

# shíshálh Nation



## ANNUAL REPORT



2017



# RECONNECT

We are committed to facilitating **RECONNECTION** to the swiya, the culture, heritage and language.

# REBUILD

We are committed to **REBUILDING** practices that will foster trust with the community.

# REVITALIZE

We are committed to **REVITALIZING** established relationships.



## shíshálh Nation Mission

The Mission of the shíshálh Nation is to promote, maintain and protect our inherent and constitutional rights and title.

This is accomplished by: Recognizing, honouring and promoting shíshálh cultural systems, traditions and practices;

Providing programs and services that are proactive and support healing and healthy individuals and families through the promotion and practice of our language, culture and identity;

Upholding our traditional systems and processes alongside of contemporary organizational systems and processes for the effective and efficient conduct of our government; and,

Developing and maintaining relationships that advance the shíshálh worldview and acknowledging and addressing current financial, administrative, capacity and infrastructure challenges.

# A message from hiwus Warren Paull

kw-á-ʔtʼiy ch'e sìl-élap? On behalf of the shíshálh Nation Council, Executive and Staff, I would like to welcome you to the 2017 Annual General Assembly. I would also like to thank all the Nation Members that helped put this Council team together. Your newly elected Council represent a diverse and progressive team, and we look forward to representing all the people within our family groupings.

This year it is Council's intention to have a fully engaged community. Our engagement process is meant to give all the membership a voice; a voice that may not have been pronounced over the last few years. Thus far, our commitment to engaging with you has caused a real change in the way we do our business and hope for the momentum to continue in a positive way, for the benefit of the Nation.

Please take time to review the booklet and visit the departmental booths, as we showcase the hard work and dedication of the shíshálh Nation government and departments. We will continue our efforts to provide a healthy, and economically diverse community.

I am very pleased of the hard work and accomplishments put forward this year by the entire staff, and I look forward to another successful year serving the shíshálh Nation.

ʔul nu msh chalap (Thank you),

hiwus Warren Paull



**Chief Henry Warren Paull**

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## OUR VISION

The shíshálh Nation is committed to innovation in program and service delivery designed to assist our members and community to achieve greater interdependence, wellness and self-sufficiency. Foundational to our shared work is the protection, promotion and practice of shíshálh culture, language and laws within our swiya.

We proudly advance the work of those that have gone before us.





## COUNCIL ACCOMPLISHMENTS

- Restarted Constitutional Amendment process
- Enhanced Community Engagement to ensure everyone is heard and included
- Audit was completed on time
- Summer fun program (year 2)
- Forestry Agreements



## Goals for the coming year

- Settlement of the Day Scholar Class Action achieved and implementation started.
- Holding community referendum re: Government to Government agreement.
- Ongoing community engagement.
- Trellis Care home opportunity.
- Revitalizing our approach to child development to be holistic, focussing on future growth and opportunities for our youth.
- Increased opportunities for education that is fair, transparent and accessible.
- Wellness and Lateral Kindness building with members and staff.

# Interim CAO Report

It has been an interesting year—both professionally and personally. The offer to step into the interim-role as the Chief Administrative Officer was accepted with a full commitment to making a positive difference.

Early focuses were on facilitating the completion of the independent review conducted by Ratcliff & Company, re-establishment of regular meetings schedules and beginning the journey of fortifying a fractured organization. Two by-elections were held to address vacancies at the Council level and renewed efforts were made to establish a strategic framework that was inclusive of community priorities, existing commitments and addressing organizational needs. The year was rounded out with the development and implementation of one of the most comprehensive Council orientations ever completed.

It has been an honour and a privilege to have had the opportunity to serve the community in this capacity for this short time and to have led the incredible team of individuals that work for the organization. Their commitment to the people, the community and our government is truly extraordinary.

I look forward to the opportunities ahead.



**JESSIE AUGUST**

Chief Administrative Officer

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# Stewardship & Territorial

It has been a great year in the Stewardship and Territorial Land Management department. The year has brought many new and exciting opportunities.

It has been great to reconnect with the community through the engagement that has occurred during the year on Issues like Government to Government, Lehigh and Forestry Negotiations.

It was very humbling to see the rebuilding of the Museum and to witness the many years of work and collaboration come together to present the ancestors and historical discovery from the swiya. The recreation of the artifacts is truly unique and there is its in Canada. The department will continue working to revitalize its relationships with Industry and Government create new pathways that will allow shíshálh to properly take its place as stewards of the land and resources. We will seek to maximize all opportunities to ensure the nation plays a major role in the development of the swiya.

# Land Management



**JASMINE PAUL**

Division Manager

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**Steven Feschuck**

Protector of Culture

## Cultural Department Goals 2017/18

- Continue to preserve, protect and reaffirm shíshálh culture
- Ensure that shíshálh language, concepts ideas and values are used in land and resource management.
- Preserve, protect and restore sacred, historical, archeological and cultural sites and other features and values with significance to the shíshálh Nation.
- Reaffirm and encourage shíshálh cultural use of the land, cultural practices and learning,
- Through collaborative working relationships, develop and deliver plans and services to empower encourage and support members' journey towards spiritual, emotional, mental and physical wellness.



**Raquel Joe**

Museum Curator

## VISITOR STATS

### 2017

## MONTHLY

July	328
August	128
September	71
October	53
November	23



## tems swiya Museum

This year has been the most successful year in the tem swiya history. The museum unveiled 'kw'enusitsht tems stutula', a digital facial reconstruction based on ancient remains of a high-status shishálh family, estimated to be 4,000 years old. It took nearly three years of collaboration between the Canadian Museum of History, the shishálh Nation and the University of Toronto to bring this exhibition to life. The 4000 year old ancestors have really put the shishalh on the map, literally, people from all over the world are coming in to view them on a weekly basis.

There were eight tours in the month of October; this is the most popular time for the schools to book in their class for a tour. Since First Nations studies is part of their curriculum the schools up and down the Coast are coming in the learn the history of the shishálh people.

The West Sechelt Elementary and Langdale Elementary visited tems swiya for the first time this year.

The Capilano University EA program is planning on visiting again this year, the Pacifique E'cole French school, visits every year. Elder College from Cap U visits every year. The elders from the Library come to do tours annually. Each group consists of 10-25 participants, so it gets quite busy.

### Tours for October:

Davis Bay Elem, Kindergarten to Grade 3	25
Davis Bay Elem, Grade 4 and 5	20
Davis Bay Elem. Grade 6 and 7	20
Active Seniors,	12
Pacifique E'cole, K to 3	20
Pacifique E'cole, gr. 4 and 5	20
Pacifique Ecole, gr. 6 and 7	20
Tour with the Health (Shiloh)	15
Giselle Hood (teacher) school Gr. 2 and 3	22





# Youth Cultural Program

The shish'a'lh Summer Fun program operated from July 10 to August 25, 2017 and aimed to teach shish'a'lh youth about their lands and culture through daily activities

The shish'a'lh Summer Fun daily enrollment ranged between 20 – 28 children per day throughout the program and serviced a total of 620 participants. Children participated in activities such as canoeing, kayaking, hiking, swimming, camping, drumming, singing, and visits to culturally important areas. Children also had weekly workshops that included language lessons, teaching children to weave cedar bark, make cockle shell rattles, make cedar bark dolls and baskets, painting pictographs, and drum making.

The Summer Fun program visited many locations important to shish'a'lh culture and history throughout the program. Some of these locations were: Snake Bay, Roberts Creek, Porpoise Bay, Pender Harbour, Egmont, Garden Bay, Thormanby Island, Sakinaw Lake, Francis Point, Skookum-chuck.

The Summer Fun program received positive feedback from parents, community members and children.





## DEPARTMENT STAFF



**Jasmine Paul**  
Division Manager



**Chris August**  
I & C Manager



**Jody Lund**  
Administration



**Kim Wilkinson**  
Researcher



**Courtney Smith**  
Implementation



**Jackie O'Neil**  
GIS Technician



All Chiefs meeting with Ministers in Ottawa

## Rights and Titles Department

The Nation and Capstone came to an agreement in early 2017 on a new partnership that offered the shíshálh Nation an equity stake in the project, based on the Nation's title and rights to the swiya and the projects continued operations. The project was built in 1997 in Sechelt Creek which flows into Salmon Inlet. Up until these negotiations the Nation had received no other benefits due to this project having a No Impact Benefit Agreement. Capstone and BC Hydro have extended the project's Electricity Purchase Agreement on an interim basis until negotiations on a new agreement can be reached.

The Nation and the province have entered into a pilot project on Shared Decision Making that provides both parties a collaborative process. The project provides unique opportunities for problem solving regarding proposed forestry developments and gives shíshálh a strong voice in relation to whether, where and how resource development will take place in the swiya. This is the first time the shíshálh have sat at the table in a process with the province that provides and opportunity to share our history and implement the principals laid out in the Strategic Land Use plan developed in 2007.

Staff assisted with preparation of the Hiwus for the meeting with Prime Minister Justin Trudeau and several ministers. Preparations included meetings with federal staff and other Self Government and Treaty nations, outlining proposed topics for discussion.

On Nov. 7, 2017, the Nation signed an agreement with Interfor for the next five years. This agreement will provide the nation with additional access to tenure that will provide greater opportunities for our Nation member-owned forestry companies.



Chief Warren Paull and Prime Minister Justin Trudeau





# Rights and Titles Goals

- Implementation of new integrated software that is specifically designed for Rights and Title departments to streamline application intake.
- Continued implementation of the *Shared Decision Agreement* with the Province of BC and the *Partnership Agreement* with Interfor.
- Continued community engagement on the Government to Government agreement to ensure community awareness.
- Assist the sN council in continued monitoring of resource development in the swiya to ensure shisha'lh principals and laws are being followed.
- Work with the Sunshine Coast Regional District on engaging with local communities in relation to cultural resources and how to properly implement protocols for the protection of the resources.



Swiya



## Types of Applications Processed

**Forestry**—various applications for: cut block permits, woodlot permits, occupant license to log, log drop permits, etc.

**Tems-Sayamkwu**—Environmental Assessment Office certificates, foreshore land tenures, archaeology permits, etc.

**Government Permits**— private mooring, water license permit, special use permit, SCRD building permits, etc.

**Archaeology Monitoring**— The Nation monitors different types of applications from forestry to development permits etc.

# Resource Management

The shíshálh Nation Resource Department was established in 1993. Since that time, it has worked to improve services that includes: assessments of salmon and trout populations, wildlife harvesting, as well as developing long term management goals that aid in the enhancement of fisheries, wildlife and forestry resources within our swiya.

The Resource Department is responsible for cooperative fish and wildlife management with the Federal and Provincial Governments. We are in our 25th year of our Aboriginal Fisheries Agreement that provides the main source of funds for our staff and involvement in joint fisheries management activities with Fisheries and Oceans. The Department maintains records for all Nation foodfish harvesting, adult and juveniles salmon enumerations, shellfish surveys, tracking and reporting expenditures and payments to fishermen. We prepare protocol agreements to access salmon within other respected First Nation territories and acts as liaison with DFO Fisheries Officers, Provincial Conservation Officers and the RCMP s and other government agencies, contractors and suppliers. All elk harvesting is reported to the local Conservation officers.

