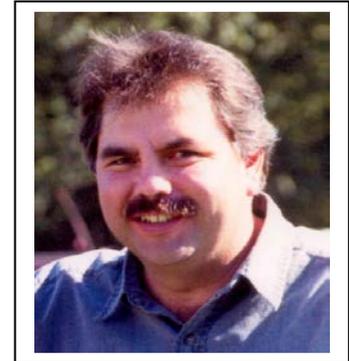




## ***Message from the Chief Executive Officer (CEO)***

The Stó:lō Nation Annual Report for FY 2003-2004 briefly describes the major accomplishments of the organization in providing mandated programs and services to benefit the Stó:lō member communities. The report also includes a brief financial report on how the organization utilized the funds received for the fiscal year.



This fiscal year's activities were as challenging as in previous years especially that major changes related to the internal reorganization has been fully implemented.

As Chief Executive Officer (CEO) of the service delivery organization, the day-to-day tasks presented varying challenges that made internal operations better and more effective.

I acknowledge the staff for their continuing dedication to the work at Stó:lō Nation. I also thank the various Stó:lō Nation offices for their cooperation in providing their quarterly reports that showed how Stó:lō Nation fulfilled its service delivery functions.

I look forward to the next fiscal year 2004-2005 with heightened enthusiasm, as we continue to perform the mandate entrusted to us.

**Joe Hall**

***Chief Executive Officer (CEO)***



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## *Executive Summary*

Fiscal Year 2003-2004 was significant to the Stò:lō Nation because the full implementation of the internal reorganization took place. The highlights of this quarter's accomplishments are discussed briefly.

### *Changes in the staff reporting structure*

There are five programs and services that were affected by the internal reorganization in Stò:lō Nation. While there was no change in the current functions, the reporting structure was changed. There are 5 programs and services that are now directly responsible and accountable to the CEO in their performance of their key mandates. These are: Aboriginal Justice Program; Fisheries Program; Lands Management Program; Planning and Policy Development Services; SN Human Resource Development; and the Xay:tem Program.

The existing Departments were also reorganized and further streamlined. The Finance and Administration Department (FAD) was separated and finance and administration functions were delineated. A Director for Administrative Services was hired and the Financial Services is now headed by the Comptroller, a change in position title from that of Executive Director. The planning and policy development function was also transferred from the FAD to the Office of the CEO. The Xyolhemeylh-Health, Child and Family Services was also separated and are now known as Stò:lō Health Services and Child and Family Services- Xyolhemeylh. The position title for both services was changed to the level of a Director. The Aboriginal Rights and Title (AR&T) is now known as Treaty Services and is headed by a Director. The Community Development Department (CDD) remains and is also headed by a Director. To date, four Directors were hired and there is one remaining Director position still vacant.

### *Highlights of Accomplishments*

#### *Office of the CEO*

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

The **Justice Program** is no longer housed under the Treaty Office and will report directly to the CEO of Stò:lō Nation. This will facilitate the inevitable growth and expansion of the Justice program to accommodate the ever-increasing demand for justice services. For this fiscal year, a total of 110 referrals (58 adult and 52 youth) from various sources (RCPMP-28, CC-4, Crt-2, Self-O-25, Self-V-7, Com-3, Probation 91 (DFO) were received. A total of 73 circles were also conducted during the fiscal year.



The **Fisheries Planning and Management** staff administers the Aboriginal Fisheries Monitoring, Fisheries Negotiations, Licensing, Special Permits, salmon distribution, industry partnership, proposal developments, tribal relationship building, fishery safety network, spawning salmon access, communication outreach and information resource development. These programs are providing Stò:lō communities with a stepping stone to co-management of Stò:lō fishery responsibilities. This fiscal year, the Pilot Sales negotiations for salmon resulted in over 19 Stò:lō communities to sign the Department of Fisheries and Oceans (DFO) Comprehensive Fisheries Agreement (CFA) of which was not ratified by DFO because of the Kapp Court Decision. The day after the decision DFO scrapped the Pilot Sales Program. Stò:lō Nation was able to have the CFA to be less wordy, to recognise Rights and Titles, to provide ability to protect food fish as a priority, and have duration of agreement be longer. As a result of negotiations with the DFO, the Stò:lō dry rack fishers was allowed to dry salmon in the canyon although the weather conditions did not provide the adequate amount of sunny days. The beach seine crews harvested over two hundred and fifty thousand Humpies (Pink Salmon) and a much smaller amount of Dogs (Chum Salmon) while allowing weak stock Coho salmon to migrate safely through the system. The families who smoke Chum Salmon were provided with appropriately timed fisheries to fill their smokehouses.

The **Lands Management Services** major activity this quarter was the ratification (referendum) vote for St. Mary's on November 26, 2003. All 21 First Nations that signed the Joint Reserve Management Agreement voted in favour of creating the St. Mary's property into a reserve. The results were based on a simple majority of those that voted from each of the 21 First Nations. The total overall results were: 583 Electors Voted, 531 voted Yes, 19 voted No, and 33 were rejected.

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

The 2003-2004 fiscal year was the last year of the AHRDA Strategy. In December 2003, the Strategy was renewed for another five years until 2009. Employment and training for aboriginal people and communities in the Fraser Valley continues to be in focus. The vision of improved aboriginal labour market conditions was maintained over the past fiscal year and will guide **SNHRD** staff and Steering Committee members in their activities for the future.

The **Xay:tem Longhouse Interpretive Centre** maintained their cultural programs on site and presented the school hands-on cultural, fishing, and archaeology programs to over 11,000 students. The site also hosted overnight field trips to the longhouse for students and held workshops, fairs, Pow Wows and related events. Approximately 3,000 visitors toured the site.



### *Administrative Services*

As a result of the internal restructuring implemented midway this fiscal year, a new position was created to perform administrative services for the Stò:lō Nation. The Administrative Services Director was hired in September 2003 to facilitate the difficult task of transition as the finance and administration functions were separated. Most of the time was spent familiarizing with the history of the departments, general functions and operations of the organization, and reviewing policy and procedures. The AS Coordinator position was added and will be reviewed after a one-year secondment. With the reorganization underway, the focus of performance was on settling of minor issues and concerns arising from the structural changes, while routine and uninterrupted support services were provided.

### *Child and Family Services*

In the past, the annual report was based on progress made in achieving the work plan goals. However, the 2003-2004 work plan remained the same as many of the goals were carried over due to the delay in transfer of all off-reserve children in care. This resulted in delays in the staff's ability to meet some of the goals identified for that year.

This fiscal year, Xyolhemeylh was most concerned with the creation of regional authorities and the XYO Board Structure. The Province authorized two Interim Provincial Authorities, one mainstream and one Aboriginal, to continue to work on service transition. The Aboriginal Authorities will be operational by 2005. The Fraser Regional Authority work plan was approved and work is underway towards full operations by the target date. The Province also reiterated their expectation that a structure be developed that is inclusive of all the Aboriginal constituents receiving services ie: Stò:lō, non- Stò:lō, On-reserve and Off-reserve. It was confirmed that without such a structure, Xyolhemeylh will no longer be considered for providing off-reserve services, which represents 76% of the staff's current workload. Discussions continue at the LYSS table on this issue. On the other hand, the Stò:lō Nation structural changes in July 2003 prompted the supervisors to submit their "ideal" structures to the CEO and Sto:lo Siyam. On March 1, 2004 the LYSS (Sto:lo Government House Chiefs & Councilors) approved a new Xyolhemeylh-CFS structure creating 3 Director positions: Child and Family Services, Community Relations, and Administration. These positions are in the process of being filled. Once these positions are in place, changes within the programs will begin.

### *Community Development*

The 2003 – 2004 fiscal year was extremely challenging but substantially successful for the four areas of responsibilities of the Community Development Department: **Business Development and Management Services; Education Program; Employment Programs and Services; and Social Development.**



The key success stories in all the four key result areas are highlighted in this report. The department also successfully implemented positive changes in its programs and services and changes are underway in developing a new and improved CTS database that is user friendly. The staff also provided financial accounting to the Stò:lō Nation Human Resource Development (SNHRD), the Department of Indian Affairs and Stò:lō communities. Financial Claims sent to SNHRD include the SET Program, Employment Programs and Services, Employment Strategy Program and the Aboriginal Career Team Training Program (ACTII). ACTII was a very successful program that benefited many youth and their families within the Stò:lō territory. The format of the “Social Development Statistical Financial Reporting” form was also changed. The staff developed and implemented a new program called “Beginning Your Journey,” in place of the Income Security Reform Training Initiative. A proposal called “Social Development Program Management Infrastructure Initiative” was also submitted on December 15, 2003. To improve the delivery and access at the Outreach Office in Chilliwack, the facility expansion was completed this quarter. The facility has new furnishing for the SET and YEP programs classroom and resource areas.

### *Health Services*

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

### *Treaty Services*

Treaty services were continuously provided to Stò:lō First Nations this fiscal year. In December 2003, the Stò:lō Nation, the Province, and Canada underwent a tri-partite progress assessment and announced they have “met all the milestones and targets set in March 2003. Four sub-agreements were “substantially completed” including Implementation, AIP Approval, Amendment and Final Agreement Ratification. The Stò:lō Treaty Table prioritized eight Substantive Topics for the first six months of 2004 and established four working groups for Fisheries and Aquatic Resources, Lands, Forest and Forest Resources, and Taxation. The Stò:lō Treaty Table also provided support and direction to the Crowns Promise Committee.

### *Financial Services*

The finance staff performed routine financial services for the Stò:lō Nation. These services are: financial statements; finance, accounting and payroll services; and monitoring of funding contracts received and purchase of services that Stò:lō Nation cannot provide or has no capability to perform. This fiscal year, SN revenues from various sources amounted to \$ 42,377,130. The total expenditure was \$ 44,409,603 or a current year shortfall of \$ 2,032,473.



## Office of the CEO

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

### Aboriginal Justice Program- Qwi:qwelstóm

Qwi:qwelstóm is the Halq'eméylem word used to describe "justice" according to Stò:lō worldview. It reflects a "way of life" that incorporates balance and harmony. It is "a way of helping one another to survive, to care and share amongst all people" (oral tradition). It is a form of justice that focuses on relationships and the interconnectedness of all living life. Qwi:qwelstóm is a means by which the Stò:lō people can practice self-determination as protected by section 35 of the Canadian Constitution and the United Nations Declaration on the Rights of Indigenous Peoples.

*"Amerindians always say that to attain reason, one must first treat the emotions with honor and respect. To gain someone's trust or cooperation or to comfort others so as to have them participate in a shared objective, "it is necessary to deal in the first place with the emotions, to lift up the spirits so as to sit down together and think clearly."*

**(John Mohawk as cited in Sioui, 1992:5)**

Qwi:qwelstóm allows the Stò:lō people and those most affected by harm to play meaningful roles in the Qwi:qwelstóm (justice) process. All participants are equal and are encouraged to take responsibility for their behavior. Qwi:qwelstóm also addresses a wide variety of problem areas identified within the Canadian Criminal Justice System (CJS), especially as they pertain to Aboriginal Peoples.

Such problem areas include: over-representation of Aboriginal Peoples within the CJS; under reporting of family violence/sexual assaults within Aboriginal communities; cultural differences and misunderstandings that oftentimes are detrimental to the Aboriginal offender and his/her ability to be dealt with fairly; need to have justice delivered according to one's own culture; ability to provide a safe and effective forum for healing; and need to improve relations between Aboriginal communities and mainstream agencies, namely: RCMP, Courts and Crown Counsel.

Qwi:qwelstóm is governed by the SN House of Justice, one of the three governing bodies of Stò:lō Nation. Qwi:qwelstóm is available to all Aboriginal peoples living within the Stò:lō territory. For those on-reserve, the service areas includes all 24 Stò:lō communities and for off-reserve, five municipalities (Hope, Agassiz, Chilliwack, Abbotsford, Mission) are included.



## QWI:QWELSTOM Program Development

Due to the success and high demand for Qwi:qwelstóm services, there is a current need to increase the capacity and delivery team to meet the demand for increased responsibility over the administration of justice for Aboriginal Peoples within the Stò:lò territory. Some of the initiatives on program development are discussed below.

### Qwi:qwelstom and Family Law

The Iwest Ye Tselhxwilmextset Shxw'e St' aselh Training Program and the SN Family Justice Project (SNFJP) proposal were developed. The Qwi:qwelstom and Xyolhemeylh Protocol document was completed while the Historical Sexual Assault Protocol development is still in progress.

### Qwi:qwelstom and Fishing Cases

Funding is being pursued to allow Qwi:qwelstom to accept "certain" types of fishing charges without infringing upon any of the Aboriginal rights to fish. As funding is identified, community forums will take place to educate, debate and determine the extent of this program.

### Qwi:qwelstom and Correctional Services Canada

The proposal to have Qwi:qwelstom administer the Native Liaison workers' contract was submitted to CSC in February 2004.

### Qwi:qwelstom and Youth Justice

The Qwi:qwelstom Youth Worker position terminates on April 30, 2004 for lack of funding. Attempts are being made to meet with MCFD to address this concern. This position's duties, when reinstated will include the House of Youth, Qwi:qwelstom circles in the schools in lieu of expulsion and the gathering of sxwoxwiyam for youth in trouble. The Xwe'a:yem Youth Healing Centre will be administered by the staff in the upcoming fiscal year.

## QWI:QWELSTOM Statistical Accomplishments

The staff gathers statistical information to monitor the program accomplishments. For this fiscal year, a total of 110 referrals (58 adult and 52 youth) from various sources (RCPMP-28, CC-4, Cr-2, Self-O-25, Self-V-7, Com-3, Prob 91 (DFO) were received. A total of 73 circles were also conducted during the fiscal year.

**Table 1- Qwi:qwelstom Circles  
FY 2003-2004**

CIRCLE TYPE	
TRT – To Replace Trial Process	33
PM – Peacemaking	23
SR – Sentencing recommendation	2
TRCM – To Reintegrate community member	0
SC – Sentencing Circle	0
HC – Healing Circle	15
<b>TOTAL # OF CIRCLES HELD</b>	<b>73</b>



### *Requests For Service*

The Justice workers accepted 103 requests from community members. These requests covered a broad range of topics and issues: hiring a lawyer, arranging visitations, retrieving property from landlords, handling discrimination, registering racial complaints, RCMP harassment allegations, arranging for bail, and accessing various services and legal agencies.

### *House of Justice*

Qwi:qwelstóm takes direction from the SN House of Justice, comprised of two appointed members from the Lalems Ye Stò:lō Si:ya:m (LYSS; House of Leaders), two appointed members from the Lalems Ye Siyolexwe (LYS; House of Elders), and House members that include the Stò:lō Yewal Si:ya:m (Chief's Representative) and the Tes Ste'A Siyam (Elders' Representative).

**Table 2- Qwi:qwelstom Referrals  
FY 2003-2004**

CONFLICT		TOTAL
Family (dispute, custody, marital)		25
School		4
Work		2
Reintegrate Community Member		1
Prov. Offences (e.g. game, fish, liquor)		2
Band By-Lawys		4
Mediation		2
Criminal		
Theft under	14	
Property offences	16	
Dangerous Offender	1	
Assault	14	
Spousal assault	12	
Sexual assault	6	
Drug offences	3	
Driving offences	2	
Weapons offences	1	
Manslaughter	1	
Total Criminal files		70
<b>TOTAL # OF OFFENCES</b>		<b>110</b>

The Justice Manager, Coordinator and justice workers provide technical support to the House of Justice.

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

The House of Justice has established the Committee to begin establishing, or to maintain working relations with mainstream legal agencies. The AJLC acts as a liaison and advisory body to the House of Justice on any matter regarding Aboriginal Justice. The AJLC is comprised of members from Stò:lō communities and Elders, Chilliwack RCMP, Native Courtworkers Assoc, National Parole Board, Corrections Branch, Legal Aid, Restorative Justice, Corrections Canada, Ministry for Children and Families, and Chilliwack Community Corrections. Members of the AJLC are appointed for two- year terms.

### *Adult And Youth Supervision*

In addition to the monitoring of all clients going through the Qwi:qwelstóm process, the staff also provides specialized services to Native men and women (adult and youth) who are on probation, parole or bail and who are deemed to be of medium or high risk. This service is available for the Chilliwack and the Agassiz/Hope areas.



This program provides clients with the necessary tools, advice and services necessary to successfully complete their term of probation, parole and/or bail.

**Table 3- Adult and Youth Supervision Caseload**

Clients	Beginning Year	Intake	Deletion	# of clients as of Dec 31, 2003
1. Probation Clients – Adult	38	85	82	29
2. Probation Clients - Youth	14	2	9	0
<b>TOTAL</b>	<b>52</b>	<b>87</b>	<b>91</b>	<b>29</b>

This often takes the form of providing them with information on counseling, educational upgrading, employment opportunities, self-help groups and other community services such as anger management and ending violent relations etc. To maximize limited resources, this portion of the program will be changing in the upcoming fiscal year. Referrals from Probation will be for medium to high risk clients deemed to be a safety risk to the community, for reintegration and for clients needing a Gladue report.

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

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

The Pilot Sales negotiations for salmon resulted in over 19 Stò:lō communities to sign the Department of Fisheries and Oceans (DFO) Comprehensive Fisheries Agreement (CFA) of which was not ratified by DFO because of the Kapp Court Decision. The day after the decision DFO scrapped the Pilot Sales Program. Stò:lō Nation was able to have the CFA to be shorter and less wordy, to recognise Rights and Titles, to provide ability to protect food fish as a priority, and have duration of agreement be longer. The Stò:lō Nation’s application to have intervention status in the Kapp Court Case was accepted.

As a result of negotiations with the DFO, the Stò:lō dry rack fishers was provided the opportunity to dry salmon in the canyon although the weather conditions did not provide the adequate amount of sunny days. Unfortunately it was sunny for 3-4 days than it would rain for two days over a two-week period. The beach seine crews were able to harvest over two hundred and fifty thousand Humpies (Pink Salmon) and a much smaller amount of Dogs (Chum Salmon) while allowing weak stock Coho salmon to migrate safely through the system. It is important to mention that the families who smoke Chum Salmon were provided with appropriately timed fisheries to fill their smokehouses.

The SN catch monitoring program completed another year of successfully counting salmon. The Stò:lō monitoring program operated at a high rate this summer, meaning that was spent a lot more time counting fish down at the river than in other seasons.

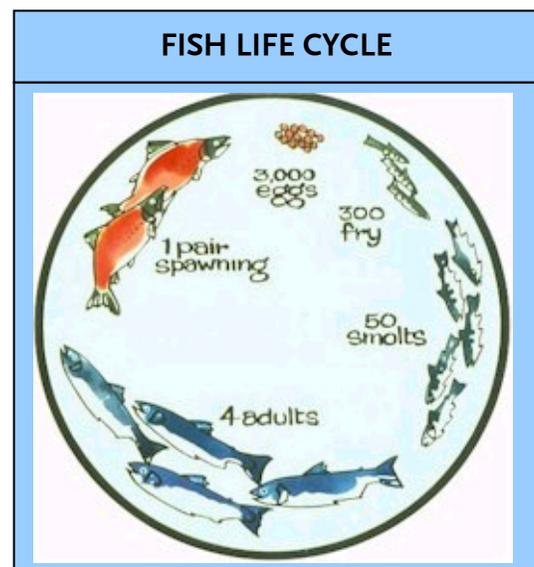


The Stò:lō fishers spent nearly 140 days at the river fishing and the Stò:lō monitors were there as well. The Stò:lō harvested approximately 23,000 Chinook, nearly 300,000 Sockeye, 280,000 Pinks, 36,000 Chum, some hatchery Coho and very little Steelhead out of the river over the last year. A highlight for this year was the implementation of a live fish trap to harvest Chum. This fishing technique is very old and was outlawed by DFO long ago.

### *Fisheries Program Administration Accomplishments, FY 2003-04*

The Stò:lō Fisheries Department employed six full time staff members this fiscal year. The Fisheries Manager is responsible for supporting fishery negotiations, supervision/evaluation of staff, meeting Fishery Department growth objectives, overall financial department management and community relations. The Monitoring Program Coordinator continues to be responsible for the monitoring administration, supervision of Field Monitor Supervisors, monitoring information collection, reporting, and other duties. The Field Monitor Supervisors' responsibilities are split by geographical region. These responsibilities include supervising approximately 45 contract field monitors on a seasonal basis. The staff's administrative responsibilities were implemented as a team. There are 45 contract Fisheries Monitors who are on call for an eight-month period to count fish. Some of the key accomplishments are highlighted below:

- Coordinated the monitoring of Aboriginal Fisheries. The accountability to the salmon resources involved counting of fishes (287, 000 sockeye, 23, 000 Chinook, 278,155 Pink, 35,962 Chum, 74 Steelhead-excluding Yale Band and Cheam drift-net fishery), seasonal employment (45 Sto:lo contracts) and human resource capacity building.
- Provided direct support to the Fishery Management Board for negotiations and on technical issues, necessary to achieve economic benefits for the fishers and families. Stò:lō Nation is working to have a broad set of fishery arrangements with DFO and continues to have a sound voice on the Pacific Salmon Management issues.
- Coordinated and facilitated community communications and consultation processes. These include discussions on dry rack, pilot sales, chum, food fish, habitat, communal needs, Traditional Knowledge, Post Treaty and other items.





