



2017-2018 Annual Report

Annual General Assembly

October 25, 2018

Xgat'tem Community Gym

STSWECEM'C
XGAT'TEM
FIRST NATION

CONTENTS

Our Vision	2
Our Mission	2
Our Values.....	2
Chief and Council.....	3
Administration.....	9
Education.....	11
Health Department	17
Social Development.....	25
Treaty	26
Annual Highlights	26
Housing & Capital and Operations & Maintenance	31
Stewardship.....	35



OUR VISION

Stswecem'c Xgat'tem is an economically and politically self-sustaining Secwepemc community living our Secwepemc culture, language, and traditions in a healthy and safe environment

OUR MISSION

Stswecem'c Xgat'tem community, through quality leadership and services will create employment and education opportunities, liaise between surrounding communities and governments and promote healthy living with Secwepemc beliefs and values that will enhance and strengthen our people

OUR VALUES

Stswecem'c Xgat'tem community will promote honesty, respect, accountability, fairness and creativity amongst all members in promoting a healthy and safe community



CHIEF AND COUNCIL

CHIEF PATRICK HARRY – HEALTH AND SOCIAL DEVELOPMENT PORTFOLIO

Weytk Stswecem'c Xgat'tem Membership

It has been a busy year Stswecem'c Xgat'tem. I've been reflecting on the past few years and some of the progress that we've made. I look forward to the next couple of years and focusing on some of our priorities as we keep moving ahead. We're operating on a strategic plan for NStQ and we're now in the fourth year of our chief and council goals.

My priorities have been high on Infrastructure/Housing and Economic Development, but also really looking to work with our Health Department to address some of the social impacts in our communities.

We have an aging population in both communities right now. Where are the young SXFN families? They're in urban areas for the most part. We would like to see our young community members and their children be able to come home and help us build the SXFN of the future.

More housing will allow us to increase our capacity to handle this workload. We are in a position in our communities where we are tapping out our capacity. And we haven't really drawn in the next generation that will keep us going. We need to look at where we are going and prepare to ensure we have the capacity to get there. How else will we keep progressing?

Right now, our community members come out of high school or university and they might want to come back home. But it's not really an option for a lot of people because of our housing situation or may not be able to find employment. Ultimately, we'd like community members to come home.

On the housing front, we have good news. We've been approved for a couple of multiplexes because we're able to show that we're managing our resources well. My hope is that these will be the first of many energy efficient, sustainable housing projects for Stswecem'c Xgat'tem in the coming years.

The Benchland Subdivision remains a high priority and things are looking good there, too.

The long-term plan is to have a healthy community. That's what it's all about and I've been reflecting on what it's going to take for us to get there.

We have come a long way but there are still gaps in services for our community members. Ten years ago we might not have had a nurse practitioner coming to the community, we might not have had a doctor, we didn't have a physical therapist or mental health worker. We must plan ahead to care for our elders. I would like one day for SXFN to build our own elders' home.

A big part of that equation is the economic development to bring in funds that we can put back into social programs – the language, the youth programs, the elder programs.

We do have social struggles and we are not the only communities that are facing that challenge. We need to seize the opportunities that come our way to address these problems. First Nations are evolving so quickly. We're taking on more jurisdiction and more authority yet we're still operating under the same structures.

When I look back over the past year I'm pleased with the progress we've made. We continue to advance.

We leased the Reuter Ranch and the Churn Creek parcel has been finalized on a long-term lease and has been fenced, It will help us to control access to the area, putting down our footprint with signs letting the public know it is SXFN land now. We are close to completing a right-of-way agreement with the Ministry of Transportation and Infrastructure on IR #3 that will give SXFN more property through a replacement land purchase.

The Education department put forward an amendment last summer to review the K-12 Policy. We recognized the opportunity and took the time to review it. We are proud to be able to revise that policy to give further education services to not only our members on reserve, but to those living away from home.

Also using our own source revenue, the council put in a motion for a recreation grant and the motion also put a committee in place. They will meet bi-monthly to review applications for the recreation grant. The grant can help with sports, arts and science programs for a max of \$500 per child per year. Being a parent myself, I know the challenges parents face with activity fees.

Further down the road, we hope to develop more assistance with programs such as Health. Right now we are unable to fully assist our people under current policy with First Nation Health Authority, especially with travel costs. A lot of the time, community members are left to deal with that burden. We want to get away from that. It's about pushing to access more revenue from our resources. Each and every SXFN member has a right to those resources.

Council has also been making sure that SXFN is involved in policy change on the federal level. SXFN has been providing comment on federal legislation over the past couple of years. I hope we will see soon a change in the policies that former prime minister Stephen Harper put in place, such as the Fisheries act and the Navigable Waters act. Harper's changes made it much easier for development. Justin Trudeau came to power on a promise to rebuild these protections, so SXFN participated in providing comments on how to rebuild, along with the Stewardship department. We hope to see those laws better protect the natural environment.

Stswecem'c Xgat'tem First Nation has been exploring economic opportunities in the cannabis industry, as well, so long as it doesn't have health or social impacts on our people. It does look to be fairly lucrative and could play a role in diversifying our economy. It's an area still under development by government and we will bring the issue back to the community for discussion.

Each year I attend the Gathering Our Voices with the SXFN youth, this past one was in Richmond. GOV is a great opportunity to meet with universities and potential employees. We've been able to see some of our youth come out of there with good plans.

We have had meetings with High Bar First Nation, looking to build a relationship with them. At this point, we are looking to agree on principles on how we manage shared areas. We continue to have discussions and look for ways to support each other. Hopefully this can get us close to the way we were before we were colonized.

We have so many different areas where we're negotiating and we're making progress in every department, taking on more decision-making authority. We continue to build positive relations with our neighboring nations.

I think those discussions are positive.

As we take on more responsibilities and move toward self-government, the need will be even greater. Self-government is one of our top goals. It's one of my biggest dreams, really

It's a long-term challenge that this council and those to follow will have to keep tackling. I am a part of that process, just as the people who came before me were and so will the next.

