First Aid Level 1**; 12 individuals completed their **Occupational First Aid level 3 Certification**; 12 individuals completed their **Forestry Foundations Program** – resulting in **Targeted Wage Subsidies** for 6 individuals at Lizzy Bay Logging, Douglas College/**Career Development Practitioner Training, NVIT/Environmental Technician Monitor Certification, Spring Break Youth Employment Program, Targeted Wage Subsidies** for Lil'wat Forestry Venture. Each training program where applicable provided safety gear to ensure safety standards and proper gear individuals require to be ready to work.

SASET, in the catchment area from Surrey to Boston Bar and Samahquam, Skatin and Xa'xtsa communities funded 27 communities/organizations for **Summer Career Placements** providing 102 secondary and post-secondary students with summer employment opportunities. SASET also funded 19 **Targeted Wage Subsidies** in various communities providing 28 employment opportunities that assisted communities in training individuals that would grow into full time placements in work experience such as Campground Project Managers, Admin Assistance, Housing Clerks, Education Assistants, Payroll/Financial staffing, Maintenance staffing. **Direct Course Purchases, Labour Market Information Studies, 6 Youth Initiative Projects** provided 101 employment/training opportunities to youth, 2 **Work Place Based Training Projects** for 7 individuals to assist in the financial development capacity for the organizations that received funding.



Chain Saw Certification

Warehousing Program

Firefighter Certification

Youth In Trades

In July 2015, we held the fourth annual Youth in Trades work experience. Funding was received from SASET to host this “boot camp” style work program for youth that are returning to Secondary School in September. There was an overwhelming response of applicants for this program and via resume submission and interview, 24 participants were selected for the Summer Career Placement, employment opportunity.



Construction/Carpentry



Culinary

The Program was 6 weeks in duration and commenced with the group completing a week of employability/life skills training, including introduction to workplace policies and labour codes, along with discussion of safe driving/restricted licenses and the importance of obtaining and maintaining their driver’s license. Certificates achieved were Food Safe, Workplace Hazardous Materials Information System (WHMIS), First Aid and Fork Lift Operating certification, leading into a week in a “boot camp” style hands on work experience in each of the following fields of Culinary, Automobile Mechanics, Welding and Construction/Carpentry. At the end of the program most of the participants had a better idea of the trade they wanted to pursue. Hours accrued during the program were credited to their apprentice/work hours.



Automotive



Welding

Youth in Trades Participant (2015) - Attached is a letter received from one of the participants in the Youth in Trades Program who recently completed Grade 12 and is planning to go to University of the Fraser Valley (UFV) in September of 2016 to go into Carpentry.

“In the summer of 2015, I took a six week Youth in Trades Program sponsored by SASET and UFV. The six week program consisted of the group attending one week courses at UFV. The courses were Carpentry, Welding, and Automotive. Two weeks consisted of the group taking the tests for basic first aid, food safe level one, WHMIS, and our learners to operate a forklift. It was through taking these one week programs that I found an interest in carpentry.

I have always had an interest in working with wood and building things such as benches, cutting boards, paper towel holders, and the odd forts in the bush. In taking the carpentry course at UFV, I made a step stool and in the process, learned how to operate different saws, measuring, designing your project, learning patience as you have to wait for glue to dry, and being patient in your building technique so your design does not fall apart after you have put it together. It was in this one week program that I realized that I enjoyed a more advanced process of working with wood, and I would like to enter the Carpentry program at UFV to pursue a career in carpentry.

I went to UFV to find out the requirements of entering the Carpentry program, and I am waiting for a response to get into the program. The program is 34 weeks and all I need to bring in is my Grade 12 report card to determine if I need to upgrade my math and English. I am hoping to get into Carpentry by September 2015, and am applying to SASET for funding. If I need to upgrade my math and English, I will register at UFV to do my upgrading and will apply to the Carpentry program in 2017.”

Sincerely,
Dylan Hugh

SASET Culinary Program

The SASET Culinary Arts Pre-trades program, which is funded in partnership with the Ministry of Advanced Education: Aboriginal Training Employment Program/Vancouver Community College and BladeRunners, was designed to provide clients with an introspective look into the culinary arts as a viable means of employment.

The 16 week employment skills based culinary program explored the fundamentals of culinary theory with solid practical application for skills and techniques training. More importantly, it established employment skills that were required to enter the arena of trades training. Since April 1, 2015 SASET had 36 individuals enrolled in this program, with 20 completing the program, 23 employed of which 4 individuals are completing their apprenticeships. The program had an 82% employment rate from its graduates and exceeded the provincial employment expectations.



July 2015 graduating class



March 2016 graduating class

BladeRunners Program

The BladeRunners program enjoyed a high success rate and is one component of the Province's strategy to address labour shortages and increase the active participation of Aboriginal people in BC's economy. The objective of BladeRunners is to train/place at-risk youth in permanent employment in construction/other industries, and to provide additional support to enhance their career potential. Services for BladeRunners is provided through the Foundation Program followed up with the Enhancement Program. The Foundation Program provided unemployed, at-risk-youth with ongoing support, job readiness skills, and work-place training so they could overcome barriers to employment and achieve long-term attachment to the workforce.

There were 96 aboriginal youth between the ages of 18 and 30 that participated in the BladeRunners Program in the Chilliwack and Surrey locations during the fiscal year. As of May 31, 2016, 53 of these participants were employed, 26 participants were conducting active job search or awaiting start dates for new employment, and 17 participants returned to school for further training.

The success of this program is due in-part from the funding that is provided by the Canada – British Columbia Labour Market Agreement and ACCESS.

The various programs that SASET BladeRunners offered during the period of April 1, 2015 to March 31, 2016 are as follows:

CHILLIWACK			SURREY		
		# participants			# participants
May 2015	Culinary Arts	6	April 2015	Construction	12
Sept 2015	Office Admin	3	July 2015	Customer Service	10
Oct 2015	Warehousing	6	Sept 2015	Construction	6
January 2016	Construction	7	Nov 2015	Warehousing	13
Feb 2016	Customer Service	9	Jan 2016	Construction	7
March 2016	Construction	2	Feb 2016	Operator Training	3
			March 2016	Construction	12
TOTAL		33			63

BladeRunners Success in Warehouse Training



This training program included a 3 week work practicum at the end and Harry was able to obtain a position with Rimex Supply Ltd in Agassiz. Not only did he gain valuable work experience, but he made an excellent impression on the employer. In the second week of his practicum, Harry was told by his supervisor that there was no position available for him after the practicum, but the company didn't want to lose him, so they said they would find something for him to do. Harry is still employed with Rimex!