## Community Programs & Services

- **Providing Foodfish Permits and Supplemental Foodfish Permits for Community Members.**
- **Issuance of (15) Shellfish Commercial Licenses for Area C for Community Members**
- **Issuance of (11) AFS Salmon Gillnet License to Nation Members**
- **Leasing of Nation Owned Herring Seine License**
- **Assisting Community Members with DFO National Online Licensing**
- **Coordinating delivery of food fish to shíshálh Community Members, Meals on Wheels Learning**



Sid Quinn  
Resource Director



Darlene Bulpit  
Fisheries Technician



Jerry Johnson  
Fisheries Technician



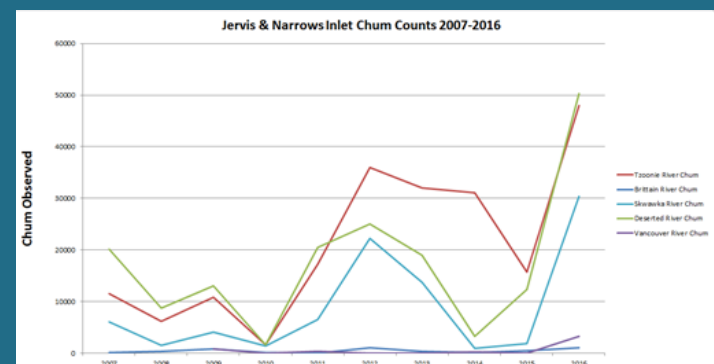
Dwayne Paul  
Fisheries Technician



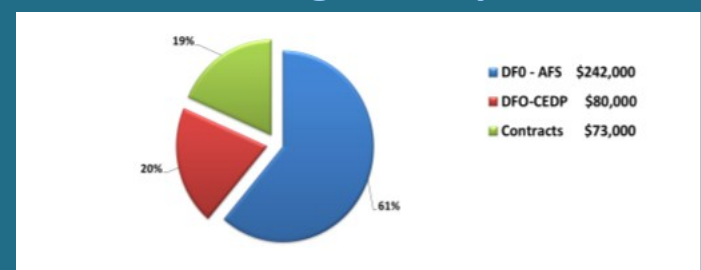
Dave Bates, Phd  
Fisheries Biologist



Jasmine Paul  
Division Manager



## Funding Envelope



Resource Management staff are responsible for maintaining records for all food fishing activities throughout the Swiya. We report to DFO harvest amounts and track various species returning and harvested by shíshálh community members. Staff carries out weekly creek walks of local streams and bi-weekly aerial flights of all our major river systems throughout our Swiya. Staff works with our local fishermen to harvest for our community members with elders as a priority for all harvesting.

## Meetings Attended

- Nichols Court Case Involving Fishing Rights
- BC Hydro Fish Wildlife Compensation Program Webinar
- Weekly Chum Working Group Calls
- Weekly Fraser River Sockeye Panel Calls
- Weekly First Nations / DFO Sockeye Conference Calls
- Atlantic Salmon Escapee First Nation Conference Call
- Southern Resident Killer Whale Webinar
- Southern Resident Killer Whale Symposium
- SCR D, Chapman Creek Hatchery Water Supply
- Sakinaw Lake Sockeye Recovery Meetings
- SCR D Invasive Technical Quarterly Meetings
- DFO Wild Salmon Policy Meeting
- Local RCMP, DFO Fisheries Officers & Provincial Conservation Officers

## Accomplishments for 2016/17

### Sakinaw Beach Restoration and Swim-up Study

This project addressed the national priority of supporting an established species conservation plan at a national level. Sakinaw Sockeye was examined by both COSEWIC and SARA and was subsequently listed as Endangered by COSEWIC.

Sakinaw Sockeye remains as a Regional priority for enhancement, assessment and restoration processes. A Recovery Team and Recovery Plan have been established. Part of the recovery activities is restoration of spawning habitat and identifying the data Gaps.

### Sakinaw Lake Smolt Enumeration

The crew enumerated sockeye and coho smolts leaving Sakinaw lake, mainly at night, as they migrate through the fishway to the marine waters from early April to mid-June each year. The Sakinaw Lake smolt forecasts for 2017 were 40,550 and our crews enumerated 33,864 sockeye and 2,957 coho smolts.

### Shellfish Survey

The staff conducted a standing stock survey of Carlson Beach Sechelt Inlet. Using the minimum size category, it is estimated that there are approximately 172,700 harvestable Littlenecks and 22,500 harvestable Varnish clams on this beach. Assuming a 10% maximum exploitation rate the beach could support the removal of approximately 17,200 Littlenecks and 2300 Varnish clams. The exploitation rate is purely hypothetical and would require confirmation following additional sampling.

### Wildlife Survey

The staff conducted wildlife surveys for BC Hydro as part of the Water Use Planning of a wetland located at the northeastern end of Clowhom Lake Reservoir, approximately 500 meters upstream from the lake and adjacent to the Clowhom River mainstem. The wetland complex continues to be influenced by changes in reservoir levels due to hydroelectric operations and reservoir management at Clowhom Falls Dam.



Tsunay River Chum Salmon



Twasoomo Eagles Nest Survey



Shellfish Surveys



Tzoonie Sockeye Assessments



# Resource Management

## Maintaining Records

Resource Management staff are responsible for maintaining records for all food fishing activities throughout the Swiya. We report to DFO harvest amounts and track various species returning and harvested by shíshálh community members. Staff carries out weekly creek walks of local streams and bi-weekly aerial flights of all our major river systems throughout our Swiya. Staff works with our local fishermen to harvest for our community members with elders as a priority for all harvesting.



skwakwa

River Estuary

## Goals for 2017/18

Adopt a holistic, ecosystem-based approach that considers the entire ecosystem in determining use of specific areas and setting harvest rates that focus on what to leave behind, rather than what to take.

- BC Hydro Water Use Plan - Fish productivity and Wildlife wetland survey
- Sakinaw Lake Studies:
  - Beach Restoration
  - Swim-up Survey
  - Sockeye Smolt and Adult Study
- Shellfish Inventory of Clams and Oysters
- Assessments on Recreated off Channel Habitat
- Develop Inventory of Raptor Sites
- Terrestrial Ecosystem Mapping

### Sakinaw Sockeye Data

Table 1. The numbers of adult sockeye salmon that returned to Sakinaw Lake each brood year (BY), including those removed as male and female broodstock. The estimated number of adults that spawned naturally in the lake is the difference between the return and the hatchery removal, minus any natural mortality before spawning. The numbers of fry (in thousands) released into the lake in the following year (BY+1) separated by 1<sup>st</sup> year brood releases and captive brood releases, and the numbers of natural and hatchery smolts (in thousands) emigrating from the lake after two years (BY+2) are also shown. Zeros indicate no fish; dashes indicate no data. Unk indicates an unknown number of natural smolts were included in the hatchery smolt total because there was no adipose clipping of hatchery juveniles from that year. Numbers in parentheses indicate Sakinaw sockeye parents from which fertilized eggs were used to found the captive breeding program at Rosewall hatchery.

Brood Year	Adult Escapement (BY)			Fry Releases (BY+1) (000's)			Smolt Migrants (BY+2) (000's)		
	Return	Hatchery Removal		Wild Brood Releases	Captive Brood Releases	Total	Natural	Hatchery	Total
		Female	Male						
2000	122	10	9	15	0	15	-	-	-
2001	87	15	14	31.9	0	31.9	4.3	8.1	12.4
2002	78	6(5)	10(9)	2.8	0	2.8	0.103	0.039	0.142
2003	3	0	0	0	0	0	0.011	0.002	0.013
2004	99	31(28)	31(28)	25.9	0	25.9	2.9	8.4	11.3
2005	28	6(6)	8(8)	7.6	87.9	95.5	0.272	3.7	4
2006	1	0	0	0	84.6	84.6	0	12.2	12.2
2007	0	0	0	0	420.8	420.8	0	62.6	62.6
2008	0	0	0	0	726.4	726.4	0	69.9	69.9
2009	1	0	0	0	329.4	329.4	0	32.9	32.9
2010	29	4	9	5.1	1368.7	1373.8	unk	162.9	162.9
2011	554	0	0	0	963.3	963.3	28	224.6	252.5
2012	244	0	0	0	856.2	856.2	4.4	121.6	126.0
2013	143 <sup>1</sup>	0	0	0	320.4	320.4	0.632	16.5	17.1
2014	464 <sup>2</sup>	0	0	0	644.7	644.7	0.722	78.2	78.9
2015	721 <sup>3</sup>	0	0	0	329.1	329.1	-	-	-
2016	172 <sup>4</sup>	0	0	-	-	-	-	-	-

<sup>1</sup> The 2013 Return includes 29 'jack', or precocious males.

<sup>2</sup> The 2014 Return includes 12 'jack', or precocious males of which 10 were clipped and 2 were not clipped.

<sup>3</sup> The 2015 Return includes 26 'jack', or precocious males of which 20 were clipped and 6 were not clipped.

<sup>4</sup> The 2016 Return includes 1 'jack', or precocious male and this fish was clipped.

## Infrastructure and Government Services

**Reconnect, Re-Build and Revitalize...such powerful and influential aims!** I feel as if the words reflect the ongoing construction of our Nation, various leaders and various mandates.

My name is Rochelle Jones and I am absolutely honoured and humbled to work within the Infrastructure, Government Services Division Manager. The IGS Division consists of the Housing, Lands, Public Works Departments and the Sechelt Indian Government District. We are one Division of 4 and have been tasked with many duties and responsibilities.

One of our top priorities is to work toward a revised Housing policy and strategy. As the number one priority identified at the community planning meeting, we have been juggling many enormous tasks related to Housing including policy review, strategic initiatives and last but not least the collection of rents and mortgages.

The Housing Department has the task of balancing many programs and objectives within its Department. There was funding set aside to seek expert and professional feedback on our program and develop a strategy for low income housing. I am pleased to advise that we have engaged the services of low income housing strategy consultant out of Vancouver. While the consultant develops the recommended strategy, the newly elected Trustees will work closely on all aspects of the First Nation Market Housing Departments program including the Credit Enhancement Program and the review of recommended draft policy. Community Engagement sessions will be scheduled in the near future, watch for notices! We are reconnecting with what exists, rebuilding strategies to meet the needs of the Housing Authority and revitalizing the department.

The Lands Department continues to prosper with up to date account reconciliation and ensuring the management of leases are current and adhered too. The Lands Department has been tasked with the review and due diligence checks on multiple development opportunities presented to the Nation. This work is done in conjunction with other Divisions to ensure the interest of the entire Nation is first and foremost!



**ROCHELLE BAPTISTE**

Division Manager

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Public Works are in my eyes the unsung heroes of the Nation...laugh but its true! I always sing in my head to the tune of "ghostbusters" who you gonna call? Public Works busters! Quietly and diligently they take care of the setting up of events, housing moves, appliance hookups, roads, infrastructure, parks, fish, and the list goes on. That being said, a review of our government district responsibilities are currently underway and will oblige us with some adjustments to the structure of PW.

Sechelt Indian Government District, the Municipal arm of our self governing Nation continues to administer and take care of our lessees, commercial leases and our municipal needs such as taxation, water, sewer, roads and maintenance.

We cannot change the past, but we can work to reconnect, rebuild and revitalize our connection with the community. My staff and I are ready, willing and able to serve and provide what is necessary to plan and enhance this Nation.

**ts'úkw'um**

**45.25** acres

South of Trail Bay on the point  
just east of Wilson Creek

**ch'a'tlich**

**579.81** acres

On the isthmus between Trail  
Bay and Porpoise Bay

**swik'als**

**11.25** acres

West shore of Porpoise Bay



## Lands Department oversees 33 parcels and more than 1000 hectares of land

The Lands Department is responsible for administering 33 parcels of lands located throughout the shíshálh Nation. shíshálh land is held in fee simple and spreads over 1000 hectares that stretch from xen-uchen (northern end of Jarvis Inlet ) to kalp-ilin (Pender Harbour) in the West and Ch'Atl-lich (Sechelt) in the south east. Acting through the Nation Council, the Lands Department grants leases, licenses, permits, rights of way or any of the interest of the shíshálh Nation Land. This work includes:

- Managing residential and commercial lease files
- Administrating all new leases, sales and assignments
- Liaising with Rights and Title, Sechelt Indian Government District and Public Works to ensure that all leased land upholds the standards of shíshálh Nation
- Organize and communicate all relevant land use policies and permits
- Process and finalize all lease allotments and modifications
- Manage legal documentation and process

The Lands department is committed to a management of the shíshálh Nation lands that upholds the responsible stewardship and protection of the shíshálh people's relationship to the lands and resources of our swiya.