Kukstemc

Kukpi7 Patrick Harry



COUNCILOR HAROLD DUNCAN – TREATY PORTFOLIO

April 2017

- Chief and Council meetings
- Leadership
- Council Strategic Planning
- Boundary Issue Conference Call
- Interviews Treaty manager/Governance
- Tolko Tour
- Citizens' Assembly
- Premier Meeting
- Treaty Working Group/Bio-Solids
- Children and Families Working Group
- Government to Government
- SXFN Quarterly Meeting
- SXDLP Partnership Meeting

May 2017

- Chief and Council meetings
- Cultural Society Meetings
- Urban Meeting (Kamloops, Vancouver)
- SXDLP Partnership
- Community Clean-up

June 2017

- Chief and Council Meetings
- Urban meeting (Kamloops)
- First Nations Summit
- Pow-wow Arbour Clean-up
- Cultural Society info Session Old Fire Hall Williams Lake
- Tri-partite meeting
- Aboriginal Day Williams lake
- RSES Pow-wow
- Conflict Resolution
- Student interviews

July 2017

- Chief and Council Meetings
- Leadership
- Fire Evacuation Planning
- Night watch for Fires
- First Nation Education Society
- First Fish Ceremony

August 2017

- Chief and Council
- Cariboo Regional District
- Door to door Fire Alert
- Fire info- Evacuation Plan/Muster point
- Flight of Fires
- Tolko Land transfer
- Staff Council wellness day

Sept 2017

- BC Cabinet Meeting
- Family Camp
- Chief and Council meetings
- 100 Mile forestry meeting
- Men's Gathering
- New Housing meeting.

October 2017

- Chief and Council Meeting
- Leadership
- SXDLP Partnership meeting
- Pumpkin patch trip
- Interior roads meeting
- 2016-2017 Annual General Assembly Edward Billy Center



Community Comprehensive Planning – Phase 2



Community Comprehensive Planning – Phase 2

ADMINISTRATION

MARILYN CAMILLE – SXFN ADMINISTRATOR

SXFN started this fiscal as any other year with normal spring time activities, school ended and families started with their plans of doing what they do each summer, however, the wild fires that over took the Cariboo Region totally changed everything. Although we were basically captive in our community our team pulled together and figured things out. The fire situation was very challenging, however it also brought out the best in our community as far as team work by both members, staff and leadership.

Once the fire season settled down, it proved to be more difficult as an organization to return to normal. We are grateful for the First Nation Health Authority Mental Health Funding, as this enabled staff to provide various recreation and cultural activities so that families and members to get out and participate in activities that they normally would not have been able to do. I am always grateful for the team of staff that we have and can work together on short notice when it comes to providing support services for our members.

Highlights:

1. The following people joined the SXFN team:
 - Judith Leigh, Health Manager, Warren Camille, Housing Maintenance Worker, Dene Moore, Treaty Manager and Hand Adams, Jr. Self-Government Worker. Kelyn Paul also moved from a trainee to our permanent Communications Coordinator.
 - Terrence Jack and Shane Boston came on as the CCATEC Carpentry Trainees.
 - Antoinette Harry accepted the Dog Creek Health full-time reception position.
2. Personal Development Workshops were accessed for staff in the area of conflict resolution as well as with Darien Thira for community healing with culture and tradition.
3. Comprehensive Community Plan – Phase 2 was completed. This round of community consultation included not only Canoe Creek and Dog Creek communities, but also Williams Lake, Kamloops and Vancouver. The on-line survey was an accepted tool for many.
4. The SXFN Land Use Plan was also completed after community consultations.
5. Sandra Archie started the position as the youth worker and she became quickly involved in the annual spring break activities that were being

organized for SXFN youth by the treaty, education and social development staff.

6. The Solid Waste Upgrades were approved by INAC; these secured sites will take care of the need we have each year to go and do clean up at the sites.
7. SXFN was able to secure the Reuter Ranch Lease for the next 5 years.
8. The Human Resource policy was updated to include new legislation and Human Rights updates.
9. SXFN hosted an Emergency Management Course for all those interested.

Challenges:

- After 3 years with SXFN Deborah Johnson resigned the Community Support Position, a new experience for her and back to square one for SXFN to fill this position.
- The Northern Shuswap Tribal Council Executive Director, Yvonne Smith resigned from her position and this of course did cause some bumps in projects currently in-progress.
- Although we did send two individuals away for training, SXFN did not get the Band membership program transferred to community level as planned.
- Unfortunately, the NStC Leadership Remuneration Project was not completed this fiscal year.
- Filling key staffing positions caused a delay some areas of programming and service delivery and this usually creates an increased work load for those already on staff.

Moving Forward:

I would like to conclude with the lessons from this past year is that SXFN is a strong and resilient community and that in the future we really need stop and celebrate and recognize the people who are moving our community forward. Our children need to see this, our elders need to see this, our staff and leaders need to see this as it is all a part of community development and sharing stories of how we got here, the good and the bad because it all teaches us lessons.

I am proud and grateful to say that I work with a people every day who have such a desire to make a difference for the members of Stswecem'c Xgat'tem First Nation.

EDUCATION

DARLENE LOUIE – EDUCATION MANAGER

Post-Secondary Program:

- 19 students were enrolled into various Post-Secondary programs this year. The programs were as follows: UCEP, ABT, Culinary Arts, Medical Office Assistant, Natural Resource Technician, Early Childhood Education, Law, Bachelor of Arts, Business Administration, Animation Design, Hairdressing, Bachelor of Social Work, Camp Cook and Women in Trades.
- 9 students will graduate from their programs. SXFN congratulates these students on their success.
- 12 students will continue on in their programs the next school term.
- NSTC-TRU sponsored the ABT and has 3 staff attending full time in the program, there was also other staff that took the course that were un-bundled, to further their skills.
- These staff need to be acknowledged for their commitment as it takes a lot to work and go to school at the same time. They give up their own free time on weekends to attend these courses

Enbridge (Formerly SPECTRA)

- One student completed in the Medical Office Assistant Program in December 2017. The program was moved back because to the wild fires.
- One student will successfully complete the Camp Cook Program sponsored by CCATEC
- One students is enrolled in the Women in Trades program and will complete in May 2108
- If you are interested in a trade program, do your research and then apply to SXFN for your supports. I will help in any way I can to help you complete your application, but you need to do the leg work to get it started.
- Most programs sponsored by CCATEC are eligible for Enbridge funding, so check it out and you may be pleasantly surprised to get into the program.