It is an amazing thing to watch someone overcome their barriers to employment with simply the right attitude and the drive to succeed. Congratulations Harry! It was great to have you in the program!

BladeRunners Success in Construction



Sheena came into the BladeRunners Construction program which started April 13th, 2015 with the recommendation from a friend. Sheena's friend, Crystal, took our BladeRunners program last year and has been working full time as a Traffic Control person. Crystals' progress and success inspired Sheena to take this program and follow in her friends' footsteps. Sheena attended every day and was a motivator of the group. She is a young, strong individual who seeks to fulfill her goals. Since the program finished she has been working full time as a Traffic Control Person for Tyam Construction and thriving. She wants to get further training and is currently looking into getting her level 3 first aid training.

First Nations Jobs Fund

Service Canada and AANDC introduced 3 pilot projects in BC to provide Enhanced Service Delivery to Income Assistance clients between the ages of 19 and 24. Seabird Island Band was contracted by AANDC to deliver the Enhanced Service Delivery (ESD) portion of the program to the communities of Union Bar, Seabird Island, Chawathil, Cheam, Squiala and Shxw'ow'hamel First Nations.

SASET was contracted to deliver the First Nations Jobs Fund (FNJF) portion of this partnership which provided skills training when a client has been referred from the ESD. Clients who accessed this program were expected to be meaningfully employed and exited from Income Assistance within an agreed to timeframe or they would lose their Income Assistance benefits.

Construction Certification Program

There were 3 Construction Certification Programs facilitated by Douglas College this fiscal year with 32 individuals enrolled. The programs were held in Surrey, Chilliwack/Stó:lō Service Agency and Scowlitz First Nation. The Program included industry specific essential skills for introduction to the construction workplace. Actual industry materials and scenarios were utilized in all components. Topics covered included: Industry overview, essential skill requirements in shipyards and construction sites, basic industry terminology, BC Construction Regulatory Framework, 'Your worksite and the Law', personal protective equipment, workplace hazards, WHIMIS, emergency response, ladders and scaffolding, mobile equipment, excavating and trenching, defensive driving, fall protection, fork lift training, aerial boom/scissor lift, first aid and transportation endorsement, skid steer and traffic control certification.



Scowlitz Construction Program



Surrey Construction Grads

Construction/Stó:lō Nation

Stó:lō Research and Resource Management Centre (SRRMC)

Cultural Heritage and Archaeology

In 2015-16 the archaeology/cultural heritage team completed over 30 heritage overview and impact assessments, mitigations, and cultural monitoring projects. Their work as stewards helped protect and preserve Stó:lō heritage. They continued to 'occupy the field' of heritage resource management within the framework of the Stó:lō Heritage Policy, in the service of the Stó:lō community.

Projects:

H2013-05 Kinder Morgan TLU-TEK
H2014-07 Jones Lake AIA
H2014-42 Winona Road Slesse Park Mounds Chilliwack River Valley
H2015-05 Vedder Bridge Replacement AIA
H2015-12 Tolko CF25 CF40 blocks PFR
H2015-16 Skweahm 10 AIA
H2015-17 KMEP Coquihalla CHOA
H2015-18 Skowkale Archie Property AIA
H2015-21 YFN Community Sanitary Sewer Monitoring
H2015-23 Skweahm 10 Additional Assessment
H2015-24 Brandrova Agassiz Quarry AIA
H2015-25 Jones AIA
H2015-26 37350 Atkinson Road AOA
H2015-27 Skawahlook Arch Assessment
H2015-29 BCTS PFR Bench Road
H2015-31 CFLP SB4 AIA
H2015-32 Armstrong Sand & Gravel CHOA
H2015-33 McTaggart St Subdivision AIA and Monitoring
H2015-36 Marshall Ravine AIA
H2015-37 Hunter Creek PFR
H2015-38 Jones Lake Blocks SHN600, 603-607, 610
H2015-40 Hunter Creek Run-of-River AIA
H2015-44 Skawahlook Additional Arch Assessment
H2015-45 Chilliwack Mountain AIA
H2015-46 McKenzie Road Quarry (602069)
H2015-47 Bristol Island Rip Rap Fraser River
H2016-03 Communication Site Steelhead Mission (602227)
H2016-04 Vedder Bridge Monitoring
H2016-05 Skweahm and Holachten AIA
H2016-07 Leq'á:mel Pit House Holatchen AIA
H2016-08 Vedder Mountain Parking Lot AOA
H2016-09 Hatzic Section 12
H2016-11 Matsqui Dike Stabilization Monitoring
H2016-13 Jones Cutblocks Blowdown