- Facilitated the advancement of the Stò:lō Fisheries Department's roles through continuing participation in term projects that provide indirect benefits to Stò:lō Nation and the communities.
- Participated in the Policy Analysis Group for Fraser River Aboriginal Fisheries Secretariat to maintain an understanding of new developments that relate to aboriginal fisheries.
- Continued overseeing of fishery related contracts that ensured consistency in service delivery and reporting of fishery related contracts. The Salmon Industry Strategy was also developed to gain insight to the future of the Stò:lō Salmon economy.
- Competed for fisheries industry related funding sources for 2 proposals submitted to Federal agencies. This brought awareness to Federal constraints that limit Aboriginal communities to participate in the larger economy
- Organized and coordinated various meetings, e.g monthly Fishery Justice Working Committee Productive process to deal with fishery related disputes and support for Guardian Program, monitoring, gathering, planning and related activities. The staff also participated in the Cultus Lake Recovery initiatives for Cultus Lake Sockeye. The staff provided technical support to the Chilliwack Tribal First Nations.
- Initiated and fostered partnerships to build positive public perception of Stò:lō Fisheries. The staff supported the development of a BC Capacity Initiative Proposal and a Aboriginal Aquatic Resource and Oceans Management proposal through the Lower Fraser FNs Network. Discussion with Cheam First Nation on Fishery Planning was also done.
- Issued approximately 335 Special Permits to meet the demand for Ceremonial needs for salmon.

## *Lands Management*

### *Lands Administration*

The Lands department works under the Regional Lands Administration Program (RLAP) for 20 First Nations in the Stò:lō Territory. RLAP is a co-management form of devolution. SN shares the responsibilities of land management with the Department of Indian Affairs. RLAP offers no delegated authorities; therefore less control as accountability for land management functions resides with the Minister of Indian Affairs.

The full time staff consists of the Lands Manager and three Lands Officers each specializing in research and individual lands, lands estates, leases and permits. A Lands Researcher maintains the lands web page and assist with updating the SN Lands Inventory Database.



Under the RLAP, SN provides services to 20 FNs: Aitchelitz, Chawathil, Cheam, Kwantlen, Kwap Kwap Apilt, Leq'a:mel, Matsqui, Popkum, Scowlitz, Seabird Is., Shxw'ow'hamel, Skawahlook, Skowkale, Skwah, Skway, Soowahlie, Squiala, Sumas, Tzeachten and Yakweawkwoose. These FNs have a total of 56 reserves, 787 Certificate of Possessions, 571 Leases, Sub-Leases and Permits and a total membership of 4858.

RLAP is a very good entry-level program for FNs but was not intended to be a permanent lands program. The 20 RLAP FNs opted into the First Nations Land Management Act (FNLMA). FNLMA allows FNs to have total control over their lands. In February 2004 Skway was accepted into the FNLMA process. Skway is the first of the 20 RLAP FNs accepted. They have two years to complete the process and adopt their final land code. The Lands Advisory Board selects who will be added to the FNLMA. Only a set number of FNs are accepted and added into the process once a FN adopts their land code.

**Table 4- RLAP Accomplishments for FY 2004-05**

First Nation	Members	CPs	Permits	Leases	Sub-Leases
Aitchelitz	36	15	0	0	0
Chawathil	466	33	6	0	0
Cheam	427	91	6	0	0
Kwap Kwap Apilt	41	12	0	1	0
Kwantlen	177	7	4	5	0
Leq'a:mel	310	89	3	6	0
Matsqui	208	0	1	2	0
Popkum	8	0	0	0	0
Scowlitz	229	6	1	0	0
Seabird Island	725	53	2	0	0
Shxw'ow'hamel	143	4	2	0	0
Skawahlook	69	19	3	0	0
Skowkale	203	84	4	6	216
Skwah	443	78	3	1	0
Skway	280	1	2	0	0
Soowahlie	322	76	2	0	0
Squiala	126	23	2	0	0
Sumas	249	80	6	4	0
Tzeachten	338	115	1	31	250
Yakweawkwoose	58	1	1	0	0
<b>TOTALS</b>	<b>4858</b>	<b>787</b>	<b>49</b>	<b>56</b>	<b>466</b>

In November 2003, the staff received an Achievement Award from the National Aboriginal Lands Managers Association of Canada for “Excellence in Lands Management by a Tribal Council”. Stò:lò Nation is proud of this accomplishments.

***St. Mary's Additions to Reserve (ATR)***

The Lands Staff worked hard on the ATR for the St. Mary's Property this past year. They have accomplished almost all of the requirements of the ATR Policy. The final step (Servicing Agreement) should be done by the end of April 2004. Once finalized, Indian Affairs will be sending the documents to Ottawa for final approval. The major issues resolved this year was the signing of the Joint Reserve Management Agreement, Development of the Lease for SN, release of the Settlement Agreement, name for the new reserve (now known as Pkw'xe:yles), formal and informal information sessions and the Referendum of all 21 FN that will be part owners of the land. The 21 FNs (20 Stò:lò and Chehalis) will take possession of the land once Ottawa approves the ATR.



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

Stò:lō Nation, City of Chilliwack and the Department of Indian Affairs agreed to an out of court settlement for the Coqualeetza Properties. This settlement occurred in January 2004 and was for the back taxes levied by the District of Chilliwack on the Coqualeetza Property. As a result SN will have to get the lands added to reserve with a number of conditions very similar to the St. Mary's ATR. The main difference with this settlement is that there will be deadlines to create the reserve more quickly. The steps required will be the same as were developed in the St. Mary's ATR and completion of the whole process within a year or two.

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

The FNA4LM is a non-profit organization. The association consists of Land Managers and people working in the area of FN Land Management in B.C. The SN Lands Manager has been on the board of directors since its inception in 1999. SN will be coordinating all the FNA4LM Workshops, and will be involved in the development of land policies, programs and policy review at both the regional and national levels.

## ***Lands Research***

### **Stò:lō Nation Lands Newsletter and Website**

The Lands newsletter celebrated its second year anniversary and has gained a much larger readership since its inception. The 2<sup>nd</sup> Anniversary Issue can be viewed online at this website: <http://www.snlands.com/pdf/newsletters/October2003Newsletter.pdf>. As of April 2004, the website had over 4,500 visitors.

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

The SNLI is one of the best tools in land management. Traditional land use researches from Treaty Services are being added to the database but will not be available to the public. The first annual update was completed. The GPS digital product for reserve roads and driveways is shared with the FV Regional District. This data will allow the Enhanced 911 Emergency Response System greater accuracy and quicker response time when helping Sto:lo members.

## ***Land Estates***

The inventory of outstanding land estates was completed and data input into the SNLI is ongoing. The St. Mary's Working Committee with representatives from each of the 21 First Nations met monthly to continue the processes started. The signing ceremony held at St. Mary's Cafeteria on September 12, 2003 was attended by the 21 FNs. A total of 89 Chiefs, Councillors and members attended this memorable event.



## *Leases and Permits*

The staff performed routine services for the FN communities. Table 4 shows the leases and permits accomplishments for FY 2003-2004. The population information (members column) came from the BC Registered Indian Population by Residence Code (ending November 2003). The lands related information was taken from the Indian Lands Registry System (December 2003).

## *Planning and Policy Development*

In October this year, planning and policy development tasks were transferred to the Office of the CEO. This centralized the coordination of efforts in providing planning and policy development technical assistance to the SN organization's operations and the Stó:lō communities.

## *Maintenance of the SN Manuals*

The **SN Operational Policy Manual (SNOPM)** was reposted to the Stó:lōWeb for staff access. Due to the internal reorganization, the SNOPM will be revised soon to incorporate the recent structural changes. The **Finance and Administration Operations Manual** will be revised accordingly.

## *Coordination of the Writing of the SN Quarterly and Annual Performance Reports*

The approved **SN Report Guide** was revised to implement the new reporting structure arising from the internal reorganization. The format and layout of the annual and quarterly reports were also revised. The reporting due dates however remain. A **Report Monitor** to track report submission was also developed.

## *Technical Assistance and Support to Stó:lō Nation Staff/ Offices and Communities*

### **Technical Assistance and Support to SN Staff/ Offices**

The following services were provide this fiscal year: continued updates on the SN Positions Registry, SN Population Table, SN Committees Inventory, and Stó:lō News Clippings; prepared powerpoint presentation on the SN 6-Month Financial Review, Treaty Budget and Planning and Policy Development information kit; reviewed, revised, developed and registered 89 job descriptions; reviewed SN Service Contracts; wrote the Health Survey Report for the Health Services; assisted the Administrative Services in their internal restructuring; developed a generic format for a CFS Protocol Agreement; developed a Working Paper on the Definitions/ Organizational Hierarchy in Stó:lō Nation; and co-managed the SN Health Facility project.



### **Technical Assistance and Support to SN Communities**

The following services were provide this fiscal year: revised the Skowkale Community Care Committee TOR-Draft 5; assisted Chawathil on Post Secondary Policy and Council policy and bylaws; wrote the loan application for the new buildings for submission to financial institutions; co-managed SN Daycare and Health Facility Projects; worked with Squiala, SN Development Corporation and the Proponent of the Flyover Project; assisted Seabird Island on the trailer renovation; policy development & training; Band Manager's job evaluation form; PDP; conflict resolution training; helped Skowkale on membership and housing policies; prepared the Tribal Council Report for submission to INAC; discussed the Election Code with Kwaw Kwaw Apilt Chief; facilitated at planning sessions; presented at various workshops and helped with CMHC Symposium Golf tournament.

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

#### ***Aboriginal Human Resources Development Agreement (AHRDA)***

The Aboriginal Human Resources Development Agreement between Human Resources Development Canada (HRDC) enables Sto:lo Nation to provide for the management and delivery of human resource development programs and services directly or through sub-agreements. The objective is to enable First Nations to develop, design, deliver, and evaluate quality training and employment programs and services.

The Fraser Valley (FV) allocation is a combination of Consolidated Revenue Funds and Employment Insurance Funds. Envelopes included in the Agreement are Youth, Disability, and First Nations and Inuit Child Care. As agreed, access to employment and training programs and services is provided to all First Nations people, regardless of place of origin, place of residence, gender, age and physical ability and to Aboriginal organizations for employment and training services on and off reserve.

The FV service area is described as the area from New Westminster and Coquitlam on through the areas on both sides of the Fraser River to the head of Harrison Lake and Yale in the Fraser Canyon. The service area as identified by the allocation information includes the working age population (WAP) of several First Nations' communities in the Fraser Canyon. The Central Coast (CC) geographic area includes Klemtu, Bella Bella, Bella Coola and Rivers Inlet. The First Nations in the area of the Fraser Canyon/Spuzzum chose the Fraser Thompson Indian Services Society as their delivery agent and a sub-agreement was signed. The Mid-Coast First Nation Training Society provides services to the CC under contract. The Kwantlen University College is contracted to provide services to the lower Fraser Valley – the area covered reaches both sides of the Fraser – from Semiahmoo on the south to Coquitlam on the north side, and as far west as Katzie. The Community Economic Development Employment Services provides a full range of client services to individuals in their central office in Chilliwack and operate satellite offices throughout the upper Fraser Valley, reaching as far west as Fort Langley.



## ***2003-2004 Project Data***

For FY 2003-2004 approximately 105 contracts were signed and over 3,705 clients participated in various programs: Employment Assistance Services, Job Creation, Job Development, Job Opportunity, Project Based Training, Student Career Placement, Targeted Wage Subsidy, Youth, Child Care, Disabilities and Labour Market Initiative. The Central Coast's participant figures are included in the total.

## ***SNHRD Operations***

The 2003-2004 fiscal year was the last year of the AHRDA Strategy. In December 2003, the Strategy was renewed for another five years until 2009. Employment and training for aboriginal people and communities in the Fraser Valley continues to be in focus. The vision of improved aboriginal labour market conditions was maintained over the past fiscal year and will guide SNHRD staff and Steering Committee members in their activities for the future. Youth programming was considered a priority for SNHRD with four ACTT (Aboriginal Career Training Teams) projects. Four different sites held the ACTT including Sto:lo Nation, Chehalis, Surrey Aboriginal Cultural Society and Seabird Island. There were 36 SCP (Student Career Placement) contracts signed.

SNHRD in partnership with SkillCore and the Aboriginal Human Resource Development Council of Canada (AHRDCC) initiated an innovative pilot project based on the concept of "E-Literacy" which began in Spring 2003. This project called Building Literacy through Technology (BLT) is based on over 20 years of research by neuro-psychologists and learning specialists. Their research on how the brain learns to read resulted in this computerized training program, designed to help people develop their highest level of reading proficiency in the shortest amount of time. Given that literacy is a barrier to employment for Aboriginal people, it became necessary to target the group of people lacking reading and writing skills. Therefore, this initiative does not target a specific age group as it is for any Aboriginal person desiring to upgrade their literacy level. The program is effective because it measures the different skills required to be a fluent reader and then creates a training plan customized to each person's profile of strengths and growth areas. The participants begin with an initial assessment so introductory literacy levels are recorded. As part of the program, the participants then practice literacy skills at their own computer station with special literacy software. The fundamental skills are mastered through drill and practice much like one would learn and internalize the skills to play an instrument or sport. With consistent practice and determination, each participant should improve by 1 to 2 grade levels by the end of the program. By the end of the program in March 2004, over 50 clients participated in the program with positive results and feedback.

## ***Best Practices***

The needs and associated costs in providing services to people with disabilities are daunting. This year SNHRD embarked on a unique disabilities project in partnership with the BC Aboriginal Network on Disabilities Society (BCANDS).



One of the biggest challenges faced with the disabilities envelope is how to utilize the limited budget effectively. The goal of this project is for BCANDS, which has 12 years of experience in providing services to people with disabilities, to establish a satellite office in the Fraser Valley service area to provide advocacy and referral services as well as to network with existing employment service agencies to raise awareness of disability issues. This process will enable BCANDS to compliment existing services and increase accessibility for people with disabilities. The early stages of the project consisted of finding a location, organizing the office space, and setting up shop. The satellite office is located in Abbotsford and was opened in February. The Program Manager has been establishing contact with Aboriginal and non-Aboriginal organization, fielding calls, responding to enquiries and advocating on behalf of people with disabilities. While the project is only in its early stages and the post 2004 Agreement is uncertain, this partnership lays the groundwork for establishing disabilities-specific services for First Nations people in the Fraser Valley region.

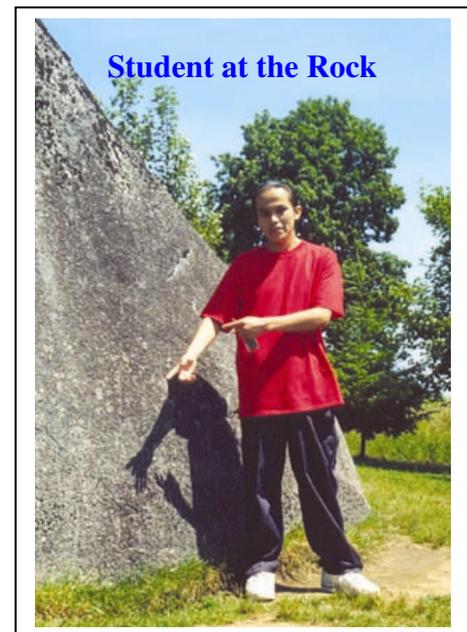
## *Xa:ytem*

### *Interpretive Tour Program*

The Centre presented the school hands-on cultural, fishing, and archaeology programs to over 11,000 students. The site also hosted overnight field trips to the longhouse for students and held workshops, fairs, Pow Wows and events. Approximately 3,000 visitors toured the site.

### *Personnel*

Xá:ytem has 2 permanent staff, Director and Assistant Manager. There are 4 seasonal staff, 4 part-time staff and a full-time Executive Assistant. The centre had 6 summer students working on site from May to August 2003. Five assisted in tours and one assisted in the gift shop. The site completed the 30 week training and work experience project involving 3 training interpretive tour guides and one marketing assistant. The project was funded by the SNHRD.



### *Projects*

The **Canoe Carving Training Project** proposal submitted to SNHRD was declined. The **Canoe Shed Construction Project** received a \$ 50,000 grant from the Softwood Industry Community Economic Adjustment Initiative. The Department of Canadian Heritage Arts and Heritage Sustainability Program approved a contribution of \$125,000 to the fundraising feasibility study and campaign readiness for the **Xá:ytem Spirit of the Ancestors** campaign.



## ***Tourism, Marketing, and Public Relations***

The site has a new brochure and a total of 20,000 copies were printed. A two-year market strategic plan was completed and the site is now implementing the recommendations. APTN sent a film crew to the site on August 5 to film a segment for their news show. A booth was set up at a number of events including Taste of BC at Minter Garden, Gastown Heritage Day, Teacher' Field Trip at Van Deusen Gardens, Mission Celebration Day and Fraser Valley Bald Eagle Festival. The Director attended the National Gathering on Aboriginal Cultures and Tourism and the Aboriginal Business Opportunities workshop in Squamish.

The site hosted its Second Annual Christmas Tea on December 5. The New Canoe television show filmed at the site on March 11. The show will be airing on CHUM TV in Toronto, Bravo! And Vision TV. The show will feature the Sto:lo people and Xá:ytem will be part of it. The National Geographic Explorer TV show, Tourism BC and RAI Italian television sent crews to film and shoot footages in May and June. Wild Zone Film Company filmed on site for the taping of the documentary the "Lynching of Sam Louie" on March 23, 2004. Sam Carter of Emily Carr Institute interviewed and filmed the Xay:tem Director for his online course " The History of Canadian Art."

## ***Director Presentations to Conferences***

The Director made presentations in the following conferences; Community Futures Conference at Harrison Hot Springs on October 6; Parks Canada Cultural Resource Management Manager's National Conference in Banff on October 26 to November 1; Aboriginal Economic Development Conference in Vancouver on November 19 and 20; Parks Canada Aboriginal Consultative Committee in Vancouver on December 4; three workshop sessions for the Tro:jeck First Nations in Dawson City on February 24 to 28; and Parks Canada Planners Conference in Victoria held on May 5, 2003.



## ***Gift Shop***

The Xá:ytem Gift Shop located at the site doubled its sales this fiscal year.

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

Stò:lō Nation is negotiating with the BC Heritage for a Lands Act Lease agreement for Xá:ytem. The operating fee and site maintenance that BC Heritage provided for Xá:ytem ended on March 31, 2004.



## *Liaison and Partnerships*

The Director chaired and attended several meetings where Xay:tem has existing involvement. These are the following: Association of BC National Historic Sites; Community Futures Development Corporation of North Fraser; Board of Directors and Community Development Committee; District of Mission Arts and Culture Development Advisory Committee; District of Mission Economic Development Strategic Plan Advisory Committee; District of Mission Project Implementation Advisory Committee; Fraser Valley Bald Eagle Festival Committee; Highway 7 Marketing group; Mission Chamber of Commerce; Mission Race Relations Network; Mission Tourism Committee; Stó:lō Heritage Trust Society AGM; Sto:lo Tourism Commission; University College of the Fraser Valley Mission Community Council; and Xáy:tem Siyaye Society.

## *Resource Development Committee*

The 20-member committee meets monthly to plan the Spirit of the Ancestors campaign to raise funds for a world-class interpretive centre at Xáy:tem. The fundraising feasibility study is being conducted and will be completed by April 30, as well a campaign readiness initiatives that include a communication plan, a strategic plan and office set-up.

## *Honours*

Lieutenant Governor Iona Campagnolo requested a private tour of Xáy:tem on September 20. She expressed how impressed she was at the developments and accomplishments that have evolved at the site. There was a salmon BBQ catered. The Director received the “Inspirational Leadership” award from the Aboriginal Tourism BC in Whistler in August. At the June 12, 2003 the University College of the Fraser Valley bestowed an Honorary Doctorate of Laws degree on the Director.





