



## *Message from the Director of Operations (DOO)*

The Stó:lō Nation Society (SNS) FY 2005-2006 Annual Report briefly describes the major accomplishments of the organization in providing mandated programs and services to benefit the remaining Stó:lō Nation Society member communities. The report also includes a brief financial report on how the organization utilized the funds received for this fiscal year.



This year's activities were as challenging as in previous years. I am personally grateful for the assistance and support that the Stó:lō Nation Board, the Stó:lō Nation Society member communities and the staff has given me, especially in the difficult transition phase resulting from the separation of the Stó:lō First Nations into two different societies.

As you are aware by now, the SNS is inevitably in the process of further downsizing and internal reorganization resulting from the separation of eight Stó:lō First Nations, effective April 1, 2005. The result of this downsizing is tremendous politically, organizationally, and financially. We continue to face program-funding cuts that gave us no other recourse but to initiate difficult decisions that would impact not only our service delivery, but our operational efficiency and effectiveness as well. I seek your kind understanding on what is happening and requests your full cooperation on definitive actions that will be implemented effective immediately, and into the start of the new fiscal year.

Specifically, the Downsizing Transition Plan developed in September 2005 by the SNS Transition Team is being implemented and has wrapped up on **March 31, 2006**. The downsizing plan called for streamlining of operational support services and internal reorganization within the affected Departments and Offices. By **April 1, 2006**, it is expected that the SNS organization structure and staffing requirement will be in place. With downsizing implemented, offices sit vacant in building # 1. Meanwhile Xyolhemeylh and Health Services require additional office space. Therefore the rationale for office moves. We will use the rental revenue to cover loan payments on Building # 7 and Daycare.

There are programs and services that were directly affected and amalgamation of functions is inevitable. The biggest issue is the separation of Xyolhemeylh from the SNS effective April 1, 2006. Xyolhemeylh is currently serving the needs and requirements of both on-reserve and off-reserve communities. On February 24, 2006, we received a letter from Indian and Northern Affairs Canada (INAC) and the Ministry of Children and Family Development (MCFD) confirming their position to establish a separate governance model for the delivery of child and family services to the Stó:lō Bands and non-reserve communities currently served by Xyolhemeylh.



This letter further confirmed that the Delegation Enabling Agreement (DEA) originally made on November 20, 1997 has already expired and was extended until March 31, 2006 only by mutual agreement. The DEA with the SNS will no longer be renewed. This means that Xyolhemeylh will cease to be under the administrative supervision of SNS and will have to register itself as a separate society to continue its operations and serve the needs of its clients. It will have its own Board of Directors and an Executive Director to manage its day-to-day operations. Internally, Xyolhemeylh will have to reassess its operations and programs and services delivery vis-à-vis the staffing requirements with least disruption to ongoing services delivery to the communities. As we continue to address the above concerns, our current cash flow concerns are being monitored closely for the continuing operations of the organization. We will conduct a thorough review of our budgets to ensure that the remaining programs and services can operate efficiently and effectively beginning April 1, 2006. We will immediately set up our deficit recovery plans.

Next fiscal year, the SNS will be operating with less funding, less employees but not necessarily reduced functions. In this regard, the SNS will focus its resources towards streamlining of its operations and maximizing its remaining resources, without sacrificing routine programs and services delivery. I have instructed all the Directors and Managers to develop their ***Annual Priorities Plans (FY 2006-2007)*** in consultation with their respective staffs, to ensure that all issues and concerns are addressed within the time period. Based on the above information and given the circumstances we are currently in, I have already instructed your Directors and Managers to initiate information sessions and discussions within your respective offices. This will ensure that your inquiries related to the final implementation of the downsizing transition plan is explained and that everything else is in place effective April 1, 2006.

I am deeply saddened with what transpired in our political environment, but we need to move on. I can only empathize with each and everyone within the organization, but we can only hope for the best. The definitive actions and solutions we have initiated is by far the best for the Nation, given the current situation. I assure each and everyone that appropriate measures for a smooth transition will be in order

Thank you.

**Willy Hall**  
***Director of Operations (DOO)***



## *Executive Summary*

Fiscal Year 2005-2006 was another significant year for the Stó:lō Nation. The highlights of this fiscal year's accomplishments are discussed briefly.

### *Office of the Director of Operations*

The office of the DOO successfully implemented the downsizing transition plan and has completed the internal reorganization that provided the smooth transition, while delivering uninterrupted services to the Stó:lō communities.

This fiscal year saw the implementation of several *Qwi:qwelstom-Justice Programs*, as follows: the Family Justice Project, expansion of the Fisheries Justice Program, continuation of criminal and civil files, and beginning of the Respectful Relationships Program for men. A considerable time and effort were also made, specifically the raising of community awareness about methamphetamines ('crystal meth'), presentation to the federal Minister of Justice on the continuation of the Aboriginal Justice Strategy (core multi-year funding for SN Justice Department), and addressing the significant amount of staffing changes.

The **Fisheries Planning and Management** staff administered the following programs and services: Aboriginal Fisheries Monitoring; Fisheries Negotiations; Licensing; Special Permits; Salmon distribution; Proposal developments; Projects with other organisations; and Tribal relationship- building.

The Sales negotiations for salmon resulted in more than 20 Stó:lō communities signing and participating in the Comprehensive Fisheries Agreement (CFA). As a result of the negotiations with the DFO, the Stó:lō dry rack fishers was provided an opportunity to dry salmon in the canyon. The Yale Band is close to signing their final treaty and the SN treaty team should look at what is in their plans.

The Stó:lō catch-monitoring program completed another year of successfully counting salmon. The Stó:lō monitoring program operated at a high rate this summer, spending more time counting fish at the river than in other seasons. The Stó:lō fishers spent nearly 100 days at the river fishing and the Stó:lō monitors were there as well. The Stó:lō harvested 18,435 Chinook, 335,880 Sockeye, 232,880 pinks, 53,860 Chum, 464 wild and hatchery Coho and 48 Steelhead out of the river over the last year. There will be no targeted fishery on the Eulachon this year in the Fraser River. There is just not enough eulachon to open it in fear of catching too many. First Nations had a few concerns on this issue.



The **Lands Management Services** is administered through the SN Lands Department. The Stó:lō Nation (SN) Lands Program works under the Regional Lands Administration Program (RLAP) for 14 First Nations in the Stó:lō Territory. These 14 FNs have a total of 40 reserves, 608 Certificate of Possessions, 58 Leases, 589 Sub-Leases and 26 Permits and a total membership of 2,834. RLAP is a co-management form of devolution. SN Lands staff shares the responsibilities of land management with the Department of Indian Affairs (DIA) staff. RLAP offers no delegated authorities; therefore less control as accountability for land management functions resides with the Minister of Indian Affairs. Under the RLAP Program SN provide services to the following 14 First Nations: Aitchelitz, Leq'a:mel, Matsqui, Popkum, Scowlitz, Shxw'ow'hamel, Skawahlook, Skowkale, Skwah, Shxwha:y Village, Squiala, Sumas, Tzeachten and Yakweakwoose.

All the RLAP First Nations opted into the First Nations Land Management Initiative (FNLMI). FNLMI allows the First Nations to have total control over their lands. In October 2005 Matsqui, Squiala and Tzeachten were added into the FNLMI. Each First Nation will have two years to complete the process and adopt their final land code. The Lands Advisory Board (LAB) selects the First Nations that will be added to the FNLMI. Only 30 First Nations are accepted into the program at a time and once a First Nation adopts their land code a new First Nation is added into the process, thus the "Rolling 30".

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

The **SN Human Resources Development** (SNHRD) experienced significant changes with the retirement of its Manager midway last fiscal year. The late Chief Roy Mussel was a prominent leader and pioneer of many AHRDA initiatives locally and nationally. The staffs acknowledges his time, dedication and commitment to aboriginal HRD and his legacy and major impact on the aboriginal communities will be remembered for years to come. The Director of Operations assumed acting duties until a Manager was employed in December 2005.

The department reviewed and updated its Operations Manual, Steering Committee Terms of Reference, job descriptions and organizational framework. Additional staff was employed to address the abundance of workload in preparation for FY 2006-07. The Steering Committee membership will also be renewed as a call for applications was conducted near the end of the last quarter.



### *Administrative Services*

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

This year can be summarized in three words: transition, downsizing, and change. As most are aware, FY 2005-2006 would be the year of major service delivery and program adjustments. The funding for Administrative Services was reduced due to the substantial decrease in Tribal Council and Administrative fee revenues. Several transitional options were proposed, with one being approved by the Director of Operations, and the SNAS department proceeded with implementation in September 2005. Managers and staff were tasked with cross training and delegation of duties in anticipation of the required changes. Unfortunately, more internal and external influences between December 2005 and March 2006 resulted in modifications to that original plan in the last quarter. Staff morale was definitely affected by employment uncertainty. The re-amalgamation of Finance and Administrative Services for FY 2006-2007 resulted in terminations for both departments, and abolished the Administrative Director's office.

### *Child and Family Services*

In July 2005, a Board of Directors was appointed after a lengthy comprehensive recruitment and selection process. The Xyolhemeylh Board is comprised of 11 members representing on/off reserve, status/non-status, Inuit and Métis people residing in the Stó:lō territory. The Board have a diverse level of expertise, knowledge and dedication, and level of commitment for the safety, well-being and protection of First Nations' children.

In 2004-05 a consultant was contracted to develop a Human Resource Strategy to aide in staff recruitment and retention. Many of the recommendations outlined in the human resource strategy report, have been reviewed and implemented this year. The remaining recommendations will be incorporated and implemented into the work plans for the new fiscal year. The agency also participated in a very thorough comprehensive audit earlier this year, which concluded in high marks, and very high praise from both the Provincial and Federal Governments. While Xyolhemeylh is considered one of the top aboriginal Agencies in British Columbia, the agency continue to strive to improve service delivery.

The new fiscal year offers many challenges, which the staff embraces without losing focus on continuing to provide the many important and vital programs and services for the safety, well-being and protection of First Nations' children in Stó:lō territory. One of the main priorities is to build stronger communication links to the many communities and stakeholders being served.



### *Community Development*

The Community development program continues to implement social development, education and employment programs and services. The Social Development department worked diligently to create an atmosphere of unity and warmth and are still working to fill in gaps in services and creating tools to assist clients to move towards their dream of independence and self-reliance. The Education department provided programs and services in the following areas: Education Administration; K-12 Program and Services; Post-Secondary Education Services; Stó:lō Shxweli Halq'eméylem Language Department; and Shxwt'a:selhaxwtwx Interpretive Center. The Employment services tracked certain basic information with regards to the clients served.

### *Health Services*

The Stó:lō Health Services performs centralized delivery of health programs and services to fifteen (15) Stó:lō member FNs (Aitchelitz, Chawathil, Kwa-Kwaw-A-Pilt, Lakahamen, Matsqui, Popkum, Shxwow'hamel, Scowlitz, Skawahlook, Skowkale, Skway, Squiala, Sumas, Tzeachten and Yakwekwioose). These programs and services are covered under the Consolidated Contribution Agreement (CCA)-PA-2001/2002-005-TR for the period July 1, 2001 to March 31, 2006. The Stó:lō Health Services follows the standardized monitoring and reporting system based on the Health Canada-MSB reporting requirements. The report establishes a statistical database for planning, budgeting and programming of health programs and services for more efficient day-to-day office activities. All HTA programs and services were implemented in addition to the two (2) mandatory programs: Communicable Disease Control Program; and Canada Prenatal Nutrition Program.

### *Treaty Services*

The Main Table and Side Table negotiations were put on hold while the Stó:lō Nation Treaty Table worked towards an Assumption Agreement with the Stó:lō Tribal Council. At the beginning of the fiscal year the SNTT selected Chief Joe Hall as the Chief Negotiator and Alisa Noda as the Legal Advisor. However, by the end of the fiscal year, there was no Assumption Agreement and therefore there was no annual loan and contribution agreement for FY 2005-2006. At the end of the year, a budget and work plan was submitted for the FY 2004-05 surplus amounting to just over \$215,000.00. Much work was done by the Treaty Table and the established Working Groups, in anticipation of some Main and Side Table negotiations that never took place.

The new Treaty Negotiating Team included the Treaty Chairperson, Chief Negotiator, Legal Advisor, Treaty Director and Manager. The meetings focused on updates on work accomplished in the past. Subjects of discussion are the Sumas transfer to STC, community outreach, BCTC expectations for a new mandate, Statement of Intent map, Yale claim, Friendship Agreement, New Relationship, Treaty Vision Statement (1999) Review, Substantive Issues Review of Language, Culture and Heritage, and Ratification.



At the end of the fiscal year, the Treaty Department was closed and the employees were terminated because there was no Assumption Agreement between the SNTT and the STC. With no funding from the annual Treaty loan and contribution the department began looking into reorganizing and restructuring and seeking a new mandate reflecting the current situation.

### *Financial Services*

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

Stò:lō Nation revenue from various sources amounted to **\$ 35,930,093**. The total expenditure was **\$ 35,453,848** or a current year surplus of **\$ 476,245**. Xyolhemeylh programs and services received the biggest and the Stò:lō Government House received the least. Chart 20 shows the SN Revenues received and Chart 26 for the statement of revenues and expenditures (unaudited).

The staff provided continuing finance, accounting and payroll services to the Stò:lō Nation Departments and offices. A total of 144 Job Codes and 68 Department Codes were monitored for the fiscal year. Accounts payable transactions recorded an average of 1,313 invoices for AP vendors processed monthly. Accounts receivable transactions recorded a monthly average of 2,036 receipts for AR customers prepared and monitored. General banking services for the staff were also done. An average total of 336 employees were provided with routine bi-weekly payroll processing. Staff also responded to an average of 694 payroll inquiries monthly.

Stò:lō Nation also provided Social Assistance (SA) cheque preparation to 11 Stò:lō member First Nations. A total of 10 First Nations were likewise assisted in their education cheque processing.