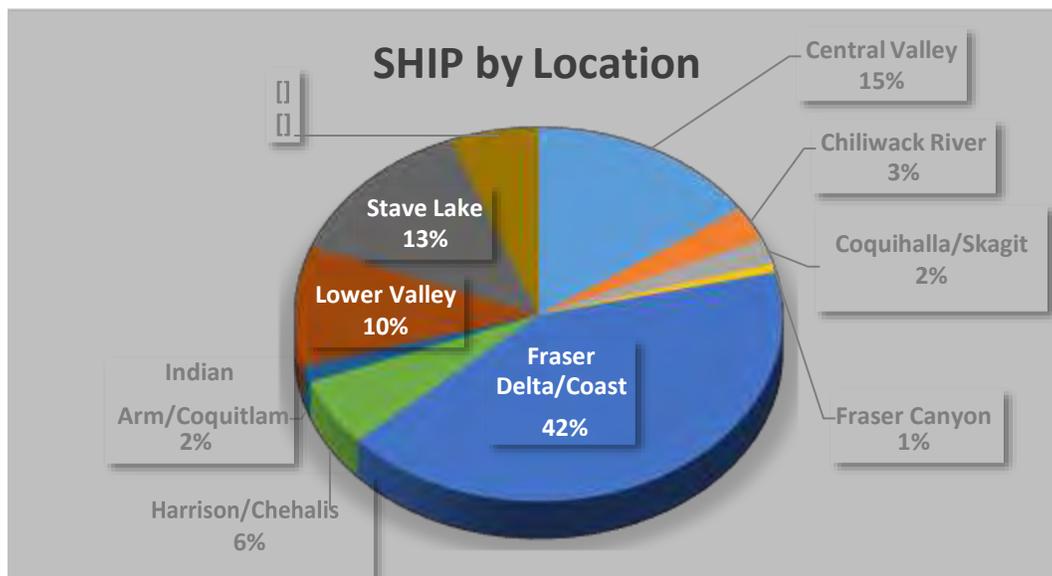
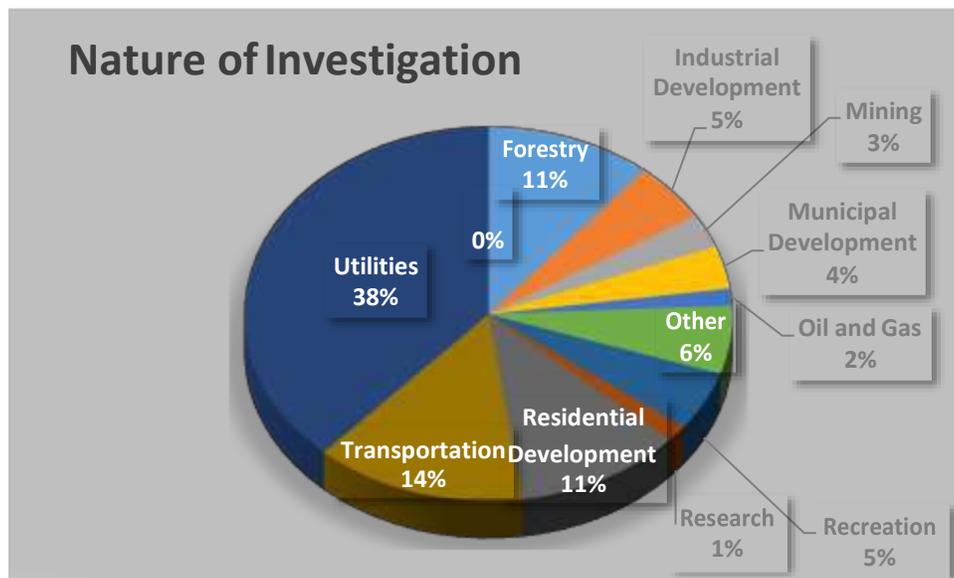
Additional Archaeology Pod activities

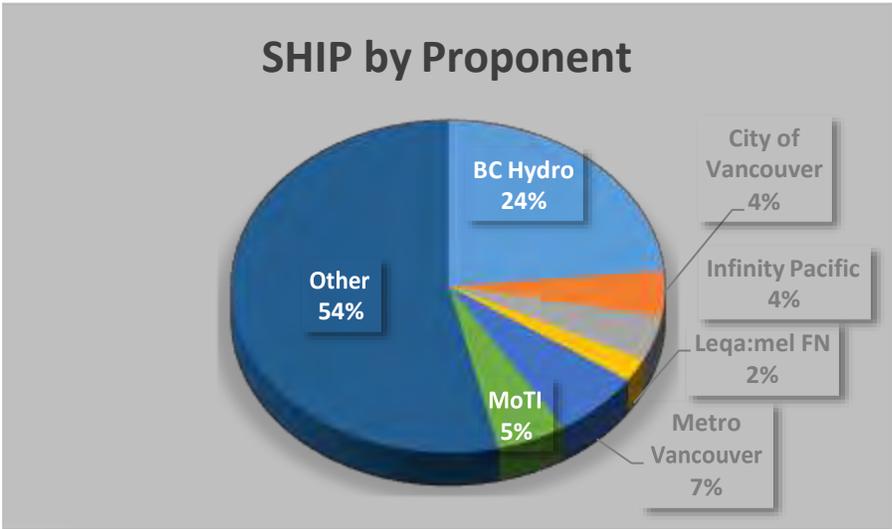
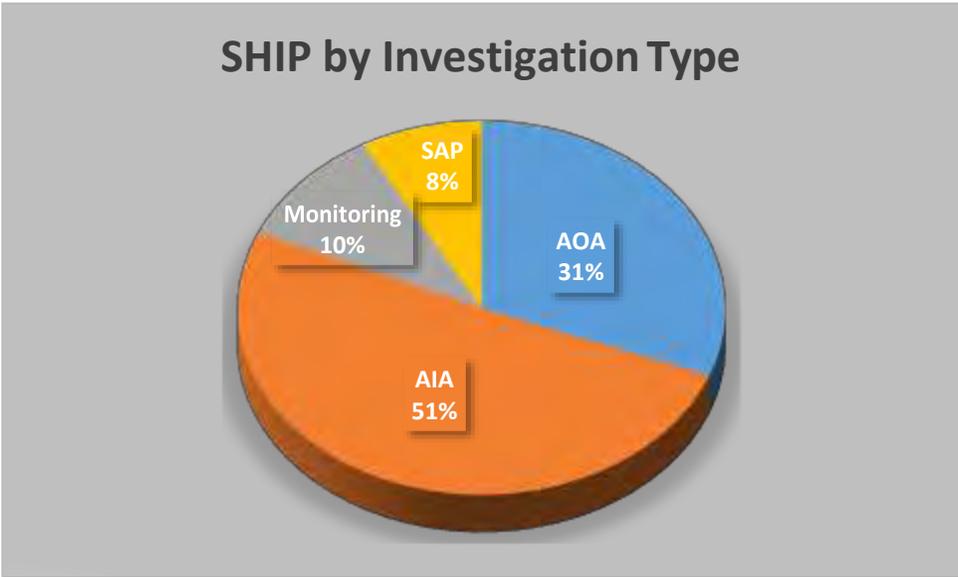
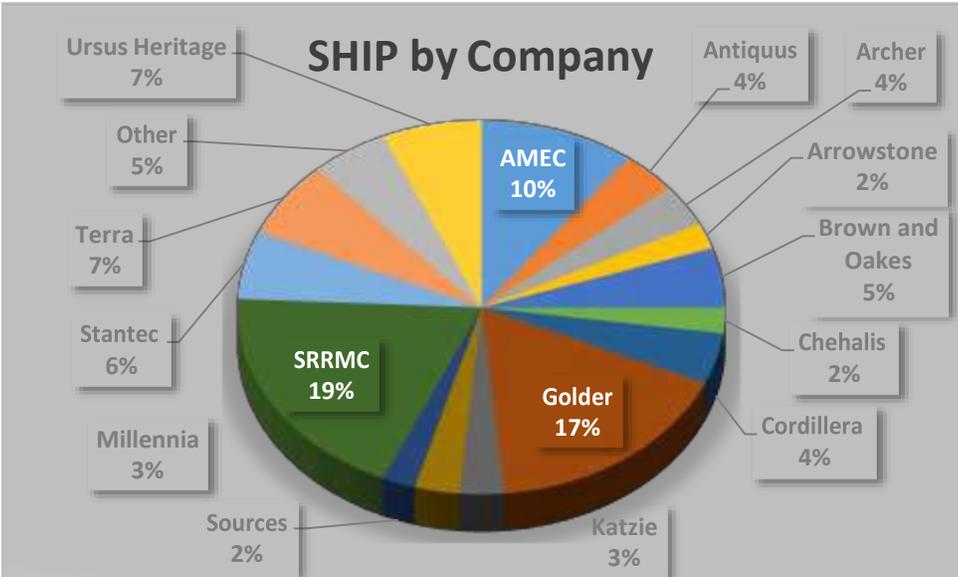
- Archaeological/cultural monitoring and investigations by Stó:lō archaeological assistants with outside consultants
- First Aid certification
- Presentations for communities and conference
- Repository - cataloging, accessioning, upload to RRN, donation and loans
- Outreach - lidar analysis, community engagement

