

Sts'ailes

ANNUAL REPORT

2020 / 2021 FISCAL YEAR

Land. People. Culture. *Prosperity.*

As part of our language revitalization here in Sts'ailes, which is being done in partnership with Yeqwethet and the First Peoples Cultural Council, each department within the Sts'ailes Organization has been given a traditional name with a meaning that is significant to that department.

Within the Annual Report, at the beginning of each department's section, the traditional name and its meaning will be displayed so that you can to learn and know more about our language.

(example)

DEPARTMENT

Halq'emeylem Name
"translation of the name"



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Sts'ailes

MESSAGE FROM CHIEF & COUNCIL

Ey Swayel Sts'ailes,

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

Firstly, Sts'ailes leadership would like to say a thank you for your resilience in doing what you can to protect yourselves and your loved ones from the Corona Virus. We are excited to share progress in current initiatives that have taken place through out the trying times of the world pandemic. On March 27, 2020, Chief and Council enacted the Sts'ailes Interim COVID-19 Virus Community Protection Law, and shortly after installed the gate for safety and tracking purposes. Sts'ailes leadership and their staff adapted to the "new normal" – learning how to proceed virtually. Duly convened Council meetings regularly occurred two times monthly. During the pandemic, Chief and Council worked with Sts'ailes Officials, and the EOC team around the clock to attend 12 extra COVID related emergency meetings; totaling at 32 meetings recorded in total this fiscal year.

With safety precautions in place, a five day Council Planning Session occurred in October 2020 with the intentions of visioning our governance and operational standards with a "mountain top focus." Leadership, along with the secretariat team, drafted the Sts'ailesized mandates for each of the organizations departments and named them our ł:westelq's which translates to "we are living our teachings." Leadership also did an update and check-in on progress for projects, negotiations and major initiatives including the CAN RA (working toward self-governance), the BC RA, a new Telmexw Awtxw facility, a Primary Health Care Centre, Morris Valley Road, and Coordination Agreement (working toward jurisdiction for our children), all of which are all on-going projects.



Although Sts'ailes was restricted for community events and engagement due to the pandemic, the importance of being lets'omot was still priority. We hope you all enjoyed and felt uplifted by the events that took place with what our team could come up with while following safety guidelines; including our social distant parades for Halloween, Christmas and Spring. We also had to get creative with the First Salmon Ceremony by recording the ceremony, then holding a drive-thru style salmon BBQ. We all walked together throughout this difficult year hand-in-hand as Sts'ailes, and Chief and Council are truly honoured to be your elected representatives. Sts'ailes has made us very proud as individuals, and as leaders.

Yalh yexw Kw'es hoy,



Chief Ralph Leon



Sherry Point



Chadley Paul



Sherylynn Crispin



Cheryl Charlie



Kelsey Charlie



Boyd Peters



Tim Felix



Daryl Francis



Carla Charlie



MESSAGE FROM THE C.A.O.

This last year has been very unique, it was an entire different world to navigate, COVID-19 has made many challenges, but also created the environment for unique solutions. During this year, we were all able to witness Sts'ailes returning to more simple and cultural way of living while being strong, Xwelam te letse'mot Sts'ailes. "One heart, one mind, we are Sts'ailes" #StsailesStrong.

Through the many challenges, Sts'ailes has continued to maintain our progression in moving forward on our roadmap to self-governance while maintaining our independence.

We continue to move forward with the Reconciliation Agreements with both British Columbia and Canada. In October Sts'ailes also asserted their rights to Jurisdiction over all Sts'ailes Children, whether on and off reserve. Our Sts'ailes team has been working with both the Ministry of Children and Family Development and Indigenous Services Canada on a Coordination Agreement. What does this mean for Sts'ailes? Having jurisdiction over all our children will allow Sts'ailes to support our families to maintain a safe and supportive environment ensuring their safety and wellbeing, while offering a culturally strong service to our children and families.

Sts'ailes continues to strive to ensure that business, culture and traditions are interwoven into all work that we do while being proactive while utilizing our strengths.

Throughout Covid-19 Sts'ailes Staff and Management, along with Leadership, have shown their commitment of looking out for the best interest of Sts'ailes Traditional Lands, Resources and People, as well as safety and wellbeing of the community and membership, all while maintaining relationships and partnerships with Government and industry. It truly is an honor and a privilege to work for Sts'ailes.

WILLIE CHARLIE | Chaquawet
Chief Administrative Officer
Sts'ailes





EDUCATION

To:tilthet te Shxweli
"spirit of learning"

MESSAGE FROM THE EDUCATION DIRECTOR

To Our Parents / Families and Students,

The 2020-2021 school term has been one that will be remembered and hopefully never repeated. Despite the pandemic and the many challenges that came with it, our students and families truly rose to the occasion and came together as well as could be to provide a positive education experience for all students. The school went to an online program for most of the school year but still provided some interesting and unique learning opportunities that were well received. We are proud of the effort put in by all students and the support received from our families.

Your community school is looking forward to seeing all students in school in September 2021. With the ongoing commitment to education excellence and the continued support from the community and our school families it is shaping up to be an extraordinary school year for everyone.

Looking forward to seeing you all for the 2021-2022 term. Here is a summary of the year from the various grades;

WILLIAM DIETRICH | Nanuqw'tel
Education Director



SEEC SUPERVISOR
Carleen McMaster

STS'AILES EARLY EDUCATION CENTRE

This year was unlike any other for Sts'ailes Early Education Centre (SEEC). After a successful outreach program during our COVID closure, we reopened to families in the fall with programs adapted for the 'new normal'. Our K4 and 3-5yr childcare program shared our newest building, which helped staff put our COVID safety plan into action, and created an opportunity for the younger and older children to learn from each other. Both our infant-toddler and 3-5yr childcare programs offered different types of spaces (full-time, part-time, drop-in) to serve as many families as possible during such an uncertain time. SEEC connected with families using a photographic newsletter each month, showing many of the activities and learning happening inside the centre. Throughout the year, SEEC served 20 children and 16 families.

Speech & Language services from Seabird's Ey Qwal program continued working with children and their families at SEEC; they assessed children's language development and visited weekly to support the children's learning. Our educators studied Halq'eméylem this year and incorporated the language into our daily routines. SEEC participated in Many Voices, One Mind, an Indigenous Early Years network, and received training for two resource kits, Traditional Homes & Totems and Mother Earth. As an Aboriginal Head Start on Reserve (AHSOR) site, we continued enhancing our programs with our daily, healthy snack program and outdoor programming.

Several SEEC initiatives were made possible with funding opportunities this year; we were able to complete renovations in our P'esk'a and Qw'si:tse! buildings, start our book lending library for families, expand our collection of learning materials, and purchase outdoor learning supplies. Looking forward, we plan to build on our work this year and offer new programs to support families!



SCS PRINCIPAL
Bill Dietrich
Nanuqw'tel

STS'AILES COMMUNITY SCHOOL

Kindergarten

Wow! What an eventful new experience we had this year in Kindergarten. We had a combination of in-person cohorts and online learning. The students were amazing at adapting and taking on these new challenges. We managed to bring some of our Kindergarten excitement into our online learning environment. We were visited by teddy bears, who left notes and clues inviting us to their picnic! Each student was given a secret box with a message to open on a special day. We all enjoyed having our picnic with the bears that showed up to everyone's house! Kindergarten also had a special visitor named Molly who would pop into our meetings. Unfortunately, Ms. S. has never gotten to meet or see Molly! The students were great at letting me know what I missed and what Molly had to say. We learned all about insects and had science kits sent home to do some bug collecting. We became quite the artists and scientists as we participated in Directed Drawing to draw the insects and their life cycles. It was great to see all the different bugs that live in our yards! The online learning made Show and Tell a great experience with the students able to show us things that they wouldn't be able to bring to school... like their pets! We had weekly visits with Sarah for Dino School and Mr. Webber, our P.E. teacher, would pop in for fun exercise and movement activities. Our One-on-One daily lessons were great at bringing our classroom reading program into their homes. It was amazing to listen to the students become more confident readers and writers. This year was a new experience for many of us and we did our best to make it a memorable and exciting learning experience. I look forward to seeing the Kinders in the Fall as they head to Grade One.

Grade One

This has been a year like no other. The grade 1 students started in their cohorts in the classroom and in December moved to full-time online learning. The students have been wonderful at attending all of their zoom classes. I am simply amazed at how organized and committed the students have been to their learning. They couldn't have been this successful if it wasn't for all of the loving adults around them.

The students have worked really hard on learning how to read and learning their new math concepts. Students completed daily homework assignments on Seesaw. It was so great listening to and watching all of their videos. I think everyone's favourite class was our Friday guided drawings. We have some amazing future artists in this class!

As your child moves from first to second grade there are some very important things you can do to help them succeed. Engage in meaningful conversations with your child every day. Read to and listen to your child read, practice math facts, and encourage your child to write often! These little things will lead to big successes next school year.

Grade Two

What a year! Online learning; wearing a mask whenever you went out in public; hand sanitizing and washing; social distancing; and visiting with family and friends through zoom!!!

My wonderful grade 2 students have tried their best to complete their Seesaw activities. There are two I would like to acknowledge who have attended every day and almost every day: Presley McAmmond and Jennifer Botkin. You Rock!!

Many thanks and giant hero cookies to my Educational Assistant, AJ! You are awesome!! AJ took it upon herself to go to meet with some of the students outside of their homes. They would work for up to an hour on completing Seesaw activities. Hope and Mylee were able to get caught up after about four days (four hours) working with AJ.

One amazing feature was having the students do art through Art For Kids Hub. This site is a step by step drawing of animals, astronauts and waterfalls. Another site that helped with

counting, money and sentencing was Jack Hartmann. Singing songs of skip counting, sentencing and money amounts.

We have missed being together in person in class working with counters, play money, shapes and PE, however, we have still been able to do a lot of learning without counters, play money, shapes and being with Mr. Webber for PE.

Challenging the children to create sentences and to read them aloud, turned out to be unexpectedly successful! Practice makes perfect! Good job to Jennifer, Jay-Lynn, Daylyn and Presley.

I would like to thank the parents and guardians for helping your children work online while at home. Thank you for getting your child up and ready for our 8:45 morning zoom (even if she fell asleep during our zoom time). Thank you for letting AJ go to your house or work and sit with your child while she worked on her Seesaw activities. Thank you for helping your child continue to learn.

The children are resilient and will bounce back from these Covid years. They will have to work hard to continue to grow in their learning. They are awesome!! Good luck to my Grade 2 students who will be entering Grade 3 in September. I cannot wait to hug you. I am so very proud of all of you: Daylyn, Jennifer, Mylee, Timothy, Presley, Hope, Shairose and Jay-Lynn. I wish the best to Kiara, Levi and Lilly. It has been my honour to have been your teacher.

Grade Three

What a year! The Grade 3 class focused on connection, connection, connection and then more connection through an online learning platform. Additionally, the Grade 3 class had a strong emphasis on growing and improving their reading, writing and math skills. These incredible students learned to express themselves by making sense of the world around them through connecting to nature and expressing themselves by creating art. Another strength of the Grade 3 class was their excitement about participating and engaging in social emotional learning with our school counsellor, Sarah White. This year was so unique, yet the Grade 3 class embraced the changes and adapted to the online learning platform due to COVID-19. Congratulations to my wonderful students on a successful school year.

Grade Four

Mrs. Wenman's Grade 4 Class This year has been a unique school year beginning with cohorts, transitioning to online learning. Grade 4's were engaged in learning about the reason for "Orange Shirt Day" and Residential Schools. They have a better understanding about how students should be treated when attending school. Grade 4's also conducted various Science experiments learning how energy can be transformed by creating a ramp or by creating a catapult with materials that were sent home. Math was very successful this year where students learned about fraction, place value and estimation. Students had fun creating art projects using a variety of different techniques such as smudging, symmetry, watercolor and three dimensional shapes. Grade 4 had a successful year and we look forward to attending in person in September.

Grade Five

Even with its challenges, the grade 5 class had made the most of our school year. Through hybrid and then full-time online learning, the grade fives had to get readjusted, and for some, get introduced to our online learning platform, "Seesaw". As a teacher, I was impressed with how resilient and determined most of my students were able to continue on and be persistent in learning about the curriculum through remote learning. I also applaud many families for taking the time out of their day to support their children at home and making sure their learning needs were met. Although half of the year was spent remote learning, they learned the curriculum through zoom discussions, fun Kahoot quizzes, directed drawing lessons, and YouTube videos.

Grade Six

To say that this was an unprecedented year for the academic environment would be an understatement to say the least. However, that is exactly what it was for the Sts'ailes grade six students! The year before transitioning into highschool has always proven to be a milestone for the students. They have to work hard with increasingly difficult subject material all the while developing the person they wish to become in their teenage years; and just like any other school year, the grade six students did exactly this! Only this year, with the added help of technology. The distant learning environment definitely had its ups and downs and together, our class of amazing kids navigated through uncharted territory both united and independently. With the help of the school, the amazing staff, and the supreme technological advances, students and families were made responsible for the completion of assignments at home. Through daily Zoom meetings and lessons, the kids were guided along the path that would lead them to success. Although we had some unexpected delays and barriers in our academic year, I strongly believed the class did an amazing job with their education. Learning how to be independent thinkers and self-sufficient workers allowed each student to get out of exactly what they put into their academic year. Those that succeeded above and beyond did so by putting forth the effort required to thrive. Those that may have struggled with the online learning experience surely still learned a thing or two about themselves and their strengths. I will truly miss this group of kiddos and wish them all the best in their future endeavors!

Grade Seven & Eight

What a unique and interesting year it has been for myself and the grade 7 students! We began the school year by having alternating cohorts attend in person learning at the school, as well as online classes via zoom. This period in class/zoom learning was highlights by creating a hamster maze for math, creating float planes and hatchets for our novel study on "Hatchet" and by creating stop motion videos for Halloween.

As we transitioned into online learning only just before the Christmas break, the grade 7 class also had some fun making some ornaments and making some gingerbread cookies to take home with them for the holidays.

After the Christmas holidays, we returned to online learning only and were able to continue with our science and math lessons virtually. We conducted several experiments via our zoom science class and learned various new concepts in math, as well as becoming quite well versed in 3D printing, google classrooms, google docs, Kami, Google Read and Write, and Kahoot! As challenging as this online transition was for many of the grade 7 students, they all adapted and showed a continue interest and ability to develop new tools for virtual online classes.

This year has been a very unique year for the grade 7/8 students and myself. It has been challenging at times, but everyone has tried their best to come to our daily zoom classes and continue learning throughout this difficult period of time. I can't forget all of those wonderfully entertaining and educational math zoom classes with the grade 8 students as well! I am very proud of everything the grade 7 and 8 class has achieved this year and I wish them nothing but success in the years to come! Thank you for all of your hard work this year grade 7/8 students! Keep on being awesome!!!

English - Grades Nine to Twelve

This year, Grades 9-12 have spent the majority of their time in English class learning about the world, and themselves, through media studies and traditional literature.

In addition to this, Grades 9 and 10 have also taken part in regular Vocabulary and Writing exercises throughout the year. Grades 11 and 12 were busy working on writing mechanics, media literacy, and traditional and contemporary First Peoples' stories. The Grade 11/12 students also had time to complete a novel study: "A Long Way Gone".

Our online English classes in the latter portion of the year focused mainly on Reading Comprehension and Creative Writing.

Instrumental Music - Guitar 10

We had the exciting opportunity to take part in a beginner's guitar course. The course is technically Guitar 10, but students from Grade 10 to 12 took part in a real fun program geared towards the basics of learning guitar and music appreciation in general. It was truly fascinating and inspirational to see the passion that many of our students have for music, and to witness the beginning of their journey with the instrument.

Grade Eleven / Twelve

This was a unique year for learning! While working in our cohorts at the school we managed to get some pretty cool things done! Grade 11/12 spent the first half of the year learning all about the human body. We even got to experiment on each other for nerve sensations. This was more fun than it sounds like! Senior art students worked on making mock stained glass art and yarn baskets!

Once our year switched to online learning only, some students were sure to email with entertaining thoughts and memes. I truly

enjoyed the ongoing connection with students through online learning and email. With such an amazing group of students, I am looking forward to a normal school year next fall! Best wishes to the grade 12 class!

Halq'emeylem - Grades Nine to Twelve

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

Math - Grades Nine to Twelve

Mathematics is integral to every aspect of our daily lives, students are able to learn problem solving skills that will be essential for most areas of human lives. We have built upon our knowledge of math literacy throughout Math 9-12. The grade 9 & 10's have completed Foundations of Math and the grade 11 & 12's have completed PreCalculus. Building mathematical habits such as connection, communication, visualization, and problem solving help us understand and interact with the world around us. Students are able to build these skills through puzzles, games, and projects. Students that are self-motivated and build agency through unique and individualized mathematical experiences are able to ensure that they can pursue goals and academic goals in a manner that is comfortable for themselves. Students will be able to pursue their passions and interests while establishing a strong mathematical foundation.



FINANCE

Axwestes te Tale'awt
"organizing money"

MANAGEMENT'S RESPONSIBILITY

To the Members of Sts'ailes

The accompanying consolidated financial statements of Sts'ailes are the responsibility of management and have been approved by the Chief and Council.

Management is responsible for the preparation and presentation of the accompanying consolidated financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian public sector accounting standards. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the consolidated financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of consolidated financial statements.

The Sts'ailes Council is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the consolidated financial statements. The Council fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Council is also responsible for recommending the appointment of the Nation's external auditors.

MNP LLP is appointed by the Members to audit the consolidated financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Council and management to discuss their audit findings.

July 27, 2021

Chief Administrative Officer

INDEPENDENT AUDITOR'S REPORT

To the Members of Sts'áiles:

Opinion

We have audited the consolidated financial statements of Sts'áiles (the "First Nation"), which comprise the consolidated statement of financial position as at March 31, 2021, and the consolidated statements of operations and accumulated surplus, changes in net debt and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the First Nation as at March 31, 2021, and the results of its consolidated operations, changes in its net debt and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the First Nation in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the First Nation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the First Nation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the First Nation's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the First Nation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the First Nation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the First Nation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the First Nation to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chilliwack, British Columbia

July 22, 2019

MNP LLP

Chartered Professional Accountants



ACCOUNTING > CONSULTING > TAX

1 - 45780 YALE ROAD, CHILLIWACK BC, V2P 2N4

1 (800) 444-4070 T: (604) 792-1915 F: (604) 795-6526 MNP.ca

Sts'ailes
Consolidated Statement of Financial Position
As at March 31, 2021

	2021	2020
Financial assets		
Cash and cash equivalents	9,855,497	1,425,553
Restricted cash (Note 3)	367,689	106,446
Portfolio investments (Note 4)	110	110
Accounts receivable (Note 5)	1,875,473	1,560,026
Inventory for resale	115,996	112,891
Investment in Nation business entities (Note 6)	3,509,841	3,585,342
Funds held in trust (Note 7)	539,360	537,214
Long-term loans (Note 8)	5,000,000	5,000,000
Total of financial assets	21,263,966	12,327,582
Liabilities		
Bank indebtedness (Note 9)	341,147	872,143
Accounts payable and accruals	1,635,716	1,528,649
Deferred revenue (Note 10)	3,759,682	656,233
Long-term debt (Note 11)	13,054,135	13,273,620
Term loans due on demand (Note 12)	2,818,265	2,732,315
Reforestation obligation	185,346	267,860
Total of financial assets	21,794,291	19,330,820
Net debt	(530,325)	(7,003,238)
Contingencies (Note 13)		
Non-financial assets		
Tangible capital assets (Schedule 1)	15,977,618	16,201,216
Prepaid expenses	466,953	640,468
Total non-financial assets	16,444,571	16,841,684
Accumulated surplus (Note 14)	15,914,246	9,838,446

Approved on behalf of Council

	Chief		Councillor
	Councillor		Councillor

Sts'ailes
Consolidated Statement of Operations and Accumulated Surplus
For the year ended March 31, 2021

	2021 Budget	2021	2020
Revenue			
Indigenous Services Canada	8,439,618	11,243,398	8,437,701
Economic activity	7,163,066	5,134,528	6,025,353
Province of British Columbia	2,749,087	4,539,499	3,368,114
First Nation Health Authority	126,756	2,364,213	2,014,001
Sts'ailes contracts	469,144	466,730	874,720
Other revenue	208,447	566,543	543,933
Canada Mortgage and Housing Corporation	53,600	66,101	80,142
First Nations Education Steering Committee	14,781	1,005,333	821,121
Interest income	915,696	705,650	291,777
Sto:lo Aboriginal Skills and Employment Training	493,893	541,270	617,373
Rental income	742,162	540,474	559,714
Investment income	-	538,528	503,083
Ottawa trust income	-	8,655	10,975
Insurance proceeds	-	4,505	98,358
Funding reimbursement	-	-	36,920
Loss from investment in Nation business entities	-	(151,450)	(363,007)
	21,376,250	27,573,977	23,920,278
Expenses			
Sts'ailes Administration and Governance	1,646,224	2,283,300	1,780,372
Employment	717,389	556,179	713,822
Social Development	1,117,576	1,740,214	1,075,801
Education	6,697,410	5,991,453	6,069,912
Health	1,092,446	1,242,000	1,331,214
Snowoyelh	1,627,020	1,978,278	1,752,556
Community Development	-	2,324,232	1,913,408
Economic Development	250,000	500,769	431,688
Housing	952,643	1,054,586	1,349,723
Lands	1,381,553	715,721	1,270,390
Economic Development - Controlled Entities	4,529,655	3,111,445	5,389,332
Total Expenditures	20,011,916	21,498,177	23,078,218
Annual Surplus	1,364,334	6,075,800	842,060
Accumulated surplus, beginning of year	9,838,446	9,838,446	8,996,386
Accumulated surplus, end of year	11,202,780	15,914,246	9,838,446

Sts'ailes
Consolidated Statement of Changes in Net Debt
For the year ended March 31, 2021

	2021 Budget	2021	2020
Annual surplus	1,364,334	6,075,800	842,060
Purchases of tangible capital assets	-	(1,208,491)	(1,619,482)
Amortization of tangible capital assets	1,432,089	1,432,089	1,415,595
Use of prepaid expenses	-	173,515	121,436
Increase in net financial assets	2,796,423	6,472,913	759,609
Net debt, beginning of year	(7,003,238)	(7,003,238)	(7,762,847)
Net debt, end of year	(4,206,815)	(530,325)	(7,003,238)

Sts'ailes Assets

Long-term loans	\$5,000,000
Funds held in trust	\$539,360
Inventory for resale	\$115,996
Portfolio investments	\$110
Prepaid expenses	\$466,953
Tangible capital assets	\$15,977,618
Investment in Nation business entities	\$3,509,841
Accounts receivable	\$1,875,473
Restricted cash	\$367,689
Cash and equivalents	\$9,855,497

Sts'ailes Liabilities 2021

Reforestation obligation	\$185,346
Term loans due on demand	\$2,818,265
Bank indebtedness	\$341,147
Long-term debt	\$13,054,135
Deferred revenue	\$3,759,682
Accounts payable and accruals	\$1,635,716

Revenues By Source

Other Funding Sources	\$1,612,704
Economic activity and Contracts	\$6,167,801
Investment Income	\$1,105,888
Rental income	\$540,474
Indigenous Services Canada	\$11,243,398
Province of British Columbia	\$4,539,499
First Nation Health Authority	\$2,364,213

Expenses by Department

Economic Development	\$500,769
Education	\$5,991,453
Economic Development - Controlled Entities	\$3,111,445
Community Development	\$2,324,232
Sts'ailes Administration and Governance	\$2,283,300
Snowoyelh	\$1,978,278
Housing	\$1,054,586
Health	\$1,242,000
Lands	\$715,721
Social Development	\$1,740,214
Employment	\$556,179

Summary

- \$8.4M increase in cash, large reduction in SDLP LOC
- Net debt reduction of \$6.4M
- Annual surplus of \$6.08M
- Unmodified (aka "clean") audit reports for all audits
 - Submission before ISC filing deadline of July 29, 2021

LANDS

Solh Temexw Shxweli
"the spirit of our sacred land"

PLANNING

Lexw Ey Te Si:yoyes
"diligent, always working"



DIRECTOR
Willie Charlie
Chaquawet

LANDS

Land Activities

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

1. Telus Tower installed and operational
2. Waterfront Development: longhouse structure and restrooms complete
3. 10 Land Status Reports completed

Environmental Site Assessment (ESA)

Environmental Site Assessment (ESA) is a process used to assess and predict the environmental effects of a previous land activities, proposed project or activity before the proposed activity is carried out and to incorporate environmental factors into decision-making.