## ***Administration Services***

The Finance and Administration Department (FAD) performed routine centralized finance and administration functions that enable the Stò:lō Nation organization to operate in a manner by which government policies and procedures are complied with. As a result of the restructuring program implemented midway through this fiscal year, an Administrative Services Director was hired and the services were separated in two distinct departments, Finance Services and Administrative Services (AS).



*Picture taken at the staff annual planning workshop at the Harrison Hotel.*

The Administrative Services staff is comprised of approximately thirty employees and is responsible for the following Key Result Areas (KRAs): a) Capital/Property Management Services; b) Central Services; c) Human Resource Office Services d) Purchasing, Inventory and Vehicle Pool Services and; e) Records and Information Management Services. The following reports identify the accomplishments for fiscal year 2003-2004.

### ***Capital/Property Management***

The Capital/Property management function has two distinct responsibilities: management of SN properties; and housing assistance to Stò:lō communities.

#### ***St. Mary's Properties***

Repairs and general maintenance of both properties were done this fiscal year. At St. Mary's, a new roof was installed on the Youth Healing Center, the gym roof leak was repaired, and minor repairs were done to heating lines. The staff also assisted with catering and scheduling of INAC and Native Justice Conferences, and preparation for other meetings. Nineteen of the Stò:lō FNs/Bands and two independent Bands opted into the 'ownership' of the St. Mary's property through the INAC Additions to Reserve process.



The SN Lands Department facilitated the transfer of the property into reserve status and it is expected that the Order in Council will be executed in the new fiscal year. The Capital/Property Management department will continue to manage the property and buildings until the land has been designated by the First Nations/Bands for a specific land use.

### ***Coqualeetza Properties***

At Coqualeetza, the new Daycare Facility was built and is fully operational. The new Health Facility is being constructed and is projected to be operational by September 2004. Contracts have been signed for the new fiscal year for services such as janitorial, security and monitoring. The department rents and budgets for St. Mary's and Coqualeetza were also reviewed and revised.

### ***Housing***

The staff continued to provide assistance in housing. This year, the following tasks were completed: the Manager was involved as a guest speaker at an INAC Project Management course, provided a presentation for Public Works – Contract Management in Nanaimo, CMHC Housing Symposium, development of Individual Loan Policy and Housing Policy, and a final inspection on Seabird renovation.

### ***Central Administrative Support Services***

The staff routinely provided the following central administrative support services: monitored an average of 6,235 switchboard calls monthly; sorted an average of 2,701 incoming and outgoing mails monthly; delivered a monthly average of 799 mails; printed 4,800 copies of the Sqwels'qwels Newsletter and 1,200 Smoke Signals; attended 60 media activities/photo shoots this year; processed 60 requests for the use of the computer projector; and received 432 bookings for SN meeting rooms.

The Central Services Manager coordinated a number of organization- wide activities and events during the year. The SN key scan identification card was also implemented for better office access and security.

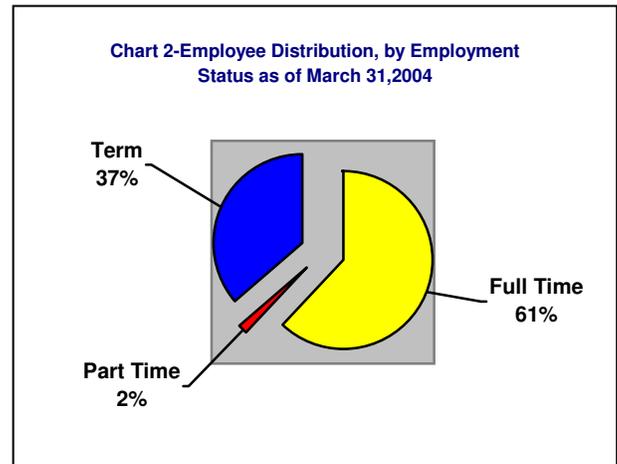
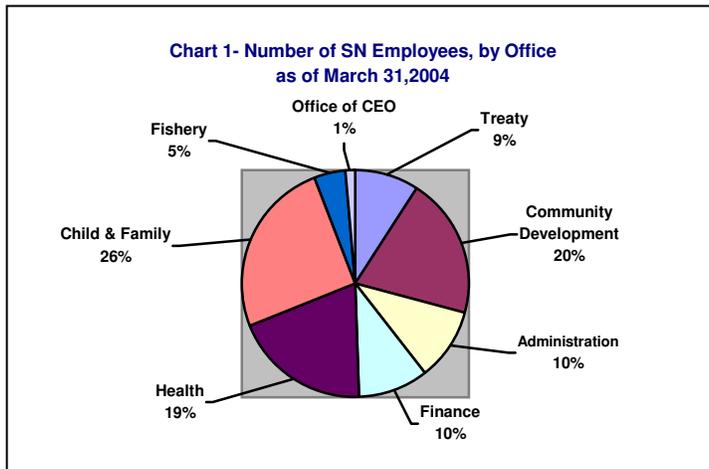
### ***Human Resource Development/ Personnel Services***

The staff performed routine services for SN employees. Continuing development of HR/ personnel policies, guidelines, systems and procedures were done. The staff also helped in the interpretation and implementation of human resource policies, analysis of staffing and recruitment implications to management decisions.



## Stò:lò Nation Employees

As of March 31, 2004, Stò:lò Nation has 389 employees. At least 241 or 62 % are full time employees, 6 or % are part-time and the rest are term employees.



## Selection and Recruitment

The staff posted a total of 115 jobs or a monthly average of 10 jobs posted. Letters of Offer for Employment totaling 342 were also drafted. A total of 1,880 resumes were reviewed and processed. The staff facilitated the conduct of 94 interview panels.

## Employee Database

A total of 743 personnel files were processed using the EMS database. Four hundred eighty new and terminated files were transferred using the OMNI-RMS.

## Monitoring of Monthly Calendars/Employee Notifications

The late submission of monthly employee calendars was routinely monitored. This fiscal year, only 27 employees were late in their calendars.

## Preparation of Letters and Notifications

The staff performed routine preparation of notifications and letters to the staff on various personnel and human resource concerns. These are the following: 145 general letters; 280 term/probationary notices; 64 CRC notifications; 239 AL and SL updates; 97 notifications on anniversary and holidays; and 243 payroll additions/deletions.



### ***Employee Benefits Monitoring***

During the fiscal year, 45 employees were enrolled for benefits while 69 were terminated from the benefits plan. Several benefits submission and changes were also processed totaling 202. Weekly Indemnity Claims processed totaled 21 during the fiscal year.

### ***Employment Inquiries***

As in previous years, the personnel staff responded to various personnel issues and concerns from the employees. A total of 29,137 (560 weekly average) email inquiries and (56 monthly average) 2,901 telephone inquiries were recorded and responded to.

### ***Employee Training***

A total of 213 employees benefited from the HRO workshops, training and other skill building activities throughout the year. Six workshops and 18 training sessions were coordinated this fiscal year with 67 workshop participants and 146 training participants.

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

The purchasing, inventory and vehicle pool services are now included in the duties and responsibilities of the newly created Administrative Coordinator position. The staff processed a monthly average of 232 Purchase Orders (POs), 288 supply requests submitted by SN staff, and a monthly average of 132 vehicle requests. The annual inventory of office equipment is also underway.

### ***Records and Information Management***

Sometime in 2003, the records management and information technology services were combined. The Records Manager assumed the management and supervision of the day-to-day operations of the Information Technology (IT) staff. Recently, the Administrative Services Coordinator took over the supervision of IT day-to-day responsibilities.

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

To maintain the smooth implementation of the Records Management System (RMS), three (3) training sessions for 7 employees were held during the fiscal year. Continuing consultation on the RMS totalled 169 during the fiscal year.



## Maintenance of the Records Classification System and Records Retention Schedule

The RCS and the RRS was routinely maintained. A total of 48 amendments and additions to the systems were done.

## Management of the Records Centre (RC)

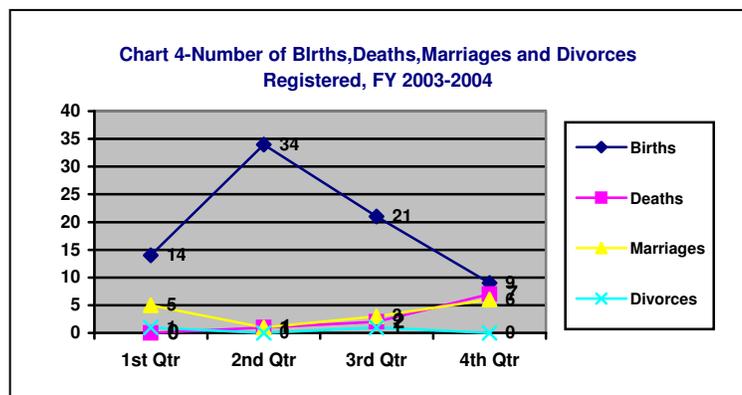
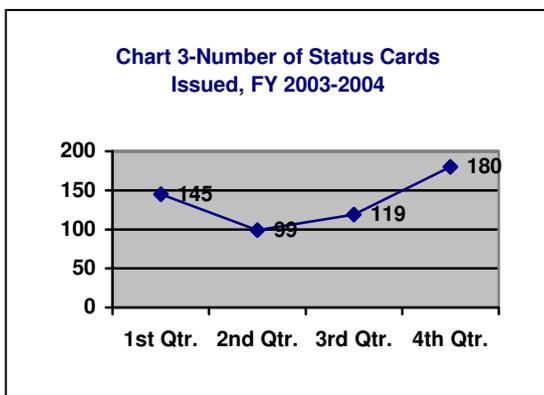
The Records Centre is currently located at the SN Building 1 basement. The staff received 210 requests for files this fiscal year. A total of 109 boxes were processed and 108 were destroyed. There were no boxes transferred to the Archives.

## Other Ad Hoc Tasks/ assignments

Other accomplishments include the following: processed 24 miscellaneous amendments; 19 transfers; 37 forms were revised and a privacy policy was drafted. A total of 25 forms were also distributed.

## Management and Administration of the Indian Registration System (IRS)

Chart 3 shows the total number of status cards issued (543), while Chart 4 shows the birth, deaths, marriages and divorces monitored for the fiscal year. Table 4 shows the accomplishments of the records management services only.



## Information Technology

IT services were routinely provided by the IT staff as follows: maintenance of the Local Area Network (LAN) and the Wide Area Network (WAN); computer hardware troubleshooting; computer software advise and installation and various related duties that helped SN employees perform their functions well and with more efficiency.



## *Child and Family Services*

In the past, the annual report was based on progress made in achieving the work plan goals. However, the 2003- 2004 work plan remained the same as many of the goals were carried over due to the delay in transfer of all off-reserve children in care. This resulted in delays in the staff's ability to meet some of the goals identified for that year. Rather than re-outlining the work plan, this report will provide a summary of accomplishments in each of the programs delivered in FY 2003-04 and highlights of the upcoming plans for FY 2004-2005. Quarterly Reports that provide full statistics and updates on all of the services provided are also distributed to the Stò:lō communities served by Xyolhemeylh.

### *ADMINISTRATION*

#### *Workloads*

Fiscal year 2003-04 was the first year of assuming full responsibility for child protection services off reserve within the Stò:lō catchment area. During this year, the expected level of children in care was exceeded but Xyolhemeylh was still able to manage and accommodate their financial and workload levels. This experience helped in identifying structural changes required to maintain the workload in an efficient and effective manner.

#### *Board Structure*

As a result of the increased workload and the overall Stò:lō Nation structural changes in July 2003, Xyolhemeylh also needed to restructure. In October, Xyolhemeylh Supervisors met with the CEO and the Stò:lō Siyam to raise the idea of having only one Director for Xyolhemeylh. A commitment was made at that time to be open to recommendations from the Xyolhemeylh supervisors. As a result, the supervisors in consultation with their teams submitted their "ideal" structures, which were presented to the CEO and Stò:lō Siyam. On March 1, 2004 the LYSS (Stò:lō Government House Chiefs & Councilors) approved a new Xyolhemeylh Child and Family Services structure, which includes 3 Directors: Child and Family Services, Community Relations, and Administration. These positions are in the process of being filled. Once these positions are in place, changes within the programs will begin.

The Province has reiterated their expectation that a structure be developed that is inclusive of all the Aboriginal constituents receiving services ie: Stò:lō, non- Stò:lō, On-reserve and Off-reserve. It has been confirmed that without such a structure, Xyolhemeylh will no longer be considered for providing off-reserve services, which represents 76% of the staff's current workload. Discussions continue at the LYSS table on this issue.



## ***Staffing***

One of the staff's historic challenges was their ability to maintain full staffing levels. This is a common problem of all child and family services agencies, due to the high stress level of child protection related work. This past year, Xyolhemeylh has been "overstaffing" permanent positions to ensure there is enough staff for coverage and to more effectively "attract" new employees. This strategy was effective as staff turnover has reduced significantly, and Xyolhemeylh have been able to maintain full staffing at a higher rate than previous years; and still remain within budget.

## ***Mentoring***

Xyolhemeylh has made commitments to ensure that priority is given to mentoring Stò:lō and other Aboriginal staff into Senior/Supervisory/Management positions. Throughout this fiscal year, 4 Stò:lō staff members have been seconded/mentored into Supervisory and Senior positions. This is an area that remains a priority for Xyolhemeylh. When opportunities in senior, supervisory or management positions become available, the staff has continued to encourage eligible Stò:lō and Aboriginal staff to consider mentoring options.

## ***Work Space***

As Xyolhemeylh continues to expand, there is challenge of providing adequate workspace. In the past, the employees were able to assume full occupancy of Building #5 for the central office. They were also able to renovate and expand the workspaces at St. Mary's for the west office. In the East, they were also able to renovate a larger trailer at Seabird and employees has moved in, however, there still remain a number of problems with this space. Xyolhemeylh is again looking at other possibilities for a new location. This will remain a priority for this coming fiscal year.

## ***INAC & Provincial Funding***

There is funding confirmation from both INAC and the Province at the same level as the previous year. This is one of Xyolhemeylh's significant successes. As in the past, Xyolhemeylh has often been well into the fiscal year before an agreement is reached. It also strengthens their ability to ensure that planning and implementation of programs proceed in a timely manner.

## ***Additional Prevention Funding***

Xyolhemeylh was successful in increasing their Prevention funding for FY 2004-05. The Province informed the staff that their Prevention funding for the current areas being provided services will increase from \$ 521,697 to \$ 611,697. Xyolhemeylh was able to work in collaboration with the Mission Indian Friendship Centre to secure an additional \$165,000 from the Province. The overall funding increase of \$255,000 was over 50% of previous funding.



To maintain consistency between the on and off reserve services, Xyolhemeylh will be increasing INAC funding contribution towards Prevention programs, from \$ 200,000 to \$ 375,000 in FY 2004-05, which is an overall increase of \$ 430,000. Xyolhemeylh was expecting the funding effective April 1, 2004, but according to the province, the money will not be available until July 2004. In preparation for the increased Prevention money, Xyolhemeylh developed a draft work plan and budget with the assistance of the staff/supervisors, Mission Indian Friendship Center, FRAPC Consultation sessions and the LYSS. Xyolhemeylh is also finalizing a proposal to provide Prevention services in Langley. If approved, this will be an additional \$285,000.

### Delegation Enabling Agreement (DEA)

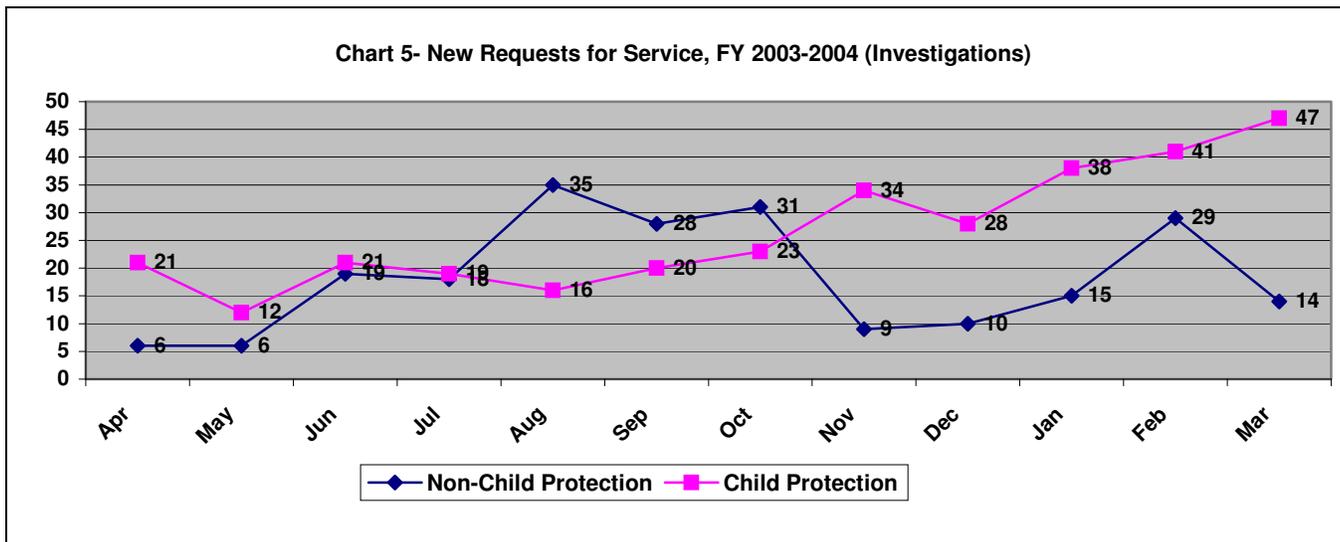
The Delegation Enabling Agreement (DEA) is the agreement between SN, and the Provincial and Federal Governments that delegates Xyolhemeylh with the authority to provide Child & Family Services within the Stò:lò catchment area. This agreement expires October 2004. The LYSS will be involved in the process of re-negotiating this agreement.

### Fiscal Year 2004-2005 Work Plan

The Xyolhemeylh FY 2004-2005 work plan was reviewed together with the LYSS and has received some very good feedback. The work plan will be presented at the upcoming Regional Information Sessions tentatively scheduled in May 2004.

### Intake and Investigation Team

The team provides clients with one- window access to Xyolhemeylh services. These services are: after hour services on child protection, assessment of child protection concerns requiring immediate responses, tracking of client complaints, and case aid support for children in care.





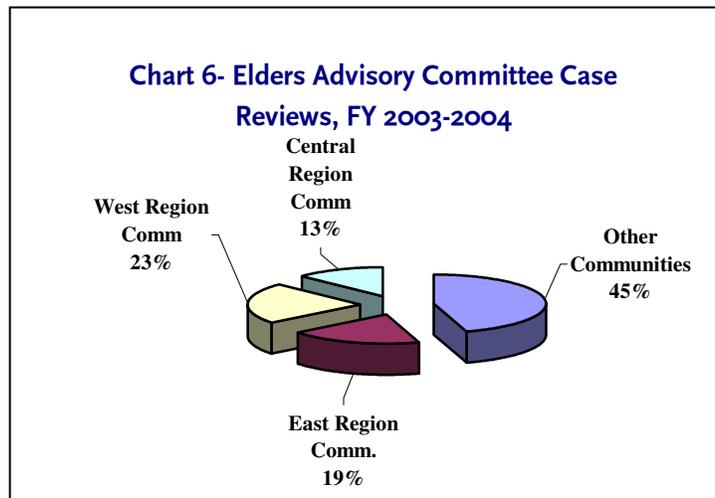
The team assumed full responsibility for child protection services off reserve for the first time and was most affected by the increased workload. There was significantly higher level of Intakes than anticipated and the team made adjustments to accommodate the increased workload. With the new structure in place, the team is more confident that there will be adequate resources to meet the intake and investigation needs. The team is also challenged by the fact that there is no funding for off-reserve after-hours services. Continued efforts are being made to address this issue.

### *Child Protection and Family Services*

The Family Services and Support Teams are designed to provide remedial intervention for children in care, or children at risk and their families. Referrals are received from the Intake and Investigation Team. The team provides the primary source of delegated support services, counseling and support to individuals and families. Support activities include family meetings, individual counseling, family circles and referrals to other resources. Social Workers utilizes the Integrated Case Management Approach and involves the children’s care teams in planning and decision-making.