Stó:lō Heritage Policy - Stó:lō Heritage Investigation Permitting (SHIP)

Stó:lō Heritage Investigation Permit Summary March 31, 2015 to March 31, 2016

- 142 Stó:lō Heritage Investigation Permit issued





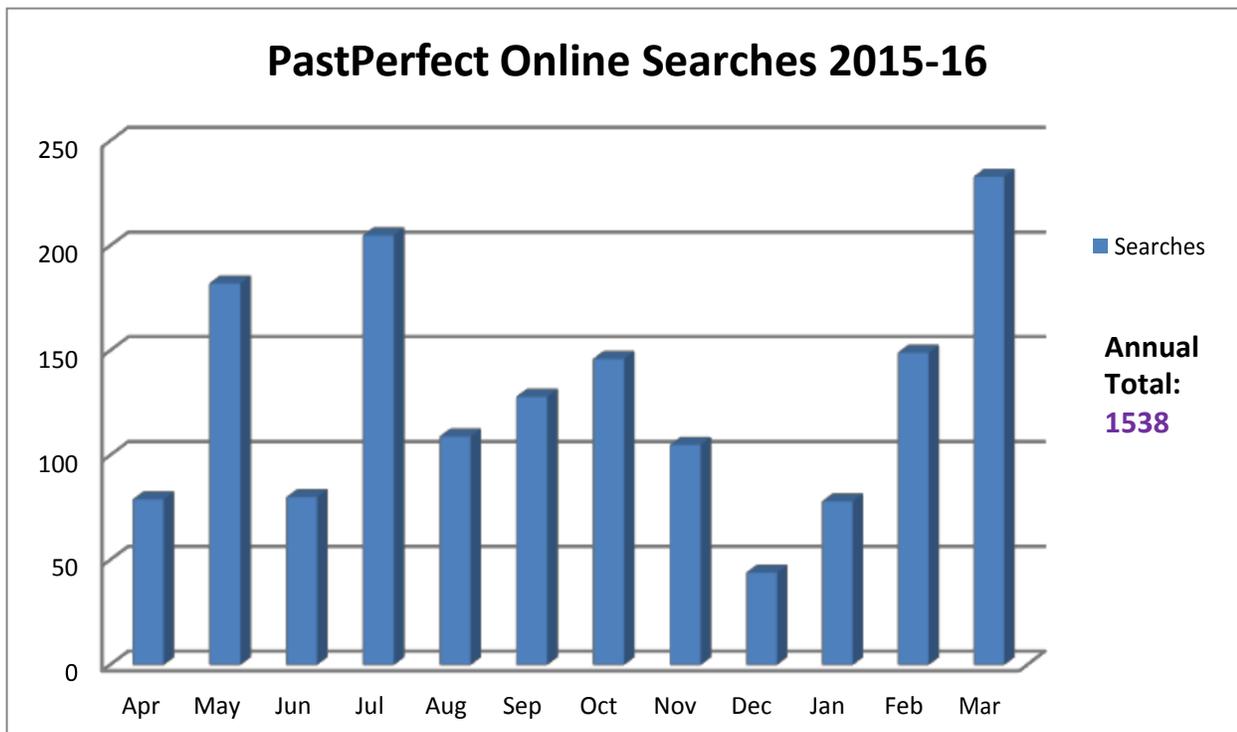
Stó:lō Material Culture Repository

SRRMC heritage and library staff continued to take care of the material culture repository and objects curated there on behalf of the Stó:lō community, past and present. Over 9,500 of the material objects were accessible on-line by way of the Reciprocal Research Network (RRN). There are 23 affiliated museums/institutions in Canada, the United States and England accounting for over 480,000 Northwest coast cultural objects and dozens of project spaces accessible on-line.

Numerous new objects were accessioned into the Stó:lō repository by way of donation and our cultural heritage project activities. Notably, 3 ancient cedar baskets and 1 basket fragment recovered from the water-logged site of Liyomxetel (along Sumas Mountain) in 2002, are now undergoing conservation/curation processes at University of British Columbia (UBC) Museum of Anthropology for the purpose of drying and 'fixing' them so they can be taken out of our water-based/refrigeration system and proudly displayed as fine pieces of Stó:lō basket making from nearly 2,000 years ago.

Stó:lō Archives and Library

The online library catalogue was launched in 2014, providing increased access to the information contained within our collections as we continued to digitize reports and documents. These can be viewed by searching the online database at <http://stolonation.pastperfectonline.com> and clicking on the link to the full-text document. Copyright law governs which documents we are able to upload.