Through Sts'ailes Land Code, phase 2 of the ESA is now complete to determine the environmental condition of our Reserve Lands to assess the potential for contamination or concerns on Reserve Lands, the research so far included interviews, discussions with members and environmental assessments including but not limited to test sites and monitoring.

1. Phase I ESA was completed

- 41 Areas of Potential Environmental Concern
- 4 Areas of Environmental Concern we identified on Sts'ailes I.R. #5

2. Phase II Field Investigation completed December 2019

- 28 test pits
- 28 boreholes
 - 7 soil vapour wells
 - 18 groundwater monitoring wells
 - 1 nested soil vapour / groundwater monitoring well
- No further action recommended for 22 areas investigated. Samples from these areas met guidelines
- 3 inaccessible sites warrant investigation
- 10 sites warrant further investigation and/or remediation

Next Steps

1. Implementation of waste oil / fuel handling plan to minimize further contamination.
2. Additional sampling to determine limits of contamination to support remediation and background groundwater quality assessment.
3. Additional groundwater sampling, as necessary.
4. Remediation suitable for each contaminated area:
 - Remedial excavation
 - Risk assessment
 - In-situ remediation specific to Sts'ailes Store and Gas Bar

Solid Waste Management

Sts'ailes Lands Office has been working with the Sts'ailes Capital and Public Works Department and retained the services of Tetra Tech Canada Inc. to develop a solid waste management plan. This includes updating the previous feasibility study, community engagement, options development, a finalized plan with targets, and an implementation timeline. This Plan also includes supporting the implementation of illegal dumping signage and developing website content.

A current reality assessment was developed with information provided by Sts'ailes, a series of internal and external interviews, two route checks, and two Working Group Sessions. This assessment will be used to inform the Zero Waste Sts'ailes: A Solid Waste Management Plan and to apply for funding through Indigenous Services Canada (ISC) to upgrade the Sts'ailes Solid Waste Management system.

Compliance & Enforcement

Sts'ailes Compliance and Enforcement Officer deal with ongoing issues for illegal dumping, squatters, trespassing, pipe storage operations, property concerns and other environmental concerns, such as brush burning, aquatic hazards and more within Sts'ailes IR #5 and IR#6 on a day-to-day basis.

Statistics Regarding Compliance & Enforcement

- 89 incident reports filed
- 11 Environmental related issues
- 4 Community Nuisance related issues
- 40 Illegal Dumping related issues
- 8 Squatters related issues
- 18 Trespass related issues
- 6 Pipe Storage related issues

Laws

Enacted Laws

1. Animal Protection and Control Law
2. Interim COVID 19 Virus Community Protection Law

Laws in Draft Form ready for community input

1. Spousal Property Law
2. Soil Deposit, Removal & Transport Law
3. Environmental Standards Law
4. Environmental Assessment Law
5. Enforcement & Ticketing Law

Laws in Development

1. License & Permitting Law
2. Allotment Law NYIP
3. Community Quality Law
4. Subdivision Development Law
5. Community Protection Law

Interim COVID 19 Virus Community Protection Law

The Law was enacted in March 2020 and the community gate was in-place March 13, 2020. Sts'ailes Emergency Management, in collaboration with the Lands department, employed 20 community members to work at the Community Gate 24 hours a day, 7 days a week.

Sts'ailes Interim Covid-19 Virus Community Protection Law was the primary focus for the Lands department, including the Compliance and Enforcement Officer work.

Sts'ailes was the leading nation for not only British Columbia, but also Canada to have an Interim COVID-19 Law and the gate in place so quickly and efficiently during the pandemic. Sts'ailes did presentations regionally, provincially and nationally to discuss the Law, Gate and Enforcement. After these presentations many nations reached out to request additional information on our progress during the pandemic.

These Gate staff were the Sts'ailes front line defense team for the communities' safety and well-being; we would like to commend them for a job well done to keep our elders, children, youth, families, and our community safe during the Covid-19 pandemic.

Statistics For Sts'ailes Land Laws

Enacted Laws

1. Animal Protection and Control Law

- Law enacted on April 9, 2019
- 64 Incident Reports
 - 40 dog related
 - 24 wildlife related

2. Interim COVID 19 Virus Community Protection Law

- Law enacted on March 27, 2020 to March 31, 2021
- 134 Incident Reports
 - 39 written reports
 - 18 orders
 - 197 orders to isolate or quarantine

PLANNING

Nation Building Swoqw'elh – Weaving the Way Forward

A milestone of Sts'ailes self-governance is to have our Snowoyelh (traditional laws) recognized and threaded into our governing practices.

Sts'ailes has opted for an incremental approach with an even pace so we can finish the work in a manner that fits Sts'ailes needs.

Setting milestones and timelines empowers our government (our leadership and administration) and our community to build mechanisms and confidence to govern ourselves.

Our Road Map

Sts'ailes is engaged with both the Province of BC and the Government of Canada to continue building a Government-to-Government relationship through Reconciliation Agreements.

The United Nations Declaration on Reconciliation for Indigenous Peoples – or UNDRIP is also foundational to Reconciliation. The Declaration affirms Indigenous peoples' right to self-determination and sets out minimum standards for their survival, dignity and well-being.

Canada Reconciliation Agreement (CAN RA)

Formally known as the Recognizing Indigenous Rights & Self-Determination (RIRSD) table, the CAN RA is in the second fiscal year of working with Canada negotiators in developing:

- **Self Governance Agreement:** A nation-to-nation agreement recognizing Sts'ailes rights for self-governance. The SGA is intended to serve a renewed relationship with Canada and a pathway for mutually beneficial certainty.
- **Citizenship Code:** Determines who makes up the Nation and who the Sts'ailes government will respond to, advocate for, and govern. A Citizenship Code preserves our identity for the future
- **Our Constitution:** Our law that outlines the collective will of our citizens on how we wish to live and how we wish to govern ourselves. The Constitution is the blueprint for our organization and structure.

These first steps will enable us to seek a mandate for a Reconciliation Agreement (RA), which is a significant pathway to self-determination.

BC Reconciliation Agreement (BC RA)

Sts'ailes continues to scope the main elements of a potential Reconciliation Agreement (RA) with the Province of BC. Here are the phases of drafting an RA:

Phase 1: The mandate from BC is called a Treasury Board Submission, and requires approval at different levels:

- ADM (Assistant Deputy Ministers Table) – Complete.
- DM (Deputy Ministers Table) – Scheduled to be submitted in April 2021.
- Treasury Board - If approved at the Deputy Ministers Table, it will be submitted to the treasury board.

Phase 2: This is the Negotiation and Ratification of the RA.

- Upon approval of the Phase 2 will be moving onto phase two of developing the BC Reconciliation Agreement.

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

Potential elements of the RA currently include (and are subject to further negotiation between Sts'ailes and BC):

- Crown land transfers and private land transfers
- Capacity funding for governance, economic development and socio-economic initiatives
- Identify opportunities for co-management on conservation and natural resource operations

Who Is Doing The Work

- Reports to Chief and Council:
 - Willie Charlie, Chaquawet, CAO/Chief Negotiator
 - Boyd Peters, Xoyet thet, Xwilexmet Director
 - De-facto team member: Ralph Leon, Sah-ahkw, Chief
- Reports to Willie Charlie, Chaquawet, CAO/Chief Negotiator :
 - Stephanie Adams, Selesiya, Self-Governance Technician (Technical Support)
 - Sherylynn Crispin, Ne'omot, Self-Determination Analyst (Managerial / Technical Support)
 - Vacant Job Position, Multi-Media/Communications Assistant (technical support)
- Reports to Boyd Peters, Xoyet thet, Xwilexmet Director
 - Annie Silver, Sewoselwet, Xwilexmet Manager
 - Fran Douglas, Lhíłhló:yatenót, Senior Research Assistant
 - Morgan Ritchie, Xá:t'ł'hiqelemtel, Senior Research Archaeologist

Living Documents

An important factor in reconciliation work in terms of drafting agreements includes:

- incorporating the traditional language, principles and practices; threading it throughout the entire document rather than just the preamble

- adding milestones and commitments
- adding check-ins to confirm progress and to accommodate revisions
- any other factors deemed acceptable by both parties while keeping the ultimate intent in mind: reconciliation

Why Reconciliation Work?

The pathway to RAs will lead us to:

- Building an agreement with our traditional law as a foundation
- Improving the quality of life for Sts'ailes people
- Increased land base and stewardship of the land and water
- Using Sts'ailes solutions for Sts'ailes challenges (increase our governance capacity)
- Enhancing our community consultation and communications across all levels: community, staff, leadership, etc.
- Streamlines the flow of funding and supports long-term strategic planning



- Supports progressively collaborative working relationships with other governments, industry and our neighbours

- Build a future for generations to come

We hear the community's voice in the Sts'ailes CCP (Comprehensive Community Planning) under "Governance" section where Sts'ailes envisions:

"Sts'ailes governance, constitution, authority and responsibility are established by membership and recognized by other First Nations and other governments at the national, provincial and local levels. Sts'ailes has its own system of laws and enforcement along with a restorative justice system. With self-government, Sts'ailes has a full suite of policies to guide each sector of each department." (Sts'ailes CCP, 2016).

Sts'ailes people have practiced their own forms of government for thousands of years before the arrival of European and other settlers in what is today as Canada. These forms of government reflected the economic, social and geographic diversity of Indigenous peoples, as well as their cultural practices and spiritual beliefs. The Reconciliation Agreement work is a stepping stone to recognizing this.

STS'AILES STRATEGIC INITIATIVES GROUP (SSIG)

SSIG was formed in 2018 to address the resources needed for the project management and development of Chief and Council strategic goals. Initial projects assigned to SSIG include:

1. Sts'ailes Community Care Campus
2. Sts'ailes Community Center/ New Community Hall
3. Telmexw Awtexw Healing Center
4. 10-Year Grant

SSIG Key responsibilities:

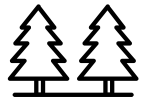


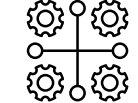

- Define the project management processes and quality standards for the project
- Assist in development and approval of workplans; manage schedule and budget at the program level
- Support effective resource management and integration across the program
- Provide centralized document management and control, scope changes and tracking of risks and issues
- External resource management ; needs assessment, procurement and contract administration
- Manage review/revision of project deliverables
- Identify, communicate and manage project risks and issues to resolution
- Facilitate delivery of project communications plan
- Prepare project reporting as required

SSIG Main Table Team

		
Willie Charlie <i>Chaquawet</i> Sts'ailes CAO/CN	Paul Andrew <i>Squa.thom</i> Sts'ailes Strategic Initiative Officer	David Woodman MNP Project Manager

The SSIG main table meets frequently to ensure that the team is all on the same page about projects, to discuss synergies and bigger picture strategies. SSIG uses a rounded 5-table approach to ensure a complete planning process.






SSIG 5 Table Approach

				
<i>Lands</i>	<i>Facility</i>	<i>Finance</i>	<i>Programming</i>	<i>Governance</i>

Telmexw Awtexw Healing Center

Sts'ailes submitted the business case to develop a new on reserve NNADAP treatment center on reserve located here at Sts'ailes. This centre will serve the Fraser Salish region and First Nation people in British Columbia.

Telmexw Awtexw Working Group

		
Paul Andrew Sts'ailes Strategic Initiative Officer	David Peter Telmexw Awtexw Program Manager	Catarina Witt FNHA Regional Additions Specialist
		
Wes Taylor FNHA Consultant	Connie Adams Telmexw Awtexw Counsellor	

Duties of the working group:

- Play an active role in the planning process by attending and participating in working group and other meetings
- Represent respective organizations interest and share points of view
- Lend subject-matter expertise to identify priorities for the project

- Lend inside knowledge of community, organization and industry priorities and needs
- Review and sign-off on project deliverables
- Enable effective project communication and issue resolution
- Support PM through Table leadership

First Nations in Crisis: Today First Nations face the residual effects of colonization, including the opioid crisis, residential schools crisis, and intergeneration trauma. Around five people die per day in B.C. due to an overdose. First Nations need a client centered continuum of care drug and alcohol addictions treatment and this is the intended vision for the Telmexw Awtexw Healing Center.

Vision Statement: Telmexw Awtexw will be an on reserve centre built with the vision of a holistic healing centre. The primary mission to strengthen our First Nations People to become strong to develop spiritually, mentally, emotionally, and physically while reducing dependency on alcohol and/or drugs. Clients will be supported in honouring and affirming pride in their aboriginal identity

Description: Telmexw Awtexw is a culturally based substance abuse and mental wellness-healing centre planned for on-reserve NNADAP new facility. A first of its kind wellness centre with a health

plan addressing the full continuum of care for A: yelexwt (clients). Stabilization, Cultural Healing and aftercare are planned programs for delivery in April 2023.

There will be 40 beds serving primarily the Fraser Salish Region of the First Nation Health Authority and then aboriginal A: yelexwt in BC.

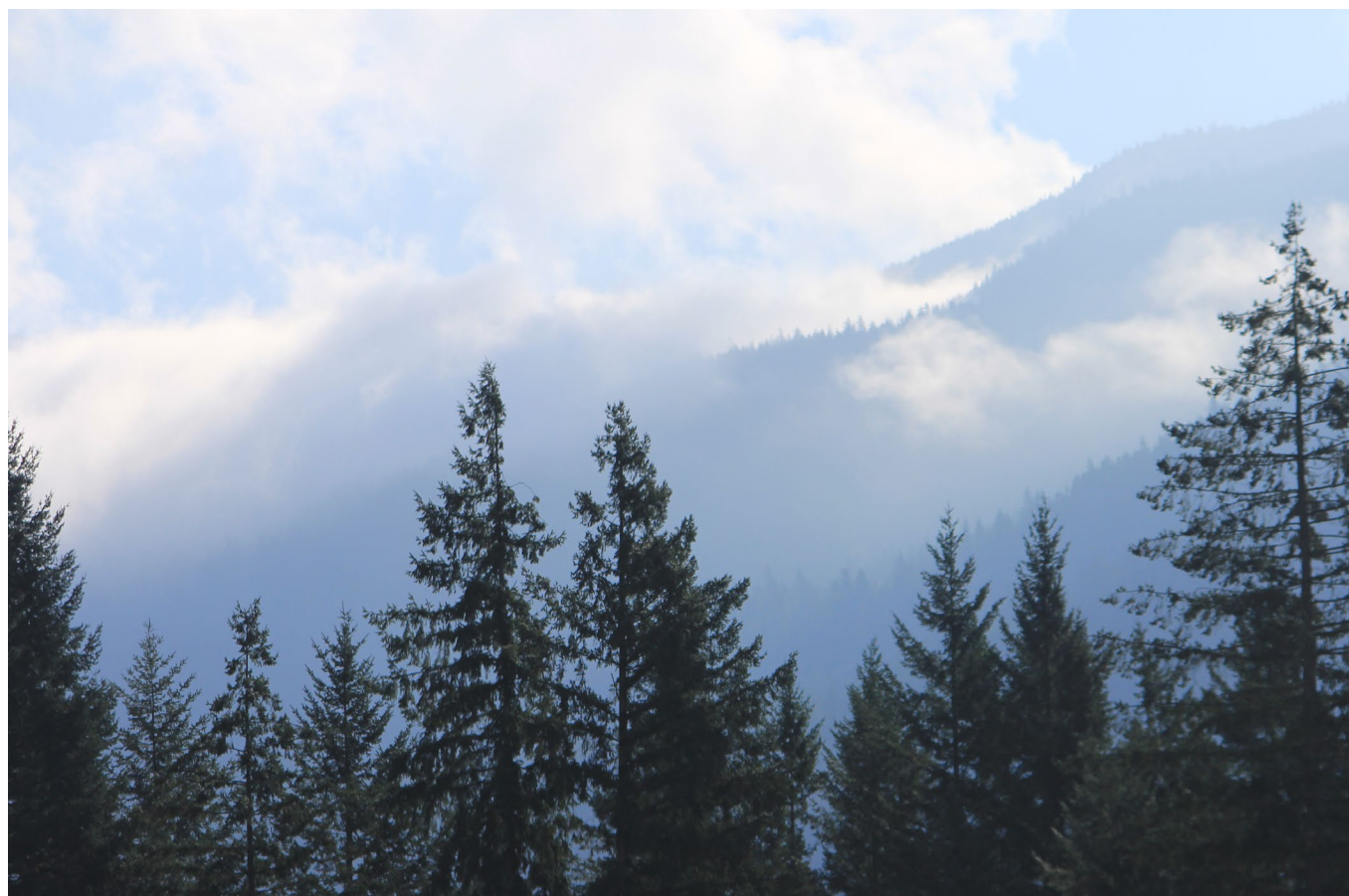
Government stakeholders:

- First Nations Health Authority (FNHA)
- Fraser Health Authority (FHA)
- B.C. Housing

Project Scope: Telmexw is intended to have 40 beds for detox, treatment, and aftercare housing beds serving primarily the Fraser Salish Region of the First Nation Health Authority and then aboriginal A: yelexwt in BC.

Project Milestones

1. May 1st 2021 – FNHA Capital Contract
2. May 2021 to November 2021 – Pre-Design Phase
3. December 2021 to March 2022 – Design Phase
4. March 2022- April 2023 - Construction
5. April 2023 – Doors open for operation



Sts'ailes Community Care Campus



David Woodman
MNP Project
Manager

Sts'ailes was approached by the BC Ministry of Health to develop a primary health care centre to serve the region. Sts'ailes has submitted a service plan to FNHA and FHA to establish a First Nations led primary care centre on a parcel of fee simple land owned by Sts'ailes in Harrison Mills, BC.

