

Sts'ailes

ANNUAL REPORT

2021 / 2022 FISCAL YEAR

Land. People. Culture. *Prosperity.*

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Sts'ailes

MESSAGE FROM THE C.A.O.

This past year has been another unique year for our organization, transiting back to pre-covid operations. Our organization created unique solutions to continue to provide services to our members throughout the covid pandemic, returning to regular operations was much the same, creating safe suitable and sustainable working and service providing environments.

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

In March 2022, Sts'ailes Chief and Council election was held, as well as our first elected Sts'ailes Youth Council under our Custom Election Code. I am grateful for the Letse'mot of our organization as there was no disturbance in the work that we do for Sts'ailes. We continued to move forward with the Reconciliation Agreement with Canada, signed our first Reconciliation Agreement with British Columbia, continue to work on land transfers and continue to work towards our next agreement. We continue our work with Ministry of Transportation and Infrastructure on the Morris Valley Trespass, continue to move forward with the Coordination Agreement with British Columbia and Canada for the Children and Family Jurisdiction, and the Sts'ailes Primary Health Care Centre Project continues to move forward with plans to break ground in 2023.

Sts'ailes continues to strive to ensure that business, culture, and traditions are interwoven into all work that we do while being proactive while utilizing our strengths, to be Xwelam te letse'mot Sts'ailes "One heart, one mind, we are Sts'ailes".

Sts'ailes Leadership, Management and Staff have continued to commit themselves to look out for the safety and wellbeing of our membership, committing to do business that is in the best interest of Sts'ailes Traditional Lands, Resources, Culture, and our people, while maintaining good working relationships and partnerships with Governments, Organizations, and Industries. I am grateful to be a part of Sts'ailes Organization and Leadership team, I am honored to work for Sts'ailes.

WILLIE CHARLIE | Chaquawet
Chief Administrative Officer
Sts'ailes



EDUCATION

To:tilthet te Shxwelí
"spirit of learning"

MESSAGE FROM THE EDUCATION DIRECTOR

To Our Parents / Families and Students,

It is with great joy that Sts'ailes Education is back to a full time in school program. The past two years have been challenging for our families and our staff and we look forward to seeing the students in school every day.

What is truly amazing is the support the department received from our families, our supporting agencies and our governance. Through this ongoing support the Sts'ailes Education Department has become a model school that provides a truly wholistic approach to education and meeting the academic, social and emotional needs of all learners.

We are all looking forward to the 2022-2023 school term with all students here at Sts'ailes to keep on doing great things.

WILLIAM DIETRICH | Nanuqw'tel
Education Director

STS'AILES EARLY EDUCATION CENTRE

Programs & Services

P'esk'a'awt & Qw'si:tsel'awt Child Care Program

- Serving children aged infant to preschool
- Children participated in daily extended outdoor learning
- Completed a developmental screening of each child using the Ages & Stages Questionnaire
- Educators documented the children's activities with photos for the family newsletter
- Children received two healthy snacks daily that included of a variety of fruits, vegetables, dairy, grain and protein items
- Children learned Halq'eméylem words during the daily program routines
- Referred children were assessed by Speech & Language Pathologist
- The Ey Qwàl Speech & Language assistant visited weekly to support children with speech & language goals
- Educators provided activities to promote sensory-physical, social-emotional, cognitive, and culture & language development

Services:

- Weekly book lending library
- COHI program visits and daily oral hygiene program
- Regular Moe the Mouse speech & language program

Sp'oq'es'awt K4 Program

- Serving children aged 4 years old by December 31st
- The educators documented the children's learning with photos for the newsletter
- Educators provided a variety of individual and group learning activities to support all areas of development
- The children learned Halq'eméylem during the daily routines and with a cultural teacher
- Referred children were assessed by Speech & Language Pathologist
- The Ey Qwàl Speech & Language assistant visited weekly to support children with speech & language goals
- Educators completed a developmental screening of each child using the Ages & Stages Questionnaire
- Children received two healthy snacks daily that included of a variety of fruits, vegetables, dairy grain and protein items

Services:

- Weekly book lending library
- Daily culture teacher visits
- COHI program visits & daily oral hygiene program
- Regular Moe the Mouse speech & language program

Chitmxw Out-Of-School Care Program

- Serving children aged Kindergarten to Grade 3
- The educators documented the children's learning with photos for the newsletter
- Educators provided a variety of individual and group learning activities to support all areas of development
- Children received one healthy snack daily that included of a variety of fruits, vegetables, dairy grain and protein items

Enrollment

2023 – Nine children in the Infant-Toddler program, ten children in the 3-5 year old program, fifteen children in the K4 program, eighteen children in the out of school care program. 39 families were served.

Speech & Language Services – Six children

Supported Child Development Services – Two Children

Current Waitlist – Two children for the P'esk'a program, and two children for the Qw'si:tsel program.

Staffing & Professional Development

SEEC has 12 staff members.

- 4 staff have ECE with I/T and Special Needs certification
- 4 staff have ECE certification
- 4 staff work as a Responsible Adult

Facility & Funding

This year, SEEC's programs and services are supported by several funding sources:

- BCACCS Service Delivery funding
- BCACCS COVID Health & Safety Funding
- BCACCS First Nation Wage Enhancement Funding
- MCFD Health & Safety Grant
- MCFD Operating Funding
- MCFD ACCB Funding
- MCFD Wage Enhancement Funding
- SASET Funding
- ISC K4 Funding
- FNHA AHSOR Funding

STS'AILES COMMUNITY SCHOOL

Kindergarten

Kindergarten is all about growth, learning and new experiences. Our Read Well Program helped us grow as readers and writers. It is so exciting to listen to them sound out words and read for the first time! We explored many different types of books including a unit on Real Bears and Fairy Tale Bears. We read many different types of fiction and non-fiction books. We were even visited by Teddy Bears for a Teddy Bears Picnic!



Our Math Groups helped us explore the world of math with hands-on activities, small group instruction and a variety of manipulatives and resources. One highlight was learning about money and the role it plays in our lives. We made our own wallets with all the Canadian coins (including the penny!) and the Kinders had a chance to spend it at the Kindergarten Toy Store!

Science and Social Studies are always a highlight in Kindergarten. It is always fun and enlightening to explore the world around us. We learned about all different types of animals: spiders, insects, bears and all the creatures from under the sea. We also had an amazing opportunity to become Paleontologists and learn all about those magnificent dinosaurs during our Winter Break Dino Camp.



We've had many fun experiences in and outside of the classroom. The Kinders always looked forward to Mr. Webber (PE teacher), Xoyetlha (our Culture Teacher) and Mrs. Smith for Drama class. Each of these classes created such new and wonderful experiences for the Kinders.

Ms. Senft & Tracy

Grade One

Grade one has been on a learning adventure this year! We have focused our learning around nature and teamwork. It has been a wonderful journey!

Our science lessons have taken us around the world to learn about animals, their habitats and how they deal with seasonal rounds. Covering hibernation, migration, nocturnal and diurnal animals as well as animal life cycles. We have also enjoyed learning, working with and growing alongside plants in our classroom garden, planting peas, carrots, pumpkins, zucchini, beans, tomatoes and wild flowers.

We have been building our literacy skills with Read Well groups and are becoming more fluent readers every day! The students have also enjoyed listening to our class chapter books, Flat Stanley and The Chocolate Touch.



In math, our class has been learning and working to understand base 10, number sentences, counting coins, telling time, odd and even numbers as well as greater than and less than. Our class has done very well at learning how to use resources around the room to help us find an unknown answer.

Social Studies has highlighted diversity, responsibility and collaboration. Teaching the class to be compassionate, patient and understanding when working with others.

A few months of online learning have really taught the class technological skills as well as how to complete different types of assignments using different tools (microphone, pencil and text) on their ipads. To end the year with a bang, we are working on a stop-motion video!

Ms. Campbell & Jenn

Grade Two



2021-2022 has been an interesting year with atmospheric rivers, school closures and online learning! We did have some awesome field trips which tied into our Science and Social Studies units. We began the year with a trip with the Grade 1 class to Harrison Hot Springs for a day of swimming, hot dogs and fun, fun, fun! We went to Othello Tunnels in Hope and enjoyed seeing the water and the tunnels BEFORE the Atmospheric Rivers! We went to the Great Blue Heron Nature Reserve twice; once in the fall to see insects and second in the spring to see frogs. We celebrated Orange Shirt Day: recognizing those who attended Residential schools. We participated in the Terry Fox Run and Jump Rope for Heart. We were lucky to have a visit from the Dental students who showed us how to take care of our teeth. The Reptile Guy was a hit! We saw many interesting, sometimes scary reptiles! It was Great!! We got to go to Greendale Acres and saw some baby animals, plants and bounced on a giant pillow. We ended our school year with trips to Harrison Hot Springs for a picnic with Grades 1 and 2/3. Lots of logs did not deter us from going into the water. We went bowling at Chillibowl Lanes, got wet at Scowlitz Water Park and had loads of fun climbing at Go Bananas. Our year of field trips has been fantastic! We were very fortunate to go to the Agassiz Firehall and see a fire truck with a ton of equipment AND we got to ride in the fire truck!! No sirens though!

We learned about insects, mammals, amphibians, reptiles, butterflies, frogs, matter, water, transportation and community jobs. We recognize the importance of doing our best in school and being on time. We know that we have to work hard and do our best in everything we do.

On a personal note: It has been an honour to have been at Sts'ailes Community School for the past 19 years. I wish all of my students, past and present, the best of luck in all that they do. Be safe. Be proud. Be YOU!

Mrs. Grant & AJ

Grade Three

Throughout the year, these students were learning through project based inquiry. Here they were presented with problems and meant to solve them by completing inquiry projects. This type of learning was sprinkled throughout each subject as it gave the students ownership over their own learning. At first, the majority of the class was nervous mainly because they struggled with open-ended answers/ideas. After a couple of weeks with this, they started to come out of their shells and expand their inquiry and by the end of the year they were asking for more STEM's and projects. In class we have been working on our presentation skills with a focus on communication.

With each science and social studies activity, students have been working in groups, completing a summative to prove their understanding of the material. Here they chose their own group members and decided how to build various objects such as a solar oven, their own science experiment using matter and their own ecosystem with landforms made out of playdough. With the completion of each project, students were required to present their projects to the class and after the fourth time this year students were eager to share.



The class was also able to go on plenty of field trips to gain a better understanding of what is being taught in the classroom. Whether it was visiting the Blue Heron Reserve, getting lost at the Chilliwack Corn Maze, striking pins at the bowling alley or visiting the beach at Harrison Hot Springs, the class was able to make connections with real life experience. This year was filled with inquiry and unexpected adventures the students are sure to remember for years to come.

Ms. Ehrhardt & Chelsea

Grade Four



This year has been filled with learning a lot of new concepts and having fun at the same time. Our class has attended many exciting field trips such as; Wild play and extreme Air where students learn on their team building skills. We have begun practicing our printing skills, along with learning cursive writing, which the students seem to enjoy. They all want to learn how to write their names in cursive by the end of the school year.



One event that everyone in our class valued and grew from was the "Black History Month", we learned about the importance of segregation, discrimination and equity. Over the course of the year we had a Grade 4 student who had the courage to present to the class about the challenges and fears that she faces when traveling due to her ethnicity. She explained where her father was from and the kind of things he had to overcome to live a better life. We had the opportunity to ask this student meaningful questions to help us understand how this student feels. The students and I were so blessed to experience this amazing presentation. All the students showed empathy, compassion, and sympathy towards their fellow classmates. We also learned about an important Sts'ailes tradition and protocols when Amy Charlie, our school counselor and Sts'ailes member took the class to the water. She shared the importance of the water to our people. The class learned how the Seven Year War and how the laws that were implemented have impacted First Peoples not only in the past but in the current day. Students enjoyed science this term where they had the opportunity to conduct many science experiments while they learned about Energy. Ey tel sqwálewel kw'els lwetslolle in the new school year.

Mrs. Wenman & Sammie

Grade Four / Five

Even with the challenges that this year brought on, the grade 4/5 class made the most of it! We worked closely with technology, such as: looking up terms in the dictionary app, completing assignments on seesaw, playing "Kahoot" as a review game and playing coding games.

Throughout the year we were lucky enough to go on some fun field trips (many which we fundraised) which included: swimming at the Matsqui Recreation Center, watching the musical "SpongeBob", bowling, eating DQ ice cream, looking and touching cool reptiles, hiking on Mt. Thom, walking around the Greater Vancouver Zoo, and jumping at Extreme Air in Langley.