**t's'u'nay**

**698** acres

Along the shore of Deserted Bay from the right bank of Stakwas Creek to river outlet

**stl'ikwu**

**255** acres

Southern entrance to Skookumchuck Narrows

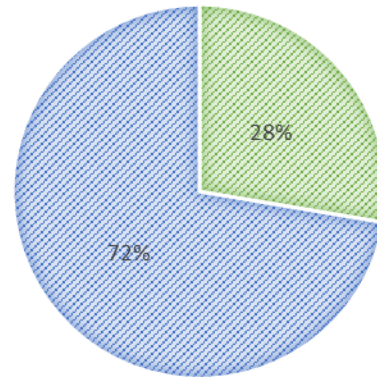
**xe'nichen**

**260.50** acres

At the head of Queens Reach of Jervis Inlet

## SHÍSHÁLH NATION LEASE LANDS

■ Developed ■ Undeveloped



### Lands Department Staff

Left: Erika van der Grinten, Lands Manager and right, Terra Brett, Lands Administrator







## REVENUE SOURCES

- Taxes and User Fees (sewer)
- Own Source Revenue: business licenses, tax penalties, interest
- Government Grants, i.e.: small community and gas tax grants

## SIGD COLLECTS AND REMITS TO OTHER GOVERNMENTS FOR PROVISION OF SERVICES

- Provincial School Tax
- Regional District services (i.e. Building Permits, Animal Control, Emergency Services)
- Recreation
- Fire Protection
- Water
- Hospital
- Library
- BC Assessment



Peter Jmaeff

**SIGD Manager**

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Dianne Hill

**SIGD Financial Officer**

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## Sechelt Indian Government District

The Sechelt Indian Government District (SIGD) was established as a legal entity by the Sechelt Indian Band Self-Government Act (Canada). SIGD is the local government with SIGD Council (sN Chief and Council) as the governing body acting on behalf of all residents, shíshálh Nation members and non-Nation members, within SIGD.

SIGD was recognized in provincial legislation by the Sechelt Indian Government District Enabling Act (BC). The SIGD Enabling Act regulation established the SIGD Advisory Council whose purpose is to represent all the non-Nation member residents of the Sechelt Indian Government District (SIGD).

### SIGD Purposes:

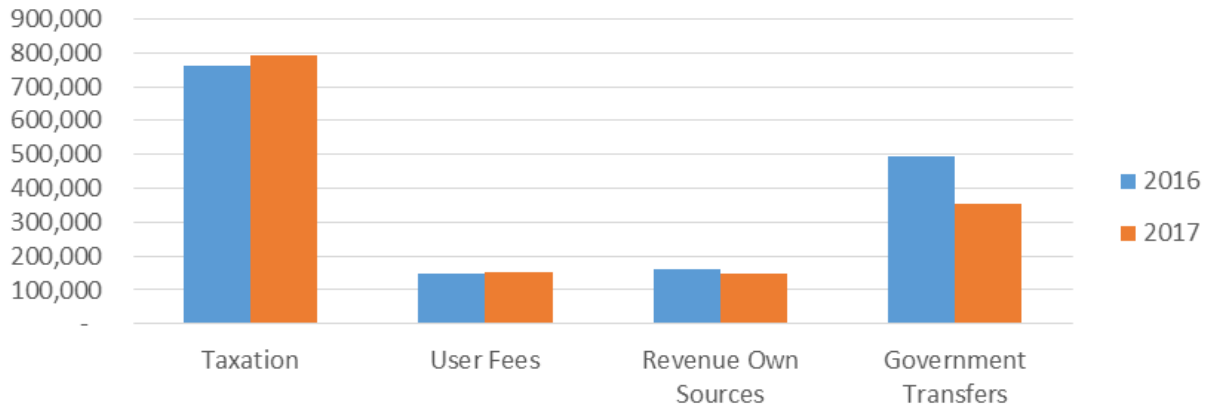
- To levy property taxes annually on all residents and businesses,
- To receive provincial grants applicable to a BC municipality,
- To purchase services such as fire protection, road maintenance, street lighting, sewer collection and disposal, garbage collection, recycling,
- To collect and remit provincial school taxes, regional district taxes, regional hospital taxes, BC Assessment Authority taxes, To participate in the operation of the SCRCD via appointing a Nation Council member to the SCRCD board.

In order to perform these duties SIGD must develop an annual (January 1<sup>st</sup> to December 31<sup>st</sup>) budget/five year financial plan and tax rates.

The District has also adopted a number of regulatory laws/bylaws

# Sechelt Indian Government District

SIGD Operating Revenue  
Budget Comparisons  
2016 and 2017



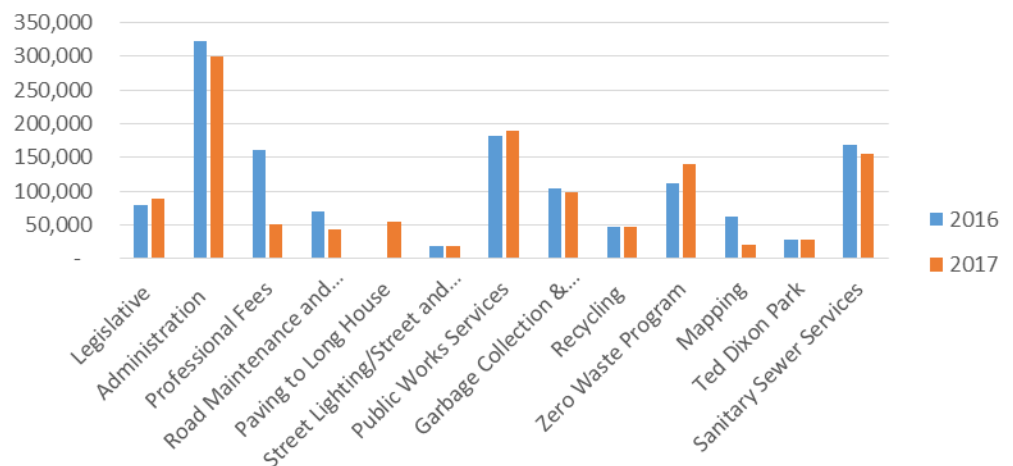
## SIGD Revenue

SIGD revenue has remained relatively consistent with taxation increasing by 3.65% in 2017.

## SIGD Expenditures

SIGD expenditures have remained relatively consistent with the expected annual increase for increasing costs to deliver services.

SIGD Operating Expenditures  
Budget Comparisons  
2016 and 2017





## BUDGETED CAPITAL PROJECTS

- Bay View Sewer Main Realignment
- Xenichen Storm Pipes
- Trail Bay Clay Pipe Replacement
- Port Stalashen sewer plant upgrades

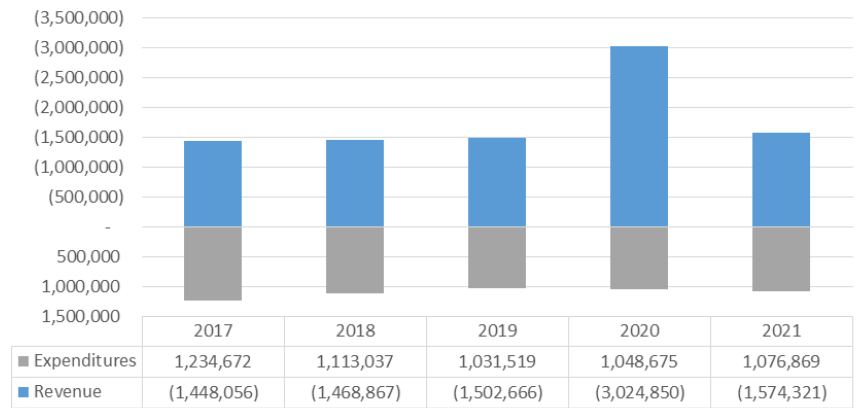
## CAPITAL PROJECTS

Primarily funded by Government Grants, Reserves and Grant Applications. Includes: roads, shoreline protection, sewer, storm drains, and water repairs, upgrades or replacement.

## ACHIEVEMENTS

- Assessment Management Plan completed.
- Building and Noise Bylaws done in 2017

Comparison of Revenue and Expenditures  
2017-2021



## SIGD 2017-2021 Financial Plan

Revenue and Expenditures are relatively consistent over the five year period. In 2020 the increased revenue is primarily grants to fund the expansion of the Port Stalashen Sewage Treatment Plant.

### Did You Know?

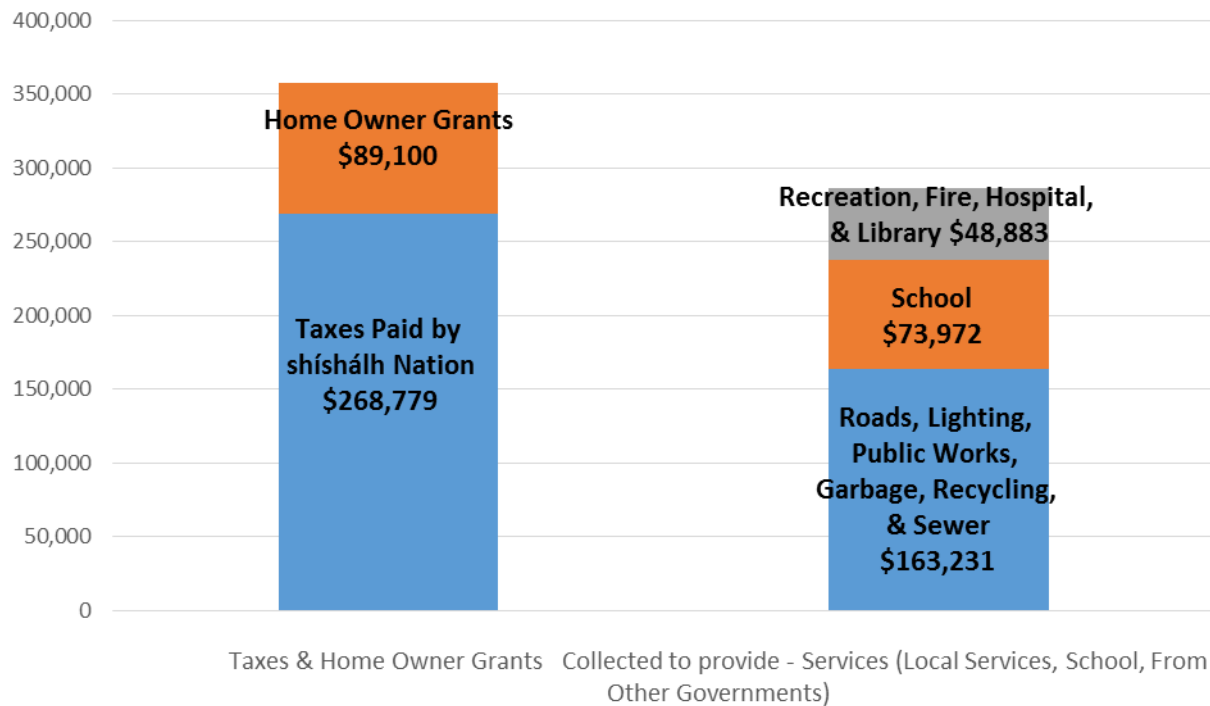
Nation revenue is used to pay property tax on your behalf

2016= \$244,404.

2017= \$268,778.

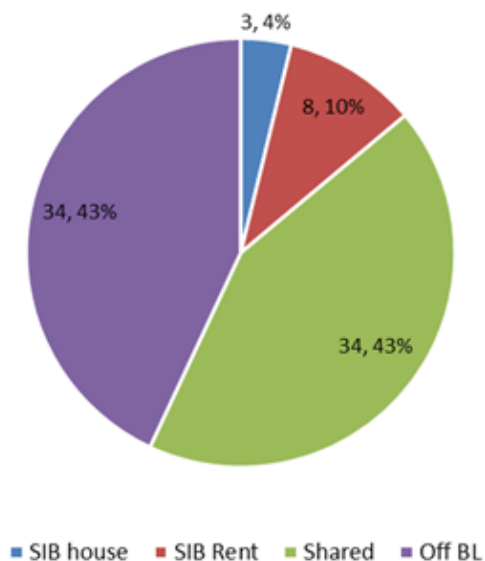
Taxes pay for services (road maintenance, street sweeping, street & traffic lights, garbage & recycling pickup, Public Works [services include minor road repairs, snow removal & salting, inspecting storm drains & sewer lines, Spring & Fall cleanups, installing signs], and sewage treatment & disposal. SIGD collects and remits taxes to other governments for schools, recreation, fire protection, hospital, library, building inspections, animal control, emergency management and solid waste management.