The Finance staff also continued to monitor funding and service contracts for the Stò:lō Nation. A total of 109 Budget amendments were monitored for the fiscal year. Finance information was also made available on request.



## ***Office of the DOO***

There are five programs and services that are directly responsible and accountable to the DOO 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***

This fiscal year saw the implementation of the Family Justice Project, expansion of the Fisheries Justice Program, continuation of criminal and civil files, and beginning of the Respectful Relationships Program for men. A considerable time and effort were also made, specifically in the raising of community awareness on the methamphetamines ('crystal meth'), presentation to the federal Minister of Justice on the continuation of the Aboriginal Justice Strategy (core multi-year funding for SN Justice Department), and the significant amount of staffing changes.

### ***Criminal Files***

The core of the work that the staff does comes from criminal files referred by the RCMP, Crown Counsel and community members themselves. The annual statistical analysis from the Department of Justice is not yet available, but the number of files dealt with has increased significantly over other years. The staff re-instituted their own internal statistics only this last fall. The last quarter of the year in particular kept the staff very busy with clients and holding circles to assist clients, persons harmed, and families. Of particular interest is the perception that the number of self-referrals from community members increased, a testament to the faith they put in finding traditional Stó:lō methods of resolving issues rather than merely relying on the Canadian legal system. The staffs' work with clients and expertise in arranging and hosting circles continues to evolve. This last year, the staff found themselves moving away from a more "scripted" circle model to one more flexible to the needs of participants. This year, the staff dealt with 88 criminal and civil files (disputes between individuals) and does not include family files.

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

After considerable effort, the staff secured funding for the Qwi:welstom Family Justice Project, with work beginning in April, 2005. The accomplishments include: circles to help families resolve disputes related to relationship breakdown (helping couples talk to stay together or helping them communicate about things after they've decided to separate), child custody, support and access, parent-teen issues, family violence, and any other family related matters; services for families in crisis and involved with either Xyolhemeylh or the Ministry for Children and Family Development; and information about the legal system for those wishing to go that route.



Funding for this project came from the Law Foundation of BC (\$50,000) and the Victoria Foundation (\$25,000). The Family Justice Worker assisted by a Smoyethel (Facilitator) arranged and facilitated the circles. The project was a success, with project staff seeing their caseloads rise significantly in the last half of the year, a testament to the word-of-mouth comments community members made. The project assisted: 21 couples (child custody); 8 families (child apprehension); 30 couples (family violence); and 7 communities (public information workshops-Leq'a:mel, Mission Indian Friendship Centre, Skowkale, Chawathil (2), Seabird Island (2)). For FY 2006-2007, the Law Foundation provided funding for dispute resolution services to families and social workers involved in child protection situations. The focus of the Family Justice Project will shift to child protection concerns but assistance to anyone relating to other family matters will continue.

### *Fisheries Justice Project*

The Justice Department received a limited funding from the Department of Fisheries and Oceans in the fall of 2005, to facilitate several circles related to fisheries issues, rather than have these matters go to court. Over the next few months, several circles were held and other matters resolved were just with several phone calls and letters with DFO. Fisheries circles were excellent opportunities for community members to learn more about traditional fishing and Stó:lō ways. Such circles have to date also highlighted gaps in DFO communications with Stó:lō communities.

### *Personnel*

The Justice Manager returned from maternity leave in August. The Interim Justice Manager provided general program support and legal supervision to the Family Justice Program and assisted by the Justice Coordinator and the Family Justice Worker. In mid-October, the Justice Worker moved to Xyolhemeylh and was later replaced by another person. In March, a new Supervisor for Xwe'a:yem– Stó:lō Youth Healing Centre was hired. An Elder continues as Smoyethel (Facilitator) and has in the last few months been assisted by other Elders and several community elders.

### *Methamphetamines/Crystal Meth*

Recognizing the scourge of crystal meth, Qwi:qwelstom joined with SN departments (Xyolhemeylh, Health, Education), Sto:lo Tribal Council and RCMP and organized an awareness forum on June 23, 2005 at the Tzeachten Hall. Approximately 300 people heard presentations from various speakers. A Drug and Alcohol Counsellor spoke about the significance of the problem, how to identify meth use by young adults, and what to do if your child/family member is addicted. A medical health practitioner spoke about the link between meth and psychosis and mental health issues. An RCMP officer spoke about the link between marijuana, meth, violence, and organized crime in the community. Two young persons talked about their struggles with this drug and the hopefulness of their recovery, and community members shared insightful and passionate comments.



The staff spent considerable time organizing the event that by all accounts was a major success. Each of the above parties made financial and in-kind contributions and small funding from Fraser Health, the School District, and the Royal Bank was received. Following up on the success of the June 23, 2005, a meeting at Cheam Hall on September 14, 2005 was held to begin drafting action plans for community members interested in working on the problem. Over fifty people discussed what to be done for Enforcement, Education and Awareness, and Treatment. The mood in the room was very positive and further such meetings were held, culminating in a community gathering once again at Tzeachten Hall.

### ***Xwe'a:yem – Stó:lō Youth Healing Centre***

In FY 2004-2005 the administrative responsibility for Xwe'a:yem was transferred from Xyolhmeylh to the Justice Department. This last year, there have been many changes at Xwe'a:yem beginning with programming changes implemented in the fall of 2005 to more meaningfully incorporate culture into the program and increase youth contact with healing modalities (A/D counselling, SAIP workers, young men's and women's groups, weekly circles, more contact with elders, etc). Further changes came with the former centre supervisor's departure in February, 2006, and the arrival of the new centre supervisor at the end of March who comes with years of experience working with youth and in the healing field. At present, the core funding from the Ministry for Children and Family Development is until the end of June 2006. Meetings were scheduled with their representatives in May and June to secure further funding for this coming fiscal year.

### ***Aboriginal Justice Liaison Committee Meetings***

The AJLC is a SN Justice Department-hosted quarterly meeting of justice personnel in the Stó:lō region speaking about trends, issues of common concern and how they can best work together. This last fiscal year, the staff met four times at Skowkale Hall. Discussions at most meetings were excellent with good community representation and representatives from Crown, RCMP, Victim Services, prisons, probation, and other justice agencies in the valley, aside from the October meeting that was not particularly well attended.

### ***Respectful Relationships Program***

This last year, a number of men graduated from the Respectful Relationship group, a ten week course co-facilitated by Stó:lō Nation and a member of the Chilliwack Community Corrections office. The course is meant to give men a greater understanding of more positive ways of being with their spouses, children, and family members. It is for men from all Stó:lō communities, on-reserve and off, and First Nations men living within the Stó:lō territory who want to learn how to stop the violence in their lives.



Ordinarily only probation offices across BC offer the program for men required to attend by court order with mixed FNs and non-FNs groups. This group of solely FN men and mix of those required/not required to attend was successful that the province agreed to try similar groups with Aboriginal justice programs around BC; and pay for representatives of those programs to attend a special Respectful Relationships facilitators program at the Justice Institute in New Westminster.

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

### ***Stó:lō Nation Fisheries***

The Stó:lō Fisheries department administered the following programs/services: Aboriginal Fisheries Monitoring; Fisheries Negotiations; Licensing; Special Permits; Salmon distribution; Proposal developments; Projects with other organisations; and Tribal relationship- building.

The Sales negotiations for salmon resulted in more than 20 Stó:lō communities signing and participating in the Comprehensive Fisheries Agreement (CFA). The Stó:lō dry rack fishers had an opportunity to dry salmon in the canyon despite the inadequate sunshine days and fish was slow to come. The participants dealt with blowflies, which ends the season for most. The beach seine crews harvested 232,00 pinks and 47,973 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. Since this specific fishery is a success it will more than likely be continued for years to come. The Yale Band is close to signing their final treaty and the SN treaty team should look at what is in their plans.

The Stó:lō catch-monitoring program operated at a high rate this summer, spending more time counting fish at the river than in other seasons. The Stó:lō fishers spent nearly 100 days at the river fishing and the Stó:lō monitors were there as well. The Stó:lō harvested 18,435 Chinook, 335,880 Sockeye, 232,880 pinks, 53,860 Chum, 464 wild and hatchery Coho and 48 Steelhead out of the river over the last year. There will be no targeted fishery on the Eulachon this year in the Fraser River. There is just not enough eulachon to open in fear of catching too many. First Nations had a few concerns on this issue. SN want the by-catch stopped or distributed to first nations. There has been a test fishery at New West for the last ten years, this year they are stopping because of lack of funds. First Nations wanted to take this over, but no funds either.

### ***Stó:lō Fisheries Staff***

The Stó:lō Fisheries department employed five full time staff members this last year. The Fisheries Manager is currently responsible for supporting fishery negotiations, meeting department growth objectives, supporting the Fishery Management Board, overseeing the entire fisheries operations, liason between Stó:lō and other government departments and community relations.



The Monitoring Program Coordinator continues to be responsible for the monitoring of administration, budgets, and supervision of Field Monitor Supervisors, monitoring information collection, reporting, and other duties. The Field Monitor Supervisors' responsibilities are split by geographical region. These responsibilities include supervising approximately 49 to 60 contract field monitors on a seasonal basis. The department's administrative responsibilities were also implemented as a team this past year. There are 49- 60 contract Fisheries Monitors who are on call for an eight-month period to numerate fishery, collect data, collect DNA, relay information to fisherpersons, take and refresh any training the department gives the staff.

## ***Lands Management***

### ***Overview of the Stó:lō Nation Lands Program***

The Stó:lō Nation (SN) Lands Program works under the Regional Lands Administration Program (RLAP) for 14 First Nations in the Stó:lō Territory. These 14 First Nations have a total of 40 reserves, 608 Certificate of Possessions, 58 Leases, 589 Sub-Leases and 26 Permits and a total membership of 2,834. RLAP is a co-management form of devolution. SN Lands staff shares the responsibilities of land management with the Department of Indian Affairs (DIA) staff. RLAP offers no delegated authorities; therefore less control as accountability for land management functions resides with the Minister of Indian Affairs. Under the RLAP Program we provide services to the following 14 First Nations: Aitchelitz, Leq'a:mel, Matsqui, Popkum, Scowlitz, Shxw'ow'hamel, Skawahlook, Skowkale, Skwah, Shxwha:y Village, Squiala, Sumas, Tzeachten and Yakweawkwoose.

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There were plenty of staff changes this year. In December, a staff moved to the SN Health Department as Dental Therapist and in January, another staff took a one-year maternity leave. A Lands Clerk/Coordinator was hired for a 3- month term, in January and if funding permits, the contract will be extended for an additional year. At the end of March, another staff was seconded by the SN Health Department to work on a new initiative, Telehealth. This staff will be taking a one-year leave of absence from lands and this position will not be filled. The staff is once again entering into a one year contract with Shxwha:y Village for GIS/GPS Services and relying on other lands staff to do other tasks. Any disruption in service delivery is not anticipated as the two new lands trainees were hired for FY 2006-07.



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

On June 30, 2005 the Stó:lō People received an Order in Council to have a parcel of approximately 25.4 acres of land located in Mission, B.C. to reserve. The land was the site of the last Residential School in British Columbia. The St. Mary's Residential School closed in 1984 and the land was leased to the Coqualeetza Training Centre on behalf of the Stó:lō People for a period of five years with hopes of adding it to reserve shortly after.

Since 1984, the Stó:lō People and the Department of Indian and Northern Affairs (DIANA) Canada have worked gradually towards achieving reserve status for the property. In 2001 the Stó:lō Nation, the Stó:lō People and DIANA completed all the requirements in the initial terms of reference and were able to achieve reserve status.

The Indian Lands Registry System noted, "Her Excellency the Governor General in Council, on the recommendation of the Minister of Indian Affairs and Northern Development, hereby sets apart the lands described in the annexed schedule, for the joint use and benefit of Aitchelitz, Chawathil, Cheam, Chehalis, Kwantlen First Nation, Kwaw-Kwaw-Apilt, Leq'a:mel (la camel) First Nation, Matsqui, Popkum, Scowlitz, Seabird Island, Shxw'ow'hamel First Nation, Skawahlook First Nation, Skowkale, Skwah, Shxwhá:y (shhh why) Village, Soowahlie, Squiala First Nation, Sumas First Nation, Tzeachten and Yakweakwioose, bands within the meaning of the Indian Act, as Pekw'xe:yles (peckquaylis) Indian Reserve, in the Province of British Columbia."



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

The Coqualeetza ATR has taken up majority of the lands staff time. This year, the staff received \$30,000 from INAC to hold the vote, informal and formal information meetings as part of the communication strategy. A total of 8 Information Meetings were conducted at the Band level. Advanced polls were added strategically in nine locations this year to get as many people out to vote. The advance polls were held on November 8, 2005 at Chawathil, Cheam, Kwantlen, Leq'a:mel, Matsqui, Shxw'ow'hamel, Skwah, Sumas and SN Building #1.



A total of 323 members voted in the advanced polls. The final poll was held on November 24, 2005 in four locations, Stó:lō Nation Bldg #1, Chehalis First Nation, Seabird Island and Pekw'xe:yales. In addition 1,161 off reserve members were sent absentee ballots. In total, 715 members voted (advance polls, mail- in ballots, final poll). A total of 663 voted yes, 13 voted no, 1 spoiled and 38 rejected mail in ballots resulting in all 21 Bands/First Nations approving of becoming part owners to the Coqualeetza Property and agreeing to the joint reserve management agreement. These are the same 21 Bands/First Nations that now hold Pekw'xe:yales reserve. Almost all of the requirements for the ATR were met this year. SNS anticipates the reserve will be created in the fall of 2006 or early 2007.



*Aerial photo of the Coqualeetza Property.*

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

The FNA4LM is a non-profit organization. The association consists of Land Managers and other people working in the area of FN Land Management in B.C. The Lands Manager has been on the board of directors since its inception 1999 and was re-elected again this year as Vice-Chair, for a 2-year term. The Lands Manager assisted with coordinating and participating in the FNA4LM Workshops and in the development of land policies, programs, training sessions, workshops and policy review at both the regional and national levels.