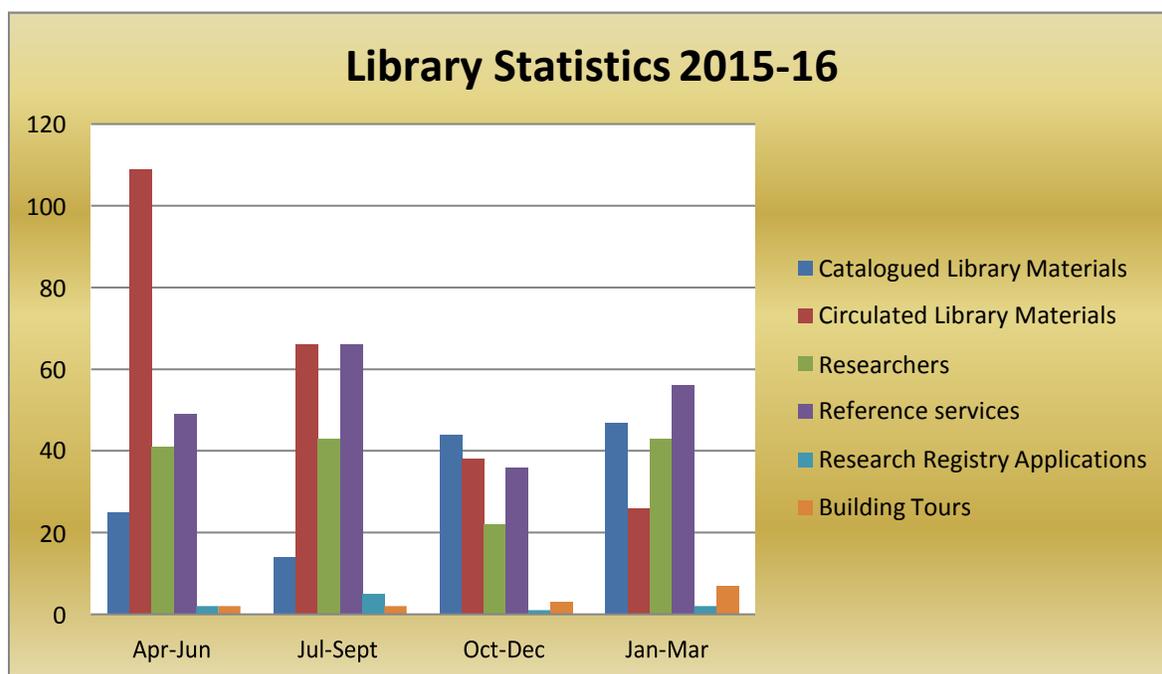


Highlights of collaboration with other knowledge institutions this fiscal year included the Chilliwack Museum request for assistance with a display of Coast Salish basketry and the Library and Information Technology students from the University of the Fraser Valley site visit as part of their course work. Reference services were provided for students from the University of British Columbia’s Creative Writing and Journalism programs; the University of the Fraser Valley’s First Nations Studies, Geography, History, Anthropology and Teacher Education programs; and various other institutions.

Twelve ethno-history field school students were hosted from the University of Saskatchewan and the University of Victoria during May of 2015. The students worked closely with community members to produce reports about war canoe racing, Matsqui I.R. No. 2, historical Stó:lō logging experiences, cultural teachings around birth, the Salish Weaver’s Guild, education, continuing with the Soowahlie research project from 2013, boxing, and the Coqualeetza Indian Hospital. Copies of these reports are available in the Stó:lō Library and Archives and will soon be posted on the website. Many thanks went to the families who hosted the students and provided them with a warm welcome and introduction to Stó:lō Traditional Territory.

Library, archives and genealogy staff provided research and editing support for the Sq’ewlets Virtual Museum of Canada and the Ts’elxwéyew Tribes projects throughout the year.

Digitization of library and archival materials, including oral histories, continued to be a high priority for the library staff. Digitization preserves materials for future generations as well as increasing the accessibility of information in the present.



In conjunction with the Stó:lō Shxweli Language Program, several illustrated Halq’eméylem stories, in addition to a video about the construction of Building 10 and the T’xwelátse story, were uploaded on the youtube channel.

<https://www.youtube.com/channel/UC-SFWBrko3emZRgvxlw5ylw>

Genealogy

Te sqwélqwels te ts'elxwélmexw – the story of the family. Work continued with individuals and communities to compile and preserve family tree information. This fiscal year there were 387 requests for information. Highlights of the 2015-16 fiscal year included completing input for the Sq'éwlets Virtual Museum of Canada and the Ts'elxwéyeqw Tribes projects. Work was also done with Shxwhà:y Village to update their family histories. A new information pamphlet that tells people about genealogy services and a form to streamline requests for assistance with family tree information and research has improved the genealogy department at the SRRMC.

Ancestral names associated with families was gathered and data entered from the 1872 baptism records. There are now 47,116 names in the Family Tree Maker database which is used to create family charts which are available to staff, community members, and non-community members. The charts are used for: family history research; personal knowledge; traditional names needed for the longhouse; obtaining membership; applying for jobs; ID; birth registrations; educational and business grants; assisting Social Workers with their work; and, providing information in legal cases. This fiscal year, 735 individual names and 248 marriages were added to the database.

Other initiatives of the library, archives and genealogy staff included maintaining the ethnobotanical gardens, the SRRMC website, and providing reference for legal cases.

House of Respect Caretaking Committee / Repatriation and Museum Advisory

SRRMC continued to facilitate the multi-community-based Stó:lō Xyolhmet S'olhetawtxw Sq'éq'ip (Stó:lō House of Respect Caretaking Committee). Planning continued for the final step of returning the ancestral remains repatriated from UBC's Lab of Archaeology – the Journey Home Project. Home communities continued to work with the Committee to take care of their ancestors in accordance with the home community's wishes.

The Declaration on Safeguarding Indigenous Ancestral Burial Grounds as Sacred Sites was presented to and discussed by the committee. A 'Journey Home Gathering', to which all Stó:lō were invited, was held on October 23, 2015. The gathering was well attended.