Sts'ailes Community Care Campus Vision:



Sts'ailes Community Care Centre (SCCC)

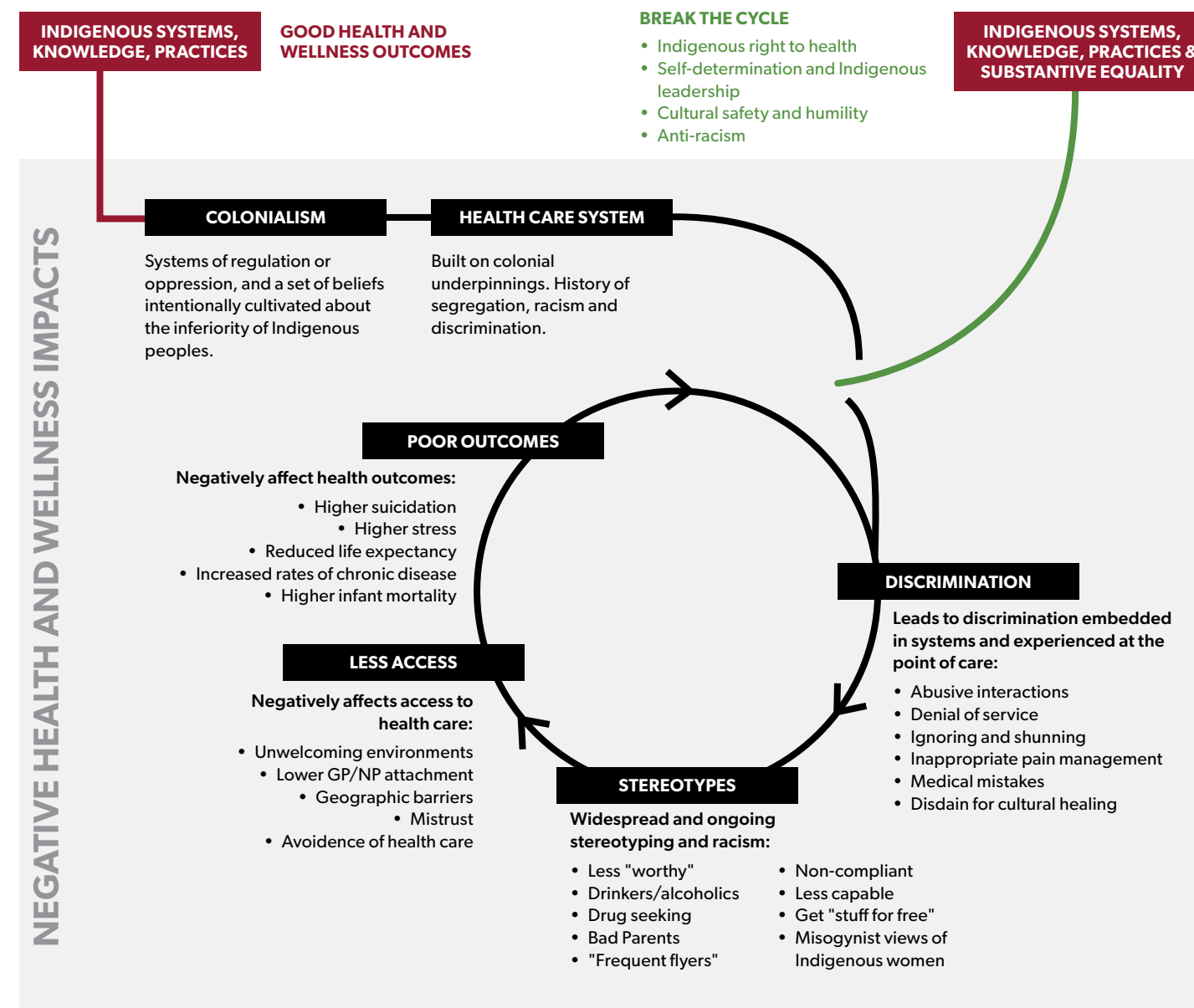


Pharmacy



Cultural Centre / Centre of Excellence

Sts'ailes and its partners the Ministry of Health, First Nations Health Authority and Fraser Health intend that the Sts'ailes Community Care Centre will be a catalyst for real, sustainable change in the health outcomes of it's members, its community and the surrounding region. Through the design and delivery of safe, wholistic and culturally appropriate health care services that blend the best of western and traditional healing approaches and practices, the SCCC will provide its clients with improved physical, mental, emotional and spiritual health and wellness.

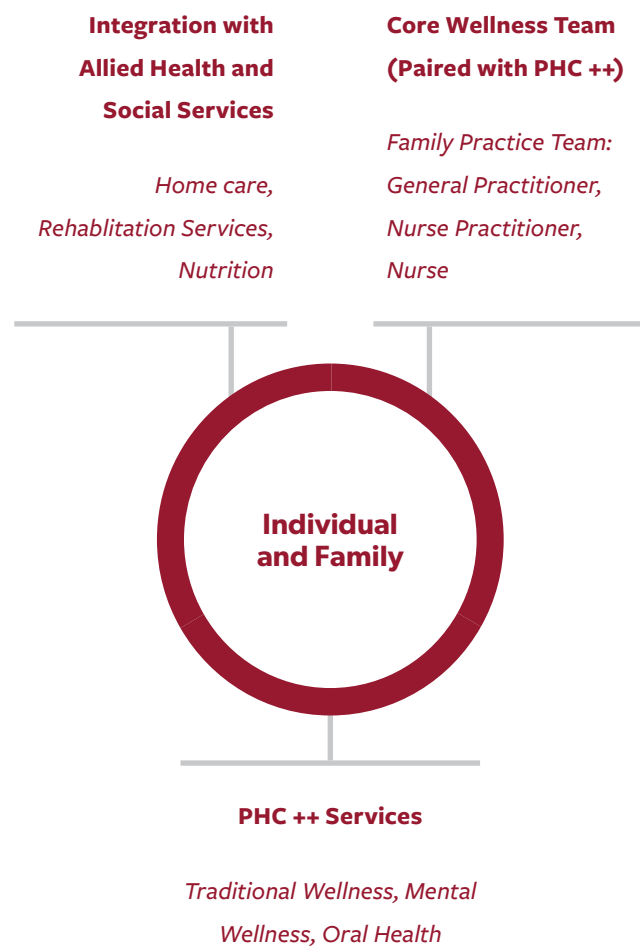


Graphic Reference: In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care p.19

The Sts'ailes Community Care Campus focus will be on family health, with services and programs to support all generations together while meeting individual health needs from maternity to geriatric.

The Sts'ailes Community Care Campus service delivery approach will be founded upon a unique blend of proven health and wellness philosophies; health authority based contemporary medicine, traditional Indigenous health practices and wellness and the holistic wellness beliefs and protocols of Sts'ailes as embodied in Snoweyelh, or Sts'ailes Traditional Law.

Sts'ailes Community Care Campus (SCCC) Services Model



Programming and service delivery at the Sts'ailes Community Care Campus will reflect the philosophies and delivery strategies of the FNHA PHC++ model; an individual and family-centric focus with family-practice core services oriented towards physical, mental, emotional and spiritual wellness within a “wrap around” style, team-based and collaborative delivery model.

The Sts'ailes Community Care Campus is the first rural First Nation-led Primary Care Centre Initiative (FNPCI) site in British Columbia. The Sts'ailes Community Care Campus will serve the aboriginal and non-aboriginal communities and residents living north of the Fraser River between Agassiz and Mission. At least 3,800 residents residing in the Sts'ailes Community Care Campus catchment area do not have immediate, local access to culturally safe, quality primary health care, face significant health issues and disparities and significant logistical challenges to access primary care services elsewhere. Some 2/3's of these residents are not attached to a primary health care provider.

The Sts'ailes Community Care Campus will be linked to a broader range of services and specialists (diagnostics, labs, etc.) operating at arm's length from the Sts'ailes Community Care Campus facility itself that can be seamlessly accessed by patients. Social services, non-resident wellness services, eHealth and other emerging care patient strategies will be fully embraced and employed to maximize effective service delivery with greatest efficiency.

The Sts'ailes Community Care Campus will provide a fully integrated blend of contemporary medical services and holistic, culturally appropriate traditional health and wellness services to its A:yelexwt (clients). In addition, the Sts'ailes Community Care Campus will house a Centre of Excellence for the integration of traditional healing, wellness and medicines in the contemporary medical service delivery model. The centre of Excellence will provide educational programming for catchment area residents as well as patients and medical practitioners from other regions across B.C.

Sts'ailes intends that the Sts'ailes Community Care Campus will establish itself for the long term in a sustainable and client-supported manner.



Intended Services for Sts'ailes Community Care Centre

Service / Program Offering	Phase 3: Steady State Operations																	Service / Program Implementation Priority	
	Phase 3 Medical Services Delivery Team Roster																		
	Clinical Practice Manager	Operations Manager	GP	NP	RN	LPN	Dietician	Counsellor	OT	Midwife	Physio	Elder	Healer	Wellness Manager	BSW/Navigator	Counsellor	Nutrition		Imported Specialists
Family Medicine - General																			Phase 3
Family Medicine - Maternity																			Phase 3
e-Health access																			Phase 3
Hemodialysis Support																			Phase 3
Diabetes Management Clinic																			Phase 3
Dietitian																			Phase 3
Midwifery																			Future Phase
Healthy Child Clinic/Immunizations																			Phase 3
Footcare																			Phase 3
Counselling - Mental Health																			Phase 3
Pain Management																			Phase 3
Chiroprathy																			Future Phase
Physiotherapy																			Phase 3
Counselling																			Phase 3
Spiritual Healing																			Phase 3
Traditional Medicines																			Phase 3
Elder-in-Residence																			Phase 3
Pharmacy (Western & Aboriginal)																			Phase 3
Level 1 Laboratory																			Phase 3
Basic Dental Suite																			Future Phase
Basic Radiology Suite																			Future Phase
Planned FTE by Phase	1	1	1	1	1.6	1	0.6	1	0.2	0	0.4	1	1.6	1	1.5	1	0.6		
	15.5																		

Potential Staffing for Sts'ailes Community Care Centre

The staffing model will evolve to deliver enhanced primary care programs and services needed by individuals and families served as the patient panel grows. The staff will work as a single team, providing shared care to support all aspects of individual and family wellness.

Recruitment will be coordinated by the Sts'ailes HR Director and a hiring committee that includes an Elder, appropriate practitioners, Wellness Director &/or Medical Director. Among professional requirements, candidates for recruitment will be selected by 'fit', passion for cultural safety and integration of cultural activities & protocols, demonstrated ability to work on a team, humility, safe communication skills, and compassion.

HHR Funding Agency	Service / Program Offering	Implementation Phase			Intended Employment Relationship
		1	2	3	
MoH Funded	Clinical Practice Manager	1	1	1	Sts'ailes Team Member
	Operations Manager	1	1	1	Sts'ailes Team Member
	General Practitioner		1	1	FHA Contract
	Nurse Practitioner	1	1	1	FHA Contract
	Registered Nurse		1	1.6	FHA Contract
	Licensed Practical Nurse		0.8	1	Sts'ailes Team Member
	Dietitian		0.2	0.6	Sts'ailes Team Member
	Pharmacist				Sts'ailes Contractor
	Mental Health Counsellor		0.6	1	FHA Contract
	Occupational Therapist			0.2	FHA Contract
	Midwife				FHA Contract
	Physiotherapist			0.4	FHA Contract
	Imported Specialist				FHA or Other
	Sub-Total FTE	3	6.6	8.8	
FNHA Funded	Elder In Residence	1	1	1	Sts'ailes Team Member
	Elder Healer	1	1	1.6	Sts'ailes Team Member
	Traditional Wellness Practice Manager		0.6	1	Sts'ailes Team Member
	BSW/Social Navigator	0.6	1.2	1.5	Sts'ailes Team Member
	Mental Health Counsellor		0.5	1	Sts'ailes Team Member
	Traditional Nutritionist		0.4	0.6	Sts'ailes Team Member
		Sub-Total FTE	2.6	4.7	6.7
TOTAL FTE By Phase		5.6	11.3	15.5	

Key Project Stakeholders:

- Sts'ailes Nation
- Scowlitz and Leqamel Bands
- B.C. Ministry of Health
- First Nation Health Authority
- Fraser Health Authority
- Fraser Valley Regional District
- Mission and Chilliwack Divisions of Family Practice
- Mission and Chilliwack Primary Care Networks

Project Milestones (current @ September 1, 2021)

SCCC Implementation: Major Milestone Schedule	Planned Date @ June 1, 2021	Target Date @ Sept. 1, 2021
Submit Service Plan for Approval	March 2021	March 2021
Complete land purchase	March 2021	December 2021
Establish SCCC Medical Society	April 2021	November 2021
Service Plan Approval	May 2021	November 2021
Functional Plan Complete	June 2021	November 2021
Detailed Site & Facility Design Development Commences	June 2021	October 2021
SCCC Medical Services Board Established	June 2021	January 2022
Development Permit Approved	October 2021	February 2022
Detailed Site & Facility Design Completed	November 2021	April 2022
Facility Staffing (Medical & Facility Operations) Plans Approved	November 2021	April 2022
Construction Funding Secured	December 2021	May 2022
Phase 1 SCCC Staff Hired	May 2022	June 2022
Phase 1 SCCC Staff Trained	September 2022	July 2022
Phase 1 (Community Outreach) Operations Commence	June 2022	August 2022
SCCC Construction Commences	January 2022	July 2022
SCCC Construction Complete	November 2022	April 2023
Phase 2 (On-Site Operations) Commence	January 2023	June 2023

Sts'ailes Community Centre

Sts'ailes is a large and growing First Nation in a semi-remote area with no access to recreational facilities or large meeting spaces. Our Community Hall had been deemed unsafe in January 2018, and was closed. An assessment was done by Krahn engineering of the building showing many structural deficiencies, resulting in the hall torn down. The loss of this important space has necessitated curriculum and programming interruptions at the Community School, when the gymnasium is needed to be used for funerals, cultural gatherings, and other events.

Sts'ailes Community Centre Preliminary Drawings



Status: The business plan from Sts'ailes development Corporation included operating a fitness center for the region. We are awaiting approval of Investing in Canada Infrastructure Program Community, Culture and Recreation Infrastructure application and ISC site servicing application (i.e. sewer, water, and roads) for the community facility.

Ten-Year Grant (or New Fiscal Framework)

The Ten-Year Grant Process is a funding mechanism that aims to provide more flexibility and predictability in how a First Nation utilizes funding, and to facilitate First Nations to report according to their own structures of accountability. This new funding mechanism will be available for fiscal year 2019/2020 to First Nations that have provided a written request and met the eligibility requirements. This process is co-developed by CIRNA/ISC (Crown-Indigenous Relations & Northern Affairs/Indigenous Services Canada) and the AFN (Assembly of First Nations) with support provided by the First Nations led institute of the FMB (Financial Management Board). Sts'ailes submitted required materials to Canada to opt into the funding option.

In 2020-2021 Sts'ailes received \$11,243,398 of its revenue from the 10-year grant. Most of this funding follows the feasibility and predictability guidelines. We are currently redeveloping programs and policy according to Sts'ailes needs and vision.

Sts'ailes has made additional requests of ISC to expand this agreement. Sts'ailes plans to take over further responsibilities from Canada, including professional oversight planning.

We hope you follow our programs with this endeavor and look for more community engagement. As programming and policy evolve, we are aiming to align programs with community vision and the CCP.

Status: Sts'ailes is currently in year two of the ten-year grant process. Over the past several months, we have been developing a model for embracing the new fiscal framework and to make it available to others to adopt and adapt. We will also successfully and sustainably transition to managing our own affairs, meeting the governance and operational expectations of our community members. We continue to engage with Canada (CIRNA and ISC) on best practices moving forward, specifically, to negotiate how to roll out subsequent years of the new framework.

MA:YT

"to help, defend, protect and aid"



DIRECTOR
Linda Pettis
Mayt'iweslha

The Ma:yt department is pleased to present the 2020-2021 Annual Report to the Sts'ailes community. The Ma:yt department is comprised of the Human Resource (HR), Administration, Information Technology (IT), Employment Assistance Services (EAS), Social Development (SD), Pre-employment Supports Program (PESP) and First Nation Youth Employment Strategy (FNYES).

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

Staff

Director

Linda Pettis

Ma:yt Manager

Carla Charlie

Ma:yt Assistant

Vanessa Jules

Receptionist

Carmen Paul

FNYES Administration Clerk

Mariah Leon

IT Officer

Mark Balfour

Network Administrators

Adam Balfour

Donal Urquhart

Webmaster & Multimedia

Mikhail Crispin

Social Development Administrator

Joanna Charlie

Pre-Employment Supports Program Coordinator - FNYES

Simone Williams-Horne

Pre-Employment Supports Program Assistant - FNYES

Brylee James

EAS Career Development Practitioners

Stephanie Phair

Charlotte Phair

Elsie Paul

Vision Statement

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

Mission Statement

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

The past fiscal year has brought significant challenges and uncertainty to our community and organization due to COVID-19 pandemic. The Ma:yt department with the support of our CAO, Willie Charlie and Sts'ailes Chief and Council took immediate action in developing our own laws and policies to protect our community members and Sts'ailes employees. The biggest challenge for Human Resources was to develop a "Covid-19 Safety Plan Policy" that would ensure the health and safety of all Sts'ailes employees and community members.

The Ma:yt department had to establish safety protocols on how we could still provide front-line support services to the Sts'ailes organization and our community members.

COVID-19 continues to impact Sts'ailes, from how our Ma:y't department provides frontline services to our community and organization. The Ma:y't department will continue to manage the evolving situation and monitor closely how COVID-19 is affecting our Ma:y't service delivery, our organization, and our clients we serve.

I am immensely proud of the resilience, flexibility, and professionalism of our Ma:y't employees, who have stayed focused on services to our organization and clients during these troubled times.

Our primary focus remains on the health and safety of all employees, and the clients we are providing services to. Our commitment to safety covers everything, from making sure we are doing our part to stop the risk of spreading the virus, to ensuring all safety policies and protocols are in place and followed.

Ma:y't employees remain empowered and will continue to work closely with one another in these turbulent times, and engage with our clients we serve to obtain the best outcomes as possible. We remain confident in the power of our Ma:y't employees and of our collective ability to come out of this pandemic stronger.

The Ma:y't staff would like to take this opportunity to thank all clients for their patience and understanding while we go through these unprecedented times. We do acknowledge that it has been difficult for you to navigate through the changes in how we provide front-line services, but we are so grateful for your understanding and kindness you showed.

Ma:y't department is committed to provide professional, respectful services to our Directors/Managers/Officer, Sts'ailes Leadership, and Sts'ailes community members. Ma:y't department continues to embark on new opportunities that will provide employment and training opportunities for Sts'ailes community members.

The Ma:y't department continues to be successful in securing funding for employment and training initiatives through Sto:lo Aboriginal Skills Employment Training (SASET), Service Canada, Federal/Provincial business entities, and Indigenous Services Canada (ISC). The funding supports received for 2020-2021 are as follows:

Employment Assistance Services (EAS)

SASET

Funding Received: \$345,837.00

Description of Initiative: Provides employment for 3 full-time employees. EAS mandate is to support Sts'ailes, and Scowlitz community members in building their employability skills and knowledge in order to connect to employment within the labour market. We enjoy helping community members move forward in obtaining a higher education that will support them in attaining employment to meet their career goals.

Targeted Wage Subsidy

SASET - Band

Funding Received: \$106,157.00

Description of Initiative: TWS initiative provided an employment and training opportunity for 3 Sts'ailes community members to gain hands on work experience in Public Works and Administration.

Targeted Wage Subsidy

SASET - Education

Funding Received: \$97,787.00

Description of Initiative: TWS initiative provided an employment and training opportunity for 3 Sts'ailes community members to gain hands on work experience in being a Teacher Assistant and Bus Monitor.

Targeted Wage Subsidy

SASET - Band

Funding Received: \$65,060.00

Description of Initiative: TWS initiative provided an employment and training opportunity for 3 Sts'ailes community members to gain hands on work experience in Security.

Targeted Wage Subsidy

SASET - Band

Funding Received: \$44,360.00

Description of Initiative: TWS initiative provided an employment and training opportunity for 1 Sts'ailes community member to gain hands on work experience in the Finance department.

Student Career Placement

SASET

Funding Received: \$73,224.00

Description of Initiative: Summer employment opportunity for 14 Sts'ailes youth to attain hands on work experience in many different employment areas within the organization.

Pre-Employment Supports Program (PESP)

Indigenous Services Canada (ISC)

Funding Received: \$299,600.00

Description of Initiative: The Pre-Employment Supports Program has been designed to support Income Assistance clients to gain skills training to gain employment within our tradition territory or within the Labour Market.

First Nations Youth Employment Strategy

Indigenous Services Canada (ISC)

Funding Received: \$776,883.00

Description of Initiative: FNYES initiative provides hands on work experience for Income Assistance clients who are between the ages of 18-30.

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

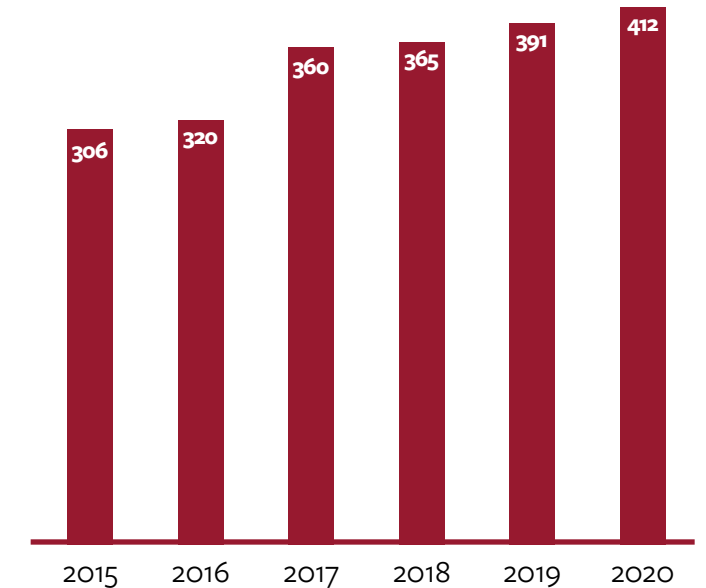


Ma:y't Director continues to ensure that the HR policies, processes and systems support the organizational needs. This includes the annual updates of the Sts'ailes Personnel Policy and Procedures Manual and Salary Administration Policy/Grid. All Operating Policies of the Sts'ailes organization fall in line with Federal and Provincial employment Legislation.

Human Resource department continues to manage in excess of 400 employee personnel files. Ma:y't Director administers and provides quality pension and employee benefit support services to approximately 180 Sts'ailes employees. The employment growth within the Sts'ailes organization continues to grow. Following is a chart that will indicate the employment growth within the Sts'ailes organization:

The growth chart noted below includes the Sts'ailes Band, Sts'ailes Development Corporation (SDC) for all full-time, part-time, casual, on-call employees. Ma:y't Director continues to work closely with the Chief Administrative Officer (CAO) and the Executive team of SDC on employment and training opportunities that arise within the Sts'ailes traditional territory.