## shíshálh Nation Member Taxes and Services 2017



## Housing Authority

### Housing Applicants October 2017 Current Accommodation



Insurance premiums this year increased by almost 12% to total \$104,500. This is an average of \$710/unit for those in member subdivisions with outside policies. Occupants were charged only the nominal fee of \$100/unit for a total of \$16,700. which is put into our Self-Insurance Reserve for houses not covered by outside policies or under Nation warranty.



## CONSTRUCTION FINANCING

Two more Nation members have been referred for construction financing this year under our Royal Bank On-Reserve Residential Housing Loan Program (RBC ORHLP). This will bring the total to 17 RBC loan accounts totalling almost \$1.9 M.

## HOUSING TRUSTEES

### 3-YEAR TERM



Lucille Joe



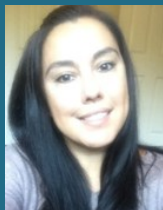
Brandi Macleod

Brandon August

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Tina Joe



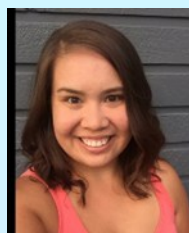
Shiloh Joe

## Housing Authority Report

The Sechelt Band Housing Authority was established in 1980. Since that time, it has worked to improve the quality and availability of housing for our community members. The Department is responsible for the allocation of all sNation housing and funds budgeted for residential construction, renovation & repairs. The Department maintains records for all Band housing units, tracking expenditures and payments; prepares documentation; and acts as liaison with Council, Trustees and other government agencies, inspectors, contractors and suppliers. Staff is working with the **First Nation Market Housing Fund** to develop another banking option to construct, purchase, or renovate Band homes for members who can meet bank criteria. The FNMHF program is assisting with costs and expertise to complete Terms of Reference, overall Band Housing policy and a Band Market Housing Policy. A meeting will be scheduled soon to review the draft **shíshálh Market**



Lynne Quinn



Amber Dixon

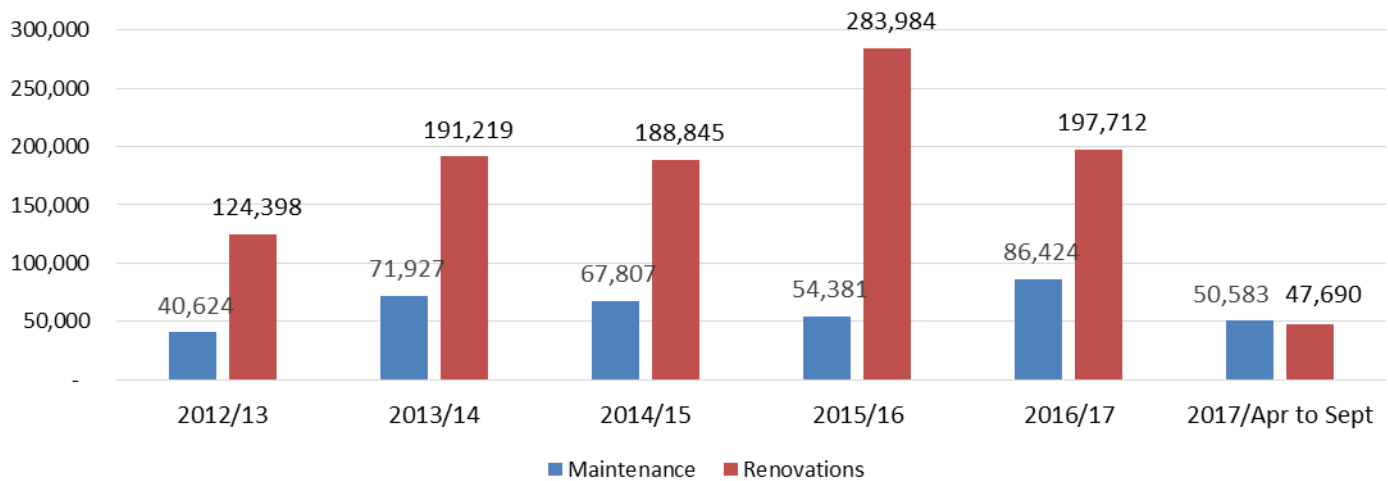
**Housing Policy** which has been approved-in-principal subject to community feedback. Staff is working to finalize details with a local Bank to be able to implement the lending program when ready. Staff are planning for budgeting/ financial planning workshops for individual Band members to qualify for the loans through specified financial institutions.

We are working with one of the FNMHF consultants to complete the new **shíshálh Nation Housing Policy**. She has checked our last draft for legalities, and to identify gaps. Hopefully this revised draft with a simplified format, will be rolled out for Member input early in the new year..

## We need your input for 5-year Strategic Housing Plan

The Nation has just accepted a proposal from Chris Hild of MNP Consultants to assist us with development of a **5 year Strategic Housing Plan**. This will include a review of statistics, applications, a critical needs analysis including social housing, and construction planning: Community meetings will start soon.

## Housing Maintenance & Renovation Expenses



Staff have assisted with approximately **300 work orders** for house repairs, appliance replacements, and renovation projects for Nation homeowners in the past year at a cost of **\$197,700** and another **\$86,000** under maintenance for refurbishing of Nation owned rental houses. Staff assisted tenants and insurance adjusters to arrange repairs under 4 water leak claims to prevent potential health hazards and structural damage.

Two more Canada Mortgage and Housing Corporation Residential Rehabilitation Assistance Program (CMHC RRAP) forgivable loans for house renovation nearing completion in combination with Nation financing under major renovation funding for overages subject to mortgage. There was 1 porch replacement under the CMHC Emergency Repair Program (ERP). There is still 1 CMHC RRAP renovation outstanding from 2015.



Building Consultant Gary Van Horne has carried out numerous inspections to prepare renovation specifications, monitor work done for compliance to BC Building Code, and to check for preventative maintenance required.

The cost over the past year is \$4,790.00 which has been absorbed by the Nation. Fire Extinguisher inspection & Maintenance in member homes is also done semi-annually under general Housing maintenance.



# Public Works Report

The Public Works Department is responsible for new infrastructure construction as well as maintenance and remedial work to existing buildings. Staff provide grounds maintenance and janitorial services to shíshálh Nation buildings. The department has its own yard and building where equipment of various kinds are serviced by our mechanic.

The annual responsibilities and projects have required a team effort from all our PW staff - Blair Rowland, Les Jmaeff, Miranda Joe, Glen Dixon, John Louis, Curtis Craigan and Joel Paul.

A special thanks to the incentive workers, summer students and numerous other Community members that have helped us carry the work load of this Department. Your help has been appreciated.

**Director of Public Works**  
**Peter Jmaeff**  
**(604) 740-5600**  
**local 27**



## Forward Thinking

- Purchase a utility finder to located underground gas and electrical lines and to provide extensive training to PW staff by a specialized consultant
- Completed the First Nations Infrastructure Investment Plan in order to receive future grants
- Working with other departments on future investment projects
- Participation with the Sunshine Coast Emergency Program Planning Committee (SCEP). Discussed with a representative of Vancouver Coastal Health the need to reduce the amount of needles picked-up by SIB Public Works on Band lands.
- Coordination and maintenance of the Nation's fire suppression systems to protect the Nation's assets.

## Community Reconnection

- To work together with the Education Department to provide training opportunities for community members to reduce the need to hire outside trades.
- Worked with an external painting contractor to facilitate the hiring of members to assist with prepping and painting of Community Services building.
- Supporting our Elders by removing debris and supplying alder for smoking fish.

## Rebuild Relationships

- Installation of ramp and access bridge for fishermen and waterline at Selma Park
- Providing equipment to support community members' requests
- Arranging for training of the janitors on staff

## Revitalize

- Installation of new lights and bleachers at Ted Dixon Park
- Exterior painting of clubhouse and installation of new metal roof
- Completion of 72 hour emergency plan, now ready for community engagement

## Community Services Division Manager

For those who haven't yet met me, I am a fairly recent arrival to the Sunshine Coast. I grew up mostly on Vancouver Island, between the traditional territories of the Cowichan Tribes and the Halalt Nation. I'm the only person in my immediate family to have graduated high school, and because of that I really value education and the idea of life long learning. I previously worked in telecommunications, in which I gained a lot of experience managing staff, large budgets, and complex programs. I did this while attending school part-time, first to complete two technology management certificates, and then to work towards a BA in Applied Psychology at Kwantlen Polytechnic University. While continuing my education, I realized that I wanted to work in a position that made a significant impact on peoples lives, and so I decided to quit working and go back to school full-time. I ended up completing my BA, and then going on to graduate school to complete a Masters of Arts in Psychology and Masters of Public Health, focusing on health behaviors and health promotion. While I have degrees in Psychology, I am not trained in counselling, so don't worry, there's no chance that I am psychoanalyzing you! I am thrilled that all of my hard work has lead me to work for the shíshálh Nation..



**LOUISE MEILLEUR**

DIVISION MANAGER OF  
COMMUNITY SERVICES

PHONE (604) 885-9404 local 222

EMAIL [lmeilleur@sechelt-nation.net](mailto:lmeilleur@sechelt-nation.net)

### Reconnecting, Re-building and Revitalizing in Community Services Department

This year's theme of Reconnecting, Rebuilding and Revitalizing is especially relevant for the Community Services Division.

#### Rebuilding

We are actively working towards building a stronger team to better meet the needs of the community.

With funding from First Nations Health Authority and Vancouver Coastal Health, we were able to hire a Youth Wellness Coordinator, and an Elders Wellness Coordinator.

We've also been revitalizing and rebuilding our wellness programs, and in order to support that, we've increased the role of Nutritionist Assistant to a full-time Health Programs Assistant.

In Social Development, we've added a second Nation Social Development Worker. This addition has allowed us to ensure policy is being properly admin-

istered, and with the new addition we have been able to identify savings that fully cover the cost of the additional position

We've restructured the Post Secondary and Employment Training programs to more efficiently meet members continuing education needs. The revitalized Education and Employment Training department now has a Manager, Coordinator and File Clerk. We are working closely with our funding partners to identify additional funding to meet member's needs

In the past several years, the mem7iman Child Development Center has grown and developed the program. In January the position of assistant manager was filled after being vacant for 2 years.

In order to better meet the wellness needs of the community, the Recreation department has recently moved to Community Services. We rebuilding recreation programming and will be launching a number of new programs in the new year.

Continued on next page





**Revitalizing:** people are necessary to deliver programs but they need tools and processes to be successful. To revitalize our programs, we are working on improving policy and processes to assist staff and ensure that programs and benefits are available equally to all shíshálh Nation members. This includes developing and improving policies for review and approval of Council, documenting processes in comprehensive operations manuals, and collecting the data necessary for us to plan to meet the future needs of the community.

**Reconnecting:** The programs in Community Services have often been developed with little consultation or involvement from the community. We are working to change that, and ensure that programs are community driven, with as much community involvement as possible. To achieve this, we have been seeking input from elders and other community members. We are implementing monthly Community Services Open House's and each month the Community Services team will suggest a topic of discussion, and seek topics from the community. Then during each open house, those interested can provide their feedback and suggestions for programming. We also hope to engage community member to help us deliver programs when ever possible. An Open House will be held in December 2017 to discuss recreation.





## Early Childhood programs

- Infant Toddler program
- 3-5 group care program
- Supported child development program for one-on-one support

## Children enrolled

37

- 8 children in infant/toddler
- 24 children in 3-5 group care
- 5 children get 1-on-1 support

## MCDC Staffing

10 of 14

Staff members are also members of the shíshálh Nation



## mem7iman Child Development Centre

Men7iman Child Development Centre (MCDC) offers programs for Early Child Care Development to assist in the development of children ages 0-6 years old. Programs nurture the healthy growth and development of our children. With programming designed and delivered by shíshálh Nation staff, the program supports the physical developmental as well as emotional, social, cultural, and spiritual well-being of children from birth to age six.