We also worked hard at building positive relationships with each other and making sure we remember to say kind words. Overall, it was a great year and lots of memories were created.

Ms. Strang & Clint

Film / Drama

Although we had a few COVID setbacks, overall we hit the ground running this school year as we returned to in-class learning and our film/drama program.

This year the K-5 classes each received 90 minutes of drama per week for one term. Our focus this year was conveying ideas and emotions through play. Students learned basic theatre terminology, audience etiquette and how to use their bodies and voices as tools to communicate meaning.





The secondary 9-12 film/drama class took on a few big projects this year. Some of which included: writing, storyboarding, directing, filming and acting in four separate Christmas productions. The students also were instrumental in directing and filming our spring showcase “We Are SCS”.

Having a way to communicate ideas in a visual, physical and verbal way through the dramatic arts has been extremely beneficial to many of our students. Seat work and academic core subjects are not necessarily where all students shine, so it has been such an amazing experience to watch students realise their strengths and gain confidence in the drama room!

Mrs. Smith

Physical Education

As we have reached the end of the school year we can reflect back on a year of ups and downs. We were able to be back to full, in-class P.E. lessons with only a few restrictions and mandates still in place. We have been able to have intra-mural activities at lunch again and the weightroom has been re-opened for use by the students.

The Terry Fox run happened back in September for the entire school and it was nice to be able to have larger groups of students together again.

Jump Rope for Heart took place in February and the students from Kindergarten to Grade 5 had a great time at the individual stations.



As we moved into spring time we were finally able to enjoy P.E./ school without the mandated mask rule and the students were able to breathe freely while participating in P.E. classes. This year ended with our big Sports Day on Friday, June 3rd and was a huge success. Students from Kindergarten to Grade 6 took place and fun was had by all. The students really enjoyed the stations in the morning, the obstacle course in the afternoon and especially the tug-of-war competitions. The day was capped off with a water balloon fight and freezies. Overall, the year has been a huge success and a much needed positive for the school and students since the Covid shutdowns/online schooling over the past 2 years.

Mr. Webber

Counselling Support Department

This year our focus in the Counselling Support Department was to build on our connection back with students after a long haul of being away from in person interaction due to COVID.



Our Support team consists of Leah Shepherd as Counselling Support, Angela Murphy as the School Psychologist and Amy Charlie as the School Counsellor. Our support team worked closely with the Children in our school along with their families and classroom teachers to ensure that all of their needs were being met for them to succeed in the classroom but also personally with social-emotional well-being.

This year with Leah has been busy! She visited K-6 and grade 8 classes for weekly 30-45 min sessions. As a basis for our learning, the kiddos were introduced to the medicine wheel which is symbolic of balanced wellness. Throughout the year, lessons were tied back to the medicine wheel. We covered topics

such as, connecting emotions to the physical body, emotional management, and stress reduction. The kids learned about bullying, connecting to the earth, safe and unsafe secrets, and safe and unsafe touch. We covered reproduction and sexual health in grade 5, 6 and 8. The box class participated in yoga and meditation weekly. I also connected with students on a one to one basis. Some kiddos Leah met with weekly and some connections were made as needed. Amy would meet with children one-to-one on a weekly scheduled basis and Angela would conduct the IEP's over zoom with families, staff and children throughout the year as well as provide support to our team during our weekly support meetings.

Two groups were offered to grades 6 and up at lunch time. Nicole Kruger from MCFD, and I co-facilitated the LGBTQ2+ group. Cecile and Troy from yeqwethet, co-facilitated the anxiety group with Amy and Leah. Both groups have been well received by students and we usually have 4-6 participants. These groups will continue next year as well.

Getting the kiddos outside observing the natural world is one of my biggest passions. The kids enjoyed hugging trees and smelling and listening to the wind. All of the classes have been learning about edible, poisonous and medicinal plants. When Leah asked the kids how they feel when we are out in the trees, the universal answer is, “calm”.

Leah, Angela, & Amy

Grade Six



It was quite an eventful year for the Grade 6 class. Despite some time spent online learning, the students still experienced many unique field trips. The kids partook in hiking at Harrison Hot Springs, ice skating in Hope, bowling, a rock/gem show in Chilliwack, and finished the year at the waterpark near Bridal Falls. A big thanks from our class to Mr. Donner (Grade 7 Teacher) for helping make these field trips happen. Within the classroom, the grade 6's are an energetic group and enjoy creative hands-on activities. Whether it were science experiments, STEM activities,

interactive map scavenger hunts, or creating our end of the year math board games, the students were always trying something new within the curriculum. As a final note, I truly feel privileged to have experienced my first year at Sts'ailes with this group of kids. We shared a lot of fun memories together, and it is a year I will not forget.

Mr. Arthur & Victoria

Grade Seven



Whether it was making pumpkin pinatas at Halloween, racing wooden kart racers for tech class, or just going on one of our many field trips this year, the grade 7 class had a fantastically fun year.



We learned how to make stop motion movies, did a ton of fun science experiments and even had time to go ice skating and rocked the show at the “Rock and Gem Show!”



Overall it has been an amazing year that I/we will never forget! Thanks for the fantastic memories grade 7 class and staff!

Mr. Donner

Grade Eight

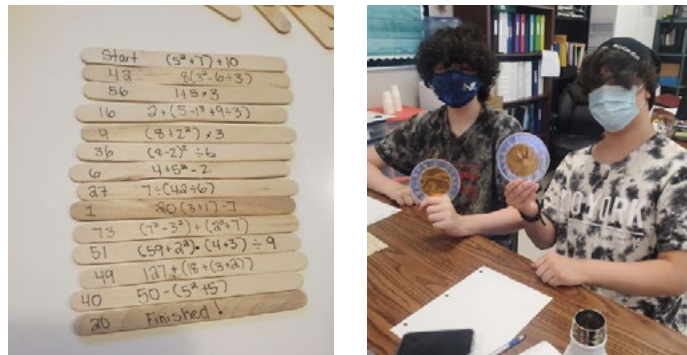
What an incredible year we have all had in the grade 8 classroom!! All the students have worked so hard with increasingly difficult middle school subject material all the while developing the person they wish to become in their future teenage years; what an amazing group of young individuals!



This year, we were still not out of the woods with our education barriers. From Covid to flooding and the return of some weeks of distant learning, the students were tested again and again with their learning experiences. Nonetheless, our class of amazing teens navigated through these uncharted territories both united and independently. Together they learned how to be independent thinkers and self-sufficient workers. This year allowed each student to get out exactly what they put into their academic year. Those that succeeded above and beyond did so by putting forth the effort required to thrive. Those that may have struggled with the middle school experience surely still learned a thing or two about themselves, their numerous strengths and what they wish to change for the future. I will truly miss this group of students and wish them all the best in their future endeavors! Have an amazing summer and I hope to see you again in the fall!

Mrs. Hughes

Math (Grade Nine - Twelve)



Mathematics is integral to every aspect of our daily lives, students are able to learn problem solving skills that will be essential for most areas of human lives. We have built upon our knowledge of math literacy throughout Math 9-12. The grade 9 & 10's have completed Foundations of Math and the grade 11 & 12's have completed PreCalculus. Building mathematical habits such as

connection, communication, visualization, and problem solving help us understand and interact with the world around us. Students are able to build these skills through puzzles, games, and projects. Students that are self-motivated and build agency through unique and individualized mathematical experiences are able to ensure that they can pursue goals and academic goals in a manner that is comfortable for themselves. Students will be able to pursue their passions and interests while establishing a strong mathematical foundation.

Ms. Joseph & Cami

Science (Grade Nine - Twelve)

All classes completed units in Biology, Chemistry and Physical Sciences. Grade 11/12 created edible cell models using candy and jello, to learn about the structure of animal and plant cells. Grade 10 became master of Chemistry early on in the year, balancing equations and using the periodic table. Grade 9 ended the year with a unit on biomes and ecosystems. The class had a chance to create a "ecosystem in a jar", planting a tropical plant in a sealed jar and learning how the plant will sustain itself.

Ms. Dutton



Art (Grade Nine - Twelve)

This year students learned a lot about using acrylic and watercolor painting. Projects were painted on canvas, mugs and wooden boxes. Art students also learned how to create a negative image portrait. Advanced students created independent and ultra creative projects, showcasing their skills and creativity.

Ms. Dutton



English (Grade Nine - Twelve)



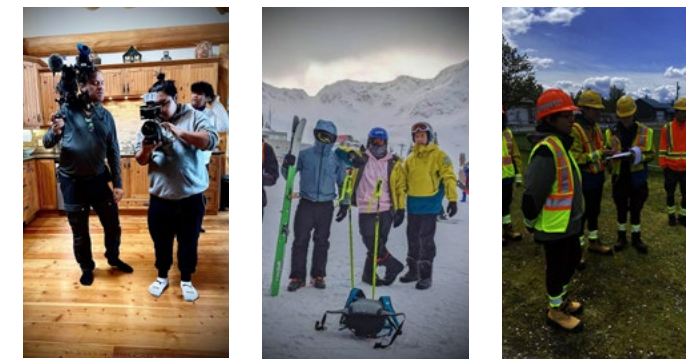
This year our 11 and 12 grade students have spent the majority of their time in English class learning about the world, and themselves, through media studies and traditional literature. Specifically, we have been working on writing mechanics, media literacy, creative writing and traditional and contemporary First Peoples' stories. We have also recently been preparing for the Provincial Assessments which the students will write at the end of the year.

We were also fortunate enough to have gone on two fun field trips recently. We spent the day exploring and enjoying Harrison Hot Springs. We also went on a rather wet, but enjoyable hike at Cultus Lake.

Congratulations to all our 2022 Grads!

Mr. Walsh

Box Program



The Box Rocks!

- In Outdoor Education students traveled to Whistler/Blackcomb to participate in the Winter Wilderness & Backcountry Ski/Snowboard Skills Week.
- In Film class, students participated in a Foley & Sound Effects workshop where instructor Julien Kenchesten and Adam helped students record various sounds for the 'Cannibal Giant' movie.

- After learning about the Residential School system, students attended a 'Hope & Healing Skate & Talk' workshop funded by SCS, Yeqwethet and Aylexw. Joe Buffalo is an Indigenous Skateboarding legend whose documentary students studied about his experience while attending residential school. Guest, Kevin Harris is a Canadian Skateboard champion also attended.

- 136 certificates were earned by students taking courses in Skills Training: Bonfire Productions Q & A (9), Misty Lake Expedition (3), Forklift (12), Wilderness & Backcountry Ski/Snowboard Skills Week (6), Foley & Sound Effects (10), Hope & Healing Skate & Talk (63), Defensive Driving (20), Fall Protection/Ladder Safety (15), WHMIS (20), Customer Service & Cashier Training (12), TCP (12). Social Insurance Number Applications (26).

- Congratulations to Simone Biggers, Jared Hall, Lucas Hunter, and Steven Glendale-Wilson for completing your graduation requirements. We wish you well in your future endeavors.

Cheryl & Eva

Lalem Program

The D.E.N. (Doing Everything Necessary) Program, or Lalem, is a program created for students who have individual/complex learning needs. Everyday, our highest priority is regulation. We start the day with a traditional circle followed by a life skills block. This year, the students had amazing success in reaching their goals identified in their Individual Education Plan (IEP). Lalem had four students pass their learners test and three students complete driving lessons as well as participate in many skill building certifications like cashier training. In addition, the Lalem students embraced the opportunity to connect to themselves, each other, staff, and the land. Lalem participated in many activities within the school and community. For example, the Lalem students helped to deliver and stack wood for elders as well as organize the delivery of Christmas hampers in partnership with many departments within the Sts'ailes organization. To conclude, a picture is worth a thousand words and check out the fun we had in lalem this year...

Mrs. Leon, Dawnita, & Millar



Halq'emeylem Language Program

In our 3rd term for Elementary and 4th term for Senior Students, they have learned how families are connected. They have learned how many one child could be to other family members. This has drawn a lot of interest to the students. There were sentences that they have learned, on what their family members liked to do. Students were also to make their own family tree, using halq'emeylem words. Sts'ailes Community School students have also been able to recite a prayer in halq'emeylem. Each class they are to start the class off with a prayer. With saying the prayer, it has a lot of meaning to the words being said. They are told that Our Ancestors are listening to US saying the prayer and they are guiding us each day.