Nominal Roll

- Students numbers for the year was:
 - RSES 12, students with 3 joining later in the year
 - Dog Creek School 8, with 6 joining after Christmas
 - 8 students in Williams Lake
- 4 students will graduate this year.
- I have done regular school visits in Williams Lake, mainly at WL Campus, to ensure the students were on track for their grads.
- There were only 3 on room/board program this year

Education Committee

- **I truly appreciate the 3 members I have, and I keep asking them to stay with the Committee, yet it is a tough commitment as they are employed full-time also.**
- The Committee met only once this year and that was in late May to review/approve post-secondary applications.
- All funds were dispersed out in April due to the high volume of applications this year.
- Throughout the year when I received applications for the Enbridge funding I have asked them to review/comment/approve applications through email since they are so busy.
- I had one member once again ask me to find someone else for the Committee as work makes it hard to meet with the group as needed.

Various Committees

FNEC:

- I represent SXFN on the committee which is working with SD#27 on the target dollars and how it is spent.
- I did miss a few meetings this year because of conflicts in my work schedule and I also no longer have an alternate to attend when I am way attending other business.
- There was one meeting held in Community for parents with the District Principal who gave a presentation on the Enhancement Agreement. Unfortunately, the Director of Instruction did not attend so no report was given for the LEA update.

FPEC:

- I also represent SXFN on this committee which is working with SD#74 on the target dollars and how it is spent.
- This meeting is interesting as I get to visit different communities on the south end as the meeting are held in different places. I went to Bridge River First Nation for the first time.
- There are no students in SD #74 this year but it is good to stay up dated for our Band there
- I still go to meetings at David Stoddert Secondary and SXFN has input into their target dollar proposal.

FNESC/FNSA:

- These meeting is one that keeps me very busy with a lot of travel attached but is important to RSES.
- A voice is needed at this table or the school has no say in how the funds are allocated out to everyone.
- Most of the funding is funneled through FNESC for the school programs.
- FNSA also provides the services for students at RSES so it is important to keep abreast to everything that is happening there.
- This year has been very busy with the TEFA Renewal agreement being negotiated and made ready for signing this June 2018
- I also attended the FNSA AGM in April of each year so our Band has input/a say in how the funds are dived among all First Nations schools.

SDWG:

- Applied Business Technology program is stilling going well with staff still attending the program on weekends, with some Thursdays thrown in.
- ECE program is still going and our 2 students are still doing well.
- Both programs have one more academic year to be completed.
- A working group was formed for the Finance design project and results should be submitted to the group soon.
- Further work is being done on the Labor Market Strategy and news funding applications are be considered.

Cultural Education Centre Programs:

- This program was on going but unfortunately the Hunting Camp did not go through, as no one signed up for it.
- Hopefully this year the Hunting Camp will happen as it is a good way to provide meat to the elders, plus give a good weekend for everyone there.
- Funding was used for the big Community trip in August as the Fish Camp also did not happen due to the wild fire.
- Funds are also used for the luncheon provided at the Pet'ak harvest time.

Proposals:

Canada Summer Jobs

- A proposal was approved but unfortunately did not go well due to the age requirements. Two students did work there for the summer though.
- Age requirements for this program is 15-30, so sometimes it is a challenge to fill the position for these types of programs.
- A new proposal has been submitted for this year and hopefully be approved for this year. For the first time the application has gone in to request one Post-Secondary student to be employed.
- Should hear back by end of April 2018

FNESC –Skills Link

- The Communications Assistant training position went very well and did develop into full time for the successful candidate.
- I would really like to encourage the younger set to apply for these positions when you see them posted as it does have the potential to go to full-time positions and would greatly benefit you in the end.
- The Stewardship Assistant was unfortunately not filled as the criteria for age requirements was not met so that one was forfeited.
- The program was then filled through another program without the age requirement limits.

FNESC –SWEP

- This program was once again approved for the Receptionist summer position as the offices generally need assistance with staff taking holidays during the summer.

CCATEC:

- This program was for the store and landscaping summer student and it was completed.
- Final report was filed with CCATEC to close out the program
- Applications were submitted again and look forward to another successful year of summer jobs for our students.

Summer student job proposals are always successful and it comes down to SXFN filling those positions as per the set criteria.

Students and parents need to be aware that Social Insurance Numbers “**are required for all positions**” and applications will no longer be accepted without one being included in the application!

There will no longer the leeway given on a promise to get one turned in before program ends! If students want to work, you need a SIN card, and that is for everywhere not just SXFN.

RSES:

- The school is having another successful year with a full staff and 15 students. The school welcomed three new students to the school. Two joined the school mid-October and one at the start of the second semester.
- The EA's have been participating in the Education Assistants training provided by FNEC and it is a benefit for both the staff and the school.
- TEFA has already showed some increases in different programs which is a big benefit to the school's programs.
- TEFA Renewal is being signed this June 2018 and shows an improvement over the last TEFA that was handed to the First Nations.

Employment Assistant Services:

- This position is now vacant and the posting is open till the position is filled.
- If you are interested in this position send in your cover letter with wage expectations and your resume.
- If you like working with people this may just be up your alley. You will be working with clients in helping them find employment and/or training. You will be working with summer students to help them be successful in building their resumes through summer employment.

Summary:

This has turned out to be an extra busy year in my department and it seems like it just keeps growing at an ever increasing speed. The winter months have be extra busy as I lost my Education Assistant also, along with the Employment Coordinator position. I, not only miss the help I had but the companionship in the office as it is very quiet here now.

I will definitely be looking forward to my holidays to get some rest this year😊

As the year winds down I would like to congratulate all students on another successful year! SXFN is proud of all our students as you complete your programs to the best of your abilities! Each and every accomplishment deserve celebration and the students need to be applauded and encouraged in everything they do!

My door is always open to all the people who would like to talk to me about education. Drop by, call or email me anytime!