Sts'ailes Organization Employment Growth



As the Ma:y't Director I feel that it is so important to support professional Development for the Ma:y't team. Professional development helps employees continue to not only be competent in their profession, but also excel in it. I encourage this to be an ongoing process that continues throughout the employee's career. Pursuing professional development ensures that knowledge and skills stay relevant and up to date. 90% of the Ma:y't team have engaged in Professional Development through this past fiscal year.





MANAGER
Carla Charlie
Ko'le

Hi Sts'ailes, my name is Carla Charlie and I am the Acting Ma:y:t Manager. I was seconded to this position in the fall of 2019 to oversee the Employment Assistance Services (EAS), Social Development (SD) and the Pre-Employment Supports Program (PESP). I still hold the position as the Indian Registration Administrator (IRA) for Sts'ailes and I continue to assist with Administration and Human Resources when needed.

This fiscal year was a difficult one for our Employment Assistance Services, Social Development and Pre-Employment Supports Program due to the COVID-19 pandemic. We provide in-person services and our office was closed to in-person services for the majority of the year. We had to find other ways to contact our clients in order to continue to provide services to clients, which we did via telephone, social media and by appointments only.

Employment Assistance Services (EAS)

At the start of the fiscal year 2020-2021, our EAS department was down by one Career Development Practitioner (CDP) when one of our CDPs decided to retire. In September, we lost another CDP to another department in the organization. In November, we hired a new CDP and due to the pandemic, we continued with two (2) CDPs. Despite all of this, the EAS department recruited and assisted some of our clients in registering with Nicola Valley Institute of Technology (NVIT) for the Chemical Addictions Certificate training that Sts'ailes helped facilitate to empower our people and bring capacity for the coming opportunities, in this case, the new healing center. Out of the twelve (12) graduates, six (6) were Sts'ailes members. The EAS staff continued to contact their clients to keep them all informed about training, employment opportunities and assisted them in applying for Employment Insurance and other COVID-19 funding if they met the funding eligibility. They also assisted the SD department by calling the SD clients to complete their monthly renewals, provided assistance with job searches, and gave information on training courses and/or programs that was available on-line.

Social Development (SD)

The SD department assisted other departments under the Work Opportunity Program (WOP) for the SD clients they employed. The Social Development Administrator provided the following:

Within the framework of the Income Assistance Program, Sts'ailes Social Development had the ability to transfer income assistance to employment projects supported by Chief & Council.

The Work Opportunity Program's intention is to enhance the independence and employability of on-reserve individuals in receipt of income assistance. Under this program, Social Development transfers the Individuals' income assistance entitlements to other departments and they add it to other sources of funding to create time-limited on-reserve employment and work experience opportunities for the income assistance clients.

In 11 years, 50 WOP/ASARET participants successfully completed (a full year) their placement.

27/50	Full Time Employed	54%
8/50	in receipt of social assistance	16%
4/50	Post-Secondary Education	8%
10/50	Part Time Employed	20%
1/50	Unknown	2%

To date the Work Opportunity Program has been successful to improve, increase and encourage greater numbers of income assistance clients to participate in employment readiness initiatives in conjunction with the Pre-Employment Support Program and Employment Assistance Services. All of which have individualized case plans that identify how to plan and develop skills to enter the labor force as a result of the projects. The general objectives of the WOP projects included Environmental Improvement Projects, Social Service Projects, Economic Development and Band Enterprise Projects and many others.

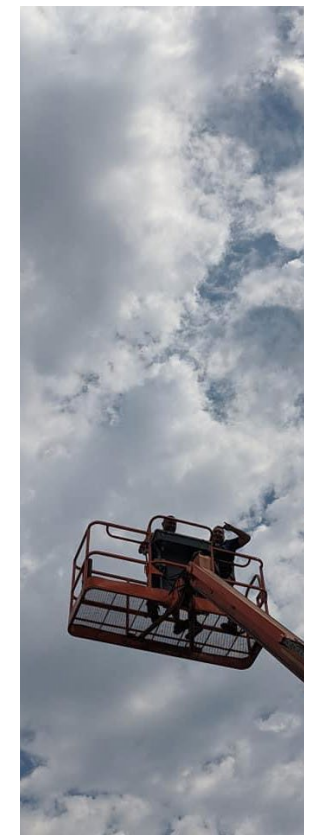
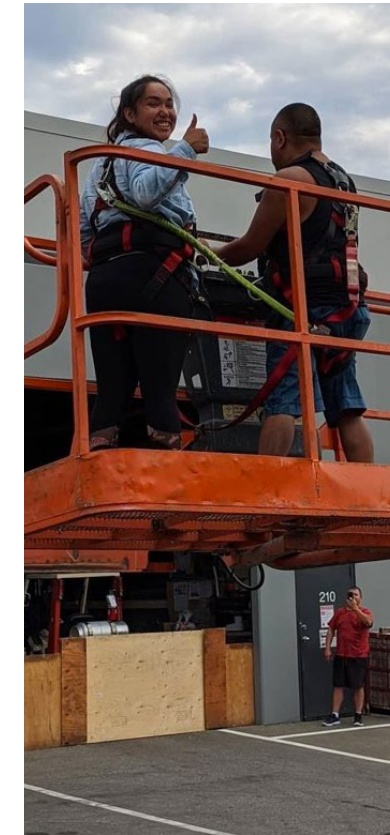
Pre-Employment Supports Program (PESP)

The PESP staff engaged their clients in three (3) training programs where the training providers used COVID-19 safety measures to keep our clients safe. The PESP Coordinator provided the following:

DGS CANADA (Diversified Group Services Ltd.) (July/August 2020) – A licensed trade school and Certificate Granting Institution provided eight (8) PESP participants with the following certified courses:

Operator Certificate & Workplace Safety Program:

1. Construction Safety
2. Warehouse Safety
3. Bobcat Skidsteer Loader
4. Scissor Lift Aerial Lift
5. Fall Protection
6. JLG Boom Lift Aerial Lift
7. SDCB Forklift Course
8. WHMIS
9. Walk Behind Stacker Forklift
10. Power Tool Safety
11. Rough Terrain Zoom Boom Forklift
12. Stand Up Narrow Aisle Reach
13. Order Picker
14. Power Walkie Rider



Resource Information Standards Committee (RISC) Archaeology Training (August 2020)

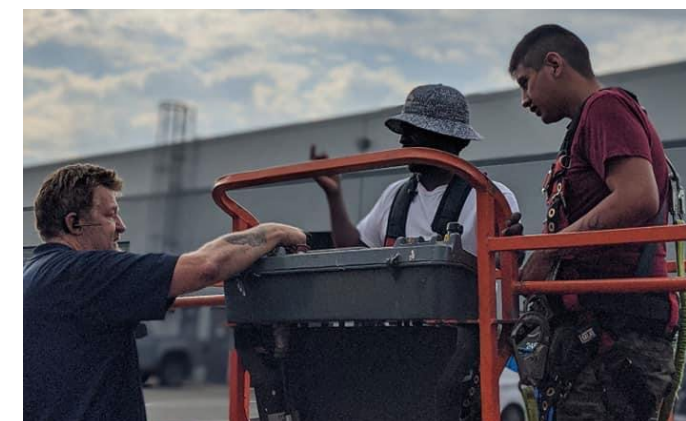
Morgan Ritchie, the Sts'ailes Senior Archaeologist, administered RISC Archaeology training for five (5) PESP participants. 5-day training intended to teach basic site identification, recording skills and sampling. The participants spent the first half of the day learning in a classroom setting, and then were able to go out into the Sts'ailes territory to learn and experience some of the historical archaeology sites for the other half. Morgan was also able to bring them across the Harrison River to see more historic pit houses that lay on the rivers' edge.

ON-TRACK Computer/Office Administration (November 2020)

ON-TRACK Corporate Training Ltd. is a certified training company based in downtown Vancouver. They specialize in courses on Microsoft Software, Business and Leadership training. They customized the training program to have it administered in the Sts'ailes community at Lhawathet Lalem. Eight (8) PESP participants successfully completed the following certified courses:

1. Professional Telephone Skills
2. Stress Management
3. Time and Workload Management
4. Microsoft Word Level 1
5. Microsoft Outlook Level 1

The clients also received laptops as an incentive upon full completion.





IT OFFICER
Mark Balfour

Information Technology (IT)

The 2020-2021 fiscal year saw the Sts'ailles IT Department achieve its operational goals despite the continual operational challenges posed by the Covid-19 pandemic. This included continuing to support the use of videoconferencing to replace face-to-face meetings and providing remote support to workers who could not attend the office in-person. Throughout this fiscal year, the IT department was operating as an essential service and participated in the Sts'ailles Emergency Operations Center (EOC) to provide needed support in response to the changing challenges, needs, and priorities presented by the pandemic. The primary goal of this fiscal year was to upgrade our aging critical server hardware, which was successfully accomplished with the support of an ISC P&ID grant.

IT Infrastructure Improvements and Additions

- The Sts'ailles IT Department purchased and deployed more than \$115,000 worth of end-user hardware during the 2020-2021 fiscal year.
- Phase 2 of the Sts'ailles Critical I.T. Infrastructure Upgrades Project was successfully completed with the deployment of a new VMware hypervisor environment consisting of 3 new physical hosts, a SAN data storage unit with a three-fold capacity increase and accompanying network infrastructure. This new server environment now provides us with the processing power and storage capacity that will support us through the anticipated growth of our organization during the next 5 years. All elements of this upgrade were implemented as planned, and all expected outcomes were achieved. There was a noticeable improvement in data access speed, as well as better server performance with the added processing power, RAM, storage capacity, and a ten-fold increase in the networking speed in the hypervisor environment (1Gbps to 10Gbps). In addition, the time needed for server backups has been significantly reduced as a result of the improved power, speed, and performance of the new equipment. The production equipment that was replaced by this upgrade is now located off-site and sits as a cold-spares for use in a disaster recovery role. In addition to the deployment of this new equipment, a comprehensive network assessment was completed to determine the network changes necessary to take full advantage of this new equipment and to determine the changes necessary for our network to scale with our anticipated growth. Expenses for this project totaling \$92,873 were within budget, with \$47,000 of support from an ISC P&ID grant.

Sts'ailles IT Department's Current Status

- A vulnerability with Microsoft Exchange in March presented us with a serious security issue. After the vulnerability was patched, an in-depth investigation indicated that our excellent firewall prevented a serious problem. As Microsoft's delay in notifying users of and patching these vulnerabilities led to the global compromise of tens of thousands of servers and as Microsoft continues to offer poor support for on-premise servers, IT will explore the possibility of moving to the "cloud", which Microsoft better protects from these vulnerabilities.
- The IT Department continues to work with the AR&T Department on beta-testing a new system for handling referrals and projects with built-in GIS mapping, in collaboration with the University of British Columbia. This project has been delayed due to technical resource shortfalls and the arrival of the Covid-19 pandemic, but will continue in the next fiscal year.

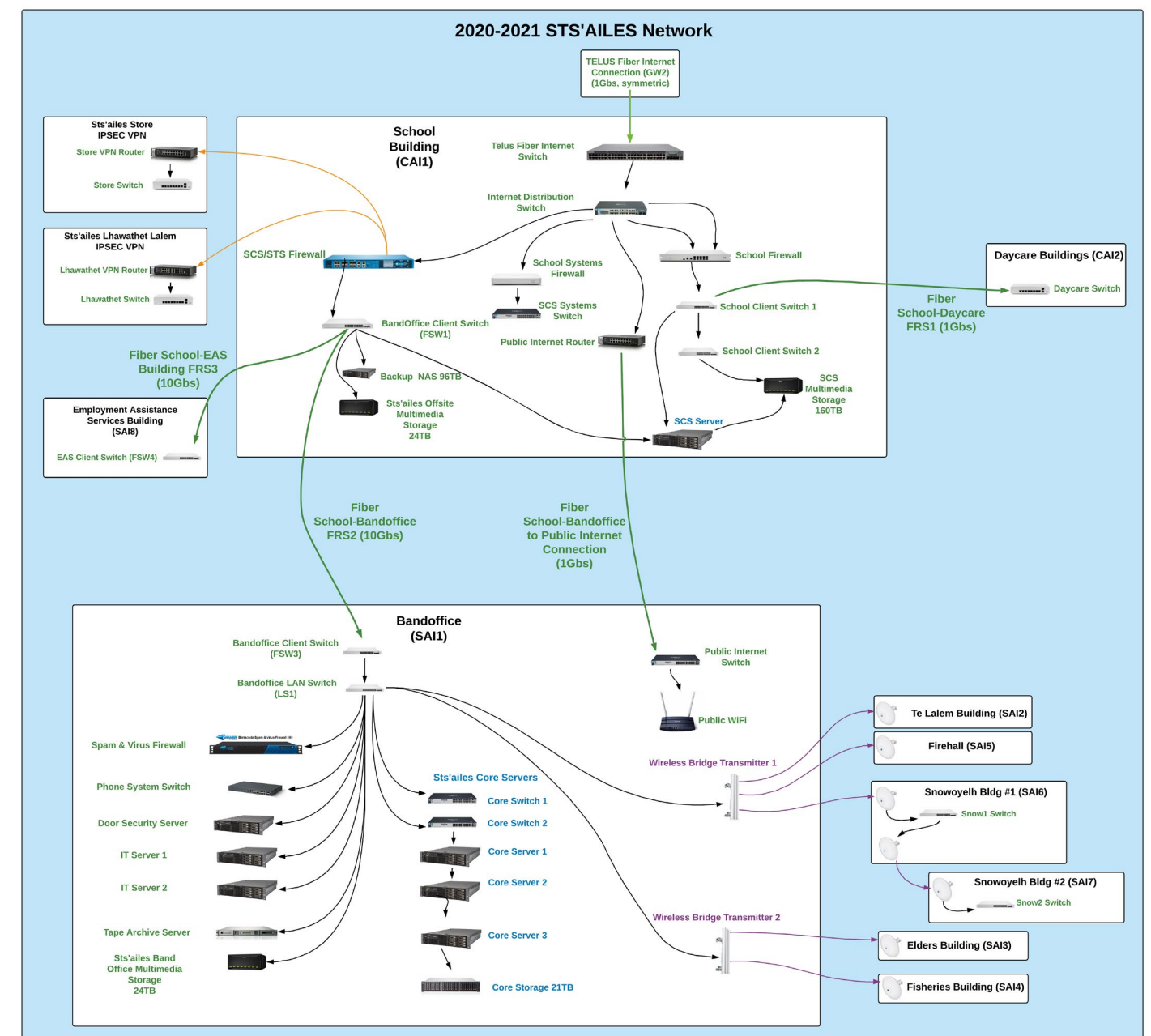
Looking Forward

- Following our major server upgrades over the past 2 years, IT will work to protect our investment with the following projects in the next fiscal year:

- Installing proper air conditioning in our off-site backup location and installing a new backup air conditioning system in our primary server room.
- Decommissioning the current sprinkler systems in our LAN rooms and replacing them with waterless fire-suppression systems.
- Obtaining a new Network Attached Storage (NAS) unit with increased capacity to replace our aging off-site backup repository.
- IT will explore and prepare for a possible migration to Microsoft 365 for reasons of security, compatibility, and usability.
- Our aging Audio-visual equipment will be upgraded and/or replaced with more portable solutions to be able to

accommodate the anticipated increase in events and gatherings following the end of the pandemic.

- We will continue to develop the Sts'ailles Digital Repository and multimedia storage protocols for Sts'ailles multimedia materials and their ongoing, secure preservation.
- Sts'ailles IT will continue to participate in and support the Sts'ailles Emergency Operations Center throughout the Covid-19 pandemic. We continue to respond to the constantly changing demands for keeping our workforce able to work remotely.
- IT will continue to work towards acquiring the needed IT staff and training to meet the requirements of the growing Sts'ailles organization. Professional development for our current staff remains a priority.



HOUSING & PUBLIC WORKS

Shxwelis Te Lalém

"spiritual place to call home"



DIRECTOR
Sherry Point
Chemaylem Taunaut

HOUSING

What a roller coaster year it's been since our last update to you; from the good, bad and sad, (grief & loss) during the trying times of the pandemic. On a positive note, we've had some major development as far as 'new construction and mayor renovations and repairs last fiscal year and this 2021-2022 fiscal year. Listed below is a summarized version of what happened and what's happening in our Housing Department:

2021-2022	Funding Source	Total Funding
Renovations 20 Units	Indigenous Services of Canada (ISC)	\$433,415
New Construction 2 Band Rentals (Micro Housing-2 bedrooms)	ISC	\$84,532
New Construction Owners: Brendan Leon, Pierre & Monica Joe	Bank of Montreal – Individual Loans and ISC subsidy	\$84,532
		Total Funding for 2020-2021
		\$603,479

2021-2022 Projects

This year is nothing short of a crazy busy year for our Band members with regards to new construction; you may have noticed the excavators and dump trucks in our subdivision; they are busy digging and pouring concrete for the foundations. Listed are the fortunate individuals that will be building their homes this year:

Stephanie Adams (AI)

Lot 207
 Leon Road



Charlie Fredrickson

Lot # TBD
 Tentative

Johnny Paul (Alexis)

Lot 192
 Lhemquathel Rd

Toni Carter

Lot 172
 Xe' Pay Road



Tasheena Urquhart (Donald)

Lot 173
 Xe' Pay Road

David Giervin

Lot 182
 Lhemquathel Rd

Darla Parker (Tony)

Lot 204
Leon Road
Subsidy \$42,266

Millar Frederickson

Lot 181
Lhemquathel Rd

Barb Charlie

Lot 198
Leon Rd

Matthew Point

Lot 201
Leon Road
Tentative

Ed Carter (Palmela)

Lot 183
Lhemquathel Rd

Mervin Felix

Lot 35
Chehalis Road

Pam Point (Ed)

Lot 8
Chehalis Road

David James

Lot 59
Chehalis Road
Tentative

Kristine Leon-King

Lot 208
Leon Road

Kieanna Point

Lot 174
Xe' Pay Road
Subsidy \$42,266



Pierre & Monica's New Home



Brendan & Paige's New Home

House Sales

On another exciting note, we've had a couple of our members buyout their existing band rental units; this includes:

- Ralph J. Leon & Annie Silver of 5044 School Road
- Joseph & Tina Wenman of 3045 Lhemquathel Road
- Warren Point who purchased the home located at 5230 Chehalis Road

All three home are currently undergoing major renovations.

Congratulations to all of those that are under new construction and to those who bought out. Homeowner ship provides our members with a sense of pride.

If you would like to know the process for new construction, or have any questions regarding our band rentals, or housing in particular, feel free to stop by the office, e-mail or call me.

Thoughts and prayers are with you all,

Respectfully, Sherry Point



DEPT. MANAGER

Pierre Joe

Piyal

PUBLIC WORKS

Management Staff

Director
Sherry Point

Manager
Pierre Joe

Staff

Custodians
Kristen Joe
Joshua Charlie
Damian Lewis (SASET Initiative)

P.W. Workers
Jesse Hall
Darcy Charlie
Brayden Leon (SASET Initiative)

Covid 19 has been in our lives for too long now, some restrictions have went away and some remain. Our closures have lifted, no more gated community, and many of our staff working back in office, we continue to keep all our facilities increased in disinfection daily and masks worn. Our organization continues to monitor and keep within Province Guidelines.

Fire Department

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

Fire Chief
Ed Carter

Crew Members
Mark Charlie
Michael Peters
Michael Daly
Laura Wright
Shawn Leon
Stephanie Reidl
Natasha Bob
Heather Louis



Bringing our volunteers out to training has been difficult due to Covid restrictions, this would be for outside training or brining in training. In light of all this we continue to keep on top of fire call outs, and were monitoring fires during our Summer Fire Ban – which went well with a couple that we did have to respond to, and set out reminders of the Provincial Ban. A very dry summer with our prayers going out to the families that lost their homes in certain areas.

Solid Waste Program

We have been working with the Lands Dept. (Dawn Charlie/ Stephanie Reidl) and Tetra Tech (Tamara Shulman), which began earlier this year with another Solid Waste Plan in conjunction with two previous reports, carried out in 2014 (Needs Assessment) & 2018 (Feasibility Study). A great deal of interviews have been carried out over the past few months, with our dept. and outside vendors, companies, & ISC – after months of emails/meetings there will be a finalized report on our findings/updates from previous reports. One item we are working on is a proposal to ISC under a “Zero Waste Program” to access funds for a New Cube Truck and possible other equipment, under this program our Recycling portion of our weekly pickup will be different: please look out for new education materials around this. Very exciting last few months working with this group – since starting this we have

changed location of drop off for our weekly garbage, we now use Bailey Landfill in Chilliwack vs. taking it to GFL in Abbotsford. We still utilize GFL for our weekly Recycle, until we can find a better location that accepts this material. Signage will be coming soon, just working on finalizing how the sign will look before having them made up, this is for the illegal dumping that occurs within the community there will be 10 signs.

Water Operations

Jesse Hall successfully passed his Small Water Systems and Small Wastewater Systems exams after taking both courses back in July. We are waiting on his certification from EOCP J - congratulations to Jesse. Darcy Charlie is now following both Jesse and our Circuit Rider when he comes to our community monthly, we will also be having Brayden Leon observing and learning water operations too.

We have a new EHO (Environmental Health Officer), and there maybe new training on Water Sampling coming forward soon – we can involve Jesse, Darcy, and Brayden. We are backup to Claudette Leon to carry out water sampling when she is unavailable to do so.