### ***Lands Research***

### **Newsletters and Website**

The Lands newsletter made it to its 5<sup>th</sup> anniversary. What started as an easier way to do quarterly reports became something that individuals look forward to reading, including Duke Energy, INAC, other FNs looking at SN Lands as example, and the current RLAP members. The newsletters can be viewed at <http://www.snlands.com/newsletters>. As of April 2006, [www.snlands.com](http://www.snlands.com) had 12,200+ visitors to the site.



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

The Lands Officer trainees updated the SNLI during the summer months. It has been used over the year to generate maps as requested by individual First Nations.

This year, the GPS for Shxw'ow'hamel First Nation was developed. Firstly, the staff walked the leased area of the debris catchment on Wahleach Island IR 2 to see how much reserve land the lease is utilizing. Secondly, the staff hiked to the Women's Traditional Fasting Grounds to pinpoint the two main areas: the washing grounds and the fasting grounds. There was some encroachments by a logging company and the staff helped Shxw'ow'hamel to document its location in coordination with the SN Archaeologist.



The staff also did some GPS work at Sumas for a possible encroachment by a band member. The staff walked the perimeter of the property and found that there was indeed a trespass. This tool is very useful for one working in lands because it offers enough accuracy to make determinations on these types of issues.

## ***Leases and Permits***

Over the last couple of years, the owner of Canex Building Supplies has been working with SN Lands staff, INAC and Locatee on Skowkale Indian Reserve to obtain a lease for an expanded parking lot and residence on the property. The residence was renovated to an office for Canex Building Supplies use. The term of the lease coincides with the lease presently held with Canex and expiring on September 30, 2026. The new lease is a combination of pre-paid and yearly instalment reflecting the Locatee's requirements and this was finally completed this year.

A 99- year lease on Locatee Lands was initiated and majority of the instrument triggers were completed. Currently, approval from the Developer and Locatee's lawyers on the Draft Lease and Information Document is awaited. The membership vote for consent and approval of the Leased Lands is projected to take place within the next months. The construction of the Shell Gas Station on the Tzeachten reserve became a reality the past year. The proponent secured funds to start the project. A lease for the property required by the lending institution is not yet finalized. The locatee and INAC are working to obtaining a lease. The staff worked with prospective developers on a new development/project on Tzeachten and awaiting further information from both the locatees and the proponents. There is definitely an increase in demand for reserve lands this year in the Fraser Valley, it was decided to charge non-members for lands documents, such as parcel abstract reports, leases, subleases, permits, plans and to notarize original documents. The main clients were local realtors who at first were reluctant to pay for these services. This year, the collection was \$1,045.00. The staff will review the schedule annually for any amendments required.



### ***BC Capacity Initiative (FY 2005-2006 and FY 2005-2006)***

With the hiring of two trainees under the BC Capacity Initiative (FY 2005-2006), SN Lands Program was able to build capacity in Land Management within the Nation. Through the course of the year, 14 training initiatives were conducted for the trainees and the Lands Staff. These training opportunities varied from in-house training, hiring consultants, to a formal training at the local University. In conjunction with the training, the two trainees had job-shadowing opportunities internally and externally with the partners. A total of 12 partners spent a day or two with the trainees to give an overview of the diverse specialty fields available to a Lands Officer. To implement the training, the trainees were offered on-the-job experience. Overall this established a solid foundation for a Lands career, which could eventually benefit all the Stó:lō First Nations.

The training for the two Lands Officer trainees was very successful this past year as all outlined goals and objectives were completed. Several meaningful relationships were also gained, both with native and non-native organizations. Most importantly were the relationships gained in the office as it helped to promote the educational, on-the-job training, and personal growth of individuals. Both trainees will be working for the SN Lands Program for an additional year as a direct result of their training and job changes in the department.



Job shadowing day, Tour of Duke Energy in Hope, BC

The Stó:lō Nation submitted a \$75,000 proposal to the BC Capacity Initiative for FY 2006-2007 to train two FNs as Lands Officers, using an alternative training program to INAC's Lands Management Training Program (LMTP), a follow up to last years project. The LMTP has not been available for the past three years so the staff created its own training using a professional FN Lands Consultant, University Courses and hands on or job shadowing at both FN and Non-Native Organizations. The proposal was selected for funding out of 133 applicants within BC.

### ***Wills and Estates***

The staff assisted with several issues, especially on the submission of appropriate forms dealing with the first steps of the estates process. In terms of promoting the importance of having a will, the staff participated in a number of workshops. This year after the lands staff obtained training on how to write wills with Lawyer Linda Locke, they entered into a short contract with her and were able to get 13 wills done for the members.



With one of the staff's departure in December 2005 for the SN Health Department, Lands will no longer be doing wills. Although the staff will no longer write wills, they will take the responsibility to ensure First Nations people know the importance of having a will especially if they hold Certificate of Possession(s). To ensure a will is drafted, the staff will go so far as word processing the individual Will for them. The population information (members' column) came from BC Registered Indian Population by Residence Code ending November 2005. The lands related information was taken from the Indian Lands Registry System in December 2005.

**Table 1- RLAP Summary 2005-2006**

First Nation	Members	CP	Permits	Leases	Sub-Leases
Aitchelitz	39	16	0	1	0
Leq'a:mel	329	91	3	7	0
Matsqui	218	0	1	3	0
Popkum	8	0	0	1	0
Scowlitz	237	7	1	1	0
Shxwha:y	300	1	4	1	0
Shxw'ow'hamel	150	4	1	1	0
Skawahlook	72	14	2	1	0
Skowkale	216	100	3	8	224
Skwah	452	98	2	2	0
Squiala	124	26	2	1	0
Sumas	263	88	6	5	0
Tzeachten	368	134	0	25	365
Yakweakioose	58	29	1	1	0
<b>Totals</b>	<b>2834</b>	<b>608</b>	<b>26</b>	<b>58</b>	<b>589</b>

## *Planning and Policy Development*

### *Planning, Policies and Procedures Development*

The Stó:lō Nation Operational Policy Manual (SNOPM) and the Finance and Administration Operations Manual (FAOM) are being updated to incorporate new developments arising from the downsizing and internal reorganization within SNS departments and offices. The Health Support Services Program Manual is also being developed in coordination with the Addictions Program staff. The SNHRD Operations Manual was also developed in coordination with the SNHRD staff.

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

The staff coordinated the preparation of the SNS quarterly and the current fiscal yearend annual reports. The annual Tribal Council Report (TRC) that is due in May of each year was submitted to the funding agency. Other related tasks completed are the following: revised SN Reporting Guidelines; SN TRC Reporting Guidelines; and continuing updates of the SN Positions Registry, and SN Population Table.

### *Technical Assistance and Support to SNS Staff*

The staff assisted in the development, and/or review of various technical papers, discussion papers and other planning, policy development and program-related information. The staff also developed and/or revised Terms of References (TORs) for various areas of concern and reviewed/revised/registered job descriptions. New job descriptions were also developed.



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

SNHRD experienced significant changes with the retirement of its Manager midway through the fiscal year. The late Chief Roy Mussel was a prominent leader and pioneer of many AHRDA initiatives locally and nationally. The staff acknowledges his time, dedication and commitment to aboriginal HRD and his legacy and impact on the aboriginal communities will be remembered. With his departure, the Director of Operations assumed acting duties until a Manager was employed in December 2005.

### ***SNHRD Department Operations***

The department reviewed and updated its Operations Manual, Steering Committee Terms of Reference, job descriptions and organizational framework. Additional staff was hired due to increased workload for FY 2006-07. SNHRD is comprised of a Manager, Program Assistant, two Program Officers, Program Coordinator, Finance and Administration Clerk, and a Receptionist and is now operating under the new AHRDS agreement that will continue into the year 2009. Employment and training for Aboriginal people within the catchment area is top priority. The staff participated with Service Canada in preparing a work plan for this current year that will guide the department and the FV AHRD Steering Committee members in their fiscal year activities. The SNHRD website at [www.snhrd.ca](http://www.snhrd.ca) offers information on programs and services and enable sponsors to access proposal applications directly. Bi-monthly newsletters outlining recent program and service activities are also distributed. A very successful golf tournament was hosted for the second year in a row. Approximately 100 people from SNHRD's business contacts and service area attended, with everyone having an opportunity to enjoy a day of networking.

### ***Steering Committee***

The Steering Committee acts as SNHRD's Board of Directors. From various communities and organizations in the Fraser Valley catchment area, they aid in the decision-making process, proposal assessment and approval. The Steering Committee meets on a quarterly basis and is currently in transition as processing of the new committee representatives is still ongoing.

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

The Aboriginal Human Resources Development Agreement (AHRDA) with Service Canada (SC) enables Stó:lō Nation to provide for the management and delivery of HRD 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/services. Reporting is based on complementary, ongoing activities and review of AHRDA files/documents and training/employment programs. The Financial and Audit is a separate report.



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

### *Program Delivery for FY 2005-2006*

A total of 81 contracts were signed this year. The statistical data was not available at the time of report preparation. SNHRD delivers programs on a proposal driven basis. Sponsors submit proposals and Program Officers review submission based on the terms, conditions and criteria for the specific program.

#### **AHRD Programs**

- |                          |                            |
|--------------------------|----------------------------|
| * Targeted Wage Subsidy  | * Student Career Placement |
| * Direct Course Purchase | * Project Based Training   |
| * Job Creation           | * Workplace Based Training |
| * Job Development        | * Labor Market Initiative  |
| * Job Opportunities      | * Employment Assistance    |

The term “project sponsor” includes community groups, private companies, workers associations, non-profit organizations, voluntary sector, and other levels of government. SNHRD works with project sponsors at the community level to strengthen the social and economic well being of the local area. The Employment Services Projects were offered through Stó:lō Nation, Seabird Island Band, Chehalis Indian Band, and Kla-How-Eya. Through Employment Services, many Aboriginal people are assisted in job search, resume writing, and in the creation of a portfolio. This approach offers a one to one service delivery to all FN clients. The clients are also taught interview skills and provided business type attire should they require appropriate interview/work clothing.

The Aboriginal Alternative Learning (AAL) Program includes the Structure of Intellect (SOI), Educational Sensory Integration (ESI), Audio book Reading, and Personal Development programs. The operation, located in Chilliwack, work with clients with multiple barriers referred by EAS programs. SNHRD also delivered two successful Proposal Writing Workshops.



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

The annual report focuses on the routine administrative tasks based on the SNAS Key Result Areas (KRAs): Capital/Property Management Services; Central Services; Human Resource Office Services; Purchasing, Inventory and Vehicle Pool Services; Records Management Services; and Information Technology Services.

This year can be summarized in three words: transition, downsizing, and change. As most are aware, FY 2005-2006 would be the year of major service delivery and program adjustments. The funding for Administrative Services was reduced due to the substantial decrease in Tribal Council and Administrative fee revenues. Several transitional options were proposed, with one being approved by the Director of Operations, and the SNAS department proceeded with implementation in September 2005. Managers and staff were tasked with cross training and delegation of duties in anticipation of the required changes. Unfortunately, more internal and external influences between December 2005 and March 2006 resulted in modifications to that original plan in the last quarter. In spite of these circumstances, the SNAS department and staff achieved the following:

1. Pekw'e:yles (St. Mary's) subleases with existing tenants were implemented as part of the Head lease and management requirements.
2. Prepared IT budget and work plan to accommodate migration from Novell Server to Microsoft. This project was suspended in March 2006 due to funding uncertainty.
3. Prepared Voice over Internet Protocol (VOIP) budget and implementation plan to replace an aging system (Norstar) and standardize the telephone system. This project was suspended in March 2006 due to funding uncertainty.
4. A thorough Vehicle Pool assessment was conducted to identify efficiency rates. The department was able to make mileage rate adjustments that reflect actual operational costs.
5. Reduction of cellular phones and billings were achieved based on a directive by the DOO and the SNS Board. Overall expenses were reduced by approximately 33%.
6. Records Management was able to retain additional space for storage including the purchase of needed shelving units.
7. The Unification database project concluded its final module, Xavier, for Xyolhemeylh. It is expected that SN software development will be reduced to maintaining databases with relatively minor upgrades required.



As previously mentioned, this year posed many challenges to staff and the organization as a whole. Staff morale was definitely affected by employment uncertainty. The re-amalgamation of Finance and Administrative Services for FY 2006-2007 resulted in terminations for both departments, and abolished the Administrative Director's office.

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

The staff is responsible for administering and maintaining the Sto:lo Nation properties, specifically Pkw'xe:yles (St. Mary's) Reserve in Mission and the Coqualeetza Reserve in Chilliwack.

The staff assumed new job duties that were transferred from other departments as a result of the downsizing. These are the following: Keyscan, security monitoring and keys. These additional duties can be overwhelming at times, in addition to the already full workloads. During the year, the staff coordinated and supervised the various renovations throughout the central site such as paving, electrical upgrade, air conditioner installations, sandblasting and painting the exterior of building one. A larger John Deere lawn mower for the Pkw'xe:yles site that is better equipped to cut the soccer/baseball fields in a reasonable time frame, was also purchased. Pkw'xe:yles now has reserve status so the staff are in the process of executing leases with tenants on both sites. The staff have been meeting with Landmark Realty who will assist with marketing the vacant buildings, gym and fields at Pkw'xe:yles. They have been to the site for tours and taking pictures. With the number of changes that have taken place during this year, the staff continues to communicate with all tenants to ensure they are aware of service adjustments being implemented.