Darlene Leuie



RSES Terry Fox Run 2017

HEALTH DEPARTMENT

JUDITH LEIGH – HEALTH DIRECTOR

The positions that we have within our Department are:

➤ Heath Manager	Judith Leigh
➤ Community Support Worker	Deborah Johnson/Vacant *
➤ Community Health Representative	Martina Camille
➤ Youth/Elder Worker	Pamela Sargent
➤ Receptionist/CHR Trainee	Desirea Sargent
➤ Receptionist/Medical Transportation Clerk	Antoinette Harry
➤ Head Start Coordinator	Theresa Robbins/Andrea Jones
**	
➤ Head Start Assistant	Amber Kalelest
➤ Janitor DC Health Station	Helen Harry
➤ Janitor CC Health Station/Head Start	Eleanor Bill/Crystal Kalelest **

* Note 1: Position became open during the year and was filled in the following fiscal year

** Note 2: Staffing changed during the year

Three Corner's Health Services Society's Staff:

The staff who work in our community on a regular schedule are as follows:

- Licenced Nurse Practitioner/Visiting Doctor
- Community Health Nurse
- Diabetes Nurse/Foot Care
- Family Counselor
- Mental Health Clinician
- Wellness Outreach Worker
- Youth Coordinator/Youth Worker
- Home Support Worker
- Home Care Nurse
- Healthy Living Coordinator
- Physiotherapist
- Dental Therapist

Regular Services:

- Local medical transportation assistance
- Good Food Box
- Bi-monthly Medical Van Trips
- Bi-monthly Family Support Van Trips
- School Lunch and Breakfast Programs
- Diabetes information sessions and care
- Adult Day Program
- After School Program
- Young Moms' Program
- Be Well Programs
- Quilting/Sewing Groups
- Traditional Crafting Groups
- Youth Activities
- Head Start/Daycare Program

Other Services:

- Family Court Representative/Support (through Social Development Department)
- Home Visits
- TB testing for school children/adults
- Blood Pressure/Cholesterol Testing
- Physical fitness record and documentation
- Client referrals to other resources
- Dental Therapist Visits
- Physiotherapist
- Acupuncturist Visits
- Head Checks
- Telehealth Appointments

Trainings:

- Lateral Kindness Workshop (All Staff)
- Conflict Resolution (All Staff)
- ISPARC Healthy Living Activity Training (Receptionist)
- Head Start BCACCS Conference (Health Manager, Head Start Coordinator)
- Power of Positivity Traditional Parenting (CHR, Social Development Staff)
- Food Safe (CHR, Youth/Elder Worker, Receptionists)

- Minute-taking Course at TRU in Williams Lake (Health Manager, Youth/Elder Worker, Receptionist)
- Class 4 Drivers Training (Receptionist, CHR, Social Development Staff)
- Mental Wellness Symposium (Health Manager)
- Strategic Planning Sessions with Susan McIntyre (CHR, CSW)
- Classification Training with Susan McIntyre (Health Manager)
- CTRI Training (CHR, Youth/Elder Worker, Receptionists)
- Mental Health and Wellness Summit (Health Manager)
- Jordan's Principle Presentation (Health Manager, CHR)
- Family Swing Workshop (CHR, Social Development Staff)
- Aboriginal Health and Community Administration Certificate Program, UBC (Health Manager)



Canim Lake Women's Camp



Berry Picking

Partnered Special Events, Activities and/or Support Programs:

- Vancouver Sun Run
- Run, Jump, Play Clinic (ISPARC)
- Camp Mosquito Bait *
- Traditional Family Camp at Gavin Lake *
- Winter Festival
- Women's Wellness Gathering
- Men's Wellness Gathering
- Fruit Picking in Kelowna
- Desert Hills Fruit Purchasing Trip
- Elder's Gathering
- Ball Hockey (RCMP participating)
- Fish Camp *
- Hunt Camp *
- Biggest Loser (TCHSS)
- Vision Testing for Students
- Hearts at Work
- Berry Picking
- Medicine Gathering
- Thanksgiving Lunch at Head Start
- Community Clean Up and Barbecue
- River Safety (TCHSS)
- Bike Safety with local schools, community and TCHSS
- Christmas Community Dinner
- Canning Workshops
- Traditional Medicine/Ethnobotany Presentations
- Easter Celebration
- Gardening Workshop
- Lacrosse and Basketball Clinics (ISPARC)
- First Fish Ceremony *
- Pre and Post Natal Luncheons
- Aboriginal Day Celebration
- Halloween Celebrations and Fireworks
- Rolling with the Fuzz (RCMP)
- Corn Picking in Soda Creek
- Movie Night at Edward Billy Centre
- Elders' Trip to Barkerville
- Our Community, Our Water – Water Awareness Presentation
- Family Fun Adventure – Zip Lining and River Rafting
- Flu Clinics
- Wood Hauling for SXFN Elders
- Falls Prevention Presentation
- Community Game Nights
- Too Hot for Tots
- Pink Room Painting (FNHA)
- National Addictions Awareness Gift Bags
- Sun Peaks Snowboard Jamboree (ISPARC)
- Corn Picking in Soda Creek
- Movie Night at Edward Billy Centre

***Cancelled due to fire**



Pitch Making



Health Department Team Updates:

Stswecem'c Xgat'tem Programming:

Stswecem'c Xgat'tem First Nation Health Department has had a busy year of seasonal challenges, learning and much activity in community. Our resilience and perseverance shone through the fire season as we supported each other through ups and downs, worked with other organizations and deepened our sense of connection in the process. Many of our regular summer events were cancelled due to the dangerous conditions, but we were able to offer a Family Fun Adventure in September to allow for good times and sharing of stories. Close to eighty people gathered to enjoy zip lining, river rafting, camping and each other. Health station operations returned to almost normal by the end of September and regular services and activities started up again. Staff was able to attend several good trainings through the year and we were able to offer some new and different opportunities with the help of funding from FNHA for mental health and wellness along with our much appreciated contributions from Three Corners Health Services supporting our annual events and providing professional staffing. Monies received for cultural enrichment are helping to implement our sweat house building project as well as supporting teachings of traditional regalia making and crafts for community, and hide tanning workshops. We look forward to another year of expanding and developing health services and of weaving tradition and culture more deeply into our daily operations and lives.

Community Health Representative (Martina Camille)

Martina runs the prenatal/postnatal care program, child seat safety programs, the Good Food Box program, and safety presentations. She assists our visiting professionals and advocates for dental health in the community and schools. Martina is working on integrating traditional knowledge into our day to day activities, including medicine gathering and preparation, food collection and preservation, and traditional crafts.

Youth/Elder Worker (Pamela Sargent)

Our Right to Play Program has continued through this fiscal year, with Pamela on board as our community mentor. She also works with the home support worker's Adult Day Program luncheons and activities. Pam offers two after school programs per week, including activities, a meal and clean-up and is looking forward to doing some baseball activities with the youth in the coming year. Regular program activities include various sports, painting, board games and crafts. We have been

fortunate to be accepted for some equipment grants this year, which added to our repertoire of sports options to include lacrosse and recreational items such as parachutes, hula hoops, a large variety of balls and team building activities.