Children in our Early Childcare Programs gain opportunities to develop self-confidence, a greater desire for learning, an excellent start in their journey towards becoming successful young people.







The Education Department works at the community and provincial level to provide services in the areas of research, communications, information dissemination, advocacy, program administration and networking.

The Education Department also strives to share current information about available programs, government policies and initiatives and education issues that impact First Nations learners.

In addition, the education department strives to build partnerships with federal and provincial agencies and other relevant stakeholders in order to communicate the issues and concerns of BC First Nations and ensure that they are meaningfully addressed.



## Education Kindergarten to Grade 12

The shíshálh Nation partners with SD46 to ensure support services are available to shíshálh Nation students from Kindergarten through graduation.

Kerry Mulhman is the District Principal for the Aboriginal Programs. We currently work in a partnership in providing support or services around implementing aboriginal culture, language, history and traditions. As part of this program we provide six Education Assistants to work under this program that focus on support for shíshálh Nation members to ensure academic support and needs are being met

Aboriginal Support Workers are dynamic and caring individuals who are employees of School District 46 (Sunshine Coast). Aboriginal Support Workers have a minimum Grade 12 education, post



-secondary certification as an Education Assistant (including CPI training and current first aid certification), recent experience working with Aboriginal students and detailed working knowledge of shíshálh history, culture, traditions and community.

Rita Poulsen is the **Language and Culture Teacher** for SD46, she teaches shíshálh Language classes from Kindergarten to grade 12, in both Kinnikinnik Elementary and Chatelech Secondary Schools. She also works with Capilano University as the instructor for the shíshálh Language and Culture Certificate program. Rita has her Bachelor Degree in Education, and she is currently working towards her Masters degree in Nature based experiential learning. Rita started her career with the shíshálh Nation in 2005 as a language translator, she has been in her current role with SD46 for the last 10 years as the Language teacher. She continues to work closely with the Elders language group and is very passionate about language revitalization.

## sha'shisha'lhem LANGUAGE

*sháshishálhem* was introduced as a school based language program in Sechelt Elementary and Chatelech Secondary during the 1990's and has developed substantial momentum. The language continues to be taught at mem7iman, Kinnikinnick Elementary, Chatelech Secondary and Capilano University.

The Elders are the primary source of language expertise and cultural knowledge. The work done by the Elders and other individuals/committees provided the foundation for the provincially approved curriculum for: *sháshishálhem* 5 to 12 and Introductory *sháshishálhem* 11. The publication of the Sechelt Dictionary in 2011 has become a significant resource for language learners at all levels.



In the past year, with financial help from the BC Ministry of Education, the Elders have worked with Rita Poulsen, Andy Johnson, Leah Julius and Kerry Mahlman to identify the elements that are the foundation of learning *sháshishálhem*.



*"Language is central to how children and youth gain access to cultural knowledge and learn to participate and grow within their cultures."*

First Nations Elders' and Parents' Views on Supporting Children's Language Development . Comments by: Jessica Ball & Marlene Lewis, School of Child and Youth Care, University of Victoria





Affiliation Agreement with  
Capilano University, 2017



shishálh Nation Education and Employment Department

Staff:

*Ashley Joe* – Education and Employment Manager

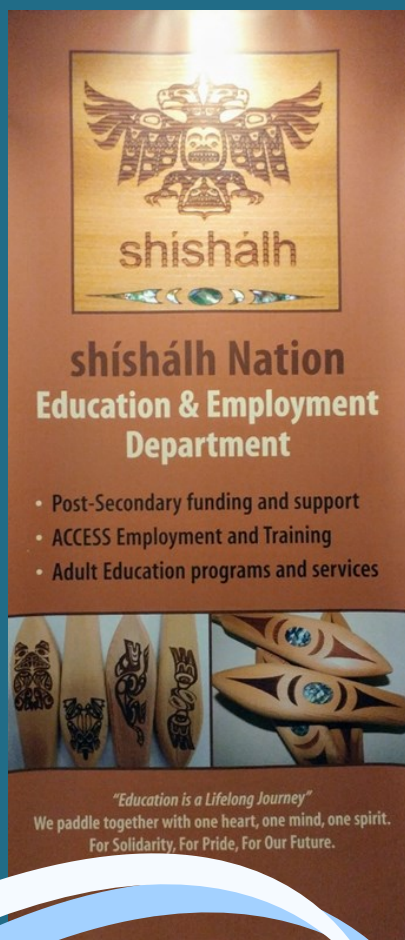
*Taleetha Elliott* – Education and Employment Coordinator

*Fawna George* – Education and Employment File Clerk

## Education and Employment

The shishálh Nation Education and Employment Department (EED) is responsible for administering the INAC PSSSP (Indigenous and Northern Affairs Canada Post-Secondary Studies Support Program) in accordance with the INAC PSSSP National Guidelines. This program provides our eligible post-secondary students with sponsorship for tuition, textbooks and supplies, travel, tutorial services, living allowance while attending college/university. We provide support to applicants with their sN funding application process, post-secondary application process, registration, researching of programs, one on one support when required for success. Currently we have 29 post-secondary students.

The EED also manages the ACCESS (Aboriginal Community Career Employment Services) funding and services as per our AOP (Annual Operating Plan). Programs and services provided under ACCESS are: Job Start supports such as work gear, transportation costs, Individual seat purchases for trades training programs, resume and cover letter writing assistance, interview preparation skills, developing and coordinating community based programming related to achieving gainful employment, Summer Student Work Experience Program. So far this fiscal year we have serviced 92 ACCESS clients.







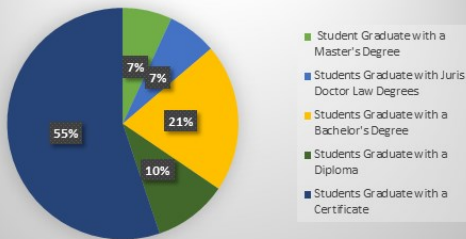
## Nation generated revenue funds Adult Education

The EED also oversees the Adult Education budget as allocated from sN's Own Source Revenue (OSR) funding. This funding is meant to assist the Nation's members with employment related training such as conferences and workshops related to employment, driver's license training, work gear, self-employment initiatives such as assistance with business plan writing. This fiscal year we have helped 39 clients with Adult Education support.

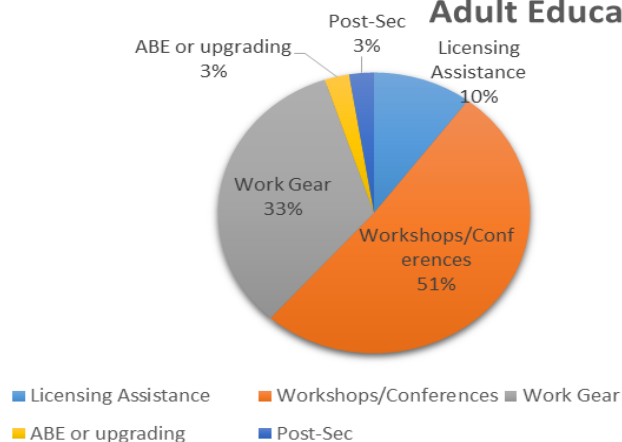
Relationship building and networking is also a major function of the E&E Department. This fiscal year we have celebrated the signing of an Affiliation Agreement with Capilano University, created a partnership with Open Door Group/Jobs in Demand to offer community trades, tourism, hospitality and office support training. Ashley Joe, E&E Manager has been appointed to the IAHLA (Indigenous Adult Higher Learning Association) Board of Directors. The E&E Department has created the Community Workforce Development Alliance in partnership with SCREDO (Sunshine Coast Regional Economic Development Organization) to establish connections with local employers and organizations to streamline programs and services and minimize duplication of efforts. Ashley Joe is also our representative for the AVED Ministry of Advanced Education, ASP Aboriginal Service Plan at the Coastal Corridor Consortium.

The Education and Employment Department's priority is education and training opportunities for our members and Aboriginal clients as per our obligations and contract's with ACCESS

Post Secondary Graduates Past 5 Years



Adult Education Clients



## PROGRAMS DELIVERED

- Maternal & Child Health
- Education & Support
- Immunizations
- Annual Flu Clinics
- Communicable Disease Reporting
- Environmental Health
- Public Health Education
- Annual Health Fairs
- Direct Patient Care in Home
- Foot Care & Foot Clinics
- Wound Care
- Diabetes Care
- Fitness & Health promotion through Dave's Gym and Aquatic Centre membership
- Chronic Diseases Nurse Specialist

## Health Department Goals

- Develop and improve Policy and procedure manuals
- Conduct an in-depth Community Health Survey to identify gaps in our services
- Improve communication with community by hosting monthly ``open house`` meetings to gather information and feedback

# Health Department

The shíshálh Nation Health Department strives to improve the health and wellness of the shíshálh Nation members. The department provides members with the best possible public and preventative health services as well as advocacy and support to access government and community health programs and services.

Our department provides members with the following programs and services:

### **Community Home Care Nurse/Public Health Nurse and Home Support Team**

The Health Care Team contributes to the overall health of the community using a population health and community development framework. The Community Team promotes traditional and cultural approaches to health practices. The nursing team provides direction to the Home Care Assistants, and oversees the clinical needs of people with functional limitations: Elder Care, home visits and communi-



Shyanne Watters-Family Support Worker, Susan Nattall- Community Health Nurse, Danielle Joe - Edercare Wellness Coordinator and Tina Joe- Youth Wellness Coordinator

## Total Health Services

2554

Health Services Rendered  
April 1, 2017-Oct. 31, 2017

## Total Health Services

142

Members served from April 1,  
2017 to Oct. 31, 2017

## Meals on Wheels

1094

meals served, to 46 members  
April 1-Oct. 31, 2017

# Health Department

## Community Health Representative

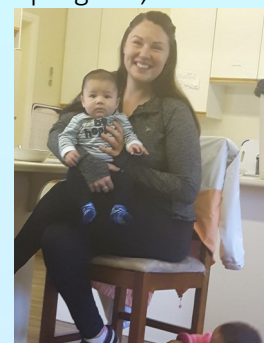
Our community Health Representative provides educational and preventative services to the community to improve the quality of health care. She assists members of the community with transportation, oversees the home support team, assists and coordinates community initiatives and monitors the safety of the community water supply.

## Health Program Assistant

Our Health Program Assistant assists and collaborates with the health team to provide health and community services to shíshálh Nation community members.

## Mom and Baby Group

Best babies has been an ongoing culturally safe program, that is open to all expecting and new parents of the shíshálh Nation. It is intended to provide support and education for families. The group topics are client focused, and occasionally include guest speakers who will share information on pre-natal care,



new babies, breastfeeding, nutrition and safety. The sessions are informal and we encourage participation in preparing and sharing a healthy meal. We also include fun, interactive activities, such as, arts & crafts, music makers and physical activities.

## Meals on Wheels

Meals on Wheels of shíshálh Nation provides nutritionally balanced home delivered meals to home-bound elders and disabled members of the community. Meals are delivered to the homes Monday through Friday between 11:30am and 12:30 pm.



## Strengthening Families

Shyanne Watters is the **Family Support Worker** for the shishalh Nation, she has been in her role for 12.5 years.

The Strengthening Families program is funded by the Ministry of Children and Family Development (MCFD). This program allows the shíshálh Nation to provide services to strengthen shíshálh Nation families from Langdale to Egmont. While funded by the Ministry, services are community-based, and dependant on member needs. The main goal of the program is to support parents or caregivers in their role as caregivers, with the goal of promoting parental competency and strengthening family life, leading to healthy child and family development. The hoped for result of this work is to minimize, as much as possible, involvement from MCFD. Participation in the Strengthening Family program is voluntary and open to all children and families in need, but priority is given to families with open MCFD files.