### ***Central Services (CS)***

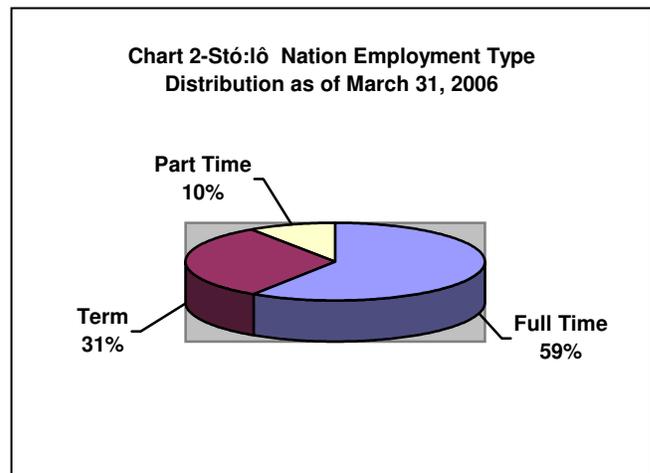
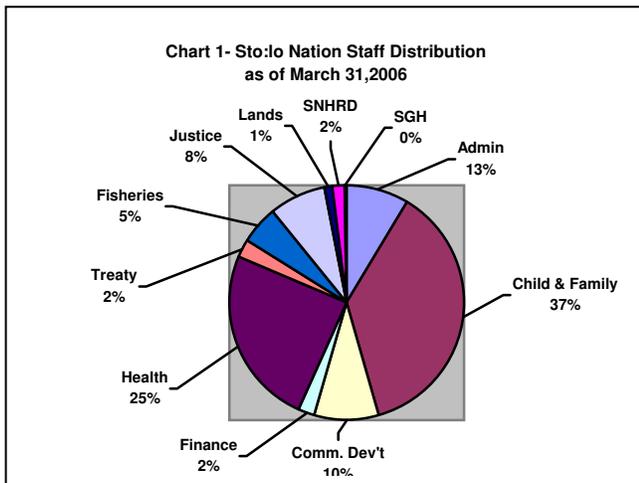
The final quarter of FY 2005-2006 was busy, with reduction in services as part of the transition and preparation for the new fiscal year. The department continued providing mail service, reception, telephone service, meeting room bookings, keyscan access, security, petty cash, casual on call services, newsletters, and coordination of cultural events.



The Administrative Services Coordinator was trained in CS Manager's duties to accommodate additional duties resulting from the restructuring for FY 2006-2007. Other changes for the new fiscal year included transferring Key Scan, Security, and Insurance services to the Capital Management Department and coordination of cultural events to Treaty Department. A great deal of time was invested in preparing for a change in the phone system of Building 1 from the Norstar System to the VOIP system. This change was temporarily suspended due to budget constraints. The preparation work was done and eventually the change in phone systems will be addressed. By fiscal yearend, services were reduced to a core group including telephones, reception, and mail services. With the reduction came the amalgamation of the Central Services Manager and Coordinator, Administrative Services positions. While services have been reduced to the essential minimum, the amount of work remains consistent.

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

This period has been filled with challenges because of the transition from Administration Services to Finance and Administration Services and the downsizing and decentralizing of the Human Resources Office. The Human Resources Manager was involved in training existing HRO staff to assume some of the duties currently done in that position. There was also a necessity to transfer information to those who will be assuming many of the responsibilities that are a result of decentralizing HRO in the next fiscal year 2006-07.



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

The final quarter of FY 2005-2006 focused primarily on the transition, preparation for restructuring and reducing budgets in FY 2006-2007. The Coordinator continued to oversee and coordinate purchasing, company fleet, photocopier lease agreements, pagers and cellular phone services for all Sto:lo Nation departments. The new duties and responsibilities was a result of the Manager of Central Services position, terminated on March 31, 2006.



Some extra duties like management of telephones, mail services and front desk reception took staff time especially the telephones due to difficulties with the Norstar System in the older buildings and the impending office moves. A new Mail Clerk and Administrative Clerk for the Vehicle Pool were hired.

### ***Purchasing***

This year two major changes were implemented that proved to be very time- saving. The first was the implementation of Purchase Orders for the gift certificates. The decision was based on the fact that the gift certificate processes involved multiple steps and very labour intensive. We have done our utmost to make the change as flexible and seamless as possible.

<b>Purchasing</b>
73 Central Store Supply Requests, 869 Purchase Orders, and 80 Save-On Food Gift Certificate Supply Requests

The second change was the discontinuation of the Central Store supplies, with the exception of paper supply. All supplies are now ordered from the primary vendor and eliminated the need for monthly trips to supply stores.

### ***Vehicle Fleet***

There was 721 vehicle requests in the last quarter, the second busiest this fiscal year. There was also 6 ICBC claims including one stolen vehicle and one vehicle with stolen plates. Other minor claims relate primarily to windshield chips and minor incidents. The first mileage rate increase was implemented this fiscal year since the creation of the vehicle fleet in 1997. The increase was necessary due to increased fuel prices, maintenance costs, and insurance rates. The increased revenue goes back into the fleet enabling the disposition of aging vehicles and purchase of new replacement vehicles to ensure the expenditures are covered adequately.

### ***Photocopiers/ Cellular Phones***

A total of six copiers were replaced and the old photocopiers were removed for recycling. Two copiers were relocated to departments that needed replacements. The number of vendors was streamlined from five down to two. This simplifies the maintenance of lease and service agreement contracts but keeps the process competitive. A total of 55 cellular phones were terminated and two transfer of ownership were completed. The terminations met the Director of Operations directive of a 30% reduction to address the corresponding reduction in budgets.

The end of the fiscal year was overshadowed by the transition leading to restructuring for FY 2006-2007. The number of e-mails sent and received in the last quarter was 1,736. This is 50 more than in the 3rd quarter and 326 more than the 2nd quarter.



## ***Records Management***

The SN Records Management department has gone through extreme change in the last fiscal year. The Records Manager resigned in November 2005, and the Indian Registry Administrator position was terminated as of March 31, 2006. The remaining position, the Records Coordinator continues to provide some of the Records Manager responsibilities as well as form creation/revision. Other duties such as the computer inventory became part of the restructuring that are to be transferred over to the Purchasing and Inventory Clerk.

### ***Implementation and maintenance of the Records Management System(RMS)***

To maintain the smooth and continued implementation of the RMS, 8 training sessions were held for SN employees. There were over 76 inquires on the RCS.

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

The staff received 157 requests for files or boxes of records from the RC this fiscal year. Over 45 boxes of records were eligible for destruction. There were also a total of 149 boxes of records processed in the Records Management database and transferred to the RC over the course of the year. A total of 3117 files created and 3800 edited.

### ***Additional Record Centre (RC2)/ Other Ad Hoc Tasks/Assignments***

In January, shelving units for an additional Record Centre, known as the RC2 was installed. This space was needed as the first RC was at its full capacity. Records Management revised and created 77 network-based forms and distributed 63 packages of printed forms throughout the year.

## ***Information Technology***

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

The downsizing transition affected many departments including IT with the layoff of one Network Technician and the ending of the contract for the Software Engineer. Toward the end of the fiscal year, structural changes within the SN somehow required meeting the technology needs the organizations next fiscal year. The annual inventory was done to prepare departments for the FY 2006-2007 budget. The annual rush of PC purchases came in March for departments and kept staff busy preparing systems and numerous changes had to be made to a large number of user accounts at yearend.

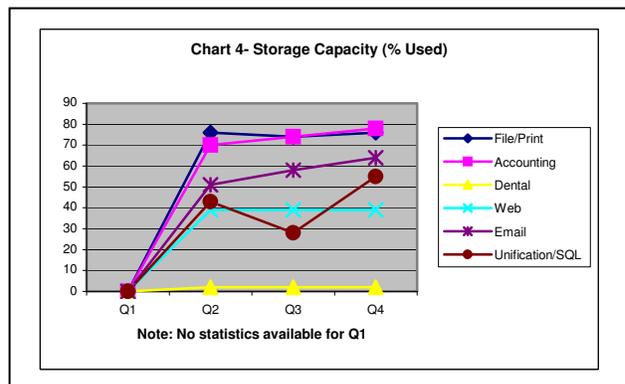
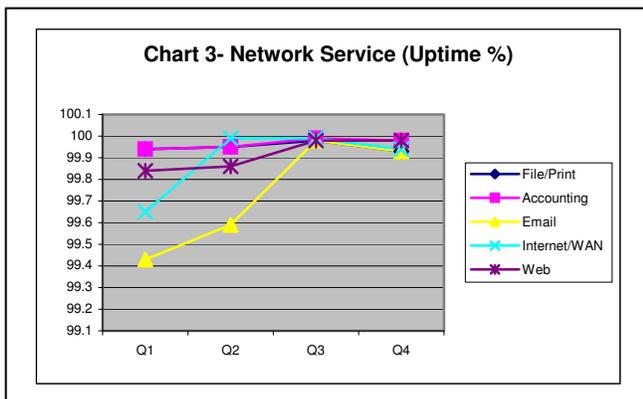


### IT Infrastructure

The phone systems at Central region (Chilliwack) are aging and a project was undertaken with Telus to extend the new Voice Over Internet Protocol (VOIP) system in Buildings 7 and 9 to the rest of the Central region. Although it did not come to fruition this year there was much needed work done to the fiberoptic network cabling to prepare for it in the future. In March, IT staff assisted Xyolhemeylh in the setup of their new Langley office, allowing staff to access email and shared files on Sto:lo Nation's wide area network.

### Technical Support

The year has seen continued reliability of our IT systems with the average uptime ratings above 99.5% for most of the year: Most of our backend systems have been in place since 2002 and care has been taken to ensure they do not exceed their storage capacity. These servers are due for replacement for the next fiscal year.



The Unification team completed Version 1 of the project for all components. The HR/timecard application was a challenge with problems on calculations and reporting requirements. The contract workers focused on the Xavier project for tracking Xyolhemeylh's clients. Phase- I of the design, testing and implementation was completed by yearend. The staff worked on the Unification project to complete version 1 of the entire system by April 1, 2006: Xavier (Xyolhemeylh client database); Subvenio (Social Development); and Enlightenment (Education).

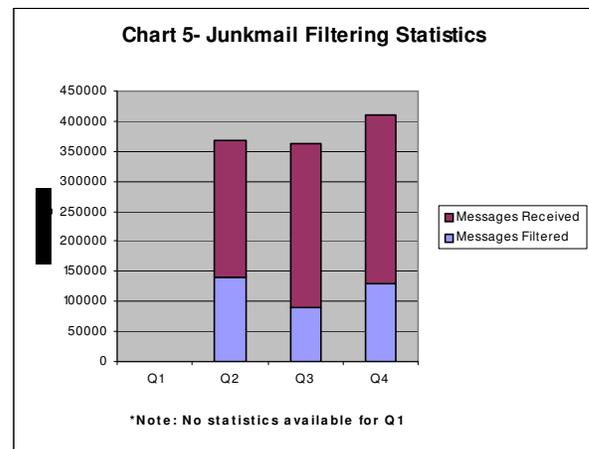
The Web Developer will work on bug-fixes for Unification and development of websites for staff and SN departments. The internal staff website has been running since 2002 on the Linux platform and we are looking at replacing it with a newer portal system running on Microsoft web services. The Linux system was known as phpNuke and was more difficult to update, upload files and login to. Two options are the free DotNetNuke or a paid license of Microsoft Sharepoint Portal; both promise easier file updates and staff login and may be implemented next fiscal year.



## Training/Network software

All the technical staff took part in training on Microsoft Server 2003 to prepare for the future replacement of the Novell network system. Additional training was completed on Microsoft Exchange 2003 email system to replace Groupwise; Microsoft Systems Management Server desktop management system to replace Novell Zenworks; Microsoft Active Directory account management system to replace Novell NetWare.

The department prepared for training and planning for the project to migrate our systems from Novell NetWare to Microsoft Server. Although this was approved by the DOO in October it was cancelled due to the restructuring. Still it was useful to have some of the consulting work done to assess our systems in preparation for the migration. Spam (or junk mail) continue to be a major challenge for IT to handle however a new feature of the GWAVA system was put in to give staff better control over their own junk mails. Over 1 million messages were received by our Internet email system – likely half of which was junk mails.



Again this year, the Symantec antivirus system did its job as there were no major virus outbreaks. A spam virus on the Internet affected one staff member's mailbox with thousands of messages although the virus itself originated and remained outside the SN network. Below are some of the IT projects and events: Migration of SQL data (Unification, Infra, Omni databases) to new Unity server. (Done to reduce the load on the MSDB web server); Balancing of leave hours between EMS and Unification that allowed HR to migrate off of the aging EMS system and eliminated the need for staff to do paper timesheets; reformation of the ITAC (Information Technology Advisory Committee) to improve communication and give departments more input/ownership of technology planning; set up of IT for new dental office in Building 7, and new office in Langley for Xyolhemeylh on SN's wide area network; assisted SNHRD's consultant with the set up of their new Web Aro suite application to replace Contact IV; setting up automatic security and bug fix updates for Windows 2000 and Windows XP staff workstations; completion of Symantec Antivirus workstation software updates; updating of Veritas backup software; building 1 moves and set up for HR dept's move to floor 3 and MCF move-in to floor 1; cleanup of Simply Accounting and Accpac software folders; and reorganization of IT's paper filing system.



## ***Child and Family Services***

In July 2005, a Board of Directors was appointed after a lengthy comprehensive recruitment and selection process. The Xyolhemeylh Board is comprised of 11 members representing on/off reserve, status/non-status, Inuit and Métis people residing in the Sto:lo Nation territory. The Board have a diverse level of expertise, knowledge and dedication, and shows a level of commitment for the safety, wellbeing and protection of First Nations' children.

The most valuable resource at Xyolhemeylh is the staff. Their commitment and dedication to their work does not go unnoticed. The agency participated in a very thorough comprehensive audit earlier this year, which concluded in high marks, and very high praise from both the Provincial and Federal Governments. While Xyolhemeylh is considered one of the top aboriginal Agencies in British Columbia, the agency continue to strive to improve service delivery.

The new fiscal year offers many challenges, which the staff embraces without losing focus on continuing to provide the many important and vital programs and services for the safety, well-being and protection of First Nations' children in Sto:lo territory. While the staff look at these future challenges sometimes with uncertainty, the staff can find comfort in reviewing the history of Xyolhemeylh. The past reveals many challenges faced and surpassed, the lives of many children and families forever changed for the better as a direct result of the services provided.