Community Support Worker (Deborah Johnson)

Deborah worked hard with our community before moving on in the fall of 2017. She partnered with our mental health clinician to offer weekly community support groups, alternating between sharing circles and incorporating a traditional craft to promote trust and sharing. She helped plan and implement many of our community events and played a strong role in supporting our at risk community members. Her time with us was cumulated with a fantastic family fun adventure trip which included zip lining, river rafting and camping and allowed for a weekend of just plain fun. This created a space for sharing of summer challenges and experiences in a neutral and enjoyable environment and helped increase the connection of our people. The community support position is currently still vacant.



Family Trip September 2017

Reception/CHR Trainee (Desirea Sargent)

Desirea has been working as the reception/patient transportation clerk over the past few years, being diligent to keep our transportation services running smoothly while manning the front desks of both Canoe Creek and Dog Creek Health Stations. She is now working on expanding her work to supporting our Community Health Representative and adding to our capacity for offering traditional programming. It is always good to walk in and be welcomed by her bright smile.

Receptionist/Medical Transportation Clerk (Antoinette Harry)

In the fall of 2017, we were able to introduce a second receptionist to allow for full coverage of both health stations. Antoinette joined our staff as receptionist and now welcomes community members to the Dog Creek Health Station, answers phones and keeps us up to speed with posters of upcoming events. She has expanded her

work to include coordinating our medical transportation and is available to answer any questions regarding those services.

Head Start Coordinator (Theresa Robbins/Andrea Jones)

Theresa manned our Head Start/Daycare program for the year, providing activities and care for the young children of the community as well as cultural experiences with the Elders. By participating with the Young Mom's Program, parents were able to take part in traditional activities and be part of the learning experience with their children. Andrea Jones took on the position in May and has risen to the challenge of revamping the downstairs and setting up a preschool for our 3-4 year olds. We are encouraging our youngest community members to join the program and enjoy our new equipment, toys and programming.

Janitorial Staff (Crystal Kalelest/Helen Harry)

Our janitorial staff work hard to keep our buildings clean and professional for both community and visitors. They maintain both of our two health stations, our Head Start/Daycare facility and our accommodations and help to represent our community as one that is healthy, safe and caring.

Recommendations and Goals for 2018-2019:

- Focus on expanding the after school program and elder programming.
- Focus on culture, language and tradition to be at the foundation of all we do.
- Plan proactive events that include all community members and generations and encourage members at risk to attend/participate.
- Continued work of the health and TCHSS staff in the community.
- Focus on incorporating traditional wellness in events and daily functioning.
- Encourage staff collaboration and interaction with an emphasis on wellness in the health department.
- Further development and enhancement of the Head Start Program/Daycare with emphasis on outreach and increasing interest, numbers attending and more regular Elder participation.
- Continued learning and increased use of our telehealth equipment, establishing a deeper resource base with our service providers.
- Continued collaborative work with Three Corner's Health Services Society to provide excellent care to our community members.

SOCIAL DEVELOPMENT

PHYLLIS ROSETTE – SOCIAL DEVELOPMENT COORDINATOR

Social Development report 2017/2018 Phyllis Rosette & Chasity Harry

Elders Gathering: 10 elders plus 3 support went to the BC Elders Gathering, in Campbell River.

Family Camp: was cancelled due to the fires.

Fish Camp: was cancelled due to the fires.

Christmas hampers: December 22, 2017 we handed out 45 Christmas hampers.

Tax Preparation: 27 income taxes done, by June 27, 2017.

Attended court with families: six families supported

One foster home was developed on reserve and one off reserve.

Provide Social Assistance to community members and collaborating with Employment Coordinator to help improve training opportunities and skills for employment. Chasity started work as the Employment Coordinator late in the year. Monthly check run and intakes for SA.

Provided Breakfast and lunch program to RSES and Dog Creek Schools, to ensure our youth are receiving nutritious food. RSES hired a cook for their school and Canoe Creek Coop contracted for Dog Creek School. The parents of Dog Creek School volunteered to provide breakfasts.

2017 fires were a big factor in this year's programs. Social Development provided support to our communities during this time. We helped with the food that was provided to the communities. Separating food & delivering hampers to community member still in the community.



Elders Gathering 2017

TREATY

HANK ADAMS

ANNUAL HIGHLIGHTS

The fiscal year started off with staff turnover within the Treaty department. In 2017-2018 Allan Adams (Acting Treaty Manager) moved on to be with his family in Chehalis, he served the community for around 7 years. Then I, Hank Adams, took over as acting Treaty Manager until Dene Moore was hired to be the Treaty Manager and she was a welcome addition to the SXFN Treaty team. My role then shifted to the Self-Government Coordinator. We also had Kerry Redman resign from the Communications Coordinator position. Kerry helped raise the bar for that department by utilizing current technology and social media. We had Kelyn Paul (communications assistant) step up to fill the role of Communications Coordinator and we continue to lead in the that department.

SXFN Treaty team had plenty of obstacles this year but we continued to push Canada and British Columbia to sign our Northern Secwepem'c te Qelmucw (NStQ) Agreement in Principle (AIP), which was voted on by the four communities in 2016. NStQ Treaty team has been striving to be in Stage 5 of the modern Treaty process. There were Federal and Provincial elections during this time which held up the NStQ Tri-partite Working Group table because the other side of the table didn't have their mandates to engage. Also, the forest fires that effected the majority of British Columbia and our NStQ communities. This devastation halted any business or negotiations as British Columbia was in a state of emergency. All of BC's resources were focused on the forest fires. Williams Lake and the surrounding area was on an evacuation order. Some of the NStQ communities had burnt homes and traditional lands. The forest fire devastation did take a toll on NStQ community members but this showed SXFN's resiliency and strength in these times.

Communicating Treaty information needs to evolve so we started to implement video content this year to better engage with our SXFN members. The goal of the video footage is to create an attachment between our SXFN members afar to SXFN territory. The Treaty team had positive feedback from our SXFN members on the videos from this year. We have added a drone to the Treaty office to improve the visual content and we will continue to create video footage.