Other subjects covered for these 2 terms were: Fruits and Vegetables - words and phrases; Easter words and phrases; Animals domestic and wild - words and phrases; Feelings - Question, How are you feeling? Students should be able to respond in halq'emeylem.

See you all next year. Enjoy your Summer break Kwetslólé xwela te Sílolem. Éy ta' Temkwókwes

Xoyetlha Point

First Nations Art Program



This year, the grade 8 class helped to cut wood for the Sts'ailes Elders. It was hard, but satisfying work. The high school students learned how to design and craft boxes from wood, from start to finish. After making their own wooden box, students created their own designs and learned how to do wood burning to permanently etch the images.

Kevin & Gary

Halq'emeylem (Grade Nine - Twelve)

We have built upon our knowledge of the phonetic alphabet, creating short sentences and building cultural awareness. Students have been able to reflect on language as a way to navigate histories, community, culture, land, ceremonies, and traditional knowledge. For example "S'ólh Téméxw" not only means welcome to our land, but when you break down this



greeting and find the root of "S'ólh" "S" is a nominalizer (which changes a word into a noun) changes "ólh" (which means to get into) from a verb to a noun, meaning "sacred, our, respectful". "Our" being the noun. "Téméxw" means "Country, land, or world" and the root of "Téméxw" is "méxw" which comes from mexweya which means belly button, because that is how we are all connected, to each other, to our land, to our ancestors, and this is how the interconnectedness of Halq'emeylem creates culture and identity. We also focused on expanding our language through pen pal letters written in Halq'emeylem, read stories in Halq'emeylem, and sang songs in Halq'emeylem.

Ms. Joseph

BC First Nations Studies 12

This year students went in depth learning about the history of the Indian Act, and its continuing impact. Students also researched and created presentations on Indigenous plants and their uses. Indigenous plant lessons were followed with a tour of the UFV Indigenous plant garden and a hike in the forest of Cultus Lake.

Ms. Dutton

Leadership (Grade Nine - Twelve)

The leadership program is based on students exploring real-world challenges. Students develop action plans to implement locally and globally. Students from grade 9-12 work together to make a positive impact through volunteering, fundraising, and raising awareness. We are capable of doing more together than we are alone. Every student/person has unique gifts and is able to contribute in their own way. Making space for each other so we can raise each other up from a place of strength. We worked on emotional leadership taking care of ourselves and others (especially during the pandemic).

We learnt about creating positive personal habits and goals to move our lives in the direction we want. Moving from Me to We is believing that we are all one and the sum is greater than the parts. Seeing the world as cyclical we can understand "If everything has spirit and knowledge, then all are like me. If all are like me, then all are my relations." (Little Bear,2000).

Ms. Joseph



FINANCE

Axwestes te Tale'awt
"organizing money"

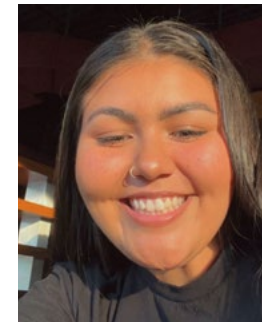
Who we are

Our philosophy: "How may we help?"

Our mission is to comply with our Financial Administration Law (FAL) while providing useful financial information:

- Understandable financial information
- Accurate financial information
- Timely financial information
- Consistent financial information

Laws, plans, training, and organization are important, but nothing happens without our people. Here are the people who serve Sts'ailes by organizing money:



Hallie Michell-Wenman
Accounts Payable Clerk



Johnna Williams
Ay Wha Tia
Accounts Receivable Clerk



Jason Felix
Payroll Supervisor



Stephanie Adams
Selesiya
Financial Accountant



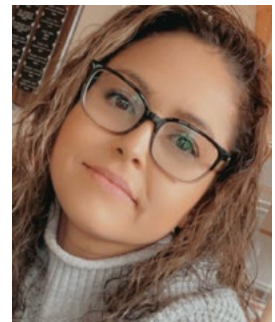
Tara Campbell
Financial Analyst



Steven Semke
Director



Carmen Paul
Thiyothelwit
Youth Council Portfolio Holder



Christy Wenman
Soyemot
Council Portfolio Holder

Who do we help?

We serve many clients in fulfilling our mission:

- Sts'ailes community members
- Sts'ailes government departments
- Outside financial stakeholders:
 - Funders
 - Banks and financial institutions
 - Federal and Provincial governments

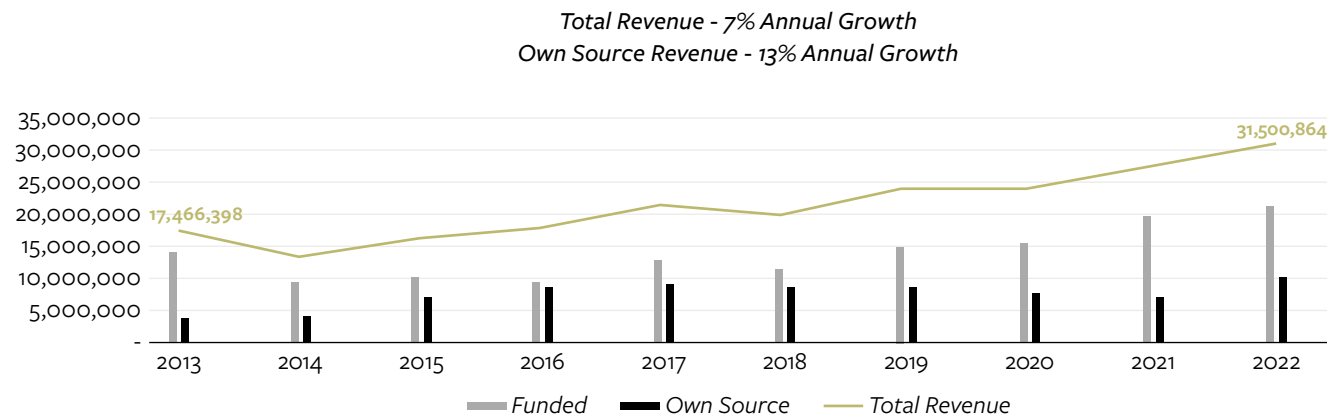
What do we do?

Organizing money involves various works:

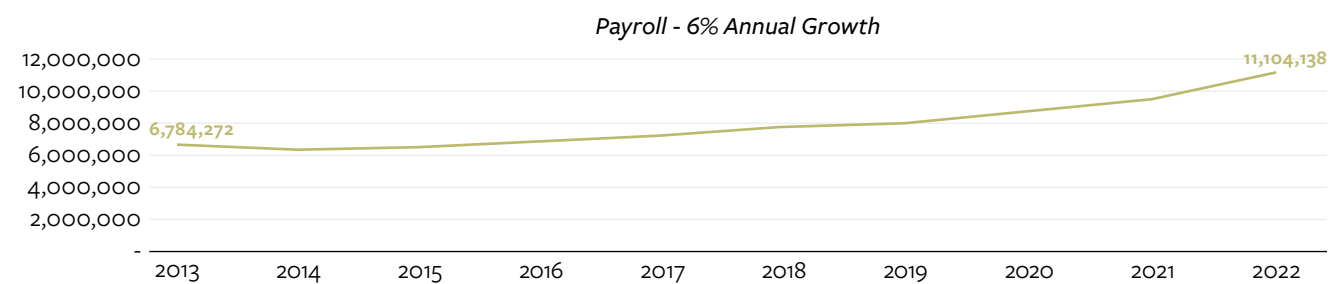
- Financial Administration Law (FAL) compliance
- Financial Policy recommendations and compliance
- Financial statements and annual audits
- Accounting system management and support
- Accounts payable and accounts receivable
- Payroll and compliance reporting
- Banking, credit cards, and asset management
- Budget support and compilation

Why is the work important?

Sts'ailes has grown over the past 10 years. Looking at our financial growth from 2013 to 2022, total revenue has grown from \$17.5 million to \$31.5, and our own source revenue has grown from \$3.4 million to \$10.0.

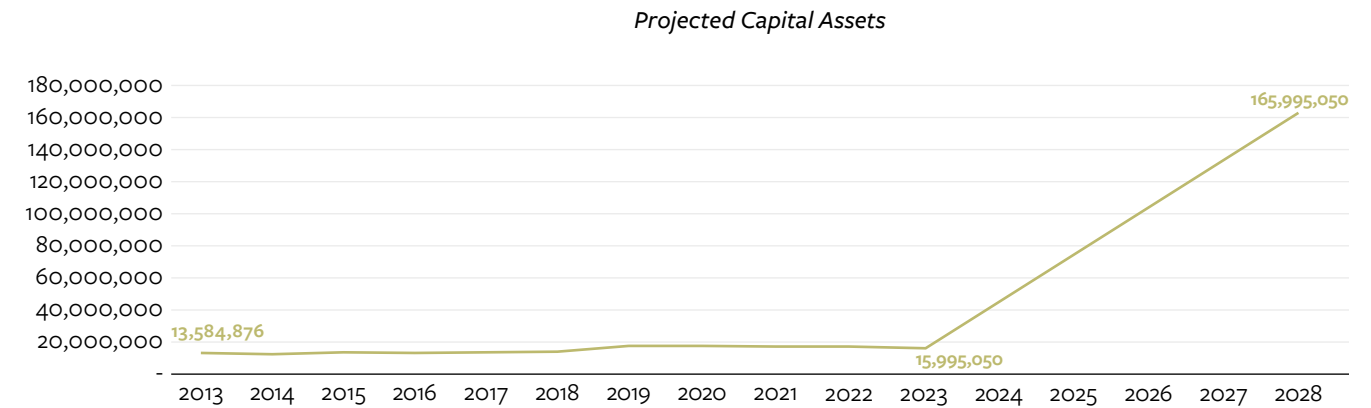
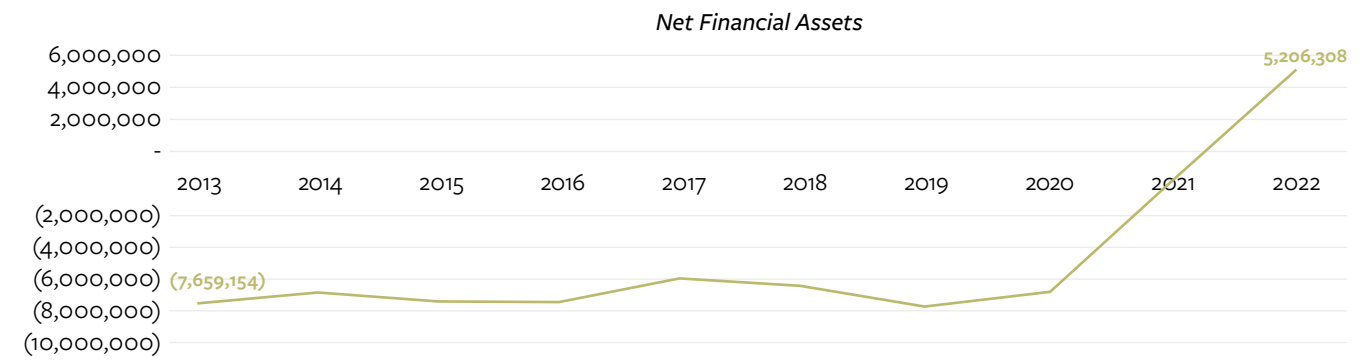


Over the same time, payroll has grown from \$6.7 million in 2013 to \$11.1 million in 2022.



Chief and Council foresaw the growth we experienced and expect further growth to come. To prepare for that growth, Chief and Council's *Í:westeleq* (mandate letter – “we are living our teachings”) to *Axwestes te tale'awt* (Finance – “place for organizing money”) included deepening staff capacity.

Over the past twelve months, we have strengthened our Finance staff by hiring a new Comptroller and enrolling our staff in bookkeeping and accounting courses. This increased capacity has resulted in reduced audit time and decreased audit support costs while adhering to our Financial Administration Law and maintaining our clean audit opinion.