One of the main priorities for the new fiscal year is to build stronger communication links to the many communities and stakeholders being served. The needs of the communities and stakeholders are constantly changing, so it is imperative that the programs and services being offered constantly change to address these changing needs. The initial step in addressing these changes is by ensuring effective communication.

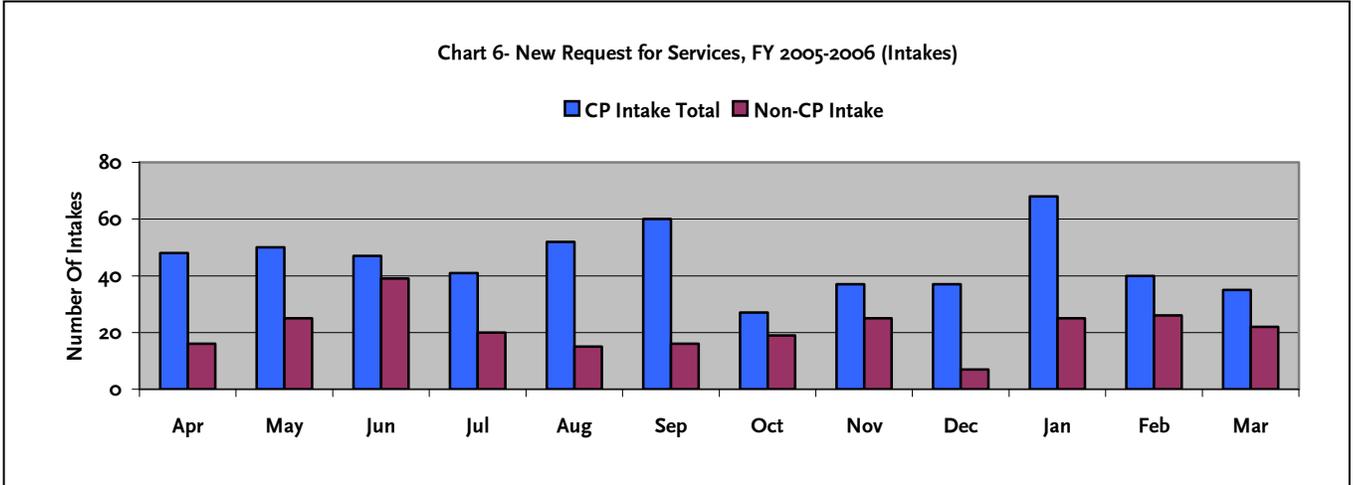
### ***Administration***

In 2004-05 a consultant was contracted to develop a Human Resource Strategy to aide in staff recruitment and retention. Many of the recommendations outlined in the human resource strategy report, have been reviewed and implemented this year. The remaining recommendations will be incorporated and implemented into the work plans for the new fiscal year.

In order to help support social workers in administrative duties, six (6) Administrative Assistants were hired and trained in September. These new positions have supported the delegated teams by easing and streamlining administrative duties, allowing social workers more time dedicated to helping community members.

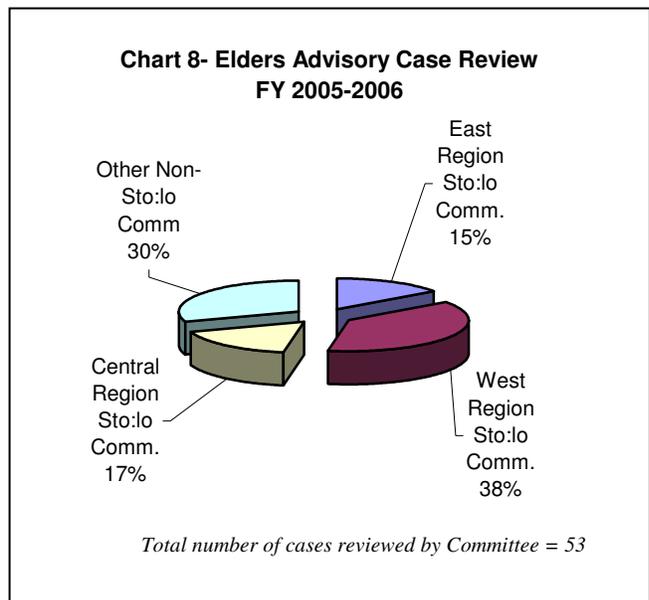
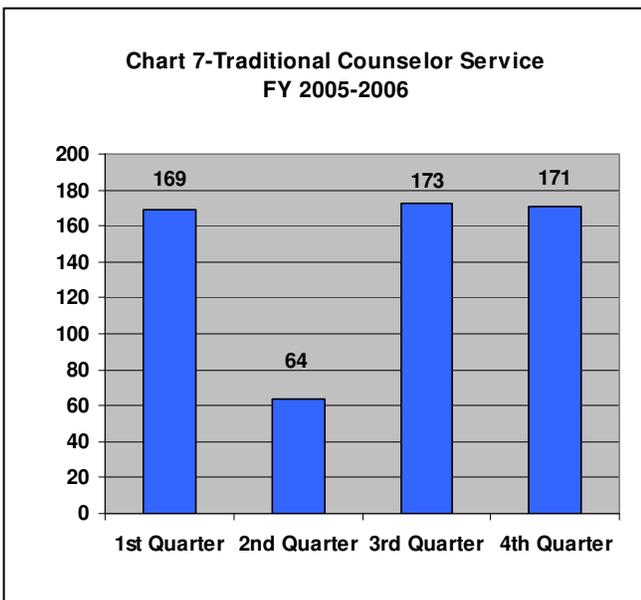


## Intake And Investigation



## Family Services and Support

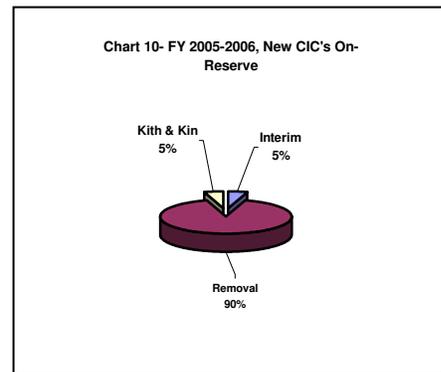
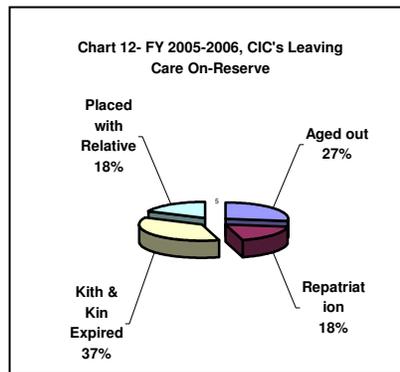
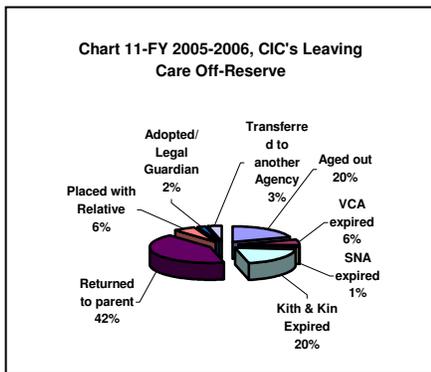
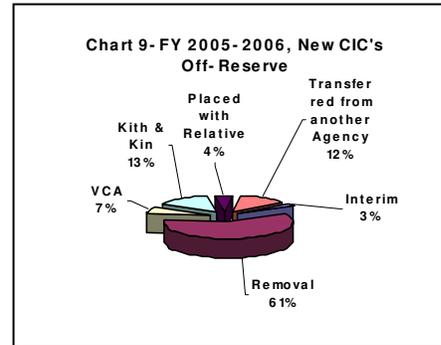
Mediation is provided by Traditional Counsellors, Qwi:qwelstóm or a Ministry mediator to assist in developing a plan of care when agreement cannot be reached between the family and Xyolhemeylh. Traditional Counsellor services include: one on one, mediation, groups, advise/counsel, facilitate training/workshops, and healing circles. In addition, the Elders Advisory Committee continues to hear cases and provide recommendations for cases involved in the court process. This year the Committee reviewed 53 cases.





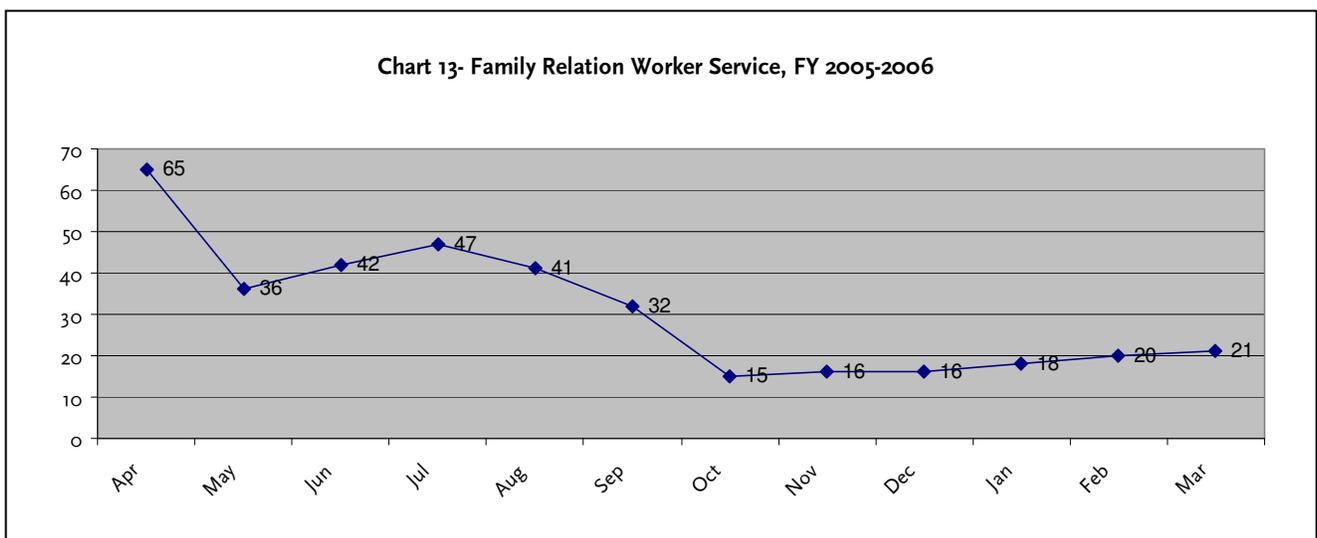
## Family Support

While funding levels decreased last year the need to expand and increase prevention and support services on and off reserve has not diminished. The commitment is to continuously reduce the number of children in care by developing the family's capacity and skill in caring for their children. This is achieved over time by maintaining consistent levels of prevention and awareness services that are relevant and focused on the family's needs.



## Prevention And Awareness

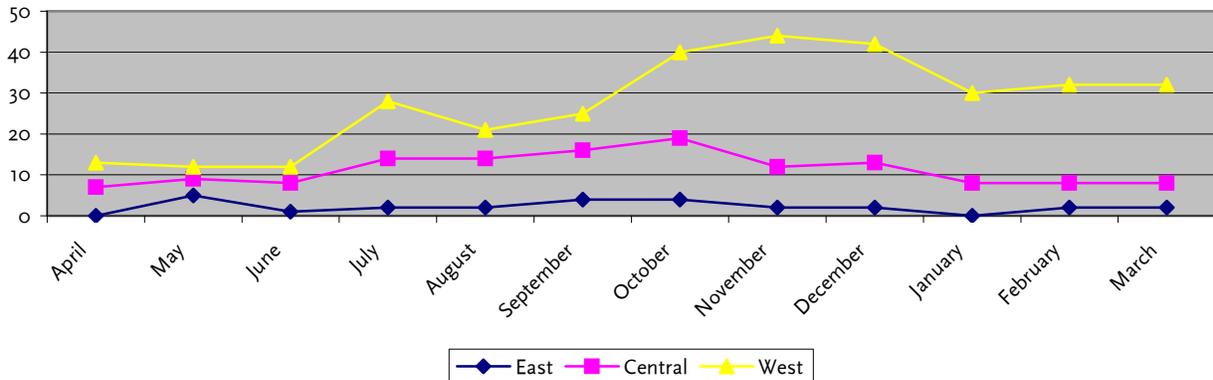
Expanded off reserve participation was achieved in the summer programs. Xyolhemeylh expanded the program to include a Youth Conference and Survivors of Sexual Abuse gathering.





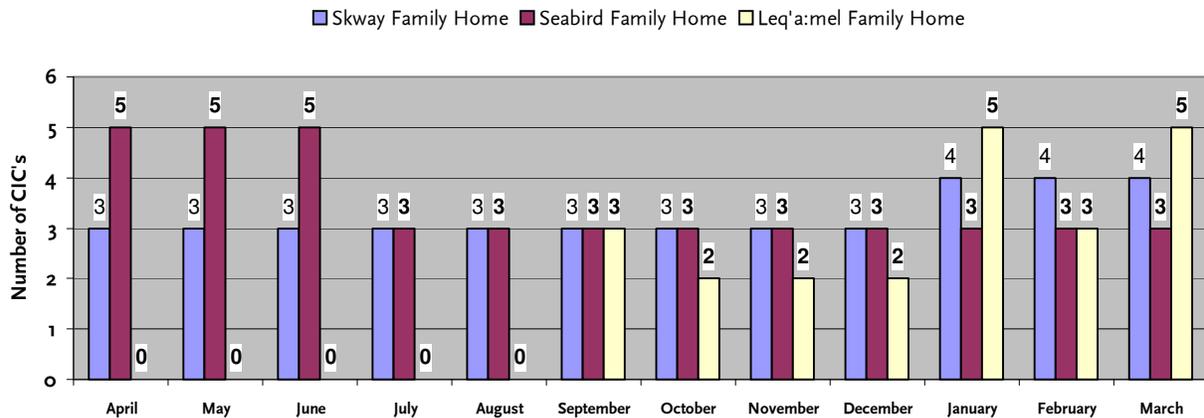
## Sexual Abuse and Intervention Program

Chart 14- Sexual Abuse Intervention Program Activities FY 2005 - 2006



Expanded resources include the Semi-Independent Living for Youth program (SILY), located in Chilliwack, as well as the Youth Emergency Placement program (YEP), located on the Skwah reserve. Both programs were implemented in 2005 and are currently working toward achieving full capacity.