Kenneth Bateman joined our NStQ Treaty team in 2018 as our Chief negotiator. Kenneth has been a great addition to our negotiations and we appreciate the experience he brings to the Tri-partite Working Group table. NStQ Treaty team has been making positive strides in the Child and Family chapter, and are seeking full jurisdiction over our children and families. The focus in most chapters of the AIP is to take a holistic approach grounded in Secwepem'c culture and language. Whether there is a Treaty or not we want to improve inequalities right now. Even though the year started off rough the Treaty team has taken over the negotiations agenda and started leading our Treaty process.

Month by Month Overview:

April 2017	<ul style="list-style-type: none"> • Hank Adams Jr. Start Date for Self Government Coordinator, April. 3rd • NStQ Leadership Council, April. 5th & 6th • NStQ Communications Meeting, April. 7th • Yucwmenul'ecw Working Group, April. 10th • Phone Conference with Mandell Pinder, April 11th • NStQ Governance Committee Meeting, April. 12th • 3 Corners Health Meeting, April. 13th • Citizens Assembly, April 18th • Secwepem'c Health Caucus, April, 20th • NStQ Tri-partite Working Group Negotiations, April. 25th, 26th & 27th
May 2017	<ul style="list-style-type: none"> • NStQ Treaty Team Meeting, May. 4th • NStQ Governance committee meeting, May. 5th • NStQ Urban Meetings (Prince George, Kamloops, Kelowna, Vancouver & Victoria), May. 8th, 9th, 10th & 11th • Interior Health Caucus, May. 16th & 17th • NStQ Communications Meeting, May. 23rd • NStQ Tri-partite Working Group Negotiations, May. 29th, 30th, & 31st

June 2017	<ul style="list-style-type: none"> • NStQ Urban Meetings, June. 5th, 6th, 7th and 8th • NStQ Treaty Team Meeting, June 13th • NStQ Governance Meeting, June 14th • Child & Family Tri-partite Working Group, June. 15th • Tri-partite Working Group Negotiations, June. 19th & 20th • Child & Family Steering Committee, June 22nd
July 2017	<ul style="list-style-type: none"> • NStQ Leadership Council, July. 5th • SXFN Community Meetings (Dog Creek & Canoe Creek), July. 12th & 13th • Evacuation Due to Forest Fires (Williams Lake). This was an unfortunate event and halted Treaty meetings.
August 2017	<ul style="list-style-type: none"> • Most of NStQ Treaty team have just come back from Evacuation Orders. The NStQ Treaty team cancelled the Tri-partite Working Group Negotiations because of the evacuation alert in the region. • NStQ Treaty Team meeting, August. 24th • Child & Family Steering Committee, August. 31st
September 2017	<ul style="list-style-type: none"> • NStQ Leadership Council, September. 6th & 7th • NStQ Governance Committee Meeting, September. 13th • NStQ Treaty Team meeting, September. 14th • NStQ Tri-partite Working Group Negotiations, September. 18th, 19th & 20th • Hank Adams Jr. participated in the Indigenous Negotiations Skills Training at Banff, Alberta. September. 24th, 25th, 26th, 27th, 28th & 29th
October 2017	<ul style="list-style-type: none"> • Child & Family Steering Committee, October. 2nd • NStQ Leadership Council, October. 4th & 5th • Child & Family Tri-partite Working Group, October. 12th • NStQ Urban Meetings, October. 23rd, 24th, 25th & 26th • SXFN Community Meeting, October. 25th & 26th • NStQ Lands Committee, October. 30th

November 2017	<ul style="list-style-type: none"> • NStQ Leadership Council, November. 1st & 2nd • SXFN GIS Training with Stewardship Department, November. 7th & 8th • NStQ Child & Family Steering Committee, November. 9th • NStQ Treaty Team meeting with Chief Negotiator Kenneth Bateman, November. 14th • Child & Family TRM, Elders Restorative Justice Forum meeting. November. 15th • NStQ Communications meeting, November. 17th • Tri-partite Working Group Negotiations, November. 20th, 21st & 23rd • NStQ Treaty Team meeting, November. 24th • NStQ Urban Meeting, November. 27th, 28th, 29th & 30th
December 2017	<ul style="list-style-type: none"> • NStQ Child & Family Tri-partite Working Group, December. 6th & 7th • SXFN Leadership & Treaty Department to meet up with Highbar First Nation. Continue to strengthen our relations with other First Nations. • NStQ Governance Committee meeting, December. 13th • SXFN Community meeting in Williams Lake, December. 14th • NStQ Tri-partite Working Group meeting, December. 18th, 19th & 20th
January 2018	<ul style="list-style-type: none"> • NStQ Leadership Council, January. 10th • NStQ Treaty Team, Agreement in Principle Review. January. 16th & 17th • NStQ Communications Meeting, January. 19th • NStQ Tr-partite Working Group Negotiations, January. 23rd, 24th & 25th • SXFN Leadership & Treaty Department meeting with Highbar First Nation, January. 26th • NStQ Finance Committee, January. 31st
February 2018	<ul style="list-style-type: none"> • NStQ Governance Committee meet with NStQ Housing Alliance, February. 1st • NStQ Leadership Council, February. 7th & 8th • NStQ Finance Committee, February. 13th • NStQ Child & Family Steering Committee, February. 15th • NStQ Tri-partite Working Group meeting, February. 19th, 20th & 21st • NStQ Child & Family Tri-partite Working Group, February. 27th

March 2017

- NStQ Child & Family Steering Committee, March. 5th
- NStQ Child & Family TRM funds the Restorative Justice Forum for SXFN Elders to attend. March. 7th, 8th & 9th
- NStQ Tri-partite Working Group Negotiations, March. 20th, 21st & 22nd
- NStQ Child & Family Steering Committee, March. 23rd
- NStQ Child & Family TRM funds the NStQ Youth trip to visit Tsawwassen First Nation, UBC & Vancouver Museum of Anthropology, March. 26th, 27th, 28th & 29th
- NStQ Urban meetings, March. 26th, 27th, 28th & 29th
- SXFN Leadership & Treaty Manager meet with Highbar First Nation, March. 27th



HOUSING & CAPITAL AND OPERATIONS & MAINTENANCE

KEN HEIDIMA – HOUSING AND CAPITAL MANAGER

Wow what a year lots of exciting things have happened over this year with 20 major renovations completed 3 full time jobs created and all funded through INAC of \$532,000.00 and additional 10 major renovations approved and funded through INAC/ISC these renovations to be completed in 2019. Over 4 million dollars has been invested into our housing stock over the last 6 years.....