Equipment

We have our new 2021 John Deere Z915E ZTrak Tractor/Mower from Prairie Coast in Chilliwack. A zero-turn mower, which has more features then standard equipment: larger fuel tank, professional grade seats (more comfort), great weight distribution to maneuver around better and large rear tires for a balanced ride. Our soccer fields will take much less time to cut then our previous machine.



RIGHTS & TITLE

Xwiléxmet
"to stand up for"

MESSAGE FROM THE XWILÉXMET DIRECTOR

It was a challenging year for our organization but the resiliency and strength of our people is amazing. Our Xwiléxmet staff are continuing to do a fantastic job of standing up for our title and rights. The Xwiléxmet staff continue to work closely with other committees and departments as well as consult with legal counsel and other relevant consultants. Due to the pandemic, we had to cancel the annual Sasquatch Days and Sts'ailes Indigenous Day but we look forward to resuming these events in the coming years.

The Canada Reconciliation Agreement (CANRA) and BC Reconciliation Agreement (BCRA) has transitioned to the Governance department but we remain active on the negotiation and implementation of these files. We have set the stage for governance by enacting the Custom Election Code, doing a draft Constitution, doing the Sts'ailes Spousal Property Law, doing the draft Citizenship Code and the Referendum Regulation. The baton is passed and we will continue to work collectively. Self-determination and self-governance will be achieved soon.

For the BCRA, we are active in the land selection process within the traditional territory. This will also involve land stewardship activities such as conservation, implementation of natural resource officers, guardians, as well as use and occupancy mapping and plant inventory. Our history and landscape are all tied together and the eco-system needs to balance. Referrals and strategic engagement will be actioned in the BCRA to enhance our presence on the land.

Our work in justice is ramping up to include planning for our own tribal police force, restorative justice program and eventually implementation of our own traditional laws or courts. Council has had to make some hard decisions to enact the banishment policy on members and do community impact statements or letter of warnings. Mental health & addictions and family violence are increasing so the community safety plan will address these and other priorities as identified by our people.

I am honored to work for such a progressive organization and feel blessed with the strength and knowledge of our people. Our Xwiléxmet staff will continue to stand up for our title and rights for the benefit of our people and our sacred lands.

BOYD PETERS | Xoyet Thet
Xwiléxmet Director



DIRECTOR
Boyd Peters
Xoyet Thet

XWILÉXMET STAFF

Full-Time Staff

Director

Boyd Peters, *Xoyet Thet*

Manager

Annie Silver, *Sowaselwet*

Heritage Research Archaeologist

Morgan Ritchie, *Xá:tl'hiqelemtel*

Senior Research Assistant

Fran Douglas, *Lhíhló:yatenót*

GIS Analyst

Kiran Basran

Rights & Title Committee

Council Portfolio

Carla Charlie, *Kó:le*

Members

Ryan Charlie, *Shuspah*
Marina Modeste-Point
Terry Felix, *Kekalum*

Technical Support

Fran Douglas, *Lhíhló:yatenót*

Sts'ailes Community Consultative Group (CCG)

Council Portfolio

Carla Charlie, *Kó:le*

Members

Virginia Peters, *Siyamex*
Harvey Paul, *Steq'oyekul*
Vern point
Tyra point, *Chemaylem Taunaut*

NEGOTIATIONS

- Canada Reconciliation Agreement
- British Columbia Reconciliation Agreement

Sts'ailes has been in negotiations with the province and federal government for several years and the work is coming to fruition with many initiatives gaining momentum. The negotiations were under Xwiléxmet under the direction of the Boyd Peters, Xwiléxmet director and Willie Charlie, Chief Administrative Officer and Chief Negotiator. As of March 2021, it has been transferred to governance and is lead by Boyd and Willie with the technical support of Sherylynn Crispin, Self-Determination Analyst, and Stephanie Adams,

Part-Time / On-Call Staff

Field Technicians

Burt Charlie, *Léqemanexw*
Darius Lawrence
Trevor Florence

Field Archaeologist

Jerram Ritchie

Contract Staff

Kwi'kwe'xwelhp Community Engagement Coordinator

Terry Felix, *Kekalum*

Sts'ailes Working Group

Heritage Research Archaeologist

Morgan Ritchie, *Xá:tl'hiqelemtel*

Members

Vange Point
Dana Charlie
Claudette Leon
Tina Wenman
Joe Wenman
Stephanie Riedl

Sts'ailes Justice Steering Committee

Chief

Ralph Leon Jr., *Sah-ahkw*

Councillors

Boyd Peters, *Xoyet Thet*
Daryl Francis, *Eyi:ye*
Carla Charlie, *Kó:le*

Self-Governance Technician, while Fran Douglas, Senior Research Assistant and Annie Silver, Xwiléxmet Manager are supporting with technical work on behalf of Xwiléxmet.

MAJOR INITIATIVES

Chehalis Bridge Replacement

The bridge upgrade is well into the development stages, feasibility and environmental assessments complete. During the negotiations, several issues around pedestrian safety has been a focal point to the discussions. These have been identified as major issues that will be addressed during the bridge construction, and include speeding, bike pedestrian and walking pedestrian right of way and courtesy and ensuring members have a safe place to walk to the canyon. A 1.5 meter path separates the bridge traffic from pedestrian and bicycle traffic, and will help with bicycle, pedestrian traffic and addresses of efficient lighting and speed control measures.

It is anticipated that construction will be complete by fall of 2022.

Morris Valley Road Trespass

The Morris Valley Road Trespass (MVRT) negotiations have been carried on for several years, it is now at a place where negotiations are mutually beneficial. Sts'ailes has been in negotiations with Ministry of Transportation and Infrastructure (MOTI) to resolve the issue of trespass for more than 10 years.

There have been accommodation commitments made but are still subject to negotiations::

1. Transfer of 50 hectares of Land including 2000 feet of waterfront at 10 Mile Bay to Sts'ailes.
2. \$950,000 in cash.
3. Clean up of the surface debris (garbage, waste, etc.). Sts'ailes is working with MOTI to create a remediation plan for remediating any signs of contamination.
4. MOTI has been responsible for arranging and paying for environmental assessment and contamination for the trespass and to date, no significant issues of contamination has been detected. All remediation for contamination is at the expense of MOTI.
5. MOTI to provide support for the issuance of a water licence to Sts'ailes on the principal creek draining into the site.
6. Realignment of the access road to the site from the Forest Service Road to 10 Mile.
7. Sts'ailes receives benefits of \$2.00 per cubic meter for the logging and forestry activity that go through Sts'ailes Reserve lands. This will cease once the negotiations are settled.

10 Mile Bay

The acquisition and transfer of 10 Mile Bay is ongoing, and the current status is on track. The environmental assessments are complete and show minimal to no signs of contamination at 10 mile bay. The current value appraisal which is the current market value of the land is complete and has been approved by Sts'ailes Council. The next step is for Sts'ailes Council and Xwiléxmet Department to send an official letter to MOTI requesting full remediation of any and all contamination at 10 Mile Bay.

Underpass

The underpass will be installed adjacent to the Chehalis Store and will go under Morris Valley Road as a walking path for our longhouse dancers to maintain their privacy and keep them away from the main road and onlookers. This allows for greater security while practicing our cultural needs and teachings.

The walking path will go from Chehalis Rd. across and along Morris Valley to the bridge to create a safer walking path for community members.

Graestone Royalties

The initial Impact Benefit Agreement (IBA) remains intact with Graestone, we will continue to receive royalties and have representatives on the IBA committee. As an initial shareholder Sts'ailes also received \$100,000. Sts'ailes, Statlu Resources and Upland Resources are party to a mutual shared impact benefit agreement from October 2008. Graestone will be purchasing capital shares from Statlu Resources held by Upland Resources, for which Sts'ailes is entitled to portion of royalties.

Páléxel

Xwiléxmet had another year of managing Páléxel and implementing a security detail at Paléxel to support members. Security was also employed to protect the sacred site from misuse from outside visitors, fire dangers, and other potential risks of safety and vandalism at Paléxel.

Through this co-management of Páléxel and being exclusive to Sts'ailes, the security workers have had a good experience with outside visitors. Majority of outside guests have been respectful; they leave when they read the sign or they only come and stay for a brief moment and they clean up after themselves before they leave. There have been a few incidents of hostility and anger over the change, but most are supportive and feel a sense that our nations are now active and invited to be active in managing parks and resources.

JUSTICE

The Community Consultative Group (CCG) is ongoing and have met twice this year. Due to the pandemic, many committees were on hold or were held virtually. These meetings discuss many issues including community banishments, provincial and federal MOUs

with Corrections and court systems, other contentious issues such as recreational shooting up Fleetwood Forest Service Road and community engagement opportunities.

The CCG was also helpful in supporting the Harrison, Agassiz and Kent Situation tables. The situation table is a hub/spoke model of engaging specific stakeholders at various times depending on the situation at hand. This way it offers up a full wrap around service model where each door is the right door to get the appropriate services.

Sts'ailes Security

The pandemic brought many new procedures and processes into the office and the community, including the community gate and gate staff at the entrance to the community, restricting access to buildings, and implementing a Sts'ailes COVID 19 Interim Law. This gave Sts'ailes and Xwilexmet the opportunity to transition the gate staff to a security detail, to continue to support, protect and patrol the community. As of August 23, Sts'ailes now has security staff that patrol the community to maintain peace and safety.

The Security Team main function is to observe, record and report. They will be patrolling, observing activity, documenting activity and will maintain a running log. They do not have the jurisdiction to interfere, intercept, or implement authority to enforce Canadian or provincial law. To support the criminal activity and criminal code items, mischief or anything that is governed by the law, will be implemented through protocol agreement with the RCMP units that are part of the Sts'ailes Tripartite agreement with the RCMP detachments.

Police Report

The Police Report shows that there have been significant increase to mental health calls in the community over the last year. It significantly increased from the year prior and this increase has been felt in the community. Mental health calls are calls around threats of suicide or attempts at suicide.

Theft had 7 calls, Mischief had 8 calls and mental health had 7 calls, in the 2020-2021 year. The police are called in for mental wellness checks if that person poses perceived or actual threat of safety to themselves or others. Safety can also include gross negligence or exposure to extreme environments that poses safety concern.

RCMP Memorandum of Understanding (MOU)

Sts'ailes tripartite agreement with Upper Fraser Valley Indigenous Policing Unit and the Upper Fraser Valley Regional detachment regarding process and protocol about how to work together for the safety of the community. We are going to be renewing this MOU with the police and update language to meet the current needs.

We are also working on a Protocol agreement with RCMP units and our Security team to clarify and outline the roles and responsibilities, lines of communication, jurisdiction, among other necessary things to ensure that we can deal with emerging issues seamlessly and it is efficient where risk is involved.

CORRECTIONS SERVICE CANADA

Kwikwèxwelhp

Sts'ailes manages a contract with Kwikwèxwelhp for a Corrections Service Canada (CSC) Coordinator to work closely between Sts'ailes and Kwikwèxwelhp to help bring cultural programming into the village for the residents.

What does this mean? Our CSC Community Engagement Coordinator is Terry Felix and his scope of duties include developing cultural training for staff at Kwikwèxwelhp, assist and coordinate culturally appropriate programming for residents, and to coordinate with Sts'ailes on work release, if applicable. As you all know, COVID 19 global pandemic has put a halt to literally all aspects of our daily lives, and the work with Kwikwèxwelhp is no different. There is minimal programming happening for Kwikwèxwelhp, with the exception of some virtual programming for inmates.

Sts'ailes is set to begin the continuation of programming for residents and staff, starting with a 2 day cultural training to happen in September for staff of CSC.

20th Anniversary Celebration

In 2001, Sts'ailes signed a Memorandum of Understanding with Kwikwèxwelhp Healing Village to embark on a partnership that seeks the guidance, advice and collaborative work with Sts'ailes and residents of Kwikwèxwelhp and when applicable, Sts'ailes members who have involvement with the corrections system, more specifically the Healing Village. To mark and remember the anniversary, Sts'ailes and Kwikwèxwelhp are embarking on a 20th anniversary celebration to commemorate and renew the existing MOU. The 20th Anniversary Celebration is in the planning stages and is set to happen in October of 2021. The celebration will be over 2 day period, October 18 and 19. The first day will consist of honoring ceremony of individuals who were significant in the development and deployment of Kwikwèxwelhp Healing Village who have since journeyed to the spirit world and will be represented by family and held at Charlie Longhouse. The second day will be an honoring ceremony for the Senate and those who helped to bring to life the vision of Kwikwèxwelhp and will take place up at Kwikwèxwelhp Healing Village Longhouse followed by a procession to Grandma Rita's garden.

2 Day trainings

In partnership with Kwikwèxwelhp, Terry Felix has been responsible for planning and implementing 2 day training for staff at Kwikwèxwelhp. This workshop was held on November 2nd and 3rd at the Charlie Longhouse. There were 15 Corrections participants and 13 facilitators. The initiative is continuing on post pandemic. During the 2020 -2021 fiscal, all programming has been halted, including the resident work release program. Now that the pandemic is almost behind us, planning now can continue on for all Kwikwèxwelhp programming.



Terry has been excited to move forward and begin planning this training and resuming more duties that were restricted due to COVID-19. He has 12 facilitators in place that will speak and do presentations on Residential Schools, Sixties Scoop and the impacts these dark era initiatives had on our people for generations and generations to come.

Currently, it is unknown if this will be in person or if CSC will only authorize for virtual. This will be determined once we know more about the easing of restrictions and the opening of society post pandemic.

Corrections Service Canada (CSC) Memorandum of Understanding (MOU)

Sts'ailes is renewing the 20 year MOU with Corrections Service Canada. Originally, Sts'ailes and CSC were going to renew, however with the acceptance and adoption of the United Nations Declaration on the Rights of Indigenous People (UNDRIP), it is evident that this needs to be inclusive in the MOU moving forward.

Federal MOU will have significant changes to reflect the UNDRIP and an addition of a Women's Healing Village. This will take a process, but the request is for a Letter of Intent moving forward, so that it is inclusive in the new MOU.

Sts'ailes and CSC are working towards dual responsibility or co-management / full-management over Kent and Mountain Institutes which does not happen now, but we hope to have more input in the future when it comes to the correctional services in our territory.

In October of 2020, Sts'ailes and Kwikwèxwelhp held a joint celebration, to honor and raise the Sts'ailes flag at the village. In attendance were Boyd Peters and Chief Ralph Leon.

Provincial MOU

Sts'ailes is in talks with BC Corrections to update an MOU to help support and care for Sts'ailes members who may have or could have interaction with the BC Provincial corrections system. This MOU is complete in draft form and ready for Sts'ailes Council review. When we are ready for signing, Sts'ailes community will be updated and informed through proper communication channels.

Corrections Service Canada MOU

Sts'ailes and Corrections Service Canada are renewing the Memorandum of Understanding signed with CSC in 2001. Since the MOU was first developed and implemented, many things have changed how the government works with indigenous people, and is reflected in UNDRIP.

The MOU is going to be revised and updated to reflect the new changes in legislation and the mandate of the federal government to include the UNDRIP.

The goal is also to expand this MOU to also include programming, services and partnership with respect to Mountain Institute and Kent Institute.



ARCHEOLOGICAL & ECOLOGICAL INITIATIVES

Field School

Morgan conducted an archaeological field school again this summer with UBC students and two Sts'ailes summer students, Syvawn Paul and Michael Peters Jr. It went very well, thanks in large part to Sts'ailes community members and leaders who were gracious hosts and freely shared their knowledge with the students (Chief Ralph Leon, Boyd Peters, William Charlie, Kelsey Charlie, Ryan Charlie, Virginia Peters, and Richard Charlie in particular help to enrich the experience). The fieldwork had a number of complications due to the high water levels (climate change in action) and mosquitos. The focus of the field school study was to establish the age and extent of the old orchard at Ed Leon Slough, screening displaced archeological materials at Main Beach, excavating an ancestral plank house (2,500 years old!), and recording pictographs along the Harrison River.

Heritage Trail

Sts'ailes received a grant up to \$678,840 from the BC Community Economic Recovery Infrastructure Program, we are striving to launch trail construction over the next 2 fiscal years (2021 – 23).

The trail is designed to create controlled access, connecting Sts'ailes' Lhawathet Lalem property with the Chehalis River recreation area, the Chehalis River Hatchery, and the Eco Lodge. We have identified a network of trails to improve and build, providing access to riverine areas at the Chehalis-Harrison confluence. Trail elements are expected to include boardwalks, suspended walkways, and small bridges for creek crossing.

The trail is envisioned as a way to educate and engage public users. Awareness will build support for our conservation efforts and introduce

tools we need for management. The trail use will generate the funding for our conservation and education plans and it will keep visitors off the ground we are trying to protect. Ecotourism in Sts'ailes requires building infrastructure to accommodate and control the footprint of guests, including use by our own community.

Xwiléxmet GIS Mapping

Kiran is the GIS Mapping worker who started with Sts'ailes in March of 2020. Kiran has worked with Sage Vanier (Archaeology Masters Research Student at SFU) and provided support for her research by mapping the Sts'ailes forest garden near John Mack and Phillips Slough.

The focus of the research study was to understand the interaction between humans and plants, the distribution of various tree species and uncover the geographic influence (elevation, for instance) in relation to the location of specific tree type. In simpler terms, answering the why, how, what, where, when, who,..... questions. The culturally important tree species (orchard trees) were recorded, during 2020-2021, using high precision GPS equipment (Leica Viva GS14, owned by Sts'ailes); followed by GIS analysis resulting into several cartographic outputs, a few are presented in this document (Figure 1).

From the study results, we found that there are 329 crabapples and 74 hazelnuts within the examined study area; and interestingly, the culturally important trees species are identified to be in existence from at least last 130 years. Moreover, the orchard tree layers were overlaid onto the old air photos (obtained from UBC by Sage) to get insights regarding changes in the forest by creating a time-series map (1936-Present, Figure 2) and unfolding the disturbed areas. Summing up, Xwiléxmet now has information of the location of the culturally significant tree species and their corresponding ages, for the respective study site. The combination of science with art provided a great way of answering location specific questions by providing output, in the form of maps/graphic representations, that's understandable by non-GIS users.

In addition to this, Xwiléxmet GIS continues to provide on-going support within the organization in relation to the GIS analysis needs and map requests. Moving forward, Xwiléxmet is working on seemingly transferring the GIS database onto a server platform- "Gather GIS" (with the help of Sts'ailes IT team) aiming convenient assistance for both; the referrals and on-going negotiations data requirements.



SNOWOYELH

"the natural law provided by the Creator, it is the law of everything"

MESSAGE FROM THE SNOWOYELH DIRECTOR

Snowoyelh Te Emi:melh te Sts'ailes translates to looking after the children with what the elders have left for us.

Snowoyelh is a high status word amongst our first nation's people.

"A natural law provided by the Creator, the Law of Everything, the law of our people that guides us to be healthy and in harmony with the land"

In the previous seven generations, to the time of today, Sts'ailes practice the Snowoyelh to look after what we have for the future seven generations.

We strive to have the inherent right to know who they are, Sts'ailes traditional laws of the land, and our families.

Sts'ailes Snowoyelh is in the process of Jurisdiction for our Sts'ailes identified children under Bill C 92.

Snowoyelh is currently planning to seek homes as a process to bring children home who are presently in Ministry of Children & families Development (MCFD) care or Delegated Aboriginal Agencies (DAA). If you are interested in opening your home, please call Snowoyelh Te Emi:melh.

ANNA CHARLIE | Thelesiya
Snowoyelh Director



DIRECTOR
Anna Charlie
Thelesiya

TE EMI:MELH

Te Emi:melh Staff

Director

N. Pat Charlie
** Moved to Siyam Siyelexwa Team in February*

Advocate / Manager

Anna Charlie
** Became Director in February*

Administrative Services Coordinator

Sarah Kinshella
** Seconded from Telmexw Awtexw*

Executive Assistant

Elizabeth Joe

Snowoyelh Receptionist

Paige Leon

Prevention & Intervention

Troy Charlie

Cultural Worker

Louise Snowdon

Youth Cultural Workers

Keegan Charlie
 Darla Parker

Additional Employees & Changes

Dianne Moore was hired on to help with report writing and to help with current planning; future planning for Jurisdiction.

April 2020 Employee Changes

- Christy Wenman had moved on to work in another position within Sts'ailes organization.
- Short-term Sarah Kinshella was seconded from Telmexw Awtexw to fill the role of Administrative Services Coordinator and started April 7, 2020, along with Liz Joe who was moved over from Te Lalem to fill in as the Executive Assistant to Pat Charlie.

January & February 2021 Employee Changes

- Louise Snowdon last day was the second week in January 2021
- February 1 - Planning for Jurisdiction, Pat & Liz were seconded under the Siyam Siyelexwa team. Dianne Moore was also moved to Siyam Siyelexwa.
- February 1 - Anna Charlie moved from Manager to Snowoyelh Director of Children and Families.
- February 1 - Jolie Lawrence moved from Te Lalem Manager to Director of Snowoyelh Programs/Resources

Sts'ailes Snowoyelh Cultural Training

- Module one continued - April & May, 2020 – Sessions 6 to 11
- Module Two started – August & continued to November 3, 2020 – Sessions 1 to 8
- Snowoyelh Staff continued to have cultural training virtually through most of COVID, with a few in person sessions. Sts'ailes Snowoyelh Cultural Training Curriculum module one was completed and a second module completed. Plans to continue with Module 3 was underway, but currently on pause with hopes of continuing in the next fiscal year 2021/22.



Programs



Snowoyelh Programs through the year were modified to fit with social distancing and sanitising. Snowoyelh Staff had to be more creative in how to include community and clients. Our clients were required to book appointments by phone or email with no drop ins. Our Staff worked more closely with clients on limited numbers at a time for programs with some one on one time. Staff were required to work from home time to time. Some staff were considered valunerable and had to work from home, with services being delievered to our people.