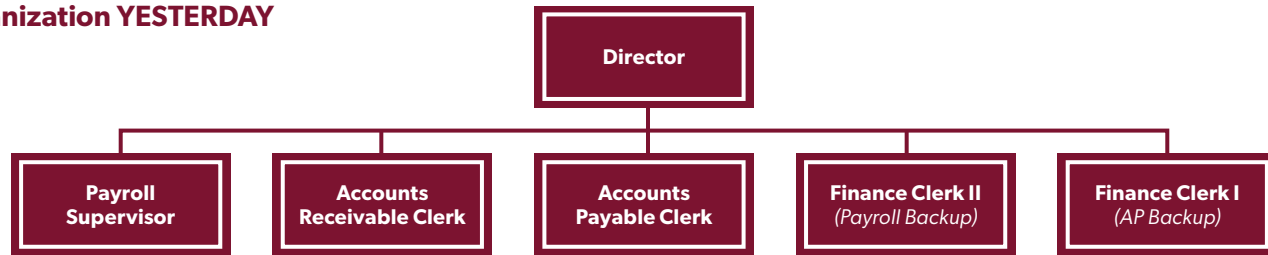
- Growth is evident over the past ten years
- Growth will continue for years to come
- Growth shows that we are healthy, but it comes with challenges:
 - More programs require more reporting
 - Larger budgets require more oversight
 - More transactions require more staff
- Addressing these challenges is important to ensure we manage Sts'ailes' resources well

How will we manage well?

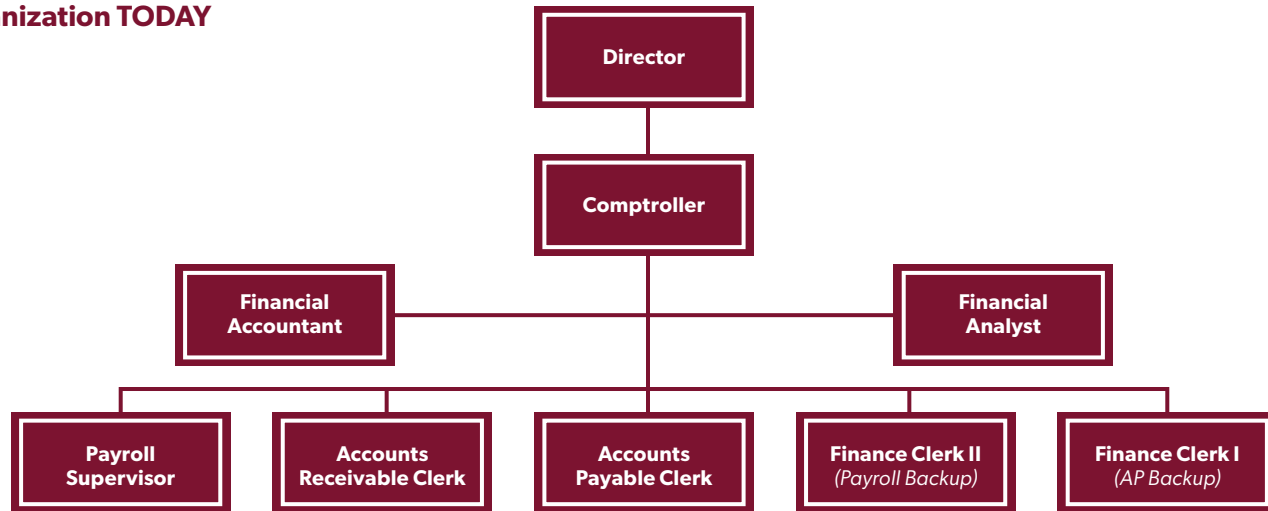
Meeting the coming challenges and managing our resources well requires strengthening our team:

- Training
 - Bookkeeping training for junior staff
 - CAFM (Certified Aboriginal Financial Manager) training for senior staff
- Reorganizing
 - Financial Analyst – interdepartmental service
 - Director financial support
 - Departmental Xyntax support
 - Funder reporting support
 - Financial Accountant – internal accounting
 - Financial statements
 - Daily accounting
 - Audit and banking

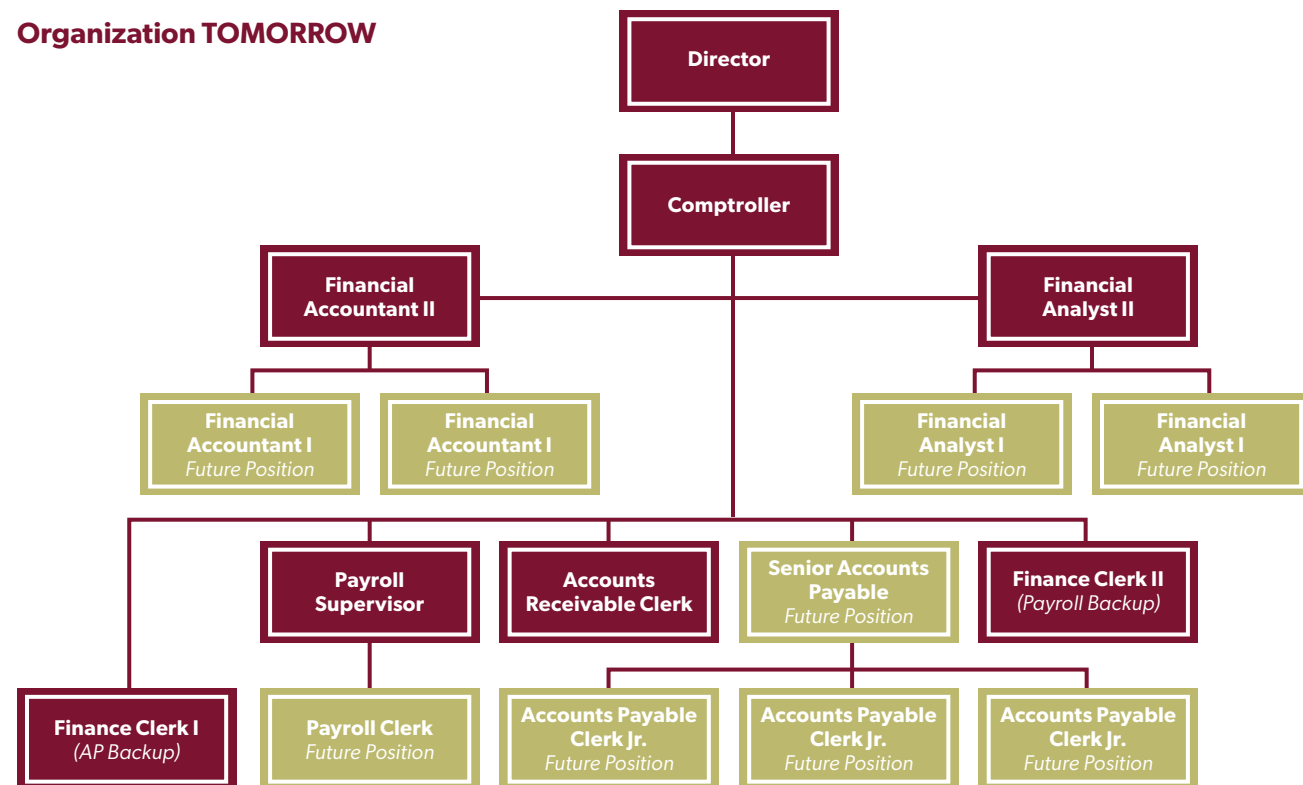
Organization YESTERDAY



Organization TODAY



Organization TOMORROW



Achievements

PRIORITY	STATUS	COMMENTS
Timely publishing of financial statements	IN-PROGRESS	+Monthly statements being issued +Timeliness improved in FY23Q2 -Still requiring 30+ days to publish
Department support	IN-PROGRESS	+Financial Analyst actively supporting departments +Quarterly budget reviews scheduled
Department financial review	IN-PROGRESS	+Communication with Directors, as required. Financial Analyst position expected to help.
MNP audit recommendations and costs	IN-PROGRESS	+MNP 2022 audit recommendations reduced from 2021 audit +Most accounts reconciled +Financial Accountant will improve account reconciliations +Audit support costs down by \$11,000 -AR trial balances unreconciled
Improve staff accounting knowledge	IN-PROGRESS	+Intentional mentoring +Cross-training complete for AP, PR +Two staff enrolled in CAFM

We are a "Work in Progress"

Improvements to come:

- Communication amongst ourselves
 - Financial Accountant
 - Finance Communications Meetings
- Communication with other departments
 - Financial Analyst
 - Faster, more informative responses to requests
 - Timely financial statements



Management's Responsibility

To the Members of Sts'ailes

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

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

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

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

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

Original signed by Willie Charlie

CAO

Independent Auditor's Report



To the Members of Sts'ailes:

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Sts'ailes (the "First Nation"), which comprise the consolidated statement of financial position as at March 31, 2022, and the consolidated statements of operations and accumulated surplus, changes in net financial assets (net debt) and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the First Nation as at March 31, 2022, and the results of its consolidated operations, changes in its net financial assets and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

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

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

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

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

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

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

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



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

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

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

Chilliwack, British Columbia

July 25, 2022

MNP LLP
Chartered Professional Accountants

MNP

Sts'ailes
Consolidated Statement of Financial Position
As at March 31, 2022

	2022	2021	
Financial assets			
Cash and cash equivalents	11,978,653	9,855,497	
Restricted cash (Note 4)	69,491	367,689	
Portfolio investments (Note 5)	110	110	
Accounts receivable (Note 6)	10,242,220	1,875,473	
Inventory for resale	199,739	115,996	
Investment in Nation business entities (Note 7)	4,101,027	3,509,841	
Funds held in trust (Note 8)	538,542	539,360	
Long-term loans (Note 9)	5,622,200	5,000,000	
Total of financial assets	32,751,982	21,263,966	
Liabilities			
Bank indebtedness (Note 10)	-	341,147	
Accounts payable and accruals	2,513,938	1,635,716	
Deferred revenue (Note 11)	9,929,077	3,759,682	
Long-term debt (Note 12)	12,486,827	13,054,135	
Term loans due on demand (Note 13)	2,456,783	2,818,265	
Reforestation obligation	159,049	185,346	
Total of financial liabilities	27,545,674	21,794,291	
Net financial assets (net debt)	5,206,308	(530,325)	
Contingencies (Note 14)			
Non-financial assets			
Tangible capital assets (Schedule 1)	15,495,050	15,977,618	
Prepaid expenses	349,319	466,953	
Total non-financial assets	15,844,369	16,444,571	
Accumulated surplus (Note 15)	21,050,677	15,914,246	
Approved on behalf of the Council			
<u>Original signed by Ralph Leon</u>	Chief	<u>Original signed by Boyd Peters</u>	Councilor
<u>Original signed by Sherry Point</u>	Councilor	<u>Original signed by Christy Wenman</u>	Councilor

The accompanying notes are an integral part of these financial statements

1

Sts'ailes
Consolidated Statement of Operations and Accumulated Surplus
For the year ended March 31, 2022

	2022 <i>Budget</i>	2022	2021
Revenue			
Indigenous Services Canada	9,065,370	12,977,687	11,243,398
Economic activity	5,085,531	6,611,651	5,134,528
Province of British Columbia	5,208,884	4,187,896	4,539,499
First Nation Health Authority	2,801,173	2,257,712	2,364,213
Sts'ailes contracts	2,299,733	1,412,769	466,730
Other revenue	489,448	386,234	571,048
Canada Mortgage and Housing Corporation	66,101	63,169	66,101
First Nations Education Steering Committee	734,138	1,139,347	1,005,333
Rental income	809,562	699,571	540,474
Sto:lo Aboriginal Skills and Employment Training	717,124	846,651	541,270
Interest income	650,000	704,434	705,650
Investment income	99,000	334,867	547,183
Loss from investment in Nation business entities	-	(121,124)	(151,450)
	28,026,064	31,500,864	27,573,977
Expenditures			
Sts'ailes Administration and Governance	3,604,415	2,109,767	2,283,300
Employment	689,236	1,295,095	556,179
Social Development	1,133,444	1,365,236	1,740,214
Education	6,574,803	7,228,175	5,991,453
Health	1,401,502	2,244,619	1,242,000
Snowoyelh	1,591,158	1,514,812	1,978,278
Community Development	3,243,480	2,922,880	2,324,232
Economic Development	433,998	493,547	500,769
Housing	5,426,265	1,875,266	1,054,586
Lands	1,515,145	1,110,326	715,721
Economic Development - Controlled Entities	49,114	4,204,710	3,111,445
Total expenditures	25,662,560	26,364,433	21,498,177
Annual surplus	2,363,504	5,136,431	6,075,800
Accumulated surplus, beginning of year	15,914,246	15,914,246	9,838,446
Accumulated surplus, end of year	18,277,750	21,050,677	15,914,246