An important role of the family support worker is to advocate on behalf of shíshálh Nation children, and often to represent the shíshálh Nation in legal action involving an open MCFD file. This role ensures that the Nation has a voice in any instance where a child, or parent, has been identified as a shíshálh Nation member. As a general rule, the Strengthening Families Worker is not involved in child custody issues, except when requested by MCFD, and only in the capacity of child advocate. In such cases, the level of involvement is carefully evaluated in consultation with MCFD, shíshálh senior management, and when ever possible, the family involved.

## Adolescent Mental Health

Janet Mulligan serves as the **Adolescent Mental Health Worker**. She is available to offer support to any Aboriginal children & youth aged 7 -18 yrs . This may include youth challenges with school, relationships, mental wellness, drug & alcohol use and family dynamics. Janet can provide information about community resources such as employment programs, counselling, youth health clinics etc. Janet is also available to assist with any family involved in the Mental Health Care system.

From 2014-2017 Janet has supported 52 shíshálh children and youth. 85% are between the ages of 12 & 18 yrs of age. 80 % are female. Position is 20 hours per week. Funded by the Ministry for Child & Family Development. Provides service to any First Nations youth living on the Sunshine Coast.



Shyanne Watters



Janet Mulligan

### Youth Mental Health

52

Nation adolescents received support services from 2014-2017.

## FAST FACTS

### NALOXONE TRAINING

35

Nation members have been trained to use Naloxone and have Naloxone kits.

2017

### ADDICTIONS TREATMENT

15

Members were referred and funded for treatment.

2017

### Mental Wellness & Substance Abuse Support

61

Nation members got support.

**604-741-2119**

## Jeh Jeh Circle of Care

The Jeh Jeh Circle of Care is a Vancouver Coastal Health and First Nations Health Authority collaboration that examined the unmet health needs in the shíshálh and Tla'amin Nation's. **Mental Wellness and Substance Use** counselling and care management and the care and promotion of **Elders** and **Youth** were identified as priorities for the shíshálh. Nation.



**PHOTO:** The Jeh Jeh team: left to right, Tina Joe, Andre' Cahill and Danielle Joe.

## Type of care provided

The **Mental Wellness and Substance Use Case Manager** position is presently filled by Andre' Cahill, MSW. He has worked in mental health and addiction for over 25 years in hospitals and community settings and offers assessment, counselling, referrals, and advocacy and ongoing care support for band members experiencing mental wellness concerns.

**Take Home Naloxone training (THN)** is also available through Andre' and the nurses in the Nation Health office, the kwe'nis building. This brief training provides life saving training and naloxone kits to people at risk of opioid overdose.

Kim Markel is the **Chronic Disease Nurse** with a master's degree in nursing. She has extensive experience working with individuals and communities including working on the Downtown East side of Vancouver for over ten years. She works as a chronic disease care coordinator providing support and education to individuals, families and groups within the communities of shíshálh Nation and Tla'amin Nation about screening, prevention and management of chronic health issues. Her areas of expertise include the promotion of wellness and health for those affected by diabetes, respiratory illness, kidney disease, cancers, cardiac disease and arthritis.



## Youth & Elder Garden Club

With a grant from the Heart and Stroke Foundation to shíshálh Nation Elders Audrey Santiago and Valerie Bourne worked with the children. Together they learned how to clear and prep garden boxes, remedy soil and plant and care for the garden.



## Youth Wellness Coordinator

**T**ina Joe is our Youth Wellness Coordinator. Tina is a member of the Jeh Jeh Circle of care team, working out of the Community Service Building. She has an Education Assistant diploma, Non Violent Crisis intervention training, and has an Applied Behaviour Analysis certification.

She works in a culturally safe and collaborative way to plan and implement programs that foster wellness and confidence.

Tina helps youth feel comfortable attending school, assists them with tasks such as opening a bank account, writing a resume or looking for a job. She can help parents navigate youth sports grants which assist financially, develops, delivers and evaluates culturally relevant recreation and educational events that will engage and expand the knowledge, experience and enjoyment of our youth.

## Elder Care Wellness Coordinator

Danielle Joe is our Eldercare Wellness Coordinator. She works out of the Community Services office as a member of the jeh jeh circle of care team. She also works closely with the Home and Community care nurses, Family physicians and specialists to ensure quality and continuity of care for our elderly and high needs community members. She also oversees the Meals on Wheels program. In addition, she also works on creating and implementing culturally safe programs that promote wellness.

The Eldercare Wellness Coordinator :

- Works with individual clients identified by the circle on mutually identified health or psychosocial goals
- Assist with coordinating transport to and from medical appointments
- Organizing medical appointments
- Home visits and hospital visit
- Light home cleaning and light meal prep
- Assist with errands



## ART THERAPY

Art Therapy is a proven method of therapy for people of all ages who find it scary or difficult to communicate verbally. Children are naturally creative, and it is usually easier for them to draw a picture or put on a puppet play than to talk about their lives or answer questions directly.

Creating artwork and acting out feelings through play is a non-threatening way for children to tackle tough issues in a creative way. Art/play therapy is helpful for children and youth who have experienced a death of a family member or pet; parental separation or divorce; verbal, physical, sexual or drug and alcohol abuse; bullying; have witnessed violence or are experiencing anxiety.

Art/play therapy sessions are provided free to children ages 2-19 of the Sechelt Nation by a fully trained and licensed professional art therapist, Anne Beesack. To make a referral or get more information about the program, please go to the Community Services office and ask to speak with the art therapist or fill out a referral form.



*“Art therapy is a proven healing modality that supports and strengthens the natural creativity of each person to move towards greater health.”*

*Ann Beesack*

## Healthy healing and role modeling for young men

Owen Parry has a very well-earned reputation working in partnering with Indigenous Nations throughout the Yukon and British Columbia for the past twenty-five years. This work has primarily focused on men's issues, mentoring and providing healthy healing and role modeling services for boys and adolescents.

Owen's primary role for the shíshálh Child and Youth Care Services involves bringing his extensive experience in providing comprehensive support and counseling services to individuals and families from diverse cultural backgrounds. This includes intervention services for those who

are experiencing transitional life and developmental changes, complex trauma, anxiety, and general health concerns.

Owen has taken his caring, compassionate, and empathic approach in dedicating his professional life to supporting others in reaching their full functioning capacities. Owen's particular strength is his ability to create a calming environment for those families and individuals who he has had the privilege and honor to be involved with.

Owen has received diploma's in Social Service Work, Family Systems Theory and Applied Therapy, and practiced clinical experi-

ences from Douglas College, Yukon College, University of Regina, and University of British Columbia.

Outside of work Owen has enjoyed a lifetime of athletic pursuits both competitive and recreational. He has many years of volunteer coaching Soccer, Hockey and Rugby within the Sechelt community and the shíshálh Nation. Owen loves spending spare time with his children, siblings, and large extended family. He is well travelled and will take any opportunity to explore the world to immerse himself in diverse cultures and languages.

Contact: 604-865-0307



*"We need to address all areas of our life to find wholeness. Each time we journey to one part of our being we must remember to journey back to our own centre. If we follow this journey we can achieve a healthy balanced life. This will build a healthy nation"*

Lilmitumeulen

May 2001

## Counselling Services available to Nation members through two different providers

Maggie Schell has provided counselling services for the shisha'lh Nation for the last 18 years. She holds an undergraduate degree of a Bachelor's of Science in Nursing, specializing in Public Health, and a Masters in Counselling Psychology. As a nurse, she has worked on a surgical ward, in a remote northern community, and as a street nurse in Vancouver's downtown core.

On the Sunshine Coast she has worked as a Child and Adolescent Mental Health Clinician; Mental Health and Addictions as a Crisis Counsellor and as an instructor at Capilano University and with Sunshine Coast Community Services Society.

"I maintain an eclectic, holistic and client centered approach. I worked with the Truth and Reconciliation Commission as an advocate and liaison for residential school survivor students and day scholars.

My main areas of interest are respectful relationships; breaking free of addiction; release from stress, depression and panic/anxiety; life transitions; grief and loss; and optimizing physical, mental, emotional and spiritual, health and well-being," she said.

**Please feel free to contact Maggie with any questions or to make an appointment. (604) 740-6647**

## Clinical and mental health issues addressed

Grant Scott-Simpson holds a Bachelor in Criminology and a Masters in Mental Health. Is a Registered Clinical Counsellor with the BC Association of Clinical Counsellors. He has 37 years experience working with a wide range of forensic, clinical and mental health issues, individual, couples, families, groups, adult, youth, children and organizations

He has been in private practice since 2001 and has worked in numerous provincial programs. Grant promotes healing, health and wellness through the use of narrative and cognitive therapies. He draws on a wide range of interventions to assist clients in to choose what is best for them. Grant works with Mental Health issues including trauma, anxiety, depression, stress, self-esteem, abuse, violence, addictions, sexual concerns, gender, grief/loss and parenting. **Please call (604) 885-9270/ or cell: (604) 740-6307**

# SOCIAL DEVELOPMENT

The shíshálh Nation Social Development Worker's (SSDW) (Manuela & Amanda) are responsible for eligibility-testing for SA clients, the payment of allowances, and a wide range of activities of a social and employment nature including taking social assistance applications, health status certificates, encourage and facilitate the enrolment of recipients in training or educational programs that will enhance employability.

They are also responsible for the following tasks:

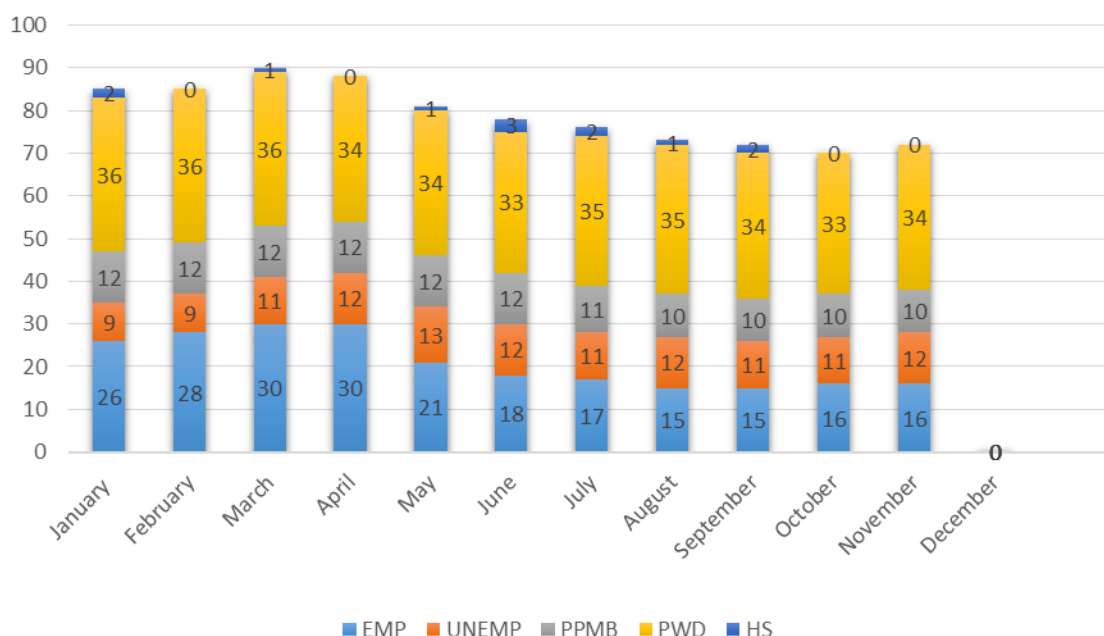
- Complete and provide Budget & Decision forms to determine eligibility for Social Assistance on individual basis of clients identified needs and resources.
- Interpret policy and procedure to clients for their better understanding of the purposes, services and requirements of the program
- Assist Elders with applications for external financial support programs such as Canada Pension Plan (CPP) Old Age Security (OAS), Guaranteed Income Supplement (GIS), etc.