Stó:lō Cultural Education and Tourism

The numbers of new visitors and repeat visitors to the Coqualeetza grounds continued to grow. There were many local tourists, educational groups, organizations and individuals from around the area as well as a slow increase in the number of foreign visitors who walked through our doors. Attendance in Tourism related seminars and presentations contributing towards the understanding of foreign markets and marketing strategies and philosophies are being implemented to see these numbers improving each year.

Kindergarten to Grade 12 (K-12)

The K-12 Nominal Roll count of all Stó:lō on-reserve students throughout our territory was completed in October 2015 and reconciled with Aboriginal Affairs Northern Development Canada (AANDC). Staff provided student support in the form of Homework Clubs, tutoring and academic and Individual Education Plans (IEP).

A summary of K-12 Nominal Roll was as follows: Matsqui (28 students), Skowkale (53 students), Tzeachten (82 students) and Yakwekwioose (17 students) for a total of 180 students. The Chilliwack School District Aboriginal Awards Ceremony was held on May 26, 2016 which honoured 473 awardees in total and 172 were Stó:lō students.

Post-Secondary

The number of 2015-16 post-secondary students from the member bands were:

Aitchelitz - 1 full-time in Diploma Program, 1 fall semester in Bachelor Program

Yakwekwioose - 2 full-time in Bachelor Programs, 1 graduating from a Degree Program in Tribal Governance, 1 fall semester in Diploma Program, 1 part-time Certificate Program

Skawahlook - 1 full-time Diploma Program – graduated from a Policing Diploma, 1 full-time in Master's Program, 1 fall semester in Bachelor Program

Skowkale - 1 part-time fall semester in Diploma Program, 1 part-time winter semester in Diploma Program, 3 in Masters' Programs, 6 in Bachelor Programs, 4 in Certificate or Diploma Programs, and 1 graduating from a Diploma in Social Services

Tzeachten - 1 in Masters' Program, 13 in Bachelor Programs, 1 graduated from Bachelor of Management, 1 graduated from Bachelor of Science, 2 in Certificate or Diploma programs, and 1 graduated from a Diploma in Dance

Longhouse Extension Program (LEP)

The Grade 4 Longhouse Extension Program tours with the Chilliwack School District continued, providing culture and values to fill the Planned Learning Outcomes (PLO's) for the Grade 4 curriculum regarding Indigenous knowledge. This school year, 1991 Chilliwack Grade 4 students from every school experienced our educational tours.

The LEP tours this year had been revamped to infuse more of the BC Teacher Federation (BCTF) curriculum objectives known as Planned Learning Outcomes (PLOs). These PLO's, which few have an indigenous theory, were not quite being met with our tours and Steqó:ye Program. Therefore, the programs were remolded with an education foundation, bridged the curriculum with our values, and created a knowledge based hands-on holistic way of learning for the school district students.

The education programs are now liable for the conduct, curriculum and deliverance with an accredited Educator allowing our program to be viable and to uphold the legality of the education system credentials. This opened up a transparent communication with our communities and School Districts in what was expected from our programs. Strategies were discussed to see what would work for both parties so that both have a clear understanding of the goals - to provide an educational foundation cultural Planned Learning Outcome curriculum initiated by an accredited educator using authentic teaching tools.

Steqó:ye

The Steqó:ye Program is an off-site program where cultural resource workers go to the 32 Chilliwack K-12 Schools. The Cultural Resource workers utilized lessons, mini unit plans, unit plans and semester long projects (i.e. welcome posts, canoes, masks). The mini lessons included this year were cedar weaving, Salish singing and dancing, beading, carving, directive drawing, traditional protocols for gatherings from start to finish (i.e. assembly welcoming, main speakers, floor-managing), ethnobotany, and Sxwōx wiyám storytelling. Along with Aboriginal Days in many of the schools, on-site tours were conducted pertaining to the grade requesting the tour. This school year 178 sessions were fulfilled by the Cultural Education Liaison Workers with entire school participation with 23 Aboriginal Days.

Tourism

Tours were offered at the Shxwt'a:selhaxwxt Interpretive Centre, the Stó:lō Ethnobotanical Garden, the Coqualeetza Longhouse and grounds as well as the Stó:lō Resource Centre and Stó:lō Gift Shop. There were daily tours for people to drop in, group tours, school tours and customized tours for universities and corporations. The focus of the cultural tours was sharing who the Stó:lō are, how Stó:lō lived in the past and how Stó:lō live today.

Visitors walked away knowing the Stó:lō traditional territory and having an understanding of the importance of sxwōxwiyám and sqwelqwel, our ancient and new stories that create our laws, values and protocols. The feedback from visitors continues to be overwhelmingly positive. Dedicated phone lines and email correspondence was enhanced and visitor booking experience improved.

Goals in the upcoming year are to increase revenue from the tours, focus on branding and marketing Stó:lō Tourism through the new www.stolotourism.com and www.stologiftshop.com websites and to create stronger partnerships with Stó:lō Service Agency departments, school districts and other business and organizations in the Fraser Valley. The new websites have direct purchase, email and phone link correspondence capability with the goal of implementing direct booking to a live calendar online in the coming year and see these usage numbers rise and ultimately increase overall tour numbers and service to the visitors.

Stó:lō Gift Shop

The Stó:lō Gift Shop continued to sell local, authentic and Aboriginal hand-crafted items. The wide range of merchandise with local First Nation designs, silver-carved jewelry, local publications such as “I am Stó:lō” and “You are Asked to Witness”, locally made jewelry, cedar weavings, Salish weavings, prints and cards were all very well received. Larger purchases of blankets and products for cultural ceremonies and business events also improved.

There was a strong focus on building relationships with local artists and increasing the number of their items in the shop. There was a yearly increase in locally and regionally hand-made products available for purchase and an artist's information pamphlet and wall display are underway and expect completion this year of this visitor enhancement project. Name brand products such as Manitobah Mukluks, Spirit Bear Coffee and Monague jewelry were well received and were part of the professional and culturally significant approach to the gift shops overall development.

Retail sales numbers improved this year and every product was sold at a profit with consideration to market cost acceptance, wholesale to retail margins and supply and demand. A focus on location marketing contributed to establishing the Gift Shop as a viable option to consider when potential customers are looking to make their gift or culturally significant purchases. Focus on authentic, profitable and professional product availability will remain in the coming year, with increased hand-made and locally created artisan products.