Chart 15- Number of CIC's in the Family Home Program

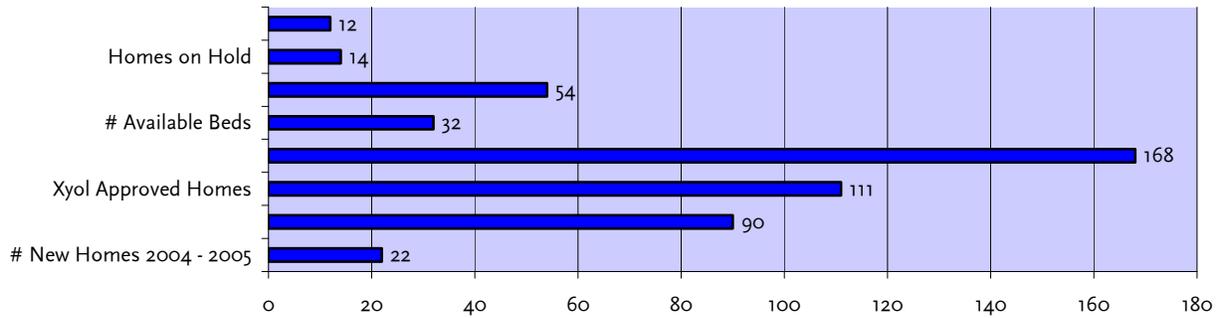


## Residential Resources

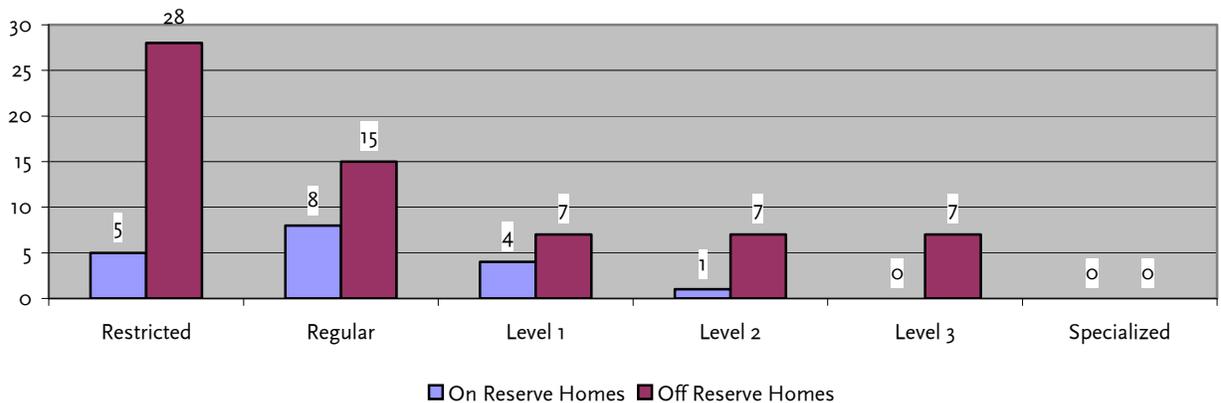
The Semi-Independent (life skills) living resources network for youth in care has been established through the SILY program.



**Chart 16-Resource Homes as of March 2006**



**Chart 17-Location of Resource Home, FY 2005-2006**



## ***Guardianship***

One of the much-needed services established last year was the implementation of the Reunification program. A Reunification Worker has been working diligently to actively reconnect Continuing Custody Wards with community and family.

## ***Xyolhemeylh Staff Cultural Day Gathering***

At the Xyolhemeylh staff cultural day Gathering, the staff helped in all aspects of processing the salmon caught earlier in the day at Cheam. We are grateful for the fish that Cheam shared with us that day.





## Community Development

### Social Development Services

This has been a year of order for Social Development. The department worked diligently to create an atmosphere of unity and warmth. The Social Development Program are still working to fill in gaps in services and creating tools to assist clients to move towards their dream of independence and self-reliance.

#### Social Development Services Mission Statement

The Social Development department will assist clients to discover their gifts and strengths in a culturally sensitive and respectful manner as they move towards their vision of independence.

### Income Assistance

Centralizing services is proving to be a benefit to both clients and staff. The change allowed staffs to not only synchronize filing but also to provide synchronization of services to clients. The staff also succeeded at lowering stress for clients and staff as both Financial Aide Workers diligently sending out notices to clients who have their cheque on hold early enough for them to correct it before cheque day. One goal for the income assistance program is to lower the numbers by encouraging clients to seek employment. The staff developed their own Employment Action plan form and requires clients to do follow up.

This year, an Information forum for clients was held to meet staff, ask questions about the programs and share ideas about needs for themselves. It was a nice change to hear them request information on mould prevention or treatment and information on home repair so they could fix it themselves. Social Development Program hopes to meet in late spring, with the housing officers and plan a home show for band members to get the information they are asking for.

The staff hosted an Elder's Information Forum in coordination with Health, Qwi:qwelstom and Sto:lo Tribal Council. The attendance was good and feedback presented a challenge to provide needed information. The Elders requested a forum on Elder Abuse and Residential School distributions. They would like to see youth and families attend also. The staff will work with other programs in the Nation to create the forum for early fall.

Table 2-Type of Social Assistance Clients

	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
Employable	497	421	417	478
Multi Barrier	35	34	36	48
Persistent Disability	82	84	82	62
GFA	86	65	66	82
<b>Grand Total</b>	<b>700</b>	<b>604</b>	<b>601</b>	<b>670</b>



The Persons with Persistent Disabilities (AKA Disability 2) has dropped due to the new requirements. To qualify, one must need the assistance of a person, item or animal and the disability must last over two years. So far, there were not many that qualified. At the end of December, all clients with old rating (which use to last for life) had their file closed and were required to reapply. They are still being processed.

This year the Work Opportunity Program and the Aboriginal Social Assistance Recipient Employment Training Initiative program were implemented. The highest caseload was in April 2005 and in January 2006 and the lowest was in October 2005 most likely due to fishing being open.

**Table 3- Adult in Home Care Program**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr
Clients	78	95	104	150
Hours	940	1,222	1,433	1,543

The program maintained a steady clientele again. Providing transportation has proven to be an asset to clients for they are able to keep their Doctor and specialist appointments plus do their major shopping.

The Adult in Home Care Coordinator did over 300 income tax returns this past year, which earned her a laptop from Revenue Canada. She also has assisted Elders with their pension applications including accompanying them to the appointment if they wish her to attend. The Coordinator also assisted Elders set up budgeting and bill payment methods in the hope of making their move off social assistance less stressful.

**Table 4-Income Security Reform Project**

	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
<b>Workshop</b>				
<b>Referrals</b>	<b>57</b>	<b>26</b>	<b>23</b>	<b>18</b>
Excused	4	2	1	1
No show	42	18	19	14
Attended	11	6	3	3
<b>Results</b>				
Working	0	4	0	1
A&D	0	2	1	1
Education	1	7	3	0
Moved off	0	0	0	0
File closed	0	3	4	0
<b>Total</b>	<b>1</b>	<b>16</b>	<b>8</b>	<b>2</b>
<b>Counseling</b>				
	8	9	12	15

\* Each quarter includes 3 workshops.



This year was evident that changes are needed. Although movement was slow, one needs to keep in mind the movement was client choice, not referral. With the client base not having a high turnover, it is normal to see a drop in attendance for you cannot keep doing the same activity year after year without boredom setting in. Due to some clients hiding in a big group, the staff had to keep referral to the program low. During the projects, the Social Development Program staff noticed some clients with low self-esteem or other issues had a tendency to disappear in a large group, which resulted in no movement for them. Those that did attend the workshop found the small numbers more comfortable and thus took part more openly. As we succeed in assisting clients to move on, we will begin to see more issues pop up and changes to the program is needed. The staff did see some big changes, one client that had been on the system for over twelve years found employment, three young men put themselves into treatment and clients are now seeing income assistance as temporary, not a permanent choice.

### Family Resource Center

The Family Resource Center made some changes. The Crisis Counselor moved to building 5 and will be changing to providing a pre-pre job readiness workshop. The emergency day care will remain and is adding an outdoor playground.

Table 5- Crisis Counselling

	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	Total for year
<b>Client Intake</b>					
Appoint.	63	20	54	60	197
Drop ins	63	37	54	20	135
Phone calls	64	55	54	33	206
No shows	02	01	01	04	08
New Clients	15	05	02	10	32
<b>TOTAL</b>	<b>205</b>	<b>117</b>	<b>110</b>	<b>123</b>	<b>570</b>
<b>Referral From</b>					
<i>SOI</i>		09		12	18
CP's	04				04
Employ.		01			01
Education		01			01
Soc. Dev.	2	2	2	0	06
<b>Referral to</b>					
A&D	5	6	0	13	19
Treatment	0	9	10	2	11

For the Crisis Counselor, the year was one of learning and seeing the results of a new drug called Crystal Meth. The pleasure of this cheap drug comes at a very high cost to the victim, family and community. To support the team's goal of filling in the gaps for clients, the following were created: food banks and shelter booklets; Elders information booklet; Grief and Loss booklets; and Suicide Prevention booklets.



**Table 6-Emergency Day Care and Child Learning Center**

Emergency DayCare	1 <sup>st</sup> Quarter		2 <sup>nd</sup> Quarter		3 <sup>rd</sup> Quarter		4 <sup>th</sup> Quarter	
	Child	Family	Child	Family	Child	Family	Child	Family
Drop in	21	13	29	19	31	22	15	7
Child learning	8	6	19	8	6	6	9	6
No show	2	2	1	1	3	2	2	1

Many of the children have become regulars and majority of the parents have accessed both services. Feedback from parents has continually been positive and they have expressed how happy they are that their child/ren seem to really like being there.

At the beginning of the fiscal year, some equipment determined unsafe was upgraded and inappropriate items were discarded. This helped raise the standard of the center equal to other Day Cares in the area. Also, there are now safety glass windows installed in the front and back doors to ensure the safety of the children and staff. An outside fenced play area is being developed and will be set up with a road for the children to travel to different play areas. The addition of cedar shed, cedar trees and plants will help make it attractive for the children. The staff also visited the communities to drop off brochures, Day Care Information booklets and posters. This year, the center joined the Social Development Department team at a Forum for social assistance clients.

**Education Services:**

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

**K-12 Programs and Services**

The staff made regular Band visits and visited all schools in Chilliwack, Abbotsford, Langley and Fraser Cascade districts to register returning and new students. This generates the Nominal Roll count, which totalled 297 students.

**Table 7- Nominal Roll 2005-2006**

School District	Band	# students	Total FTE
SD 34 & 35	Matsqui	62	44.125
SD 33 & 34	Aitchelitz	10	9
SD 33	Shxwha:y	29	25.5
SD 33 & 34	Tzeachten	116	111.5
SD 33	Yakweakwioose	18	17
SD 33, 34 & 78	Skowkale	62	58
<b>Total Students</b>		<b>297</b>	<b>265.125</b>

School supply cheques were issued in August at the Trans Canada Waterslides. Stó:lō 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 student's regular attendance. Tutoring services are provided upon request.



### ***First Nations Advisory Committee—Chilliwack, Langley and Abbotsford***

The staff was very active with the school district hiring committee for FN Support workers, Teacher, and Kindergarten Teacher. The staff participated in the SN and School District #33 Bursary Selection Committees, Language subcommittee, and Enhancement Agreement committee. They also advised and advocated for the Stó:lo Alternate, Stó:lo Adult Ed. Center and Matsqui Ed. Center, and assisted with the mini Pow Wow. The staff also attended the Lucid Conference in Vancouver. The LUCID Project is an SFU-community research alliance to build culturally inclusive schools through imaginative education. The focus was on getting to know the other districts and teachers and looking at the big questions of the project: What success means for Aboriginal students and communities, what it means to be an imaginative teacher, what we are trying to achieve together and how we are going to do it.

### ***28<sup>th</sup> Annual Stó:lo Awards Ceremony***

The ceremony will be held in May 2006 at the Ag-Rec Centre in Chilliwack. Last year, there were 860 students being honored from 7 School Districts in the Fraser Valley. A total of 1,100 students and their families attended.

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

The staff participated in the committee activities. The Education Department received 33 Christmas hampers this year to distribute to Stó:lo families in need of support. 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 in November 2005. Over 300 FN students attended.

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

The 2005–06 Post Secondary Applications were processed for nine First Nations: Aitchelitz, Matsqui, Skway, Skowkale, Squiala, Tzeachten, Yakweakwioose, Skawahlook and Popkum. All the 2005–2006 PS budget of \$574,858.00 was expended. A total of 61 FN students applied and were funded. The SN 2005–06 Bursaries and Scholarships were delivered and awarded to five students totaling \$5,000.00. Scholarships were awarded to 17 Applicants totaling \$1,500.00. Eleven of these students had A or better GPA.



The Post Secondary Education Review and INAC Consultation Process in 2005 resulted in a FNESC, BC response to the National Review where recommendations are made for Post Secondary Student Support Program. The Review is ongoing and will seek changes for April 2007. This will be a priority in FY 2006–07. The priority objective is to maintain increased number of Stó:lō Nation students in Bachelor, Masters, Doctorate/PhD programs. These are given priority. There are six students enrolled in Level III Masters and PhD Programs. PhD: Education, Education Leadership and Criminology, Masters: Education Curriculum and Instruction, Science and Environment and Management. Three of these will earn their Degree this upcoming year. Another will start in 2006–07: Masters – Education Leadership. The graduates from last year include four University grads; seven earned certificates or diplomas and three bachelor degrees. Developmental Standard Term Certificate (DSTC) – four of the 15 graduated from Stó:lō Nation.