## GOALS 2017-18

- Assist employable recipients to seek and secure work
- Continue working towards reducing hardship and bring members accounts up to date.
- Continue to review sN policy to amend and update sections ie: increasing earnings exemption levels per designation
- Participate in job related training

## Social Assistance Clients 2017





## PHOTO FUN



## ADMINISTRATION TEAM



### Administration Staff

Crystal Cox – Executive Assistant to Council and CAO

Brandi Macleod – Executive Assistant

Lisa Baker - Executive Administrative Assistant

Zena Joe – Reception

Clarence Joe – Reception at mem7iman CDC

Sabina Craigan – Temporary Reception at Community Services

One of the big projects for the Administration department was organizing the election for Chief and Council. We bid farewell to Chief Calvin Craigan, Councillors Christopher August, Randy Joe, and Robert Joe. Congratulations Chief Warren Paull, Councillors Corey August, Selina August, Keith Julius, and Alvina Paul! They started their term with a month long orientation coordinated by Director Brian Jones, in order to have them well informed from the start of their three year term.

Crystal Cox began as Executive Administrative Assistant for Chief and Council in March, she not only attends most of their meetings, coordinates agendas, takes minutes and assists with meeting follow ups; she also organizes most of their travel, their calendars, and all of the miscellaneous tasks that pop up.

Administration Director Brian Jones left in May to pursue a consulting career after being a cheerful presence in the department for 2 ½ years.

This department supports Chief, Council, the CAO, and all other departments in providing many services including meeting bookings – an average of 20 per week. Event planning, including General Meetings, AGA, All staff meetings and Strategic Planning.

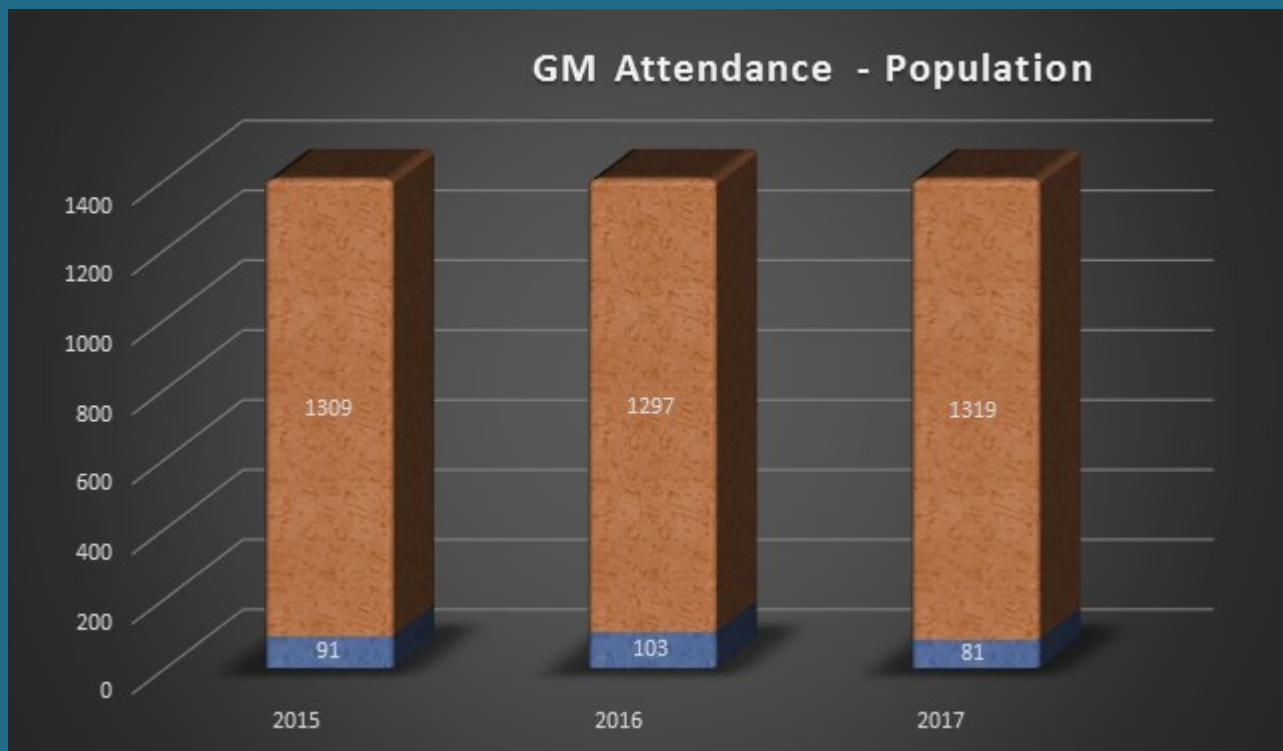
# ADMINISTRATION

## Human Resources

This year our AGA theme is reconnecting, rebuilding, and revitalizing. With our new Human Resources Coordinator, Niev-elina Carmona, we hope to reconnect and increase our connection with employees to ensure Human Resources is a resource to employees and management alike. We strive to rebuild some of the core HR documents, such as the policy manual, to strengthen our HR processes to meet organizational needs. With the recent growth in our department, we hope to give new life to HR processes while also recognizing and honouring the shíshálh culture.

Thank you for this opportunity to reconnect, rebuild, and revitalize Human Resources at the shíshálh Nation.

Shannon Pedlar



## WHO WORKS HERE?

75 %

The majority of employees are either Nation members or community members.

## HIRED IN 2017?

37

Since April 1, 2017, 37 positions have been filled. Most of these jobs are full-time.

## HIRING PREFERENCE

- Qualified **shíshálh** Nation member
- Qualified spouse of **shíshálh** Nation member
- Qualified member of any First Nation, Metis or Inuit
- Qualified non-first Nation

## Human Resources Department

In the shíshálh Nation Human Resources department, we have an HR Director – Shannon Pedlar – an HR Coordinator – Nievelina Carmona – and an HR Consultant – Anne-Louise McManus. The HR Coordinator is a new position and we are thrilled to have Nievelina on board. Many Nation members may already know Nievelina but for those who don't, she has seven years' experience in a Human Resources capacity working for three other First Nations, and has now decided to come back to the Sunshine Coast to work for her own Nation. She is a wonderful addition to our Human Resources team and brings with her a wealth of experience, her sparkling personality, amazing smile, and a desire to contribute to her Nation.

Please join me in welcoming Nievelina to her new role and feel welcome to pop by and say hello!



Left to right: Anne-Louise McManus, Nievelina Caemona and Shannon Pedlar.

Should you apply for a job even if you don't meet all the posted qualifications?

**YES!** If you are interested in the role please submit a resume. Sometimes the 'ideal candidate' does not exist and we fill the position with an applicant who does not have all the desired qualifications, but we feel can still be successful in the role.

Speak to Ashley or Taleetha in Education if you see a job advertised that you would like to do, but feel you may need some training to be the successful candidate.



# FINANCE DEPARTMENT

## A new Chief Financial Officer

I am absolutely thrilled to be working for the members of the shíshálh Nation and now calling myself a "Coaster". I'm looking forward to bringing my experience to the many activities of the Nation and helping in every area I can.

I am a seasoned, executive level financial management professional (Chartered Accountant) with 30 years of senior finance level experience in international, industry diverse businesses including corporate financing, strategic planning, operations, risk management, internal and external financial reporting, and equity and debt financing in both privately and publicly held companies. Most recently, prior to joining shíshálh Nation I was CFO for two North Coast First Nations economic development companies which had a strong focus on the resource industry sector, including forestry, fish processing, and tourism.

Steven Blacklock

## Reconnect

To reconnect finance has proactively engaged with all departments providing financial support and perspective on financial issues. Additionally finance has been an active participant in community budget meetings, general meetings, the career fair

and the Annual General Assembly.

## Rebuild

To rebuild and strengthen the finance staff is involved in continuous professional development. This year shíshálh Nation leadership created the position of Chief Financial Officer which position is now filled bringing significant experience and strategic financial leadership.

To rebuild and reinforce confidence, financial controls are being continuously reviewed, for example, the purchasing policy and the credit card policy have been strengthened and the signing authority tightened.

## Revitalize

To revitalize and improve financial recording, reporting and lower costs process improvement is occurring in many areas; electronic purchase orders are replacing the old manual system, an electronic funds transfer system is being implemented and the payroll system has been upgraded.

To revitalize and give new vigor the finance department consistently provides financial reports within 10 days of month end and this results in managers getting timely information. Additionally the year-end audit was finalized on time and four months early than the prior year.



## STEVEN BLACKLOCK

Chief Financial Officer

PHONE: (604) 885-2273 Ext. 224

EMAIL: sblacklock@secheltnation.net

### DID YOU KNOW?

# 17,000

Approximate number of invoices that are processed annually by your government

### DID YOU KNOW?

# 8,500

Approximately number of cheques that are processed each year by accounts payable...averaging 700 a month



Andy Pelletier  
Manager of  
Finance and  
Special Projects



Naida August  
Accounts  
Payable



Keisha Joe  
Junior Accountant



Dawn August  
Payroll



Karen Zubko  
Senior Accountant  
Operations



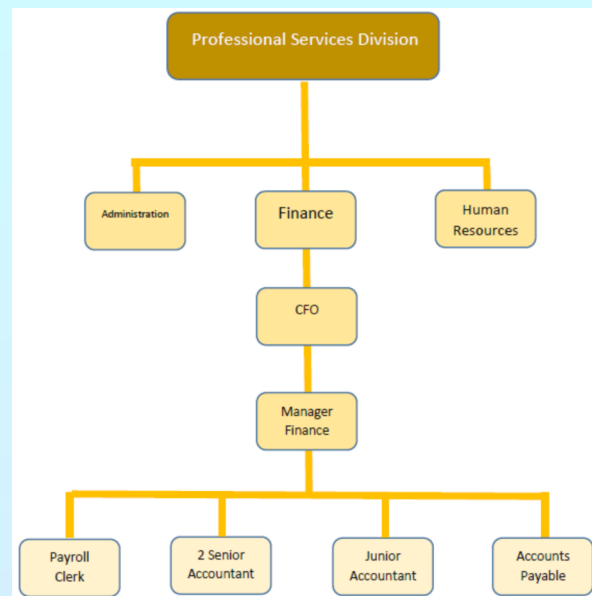
Peter Wong  
Senior Accountant  
Financials

## Finance Department Accomplishments

**2017-2018 Budget completed on time and presented to the shishálh members in March 2017.**

**2016-2017 Year End Audit completed in mid-July 2017, 4 months earlier than the previous year.**

**Monthly Financial Statements are consistently completed within 10 days of month end.**



## Finance Department Goals

- Upgrade the payroll system with a goal of automating more functions and improving the reporting
- Transition the purchase approval process from manual purchase orders to electronic purchase orders in order to achieve workplace efficiencies.
- Take the lead on preparing for Financial Transfer Agreement Negotiations. This agreement expires in 2020; negotiations will begin in 2018.



## 2016-17 Financial Results

Five-year Financial Results: Summary					
(in Millions of dollars \$)					
	2017	2016	2015	2014	2013
Revenue	\$ 17.5	\$ 15.4	\$ 16.2	\$ 15.0	\$ 11.8
Service and Program Costs	\$ 13.9	\$ 13.5	\$ 13.3	\$ 13.7	\$ 10.7
Surplus	\$ 3.6	\$ 1.9	\$ 2.9	\$ 1.3	\$ 1.1
Financial Assets	\$ 40.0	\$ 36.7	\$ 37.2	\$ 38.2	\$ 36.7
Non-financial assets	\$ 29.6	\$ 28.2	\$ 26.2	\$ 23.8	\$ 23.9
Total Assets	\$ 69.6	\$ 65.0	\$ 63.3	\$ 62.0	\$ 60.5
Debt	\$ 6.2	\$ 5.2	\$ 6.0	\$ 7.7	\$ 7.5
Accumulated Surplus, end of year	\$ 63.4	\$ 59.8	\$ 57.3	\$ 54.3	\$ 53.0

- 2016-17 Revenue was up by \$2.1 M
- Service and program costs were at levels similar to prior years
- The net result is a \$3.6 M surplus for the year, up \$1.7 M from the prior year and the highest in the last five years.