April 2020

- Snowoyelh and Yeqwethet continued to work together in many initiatives. Snowoyelh worked with Yeqwethet in delivering food hampers throughout the past year, when they were very much needed for the 65 plus and people categorized as “medial one”. This was an effort made to help identified homes with the struggles during the ongoing pandemic.

- Snowoyelh continues every year with helping with the community clean up. Our team helped with cleaning up parts of Sachem Road.

May 2020

- Snowoyelh relied on having meetings virtually with the new restrictions in place. There was plans to have the Youth Soccer Tournament as this is something Snowoyelh helps with every year. Unfortunately this was canceled, as were a lot of events during 2020.

June 2020

- Snowoyelh had Department planning sessions June 2-4.
- Jurisdiction first internal meeting with Willie in June.
- Beautification Project: Snowoyelh had parts of the old fence taken down earlier in 2020.

July 2020

- Team day camp cove in July.



- We had gravel delivered on July 27.



August 2020

- Snowoyelh Cultural Training finished with Xpa:y qep on Aug 28.



September 2020

- Children Jurisdiction Planning Continued focus September 15 to 18.
- Orange Shirt Day September 30, 2020. Snowoyelh arranged to have a soccer tournament with everyone welcome.



October 2020

- Some of Snowoyelh attended the Gathering Wisdom that was held October 2020.



- As part of Cultural Training Staff went on the Canoe from Harrison Hot Springs to Sts'ailes Beach. They had stops along the way for cultural teachings.



November 2020

- Soccer teams were created for all ages to play. Each time they would meet would be different teams depending on all who attended.



- Snowoyelh Tsetse Woltel Ceremony November 3, 2020.



December 2020

- Snowoyelh houses were decorated to help with uplifting the community, as we stay safe together by being apart.



- New Canoe Shed for the Sila and Sisele Canoe's. And the 8 new Clippers.



- Virtual Retreat: Snowoyelh had a virtual retreat with staff. Each staff received a fun activity package. 2020 was a tough year for all, in many different ways. We felt it necessary to have these two days set aside for the staff to connect to one another and rejuvenate from all the hard work and challenges that staff had to face. It was a successful two days. TeLelem and ESA employees were able to participate as well. Some joined virtually from home. Snowoyelh Director thanks them for all their hard work and dedication.



- Candle making for community members and clients. Some staff got to get in on the fun as well.



January 2021

- Snowoyelh continued with drumming and singing; going around the community door to door to help uplift during this time.



February 2021

- Pink Shirt day: Anti-bullying day.



March 2021

- Ongoing programs with one on one's individual sessions continued for Snowoyelh Clients. Continue to help with deliveries of hampers and gift cards for the community.
- Hello Sts'ailes! We chose families to go live on this Snowoyelh & Yeqwethet page at 7pm each week night (Mar. 16-19, 22-26) to share their medicine and prayers with a song! Including some Snowoyelh Staff.



SIYELYÓLEXWA TEAM – CHILDREN'S JURISDICTION INITIATIVE

Introduction

Siyelyólexwa Team formed February 01, 2021, to plan and develop Sts'ailes major initiative in Children's Jurisdiction. Until recently, planning and developing of initiative will be in an incremental process, over a potential 3-year plan.



Lead Role

Sýyam Siyelyólexwa - Sel Ya:al, Pat Charlie - was first employed within Sts'ailes in 1973 in the Social Development Department, she also has many years of work experience in the Children and Family field.



Contracted Consultant

T'óthetlexwiye - Dianne Moore - has a background history of working in the Children and Family field as a social worker with MCFD and Sts'ailes for over 20 years.



Generalist / Cultural Worker

Montah, Shelley Felix - has many years of working within Sts'ailes in various positions. She now works closely with elders and will work with the community at all levels with Community Engagement on this major initiative.



Project Technician / Assistant

Sxulimtunaat, Elizabeth Joe - has worked for Sts'ailes since 2008 as a frontline worker in one of the community resource homes and recently switched to the administration field, and has joined Siyelyólexwa Team when formed February 01, 2021.

Sts'ailes Goals For Children & Families Services

Sts'ailes children have an inherent right to know who they are, what they belong to and where they come from. Sts'ailes children, living in and away from community deserve to be safe and healthy and have a strong connection to their family, lands, culture, traditions, and language. Sts'ailes people have a responsibility to ensure safety and wellbeing for their children.

Sts'ailes Snowoyelh Culturally Appropriate Supports and Services should be available to all Sts'ailes Children and Families to strengthen and enhance their capacities for healthy family living. This includes those living in community and those living away from community. Family includes those with bloodline, ancestral and/or emotional or spiritual connections. Snowoyelh Department will ensure services fit in the language of the land and not fit the language to the services.

Our Elders say "it is time to assume full jurisdiction for Sts'ailes Child and Family Services. Xwelitem systems continue to fail our people and community" With recent advances in self-determination and an emerging Reconciliation Agreement with Canada and the Province of British Columbia, Sts'ailes is well-positioned to heed the direction of the Elders and Chief & Council.

Sts'ailes is actively pursuing self-governance in accordance with Snowoyelh (Traditional Laws). Sts'ailes Chief and Council have directed that Sts'ailes Children are their most Precious Resource in accordance with our Si:wes (traditional teachings) and Sts'ailes are asserting their inherent rights to jurisdiction over Sts'ailes Children and Families.

Canada has accepted Sts'ailes request for a Tripartite Coordination Agreement with Canada and the Province of British Columbia under an Act respecting First Nations, Inuit and Métis children, youth and families -S.C. 2019, c. 24-(Coordination Agreement).

Sts'ailes, Canada and the Province commit to work together in good faith to achieve Sts'ailes goals of improving outcomes for Sts'ailes children and families and asserting jurisdiction over Sts'ailes children and families.

Sts'ailes are identifying and documenting their priorities through planning sessions in strategic planning for capacity building and service delivery model development with the goal of finalizing a Coordination Agreement, Canada and The Province of British Columbia-Ministry of Children and Family Development.

TELMEXW AWTEXW HEALING CENTRE

Staff

Manager
David Peter
Full-Time - 35 hrs / wk

Executive Director
Vacant

Addictions Counsellor
Connie Adams
Part-Time - 28 / wk

Cultural Counsellor
Shelley Felix
Full-Time - 35 / wk

Administrative Assistant
Sarah Kinshella
Full-Time - 35 / wk

Although it has been a challenging year Telmexw Awtexw was busy and changed how we have attended meetings and met with those who were struggling with alcohol & drugs. This year we had learned how to meet virtually by Go To Meeting, Zoom, and many other platforms that made it possible to continue on with Work here at Sts'ailes.

Counselling, Outreach Services & Programs

Continued services for clients at Snowoyelh House #2 (5127 SACHEM ROAD). Intake throughout the year has been increasing for Addictions Counsellor. We had been busy referring clients to other NNADAP Residential Treatment however with the pandemic the waiting time has increased significantly as the healing centres are taking half capacity as a safety measure.

Telmexw Awtexw has attempted Day Program with Sto:lo and had Sts'ailes clients attend these virtually with Addictions Counsellor. The Manager and Addictions Counsellor did a few sessions with Sto:lo. We had also purchased tablets to loan out to persons wishing to attend virtual programming but this didn't work out as we had hoped for.

With following the EOC/Sts'ailes Pandemic Laws set out for all staff and community many of the 1-1 sessions had to be done by phone, email, virtual platforms, and if in person we had to limit numbers and making sure that we kept that two metre distance between us. In person appointments were also held outdoors for safety.

At times we were ordered by Sts'ailes organization to work from home. At this time it was necessary to order cell phone and laptops and equipment necessary to work from home.

We had been doing our best to keep the AA meetings going during this pandemic and ensured that those who attend were notified if we were not able to have a meeting due to COVID restrictions. We also take community to Deroche AA meetings.

We had tried several times to start Day Program but with Covid restrictions it made it challenging to keep consistency. During the summer months we had decided we would do a drop in Day Program and that was working fine until we got hit with restrictions again, then we tried Land Base Recovery (LBR). The LBR was working good then space became a challenge.

Telmexw Awtexw is now more focused on continuing outreach services and it has extended not only to the client but for the whole family.

Lotse'mot Coordinated Services: We believe working together at Sts'ailes adds strength for the services being provided. Telmexw Awtexw works closely with Snowoyelh Programs and Yukwethet Programs to meet the needs for clients and families on and off reserve. We will continue to work in collaboration with Snowoyelh and Yukwethet.

Training

Snowoyelh Cultural Training

Snowoyelh Department offers Cultural Training and Telmexw Awtexw is grateful to be a part of this necessary training. This training enhances the knowledge of all staff and how to implement those skills to helping and healing. How to incorporate and merge the cultural knowledge and skills with the western model approach to healing to offer the holistic approach to healing. We had participated in a cultural training which was 8 sessions.

NVIT / FNHA / Sts'ailes / Seabird

Addictions Certification

With collaborative planning between FNHA, Sts'ailes, and Seabird Island we planned for a training initiative that started September 2020 for Chemical Addictions Certification which is a 11 month course. We had eight persons from Sts'ailes attend this program and graduation for those in attendance will be July/August of 2021.

Telmexw Awtexw Healing House Project

Working Group: David Peter, Connie Adams, Wes Taylor, Paul Andrew, Tamara Andrew, Catarina Witt

Steering Committee: Willie Charlie, Michelle Degroot

In May of 2019 FNHA and BC Government announced that they will be dedicating a total of \$40 million to upgrade/build First Nations run treatment centres. Telmexw Awtexw has been working hard in collaboration with First Nations Health Authority, The vision of Telmexw Awtexw is to strengthen our Xwilmexw people thru holistic culturally foundational healing that is Coast Salish in teachings and based on the 4 directions of the medicine wheel to strengthen and balance all individuals within the spiritual, mental, physical, and emotional self on their journey.

David Peter at Ground Blessing

Ceremony

" We thank all those who were

able to take part in the Ground

Blessing Ceremony that was

held on September 25, 2021.

Taking care of this work in our

Xwilmexw ways is an important

teaching we have to follow that

has been passed down to us for

generations from our beloved

ancestors. Our hands go up

to all those who helped in this

ceremony so that we can have a

place for those from the Fraser

Salish Region to get the necessary

help for Mental Health and

Addictions. "

Our vision is to have three phases to the new healing centre which includes:

Phase 1	Phase 2	Phase 3
<ul style="list-style-type: none"> Stabilization/Detox 8 to 10 beds For Men & Women 	<ul style="list-style-type: none"> Treatment – client centre focused 10 beds men 10 beds women 3 beds couples 	<ul style="list-style-type: none"> Extended Care 10 beds

A Class D estimate was in the amount of \$15 million to build a new facility by Krahn Engineering. FNHA has committed a total of \$5 million towards phase 2 of this project. Telmexw Awtexw working team is working at exploring partnerships and other funding to complete the project.

Ground Blessing Ceremony was held on September 25, 2020. Although we were still in this pandemic we had a good turn out of attendance and it with a down pour of rain which was like a spiritual cleansing of the land selected for Telmexw Awtexw.

We anticipate and hope that we will be in the feasibility stage and have a primary consultant on board to complete the feasibility study and then move into the design phase.

Partnerships / Outside Agencies / Committee's

- David Peter active with:
 - Kwikwexwelhp Healing Village Citizens Advisory Committee
 - We meet once per month
 - Executive Directors – NNADAP Treatment Centre
 - We meet once per week
 - Unlocking the Gates (UTA) Board Member – Role Treasurer
 - We meet once per quarter
 - Fraser Health Rural Addictions Committee Member
 - We meet once per month
 - Sts'ailes Lotse'mot Services between departments of Snowoyelh, Telmexw Awtexw, Sts'ailes Community School, Fraser Health, RCMP, and Yukwethet
 - We meet once a month at Management Level
 - We meet once per month with all service providers
 - Qwi:qwelstom Day Program
 - Collaborate Monthly
 - NVIT
 - Active in coordinating training for Addictions Certification Course
 - Telmexw Awtexw Working Group
 - We meet minimum once per week and twice when necessary
 - We meet with the Steering Committee once per month to update on work happening for new centre
 - Siyam Siyelyolexwa – Jurisdiction Team
 - I meet at least once per week as a member of the planning for Sts'ailes Jurisdiction
- Strategies North
 - Helping with proposal writing for new centre
- Krahn Engineering
 - Doing Class D Estimate for Telmexw Awtexw new Healing Centre
- A:yelexw Centre for Hope & Healing (Seabird Island Recovery Homes)
 - Referrals made for clients to attend homes
- First Nations Health Authority
 - Specialized Addictions Worker – Telmexw Awtexw Working Group Member
 - Contracted Trauma Consultant – Telmexw Awtexw Working Group Member

- Deroche AA Group
 - Take clients to this meeting once per week
 - Make referrals for community to attend this meeting
- Te Lalem
 - Clients or residents are referred to Telmexw Awtextw for counselling services
- MCFD
 - Client Referrals and Case Management

Community / Activities / Other

- Canoe Outing – Training with Snowoyelh Department
- Cultural Training with Snowoyelh Department
- Traditional Gathering of Sage & Grandfathers with clients
- Day Program – virtual – land base healing – jointly with Qwiqwelstom
- Stelmexw Stelexw
- Community Burnings
- Community Open House
- Virtual Meet & Greet with Fraser Health Rural Addictions
- Cultural Development
- DMO Meetings on a monthly basis
- FNHA presentation to Caucus for Advisory Committee for Telmexw Awtextw
- Trainings by FNHA
 - Substance Use/Physiatry Srvices
 - Self-Harm
- Snowoyelh Tset Wolhtel Planning



YEQWETHET

"to heal and make things right"



AYLEXW MANAGER
Margaret Charlie
K'ema

YEQWETHET AYLEXW

It is with great pride that I the Yeqwethet Aylexw Manager provide you with an overview of the Aylexw programs for the 2020-2021 fiscal year. Even though we were faced with the COVID19 Pandemic our team accepted the challenge and created online programs to keep the community spirits up, worked together via online conference calls and setting up programs for all Sts'ailes Members near and far.

Aylexw Staff

Aylexw Leader
Annette Charlie-Francis, *Spalia*

Aylexw Leader
Jeremy Dool, *Ch'olé*

Yeqwethet Administrative Assistant
Holly Charlie-Francis, *Tiaa*

Aylexw Programs

Teen Wellness Program

The Teen program during COVID was a challenge and the Team had to be creative on how they would be able to support the teen during the strange new normal we were living in. The team was creative and created online programs directed to Teens such as ZOOM movie nights where teens would all join a zoom and watch a movie together. They did deliveries door to door to them with gifts and creative activities. There were times during the Pandemic it was ok for us to be together outside so they even participated in a Hike program where they would meet and go on a hike in local trails.

Youth Den

In partnership with Snowoyelh we opened up the Youth Den during the Pandemic to help support the mental wellness for the youth. The Youth Den is a place where the teens can hang out and be with their friends. A place that promotes healthy relationships and Healthy living. The Youth Den has a low barrier approach where the teens don't need to register they just need to come and have fun!

Aboriginal Run Walk Jog Program

The 13-week Program, cohosted with the ISPARC has been running in Sts'ailes for a number of years. This year we had over 20 people from Sts'ailes sign up weather you lived on or off reserve and we had them complete the 13-week program rain or shine walking, running or Jogging in the community 3 times a week. There were plans to attend the Vancouver Sun Run Virtually but the Leader decided an in person run hosted down at Kilby's would benefit the participants who have not been able to join together in two years. The Run was successful and we had 25 participants as young as a baby in a stroller to Puppies. It was such a great event with a beautiful backdrop for photos.



J.O.Y - Elders Wellness Programs

The J.O.Y (Just Older Youth) program was adjusted to do our best to keep the elders mental wellness up. There were FaceBook Video chats, door to door deliveries for bingo night treats from local bakers and random phone calls to just say hello.



Someone So Small – Baby Wellness

Due to the Pandemic we only hosted online check in video chats and delivered crafts and fun things for parents to do with their children. The pandemic made gathering the babies hard and the risk to gather wasn't worth the risk.

Aylexw COVID19 Outdoor Challenge

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

Participants quotes from the Outdoor Aylexw Challenge

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

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

Meal Prep Online

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

Yoga Live via Facebook

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

Stsailes Weekly Bingo (Online)

Sts'ailes Bingo was a hit in the community. The Sts'ailes Bingo page has 154 members and we had a lot of participants attend weekly. There were different age categories for playing each week with cash prizes for the winners. This was an event the community looked forward to weekly.

Stsailes Drinking Water Challenge – May to June

For a month Aylexw challenged our community to a drinking water challenge, this program was all online. There were 90 members on the page but about 30 dedicated participants. The program offered encouragement for members to drink their recommended amount of water per day.

Children of the Quarn Summer Program

The Aylexw leaders had built a 6 week delivery program for all youth registered ages 6-12 in the community and did a delivery every week of a crafts, a recipe and an outdoor activity to each home there were 35 families who participated in the summer program.

Community Garden

Over the past fiscal year the Aylexw team has taken on the garden and we opened it up to the community to plant in the 16 beds there and they were all filled. Huge thank you to Deacon Jamie for watering the garden for us daily. We also secured 5,000.00 of funding in partnership with Moytelexw to purchase new garden beds and do some up grading to the garden.

Additional Weekly Community Programs

- Social Distance Hike
- Family night Deliveries
- Community Clean Ups
- Family Walk Wednesdays
- Teen Movie night via Zoom

The Aylexw Team supports Lha:w, Snowoyelh, Sayem with their programs and events throughout the year.

Community Events

Halloween Bash

October 31 2020 we hosted a Halloween drive by at the Sts'ailes Log Building and handed out prepackaged treats and if you came by to see us you were entered in to win a door prize. There was even an online costume contest for off reserve members. Community members attended and enjoyed this festive evening including a costume contest, trick or treating in the community, prizes, fireworks, , candy, and lots of happy families.

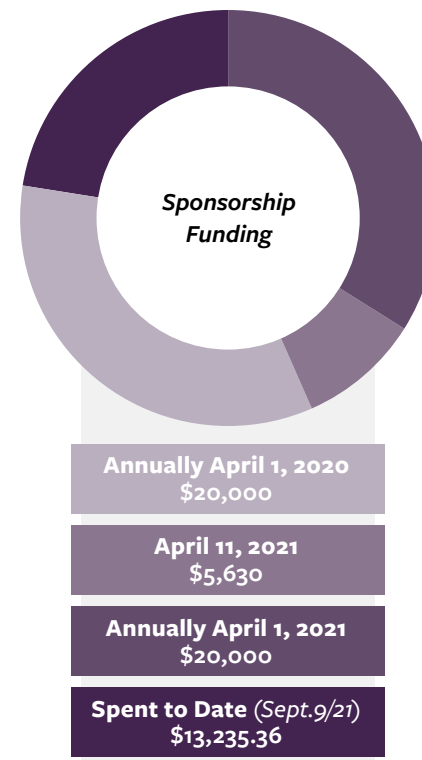
Virtual Youth Soccer Tournament

Due to the Pandemic we could not let another year go by without some interaction with all the nations who support our youth tournament each year. So this year we hosted virtual events to keep the spirit of the game in our hearts. There was a skills challenge put out to all the kids and each participate was put in the draw to win a PS5! We only had three participants and the winner was Ryan Charlie Jr. we also hosted a 50/50 and \$500.00 was one by Randi Charlie. The activity on our soccer page reached a lot of people and kept our page active.

Funded from other sources than FNHA

Sponsorship

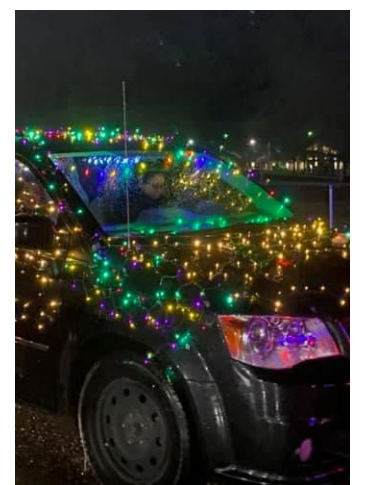
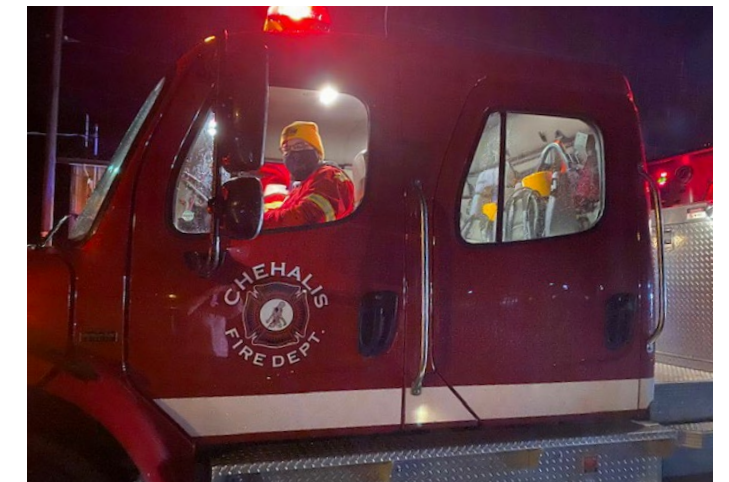
Chief and Council have allocated a budget to help support our membership who are participating in Sports and Recreation outside the community this program is offered to on and off reserve members and is utilized by all ages of our membership.



1st Annual Christmas Parade & Tree Lighting

On Dec 16, 2021 we held our 1st Annual Christmas Parade. Yeqwethet put out the challenge to all departments to participate, and we had 15 floats registered and the intention was to lift the spirits of the community while staying apart and it did just that. Fun was had by the community and the participants even the big red guy showed up!