### *Stó:lō Shxweli Halq'eméylem Language Program*

The Stó:lō Shxweli Halq'eméylem Language Program applied to Chilliwack School District for an additional 29,000.00 to keep staff (Elder, Linguist, Illustrator) working for 34 more weeks. The Linguistics 232-3 offered this semester had an excellent turnout. The completion date is April 4, 2006. The Halq'eméylem 101-3 was also offered at Stó:lō Shxweli through UCFV and turnout for this class was less than expected. The staff will work on registrations for these courses. There is need to recruit for the next cohort of students to get registered into the Immersion classes. No less than 15 students have to be registered into these classes to make them pay for themselves. The next semester for Halq'eméylem 101 and Halq'eméylem 102-3 starts on Tuesday and Thursday evenings and will commence May 8 to August 5, 2006. There is need to encourage people to register in these classes now that they are all accredited through UCFV and transferable to other universities and colleges. The top priorities are: to diversify and increase funding to ensure stability for Stó:lō Shxweli Staff and make this program self sufficient; continue to develop curriculum to support the IRP; and seek funds to support staff to develop these materials.

### *Shxwt'a:selhawtxw Interpretive Centre, The Longhouse Extension Program (LEP)*

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

The Grade 4 Program was well received by the Chilliwack School District, as usual. The Longhouse Extension Program (LEP) offered more hands-on and interactive presentations this year. New to the program were two take-home projects - paddle key chains and cedar woven wristbands. Other presentations were transformation, salmon, eagle and welcome songs and a transformation dance performed by a student for educational credits.



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

## Employment Programs and Services

Table 8- All Employment Services Staff Consolidated Performance FY2005-2006

<b>Total client Files</b>	<b>703</b>
Total new clients, Year to Date	394
Active	331
Closed without AP	58
<b>Counselling</b>	<b>478</b>
Career Decision Making	42
Skill Enhancement	111
Job Search	143
Employment Maintenance	20
<b>Results at AP closure:</b>	
Employed	148
Not employed	143
Returned to School	49
Self-Employed	2

<b>Needs Determination</b>	<b>427</b>
CDM	54
Skill Enhancement	150
Job Search	168
Employment Maintenance	19
<b>Interventions</b>	<b>1250</b>
Career Decision Making	110
Skill Enhancement	442
Job Search	660
Employment Maintenance	38
Pending	47
Complete	1120
Incomplete	83

## Overview of Clients Served

Employment services tracks certain basic information with regards to the clients served. Table 9 shows the percentage of clients served.

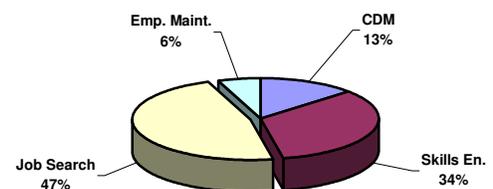
Table 9-Percentages of Clients Served

On reserve/off reserve	64%/36%
Status / Non-status	95%/5%
Male / Female	49%/51%
Youth (under 30 years)	38%
WAP (24-64 yrs)	58%

## Needs Determination

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

Chart 18-Breakdown of Employability Dimensions





## *Case Management and Career Counseling*

Three Career Development Practitioners delivered the case management services, including: Employment related assessment tools; Career decision-making assistance; Developing client Return to Work Action Plans; Provision of Labour Market information; Goal setting / action planning; Referral to outside agencies; Job search strategies (including development of resume, interview skills, cover letters, networking, cold calling, developing reference); Employment maintenance strategies; and Administering Targeted Wage Subsidy.

## *Career Fair*

The staff hosted a highly successful Aboriginal Career Fair at the Ag-Rec Centre on March 10, 2006. Over 350 participants from various school districts in the lower Fraser Valley attended. Some 40 exhibitors from Private and Public Institutions and various employers also attended. The conference theme was “Building A Nation” focusing on the Construction/Trades Industry, Aboriginal Nursing and Forensics.

## *Employment Resource Centre*

This drop-in facility is maintained by the Employment Services administrative staff, and provides a venue for clients to utilize their job search skills in a self-directed way. The centre includes: a bank of computers for job-search and career exploration; labour market information; human rights and employment standards information; self-employment and business resources; and education and training brochures. The number of resource room intervention was 1,089.

This past fiscal year, the Resource Room added PLATO Interactive Learning to the resources available. PLATO is a web-based software program designed to assist learners to improve their literacy and numeracy skills. PLATO also provides learner support for secondary school subjects, with standards linked to BC Provincial standard learning outcomes.



## *Career Closet*

Clients have access to a career closet with clothing and accessories (male and female) to assist them with interviews and employment.



## *Vocational Training Sponsorship*

Employment Assistance Services had a phenomenal year and sponsored 28 clients from the Vocational Training Budget. Most of the training took place at Public Institutions, UCFV and BCIT. This movement can be credited to clients who participated in Career Decision Making Programs and by conducting thorough career/education research before deciding on a training institution. Three (3) clients out of 28 funded did not complete their program. Two (2) of the 3 identified with some type of learning disability and struggled throughout the program and one client dropped out due to personal issues. Four (4) clients out of 9 completed the program and currently employed at: K and L Contracting, Pile Driver's Union and 2 are working for a local construction company in Chilliwack, while 2 clients are looking for work.

A new initiative was implemented this year from the vocational training budget. A "Transition to Work" (TTW) application was created for clients who secured employment but needed assistance to purchase work equipment, supplies, or gas allowance for the first two weeks of employment. Twenty-five (25) people out of 29 who used the TTW application are still employed and listed are some of the employers: Pete's Form Removal, STAR Reinforcing Ltd., GEWD Construction, Save On Foods, Modern Image-Signs & Designs, Artic Glacier, Entre Nous Hair Studio, COSTCO, Real Canadian Superstore, YMCA 100 Mile House, Subway, Scowlitz First Nation, Sisko's and Magicuts, Pile Driver's Union, Canadian Tire, STREAM, SNHRD, Len's Catching, Sto:lo Nation Longhouse Extension Program, Do-All Contracting Ltd., Rebar Construction Company, 2 employed at a Construction Company in Abbotsford and 2 employed with Safeway in Chilliwack. Two (2) clients obtained certificates and the other 2 are looking for work.

Group training sessions to 94 clients were also provided this year in the various occupations listed below:

Food Safe Training	24 clients attended and certified
Level 1 First Aid Training	12 clients attended and certified
Work Safe Training	5 clients attended and certified
Cashier Training	23 clients attended and certified
Training	15 clients attended certified
Driver's License Tutorial Training	15 clients attended and will write the learners exam



## ***Health Services***

The Stó:lō Health Services performs centralized 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 Stó:lō Health Services follows the standardized monitoring and reporting system based on the Health Canada-MSB reporting requirements. The report establishes a statistical database useful for planning, budgeting and programming of health programs and services necessary for more efficient day-to-day office activities. Some of the key highlights of the **Community Health Services** accomplishments are discussed below. The two (2) mandatory programs are the Communicable Disease Control Program and the Canada Prenatal Nutrition Program.

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

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

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

The program addresses the health concerns identified by the Band membership. 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, Aboriginal Health Conference, Tobacco Reduction, Injury Prevention, AIDS/HIV Awareness workshops and gatherings that promote the sharing of health information and awareness.



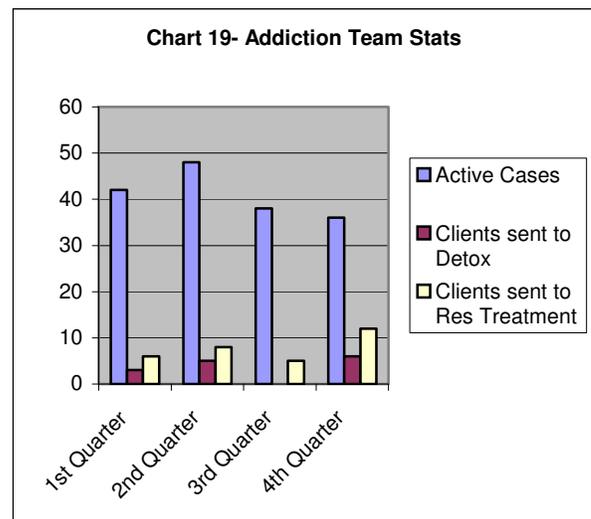


The CHR's are also involved in supporting the Elders Gatherings/Meetings. The Chiefs Health Committee has funded SN Health with Health Career Dollars. Field Trips were made for the Chilliwack and Abbotsford grade six and seven students to tour the Simon Fraser University Science Department. The BC Aboriginal Network on Disability Society had also contributed funds for Fetal Alcohol Spectrum Disorder Training.



### Addictions Prevention and Counselling Program

The program aims to reduce alcohol, drug and substance use in the communities. The activities focused on the review of programs that address youth substance abuse, meetings with clients at home or in the office, fun sessions with experts on the field of substance abuse, and other related activities. Crystal Meth workshops were offered to several communities specifically for the youth. The addiction staff along with some CHRs has started a Youth Theatre Project. The Youth have written and starred in their own play at the National Addictions Awareness Kick Off Event and also as Drug Awareness prior to Spring Break. Chart 00 shows the addiction team client caseload for FY 2005-2006.



A member of the addiction team was trained through Health Canada in facilitating workshops on Crystal Meth. The Health Intake Worker is a huge advocate and is part of the Crystal Meth Task force that includes Stó:lō Tribal Council and some community members from Chilliwack.



### ***Day Treatment Program***



The Program is running in the third year with a grant from the Fraser Health Authority Aboriginal Initiatives Program. The program is successful with several graduates coming back as guest speakers for the next client. The alternative to going away for residential treatment 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 42 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. The Solvent Abused is administered through the addiction staff. The First Nations and Inuit Health Branch (FNIHB) contracted Stó:lō Health Services to provide Mental Health Counselling to on and off reserve clients 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 clients by supplying expert advice and guidance on individual client cases. The staff also provides resource materials and assists in the conduct of workshops and information sessions on nutrition. As illnesses related to nutritional deficiencies remain a serious problem in the Indian population, this program is a priority for integration into most health program delivery system. Specifically, the program includes food and nutrition assessment, counselling, and nutrition education. Stó:lō Nation has a permanent full-time Community Health Nurse who provides prenatal and related services to the Stó:lō communities.

## ***Fetal Alcohol Spectrum Disorder Program***

The Program is currently being developed as new funding was made available to Stó:lō Nation through Health Canada. The program is called “Xyolhmettsel Syemyem” which translates to caring for my unborn child. The Xyolhmettsel Syemyem or Parent Child Assistance Program is an intervention for low to high-risk women and their families. This program will be providing direct outreach, home visitation case management and advocacy services to low to high risk mothers who have used alcohol and/or drugs during pregnancy and to their children, partners and extended families when required. Information will be sent to communities early in the next year.



**Two of the three Stó:lō mothers who are assisting the SNS in promoting the FASD Program.**



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

Home and Community Care services are provided mainly in the home, and 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.

## ***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, 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, Addictions Prevention Workers and the director.

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

The new facility houses all the health staff, medical offices, public health room, three dental chairs, Traditional Healing Room, a pharmacy, drop-in optometrist, and preventative services in the medical and dental field.

### ***Dental Clinic***

The Dental Clinic has been operating since July 2006. Since then the continuous intake of new patients has allowed Stó:lō Nation Health Services to have two part time dentists on staff to fulfill the requirements of the community members. Two Dental Assistants, One Hygienist and one Dental Reception are employed at the dental clinic.

### ***Children's Oral Health Initiative (COHI)***

A dental therapist has been contracted to provide oral care for children 0-6 years of age. Five Dental Health Representatives have also been hired on a part time basis to provide fluoride varnishing to children. The dental therapist will do minor dental repairs and provide dental information to the communities.



## Safe Drinking Water Program

The Safe Drinking Water Technician monitors safe drinking water quality as per the guidelines for Canadian Drinking Water Quality in Sto:lō Nation (*all members bands except Matsqui*), plus *Soowahlie and Cheam*. To support the enhancement of monitoring of drinking water systems by earlier detection and decreased response time to water quality problems.

## Aboriginal Head Start – On Reserve and Off Reserve

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

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

The Victoria Foundation has provided additional funding to the Mission Program to offer a Structure of Intellect Program that is made available to the families living in the Western Region. The Aboriginal Head Start program has been brought directly to the community of Leq’a:mel.

### Head Start Participants





## ***BEAR Program***

The BEAR program is designed to address the same components as Head Start, but through a mobile unit.

A coordinator was hired to provide the Off Reserve services to the Hope, Agassiz, Harrison Hot Springs and grew to the Abbotsford and Boston Bar areas.



This funding was made available through the Ministry of Children and Family Development. Family Nights and field trips are made available to the off reserve families through this program. Additional funding was received from the Victoria Foundation enabling this program to expand to the Boston Bar area.

## ***Á:Imelháwtxw 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.

## ***Aboriginal Supported Child Development Program***

The Stó:lō Nation Society supported Child Development Program works in partnership with families, child care providers and the community to provide support for children identified with a developmental delay or disability who need extra support to participate in community child care, such as daycare, preschool, after school care, or Head Start programs. The program provides services to children ages 0-18, although the primary focus is 0-6 years.



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

This program is funded through the Fraser Health Authority and is delivered by the FNHL Worker based at the Chilliwack General Hospital.

First Nations Patients are tracked through admissions and the FNHL Worker has access to this information. The FNHL Worker assists the patient access the services they require through Stó:lō Nation, Chilliwack General Hospital, Public Health Unit, Xyolhemeylh, Ministry of Children and Families and the Ministry of Human Resources or Schools.



Information sharing is done between Public Health, First Nations Health (SN) to community members both on and off reserve. Patients are made aware of Hospital Services available to First Nations.

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

This program is funded through the Fraser Health Authority and delivered by the Mental Health Liaison Worker. The worker is part of the Health Support Services counselling team located in Chilliwack, and serves the area between Tsawwassen and Boston Bar. This program provides mental health support services to Aboriginal individuals, families, and communities in the Fraser Health region. The primary role is to work with serious and persistent mental illness issues that have not been previously served within the Aboriginal community (i.e. schizophrenia, bi-polar, etc) and to promote mental wellness in general.