The accompanying notes are an integral part of these financial statements

2

Sts'ailes
Consolidated Statement of Change in Net Financial Assets (Net Debt)
For the year ended March 31, 2022

	2022 <i>Budget</i>	2022	2021
Annual surplus	2,363,504	5,136,431	6,075,800
Purchases of tangible capital assets	-	(1,054,708)	(1,208,491)
Amortization of tangible capital assets	1,415,595	1,443,335	1,432,089
Proceeds on disposal of tangible capital assets	-	139,972	-
Gain on disposal of tangible capital assets	-	(46,031)	-
Use of prepaid expenses	-	117,634	173,515
Increase in net financial assets	3,779,099	5,736,633	6,472,913
Net debt, beginning of year	(530,325)	(530,325)	(7,003,238)
Net financial assets, end of year	3,248,774	5,206,308	(530,325)

The accompanying notes are an integral part of these financial statements

3

Sts'ailes
Consolidated Statement of Cash Flows
For the year ended March 31, 2022

	2022	2021
Cash provided by (used for) the following activities		
Operating activities		
Annual surplus	5,136,431	6,075,800
Non-cash items		
Amortization	1,443,335	1,432,089
Gain on disposal of tangible capital assets	(46,031)	-
Loss from investment in Nation business entities	121,124	151,451
	6,654,859	7,659,340
Changes in working capital accounts		
Restricted cash	298,198	(261,243)
Accounts receivable	(8,366,747)	(315,447)
Inventory for resale	(83,743)	(3,104)
Accounts payable and accruals	878,220	107,064
Deferred revenue	6,169,394	3,103,449
Reforestation obligation	(26,297)	(82,514)
Prepaid expenses	117,634	173,515
Change in funds held in trust	819	(2,146)
	5,642,337	10,378,914
Financing activities		
Repayment of long-term debt	(567,308)	(219,484)
Repayment of bank indebtedness	(341,147)	(530,996)
Advances of term loans due on demand	-	420,485
Repayment of term loans due on demand	(361,482)	(334,535)
	(1,269,937)	(664,530)
Capital activities		
Purchases of tangible capital assets	(1,054,708)	(1,208,491)
Proceeds on disposal of tangible capital assets	139,972	-
	(914,736)	(1,208,491)
Investing activities		
Advances to Nation business entities	(1,334,508)	(75,949)
Increase in cash resources	2,123,156	8,429,944
Cash resources, beginning of year	9,855,497	1,425,553
Cash resources, end of year	11,978,653	9,855,497
Supplementary cash flow information		
Interest paid	457,647	270,284

The accompanying notes are an integral part of these financial statements

4

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

1. Operations

Sts'ailes (the "First Nation") is located in the province of British Columbia, and provides various services to its members. Sts'ailes includes the Nation's members, government and all related entities that are accountable to the First Nation and are either owned or controlled by the First Nation.

Impact of COVID-19 on operations

In early March 2020 the impact of the global outbreak of COVID-19 began to have a significant impact on communities through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders.

The Nation's operations were not materially impacted by COVID-19.

At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the First Nation's operations as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/ isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus. While the extent of the impact is unknown, we anticipate this outbreak may cause reduced customer demand, supply chain disruptions, staff shortages, and increased government regulations, all of which may negatively impact the First Nation's operations.

2. Significant accounting policies

These consolidated financial statements are the representations of management, prepared in accordance with Canadian public sector accounting standards and include the following significant accounting policies:

Basis of presentation

Sources of revenue and expenses are recorded on the accrual basis of accounting. The accrual basis of accounting recognizes revenue as it becomes available and measurable; expenses are recognized as they are incurred and measurable as a result of the receipt of goods or services and the creation of a legal obligation to pay.

Reporting entity consolidated

The financial statements consolidate the financial activities of all entities and departments comprising Sts'ailes reporting entity, except for First Nation business entities. Trusts administered on behalf of third parties by Sts'ailes are excluded from the First Nation reporting entity.

First Nation has consolidated the assets, liabilities, revenue, and expenses of the following entities and departments:

- Sts'ailes Development Limited Partnership
- Sts'ailes Development Corporation
- Sasquatch Crossing Eco Lodge Ltd
- SLD (Sts'ailes Sasq'ets A:eylexwtawtexw) Land Holdings Inc.
- SLD (Lexw'a:yi:les) Land Holdings Inc.

All inter-entity balances have been eliminated on consolidation.

5

2. Significant accounting policies (Continued from previous page)

Sts'ailes business entities, owned or controlled by the First Nation's Council but not dependent on the First Nation for their continuing operations, are included in the consolidated financial statements using the modified equity method. Under the modified equity method, the equity method of accounting is modified only to the extent that the business entity accounting principles are not adjusted to conform to those of the First Nation. Thus, the First Nation's investment in these entities is recorded at acquisition cost and is increased for the proportionate share of post acquisition earnings and decreased by post acquisition losses and distributions received. Entities accounted for by the modified equity basis include:

- Harrison Salmon Producers Limited Partnership
- Sts'ailes Eco Energy Development (Sakwi) Limited Partnership
- Sts'ailes Eco Energy Development (Bremner Trio) Limited Partnership

Asset classification

Assets are classified as either financial or non-financial. Financial assets are assets that could be used to discharge existing liabilities or finance future operations. Non-financial assets are acquired, constructed or developed assets that do not normally provide resources to discharge existing liabilities but are employed to deliver government services, may be consumed in normal operations and are not for resale in the normal course of operations. Non-financial assets include tangible capital assets, prepaid expenses, and inventories of supplies.

Net financial assets (net debt)

The First Nation's consolidated financial statements are presented so as to highlight net financial assets (net debt) as the measurement of consolidated financial position. The net financial assets (net debt) of the First Nation is determined by its financial assets less its liabilities. Net financial assets (net debt) combined with non-financial assets comprise a second indicator of financial position, accumulated surplus.

Cash and cash equivalents

Cash and cash equivalent include balances with banks and short-term investments with maturities of three months or less. Cash subject to restrictions that prevent its use for current purposes is included in restricted cash.

Tangible capital assets

Tangible capital assets are initially recorded at cost based on historical cost accounting records. Contributed tangible assets are recorded at their fair value at the date of contribution.

Amortization

Tangible capital assets are amortized annually using the following methods at rates intended to amortize the cost of the assets over their estimated useful lives:

	Method	Rate
Buildings	declining balance	10%
Housing	declining balance	10%
Infrastructure	declining balance	10%
Equipment	declining balance	20 - 30%

Funds held in Ottawa Trust Fund

Funds held in trust on behalf of the First Nation's members by the Government of Canada in the Ottawa Trust Fund are reported on the consolidated statement of financial position with an offsetting amount in accumulated surplus. Trust moneys consist of:

- Capital trust moneys derived from non-renewable resource transactions on the sale of land or other First Nation tangible capital assets; and
- Revenue trust moneys generated primarily through land leasing transactions or interest earned on deposits held in trust.

2. Significant accounting policies (Continued from previous page)

Revenue recognition

Government transfers

The First Nation recognizes a government transfer as revenue when the transfer is authorized and all eligibility criteria, if any, have been met. A government transfer with stipulations giving rise to an obligation that meets the definition of a liability is recognized as a liability. In such circumstances, the First Nation recognizes revenue as the liability is settled. Transfers of non-depreciable assets are recognized in revenue when received or receivable.

Housing rental income

Rental revenue is recorded in the year it is earned. At the end of each year, management evaluates whether rent revenue is collectible and records a bad debt expense and allowance for doubtful accounts for those amounts designated as unlikely to be collected.

Funds held in Ottawa Trust Fund

Due to measurement uncertainty, revenue related to the receipt of funds held in the Ottawa Trust Fund is recognized when it is received.

Own source revenue

Own source revenue derived from such sources as resource based revenues, interest income and other revenue are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Investments

Sts'ailes uses the modified equity method to account for its investment in Harrison Salmon Producers Limited Partnership, Sts'ailes Eco Energy Development (Sakwi) Limited Partnership and Sts'ailes Eco Energy Development (Bremner Trio) Limited Partnership whereby the First Nation records its proportionate share of annual earnings as revenue.

Measurement uncertainty

The preparation of the consolidated financial statements in conformity with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenue and expenses during the reporting period.

Accounts receivable and amounts due from related First Nation entities and departments, are stated after evaluation as to their collectibility and an appropriate allowance for doubtful accounts is provided where considered necessary. Provisions are made for slow moving and obsolete inventory. Amortization is based on the estimated useful lives of tangible capital assets. Reforestation obligation is based upon various judgments and assumptions and is accrued and charged to earnings on the basis of the volume of timber cut.

Inventory

Management has estimated the value of the inventory based upon their assessment of the realizable amount less selling costs.

Long-lived assets

Long-lived assets consist of tangible capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

When Sts'ailes determines that a long-lived asset no longer has any long-term service potential to the organization, the excess of its net carrying amount over any residual value is recognized as an expense in the statement of operations. Write-downs are not reversed.

2. Significant accounting policies *(Continued from previous page)*

Segments

Sts'ailes conducts its operations through eleven reportable segments: Sts'ailes Administration and Governance, Employment, Social Development, Education, Health, Snowoyelh, Community Development, Economic Development, Housing, Lands, and Economic Development - Controlled Entities. These operating segments are established by senior management to facilitate the achievement of Sts'ailes long-term objectives to aid in resource allocation decisions, and to assess operational performance.

For each reported segment, revenue and expenses represent both amounts that are directly attributable to the segment and amounts that are allocated on a reasonable basis.

The accounting policies used in these segments are consistent with those followed in the preparation of the consolidated financial statements.

Retirement benefits

Sts'ailes has a defined contribution pension plan covering substantially all full-time employees who have completed one year of service. There are no prior service costs. Contributions are discretionary, and are based on the percentage of participants' contributions, up to a maximum. Sts'ailes contributions totaled \$333,717 (2021 - \$281,047).

Liability for contaminated site

A liability for remediation of a contaminated site is recognized at the best estimate of the amount required to remediate the contaminated site when contamination exceeding an environmental standard exists, the First Nation is either directly responsible or accepts responsibility, it is expected that future economic benefits will be given up, and a reasonable estimate of the amount is determinable. The best estimate of the liability includes all costs directly attributable to remediation activities and is reduced by expected net recoveries based on information available at March 31, 2022.

At each financial reporting date, the First Nation reviews the carrying amount of the liability. Any revisions required to the amount previously recognized is accounted for in the period revisions are made. The First Nation continues to recognize the liability until it is settled or otherwise extinguished. Disbursements made to settle the liability are deducted from the reported liability when they are made. Management has determined that no liability exists as at March 31, 2022.

3. Recent accounting pronouncement

PS 3280 Asset Retirement Obligations (New)

In August 2018, new PS 3280 Asset Retirement Obligations was included in the CPA Canada Public Sector Accounting Handbook (PSA HB). The new PS 3280 establishes standards on how to account for and report a liability for asset retirement obligations (ARO). As asset retirement obligations associated with landfills are included in the scope of new PS 3280, PS 3270 *Solid Waste Landfill Closure and Post-Closure Liability* will be withdrawn.

The main features of this standard are as follows:

- An ARO represents a legal obligation associated with the retirement of a tangible capital asset.
- Asset retirement costs increase the carrying amount of the related tangible capital asset and are expensed in a rational and systematic manner.
- When an asset is no longer in productive use, the associated asset retirement costs are expensed.
- Measurement of the ARO liability should result in the best estimate of the amount required to retire a tangible capital asset at the financial statement date.
- Subsequent measurement of the ARO liability results in either a change in the carrying amount of the related tangible capital asset or an expense. The accounting treatment depends on the nature of the remeasurement and whether the asset remains in productive use.
- The best method to estimate the liability is often a present value technique.

This standard was to be effective for fiscal years beginning on or after April 1, 2021. On June 25, 2020, the PSAB made the decision to defer the effective date by one year due to the impact of the COVID-19 pandemic. The new Section is now effective for annual financial statements relating to fiscal years beginning on or after April 1, 2022. Early application continues to be permitted.

4. Restricted cash

	2022	2021
CMHC Operating and Replacement Reserves	37,326	37,404
FNFA Secured Revenues Trust Account	32,165	304,124
Term Deposit - Bank of Montreal	-	26,161
Total	69,491	367,689

Notes to restricted assets

Replacement Reserve

Under agreements with Canada Mortgage and Housing Corporation, the Nation established a replacement reserve, funded by an annual allocation of \$13,371 (2021 - \$14,655), to ensure replacement of buildings financed by CMHC. At March 31, 2022, \$22,897 has been set aside to fund this reserve (2021 - \$22,903). The reserve was underfunded by \$37,778 at March 31, 2022 (2021 - \$32,649).