Tree Lighting was done a separate day, it was the 1st Annual Tree lighting in Sts'ailes. Many thanks to Councilor Chad Paul and Family for getting us the tree. We were unprepared to raise the tree and we did our best and it stayed up until the wind storm hit. Next year we will be prepared for more lights and a beautiful tree.





E.M. COORDINATOR
Margaret Charlie
K'ema

EMERGENCY MANAGEMENT

Emergency Administration

The Sts'ailes Emergency Management (EM) program is led by the Aylexw Manager as the EM Coordinator. The EM program is forever evolving and adjusting to the needs of the Community. The EM coordinator has been working in Partnership with Indigenous Services Canada & Emergency Management BC to receive funding and training.

Training hosted in Sts'ailes this past year was:

EOC operations level 1 with Holistic Emergency Management.

1. Introduction to EOC kits and Trailer
2. ESS Documentations and input into Online systems
3. Into to ESS
4. ShakeOut BC

Ongoing work for the EM Program for the upcoming year

1. Evacuation Planning
2. Updating EM Plan
3. Updating Pandemic Plan
4. Training Plan

Emergency Social Services (ESS)

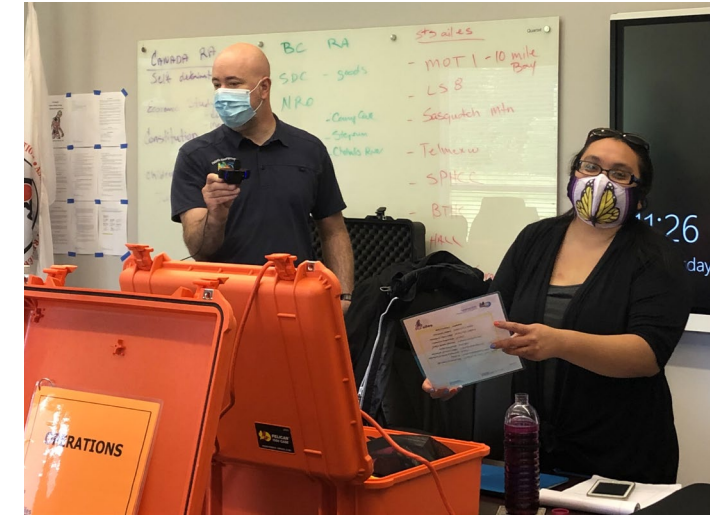
ESS is provided through the EM program and led by ESS Director Janice George and team. This program offers immediate support for families faced with an emergency situation such as Fire, Flood, Outbreak, etc. In 20/21 we were able to support approximately 45 families with essential needs at a time when they were unable to leave their home due to pandemic quarantine. During Sts'ailes' major outbreak, there were 37 homes ordered to isolate at one time, during which we provided groceries, prescriptions, and other essential needs through the ESS program.



Emergency Operations Centre (EOC)

We activated our EOC for the pandemic, with the support of Chief and Council, CAO and the Yeqwethet Team and have been operational for 452 days and will remain open for the duration of the pandemic. The EOC provided the link between Emergency Management BC (EMBC) and Sts'ailes and support the Sts'ailes COVID Emergency Land Law and the distribution of the funds from Indigenous services Canada (ISC), EMBC and First Nations Health Authority (FNHA).

During the Pandemic the EOC coordinated bi-monthly Good Food baskets that were delivered to each household for four months. This project was supported by Indigenous services Canada and it really lifted the spirits of the Community, and it was supported by many community volunteers who made the work light and fun :)



Here are the Roles and Responsibility of the COVID19 Response Team. It is the intention of this team to protect Sts'ailes from the COVID19 virus also to provide a Letsemot approach in supporting Sts'ailes members through the Pandemic.

Chief and Council

- COVID19 Land Law
- Admndments to Law

Yeqwethet

- Timley and Accurate Public Helath Information
- Pandemic Plan
- Mental Helath and Wellness Supports
- Clinacal Advice for Community
- Support EOC

Administration

- Business Resumption Plan
- Office Procedures COVID19 Policy
- Staff Concerns

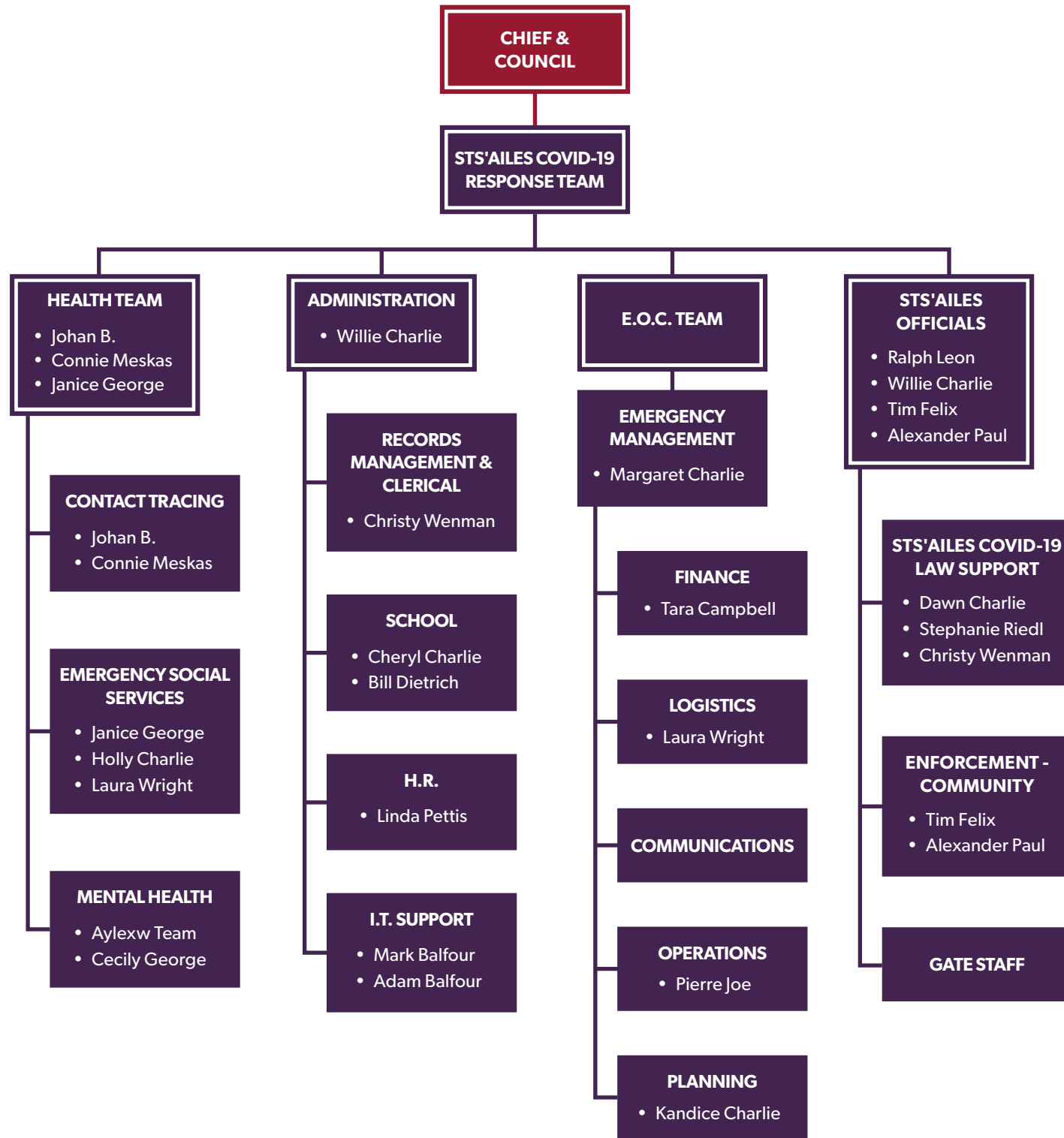
E.O.C.

- Communications
- Tecnical support to all depts
- Prepare to support long term recovery
- Track and keep accurate records of expenditures.
- Support Pandemic Plan

Officals / Law

- Enforcement of the Law
- Delivery of letters to members
- Supervise Gate Staff

Emergency Operations Centre Organizational Chart





HALQ'MÉYLEM COORDINATOR
Shawnee Kruger

LANGUAGE PROGRAM

This program was created with the pandemic in mind making it an online course for safety measures. One of the most important factors when learning a language is human presence therefore our aim was to reach community members in a safe and controlled way by encouraging online learning. We developed the program to teach children, parents and elders in the community. A great way to get all ages excited to learn the language is by making it as flexible and accessible for everyone. Revitalization is key to our cultural identity and embracing our ancestor's teachings.

Since our first class in September 2020, more than 80 Sts'ailes members have participated in the program including members living on and off reserve. Language packages, prayer booklets and work sheets have been made available for anyone interested in learning on their own. We look forward to more members joining online classes and engaging in the online Halq'méylem Facebook page.

The main objective for the Sts'ailes Language Program is to advocate for Language revitalization. Along with online learning, we hope to integrate the language in already existing programs such as Family programs, mental health awareness classes and more.

The language department is working actively to strengthen language usage in Sts'ailes by supporting and encouraging renaming department names to Halq'méylem words. The "Sts'ailes Halq'méylem Department name" book includes both the English and Halq'méylem descriptions. Our goal is to boost the names in hope of normalizing it in the workspace and community.

Accomplishments

- Building a solid foundation for the community to learn the language through the existing programs.
- Integrating the language in multiple departments such as health, family and land projects.
- Creating hands on approach with course packs, books and videos to help beginners.
- Building contact information for community members who would like to learn the language in future programs.
- Making flexible programs for Covid regulations.

Programs Offered

- Level 1: Introduction of Halq'eméylem including prayers, greetings and course packs.
 - Number of participants: 45
- Level 2: Continuing review of level one with new topics and course packs.
 - Number of participants: 19

Videos Available For Online Learning

(These videos can be found on the Facebook Profile "Shawnee Halq'eméylem Coordinator")

- Hand washing Poster: Th'éxwá:tseem
- Halq'eméylem Alphabet Poster Sounds
- Sts'ailes Health Poster

- Greeting words
- Number words
- Family Words
- Prayers
- Harvesting Stinging Nettle
- Harvesting Cedar Bark

Collaborations with Language Department

1. Cultural Teachings and Modules – Snowoyélh
 - Included team workshops held in Smokehouse with teachings of old traditions and stories told by Elders in the community.
 - Canoe ride/ Field trip down the Harrison lake/river with peers and community members, sharing stories of family history and teachings. Sang songs and paddled to community cemetery.
 - Harvested Sage, cedar bark and juniper for community use.
2. Elders Gathering – Snowoyélh
 - Taught elders a Prayer called "Plist te Sq'ep"
 - Shared locally harvested tea with health benefits and Halq'eméylem words.
3. Jurisdiction Team – Planning/ Discussions – Síyélyolexwa
 - Shared opening prayer
4. Family Bingo Night – Learning Numbers – Yeqwethet Aylexw Team
 - Created B.I.N.G.O sheets with Halq'eméylem numbers on each.

Biography

My name is Shawnee Kruger and I am from Shxwha:y Village, Squaxin Island and Penticton. I started learning Halq'méylem at the age of 3 years old at the Landing Preschool. I continued my learning when I graduated high school and moved on to university. My long-term goal is to teaching Halq'méylem in the public school system and make it available for not only indigenous people but for everyone. The almost extinct language is very important to my self-identity and I hope to inspire more people along the way in my language journey.

This program is funded by the First Peoples Cultural Council





MENTAL HEALTH & ADDICTIONS NAVIGATOR
Cecily George
Tsukwaliah

YEQWETHET SAYEM

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

Mental Health Services

Awareness & Events

Online info - Dealing with Anxiety and Depression

Orange Shirt Day - Residential School Awareness, Parade.
 # of Participants: 82

Anti-Bullying Month - Online weekly activities for a month
 # of Participants: 52

Nasal Naloxone Training Online
 # of Participants: 80

Drumming and Singing - 7pm Prayer for uplifting spirits (Covid Stress)

National Addictions Week - Online events, Parade
 # of Participants: 83

Lets'mot, working together with Louise Snowden, our Cultural Counsellor from Snowoyelh. We created resources, tools and training programs aimed at increasing Mental Health awareness and improving the mental health and well-being of all people living in Sts'ailes.

Workshops

Livingworks START Suicide Prevention
 # of Participants: 15

Inidan Day School Claim Form (This is an on-going process)
 # of Participants: 140

Grief and Loss delivered by Lucey Fraser, Chilliwack Hospice - Every Tuesdays from September to February
 # of Participants: 90

Nasal Naloxone Training Online
 # of Participants: 50

START Training - Online
 # of Participants: 4

LGBTQ2+ - July weekly awareness, Pride Pizza Party
 # of Participants: 32

Indigenous Day - Family Celebrations. Pictures posted online

Dealing with Anxiety and Depression - Online information shared

Mental Health Forum - Oct.29, Nov.3, Nov.5, Nov.10

Stsailes Youth Conference - Informational Table, Naloxone Training
 # of Participants: 47

Youth Den - Taking turns supervising Youth Den, Pizza Night
 # of Participants: 16

AA Meetings - Every Sunday delivered by Snowoyelh Dept.
 # of Participants: 5

Healing Circle with Addictions Counsellor - Every Tuesday for 8 weeks
 # of Participants: 2

Art Therapy with client
 # of Participants: 1

Monday Night Grief and Loss - Online Zoom
 # of Participants: 4

Self-Harm Prevention - Zoom
 # of Participants: 15

Disclosure of Sexual Violence Training - Zoom
 # of Participants: 1

Snowoyelh Cultural Training at the Charlie Longhouse
 # of Participants: 50

Traumatic Loss Group - Every Monday for 8 sessions
 # of Participants: 6

Food Security - Deer meat give away
 # of Participants: 60

Mental Health First Aide - Online
 # of Participants: 10

Moving Forward Youth Grief and Loss at Agassiz Elementary Secondary School
 # of Participants: 8

Mindful Behavioral Cognitive Training
 # of Participants: 4

Mustimihw Training



Workshops

Snowoyelh Joint Planning Session

Fraser East Regional Advisory Committee on Sexual Violence

Chilliwack Hospice, Grief and Loss

First Nation Health Authority

Suicide Management Team and Youth prevention with Shannon Laflamme from Fraser Health

Mental Health Worker from FNHA: Sara Woods

Riverstone from Fraser Health. Provides medically supervised withdrawal management services

Regional Addiction Specialist from Fraser Health, Catarina Witt, provides informative information

Fraser Health Rural Addiction Steering Committee

Letsemot Meetings

Youth Indigenous Wellness Program with Indigenous Health- funded programs.

Mental Health Providers

Pam Roberston, Adult Counsellor
 # of Clients: (Medical Leave)

Jordan White, Youth Counsellor
 # of Clients: 21

Maggie Theron, Youth Counsellor
 # of Clients: 8

Dr. Priyanka Hallie, Psychiatrist
 # of Clients: 1





DIRECTOR
Janice George
Nauness

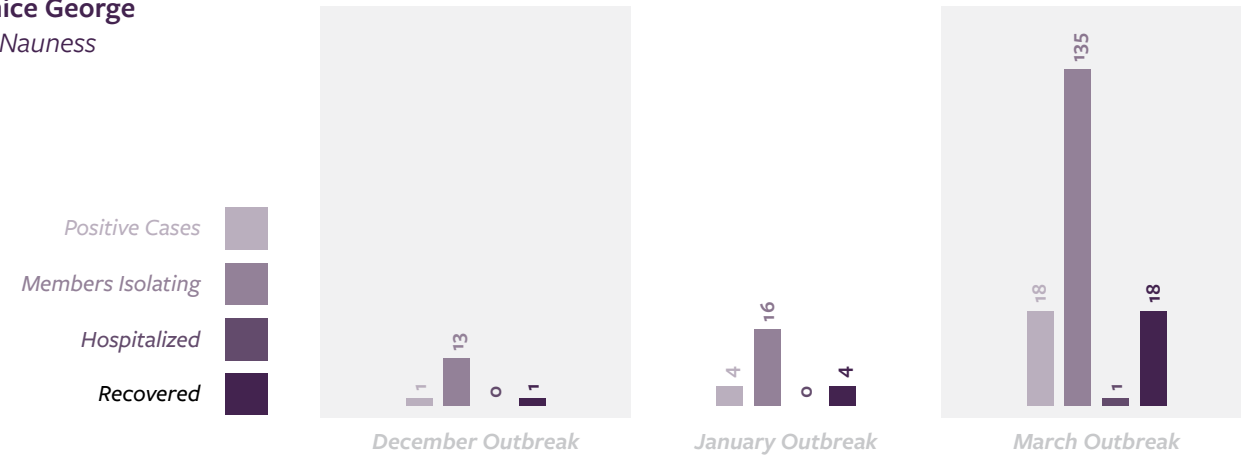
YEQWETHET LHAW

COVID-19

Yeqwethet Public Health has been involved with COVID-19 response in Sts'ailes since the beginning of the outbreak. We have liaised with provincial health authorities to ensure the risks and concerns regarding the pandemic were known by our health department and Sts'ailes leaders. This allowed the Public Health to advise and support the Sts'ailes EOC team in protecting the community.

Yeqwethet L:haw was involved with contact tracing, case and symptom management, and client and family support. We became one of the first communities to provide nasopharyngeal testing.

COVID-19 Outbreaks on Reserve



COVID-19 Vaccination

The Yeqwethet team all worked together to organize an extremely successful vaccination program in Sts'ailes.

We were the first community to have our Yeqwethet L:haw nurses administering the Pfizer vaccine in the Coast Salish region. We were the first community in the region to vaccinate youth aged 12+.

While the exact number of people living on reserve is uncertain, our current records show that at least **450 people** living on reserve received both their first and second doses at our clinics. We have since been informed of several others being vaccinated at other locations. Our estimation is **over 90%** of eligible Sts'ailes community members are **fully vaccinated**.

Births

The Yeqwethet Lhaw team supports maternal child health in partnership with Seabird's midwifery team. While some of the following babies were born or live off reserve, our department has been involved with their care at some level. Born from April 1, 2020 to March 31, 2021 (13!).

Paetyn Charlie-Purcell (Mary & Troy)
April 10, 2020

Teigan Leon-King (Mariah & Talon)
April 11, 2020

Brady Point (Kelli & John)
April 26, 2020

Grayson Point (Cheryl & Braydon)
April 30, 2020

Addison Kelly-August (Megen & Gilbert)
May 13, 2020

Keegan Charlie (Lucinda & Kelsey)
May 16, 2020

Meela Alexis-Point (Justin & Torrina)
July 14, 2020

Malakai Paul (Annabelle & Alex)
August 29, 2020

Ronin Chappell (Hailee & Brandyn)
October 6, 2020

Evelyn Paul (Cathrine & Devin)
November 7, 2020

Adrian Louis (Brianna)
November 9, 2020

Terra-May Antone (Willette & Terrance)
October 12, 2020

Lily-Mae Thompson (Eva & Logan)
January 27, 2021

Deaths

The Yeqwethet L:haw team has been involved in the palliative care and support of natural deaths on reserve. We have also been involved with COVID safety support for the majority of funerals in Sts'ailes during the pandemic. Reflecting on those we have lost shows how difficult this year has been for the community (13 funerals – since Daniel Francis' passing)

- Daniel Francis
- Kenny Chapman
- Kendra Peters
- Jensen Paul
- Claudette Larock
- Marcel Point
- Marjorie Miller
- Perry Point
- Allan Dean Charlie
- Landon Curiston-Point
- Joanne Chapman (May / 21)
- Ronald Hansen (May / 21)
- Dani Charlie (August / 21)
- Brian Charlie (September / 21)

Routine Immunizations/Baby Group

Routine Immunizations are scheduled for 2 months, 4 months, 6 months, 12 months, 18 months, kindergarten, Grade 6 and Grade 9.

Yeqwethet L:haw has noticed a decrease in vaccination uptake during the past year, presumably due to COVID-19 restrictions. It is among our highest goals for the remainder of 2021 to catch all children up on their vaccinations and improve our maternal/child health program.



Yeqwethet Clinic

Yeqwethet L:haw has continued supporting the care needs of community members along side Doctor Marcella Beaulieu and Nurse Practitioner Theresa Sabiston. We provide a high standard of care within multiple disciplines including wound care, sexual health, diabetes management, and mental health support. We will always try to help our clients regardless of the health need.

Some of our highlights this past year:

We supported a client through her successful liver transplant!

My journey with my Liver transplant

"I was diagnosed with PBC in 2005 since then I've been to the doctors regularly doing follow up appointments with my GP as well with the specialists in Vancouver and North Vancouver, every year I was going to VGH to the transplant society, and to the Lions Gate Hospital for scopes and colonoscopies. During all these visits I was supported with my travel expenses from the Sts'ailes Yeqwethet, they covered my travel, meals and accommodations which made it easier for me to get through all these appointments since then. During the last 7 years I have progressively gotten worse, plenty of Dr. visits, in the last two and half years I've been in and out of the Chilliwack hospital, going through lung taps which had progressed to every 7 -10 days. My medications have increased, I was so grateful to have Yeqwethet Nursing staff Johan Bergenhenegouwen, Jasmine Frye and Connie Meskas, assisting with when I needed further medical attention ie. Ambulance, aftercare, administering medication, etc.. As well as Janice George, Holly Charlie, Leilani Francis for making accommodations for me when I had to go to Vancouver and allowing me to take my sister and Aunt for support.

During the last 3 - 4 months prior to my transplant, I was becoming disoriented, confused and required medical assistance. Sts'ailes nursing staff: Johan and Connie stood by my family making calls to required calls to Doctors, specialists, or any other supports that were required. One week prior to having my transplant they spent the whole day on the phone with the liver transplant team, Dr Markey's office trying to get things moving quickly for the transplant because I was so confused, I didn't know who I was, which language I was speaking I just knew that I needed help.