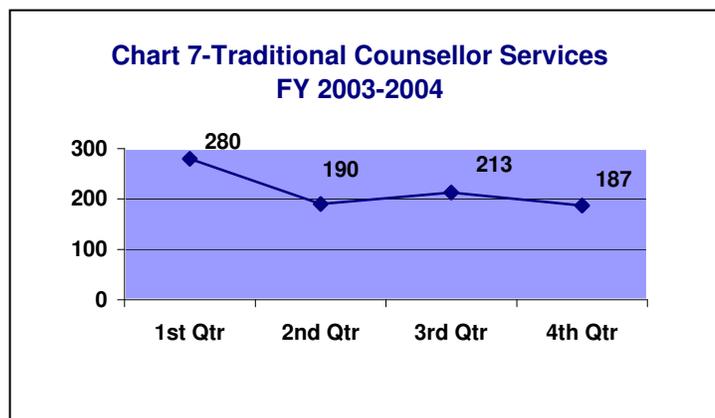
### *Elders Advisory Committee*

The committee meets twice monthly to hear cases and is invaluable in providing direction to social workers, families, and other service providers. Any communities without a representative can contact Helen Joe, as training will be occurring again in the next year for Elders from communities who do not have representation. The committee reviewed 31 cases in FY 2003-2004.



### *Traditional Counseling Services*

When a plan regarding the safety of a child(ren) cannot be agreed upon by the family, community and Xyolhemeylh, quite often Traditional Counsellors or other parties identified will offer mediation services. This resulted in a reduction of court involvement and increased internal resolution. Traditional counselling intake averaged 72.5 services per month.



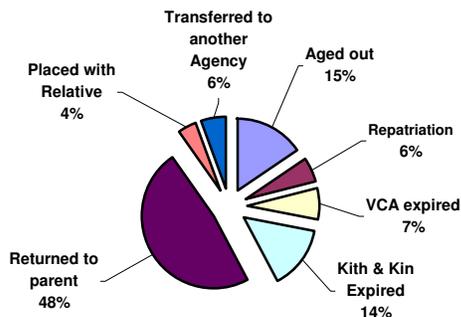


## Guardianship Programs and Services

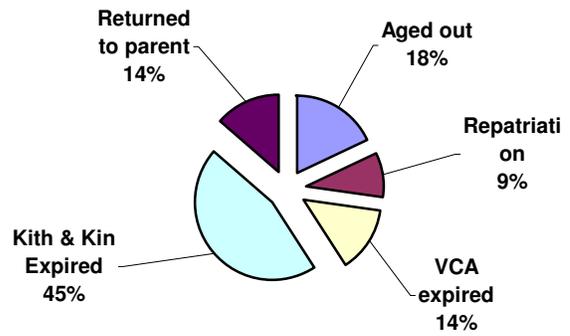
The Guardianship Team provides services to children in Xyolhemeylh’s permanent care. The team develops plans of care to ensure that the child’s needs are being met. Planning includes provisions to ensure children are connected to their extended families and community.

For this fiscal year, the total CIC’s leaving care off- reserve was 71. The total CIC’s leaving care on- reserve was 22. The total New CIC’s on reserve was 26. Total New CIC’s off- Reserve was 90.

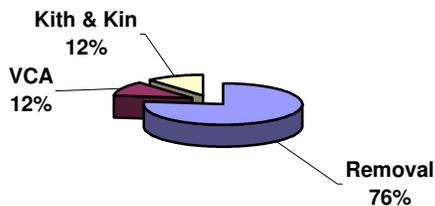
**Chart 8- FY 2003-2004 CIC's Leaving Care Off-Reserve**



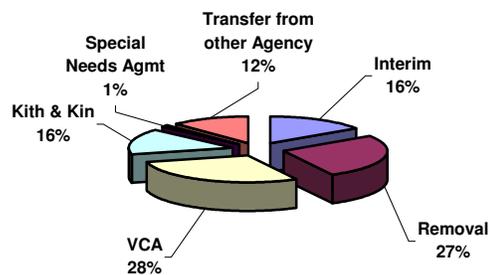
**Chart 9- FY 2003-2004 CIC's Leaving Care On-Reserve**



**Chart 10- FY 2003-04 New CIC's On-Reserve**



**Chart 11- FY 2003-04 New CIC's Off-Reserve**



When you consider the total number of children in care over this past year, it doesn’t appear there has been much of a change. However, these charts further identify the total number of children that have left Xyolhemeylh’s care and the new ones that have been brought into care. Xyolhemeylh has done an incredible job of getting children out of care. You will also note that many of the new children brought into care have been through voluntary care agreements or through Kith & Kin agreements where the parent agrees to have the child placed with a relative on a short term basis as opposed to being brought into formal care through Xyolhemeylh.



One of the other exciting plans of Xyolhemeylh is the development of a Reunification Team. This team will focus on returning children that are currently in permanent care to their families and/or communities. Initial cost estimates to develop this team is approximately \$400,000/year. However, it is noted that if this team is successful in returning 12 children in care to their communities, this would be an annual savings of \$365, 000. Xyolhemeylh is in the process of attempting to secure funding for the development of this team and hopeful that the team will be established in the second quarter of this fiscal year.

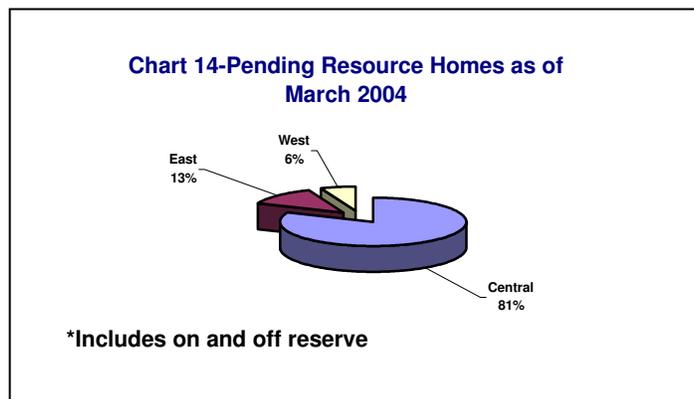
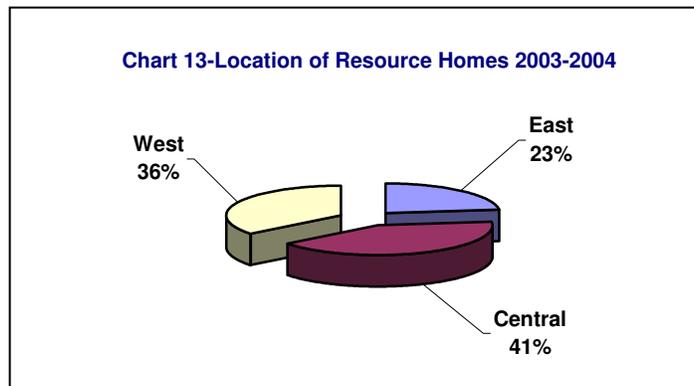
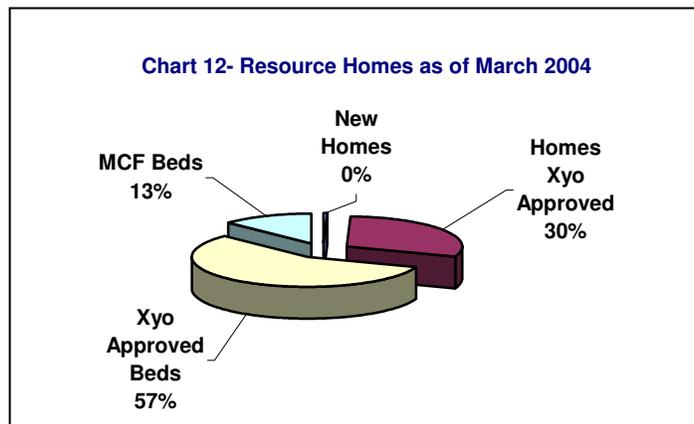
### Resource Programs and Services

The Resource program provides out of family home placements for children in care. The goal of the Residential Resource Team is to promote and facilitate a co-parenting model of care to the caregiver. This model is one that actively includes the community and extended family as part of the team providing care for the child.

The Residential Resources Team also provides direction, training and support to the caregivers in the regions. This is the team that will be most affected by the new Xyolhemeylh Organizational structure. Changes are being made to streamline services and limit the number of staff involved with families and caregivers. Work is still being done to determine how the resource functions will be carried out.

There are still Resource Workers but they will be assigned to various child protection teams and functions. The focus of each position will vary.

The current number of Guardianship workers who will be assuming some of the past resource workers' roles will also be increased. These changes will begin to take place once the Director and Manager positions are filled in the new structure.

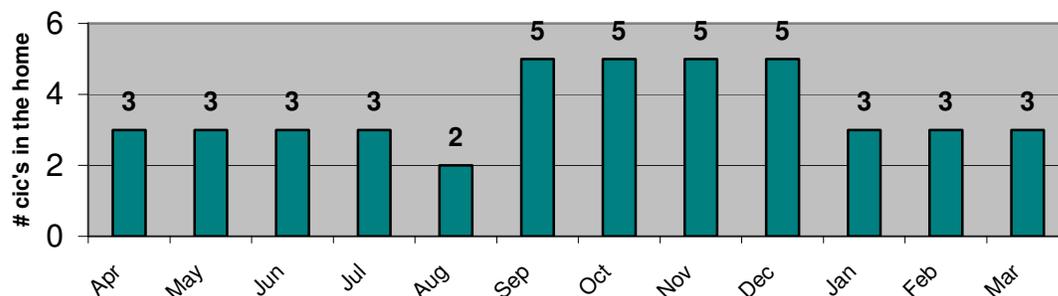




## Specialized Homes

Due to the success and economic efficiency of the current Family Home in Seabird, a Pilot Project called Specialized Homes was developed. A Coordinator was hired to develop additional specialized homes for SN children in care. The pilot project was extremely successful that continuing focus is on getting additional resources in FY 2004-05. In January 2004, the new Skway Family Home opened its doors. There are now Family Homes in the East and Central regions. The West region is interested in having a similar resource but the plan has been put on hold to monitor the success and need for the new additional family home. The staff is close to finalizing the agreement for the purchase of an apartment in Chilliwack for the Semi-Independent Living Program for Youth. Once this is finalized, the home will be in operation approximately 2 months later. The next priority will be the establishment of a Youth Emergency Placement program.

Chart 15-Seabird Island Family Home Occupancy



## Family Preservation/Family Relations Services

The Family Preservation Team provides intensive remedial interventions to families assessed as having children at risk of maltreatment. The service is as an alternative to having children removed from families and designed to ensure sufficient monitoring of the safety of children, as well as providing support services to the parents to develop or enhance skills that will significantly reduce the safety risks. Services include teaching life skills, childcare, home making and family mediation and are limited to 6 to 8 weeks, with the possibility of renewal upon assessment. The team has gone from 3 staff to 1, with supervisors electing to hire additional Social Workers to assume the previous workload. Again, this is in the interest of reducing the number of workers involved with families. With the development of the expanded Prevention Team in July it is anticipated that the staff may be able to revisit the area of specific intervention service provision. Over this past year, program costs were reduced and for FY 2004-05, the hourly rate for this service will decrease from \$25/hr to \$20/hr. Two permanent part time staff were hired the pool of casual staff continue to expand.



Chart 16- Family Relations Workers Services, 2003-2004

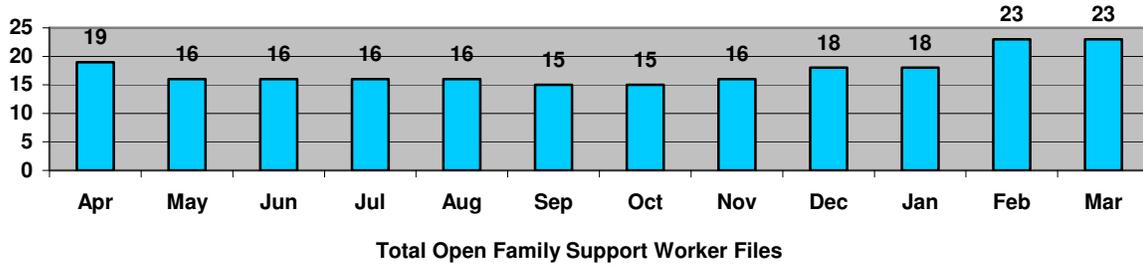
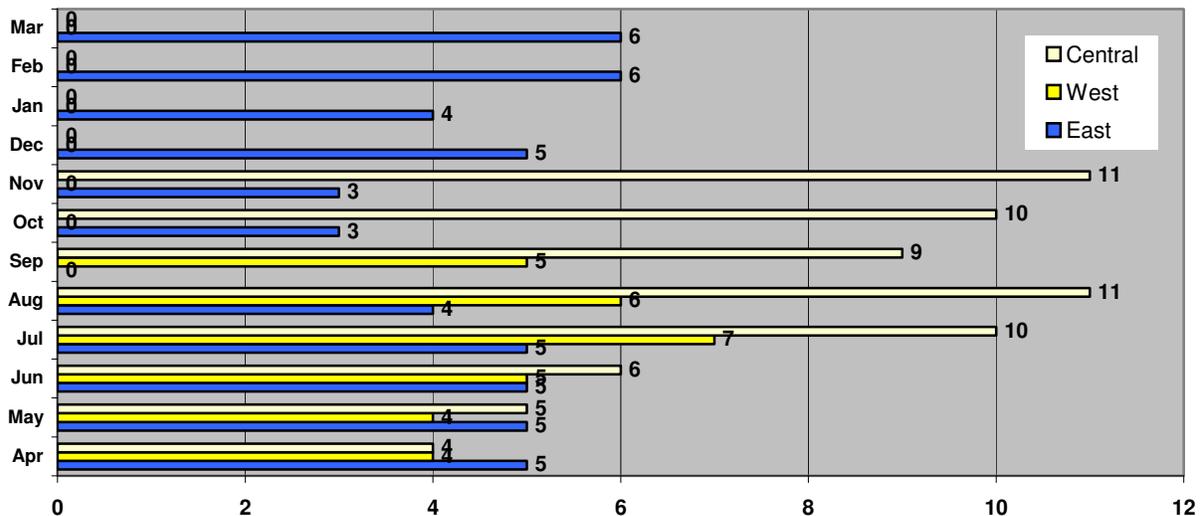


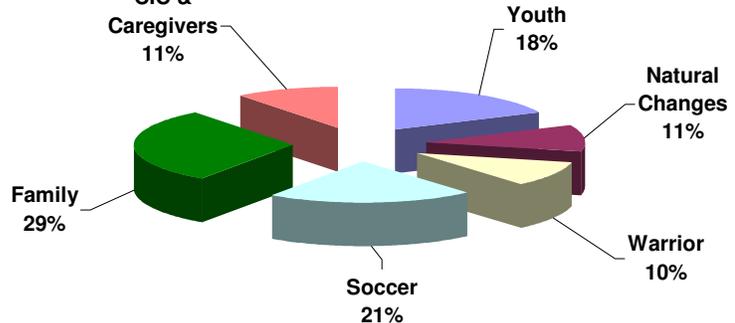
Chart 17-Family Support Files by Region 2003-2004



### Prevention and Awareness Programs and Services

The Team is responsible for the establishment of all services that are community based and are designed to provide information and support to groups of community members. The teams provide a full range of educational and supportive groups that would be accessed by referrals of Child and Family Services staff as well as other service providers.

Chart 18- Prevention and Awareness Team Accomplishments - 2003 Summer Camps  
CIC & Caregivers





## Group Facilitation and Reconnection Services

Table 5 shows a sample of services provided in the 4<sup>th</sup> quarter of FY 2003-04. Groups and activities included in this quarter are: Cultural Empowerment, Tool Time I and II, Parenting Program, STOP (family violence program for adults), Women’s Wellness Circles, Intentional Living (youth), Children who Witness Violence, Community sessions, Drop In programs, Facilitator’s Training for community members and Stò:lò Youth Conference.

Table 5- Active Caseload for January-March 2004

MONTH/REGION	GROUP FACILITATOR		GROUP FACILITATOR				RECONNECT/YOUTH WORKER				TOTAL
	# of Groups		#of Participants				# of Participants				Total # of Participants
January -March	On	Off	On	# of Family	Off	# of Family	On	# of Family	Off	# of Family	Total # of Participants
Chawathil	0	0	0	0	0	0	8	8	0	0	8
Kwantlen	4	0	99	62	28	18	0	0	0	0	127
Leq’á:mel	5	0	33	16	11	4	0	0	0	0	44
Matsqui	0	0	0	0	0	0	4	1	2	0	6
Seabird Island	7	0	54	37	18	12	8	3	0	0	80
Shxw’ow’hamel	2	0	5	1	0	0	1	1	0	0	6
Skowkale	0	0	0	0	0	0	1	1	0	0	1
Skway	4	0	17	11	10	6	2	1	2	0	31
Soowahlie	0	0	0	0	0	0	3	2	0	0	3
Squiala	0	0	00	0	0	0	3	3	0	0	3
Sumas	1	0	15	11	0	0	3	2	0	0	18
Tzeachten	1	1	8	4	10	5	4	2	0	0	22
Yakweakwioose	0	0	0	0	0	0	1	1	0	0	1
Langley Off Reserve	0	1	30	30	2	0	0	0	0	0	32
Mission Off Reserve	2	3	17	3	0	2	0	0	1	1	18
Abbotsford Off Reserve	0	1	4	1	0	0	0	0	1	1	5
Chilliwack Off Reserve	0	5	55	17	37	5	5	1	19	8	116
<b>TOTAL</b>	<b>26</b>	<b>11</b>	<b>337</b>	<b>190</b>	<b>116</b>	<b>52</b>	<b>43</b>	<b>26</b>	<b>25</b>	<b>10</b>	<b>521 participants</b>

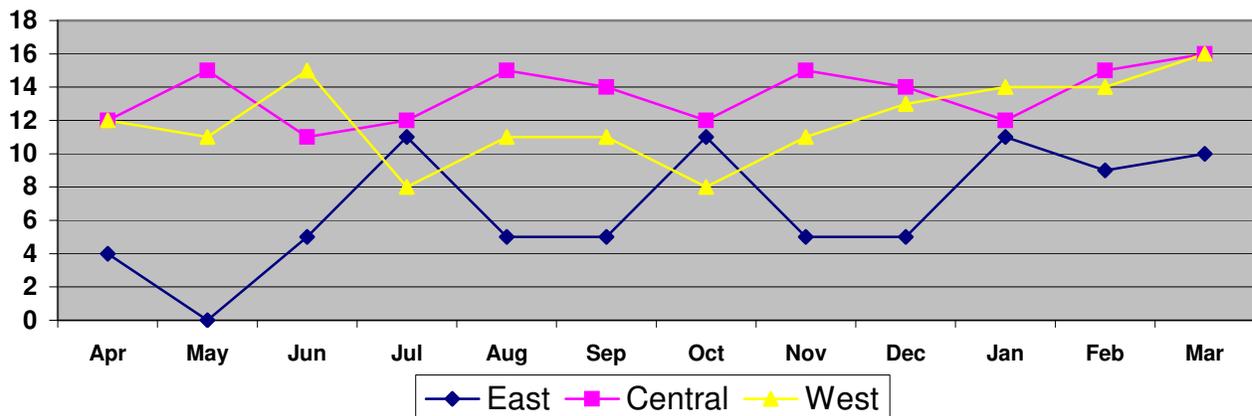




## Sexual Abuse Intervention Program

The program provides counseling to on and off reserve clients 18 years of age and under and residing within the Stò:lō area. One full time and two part time SAIP Counselors carry the total program caseload.

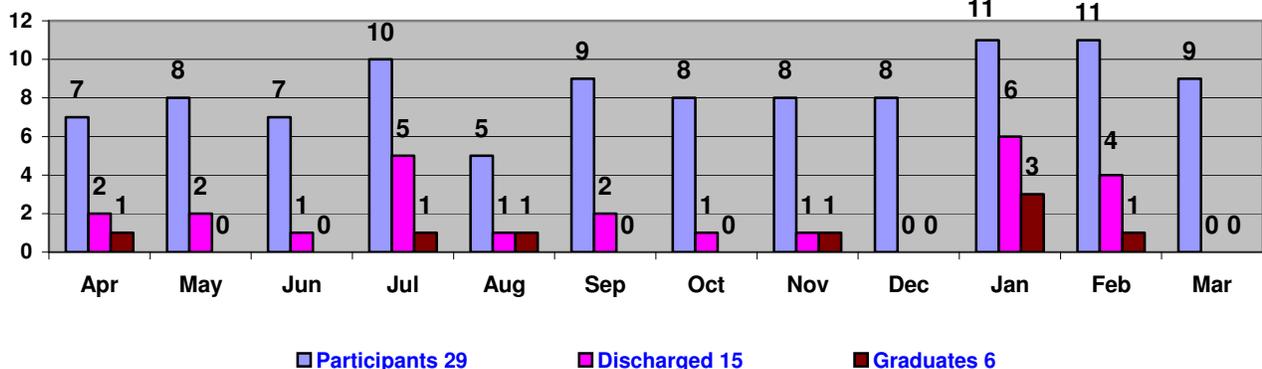
Chart 19- Sexual Abuse Intervention Program (SAIP) Active Counseling Caseload, FY 2003-2004



## Xwe'a:yem Stò:lō Youth Healing Centre

The centre has 9 beds available, six of these beds are for probation referrals and 3 beds are for children in care referred by Xyolhemeylh/Stò:lō or MCF. The healing program is funded as a Justice Program and being transferred to Qwi:qwelstom, - Stò:lō Justice Program. Chart 20 shows that by the end of FY 2003-2004, 15 participants (6 graduated) have been discharged.