In accordance with terms of the agreements, CMHC reserve moneys must be held or invested only in accounts or instruments guaranteed by the Canada Deposit Insurance Corporation, or as otherwise approved by CMHC. Reserve withdrawals are credited first to interest and then to principal.

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

4. **Restricted cash** (Continued from previous page)

Operating reserve

Under agreements with Canada Mortgage and Housing Corporation 1997 On-Reserve Program requirements, the First Nation must establish an operating reserve resulting from annual surplus after the payment of all costs and expenses including allocation to the replacement reserve. These funds along with accumulated interest, must be held in a separate bank account and/or invested only in accounts or instruments insured by the Canada Deposit Insurance Corporation, or as otherwise mutually agreed to by Sts'ailes and CMHC.

These funds must only be used for the ongoing operating costs of the housing projects committed under the 1997 On-Reserve Program. Accordingly, future years' deficits may be recovered from the Operating Reserve fund. At March 31, 2022, \$14,429 has been set aside to fund this reserve (2021 - \$14,501). The reserve was underfunded by \$55,379 at March 31, 2022 (2021 - \$47,941).

Secured Revenues Trust Account

The secured revenues trust account arises from a financing agreement with the First Nations Finance Authority (FNFA). Other revenues of Sts'ailes are deposited into this account to secure funds FNFA has lent to Sts'ailes. The account is managed by a third party which is required to pay amounts to FNFA under the terms of the borrowing agreement before paying any remaining amount from the account to Sts'ailes.

5. **Portfolio investments**

	2022	2021
Measured at cost:		
BC First Nations Gaming Revenue Sharing LP - Partnership Unit	100	100
BC First Nations Gaming Sharing General Partner Ltd. - Common Share	10	10
	110	110

6. **Accounts receivable**

	2022	2021
Accounts receivable	9,890,383	1,578,521
CMHC subsidy assistance receivable	4,263	5,508
Rent receivable	194,204	189,290
Tax receivables	153,370	102,154
	10,242,220	1,875,473

Accounts receivable is net of an allowance of doubtful accounts in the amount of \$1,171,910 (2021 - \$1,170,761).

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

7. **Investment in Nation business entities**

The First Nation has investments in the following entities:

	Investment cost	Loans / advances	Cumulative share of earnings (loss)	2022 Total investment
Nation Business Partnerships – Modified Equity:				
Harrison Salmon Producers Limited Partnership - 50%	1	202,578	812,395	1,014,974
Sts'ailes Eco Energy Development (Sakwi) Limited Partnership - 99%	1	812,240	(1,414,040)	(601,799)
Sts'ailes Eco Energy Development (Bremner Trio) Limited Partnership - 99%	1	3,728,596	(40,745)	3,687,852
	3	4,743,414	(642,390)	4,101,027
2021				
	Investment cost	Loans / advances	Cumulative share of earnings (loss)	Total investment
Nation Business Partnerships – Modified Equity:				
Harrison Salmon Producers Limited Partnership - 50%	1	95,638	786,911	882,550
Sts'ailes Eco Energy Development (Sakwi) Limited Partnership - 99%	1	694,766	(1,269,189)	(574,422)
Sts'ailes Eco Energy Development (Bremner Trio) Limited Partnership - 99%	1	3,240,700	(38,988)	3,201,713
	3	4,031,104	(521,266)	3,509,841

Continued on next page

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

7. Investment in Nation business entities *(Continued from previous page)*

Summary financial information for each Nation business partnership, accounted for using the modified equity method, for their respective year-end is as follows:

	<i>Harrison Salmon Producers Limited Partnership As at March 31, 2022</i>	<i>Sts'ailes Eco Energy Development (Sakwi) Limited Partnership As at December 31, 2021</i>	<i>Sts'ailes Eco Energy Development (Bremner Trio) Limited Partnership As at December 31, 2021</i>
Assets			
Cash	737,102	2,610	974,062
Accounts receivable	390,409	-	-
Inventory	67,490	-	-
Investments	-	545,253	8,363,836
Property, plant and equipment	1,267,742	-	-
Advances to related parties	10,485	-	1
Total assets	2,473,228	547,863	9,337,899
Liabilities			
Trade and other payables	694,697	1,871	-
Long-term debt	-	1,238,535	-
Advances from related parties	155,013	721,639	9,378,647
Total liabilities	849,710	1,962,045	9,378,647
Partner's capital (deficiency)	1,623,518	(1,414,182)	(40,748)
Total revenue (loss)	779,665	(9,833)	650,000
Total expenses	728,692	135,034	651,758
Net income (loss)	50,973	(144,867)	(1,758)

8. Funds held in trust

Capital and revenue trust monies are transferred to the First Nation on the authorization of the Minister of Indigenous Services Canada, with the consent of the First Nation's Council.

	2022	2021
Capital Trust		
Balance, beginning/end of year	530,706	530,706
Revenue Trust		
Balance, beginning of year	8,654	6,508
Interest	10,244	6,217
Provincial grants	2,435	2,437
Less: Revenue transfer	(4,843)	-
Less: Transfers to Nation	(8,654)	(6,508)
Balance, end of year	7,836	8,654
	538,542	539,360

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Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

9. Long-term loans

Long-term loans receivable consists of two promissory notes issued to Sts'ailes Eco Energy Development (Bremner Trio) Limited Partnership, a partnership owned 99% by the Sts'ailes. As of March 31, 2022, accrued interest is \$835,829 (2021 - \$160,274).

	2022	2021
	<i>Principal</i>	<i>Allowance</i>
Loan receivable bearing interest at 13% per annum until the principal amount and all accrued interest has been paid.	5,000,000	-
Loan receivable bearing interest at 10% per annum until the principal amount and all accrued interest has been paid.	622,200	-
	5,622,200	5,000,000

10. Bank indebtedness

Under a line of credit arrangement with the Bank of Montreal, Sts'ailes may borrow up to \$1,650,000. The line of credit bears interest at bank's prime rate plus 0.50%. The prime rate at March 31, 2022 was 2.70% (2021 - 2.45%). This arrangement does not have a termination date and can be withdrawn at the bank's option. The credit line is secured by a general security agreement covering all property of Sts'ailes. As at March 31, 2022, the facility was unused.

11. Deferred revenue

The following table represents changes in the deferred revenue balance attributable to each major category of external restrictions:

	<i>Balance, beginning of year</i>	<i>Contributions received</i>	<i>Revenue recognized</i>	<i>Balance, end of year</i>
Deferred Province of BC funding	-	6,377,430	-	6,377,430
Deferred FNHA funding - Community care center	3,133,500	-	556,316	2,577,184
Deferred FNESC funding	626,182	-	225,030	401,152
Deferred First Peoples Heritage funding	-	258,554	-	258,554
Deferred CFBC funding	-	230,000	-	230,000
Deferred ISC funding	-	422,660	338,128	84,532
Deferred revenue - other	-	225	-	225
	3,759,682	7,288,869	1,119,474	9,929,077

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Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

12. Long-term debt

	2022	2021
First Nations Finance Authority promissory note, bearing interest at 3.75%, with blended monthly payments of \$40,959.	9,203,478	9,400,000
Interim Financing Debt Reserve Fund Investment, the Authority holds a deposit of 5% of the loans advanced in the Debt Reserve Fund. Interest is paid daily at an annual rate of 1.60%.	(487,417)	(480,046)
First Nations Finance Authority promissory note, bearing interest at 3.79%, with blended monthly payments of \$21,445, due June 2024.	2,525,824	2,683,383
Interim Financing Debt Reserve Fund Investment, the Authority holds a deposit of 5% of the loans advanced in the Debt Reserve Fund. Interest is paid daily at an annual rate of 1.10%.	(210,835)	(207,647)
All Nation's Trust Company mortgage, payments of \$2,917 per month including interest at 2.13%, up for renewal on October 1, 2022.	583,402	605,775
All Nation's Trust Company mortgage, payments of \$1,794 per month including interest at 1.22%, up for renewal on May 1, 2026.	238,621	395,679
All Nation's Trust Company mortgage, payments of \$2,833 per month including interest at 1.67%, up for renewal on July 1, 2024	633,754	656,991
	12,486,827	13,054,135

Principal repayments on long-term debt in each of the next five years, assuming long-term debt subject to refinancing is renewed, are estimated as follows:

2023	372,036
2024	379,482
2025	387,163
2026	395,087
2027	403,262

The following specified revenue streams are pledged as security in favour of the First Nation Finance Authority:

- Harrison Hydro Limited Partnership
- Stooke Creek Project Limited Partnership
- Forest & Range Consult and Revenue Sharing Agreement
- Sts'ailes Development Limited Partnership - Fisheries
- Sts'ailes Development Limited Partnership - Forestry

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

13. Term loans due on demand

	2022	2021
Bank of Montreal loan bearing interest at prime plus 0.50%, payable in monthly principal payment of \$28,559 plus interest	2,284,704	2,627,410
Bank of Montreal loan bearing interest at prime plus 0.50%, payable in blended monthly instalments of \$2,014	172,079	190,855
	2,456,783	2,818,265

Principal repayments on long-term debt in each of the next five years, assuming the loans are paid in accordance with the terms and not called, are estimated as follows:

2023	360,815
2024	361,497
2025	362,204
2026	362,938
2027	363,699

Bank of Montreal demand loans are secured by the following guarantees:

- Department of Indigenous Services Canada guarantee in the amount of \$250,000
- Guarantee in the amount of \$5,000,000 signed by Sasquatch Crossing Eco Lodge Ltd.
- First and second ranking all-Indebtedness Mortgage in the amount of \$6,000,000 over 15500 Morris Valley Rd, Harrison, BC
- First Nations Market Housing Fund credit enhancement facility approved to \$2,700,000

14. Contingent liabilities

a) As of March 31, 2022, Sts'ailes was contingently liable in respect of one guaranteed individual Band Member mortgage with a total outstanding principal balance of \$27,152 (2021 - \$27,152).

b) Sts'ailes is the guarantor for \$3,000,000 in residential loans granted to Sts'ailes members under the Housing and Loan Program by the Bank of Montreal.

c) Sts'ailes has provided a limited guarantee on a commercial loan to one of its business entities, Sts'ailes Eco Energy Development (Sakwi) Limited Partnership. The guarantee is limited to the royalties received by Sts'ailes under the terms of the Impact Benefit Agreement with Sakwi Creek Power Corp. and BC Hydro. The amount of the royalties is undetermined as of the date of the consolidated financial statements. The outstanding balance of the commercial loan at March 31, 2022 is \$1,238,535 (2021 - \$1,223,754).

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

15. Accumulated surplus

Accumulated surplus consists of the following:

	2022	2021
Equity in Tangible Capital Assets	11,582,448	11,500,905
Internally Restricted Equity (Note 16)	407,861	307,861
Operating surplus	8,484,500	3,528,716
Equity in Ottawa Trust Funds	538,542	539,360
CMHC Operating and Replacement Reserves	37,326	37,404
	21,050,677	15,914,246

16. Internally Restricted Equity

The First Nation maintains reserve funds for certain tangible capital assets. These balances at March 31, 2022 are as follows:

	2022	2021
Sts'ailes Housing	56,624	56,624
Church	171	171
Roads	1,916	1,916
Memorial Bench	1,783	1,783
Daycare Building	56,000	56,000
Fitup Facilities	10,459	10,459
Health Program	24,405	24,405
Legacy Fund	92,733	92,733
Community Building	63,770	63,770
Environment Remediation Reserve	100,000	-
	407,861	307,861

17. Budget information

The disclosed budget information has been approved by the Chief and Council of the Sts'ailes at the Chief and Council meeting held on October 29, 2021. The budget information is projected based on operating expenses to be incurred during the year on a program by program basis.

18. Economic dependence

Sts'ailes receives a significant portion of its revenue from Indigenous Services Canada (ISC) as a result of funding agreements entered into with the Government of Canada. These funding agreements are administered by ISC under the terms and conditions of the *Indian Act*. The ability of the First Nation to continue operations is dependent upon the Government of Canada's continued financial commitments as guaranteed by these funding agreements.