## *Treaty Services*

### *Stó:lō Nation Treaty Table/Treaty Negotiating Team*

The Main Table and Side Table negotiations were put on hold while the Stó:lō Nation Treaty Table worked towards an Assumption Agreement with the Stó:lō Tribal Council. At the beginning of the fiscal year the SNTT selected Chief Joe Hall as the Chief Negotiator and Alisa Noda as the Legal Advisor. By the end of the fiscal year, there was no Assumption Agreement and no annual loan and contribution agreement for FY 2005-2006. At the end of the year, a budget and work plan was submitted for the FY 2004-05 surplus amounting to just over \$215,000.00. Much work was done by the Treaty Table and the established Working Groups in anticipation of some Main and Side Table negotiations that never took place.

The new Treaty Negotiating Team included the Treaty Chairperson, Chief Negotiator, Legal Advisor, Treaty Director and Manager. The meetings focused on updates on work accomplished in the past. Subjects of discussion are the Sumas transfer to STC, community outreach, BCTC expectations for a new mandate, Statement of Intent map, Yale claim, Friendship Agreement, New Relationship, Treaty Vision Statement (1999) Review, Substantive Issues Review of Language, Culture and Heritage, and Ratification.

### *Lalems Ye Selyolexwe (LYS)/House of Justice*

The House of Elders played an important role in regards to Culture and Heritage, specifically on Repatriation. The task before the House of Justice this fiscal year was to review and revise their Terms of Reference. The HOJ met to deal with justice issues and reports from Qwiqwelsto:m staff.

### *Referrals*

The Legal Advisor and technical staff drafted response letters, but BCTC earlier reminded that this is unallowable expense. The letter outlined the need for developers to provide capacity funds so that Stó:lō Nation could be fully involved with the Consultation and Accommodation processes. Due to budget constraints, staff was not hired to fully undertake this activity.

### *Treaty Department*

At the end of the fiscal year, the Treaty Department was closed and the staff was terminated because there was no Assumption Agreement between the SNTT and the STC. With no funding from the annual Treaty loan and contribution the department began looking into reorganizing and restructuring and seeking a new mandate reflecting the current situation.



## **Heritage**

The Manager, in addition to the administration of the Stó:lō Heritage Policy, was actively involved with the following: People of the River Conference (PORC); the Ethno-history Field School; multi-disciplinary Fraser Valley Research Project; Stó:lō Interpretive Panels at Hope; Repatriation Committee; Tixwelatsa Report; Chilliwack River Watershed Management Strategy; Resource Sharing; information binders for the Working Groups; facilitated the Working Groups; Treaty Negotiating Team; Assumption Agreement; Statement of Intent and Mandate; and budgeting.

## **Events/Publications**

The Researcher/Special Events Coordinator coordinated the fifth annual PORC, assisted with the Ethno-history Field School, Reciprocal Research Network, and screening of Louie Sam film. Other tasks include technical support for computers and software, book orders and sales, administrative and supervisory duties. As Supervisor, the Coordinator also organized the department work planning session, prepared materials for the Working Group binders, assisted in developing a shared staff model for SN and STC, atlas revisions, and technical issues as they arose.

## **Geographic Information System (GIS)**

The GIS Technician provided maps for the Stó:lō Treaty Table and Working Groups. Other tasks/involvement include: Building Capacities Initiatives; Ch-ihl-kway-uhk Tribes forestry; UBCIC; Naire Associates; Squiala Land Use plans; Louie Sam film; PORC; Aboriginal Arts and Culture Celebration; Statement of Intent; Yale's claimed Traditional Territory; boundaries for Agricultural Land Reserve; Forest Range Agreement maps; Archaeological database for the Ministry of Forests; attributes to the TRIM streams; transferring ortho photo Tiff files to Arcmap; updating transportation layers on the Trim2 maps; sorting GRID/script errors; trained 5 Lands employees on Arcview; updated files for the Chi-ihl-kway-uhk tribes; Borden Units-book of Specifics; Halq'eméylem database; Heritage Management Plan; and the Invasive Species proposal.

## **Genealogist**

The Genealogist Stó:lō did much work on various family trees, Crum family in relation to the young Scowlitz boy abducted in 1858, the Louie Sam film, the People of the River Conference, the BC Historical Federation conference, the National Archives of Canada, BC Vital Statistics and the 1901 Census, the 1911 Census, residential school records, . The database now has 27,150 names.

## **Environment**

The Environmental Planner position was not filled because there was no annual loan contribution agreement and no funds for the activities.



## **Archives**

The Librarian processed reference requests from staff, mostly for the Stó:lō Treaty Table and Working Groups, researchers, lawyers and community members. Other involvements include: Ethno-History Field School with the University of Saskatchewan and University of Victoria; People of the River Conference; and inquired about the membership with the Archives Association of British Columbia which may allow eligibility for federal funds. In addition to routine administration and clerical duties, the Librarian catalogued, classified, appraised, arranged and described Archival materials, researched, compiled, and collated Treaty binders to provide information of previous treaty work done by the department and the Stó:lō Treaty Table; prepared former staff files, drafted Terms of Reference and provided additional technical support to the Repatriation Committee, conservation of wet-site artifacts, UCFV's Elder College; and established network with other agencies including the Chilliwack Museum and Archives and the UBC Museum of Anthropology.

## **Clerical Support**

The Administrative Assistant/Cultural Events Coordinator and the Administrative Clerk provided clerical support to the Treaty Department. The tasks include administration/organization of cheque requisitions and purchase order requests, transcribing, travel arrangements, reconciling advances, booking company vehicles, duplicating CD interviews, photocopying, binding, and faxing. The staff also did the accounts receivable, invoice requisition's, recording external receivables, journal entries, courier's, caterer arrangements, contact for the SN Treaty Working Groups, petty cash, data entry, filing of referrals, preparations for the People of the River Conference, and arrangements for the SN Working Groups. The monthly tasks include timesheets, calendars and petty cash reconciliation. The Administrative Assistant/Cultural Events Coordinator provided the main technical support for the SN Cultural Committee coordinating the Spring and Fall Burnings, the First Salmon Ceremony, office cleansing, and the Stó:lō Remembrance Day Ceremony.

## **Museum**

A new Museum Research Intern was hired on June 1, 2005. Work included familiarization with the Archives, records, collections and the repository, Stó:lō Oral Narratives, Halq'emeylem language, tape transcriptions, and Repatriation Committee. The staff professional development included a trip to Ottawa for the Second Annual First Nations Repatriation Conference, and a trip to the University of British Columbia Museum of Anthropology for orientation on archives, repository, collections and records, the CFI Partnership with Peoples Project coordinating and facilitating meetings and assisting with their Terms of Reference, and regular meetings with the Museum of Anthropology staff. The duties also included some transcribing of tapes from 1988.

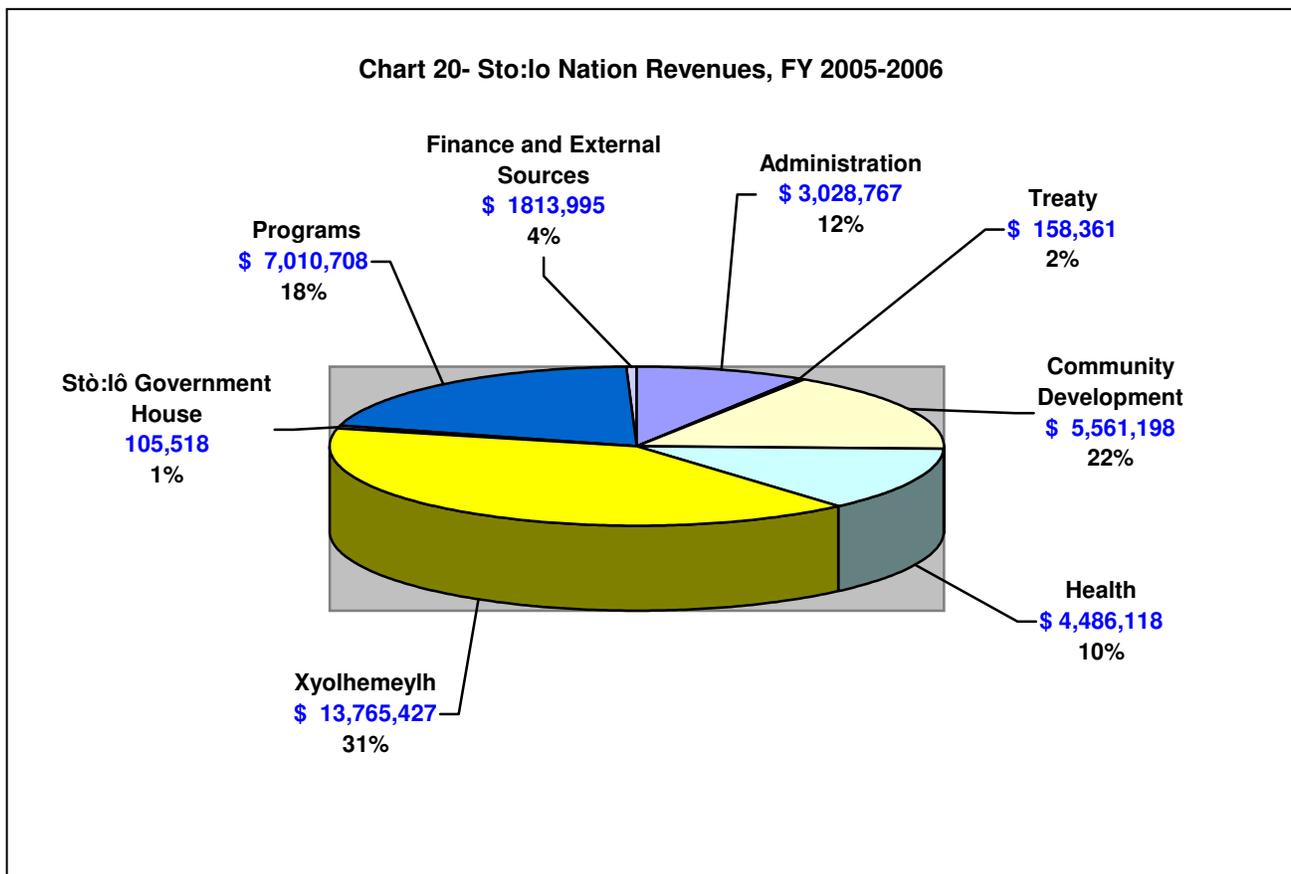


## Financial Services

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

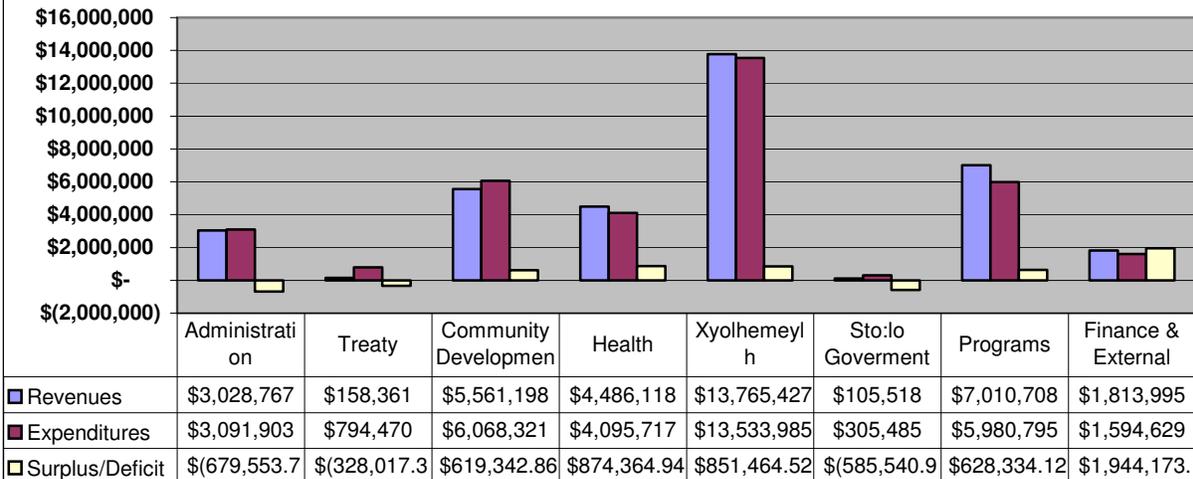
### Revenues and Expenditures

Stò:lò Nation revenue from various sources amounted to \$ 35,930,093. The total expenditure was \$ 35,453,848 or a current year surplus of \$ 476,245. Xyolhemeylh programs and services received the biggest and the Stò:lò Government House received the least. Chart 20 shows the SN Revenues received and Chart 21 for the statement of revenues and expenditures (unaudited).





**Chart 21-Sto:lo Nation Revenue, Expenditure and Surplus/Deficit (Unaudited)  
April 2005-March 2006**



### *Finance, Accounting and Payroll Services*

The staff provided continuing finance, accounting and payroll services to the Stò:lò Nation Departments and offices. A total of 144 Job Codes and 68 Department Codes were monitored for the fiscal year. Accounts payable transactions recorded an average of 1,313 invoices for AP vendors processed monthly. Accounts receivable transactions recorded a monthly average of 2,036 receipts for AR customers prepared and monitored. General banking services for the staff were also done. An average total of 336 employees were provided with routine bi-weekly payroll processing. Staff also responded to an average of 694 payroll inquiries monthly.

Stò:lò Nation also provided Social Assistance (SA) cheque preparation to 11 Stò:lò member First Nations. A total of 10 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. A total of 109 Budget amendments were monitored for the fiscal year. Finance information was also made available on request.



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<b>Debra Schneider</b>	Member-At-Large
<b>Alice McKay</b>	Member-At-Large
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**Sto:lo Nation Society Executive Staff**  
**Willy Hall**

Director of Operations

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RMN/Updated as of March 31, 2006