Chart 20- Xwe'a:yem Youth Healing Centre Caseload, FY 2003-2004





## Community Development

The 2003 – 2004 fiscal year was extremely challenging but substantially successful for the four areas of responsibilities of the Community Development Department: **Business Development and Management Services; Education Program; Employment Programs and Services; and Social Development.** The key success stories in all the four key result areas are highlighted in this report.

### Business Development & Management Services Division

This division provides information and assistance to existing businesses to improve operations and/or expansions. The staff also attends to inquiries related to starting up a business as well as providing after-care services. This fiscal year, the staff responded to 198 telephone inquiries and provided counseling and after care services to 132 clients. A total of 46 clients registered for Business Plan development (all targeting the SET Program) and 106 clients received information in the entrepreneurial orientations and 30 clients received information in the Agriculture Value Added workshop. The SCF FS also involved 138 survey participants (65 Stò:lō FN Business network and 73 agriculture Value Added). There were 17 participants in the Small Scale Food Processors – Aboriginal Agricultural Food Marketing Strategy. The Stó:lō First Nations' Business Network was established in October 2002. The group meets on the 2nd Thursday each month at SN.

### Self-Employment Training (SET) Program

The Self Employment Training (SET) Program forms an integral part of the practical delivery of Business Development Services for the Stò:lō Nation.

Chart 21-SET Program Outline

<ul style="list-style-type: none"> <li>370-101 Small Business and the Canadian Economy</li> <li>370-102 Business Law</li> <li>370-103 Business Communication</li> <li>370-104 Marketing</li> <li>370-105 Pricing and Credit Strategies</li> <li>370-106 Financing</li> <li>370-107 Human Resource Management</li> <li>370-108 Purchasing and Inventory</li> <li>370-109 Operations Processes and Quality Management</li> <li>370-110 Financial Management</li> <li>370-111 Technology for Small Business</li> </ul>	
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The SET program funding for April 2003 – January 31, 2004 was **\$ 247,791.73** levered by sponsor contributions of **\$ 55,051.63** was significantly reduced. Staff contracts with SNHRD expired on January 30, 2004 and staff was laid off. Future funding is under negotiation.



The 19 clients in after care, several businesses start ups, and a few who are staging their launches await services. There is a Wait list of 10 seats: 40+ individuals from Stó:lō and other Aboriginal communities. The Curriculum sales generated \$ 7,100.00 in FY 2003 – 2004. The new classroom in the Downtown Outreach Office Annex is completed but unused due to funding cuts. It currently stores information and technology assets until further notice. All services provided have been suspended pending confirmation of future funding.

Chart 22-SET Program Completions and Outcomes

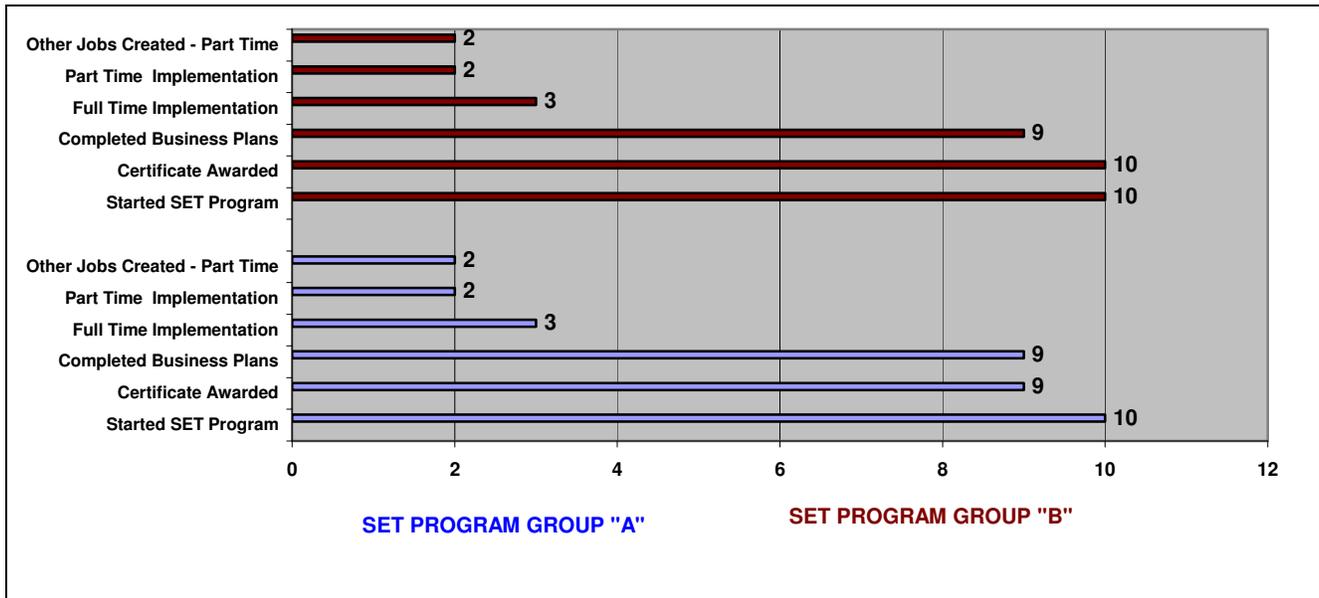


Chart 23- Self Employment and Other Jobs Created

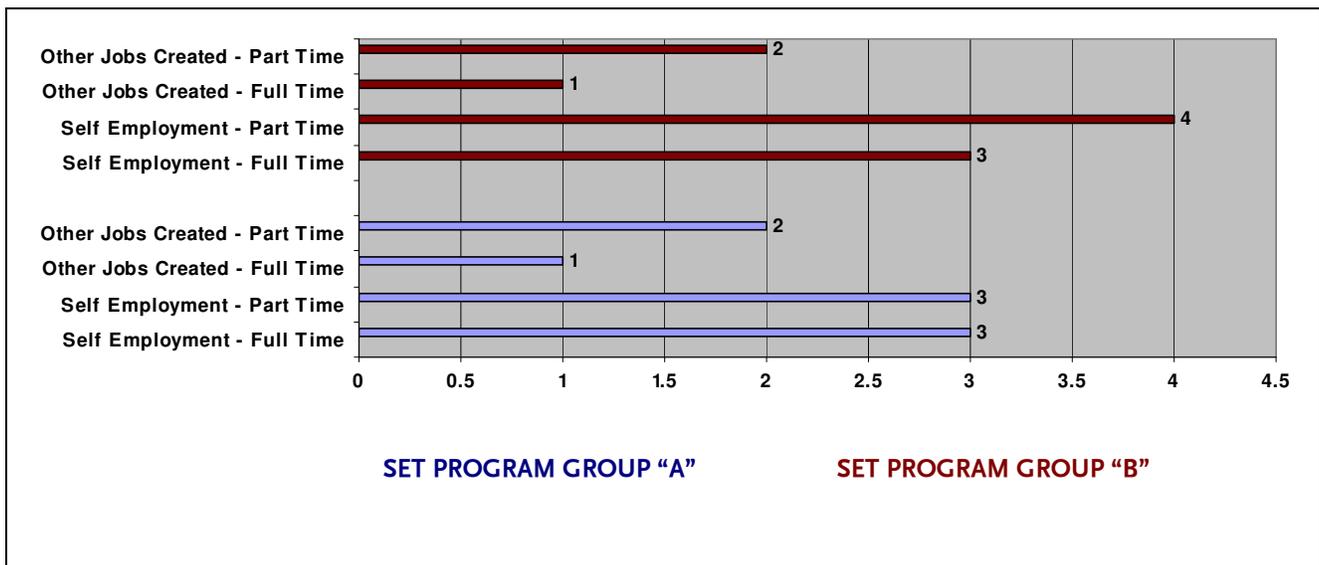
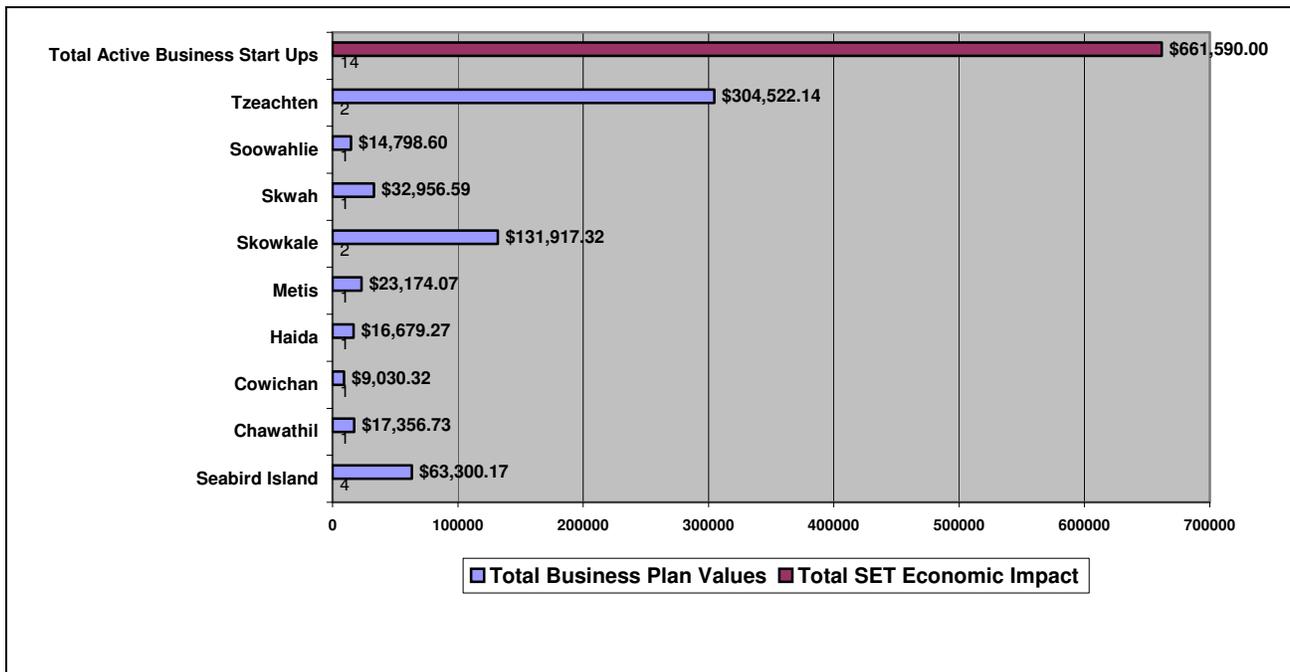




Chart 24- Business Plan Values SET Group “A” and Group “B”: \$661,590.45



### Stó:lō 3<sup>rd</sup> Annual Agriculture Conference, March 24<sup>th</sup>, 2004

The annual conference was well attended by the Stó:lō communities. The sponsorship more than doubled to \$ 9,500.00. The division partnered with the Stó:lō Lands, who assisted in the promotion and logistics leading up to and at the event. There were 100 Delegates and 14 Exhibitors. The excellent response demonstrated the value of learning and networking for both producers and service providers. The conference video is in production and Proceedings will be distributed. The poster on the right is an original artwork of Artist Stan Greene and was used with permission.



### Other Activities by the Business Development Staff

The also staff performed continuing liaison activities to raise SN and Stó:lō communities profile among community organizations and other levels of governments.

### Education Program

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



## **Education Administration**

### **Chilliwack Pow wow**

The annual Pow wow is held the third weekend in April each year and is supported by local First Nations and businesses. The 2003 Pow wow celebrated the 11<sup>th</sup> year and was again a huge success. There were 800- 900 dancers and singers from all over North America who participated in this colorful and exciting three-day event. Over 140 volunteers worked throughout the weekend with a total of over 4000 man-hours to host the event. You may visit the website at [www.stolonation.bc.ca/chilliwackpowwow](http://www.stolonation.bc.ca/chilliwackpowwow) for details.

### **Youth Exchange**

Two Canada World Youth exchange students from Uruguay, South America and Toronto, Canada were placed at Stó:lo Nation. The exchange students worked closely with the LEP and Xyolhemeylh summer camps taking in as much Stó:lo culture as they could to share back home.

### **Rescuers Ceremony and Dinner**

SN hosted a ceremony and dinner at Yakweakwioose, on behalf of the families who lost their loved ones in a tragic car accident in May 2003. This event was coordinated with Education and other SN staff, Soowahlie, Tzeachten and Skwah FN communities, Chilliwack School District.

### **Workshops/Courses**

The staff conducted workshops where Stò:lō culture and how the Stò:lō people survived in the past are discussed. The course on “**Stò:lō History and Culture**” was also delivered by the SN staff to the Elder College program of the University College of the Fraser Valley.

### **Chilliwack School District First Nations Advisory Committee**

The new school district Language Teacher has 380 students from kindergarten to grade 6 attending Halq'eméylem classes weekly. Thirteen students are participating in a FN Carving course. The Stò:lō Shxweli students are completing practicum in Chilliwack schools. The Annual Chiefs and Trustees Dinner held on December 2, 2003 at Cheam was a great opportunity for the Chiefs, Trustees and FN Advisory members to witness and share work that support FN students.

### **Community Link Committee**

In partnership with SN, MCFD and School District #33, the committee secured dollars to implement the Shxwetelthet Stó:lo Nation Alternate School Breakfast and Lunch Program that employed FN Support Staff in School District #33.



### **UCFV Aboriginal Council**

The council discussed concerns on the SN Developmental Standard Term Certificate relating to student goals as Halq'eméylem Language teachers, Stò:lò Curriculum and support of Elizabeth Herrling's nomination for Honorary Doctorate.

### **Community-University Research Alliances (CURA) Program**

SN and the Chilliwack School District cworked with the SFU Faculty of Education for a 5-year research project, "Building Culturally Inclusive Schools through Imaginative Education". This project is a CURA program of a major Canadian research-funding agency where SN and SFU got \$1,000,000 research grant. The program will support the five-year research partnership with communities and schools in Haida Gwaii, Prince Rupert, and Chilliwack. For SN and the School District, this project meant hiring a local FN teacher to coordinate the program in Chilliwack.

### **First Nations Education Steering Committee (FNESC)**

The committee hosted several events and completed several initiatives: Lower Mainland Regional Sessions at Seabird Island- a forum for local Education leaders to look at current initiatives and best practices; 9<sup>th</sup> Annual Provincial Conference on Aboriginal Education in Whistler with the theme "Best Practices in Aboriginal Education"; 2003 Special Education Funding Report; and the Aboriginal Language Conference in Merritt. The Federal and Provincial Governments and FNESC signed a MOU on the FN Authority and Jurisdiction over Education.

## ***K-12 Programs and Services***

### **Annual Stò:lò Awards Ceremony**

The ceremony was held on May 23, 2003 at the Ag-Rec Centre in Chilliwack. This year's host was Mission School District #75. There were over 1100 in attendance with 700 students being honored from 7 School Districts in the Fraser Valley. A total of 275 Stò:lò graduates were honored.

### ***SN Christmas Hamper Committee***

The staff participated in the committee activities. Close to \$ 10,000.00 was actually raised (goal-\$7,000.00) which means that next year, the committee will be able to help many more needy families. The support from staff and outside contributors was outstanding this year.

### **Siya Ya Yoyes Committee**

The committee hosted the Annual Youth Leadership Conference in Langley at the Meadowlands Golf and Country Club on March 3-5, 2004. Over 300 FN students attended.



### Nominal Roll 2003-2004

The staff made regular Band visits and registered returning and new students to generate the Nominal Roll. School Supply cheques were issued in August at the Trans Canada Waterslides. Stò:lò Nation funded students were invited to the Trans Canada Water Slides where staff and parents supervised the children. This year's attendance was 490. Student Allowance cheques are issued quarterly depending on the students regular attendance. The 2003-04 Nominal Roll was completed with a total of 420 students.

Table 6- Nominal Roll 2003-2004

FIRST NATIONS	# OF STUDENTS
Aitchelitz	9
Matsqui	55
Skway	40
Skowkale	58
Soowahlie	76
Skawahlook	2
Tzeachten	108
Yakwekwioose	23
Kwaw-Kwaw-Apilt	17
Popkum	1
	<b>420</b>

### Youth Conference

A one-day "At Risk" Youth Conference with Billy Rogers as Keynote speaker was hosted by School District #33 in partnership with Stò:lò Nation Education. The focus was "Stay in School" and 150 at risk students attended.

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

SN processed 88 post-secondary applications (52 full-time and 35 part-time) under the PSSSP program. A total of 33 students are working on their Bachelor degrees, 6 students are working on their Masters degrees, 5 students are working on SFU's Developmental Standard Term Certificate (DSTC) for Halq'emeylem Teacher Certification and Bachelor Teacher Degree programs, 3 students are working on Early Child Education (ECE) jointly funded by SN Education and Employment Service (HRDC) and the remaining students are either in their University College Entry Preparation (UCEP) or in their Diploma programs. The Post-Secondary funding for Squiala was processed in FY 2003 – 2004 and the Letter of Agreement was already signed. The Lakahahmen Post-Secondary funding was returned to SN for the 2003 – 2004 fiscal year Stò:lò Nation Post-Secondary budget.

Table 7- Post Secondary Scholarships and Bursaries (2003-2004)

FIRST NATION	SN POST SECONDARY SCHOLARSHIP	SN BURSARIES	TOTAL
Skowkale	7	6	13
Soowahlie	2	3	5
Tzeachten	6	4	10
Skawahlook	1	0	1
	<b>16</b>	<b>13</b>	<b>29</b>

The Stò:lò graduates include: Leqa'mel (Bachelor of Science – Biochemistry, UBC , Bachelor of Arts, UVFV; Tzeachten (Bachelor of Social Work, UVFV, Language Proficiency Certificate, SFU); Skowkale (Professional Development Certificate, SFU); Skwah/SN (Education Coordinator received a Certificate of Extended Studies in Social Services, FNs Option, University College of the Fraser Valley, one of two first Graduates of the new program.



### **Simon Fraser University (SFU)/Stó:lō Nation Education Agreement**

An agreement is in place between SN and SFU. Students are completing the requirements for the Developmental Standard Term Certification and progressing toward a Teacher degree.

### **Student Summer Employment 2004**

The Planning Committee is in place to expedite the hiring and processing of summer employment for 2004.

### **Federal Post-Secondary Student Support (PSSS) Policy**

The current 1989 version of the Federal PSSS policy is under review and revisions will be set for implementation on September 1, 2004. The FNEESC established a subcommittee to review the new Post Secondary Policy for feedback to Indian and Northern Affairs Canada (INAC). The new policy will impact SN's delivery of PSSS, specifically on the Canadian Residency requirement.

### **Provincial Post Secondary Policy**

The Provincial Ministry of Advanced Education (MAE) circulated a draft Framework Policy that will be in effect soon. This mainly affects changes to the MAE Provincial Post Secondary funding to Public Post Secondary institutions and establish greater accountability. This policy was discussed by the UCFV Aboriginal Community Council and was later addressed at the UBC Forum. An updated version of the Framework Policy is expected soon from the MAE.

### **Stó:lō Nation CED Education budgets for 2004 - 2005**

The budget was submitted in February and revisions will be required after April 1, 2004. Individual student budgets will increase due to UCFV tuition increase of approximately 10%. While this is reflected in the PSSS budget, close monitoring of total funding processing will need to be done to ensure there are sufficient funds to cover all full time students.

### **Canada University Chair**

SN sent a letter of support to UCFV in the application for a Canada University for First Nations Research in Fraser Valley. The application is intended for continued good direction in the future. This is being built into the UCFV comprehensive plan.