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2022

19. Segments

The First Nation conducts its business through eleven reportable segments which are differentiated by major activities; accountability and control relationships. The reportable segments and their activities are as follows:

Sts'ailes Administration and Governance

Includes general operation, support, and financial management of the First Nation, as well as activities related to the general governance, and leadership of the community and its members.

Employment

Includes employment programs for the members of the Nation.

Social Development

Includes services offered to community members. Services include, but are not limited to, income assistance, child and family support, assisted living, and early childhood development.

Health

Includes activities related to the provision of health services for the community and its members.

Snowoyelh

Includes activities related to family healing and growth, ensuring the safety and well being of children, and providing healing and treatment for addiction.

Community Development

Includes services related to construction contracts, general community maintenance, and public works.

Economic Development

Includes activities related to the growth of revenue producing projects within the First Nation.

Housing

Includes activities related to the provision of housing to the members of the First Nation.

Lands

Includes activities related to land administration and aboriginal rights and title.

Economic Development - Controlled Entities

Includes activities related to the growth of revenue producing projects of entities owned by the First Nation.

Sts'ailes
Schedule 1 - Consolidated Schedule of Tangible Capital Assets
For the year ended March 31, 2022

	Buildings	Housing	Equipment	Infrastructure	Land	2022	2021
Cost							
Balance, beginning of year	16,079,691	6,225,612	3,765,566	8,625,531	2,716,343	37,412,743	36,204,252
Acquisition of tangible capital assets	440,652	-	614,056	-	-	1,054,708	1,208,491
Disposal of tangible capital assets	-	-	(47,590)	-	-	(47,590)	-
Adjustment for housing sale	-	(176,593)	-	-	-	(176,593)	-
Balance, end of year	16,520,343	6,049,019	4,332,032	8,625,531	2,716,343	38,243,268	37,412,743
Accumulated amortization							
Balance, beginning of year	10,199,796	3,023,535	2,836,729	5,375,065	-	21,435,125	20,003,036
Annual amortization	563,893	310,823	293,865	274,712	-	1,443,293	1,432,089
Accumulated amortization on disposals	-	-	(47,456)	-	-	(47,456)	-
Adjustment for housing sale	-	(82,744)	-	-	-	(82,744)	-
Balance, end of year	10,763,689	3,251,614	3,083,138	5,649,777	-	22,748,218	21,435,125
Net book value of tangible capital assets	5,756,654	2,797,405	1,248,894	2,975,754	2,716,343	15,495,050	15,977,618
Net book value of tangible capital assets 2021	5,879,895	3,202,077	928,837	3,250,466	2,716,343	15,977,618	

Sts'ailes
Schedule 2 - Segmented Information
For the year ended March 31, 2022

	Sts'ailes Administration and Governance	Employment	Social Development	Education	Health	Snowoweyeh	Community Development	Economic Development	Housing	Lands	Economic Development - Controlled Entities	2022
Revenue												
Indigenous Services Canada	\$ 1,429,949	\$ 1,091,348	\$ 1,686,760	\$ 4,014,404	\$ 1,630,410	\$ 532,592	\$ 857,214	\$ 50,096	\$ 1,318,071	\$ 280,508	\$ 86,334	\$ 12,977,687
Other government	181,863	652,223	-	3,835,921	1,529,378	1,567,191	1,590,089	934,885	63,169	103,931	-	10,458,650
Economic activities and other	1,964,891	-	-	14,779	129,024	-	5,749	25,484	604,388	229,449	5,090,764	8,064,527
	3,576,703	1,743,571	1,686,760	7,865,104	3,288,812	2,099,783	2,453,052	1,010,465	1,985,628	613,888	5,177,098	31,500,864
Expenses												
Amortization	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,318,835	\$ -	\$ -	\$ -	\$ -	\$ 124,500
Operating expenses	272,865	444,623	229,596	1,235,454	935,158	313,592	1,105,080	191,239	1,676,716	325,403	3,052,114	9,781,840
Salaries, wages and benefits	1,733,109	841,982	42,070	4,552,414	1,099,537	1,119,859	498,688	302,308	198,273	780,784	989,803	12,158,828
Program and services delivery expenses	103,793	8,490	1,093,570	1,440,307	209,924	81,361	277	-	277	4,139	38,293	2,980,430
	2,109,767	1,295,095	1,365,236	7,228,175	2,244,619	1,514,812	2,922,880	493,547	1,875,266	1,110,326	4,204,710	26,364,433
Surplus (deficit) before transfers	1,466,936	448,475	321,524	636,929	1,044,193	584,971	(469,828)	516,919	110,361	(496,438)	972,388	5,136,431
Transfers between programs	(909,617)	(11,297)	(85,762)	(287,703)	(90,870)	19,541	1,676,974	(357,000)	(22,671)	68,404	-	-
Annual surplus (deficit)	\$ 557,319	\$ 437,178	\$ 235,763	\$ 349,226	\$ 953,323	\$ 604,512	\$ 1,207,145	\$ 159,919	\$ 87,690	\$ (428,033)	\$ 972,388	\$ 5,136,431
Revenue												
Indigenous Services Canada	\$ 2,186,302	\$ 299,600	\$ 1,745,620	\$ 5,028,709	\$ 150,000	\$ 303,195	\$ 414,432	\$ 95,448	\$ 669,392	\$ 350,700	\$ -	\$ 11,243,398
Other government	406,150	407,280	-	3,592,121	1,472,327	2,035,159	93,590	989,628	66,101	780,078	-	9,842,436
Economic activities and other	2,373,286	-	-	107,255	31,283	-	11,336	(70,871)	591,409	249,382	3,195,063	6,488,143
	4,965,738	706,880	1,745,620	8,728,086	1,653,610	2,338,354	519,358	1,014,205	1,326,902	1,380,160	3,195,063	27,573,977
Expenses												
Amortization	-	-	-	-	-	-	1,302,188	-	-	-	129,902	1,432,089
Operating expenses	370,879	209,933	614,302	1,031,509	455,386	530,041	754,344	301,468	879,494	170,925	2,379,946	7,698,226
Salaries, wages and benefits	1,857,460	342,697	155,167	4,172,705	748,253	1,202,081	267,653	199,302	175,092	541,578	504,882	10,166,868
Program and services delivery expenses	54,962	3,550	970,745	787,239	38,361	246,157	47	-	-	3,218	96,715	2,200,994
	2,283,300	556,179	1,740,214	5,991,453	1,242,000	1,978,278	2,324,232	500,769	1,054,586	715,721	3,111,445	21,498,177
Surplus (deficit) before transfers	2,682,437	150,701	5,406	2,736,633	411,610	360,076	(1,804,873)	513,436	272,316	664,439	83,618	6,075,800
Transfers between programs	(173,851)	(7,325)	(10,600)	(168,831)	1,400	(143,042)	853,803	(59,899)	(264,566)	(27,091)	-	-
Annual surplus (deficit)	\$ 2,508,587	\$ 143,376	\$ (5,194)	\$ 2,567,802	\$ 413,010	\$ 217,034	\$ (951,070)	\$ 453,537	\$ 7,751	\$ 637,349	\$ 83,618	\$ 6,075,800

LANDS

Solh Temexw Shxweli
"the spirit of our sacred land"

PLANNING

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

LANDS

Land Activities

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

1. Western Debris Landfill Project – completed
2. Mosquito Mitigation Project – Completed for season, on-going yearly project

Compliance & Enforcement

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

Statistics Regarding Compliance & Enforcement

- 187 Incident reports filed
- 18 Environmental related issues
- 27 Community Nuisance related issues
- 31 Illegal Dumping related issues
- 36 Trespass related issues
- 27 Nuisance/Road Endangerment related issues
- 7 Property Concern related issues
- 21 Quality Protection related issues
- 20 Emergency Response related issues

Sts'ailes Compliance and Enforcement Officer completed 30 regular compliance checks at the pipe storage yard.



One of the mosquito mitigation sites around Sts'ailes

Laws

Enacted Laws

- a. Animal Protection and Control Law
- b. Interim COVID 19 Virus Community Protection Law

Laws in Draft Form ready for community input

- a. Spousal Property Law
- b. Soil Deposit, Removal & Transport Law
- c. Environmental Standards Law
- d. Environmental Assessment Law
- e. Enforcement & Ticketing Law

Laws in Development

- a. License & Permitting Law
- b. Allotment Law NYIP
- c. Community Quality Law
- d. Subdivision Development Law
- e. Community Protection Law

Statistics for Sts'ailes Land Laws

Enacted Laws

- a. Animal Protection and Control Law
- b. Law enacted on April 9, 2019
- c. 125 Incident Reports
 - o 100 dog related
 - o 25 wildlife related



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

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

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

Our Road Map

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

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

Canada Reconciliation Agreement (CAN RA)

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

- Self Governance Agreement: A nation-to-nation agreement recognizing Sts'ailes rights for self-governance. The SGA is intended to serves a renewed relationship with Canada and a pathway for mutually beneficial certainty.
- Citizenship Code: Determines who makes up the Nation and who the Sts'ailes government will respond to, advocate for, and govern. A Citizenship Code preserves our identity for the future

- Our Constitution: Our law that outlines the collective will of our citizens on how we wish to live and how we wish to govern ourselves. The Constitution is the blueprint for our organization and structure.

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

BC Reconciliation Agreement (BC RA)

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

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

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

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

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

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

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

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

Who Is Doing The Work

- **Reports to Chief and Council:**
Willie Charlie, Chaquawet, CAO/Chief Negotiator
Boyd Peters, Xoyet thet, Xwilexmet Director
De-facto team member: Ralph Leon, Sah-ahkw, Chief
- **Reports to Willie Charlie, Chaquawet, CAO/Chief Negotiator:**
Stephanie Adams, Selesiya, Self-Governance Technician (technical support)
Sherylynn Crispin, Ne'omot, Self-Determination Analyst (managerial/technical support)
Vacant Job Position, Multi-Media/Communications Assistant (technical support)
- **Reports to Boyd Peters, Xoyet thet, Xwilexmet Director:**
Annie Silver, Sewoselwet, Xwilexmet Manager
Fran Douglas, Lhí'hló:yatenót, Senior Research Assistant
Morgan Ritchie, Xát'l'hiqelemtel, Senior Research Archaeologist

Living Documents

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

- Incorporating the traditional language, principles and practices; threading it throughout the entire document rather than just the preamble
- Adding milestones and commitments
- Adding check-ins to confirm progress and to accommodate revisions
- Any other factors deemed acceptable by both parties while keeping the ultimate intent in mind: reconciliation

Why Reconciliation Work?

The pathway to RAs will lead us to:

- Building an agreement with our traditional law as a foundation
- Improving the quality of life for Sts'ailes people
- Increased land base and stewardship of the land and water
- Using Sts'ailes solutions for Sts'ailes challenges (increase our governance capacity)

- Enhancing our community consultation and communications across all levels: community, staff, leadership, etc.
- Streamlines the flow of funding and supports long-term strategic planning
- Supports progressively collaborative working relationships with other governments, industry and our neighbours
- Build a future for generations to come

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

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

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



STS'AILES STRATEGIC INITIATIVES GROUP (SSIG)

Vision Statement

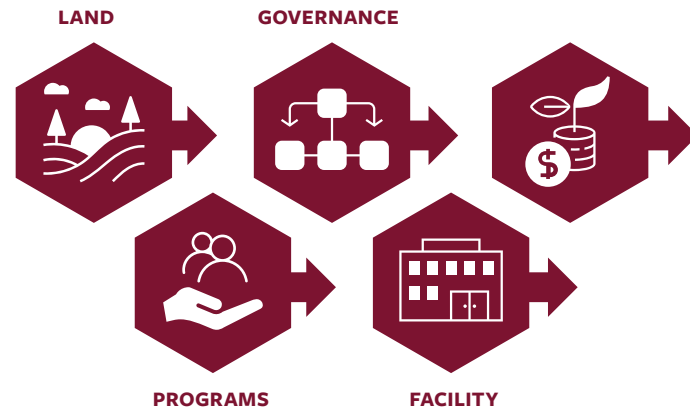
SSIG supports the realization of Sts'ailes vision, goals, self-determination, and self-governance.