New housing for SXFN finally..... its been almost 20 years since SXFN has built a new house, three new multi units will be constructed with a target budget of 1.3 million. A total of 6 new 2 bedroom units will be built 1 unit in Canoe Creek IR#1 and 2 units in Dog Creek IR#1

Moving forward in 2018-2019 our focus will be more community meetings to work with the membership on home ownership, updating our housing policy with the members feed back to ensure our policy is fair and fits the current and future needs of SXFN. We encourage every band member to attend and give feedback and learn about your housing policy as it does effect everyone.

Two new solid waste disposal/recycling facilities funded and construction started. This 1.3-million-dollar project will provide secured fenced area to keep animals out, reduced the amount of garbage going to the land fill and a much greener future. We hope to have both facilities completed this year and add recycling to are services we can provide in our community



Recycling Workshop



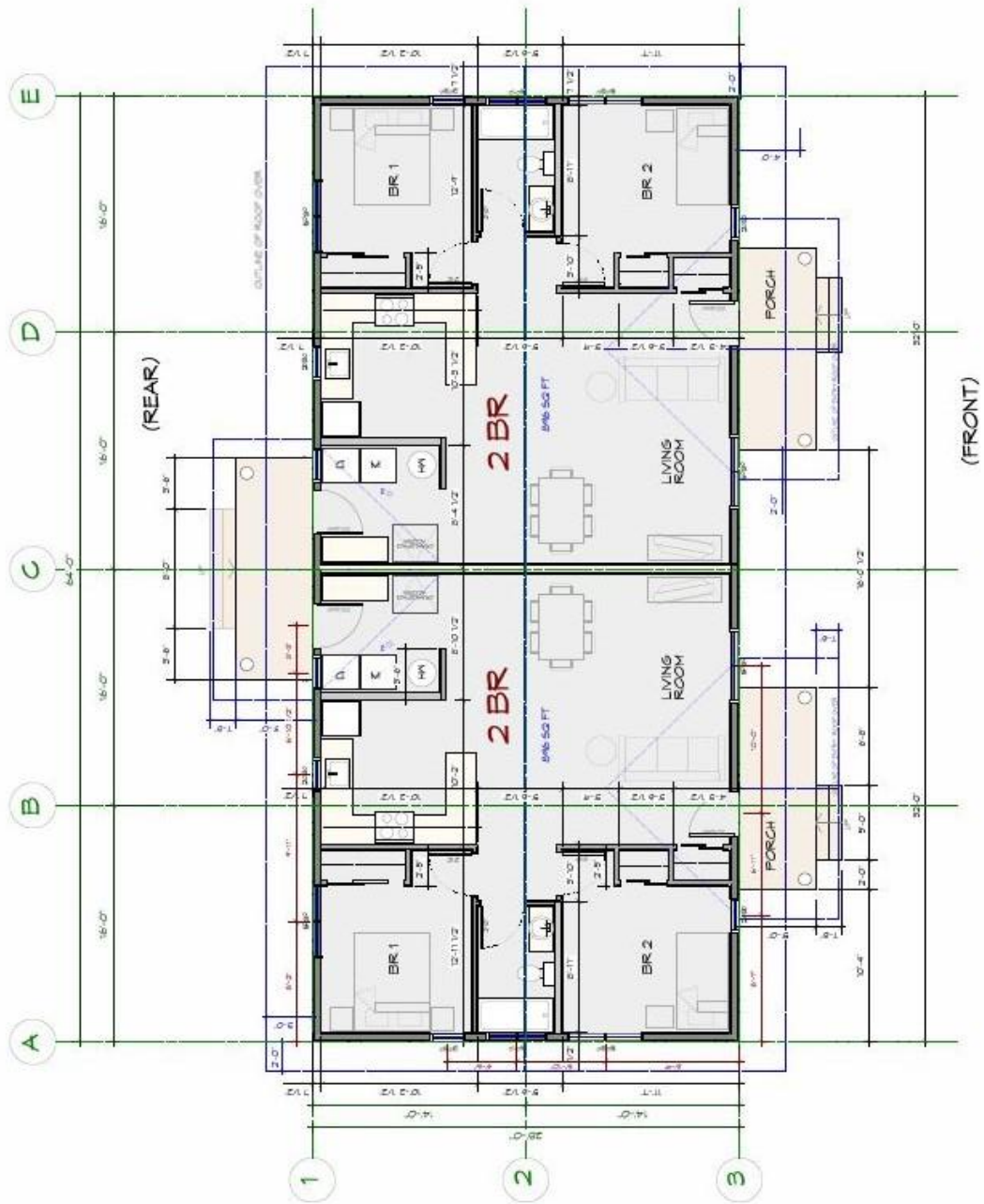
Recycling Workshop

CANOE CREEK BAND DUPLEX HOME DESIGN - 2 BR HOMES



ARCHITECTURAL

A 0.0	COVER
A 1.0	GENERAL NOTES & WALL TYPES
A 2.1	FLOOR / ROOF PLAN
A 3.1	ELEVATIONS
A 4.1	TYPICAL WALL SECTIONS





Transfer Station at Canoe Creek



STEWARDSHIP

TYLER SWAN – STEWARDSHIP COORDINATOR

The 2017 year was an exciting period of growth in the areas of department capacity building and policy and planning initiatives. The following is briefing description work of the Stewardship Department for the 2017.

Referrals:

With regards to Referrals, 2017 can be summarized as a year of capacity building. In May, Kym Hill joined the department as summer student and assisted with managing the office review of all referrals. Her assistance greatly increased the efficiency of the department office reviews. In the fall, once Kym returned to school, the department hired Harold Harry to continue the work that Kym started in the summer. Harold, who previously managed the department, brings years of natural resource and cultural heritage experience to the position and we are pleased to see his return to the department. He has been diligent in review of referrals and has drastically increased the capacity of the department.

In addition to new staff, we increased the capacity of the department by providing GIS training to all staff. Now that all staff are familiar with GIS systems, we can streamline our office review of project by digitally reviewing project information and its impacts to SXFN rights and title. This has also increased our capacity to generate maps that display how activities are impacting SXFN. We hope to further increase our capacity with GIS and become less reliant consultants to assist with more complicated applications of this software.