### **Men's Wellness Gathering**

The Men's Wellness Gathering held last September 29 – October 2, 2003 was a success. The theme was– “Embracing Our Identity – by Rebuilding, Strengthening & Honouring.” Planning for 2004 Gathering is ongoing. This year's gathering is set for early October 2004. .



## Stò:lō Shxweli Halq'emeylem Language Program

Language courses continue to be offered by Stò:lō Shxweli, either in-house or in coordination with educational institutions. This fiscal year, a total of 9 courses were offered. Stò:lō Shxweli also applied to Stò:lō Nation Human Resource Department for a Job Opportunities contract which successfully sponsored wages for three positions until February 2004. After this date these employees have been kept on for short terms with other proposal funding.

### Projects

The staff has been focusing on some very exciting projects. The first was an opportunity to participate in a free draw to have a language book published resulted in Stò:lō Shxweli being selected as one of four. The target date is to have this book completed and launched at the Annual Chilliwack Pow-Wow in the weekend of April 16<sup>th</sup>-18<sup>th</sup>. At this same time, a ceremony to cover the family of the late Rosaleen George who tells the story will take place. The staff also developed an interactive CD-Rom and an audio CD to accompany this storybook. The other project is called "First Voices" and information is available in the website. On this link you will be able to connect with actual audio recordings of the Halq'emeylem Language as well as seeing it in print. By the end of the fiscal year the Multimedia Dictionary should be available.

Table 8- Stò:lō Shxweli Courses Offered

COURSE	INSTITUTION
Linguistics	SFU
Math-190	SFU
English-170	UCFV
Biological Science 330	SFU
Halq'emeylem 100	Stò:lō Shxweli
Halq'emeylem 200	Stò:lō Shxweli
Halq'emeylem 300	Stò:lō Shxweli
Intensive Fluency Program	Stò:lō Shxweli
Indigenous Peoples' Teacher Education (IPTE)	SFU

## Shxwt'a:selhawtxw Interpretive Centre

The Centre recorded a total of 1,183 visitors, as follows: 1,044 Grade 4 students along with parents and teachers from the Chilliwack School District; SN new employees; Sechelt Indian Band, Department of Health and Social Development; Acting Director; 79 employees from the Department of Indian and Northern Affairs; Department of Indian Affairs, Treaty Department-Vancouver Island; Abbotsford, Agassiz and Surrey School Districts; Simon Fraser University; CMHC provincial representatives; Mennonite Disaster Volunteers; and 60 Walk-in/self-tour visitors from Denmark, Sweden, Holland and France. A new grade 4-program brochure was created and this was distributed to all of the school districts.

### Practicum/Summer Student Placement/Resource Workers

This one-month practicum offered UCFV FN students on the job training and work within the LEP department ethno botanical garden. Combining Stò:lō Nation traditions with UCFV horticulture this individual along with horticulture culture and Traditions within the academics of UCFV horticulture program. The Summer Placement Career Placement is a 4-month project met all of the requirements of the funding agency SNHRD. The summer students worked in the positions of: Resource Clerk, Ethno Botanical Gardner / Maintenance.



There are 4 on call resource workers to fulfill the duties of the grade 4 program and tour bookings: Fishing, Carving, Fire / Maintenance, & Weaving. These individuals rely on temporary employment while we struggle to have them recognized as valuable resource people.

### **Aboriginal Films/Productions and Related Media Exposures**

There were several media exposures for Stó:lō Nation, notable was the “Lynching of Louie Sam Film”. The long house was filmed as Louie Sam’s home and 2 days of filming took place on site assisted by the SN Job Opportunity employee. CHUM TV – The New Canoe Program Film is an aboriginal production of First Nations cultural and traditional programming. Gwendolyn Point and Sonny McHalsie took part in hosting this film that will be aired May 04.

### **Mamela Te Xapay Dance Group**

This year the Long House Extension Program requested 5 dancers from the Chilliwack Elementary School to perform during the grade 4 program. There were 10 boys and 10 girls interested in dancing along with their parent’s support and permission. The dance performances would take place during the visitors lunch break and included: Welcome, salmon and celebration songs and dance. For some of the children it would be the first time dancing and they did very well. One of the requirements to dance is that the students must have good grades and behavior to participate. This offered a great incentive to the students. Due to the demand and requests from parents and youth, a dance and regalia making classes every Monday night was set up at the interpretive centre. This night of sharing songs, drumming and dancing includes life lessons along with assisting parents and children with their cultural and traditional self- identity.

### **Elders College Course**

Five elders registered with UCFV for the course “Stó:lō History and Culture-Past and Present” that included a tour of the Interpretive Centre (History, Residential School, Story telling, Fishing, Bannock) and the Ethno Botanical Garden. Many of the elders expressed how much they learned and understood the significance and relationship the Stó:lō have with the land and river.

### **Ethno Botanical Garden**

The SN staff along with the UCFV Agriculture Science Department volunteered to assist with plant identification and labeling for the garden. The Interpretive Guides are working on mapping these and listing the geographical territories and areas the plants belong to. As part of the summer projects, the Longhouse Extension Program staff created a new logo that represents the “House of Long Ago and Today.” The new logo has a frog design on the house posts replacing the otters. A Job Opportunities proposal was also approved for two positions for the Longhouse Extension Program. These positions completed training in interpretive guide and aboriginal tourism. A SFU representative of the Chief Dan George Aboriginal Tourism Certificate course offered training on site. The training cost was negotiated and allowed 7 seats.



## **Tourism, Marketing and Public Relations**

In partnership with the Stó:lō Development Corporation (SDC), the Shxwt'a:selhawtxw was featured in the tourism magazine with a worldwide distribution. This opened the doors to tourism and the interest has been increasing. The staff also participated in meetings with the SN Aboriginal Tourism Commission; aboriginal tourism forum at Xaytem Interpretive Centre with provincial reps, local aboriginal businesses and Leqamel Chief. The Chilliwack Times and Progress have also featured the Longhouse Extension Program this year. Film crews and local media (BCTV, Shaw Cable, Chilliwack Times and Progress) continue to utilize the Longhouse Extension Program Interpretive Centre and Longhouse as interview settings.

## **Maintaining Culture and Traditions**

The staff participated in various activities to support and maintain Stó:lō culture and traditions. The staff trained and assisted Job Opportunity employees with the development of an inventory of exhibit items and in enhancing the existing exhibit areas in the Interpretive Centre, which included the language station and carving station. The Residential School exhibit area is utilized for the older audiences and for the younger audience it is now the story telling station. Other activities include the following: assisted in preparing the house posts; made raffia dresses for the cedar dancers; made 6 designed paddle vests; designed and created a story telling exhibit area that included Thoxweya, the mosquito woman; cleaned exhibits and replaced old items with new ones; and interviewed Elder sMel Bailey and Frank Malloway regarding information of Stó:lō Nation grounds. This information is going to support a proposal for a new long house and pit houses. A donation of artifacts from Floyd, Bellingham Washington that once belonged to an elder of Stó:lō Nation was also received.

## ***Employment Programs & Services***

### ***Aboriginal Career Team Training Project (ACTT II)***

A considerable amount of time and energy went into the planning and implementation of the ACTT II project sponsored by the Stó:lō Nation Human Resource Development (SNHRD). The ACTT project was a tremendous success as it integrated a real work experience with FN cultural values. There were 110 aboriginal youth trainees who started the summer employment project and 99 successfully completed the eight-week work experience. Of these aboriginal youth, 30 were placed with local employers. Of the 30 placed, twenty-seven successfully completed their work experience, some of which were asked to work part-time during the school year. Stó:lō Nation was one of four sponsors to deliver this exciting summer employment initiative for aboriginal youth between the ages 14-17 years old. Noteworthy is the partnership arrangement with UCFV and RD Rundle which helped house the workstations in eight career streams in a wide range of career options in the areas of technology, human services, humanities, sports and recreation, fine arts, science, tourism and business development or self-employment.



The workstations focused on specific skill sets needed to be successful in each of the career streams. SNHRD hired Bear Images to produce a video of the ACTT projects delivered by Stó:lō Nation, Chehalis, Seabird Island and a group in Surrey. It is intended that this video feature the ACTT projects as a best practice in inspiring aboriginal youth to stay in school, achieve a quality education and pursue a rewarding career in the area of their choice.

### *Second Annual Recognition Dinner*

The staff hosted the dinner at the Ch'íaqtal Hall to honor aboriginal clients who gained full time employment or self-employment resulting from employment and business services offered by the CD program. There were 15 people from various FN communities in the Stó:lō territory who were honored as community role models for their achievements.

### *Web-Based Database System*

A new web-based database system is being developed for implementation in April serving the needs of Education, Employment Services, Social Development, Business Services, as well as the Human Resources office.

### *Stó:lō Nation and SNHRD Five-year Contract on Aboriginal HR Needs*

On March 31, 2004, the five-year contract arrangement between SN Community Development and Stó:lō Nation Human Resource Development ended. Over the last five years, it became clear that the human resource development needs of the aboriginal population require collaboration and effective partnerships at all levels of government, health and social service agencies, business community, education institutions and others, to contribute towards the vision of aboriginal people transitioning from social dependency to employment and self-efficiency.

A comprehensive proposal entitled “A Collaborative Holistic Approach to Aboriginal Human Resource Development” was presented to SNHRD for consideration in the 2004-2005 funding. The revised proposal for \$1 million was approved in principle. The reduction was due to federal government cutbacks at the national level. The federal government allocating more to the northern parts of Canada and more to the Métis, as well as a funding formula that was not favorable to the BC Region further worsened the situation. This meant that SNHRD, as a AHRDA holder would have fewer resources for the Fraser Valley and the Sunshine Coast.

### *Downsizing of Employment Programs and Services*

The staff took the difficult step of restructuring its operations resulting from the decision to downsize Community Development operations. The downsizing resulted in the closing of the New Opportunities for Work (NOW) Program, the Structure of Intellect (SOI) Program and the Youth Employment Program (YEP) effective March 24, 2004.



The regional CD offices closed at the end of March include Seabird Island, St. Mary's Centre in Mission and Downtown Chilliwack. Nineteen staff was terminated and positions vacated by term employees were filled. Career Practitioners will be mobile in the territory to ensure clients have access to employment services. The busing service is maintained to enhance the ability of clients to follow-up on their respective action plans after they meet with a career practitioner.

### *Employment Counseling Services*

Employment counseling services are carried out through the Employment Counselors deployed to the central and west regions, including the outreach office located in Seabird Island. The combined performance on counseling services for FY 2003-2004 is shown in Table 9.

**Table 9- Consolidated Employment Counselling Services Client Intake, FY 2003-2004**

INDICATORS	CENTRAL REGION	EAST REGION	WEST REGION	OUTREACH OFFICE	TOTAL
# of Scheduled Appointments	0	760	344	302	1,406
New clients	146	0	0	0	146
No show	0	74	41	34	149
Other	0	0	0	0	0
# of Drop-in Appointments	0	0	28	37	65
# of Drop-in (Resource Room)	0	904	315	723	
# of Referrals	0	0	0	0	0
SOI clients	37	0	4	5	46
SET Orientation	0	1	8	0	9
YEP	27	10	3	5	45
NOW program clients	29	9	12	4	54
Clients from other agencies	42	34	32	21	129
Vocational training/funding	0	36	0	6	42
ABE	0	0	8	0	8
AESI	0	0	0	9	9
Literacy	0	0	0	0	0
# of Assessments	130	121	27	12	290
Typefocus Assessment	34	0	0	9	43
CAAT administered	44	24	0	3	71
ALMR Assessment	52	88	27	0	167
ABE	0	9	0	0	9
# of Clients Placed	42	26	4	5	77
Full-Time Employment	22	0	0	0	22
Full-Time (Seasonal)	11	0	0	0	11
Part-Time Employment	6	0	0	0	6
On-Call Employment	3	0	0	0	3
Job Leads/Placement	0	0	4	5	9
Wage Subsidy	0	26	0	0	26
# of Phone interventions/ inquiries	0	822	470	16	1,308
# of clients who received employment counseling	600	0	0	0	600
# of Clients assisted (resume, interview, cover letter, UCFV enrolment, career clothing, job search, etc.)	0	401	0	0	401

Source: CDD FY 2003-2004 Accomplishment Report.



## Stò:lò Youth Entrepreneurial Competition

The Stò:lò Youth Entrepreneurial Competition and Awards Ceremony was held at the Richard Malloway Longhouse. There were about 200 people who attended the awards ceremony that honored aboriginal youth who won competitions for developing the best business proposals.

## Youth Employment Counselling Services

There is a gap in the reported statistics for this fiscal year because the Youth Employment Counselors left. Statistics were taken for the April, May, and June 2003 and there is nothing to report for July, August, September, and October 2003. The Resource Room was also maintained to assist clients with computer/internet needs. With programs shutting down at CDD, schedules were opened to see NOW, SOI, & YEP clients for needs determination and new action plans.

### Youth Counseling Client Intake

Scheduled Appointments	197
Drop Ins	51
Workshops	13
No Shows	78
Total Clients Served	183

The staff introduced clients to a new on-line career assessment called Career Type Focus that is a personality/career assessment that clients can do at their own pace. They also facilitated at the two-day True Colors workshop for Seabird Island community. The workshop focused on Communication and Career Decision-Making. Twenty youth were registered to attend the workshop but only 12 participated. On February 26<sup>th</sup>, facilitated a True Colors workshop for the Youth Employment Program (YEP). The theme was Career Exploration and Communication. 13 clients participated in the workshop while 11 clients attended all day and only 2 attended half a day.

## Vocational Employment Counseling Services

A total of 43 Aboriginal clients residing in the Stò:lò territory received funding for vocational employment counselling. Of these, 10 were sponsorship carryovers from previous budgets. Funding requests for FY 2003-04 varied from short term programming requests of one day to twelve months programming in a variety of skills training areas. Strong partnerships within the community, training institutes, bands and community service providers provided a great deal of support in providing both financial and educational skills training to the vocational clients.

### Vocational Assistance Activities FY 2003-2004

Total Appointments	320
Vocational Funding	186
Employment Counseling	66
Income Security Reform	24
No Shows	44
Phone Interventions/Inquiries	1139

Total clients provided Vocational Assistance in 2003-2004 = 43

This year, there was a great demand for CD Vocational Assistance due in part to the changes to Ministry of Human Resources (MHR) mandates and legislation, which influenced the BC Federal Income Assistance to the thirteen bands within Stò:lò Nation Social Development program.



The limitation of 2/5 years for recipients was revoked in February 2004 however the requests for assistance from a new clientele with multiple barriers (FASD, Mental Health issues, low literacy) have drastically increased. This forced the counsellors, social workers and institutes to work together to provide adequate programming to address the training and educational needs of those with multiple barriers. This past year, through partnerships with a few training institutes and MHR workers SN was able to provide assistance to two of the mutual clients to participate in modified institutional training skills- Nail Technician Certification and Basic Computer Skills.

The increasing number of requests for living allowances and higher tuition rates has put extra demands upon limited funding assistance. Additional vocational funding is necessary to provide adequate living and tuition support to many of Stó:lō who do not qualify for any additional support through bands, loans or scholarships. The following development and changes will have an impact on the vocational budget:

- The closing of ITAC – Industry Trades and Apprenticeship Agency – this closure occurred this past spring and still the ramifications of this closure are being felt by the industry as a whole as well as the training institutes and funding providers. Clients are responsible for locating their own sponsor for apprenticeship training and guaranteeing an appropriate apprenticeship program. Many are working for disreputable businesses and are seeking training skills through institutes that may not have their best interests for working in the trade industry.
- The decentralization of PPSEC – Private/Post Secondary Education Credit has no impact on decision making for institute of choice for SN clientele. Careful review of student outcomes, Better Business Bureau information reports as well as local community Chamber of Commerce will be necessary to monitor any new institutes in the territory.
- Tuition increases in public and private post-secondary institutes have also precipitated a greater increase in tuition rates in the private post-secondary institutes.
- SN stopped providing funding assistance to those declaring Metis status as they have secured a significant portion of the provincial AHRDA funding and can provide adequate vocational assistance to their people in this territory. Continued financial sponsorship this past year to other eligible aboriginal clientele in the territory was provided.

Stó:lō Nation provided ongoing assistance to **10 clients** for the Early Childhood Education Program at Seabird Island who has partnered with UCFV to provide the first ECE program with FN content in the Territory. Only one individual was forced to withdraw following low marks in the second term. The remaining nine students are all expected to complete their program at the end of April 2004. Many of these women are from Stó:lō Nation and have struggled with daily demands from children, immediate and extended family commitments, illness, death and maintaining their academic rating to stay with the program. These are strong and wonderful women who have certainly proven to their families, their communities and to our nation that commitment, hard work, and struggle can lead to success.



Individuals who have completed their certification or licensing as Hair Stylist in August 2003 has set up shop on part time basis at Seabird Island Health Unit; a Nail Technician, who completed her program in December 2003, has leased a spot at a local First Nation's business in Agassiz as well as working as a tutor at her previous training institute for one day a week providing assistance to a CD client with FASD and NOONS; a Holistic Practitioner, who completed studies in January 2004, is working fulltime at a Spa in Abbotsford as well as working out of her own home and setting up at local FN functions. These are a few of the examples of a number of our successful recipients of vocational funding.

### *Outreach Office Employment Counseling Services*

The office maintained the resource library and added information suitable for program clients. Information was gathered from resource people of the community and exhibitors from the career fair. Places information was gathered from Hope, Vancouver, Chilliwack, and Abbotsford. In late 2003, some clients showed a great interest in going into the Trades and the Bold Eagle program for aboriginals. In Hope B.C. many clients showed interest in returning back to school or self-employment. Still further, there was an interest in seeking employment out of the province especially in the oil- rig or mines industry.

### *Aboriginal Employment Strategy Initiative*

The Stream Employment Facilitator assisted in developing and facilitating the implementation of an employment strategy to recruit and retain qualified aboriginal people to be hired by Solectron (Stream International) and other employers. The mandate also entailed identifying career planning and job readiness courses and coordinate delivery of training initiatives aimed at qualifying aboriginal persons to compete for employment opportunities.

#### **Interventions Provided**

Client Appointments	370
Phone Interventions/Inquiries	365
Referrals	21
No shows	42
Work placements	37

The contract was amended to include research on a variety of assessment tools that would be practical and useful in the effort to prepare aboriginal people for the labour market. Extensive research was also completed on a variety of assessment tools that could be used in a computer lab to help aboriginal prepare for training and employment. Among the assessment tools introduced to CD for consideration: **Typefocus Personality Profiling**: highlights career recommendations based on a person's abilities and personality style; **Employability Attitudes**: a multimedia software tool that assesses exactly the strengths of a client seeking work and wanting to stay employed; **Basis Academic Skills for Employment**: a multimedia tool designed to assess a client's goals and skills levels for specific employment and to identify the possible skills gaps for that field; and **Aptitudes and possibilities**: a multi-media software tool that generates a report on the client's test results in six areas: a) vocabulary; b) clerical perception; c) numerical computation; d) numerical reasoning; e) spatial; and f) inductive reasoning.



The software-based assessment tools for a pilot project to be used by employment services for a period of six months was approved. Extensive liaison has taken place with employers in Chilliwack, Abbotsford, Mission and Surrey to promote the employment services and programs offered by Stò:lò Nation and this awareness will generate interest in emerging aboriginal talent pool to fill job shortages, especially in the trades field. The contract ended on March 24, 2004.

### Employment Tracking Services

Employment clients are regularly monitored and customary follow-up was done for 686 clients covering all regions for FY 2003-2004. The bulk of tracking activities continues to be done by telephone. Driving out to the client's homes was necessary to gather follow-up information if clients have no telephone. Contact with band offices was necessary to help find client location.

#### # of Clients Tracked in FY 2003-2004

Hired full time .....	175
Hired part time .....	43
Self employed .....	09
Entered further employment related training .....	18
Entered Workplace based training.....	00
Registered/Attending F/T PS Education .....	07
Continuing Job Search .....	248
Not- Seeking work.....	24
Not known/moved .....	119
Other .....	44
Entered Workplace Based Training .....	00
In School .....	00

### CTS and Follow-up Services

Tracking time for tracking clients varies in each region. In the East and West region, tracking time was four days a month for the central region, twelve days a month. Archiving of the 2001 files was done this year. Work is underway to finish the procedure by indexing these files according to Records management. The CTS training focused on how to query the CTS Auto Case File closure reports and the CTS sync processes. A new CTS data entry system was put in place to avoid replica problems by having all outreach offices enter data in the central office only.