Cultural Experience Series

The Cultural Experience Series, a free public welcome event that shares Stó:lō culture and history, was hosted once a month as an excellent way of building relationships and creating a community of Stó:lō and Stó:lō neighbors. Many of the Cultural Experience Series participants became volunteers and friends. It is becoming a place where Stó:lō cultural teachings and protocols are being practiced and revitalized. The cedar weaving to create a grass skirt was a group project over several weeks and was placed on the welcome figure and very well received.

Cultural Committee

The Cultural Committee met every first Friday of each month. The committee consisted of cultural representatives from internal departments, partners and Stó:lō communities and held semi-formal meetings with a Chair person, agendas and minutes in place. This year the Cultural Committee coordinated the First Salmon Ceremony and Remembrance Day.

Stó:lō Xwexwilmex Treaty Association (SXTA) - Support Services

SRRMC staff, including the Stó:lō Xwexwilmex Treaty Association (SXTA) Treaty Outreach Team, continued to provide technical support to the Stó:lō Xwexwilmex Treaty Association and their on-going negotiations. Currently the SXTA is in Stage Four of the BC Treaty process.

People of the River Referrals Office (PRRO) & Stó:lō Strategic Engagement Agreement (SSEA) Operations

The People of the River Referrals Office (PRRO) continued to receive, review, and report on referrals issued by Provincial Agencies, Federal Departments, and private industry on the behalf of the S'ólh Téméxw Stewardship Alliance (STSA). The STSA is comprised of leadership from the original 14 Stó:lō Strategic Engagement Agreement (SSEA) signatory communities: Chawathil First Nation, Cheam First Nation, Leq'á:mel First Nation, Scowlitz First Nation, Shxw'ow'hamel First Nation, Skawahlook First Nation, Sumas First Nation (each on their own behalf), and Aitchelitz Band, Shxwhá:y Village, Skowkale First Nation, Soowahlie First Nation, Squiala First Nation, Tzeachten and Yakweawkwoose First Nation, as represented by Ts'elxwéyeqw Tribe Limited Partnership. In addition to these original 14, 2 additional communities, Kwaw'Kwaw'Apilt and Skwah, joined the STSA and were officially added to the SSEA with the Province of BC in the SSEA Amending Agreement Spring 2016. This group of communities crossed political affiliation, participation in the treaty process, and tribal affiliation in the interest of a strong, unified Stó:lō voice.

In the 2015-16 year, the PRRO received 313 referrals under the SSEA which is equivalent to approximately 1.25 new referral submissions per working day and an increase of 30% from the 2014-15 total of 241. An additional 239 non-SEA referrals, those not included in the terms of the Stó:lō Strategic Engagement Agreement, were also received and published from not-participating Provincial Ministries, the Federal Government, local government, crown corporations, and private proponents. This was equivalent to approximately 1 new non-SSEA referral submission per working day and an increase of 55% from the 2014-15 total of 154. In total, the PRRO received and processed 552 development referrals in 2015-16 fiscal year, an increase of 40% from the 395 received in 2014-15.

The referrals management web portal, StoloConnect, saw continued refinement and increased functionality as an outcome of the continued work with the software development company 'Culture Code'. Data housed at the SRRMC continued to be digitized, organized, and uploaded into the StoloConnect system for analysis by PRRO Referral Officers and other registered users. The utmost security was maintained on StoloConnect to safeguard culturally sensitive information, with levels of access limiting what external parties have access to. By minimizing repetitive, menial tasks on the portal, it allowed our Referral Officers to concentrate on the greater responsibility of research, collaborations, and site visits in addressing potential impacts to Stó:lō interests and Rights and Title concerns within S'ólh Téméxw. To-date, 280 active users are listed in the portal database, and a further 1700 contacts.

One major addition to StoloConnect of particular note was the Consensus Level Performance Indicator. The STSA and PRRO understood that without a way to track and report on decision making, the effectiveness of the SSEA could not be fully considered. Therefore, a system was developed for measuring consensus, post-decision. Upon the completion of a PRRO Progressive Report, PRRO decision and conditions (if any) are sent to the BC Statutory Decision Maker for consideration. Upon making their decision, the BC Statutory Decision Maker is to issue that statutory decision back to the PRRO as post-decision reporting for their records. The PRRO then selects one of three possible categories, depending up the level of consensus between the decisions.

- i) Full Consensus – BC decision reflects that of the PRRO, and any PRRO conditions have been met.
- ii) Partial Consensus – BC decision reflects that of the PRRO, but not all PRRO conditions have been met.
- iii) No Consensus – BC decision differs from that of the PRRO.

This level of detailed consensus tracking is unparalleled in Strategic Engagement Agreements in British Columbia, and as far as PRRO has been able to see, in Canada. By tracking consensus, PRRO is able to report on levels of Indigenous Consent to development projects within S'ólh Téméxw, a critical element of consultation and engagement in the post-Tsilhqot'in decision legal landscape.

The SSEA Qualitative Survey was undertaken in June 2015 to gather feedback on the performance of the SSEA. The 57 respondents were defined in 4 categories; Provincial Agency Staff, Stó:lō Members, PRRO Staff, and Industry Proponents. This categorization allowed for the responses to be viewed and analyzed on a sector-by-sector basis as well as pooled. Respondents were asked to answer specific questions and offered the opportunity to add comments. The survey evaluated the effectiveness, efficiency, and the benefits of the SSEA, and sought feedback on priorities for further improvement. The results were distinctly positive, and respondents from all categories acknowledged a decisive advancement in referrals engagement due to the SSEA.

The PRRO, in conjunction with representatives from Indigenous and Northern Affairs Canada (INAC), completed the first draft of a Federal Engagement Protocol (FEP) between the STSA Stó:lō communities and the Federal Government of Canada. By design less prescriptive than the SSEA, the FEP works to standardize the consultation-engagement relationship. It will then fall to individual Federal Departments to work out the specifics of consultation-engagement process (timelines, deliverables, etc.) with the PRRO.