Though we made great strides in increasing the departments capacity to review referrals, much our work on was interrupted by the 2017 fire season. The road closures and evacuation alerts left the department short staffed for much of summer. The department staff continued to work from during the period. Regular operations resumed towards the end of August.

The gross revenue generated from referrals was down from 2016. This is largely a result of the fire season. Below is the revenue for 2016 and 2017

Gross Revenue from land referrals:

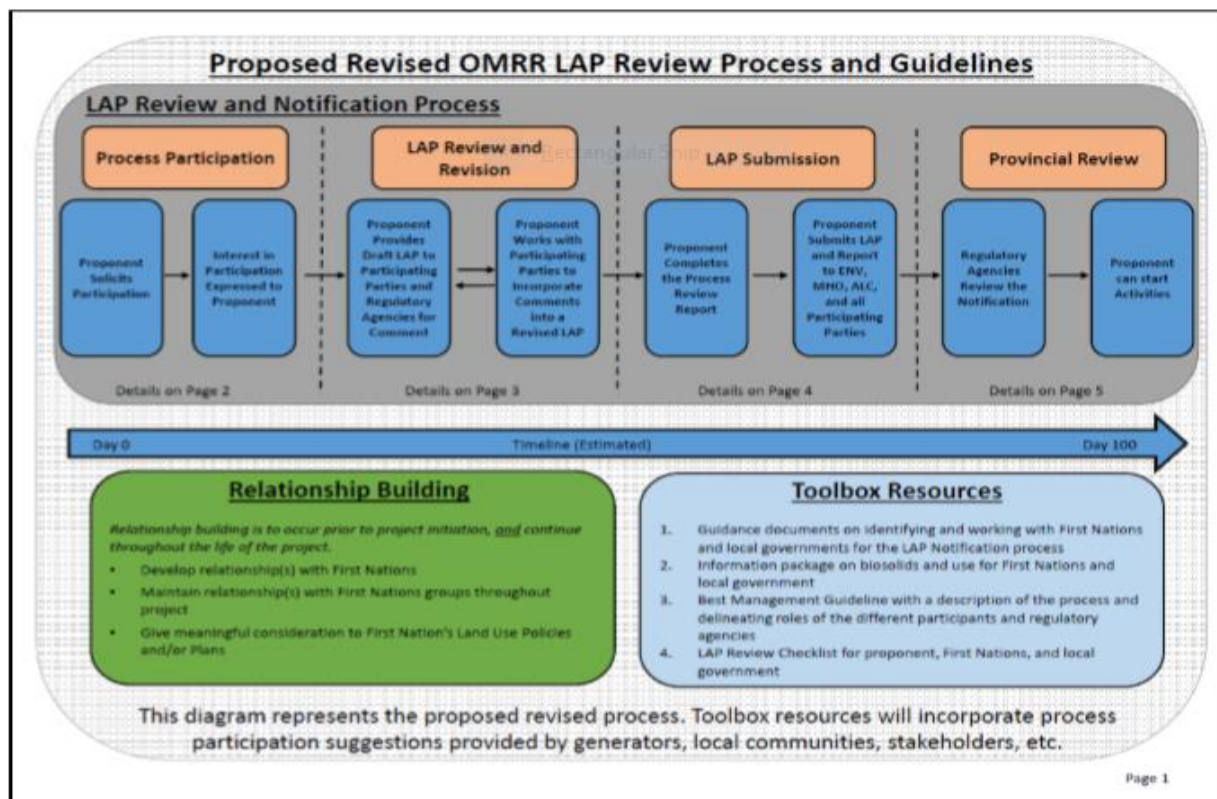
2016: \$154,819.00

2017: \$88,437.00

Bio-solids:

From December 2017 to April 2018, the British Columbia Ministry of Environment (ENV) engaged in a Bio-solids Land Application Plan Pilot Project (the Pilot Project) with Stswecem'c Xgat'tem First Nation (SXFN). The Pilot Project was the result of comments received during engagement through the current review of the Organic Matter Recycling Regulation (OMRR). The comments indicated that several First Nations communities believe there is a lack of opportunity for engagement and notification within the land application process. While these comments are considered by the Ministry as part of the OMRR review process, the ENV is exploring options for how to better engage local First Nations within the land application process.

The Pilot Project purpose was to evaluate an improved process to engage First Nations through the land application process. The Pilot Project process used an actual Land Application Plan (LAP) submission under the OMRR for biosolids fertilization that is intended to occur within the asserted traditional territory of SXFN as a test bed to assess the improved process, and to allow all parties to comment on that process upon its completion. Below is the pilot process developed by SXFN, SYLVIS, and ENV.



Land Use Planning:

Through 2017, SXFN completed its first land use plan. The SXFN land use plan is an expression of the Stswecem'c Xgat'tem First Nations (SXFN) vision for the land within our Traditional Territory and the management of its resources. The land use plan serves as a guiding document for overall stewardship of the lands within the SXFN Traditional Territory and provides clear direction to other levels of government, industry, various user groups, and our neighbours as to the objectives and expectations of the SXFN for the protection and management of important social, cultural and natural resource values. The plan also serves to support land use and planning processes for the management of land and resources on reserve lands. Community development initiatives including housing and infrastructure will be guided by land use designations and zoning identified in this plan. The SXFN land use plan will form a basis for more detailed (site level) planning and related bylaws.

[illegible]

- SXFN Elders and Community;
- SXFN Chief and Council;
- SXFN Stewardship Department Staff;
- SXFN Treaty Office Staff;
- SXFN Social Development Staff; and
- SXFN Development Corporation Staff.

38 | Page

Final remarks:

I hope that all SXFN members are pleased with the contribution the Stewardship Department is making to SXFN goals of self-determination. The department serves the community and welcomes any constructive criticism from community members.

As we enter the 2018 year, the department is experience staff changes. Tyler Swan, SXFN Stewardship Coordinator, has made the decision to depart from SXFN. He has spent that last 2 years working for SXFN. Of his time at SXFN, he stated:

“I have enjoyed my time with SXFN and learnt so much from all members. I plan to apply what I have learnt from SXFN to my future career in law. Though I am excited to start a new adventure, I am sad to leave SXFN at this exciting time for the community. Everyone at SXFN is making amazing contributions to community’s goal of self-determination.”

Though Tyler Swan is moving on, SXFN has welcomed two new staff member into the department. Georgina Preston is the new Stewardship Assistant and we are still looking for someone to fill the Stewardship Coordinator position.