On September 30, 2020 I received the call from the transplant team that I was expected to be at the hospital on October 1, 2020 for the liver transplant. On October 2, 2020, I went through a 9-hour life saving surgery. After the transplant I started my healing journey, 2.5 weeks in the hospital, I had to live in Vancouver for an additional 2.5 months. There were difficult times in the beginning and so many appointments almost daily in the beginning, all during the stressful time of COVID-19.

Still today, when I require assistance in any way Yeqwethet staff are there to support and guide me in anyway that is required. I totally appreciate the Yeqwethet staff for all their continued support; I really do not know where I would be right now without all the support."

Respectfully,

Thelma Wenman
Sts'ailes member



- We provided IV therapy for the first time out of our clinic!
- We supported many clients and families through their health and wellness
- We have an organized Elder's Walking Group and participate in a Sts'ailes Men's Group organized by Harvey Paul.

Goals for Next Year

Yeqwethet L:haw has many ambitions, however we really want to focus on developing sustainable programs to support the needs of the community. Our priorities are the following:

- Diabetes
- Nutrition and Diet
- Maternal/Child Health

We expect to have well attended programs and services in each of these disciplines by April 2022. At that time we will continue to set our goals to meet the needs of Sts'ailes.





Sts'ailes
DEVELOPMENT CORPORATION



Moytelexw
"always helping one another"

MESSAGE FROM THE PRESIDENT

The Sts'ailes Development Corporation has taken on the new traditional name of Moytelexw, which means Always Helping Each Other. We not only want to achieve economic prosperity, but also strive to help our community members have opportunities for meaningful employment and create businesses that promote our local economy in a sustainable way. This is evident by the many socio-economic enterprises that we operate.

We have transitioned to an Executive team structure. They are doing an excellent job and the Lets'emot approach is rewarding. Staff are appreciative of this approach.

We have appointed new board member's that have business expertise: Al Stobbart, Nina Zetchus, Angela George, and Chief David Jimmie. They provide valuable recommendations to Moytelexw operations and planning. Sts'ailes business governance is in good standing and evolving to suit our vision.

I have been transitioned back into the portfolio of Moytelexw president. When the Sts'ailes Development Corporation was first inaugurated in 2009 I was the portfolio at the time. I very much appreciate the opportunity to do this work and the Executive team and staff are a joy to work with. The energy and enthusiasm is abundant.

It has been a difficult year for business with the pandemic but we have managed to keep businesses in operation and staff employed safely. Bookings for Sasquatch Crossing Eco Lodge and Lhawathet Lalem were all cancelled, and the store was closed to the general public. Through all of this we have stayed strong and the 2020-2021 audit of Moytelexw indicates we are trending in a good direction.

I am pleased with the performance of Moytelexw and look forward to continued progress.

BOYD PETERS | Xoyet Thet

President

Moytelexw (Sts'ailes Development Corporation)

FISHERIES

Governance - Co-Management

Comprehensive Fisheries Agreement

The Comprehensive Fisheries Agreement (CFA) is an agreement with the Department of Fisheries and Oceans Canada (DFO) which plans food and economic fisheries for each year. The agreement is signed every year. The 2020 Comprehensive Fisheries Agreement was signed on October 28th, 2020.

Since there was a chum run size of 1,084,000 we were allocated 5% of the Fraser River Terminal Chum Commercial TAC, which was 8,380 chum salmon.

Lower Fraser Fisheries Alliance

There are currently 30 Lower Fraser First Nations that are members of the LFFA. The LFFA's mission is "To promote and support the management of a robust and expanding fishery for the First Nations of the Lower Fraser River." Collaboration: "Fishers working together" – Sq'eptset Syoyes Sth'o'th'eqwi. Twenty three have signed the LFFA Governance Protocol and seven have *not signed:

- **Mouth of Fraser River to Port Mann (5 First Nations)**
Kwikwetlem, Musqueam, Semiahmoo, Tsawwassen, Tsleil-Waututh
- **Port Mann Bridge to Mission (3 First Nations)**
Kwantlen, Katzie, Matsqui
- **Mission to Hope Bridge (19 First Nations)**
Aitchelitz, Leq'á:mel, Popkum, Shxwha:y, Skowkale, Squiala, Tzeachten, Yakweawioose, Cheam, Kwakwa'apilt, Scowlitz, Seabird, Shxw'ow'hamel, Soowahlie, Sts'ailes, Peters, Sumas, Skwah, Skawahlook
- **Hope Bridge to Saw Mill Creek (3 First Nations)**
Chawathil, Union Bar, Yale

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

Forum on Conservation & Harvest Planning for Fraser Salmon

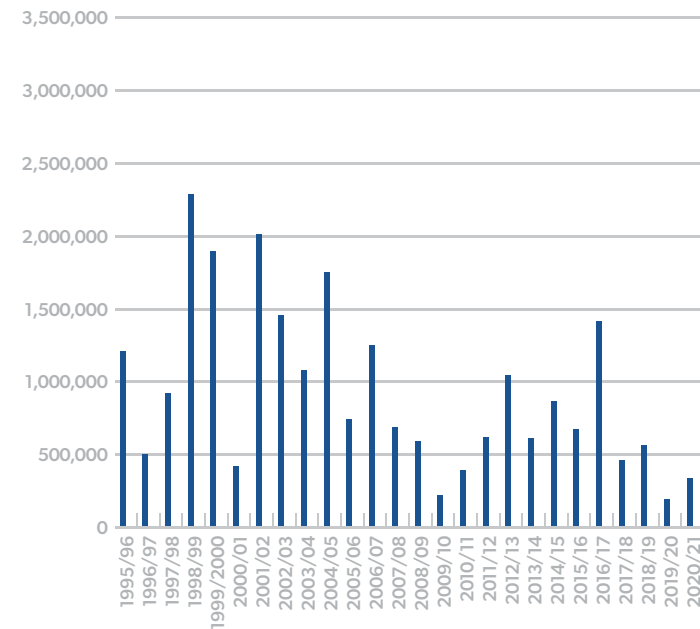
There were three forums attended throughout the year discussing salmon fisheries and management with First Nations from Upper Fraser Area, Lower Fraser Area and Marine approach area.

This forum helps all First Nations throughout the Fraser river watershed see a post season summary of what happened in fisheries (catch and escapement) and what preseason forecast there is for the coming year of fisheries.

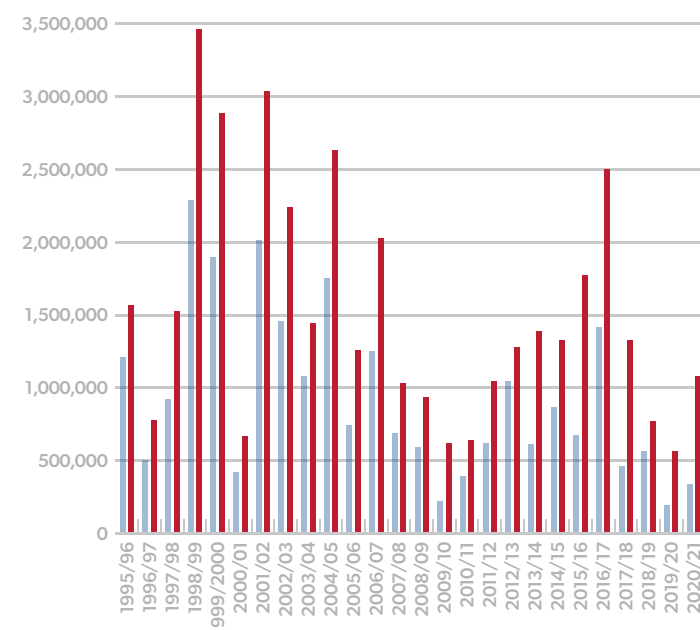
Operations - Science and Management

Chum Mark-Recapture Population Assessment (Annual)

The chum crew tagged 798 chum and dead pitched 49,412 carcasses. Usually in a good season we tag around 3,000 to 4,000 chum and dead pitch around 80,000 to 100,000 carcasses. The 2020 escapement for the Harrison River was 345,580 chum, which is low year for chum as you can see in the following graph.



Here is a graph showing how both the Harrison river chum escapement and the Fraser River chum run size trend together. The Harrison River's chum contribute an average of 59% of the total Fraser River chum run size.



Stream monitoring (Annual)

There were 16 streams surveyed this year: Wilkinson, Bouchier, Crazy, Draper, Eagle, East, Legacy, Gallagher, Maria, Rouloue, Steelhead, Hatchery, Twenty Mile and Weaver. Visual counts on the numbers of live and dead adult chum and coho were conducted from October 13 to December 31, 2020. These surveys show the abundance and run timing of the chum in different streams.

Food, Social and Ceremonial Fisheries (FSC)

Our Sts'ailes and Sq'ewlets fishers caught and released the following:

	Kept	Released
Chinook	1,761	0
Sockeye	0	13
Coho	8	2
Chum	2,214	0
Steelhead	0	0
Sturgeon	0	43

Chehalis River FSC/Recreational Creel Fishery

This was our first FSC/Recreational fishery on the Chehalis River. From August 1 to November 29, 2020 there were 700 interviews conducted on Recreational Anglers with an observed retention of 373 Chinook, 142 Coho, 29 Chum and 11 Pink salmon. The FSC portion of the fishery involved our Sts'ailes and Sq'ewlets fishers catching 46 Chinook with gaff, spear and rod.



Nancy Phillips Slough Habitat Restoration

Footprint work was done on Nancy Phillips slough for compensation on the Chehalis River bridge replacement work. There were 2,325 shrubs and trees planted by Ted and Brandon along the slough: Highbush cranberry, Snowberry, Beaked Hazelnut, Red Elderberry, Pacific Crab Apple, Shining Willow, Hooker's Willow, Salmonberry, Western Red Cedar, Thimbleberry, Nootka rose, Red Osier Dogwood, Western Hemlock, Twinberry Honeysuckle and Western Swordfern.



Chehalis River Hatchery Coho Finn Clipping

Our crew of six ladies clipped 220,000 Chehalis River Hatchery Coho under a DFO contract.



Business Development

Chum Economic Opportunity

There were two crews combined who caught 1,879 out of an allocation of 8,380 chum on the Fraser River. The crews made a profit of \$12,550. The chum were used to make value added products through River Select.

Chehalis River Hatchery ESSR Fishery

Our ESSR crew harvested 5,892 chum from the Chehalis River Hatchery, which were also used to make value added products through River Select.

Sts'ailes salmon fisheries were limited to conservation concerns in 2020. Both the Chum EO and ESSR gave us the opportunity to value-add all the catch and process our remaining inventories into locally branded Harrison Select products, which are available online and through various outlets around BC.

Current Harrison Select Inventory

- Vacuum-packed 6oz sockeye
- Keta Chum Portions
- Pop-top cans of smoked salmon and Keta
- Frozen packages of candied sockeye and pink Salmon

In 2021 we plan to release our new line of shelf-stable candied salmon products that require no refrigeration.

The Paramount Fisheries building is a 12,000 sq. ft. warehouse, packing and distribution facility found in Steveston harbour. It was refurbished from the historic Paramount Fisheries building operated in the early 1900's by the Nelson Brothers. We use this facility for a marketing hub which enables us to distribute our product more efficiently.

Our line of value-added products is made possible through a cooperative arrangement between River Select and other First Nation's fisheries. With a focus on building British Columbia markets our local branding program has increased community revenue from the fishery up to 11 fold and has improved profit margins up to 40% over cash river-bank brokers of the past.

In 2020, our cooperative product development program expanded to include Authentic Indigenous Seafood from across Canada. For more information on our growing network of like-minded local Indigenous brands visit www.authenticindigenouseafood.ca



Smoked Canned Keta Joins Our Harrison Select Product Line

Sts'ailes Waterfront Infrastructure

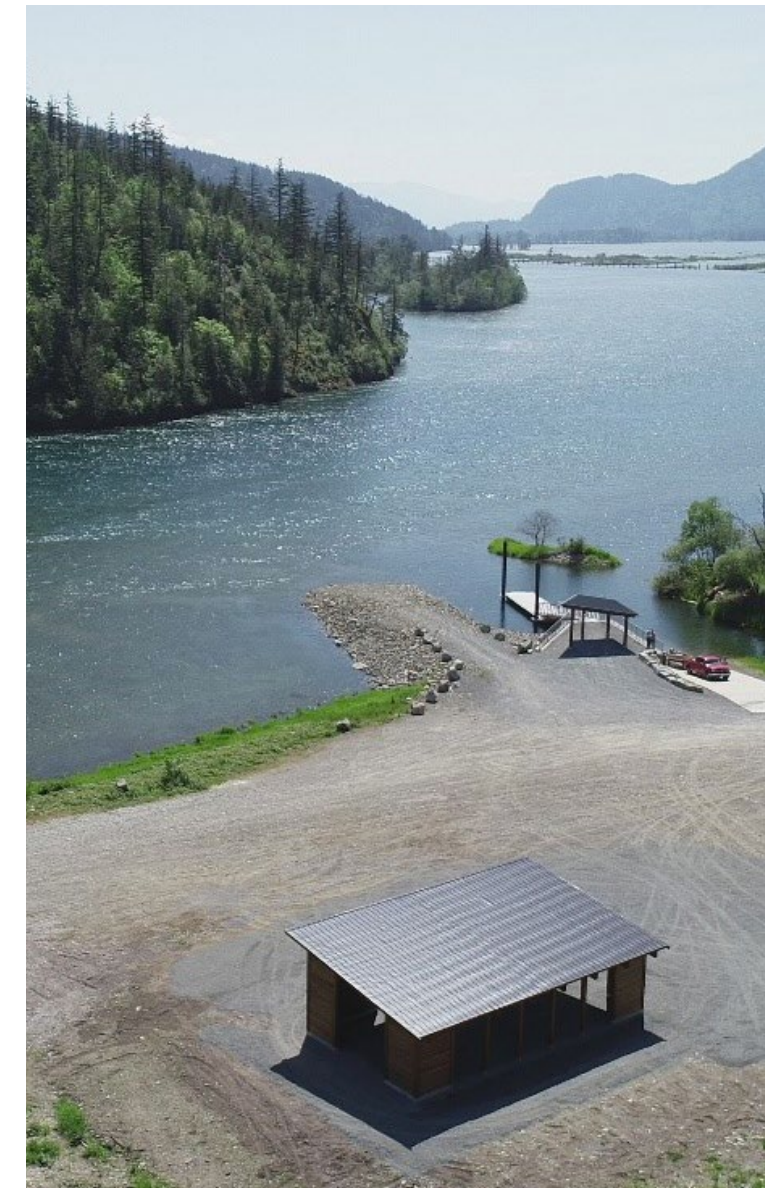
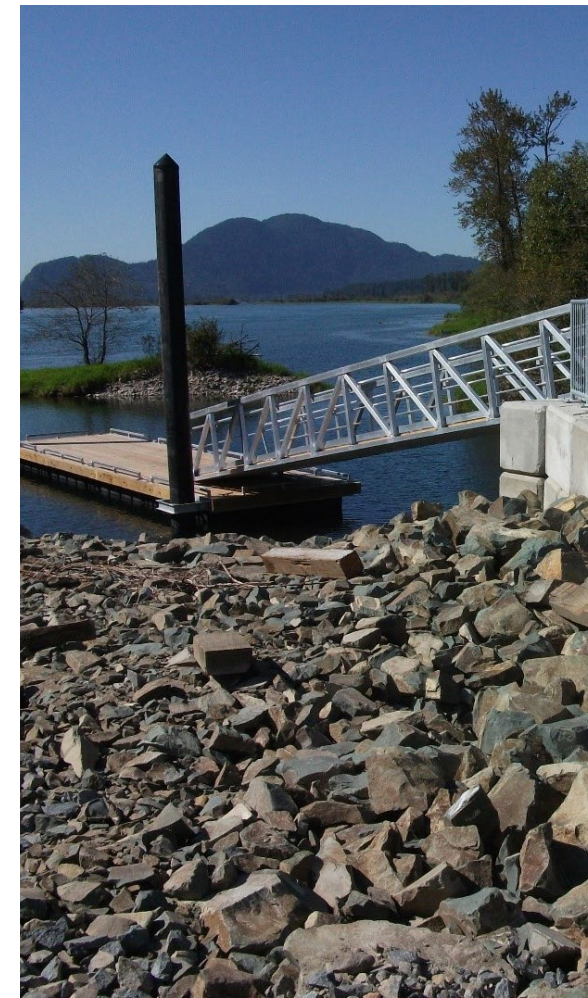
Sum Diversification Investment 2020/21: \$426,650

- Business Development Source (BDS) \$325,000;
- Indigenous Marine Infrastructure Initiative (IMSI) \$50,000;
- Sts'ailes Fisheries Center \$12,525;
- Pacific Integrated Commercial Fisheries Initiative (PICFI) Capacity Building Support \$39,125

Harrison Salmon Producers initiated construction of waterfront infrastructure to support its Harrison Ecotours diversification project in 2019/20. The plan included construction of an industrial cement boat launch, a floating dock connected by an engineered steel gangway, a shelter (gazebo) on the landward end of the gangway of the dock, a protective breakwater, and the first phase of a state-of-the-art public toilet.

Unforeseen delays in 2019 construction (unearthing an important cultural site and encountering large volumes of groundwater) delayed completion of the project until 2020-21, by which time HSP had initiated additional construction of a haul-out building funded by BDS.

The momentum of the ecotourism initiative has enabled Sts'ailes to secure another \$678,840 from the British Columbia Community Economic Recovery Infrastructure Program over the next two years. The funds are dedicated to the construction of a 4 km public interpretive trail connecting the beach development to Lhawathet Lalem. Sq'ewlets has initiated expansion and upgrading of its own Squawkum Park in Harrison Bay in anticipation of becoming the terminus of river tours offered by Harrison Ecotours.



Sts'ailes Beach

Safety and service investments are planned to complete the existing waterfront infrastructure at Sts'ailes (i.e. security cameras, cement tables, benches and garbage cans, expanding parking and development space, and second phase of public toilets). This work will be coordinated with the Heritage Trail construction connecting Sts'ailes Beach to a planned interpretation center and trailhead on Morris Valley Road adjacent to Lhawathet Lalem.

Sq'ewlets Squawkum Park

A kayak dock at Harrison Bay 6 km downstream is planned as a terminus for interpretive tours aimed at servicing family kayak tours between Harrison Hot Springs, Sts'ailes and Sq'ewlets. 2021/22 will focus on engineered designs and mitigation planning for regulatory approvals for construction in 2022/23.



SASQUATCH CROSSING ECO LODGE

Sasquatch Crossing Eco Lodge B&B faced the challenges of COVID-19 by closing in late March, reopening in early August and closing again until late in the fiscal year. While we were open and COVID-19 numbers were at a high level we strictly adhered to Sts'ailes policy and ensured contact tracing and mask wearing was employed.

Enhanced cleaning undertaken throughout the lodge and all bookings, we are charging an additional \$25 COVID-19 cleaning fee. Masks used throughout the COVID duration; health self-checks conducted and logged each morning.

When allowed to open it was at a 50% occupancy level and check-in /check-out and meal service utilized recently purchased Plexiglas barriers to ensure physical distancing. Additional table wear was purchased as each family cohort required their own dispensers for coffee, tea, etc., as self- service was not and still not available.

Earnings in 2020 were ~75% lower than 2019 with the extensive closures and loss of all corporate clients.

At the Pretty Creek in-take extensive work was completed to restore water to the powerhouse turbine to enable resumption of hydro system operations.

Two dozen problem trees and encroaching underbrush along the driveway removed to improve esthetics and safety. EA Contracting graded and applied anti-dust to the roadway, in return for allowing them parking space on the property for their equipment.

Other improvements undertaken were the replacement of the front staircase, extensive pruning of shrubs and trees around the yard as well as reestablishing the vegetable garden.

Respectfully submitted by Denny Stobbart | *Xaselmétiya*

FORESTRY

The following is a list of the activities in forestry and business development that took place during the fiscal year 2020-2021.

- Began the engineering of approximately 50,000m³ for logging in fiscal year 2021-2022;
- Leveraged a \$250,000 grant from the province to aid in access development into the Blacklock Creek operating area and an additional \$50,000 grant to aid in the procurement of our First Nation Woodland License;
- Logged 35,000m³ from cutting permits on the Sts'ailes Forest Service Road and in our Blacklock Creek operating area;
- Reforested 75 hectares of logged areas by planting 90,000 fir, cedar and hemlock seedlings;
- Brushed 13 hectares of young fir, cedar and hemlock stands to release the young seedlings from overtopping brush;
- Started the consultation process with Sts'ailes regarding the management plan and operating areas for our pending First Nations Woodland License;
- Reset our forestry business model by having the forest tenures managed by a third party and selling 90,000m³ to an existing contractor to satisfy a contract commitment;
- Entered into an 40,000 m³ timber engineering contract with British Columbia Timber Sales (BCTS);
- Leveraged a \$200,000 grant from Natural Resources Canada for furthering the proposed lumber drying business;
- Completed the update to the business plan for the proposed lumber drying business and began the consultation process with Sts'ailes;
- Leveraged a \$50,000 grant from the provincial Rural Development Program to assess the potential of expanding our business park and the existing steel laydown yard.

I would like to take this opportunity to thank the Executive Team for their support throughout the year, and I look forward to working with the Team going forward.

Respectfully submitted by David Allen

2020 / 2021 STS'AILES & STS'AILES DEV. CORP.

FINANCIAL AUDIT STATEMENTS

CAN BE FOUND ON THE STS'AILES WEBSITE:

www.stsailes.com/publications