Other major achievements seen in the 2015-16 year include:

- Signing of the SSEA Amending Agreement Spring 2016 which both increased our annual Provincial funding, and extended the term of our agreement a further two years (through to April 1, 2019);
- Completion of a first draft of a Stó:lō Federal Engagement Protocol;
- Updated SSEA Reference Guide;
- *Dike Maintenance* and *Wildlife Act* added to list of SSEA legislation;
- Engagement Matrix updated to reflect the *Water Act* becoming the *Water Sustainability Act*, including references to ground water authorizations;
- The endorsement of a Pilot Proposal for processing referrals within 'Zone B' (Lower Fraser/Lower Mainland area) of the Stó:lō Protective Writ;
- The development of a tri-partite Forestry Task Team;
- The launching of Cultural Sites Protection Working Group; and
- Government to Government meeting between the STSA and the Honorable Minister John Rustad held Oct. 2015.

Trans Mountain Expansion Project - Stó:lō Collective Interveners

Thirteen Stó:lō First Nation bands joined as a collective, to participate as intervenors in the National Energy Board hearing review of the Trans Mountain Expansion Project between 2013-2016. The National Energy Board Processes ended on May 20, 2016 with the release of their report to the Minister of Natural Resources recommending the project for a Certificate of Public Necessity and Conveyance with terms and conditions.

Currently, the Stó:lō Collective are engaged in federal consultation processes with the Major Project Management Office – Natural Resources Canada, and Indigenous and Northern Affairs of Canada. The consultation process will continue into late August to early September with a decision regarding the project's Certificate of Public Conveyance and Necessity from the Minister of Natural Resources Canada in December 2016.

In conjunction with the federal consultation processes, the Stó:lō Collective will be actively engaged in the upcoming BC Environmental Assessment consultation through the Province of British Columbia and will be meeting the delegated Ministerial Panel for public engagement regarding the Trans Mountain Expansion Project.

The Technical Working Group continued to review documentation relating to the Trans Mountain Expansion Project and worked with the Political Working Group in the facilitation of federal and provincial consultation processes.

Stó:lō Service Agency Fisheries

The Stó:lō Fisheries services and programs enjoyed some adjustments and new directions over the last year. With fishery resource management (opening/closures of our fisheries) fitting within Lower Fraser Fisheries Alliance (LFFA), the responses to Canada's Integrated Fisheries Management Plan (IFMP) was supported by the Stó:lō Fisheries through the technical working groups of the LFFA.

The Fisheries Management Board identified a variety of salmon conservation issues for salmon stocks to inform our communities on a general fishery expectation. We utilized a number of information gathering places including, communication at the Fraser Forum on Harvest and Conservation, joint management processes, LFFA, Fraser Panel calls, and Department of Fisheries and Oceans (DFO) lower Fraser calls. The message was simple: 'it is going to be another tough year for our fishers so keep what you catch!'

The fisheries office provided technical support for salmon and non-salmon species for the lower Fraser salmonid populations. The fishery staff members provided the Fisheries Management Board a space to express community based concerns/interests through scheduled fishery meetings on topics around governance and salmon resource management and issues.

The fisheries program continued to hold a position on the Executive Committee for the Fraser River Aboriginal Fisheries Secretariat (FRAFS EC). This position provided an advantage to see the health of salmon stocks within the Fraser River.

The fisheries program was an active member of the Forum Planning Committee for FRAFS, which continually brought technical information to Stó:lō Nation FMB, Chiefs, LFFA, communities and members. This assisted in building a more solid understanding of resource management topics on Fraser River salmon especially focused on harvest and conservation issues. Other areas of response from the fisheries office included: lower Fraser River foreshore initiatives (fishing sites inventory planning, land adjacency responses, dike development responses), the planning of on-river educational opportunities, and high level strategic water/fisheries support to the PRRO.

Communication results included:

- Non-Salmon Collaboration works regarding sturgeon, Species at Risk, Eulachon;
- Salmon and watershed educational support;
- Public presentations;
- Fishery openings and closures;
- Technical run size estimate information; and
- Other fishery related details.

Stó:lō Shxwelí Halq'eméylem Language Program

British Columbia Language Initiative

All 3 project Objectives from the original proposal were completed. Each result led into the next objective leading up to the final Successful Language Camp. The Language staff met with the Tsleil-Waututh First Nation to outline activities and learn the "Where are your Keys" Methodology. Language topics were then chosen and documented and prepped for the buckets. The Teachers the consulted and developed the material with elders to deliver a successful Language camp.

Aboriginal Language Initiative

Title/Name of Material(s) Produced	Type of Material Produced (Examples)	Volume of Materials Produced
<p>StoloShxweli.org, daily addition of new word or phrase in the Halq'eméylem language.</p> <p>Words add up to phrases, phrases add up to stories, and in the time period we covered completed 3 of the Elders stories: Crazy Painter I, Crazy Painter II, and Torchlighting.</p> <p>Started covering vocabulary and phrases for a third story, 'The Doll', which is a personal history of one of the Elders.</p>	<p>Each word or phrase was covered with an HTML page that included this media:</p> <ul style="list-style-type: none"> • Illustrations (often up to 4 illustrations for each word or phrase) • Audio (usually with 2 Elders saying the word) • Explanatory text (including a simple pronunciation guide, and links to related words) <p>5 posts also had short videos. These were slideshow format, and either covered review vocabulary or else presented a complete story in video format.</p>	<p>156 HTML pages, each with media as described in the preceding column</p> <p>These were shared through a blog, email lists, and social media.</p>

Other Activities of the Language department included daily uploads to www.stoloshxweli.org, weekly uploads to www.firstvoices.com, design and logo services for Skowkale, Aitchelitz, Yakwekwioose (S.A.Y), and design Services for SRRMC Mapping projects.

GIS and Geomatics Services

GIS services and project support was provided for Education, Fisheries, Heritage, Infrastructure, Land Use Planning, Referrals, Treaty Negotiations, as well as addressing numerous map requests received throughout the year.



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Derek Hansom	Vice Chair
Sharron Young	Secretary/ Treasurer
Cameron Clark	Board Member
Vacant	Board Member

Stó:lō Service Agency Management Team

Willy Hall	Executive Director
Tara McLaughlin	ECD Manager
Sharlene Charlton	FAD Director
Ernie Victor	Fisheries Manager
Kelowa Edel	Health Services Director
Anna Celesta	SASET Manager
Dave Schaepe	SRRMC Director
Brianna Hall	Recorder



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2015-2016 Annual Report



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