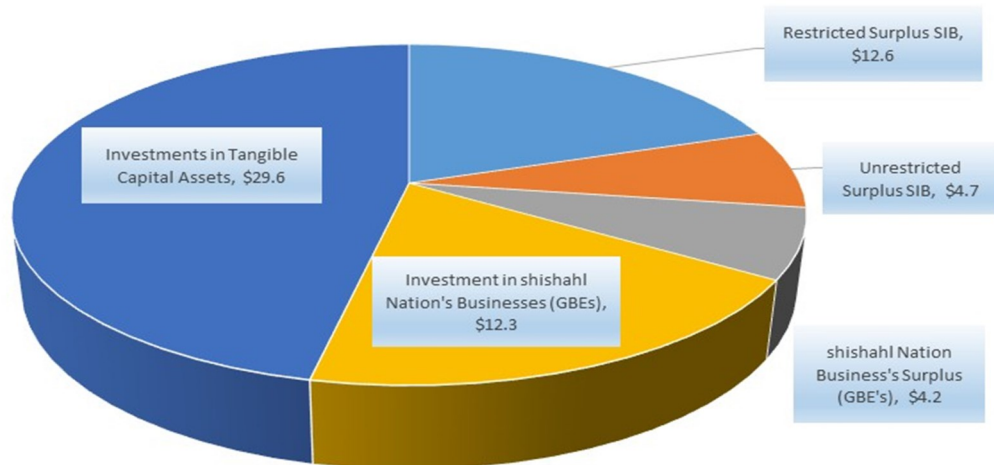
	2017	2016
Annual Surplus from	2,100,352	1,559,117
Annual Surplus from SIB	<u>1,494,834</u>	<u>307,019</u>
	<u>3,595,186</u>	<u>1,866,136</u>

- Financial assets are primarily cash (\$31M) followed by mortgages, accounts receivable and inventory
- Non financial assets are land, buildings and infrastructure
- The debt is primarily deferred revenue on pre-paid leases (\$4.6 M) with the balance being accounts payable
- The accumulated Surplus is the total of all assets less debt



## 2016-17 Financial Results

2017 Total Accumulated Surplus \$63.4M



**Restricted Surplus**—there is approximately \$12.6 M (funds set aside for a specific purpose)

- \$8 M is the Band Capital Reserve Fund. The Constitution specifies that royalties earned from sale of non-renewable resources go into the capital account
- The FTA specifies certain funds are for a specific purpose
- sN has received funds for specific purposes such as INAC Education funding, Day Scholar litigation, G2G capacity funding, Housing study, Title litigation, etc.
- The Transition Fund is a reserve set up for specific purposes such as IT, equipment replacement and unforeseen legal
- The SIGD reserve is in place for future infrastructure replacement
- The SBHA reserve is required by CMHC for housing repair

Financial Transfer Agreement	363,467
INAC Educational Funding	245,297
Band Capital Reserve Fund	8,031,952
Day Scholar Litigation	161,342
G2G Capacity Funding	59,896
Housing Consulting Study	150,000
Title Litigation	211,092
Training	43,173
Transition Fund Reserve	285,000
SIGD Restricted Surplus	2,151,635
SBHA Restricted Surplus	884,567
<b>Total Restricted Surplus</b>	<b>12,587,421</b>



## shishálh Nation Benefits from Band Revenue

Service	External Funders	Band Revenue
Aboriginal Fisheries Strategies	246,211	1,000
Band Government/Administration	1,445,908	276,239
C.E.D.P.	66,182	13,818
Capital Projects	212,000	0
Chief & Council	400,247	113,021
Communications & Community Engagemt	145,587	0
Culture & Museum	0	207,430
Day Scholar Class Action	0	225,876
Economic Development	0	44,012
Education	1,540,084	62,405
Finance	903,752	534,586
FNHA - Medical Transportation	17,665	0
Health Services	705,667	495,958
Human Resources	239,274	0
Lands	0	716,440
Litigation	0	81,962
Local Government Services	904,825	0
mem7iman Child Development Centre	0	817,819
Prov BC - ECD	54,568	0
Prov BC - Family Support Services	68,840	0
Prov BC - SCD	95,404	0
Prov BC - Child & Youth Mental Heath	51,440	0
Recreation	0	51,066
Resource Management	50,767	34,016
Rights & Title	0	1,268,731
Social Development	1,100,136	0
VCH - Healing Traditional Practices	41,309	0
VCH - Sweet Assassin	22,640	0
	<b>8,312,507</b>	<b>4,944,377</b>

- Certain programs are entirely funded from Band Revenue, usually by agreement. Rights and Title is an example.
- Other programs are funded entirely from Federal Transfers. These include Provincial Government funding for social and family support, nearly all of education and local government services
- Mem7iman is funded by Band Revenue
- Health Services received nearly \$500k from Band Revenue
- Administration and Council had Federal funding of almost \$2 M and another \$400k from Band Revenue
- Lands utilized \$716k of Band Revenue. The expenditures in this department are primarily recovered from a 3rd party





## 2016-17 Financial Results

### 2017 Financial Results

For the year ended March 31, 2017 the Sechelt Indian Band showed very solid results. There was a surplus of \$3.6 million which is \$3 million more than was budgeted and \$1.7 million more than the prior year. This was achieved by getting higher than planned revenues and having lower than planned expenses.

### Consolidated Statement of Financial Position

The Consolidated Financial Position of the SIB remains strong. This is reflected in a strong and growing financial assets position, primarily cash increasing and liabilities not growing. Net financial assets have grown over the year to \$40 million from \$37.2 million including a cash increase of \$1.2 million. It should also be noted the value of Nation owned businesses have increased by \$2.8 million reflecting positive earnings performance. As mentioned above liabilities have not increased year over year. The book value of tangible Assets has increased by \$1 million. All these combine to show an increase in the book value of consolidated shishálh Nation Accumulated Surplus of \$3.6 million to \$63.4 million.

### Consolidated Statement of Operations and Accumulated Surplus

The \$3.6 million accumulated surplus for the year ended March 31, 2017 was double the previous year and \$3 million more than budget. On the revenue side funding from INAC was above the prior year, leases, fees and royalties were lower due to SBL 2 lease revenue being lower than previous year. Prior year included revenues from previous periods that were not recorded. Government transfers were also lower, primarily on the capacity funding side for rights and title, but expenses were correspondingly lower. Other revenue was \$900 thousand higher than the previous year due to higher than expected Other revenue. The equity pickup from shishálh Nation owned businesses was \$2.1 million up from \$1.6 million in the prior year reflecting strong financial performance.

On the expense side Rights & Title expenses were higher than the prior year but lower than budget. General government was \$900 thousand higher than the prior year primarily due to the costs of the lockout. Costs associated with Sechelt Indian Government District were lower than plan and prior year. This is due to transfer of Towns of Tomorrow funding (\$400k) and write-off of investment (\$200k) in prior year. For the year overall expenses were slightly higher than the prior year but \$1.4m lower than budget. The combination of higher revenue amounts offset to some degree by slightly high costs resulted in a significant \$3.6 million surplus and very solid results for the year.

A complete set of the 2016-17 Audited Financial Statements are available to shishálh Nation citizens on the Members Only section of the website at [www.shishalh.com](http://www.shishalh.com)

# Sechelt Indian Band Consolidated Statement of Financial Position

As at March 31, 2017

	2017	2016
<b>Financial Assets</b>		
Cash	\$19,383,679	\$18,277,261
Investments	21,067	1,060,351
Accounts receivable	1,418,370	1,445,085
Investment in Government Business Enterprises	16,498,726	13,698,374
Mortgages and rent receivable	2,715,282	2,728,266
	<u>\$40,037,124</u>	<u>\$37,209,337</u>
<b>Liabilities</b>		
Deferred revenue	\$4,622,691	\$4,822,019
Accounts payable and accrued liabilities	1,506,610	1,214,360
Amounts held in trust	99,148	99,148
	<u>\$6,228,449</u>	<u>\$6,135,527</u>
<b>Net Financial Assets</b>	<u>\$33,808,675</u>	<u>\$31,073,810</u>
<b>Non-Financial Assets</b>		
Prepaid expenses	\$2,403	\$120,362
Tangible capital assets	29,586,718	28,608,438
	<u>\$29,589,121</u>	<u>\$28,728,800</u>
<b>Accumulated Surplus</b>	<u>\$63,397,796</u>	<u>\$59,802,610</u>
<b>Contingent Liabilities</b>		

Approved on behalf of Council




The accompanying notes are an integral part of these financial statements.

## Sechelt Indian Band Consolidated Statement of Operations and Accumulated Surplus

For the year ended March 31, 2017

	Budget 2017	Actual 2017	Actual 2016
<b>Revenue</b>			
Indigenous and Northern Affairs Canada (INAC)	\$7,035,661	\$6,857,974	\$ 6,770,051
Leases, Fees and Royalties	3,164,695	1,644,050	2,306,437
Government Transfers	2,235,976	3,248,901	2,205,229
Property Taxation	522,175	441,607	734,039
Interest and Investment Revenue	310,131	338,795	344,573
Contract and Agreement Revenue	421,550	1,045,097	535,821
Other Revenue	1,526,491	1,833,721	925,634
Equity Pickup from Government Business Enterprises	1,750,000	2,100,352	1,559,117
	<b>\$16,966,679</b>	<b>\$17,510,497</b>	<b>\$15,380,901</b>
<b>Expenses</b>			
Band Member Services and Benefits	\$231,851	\$164,929	\$266,967
Lands and Economic Development	1,971,122	558,965	407,521
Rights & Title	1,756,432	1,613,484	1,268,827
General Government	3,094,913	3,245,254	2,361,860
Public Works	923,654	792,068	1,077,501
Health and Social Services	2,878,303	2,503,655	2,644,554
Education	2,560,195	2,481,579	2,713,117
Resource Management	401,933	411,994	405,149
Sechelt Band Housing Authority	718,526	801,118	735,740
Sechelt Indian Government District	1,255,696	720,765	1,087,834
Amortization	582,068	621,500	545,695
	<b>\$16,374,693</b>	<b>\$13,915,311</b>	<b>\$13,514,765</b>
<b>Annual Surplus</b>	<b>\$591,986</b>	<b>\$3,595,186</b>	<b>\$1,866,136</b>
<b>Accumulated Surplus, Beginning of Year</b>	<b>59,802,610</b>	<b>59,802,610</b>	<b>57,936,474</b>
<b>Accumulated Surplus, End of Year</b>	<b>\$60,394,596</b>	<b>\$63,397,796</b>	<b>\$59,802,610</b>



## Sechelt Indian Band Schedule 1 - Consolidated Schedule of Expenses by Type

For the year ended March 31, 2017

	Budget 2017	Actual 2017	Restated Actual 2016
Expenses			
Amortization	\$582,068	\$621,500	\$ 545,695
Bad debts	32,750	215,061	197,972
Christmas bonus	75,000	73,300	72,900
Communications	114,700	27,441	65,756
Community services and recreation	2,377,951	2,074,387	2,091,747
Consulting	313,285	198,581	154,832
Contracts	109,995	65,745	184,083
Council compensation	282,083	250,754	276,792
Development	732,000	125,245	73,407
Elder benefit	345,400	351,094	366,970
Family services and programs	45,000	29,674	76,269
Government district services	1,222,946	716,078	778,565
Housing	653,358	727,482	633,278
Insurance	152,423	144,443	122,929
Materials, supplies and resources	50,000	3,018	628
Office and administration	247,895	259,239	372,553
Other	455,284	1,209,594	593,717
Other programs	83,010	46,506	113,805
Professional fees	1,535,800	807,233	982,363
Property taxes	175,000	15,113	378,309
Repairs and maintenance	233,600	181,491	18,343
Sewer capital fund distributed to SIGD	-	-	14,346
Student allowances and tuition	1,055,148	930,885	1,209,270
Telephone and utilities	198,700	222,927	225,064
Training	46,535	66,852	18,857
Travel and promotion	149,980	116,631	139,767
Vehicle costs	109,770	94,139	90,999
Wages and benefits	4,995,012	4,340,898	3,756,991
Write off advances to Tsəlín-Ko Development Corp	-	-	8,358
	<b>\$16,374,693</b>	<b>\$13,915,311</b>	<b>\$13,514,765</b>



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# **shíshálh** NATION

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2017