### HRDC Upload

The upload requires the Tracking Counselor and Employment Administration Clerk to work together to complete. Correcting the CTS data upload file rejections is the Administration Clerks responsibility. There is a need to have staff trained for this procedure so not just one person has all the knowledge. The Tracking Counsellor has now trained the Employment Administration Clerk to carry out correcting CTS file rejections and also uploading the CTS data to HRDC. HRDC has communicated to SNHRDC and Community Development that there are concerns with CTS end result dates. The upload will be added to the new web database.

### Structure of Intellect (SOI) Program

The winter session for the SOI Program ended on April 25 with 18 participants. On May 12, 2003, the program started with 21 participants out of which 12 were continuing from the previous session. The program session ended on June 20<sup>th</sup> with 13 participants in the program.



Some of the students were referred to other programs, to Stó:lō Adult Education Centre, some were let for not meeting attendance requirements and others left voluntarily for personal reasons. At the beginning of the new session in September, 22 participants registered with SOI. At the end of this session of the SOI program, 14 completed. Out of the 14, eleven participants decided to continue with their individualized training programs in January. The SOI session last January – March 2004 ended due to funding constraints. All the 21 participants completed the program. The program was meeting a real need for clients and many of them have nowhere to turn for the kind of assistance they require to overcome their learning challenges and difficulties. A broader funding base that would come from key stakeholders such as education, health, social development and employment services needs to be established.

### *Solutions Working Group (SWG)*

The SWG was established to explore resources available to clients with fetal alcohol spectrum disorders, brain injury, multiple barriers, trauma depression, mental disorders and complications to learning. The SWG members are composed of representatives from SN programs and services staff. Networking meetings with the Asante Clinic for FAS/E is continuing, specifically on the prospects of establishing a satellite outreach clinic at Stó:lō Nation. The staff also participated in a tour of the Boscoe Centre in Coquitlam that provides psychological assessments, and re-training techniques for those identified with various disabilities. A new partnership arrangement is being explored to provide more effective interventions for clients suffering from various brain injuries and learning challenges. Other options are being explored by the Group to address the short and long-term needs of those suffering from brain injuries and mental disorders.

### *Youth Employment Program (YEP)*

The YEP is a new job readiness intervention to address the needs of aboriginal youth between the ages of 15-29 years old. The YEP staff, in consultation with other CD job readiness programs, developed a curriculum to address the short-term needs of aboriginal youth in the areas of personal development, career decision making and job search strategies. An intensive promotional campaign was undertaken that resulted in 10 youth registering to take the first YEP session at the beginning of September. By the end of the third module, four participants left the program, with six completing. It became clear participants were not ready for the program as they faced multiple barriers to employment. The program staff also made every effort to market the program in the communities with flyers and advertising in community newsletters and networking with other community agencies. This did not result in any recruits for the next session that was scheduled to start in November. A special meeting with SNHRD addressed the situation. It was recommended that the program target youth between the ages of 18-29 instead of 15-29 and that the program establish prerequisites for entry. The curriculum will also be reviewed to include certifications that would enhance employability. The staff totally revamped the program and developed new promotional materials to advertise the next session that would start at the beginning of February 2004.



## New Opportunities for Work (NOW) Program

### Program Implementation

Two three-modularized programs were done with 84% completion rate. Due to funding cutback at the federal level, the Program was discontinued. Funding will be secured to re-establish/implement the Program to continue its huge success among the clients.

Table 10- NOW Program Accomplishments, FY 2003-2004

INDICATORS	MODULE 1 4 Weeks-Communications in the Workplace	MODULE 2 6 Weeks-Career Planning	MODULE 3 8 Weeks-Job Search Strategies	TOTAL
Number of applicants	55	36	50	141
Number of applicants that withdrew	26	2	12	40
Number of participants that attended	29	34	38	101
Number of participants that completed NOW	<b>25</b>	<b>29</b>	<b>31</b>	<b>85</b>
Employed	1	0	16	17 (20%)
Seeking employment	13	1	5	19 (22%)
Continued on to school/training/program	11	28	10	49 (58%)

### Practicum Placement and Work Experiences

The SOI participants were encouraged to take initiative in finding practicum placement/work experience and schedule time for employer, student and facilitator to sign contracts. This helped participants practice their skills to seek employment through cold contacts with employers and marketing themselves to build their confidence, self-esteem, and motivation.

### Computer Training/Other Certifications

The computer training enhanced the participants' employability skills/experience in making a resume and cover letter. They also attended training on Windows XP, MS Word, Internet, and E-mail at UCFV. All participants got a certificate in First Host customer service through the Native Education Centre. One received a WHMIS certificate, one in Food Safe, and eight participants/CED clients received a certificate in Occupational First Aid Level 1 through St. John's Ambulance.

## Bussing Services

The CDD Bussing services covers a large geographical area in the Stó:lō territory: **Eastern Region** (Rosedale, Laid law, Hope and Agassiz); **Central Region** (Yarrow, Cultus Lake, Vedder, Sardis, Chilliwack); and **Western Region** (some parts of Agassiz, Harrison Mills, Deroche, Mission, Matsqui, Clearbrook, Abbotsford). The total kilometers used for all three school buses plus the 15-passenger van was **87,776** kilometers. The Bussing Services has three full-time drivers and one spare driver who act as team leader to develop and coordinate bus schedules to get the clients to class before 9:00am daily.



The drivers also arranged and coordinated transportation requests for the clients and surrounding communities in between classroom time. Safe transportation through regular maintenance, vehicle cleaning, pre-trip, and post-trip Inspections are done. The bus drivers also ensure that the Buses receive certification of approval every 6 months as per government regulations and that all loading and unloading of passengers in traffic are monitored. Weather watch for road conditions (Program Closures) and bus overloads plus reporting any misdemeanors were also done. Due to weather and road conditions, there were some program closures, and no misdemeanors reported.

**# of Bus Passengers  
April 2003 - March 2004**

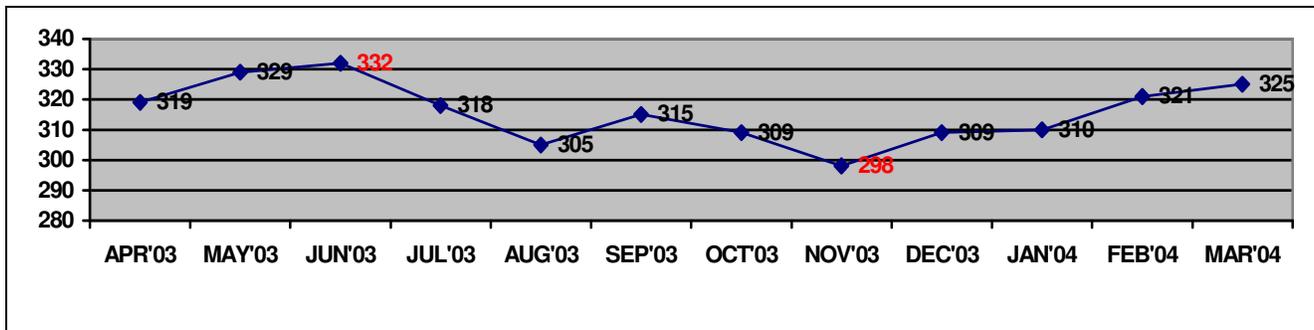
CDD Program Clients: .....	123
Act II Students .....	59
A.B.E Students .....	58
D.T.P Clients .....	69
Volunteers .....	2
Non-CDD programs .....	6
<b>Total Passengers-----</b>	<b>317</b>
Field trips .....	22
Act II fieldtrips .....	42
<b>Total Field Trips-----</b>	<b>64</b>
(Other Programs - ride to work)	
<b>Regular Maintenance Schedule</b>	
9:30 am – 3:00 pm	

### Social Development Program

### Social Development Annual Review 2003-2004

This year, the change in the provincial social assistance policy took place. The shelter rate cuts was implemented but not on the 2 out of 5 year cut- off due to the difficulty of tracking clients. With these changes, it was anticipated that the case files would increase. Chart 25 shows otherwise because the intake has averaged 315 for the year, with the lowest intake in November (298) and the highest intake in June (332).

Chart 25- Social Assistance Client Intake, FY 2003-2004



### Income Security Reform (ISR) Project

With the success of the project, there is movement in more than just clients off seeking employment, as there are now youth turning 19 who do not always show up before their birthday to apply, clients hope this is a short term solution for unemployment and when offered workshops or mandated activities, clients now attend in a higher number and appear to enjoy the activity.



These changes showed that the ISR is successful in the clients' movement towards self-sufficiency and not continued dependency. With the change in staffing, the staff has worked to synchronize services for west and central offices.

### *Adult In Home Care Program*

The program has a total of 432 monthly average hours assisting 28 clients. The program is provided to elders, disabled in long- term care, clients released early from the hospital, clients needing short- term care and usually recuperating from surgery. The assistance comes in the form of cleaning supplies and equipment that is less of a hardship for clients. Transportation assistance is also provided for clients with no rides to appointments. Clients were also assisted with filling out Government forms and filling out income tax returns. The program is successful that there is an increased interest in this service.

### *Crisis Intervention Services*

Crisis intervention was provided to various clients. Other services include: research and poverty issues WS; information on FAS/D; met with Elders, consultants, MHS and staff involved in the Solutions Working Group; developed activities for clients for circle meetings/groups, booklet for clients listing counselors in Chilliwack, Abbotsford, and Mission and list of emergency food banks and shelters in area in booklet form for clients.

#### **Crisis Intervention Client Intake**

Scheduled appointments	531
No Shows	4
Drop In	83
Phone Interventions	243
New clients	255
Referrals to A & D	123
Outside referrals	72
Residential School Issues	359

### *Emergency Daycare Services*

The services are available for CD/Program Clients visiting or attending one of the Programs. Having the Daycare free of charge for the clients gives them the opportunity to still attend their program, keep a scheduled appointment, etc. and not worry about childcare.

#### **Emergency Daycare Drop-In (by Program Participants)**

STRUCTURE OF INTELLECT (SOI)	8
NEW OPPORTUNITIES FOR WORK (NOW)	8
RESOURCE ROOM	16
EMPLOYMENT COUNSELOR	6
CRISIS COUNSELOR	3
SOCIAL WORKER	9
FINANCIAL AID WORKER (FAW)	4
ADULT BASIC EDUCATION (ABE)	3
SELF-EMPLOYMENT TRAINING WS (SET)	3
DAY TREATMENT	3
SUMMER STAFF (July & August)	9
NO SHOWS	9

The day care has 10 spaces for Emergency Drop-Ins. Each child may spend a maximum of 72 hours at the daycare each calendar month. The parent must be on SN grounds for their child to attend the daycare. From April 1, 2003 – March 31, 2004 there were 72 children who came to the center. The children ranged in ages from 13 months – 12 years. Most of the children came several times that demonstrated the opportunity to bond among children, parents and families.



## Health Services

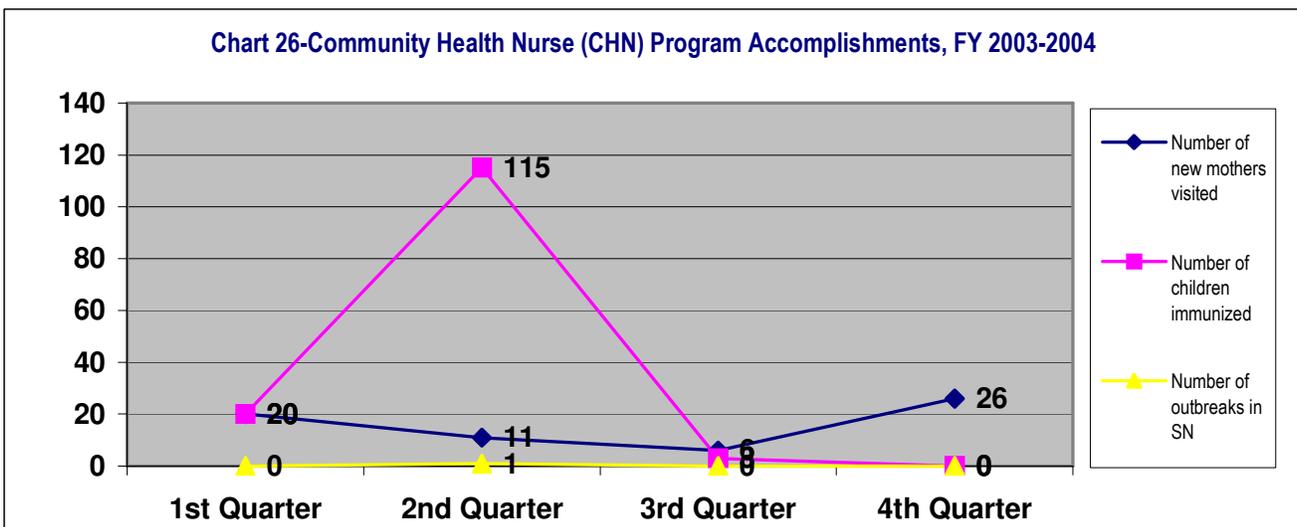
The Stò:lō Health Services performs decentralized delivery of health programs and services to fifteen (15) Sto:lo member FNs (Aitchelitz, Chawathil, Kwa-Kwaw-A-Pilt, Lakahamen, Matsqui, Popkum, Shxwow’hamel, Scowlitz, Skawahlook, Skowkale, Skway, Squiala, Sumas, Tzeachten and Yakweawkwoose). The delivery of programs and services is covered under the Consolidated Contribution Agreement (CCA)-PA-2001/2002-005-TR for the period July 1, 2001 to March 31, 2006.

The Department follows the standardized monitoring and reporting system based on the Health Canada-MSB reporting requirements. The report will establish a statistical database that can be used for planning, budgeting and programming of health programs and services necessary for more efficient day-to-day activities of the Department. Some of the key highlights of the **Community Health Services** accomplishments are discussed below. The two (2) mandatory programs are the Communicable Disease Control Program and the Canada Prenatal Nutrition Program.

### Community Health Nursing (CHN) Program

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

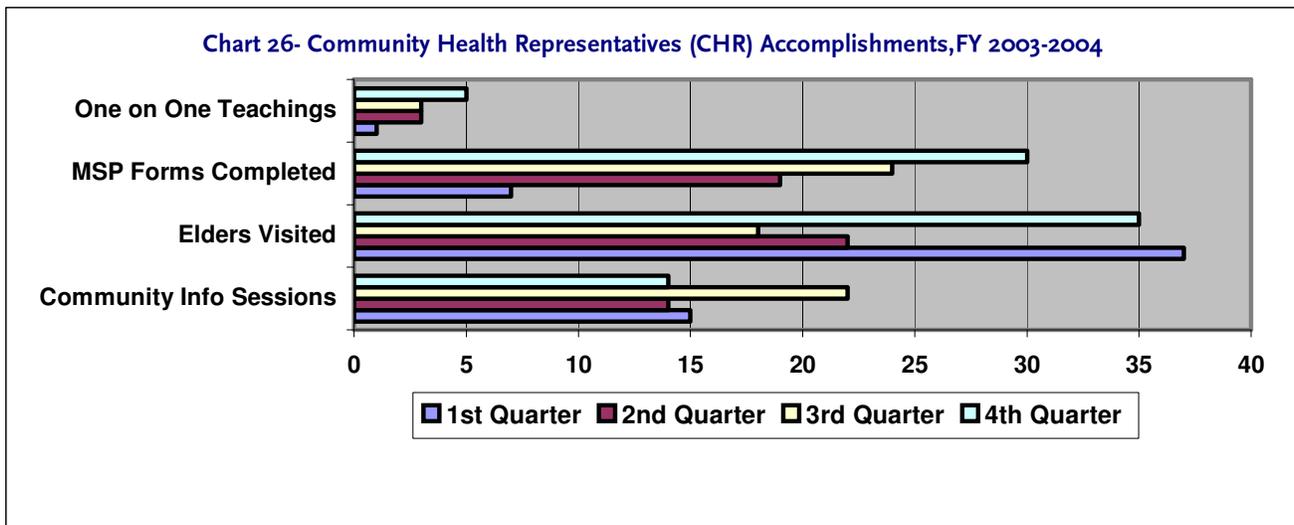
Chart 26-Community Health Nurse (CHN) Program Accomplishments, FY 2003-2004





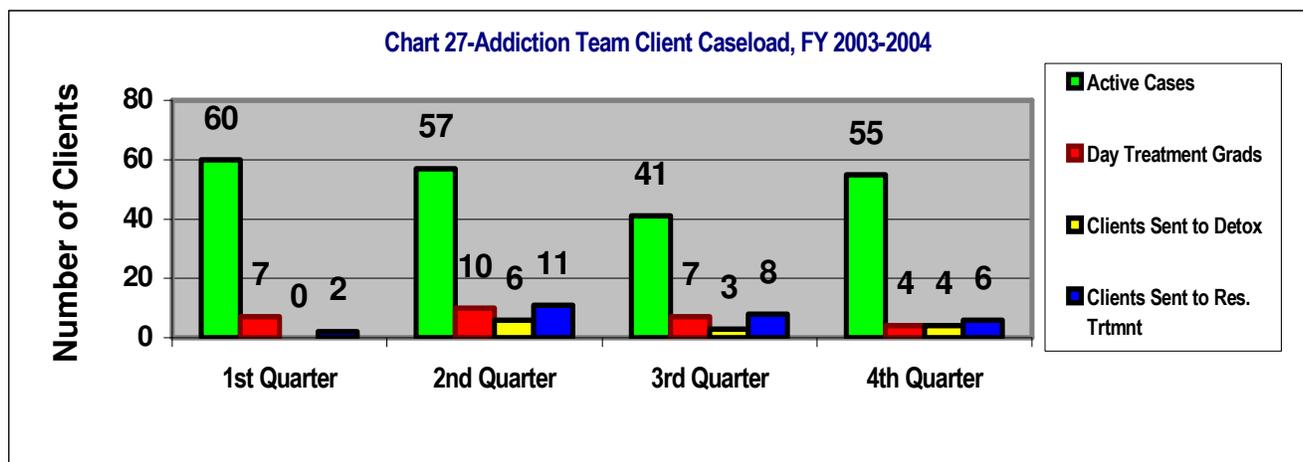
## Community Health Representatives (CHR) Program

The program addresses the health concerns identified by the Band membership. The program includes health education, promotion and prevention. The CHRs also provides support to the CHNs with medical travel, health and other health-related information. The CHRs are involved in the Women’s Wellness Conference, Children’s Festival, Health Careers, Tobacco Reduction Workshops and gatherings that promote the sharing of health information and awareness.



## Addictions Prevention and Counselling Program

The program aims to reduce alcohol, drug and substance use in the communities. The activities focused on the review of programs that address youth substance abuse, meetings with clients at home or in the office, fun sessions with experts on the field of substance abuse, and other related activities. Chart 27 shows the addiction team client caseload for FY 2003-2004.





## The Day Treatment Program

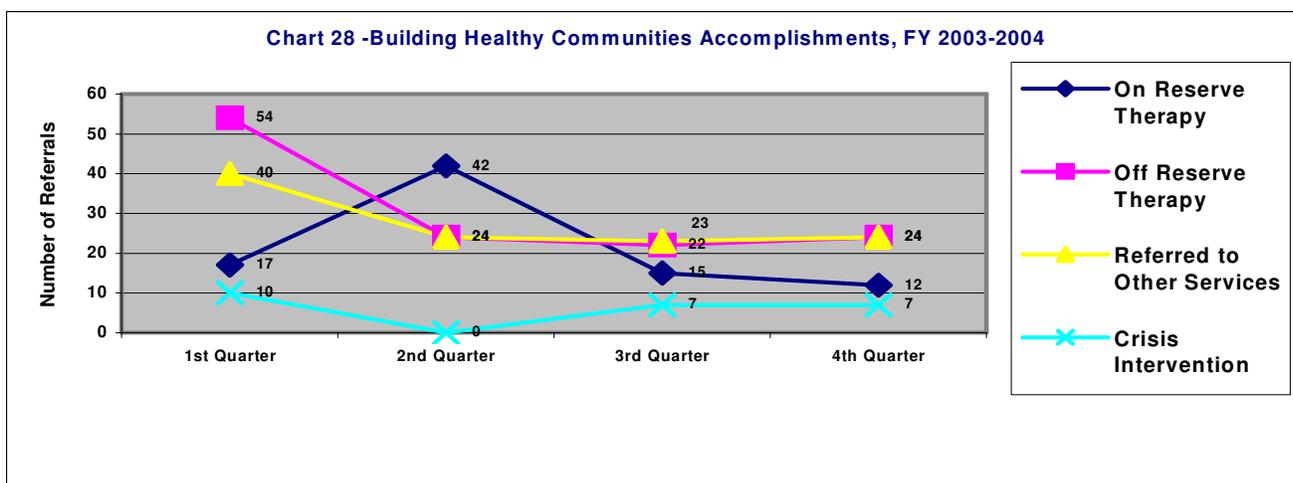
The Program was started in November 2002 with a grant from the Fraser Health Authority Aboriginal Initiatives Program. The program is successful with several graduates coming back as guest speakers for the next client. The alternative to going away for residential treatment has been appreciated by the clients. They are able to recover in their own communities and go home to their families in the evening and return to the program the next day. There were 27 graduates to date.

## Brighter Futures Program

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

## Building Healthy Communities Program

In the current HTA, the program has two services components: Mental Health Services and Solvent Abuse Services. Chart 28 shows the number of client served.





The First Nations and Inuit Health Branch (FNIHB) contracted Stó:lō Health Services to provide **Mental Health Counselling** to on and off reserve clients located within the catchment area from Langley to Yale. Stó:lō Nation has contracts with ten therapists in the Mission, Abbotsford and Chilliwack areas who are approved by FNIHB to provide short-term crisis counselling. Community members can access this service by contacting the Health Intake Counsellor. The **Solvent Abuse Services** was incorporated into the Addiction and Prevention Program.

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

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

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

The program offers support services to the field workers by supplying expert advice and guidance on individual client cases. The Nutritionist also provides resource materials and assists in the conduct of workshops and seminars on nutrition.

As illnesses related to nutritional deficiencies remain a serious problem in the Indian population, this program is a priority for integration into most health program delivery system. Specifically, the program includes food and nutrition assessment, counselling, and nutrition education. Stó:lō Nation has a permanent full-time Community Health Nurse who provides prenatal and related services to the Stó:lō communities.

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

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



## ***Health Information System***

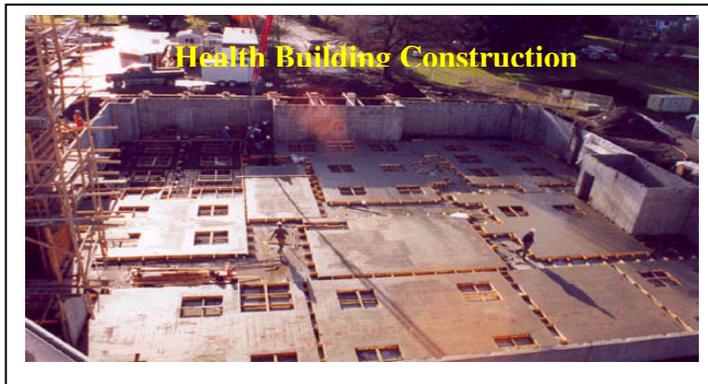
The Health Information System (HIS) is a database program that stores health information of clients for fifteen Stó:lō Communities. The HIS Data Clerk works with the CHNs and CHRs in providing support with data entry, client filing, and retrieving client files.

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

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

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

The staff are centralized in Chilliwack and rent an office near the Coqualeetza property. The new facility is currently under construction. This building will accommodate a pharmacy, drop-in optometrist, preventative services in the medical and dental field. SN secured partial capital funding from FNIHB.

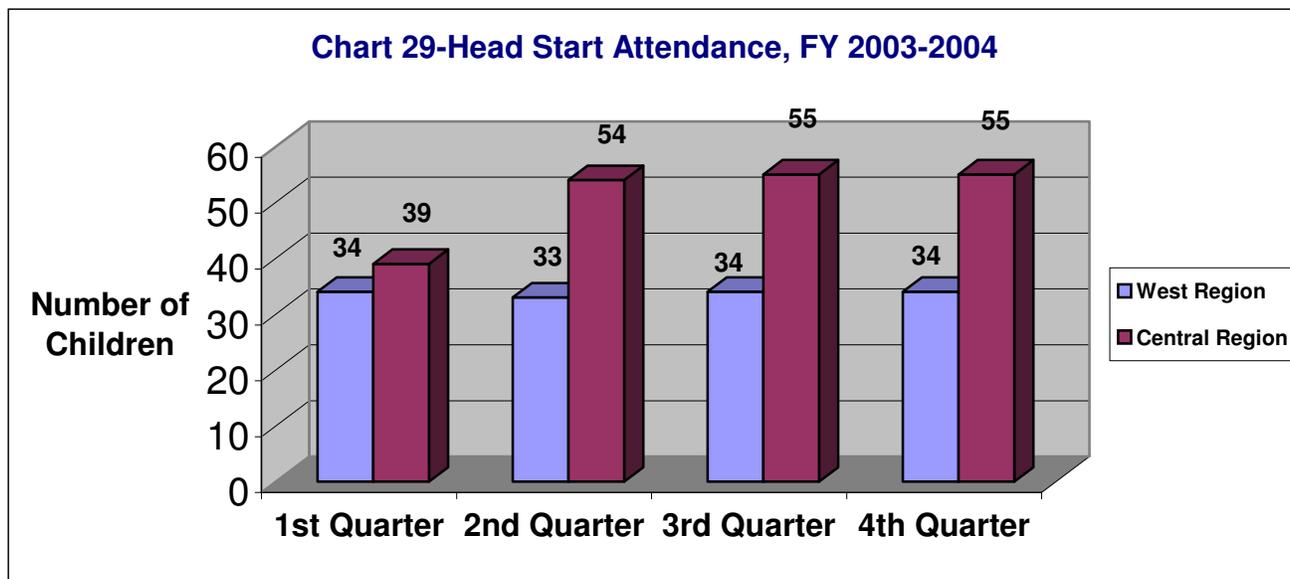


## ***Aboriginal Head Start – On Reserve and Off Reserve***

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



The On Reserve Program is funded through Health Canada and the Off Reserve Program is funded through the Ministry of Children and Family Development (MCFD).



**BEAR Program**

The BEAR program is designed to address the same components as Head Start, but through a mobile unit. A coordinator was hired to provide the Off Reserve services to the Hope, Agassiz and Harrison Hot Springs areas. This funding was made available through the Ministry of Children and Family Development. As more families living off reserve become more aware of the program, the participation has increased.

**Á:lmelháwtxw Early Education Program**

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



The On and Off Reserve Head Start Programs, the BEAR Program and the Early Education Program (Day Care) have all moved into their new building on the Coqualeetza Properties. The new building accommodates all the early childhood programs in one building.



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

This program is funded through the Fraser Health Authority and is delivered by the FNHL Worker based at the Chilliwack General Hospital. The position was developed through a UCFV Social Work Student Placement. The SN Chiefs were informed about the concerns and had initially given approval for tracking First Nation Patients.

First Nations Patients are tracked through admissions and the FNHL Worker has access to this information. The FNHL Worker can help the patient access the assistance they require through Stó:lō Nation, Chilliwack General Hospital, Public Health Unit, Xyolhemeylh, Ministry of Children and Families and the Ministry of Human Resources or Schools. Information sharing is done between Public Health, First Nations Health (SN) to community members both on and off reserve. Patients are made aware of Hospital Services available to First Nations. The FNHL Worker also provides Cultural Awareness sessions for hospital staff.

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

This program is funded through the Fraser Health Authority and delivered by the Mental Health Liaison Worker. The worker is part of the Health Support Services counselling team located in Chilliwack, and serves the area between Tsawwassen and Boston Bar, an area estimated to include an aboriginal population of 37,810. This program provides mental health support services to Aboriginal individuals, families, and communities in the Fraser Health region. The primary role is to work with serious and persistent mental illness issues that have not been previously served within the Aboriginal community (i.e. schizophrenia, bi-polar, etc) and to promote mental wellness in general. The MHL Worker has conducted presentations, with the assistance of the Cultural Worker and Addiction Prevention staff to the Child and Youth Mental Health Team leaders and to the Chilliwack Mental Health Unit.

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

This position is a one- year pilot project position based at the Fraser Valley Child Development Centre (FVCDC) in Abbotsford tasked with on and off-reserve First Nations Communities well-being: work with FN professionals and FVCDC staff to identify the best ways to reach and serve families and their children; link professionals from a variety of agencies who provide support to young children (0-6 years) and their families to increase efficiency of service, i.e. Stó:lō, Health Unit, physicians, CDC etc; and develop and implement workshops for professionals working with young children and families in a variety of areas (Early screening and identification; Early Childhood Development and Disability specific issues; Behavior; Speech and Language Development; Fine and Gross Motor Skills). To date, screening on children have taken place at Stó:lō Nation Head Start, SN Day Care, Family Place in Hope and Chilliwack, one First Nations School. Some children have been identified with special needs and will be receiving the assistance required.



## *Treaty Services*

Treaty services were continuously provided to Stó:lō First Nations. For this fiscal year, the highlights of the treaty services include the following: treaty and treaty-related activities; treaty information and communications; and coordination of committee activities.

### *Treaty and Treaty-Related Activities*

#### *LYSS Sto:lo Treaty Table*

Formerly the Stó:lo Nation Wide Caucus, the Stó:lo Treaty Table is now a LYSS decision making body made up of representatives from each of the 17 signatory First Nations. The Stó:lo Treaty Table met on a regular monthly basis and participated with the various Working Groups established in accordance with the prioritized Substantive Issues set by their annual work plan. The Stó:lo Treaty Table provided direction and support to the Stó:lo Negotiating Team.

In December 2003, the Stó:lō Nation, the Province, and Canada underwent a tri-partite progress assessment and announced they have “met all the milestones and targets set in March 2003. Four sub-agreements have been “substantially completed” including Implementation, AIP Approval, Amendment and Final Agreement Ratification. The Stó:lo Treaty Table prioritized eight Substantive Topics for the first six months of 2004 and established four working groups for Fisheries and Aquatic Resources, Lands, Forest and Forest Resources, and Taxation. The Stó:lo Treaty Table also provided support and direction to the Crowns Promise Committee.

#### *Stó:lo Treaty Table Negotiating Team*

The Stó:lō Negotiating Team consists of Chief Negotiator Dave Joe, and Stó:lo Yewal Siya:m Grand Chief Clarence (Kat) Pennier. The Chief Negotiator has proven to be an asset by providing his experience and legal expertise to the monthly Stó:lō Treaty Table meetings including support when required to the various Substantive Issues Working Groups. The Chief Negotiator attended the Chief Negotiator meetings on his own time, and has provided legal analysis reports on new groundbreaking legal proceedings pertinent to the Stó:lō Treaty Table negotiations. The Stó:lō Yewal Siya:m who is also the Treaty Advisor and Portfolio Holder continued to bring his years of experience and knowledge acquired over the last few decades in his work within the First Nations government. The Treaty Services Director was mandated by the Stó:lō Treaty Table to attend side-table negotiations as an observer. The negotiations involved representatives from the Federal and Provincial governments.





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

The House of Elders played an important role with matters related to Culture and Heritage especially in relation to the development of the Substantive Issues. The House of Justice meets every four months to deal with justice issues and reports from Qwiqwelsto:m staff.

### *Legal Review and Analysis*

The Mandel Pinder Law firm continue to provide Sto:lo Nation with legal review and analysis for various issues arising from consultations, accommodation, policy development, final reports, and correspondences.

## *Treaty Information, Research, Communications and Related Activities*

### *Geographic Information System (GIS)*

The GIS Technician has overseen the overall management of all GIS projects, operations and maintenance of the GIS hardware and software, technical services and support and training. The GIS services is a very useful technology for archaeology, environment, Stó:lō Treaty Working Groups, Land Use Planning, Cultural Information, and Community sharing work.

### *Archives*

The Librarian has been responsible for the Archives management including reference services (1000 annually), Archives Policy, holdings, acquisitions, and databases. The archives outreach work includes assisting with the website development, newsletter articles, and storage of Stó:lo Shweli language tapes. The Research Registry Process, maintaining the 1998 Traditional Use Study database, Field School coordination and archaeological material repository are among the coordination and overseeing responsibilities of the position.

### *Genealogy*

Family history information including charts and notes pertaining to ancestral names for community members are useful personal information. Only a fraction of the Oblate records have been looked at and due to the residential school court cases, the records have not been available and after the court proceedings the Archives may be moved to Quebec. Much of the work involved attending conferences, monitoring newspaper announcements, coordinating with the Canadian Census Committee and research using the Internet.



## ***Heritage, Archaeological Impact Assessments, Field Research, Database and Report Management***

The staff worked on various activities last fiscal year: heritage studies; archaeological impact assessments; field researches; FV Archaeology program; proposals for the Virtual Museum of Canada research with SFU; Skagit Endowment Funds; Canadian Foundation for Innovation Grant from UBC; U'mista Cultural Center; and database/report management. The staff also worked with the newly formed SN Repatriation Committee and led the SE2 Traditional Use Study.

### ***Special Projects***

There are a number of projects underway that involved staff in varying capacities. The Crowns Promise Committee has been busy planning the re-enactment of the 1864 Queens Birthday Celebrations at New Westminster. The Treaty Outreach Program will continue next year. Another proposed project is the publication of the Transformer Narratives, expanding the plate titled Making the World Right Through Transformations in the *A Stò:lō Coast Salish Historical Atlas*.

In the last two weeks of March 2004, Wildzone Films filmed a documentary on the “Lynching of Louie Sam”, a fourteen- year old Sumas boy, wrongfully accused of murder and lynched by an American mob in 1884. The documentary focuses on the empty promises of the Canadian government at a time when the Stò:lō struggled to assert Stò:lō justice or to seek justice through the new Settlers laws. Other projects include website development, Treaty Orientation video series, Field School, and conduct of conferences: the People of the River Conference on April 16-17, and the Coast Salish Traditional Ecological Knowledge Conference on November 5-6.

### ***Coordination of Committee Activities***

#### ***Cultural Committee***

The staff worked closely with the Stò:lō Nation Cultural Committee and played a leading role in coordinating the Spring and Fall Burnings, the First Salmon Ceremony, Office cleansing, and the Stò:lō Remembrance Day Ceremony.

#### ***Referral Advisory Committee (RAC)***

The Committee met to deal with various referrals received by SN. The staff also provided technical support in the development and administration of the Stò:lō Consultation and Accommodation Policy and coordination of the development referral process along with the RAC.





## Financial Services

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

### Revenues and Expenditures

Stò:lō Nation revenue from various sources amounted to \$ 42,377,130. The total expenditure was \$ 44,409,603 or a current year shortfall of \$ 2,032,473. The surplus at the beginning of the year was \$ 6,014,074 and as of March 31, 2004 the surplus was \$ 3,981,601. Community Development programs and services received the biggest and Fisheries Planning and Management received the least. Chart 30 shows the SN Revenues received and Chart 31 for the statement of revenues and expenditures.

**Chart 30-Sto:lo Nation Revenue  
FY 2003-2004**

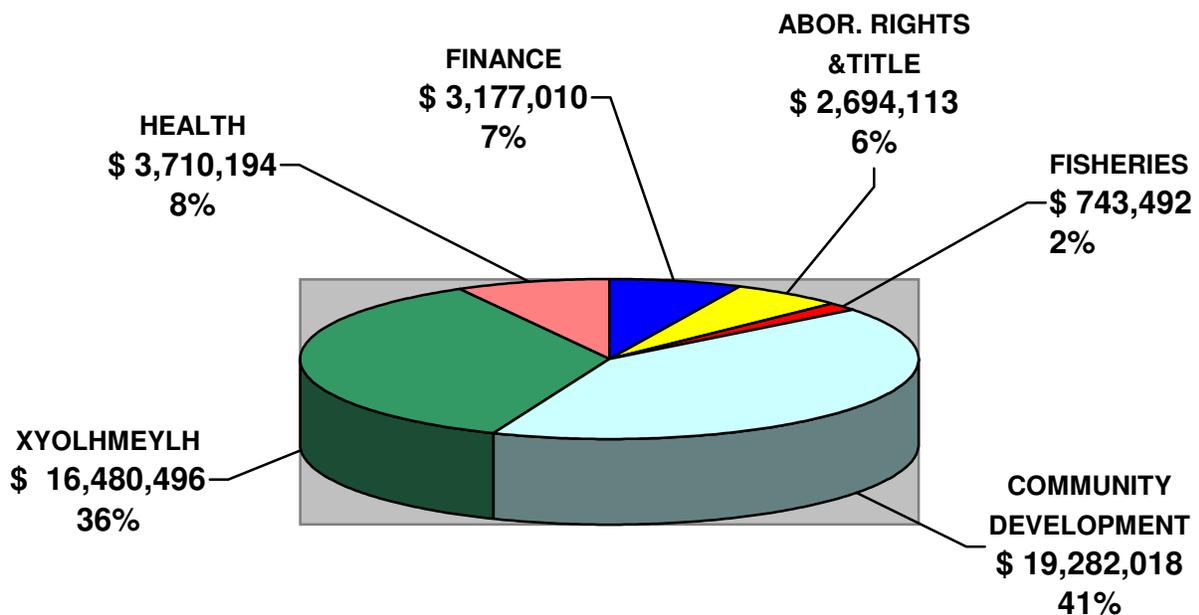
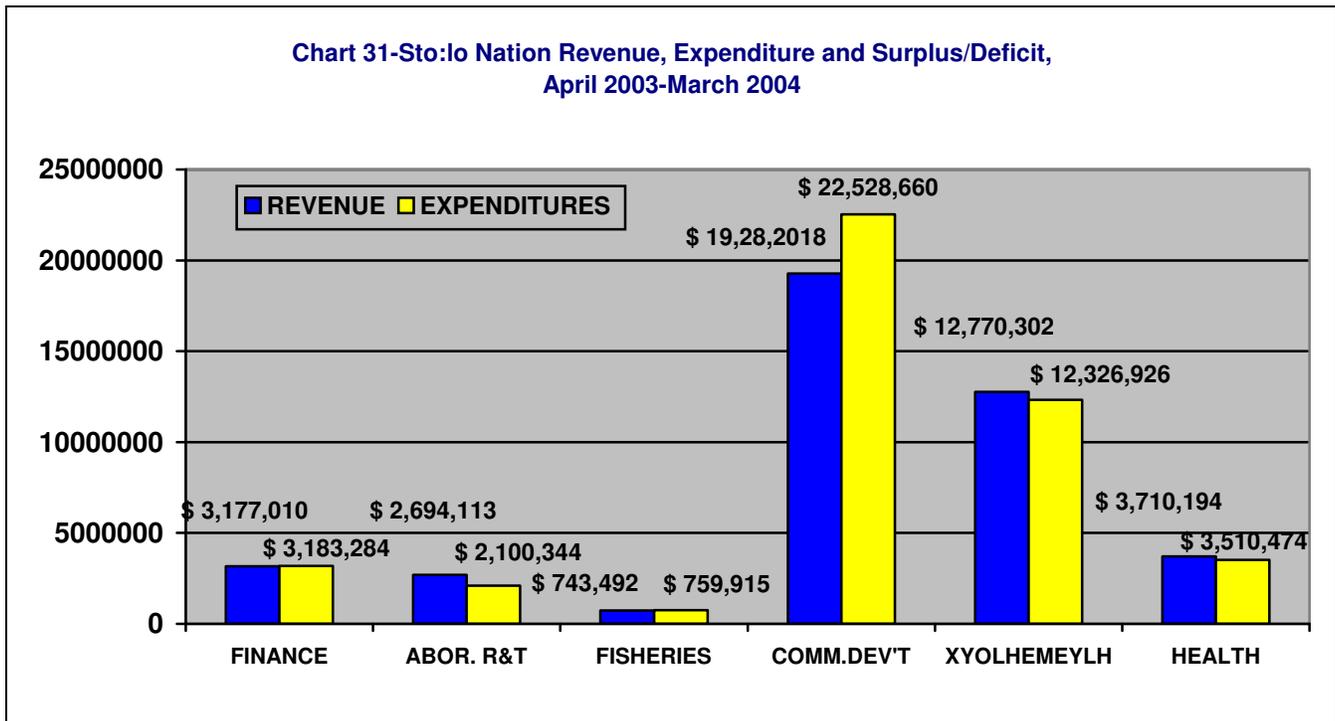




Chart 31-Sto:lo Nation Revenue, Expenditure and Surplus/Deficit, April 2003-March 2004



### Finance, Accounting and Payroll Services

The staff provided continuing finance, accounting and payroll services to the Stò:lò Nation Departments and offices. Job Codes numbering 83 was monitored during the last fiscal year. Accounts payable transactions recorded 30,111 invoices for AP vendors processed. Accounts receivable transactions recorded 1,524 receipts for AR customers prepared and monitored. General banking services for the staff were also done. A total of 626 routine bi-weekly payroll processing were also completed for the SN employees.

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

### Monitoring of Contracts and Related Tasks

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