Overview

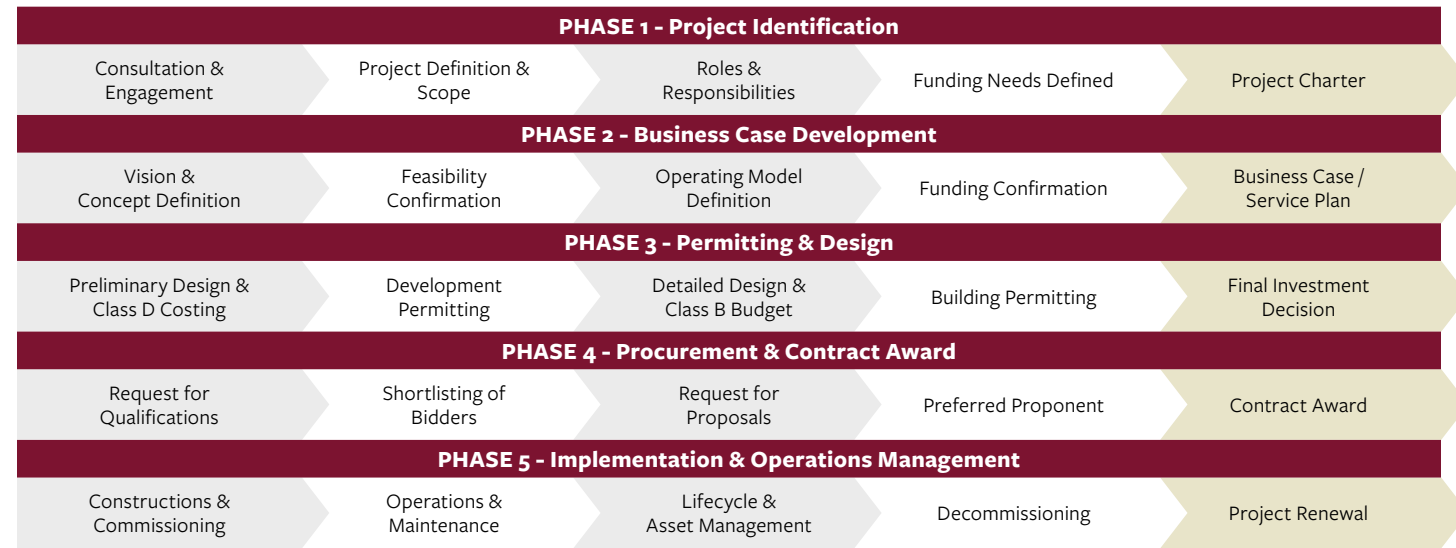
Sts'ailes Strategic Initiatives Group was formed in 2018 as a progressive response to the number of major projects and initiatives Sts'ailes was taking on. The original mandate included the completion of the 4 projects: Sts'ailes Community Centre (Hall), Telmexwáwtexw Healing Centre, Sts'ailes Community Care Centre, and the 10 year grant.

Since SSIG's conception the projects have grown and progressed far beyond the original vision. In addition, our department has grown taking on more projects and gaining more team members along the way.

SSIG Approach



SSIG Process



SSIG Team



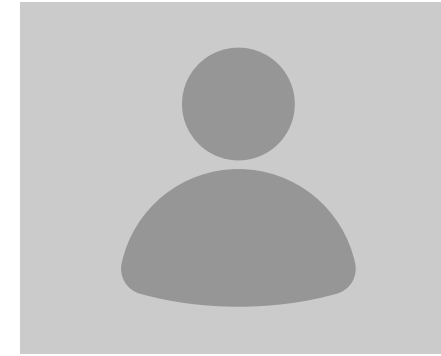
Willie Charlie
Sts'ailes CAO/CN

Willie has been a large part of SSIG, helping with its conception in 2018. He provides support, direction, and oversight to all major projects. SSIG is under the umbrella the planning department that CAO directly oversees. Willie works very closely with SSIG, helping with negotiation, advocacy, and more.



Paul Andrew, C.A.P.A., C.I.L.
Strategic Initiatives Officer

Paul is currently the Strategic Initiatives Officer for Sts'ailes, he acts as a strategic advisor and project manager for major projects. Paul spent almost 20 years working in Sts'ailes' finance department gaining knowledge that supports his current role with SSIG. He is Sto:lo and a member of Sq'ewqel, with more than 30 years in various leaderships and executive positions. Paul is the council representative on the Board of Directors and has been with SqDC for 10 years. He has completed the Certified Aboriginal Professional Administrator and Certified indigenous Leadership certifications through the Aboriginal Finance Officers Association.



Tamara Andrew
Strategic Initiative Executive Assistant

Tamara supports project coordination within SSIG for the major projects. She helps to manage communication, timelines, supporting new departments/directors, etc. Tamara is also a member of Sq'ewqel First Nation. She has worked in this position for over 3 years while pursuing a bachelor's in business administration accounting with a minor in psychology.



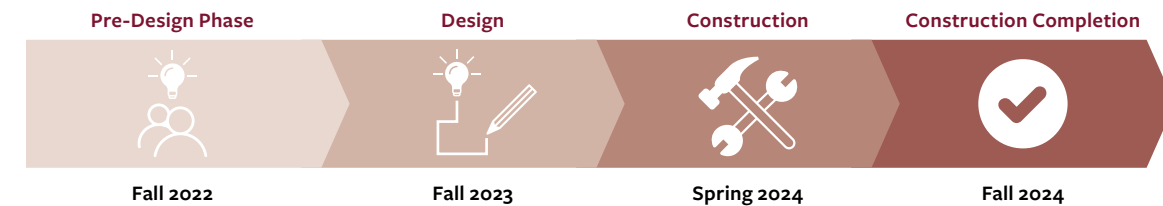
Mary Purcell
Sts'ailes Strategic Administrative Assistant

Mary Purcell is a member of Samahquam which is a part of the St'at'imc Nation. She has been connected to Sts'ailes for the past 10 years as she raises her children who are Sts'ailes band members. Mary works in the Sts'ailes Strategic Initiatives Group as the Administrative Assistant.

Projects SSIG Is Involved In

"Tl'ó xe:ylt te wáyeles" - To Write Tomorrow

Sts'ailes Community Area Plan



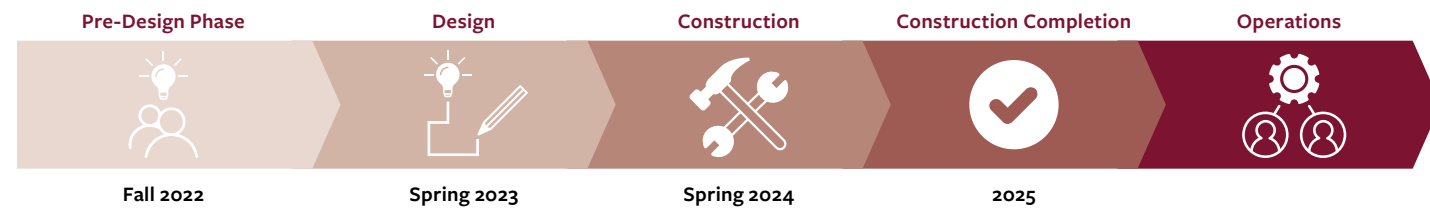
A community master plan will illustrate where and how future development should happen on the Sts'ailes IR5 Lands. It paints a picture of the future and creates a plan for how to get there.

What will it include?

- A shared vision and goals for the future of Sts'ailes lands and territory
- Guidance about how land should be used and managed (for housing, businesses and forestry)
- Opportunities for economic development

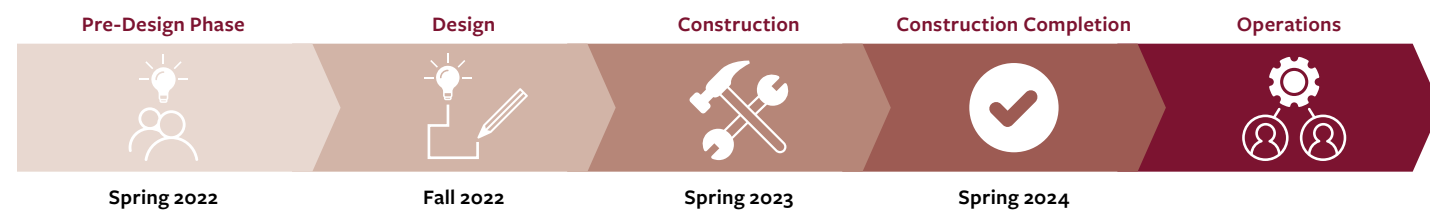
- Maps, illustrations, and other visual aids to help communicate the vision and goals
- Information about the land and its resources, including the current and projected population and other factors that influence how land should be used

Sts'ailes Community Centre/Hall



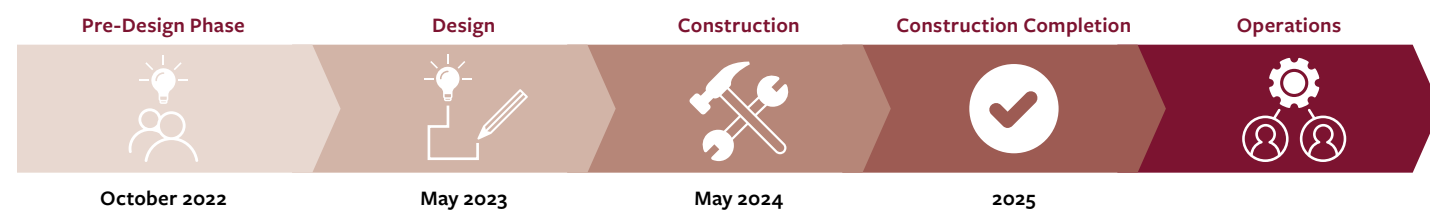
The Community Centre, or the Hall as it's more affectionately known, continues to be SSIG's top priority mandated by Chief and Council. SSIG continues to move forward on the hall. One major consideration is that the hall is a fairly large facility and will have significant utility needs that need to be incorporated in the "Tl'ó xe:ylt te wáyeles".

Sts'ailes Community Care Campus



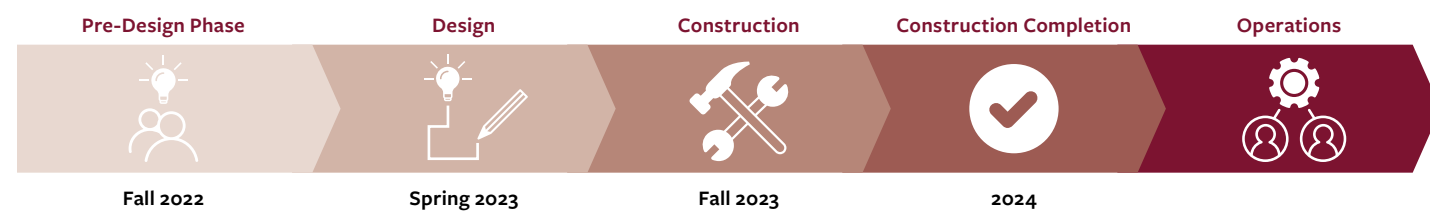
The Sts'ailes Community Care Campus will include a primary care centre, centre of excellence, and pharmacy. The primary care centre will serve indigenous and non-indigenous in the region with a holistic model of care to include western medicine and traditional medicine. The Centre of Excellence will provide educational programming for catchment area residents as well as patients and medical practitioners from other regions across B.C.

Children and Families Jurisdiction Complex



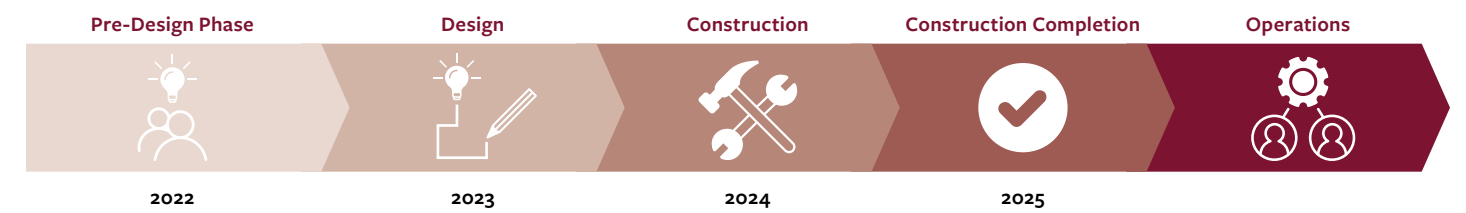
Snowoyelh Child, Youth and Family Services will administer Snowoyelh te Emi:melh te Sts'ailes by Authority delegated from Sts'ailes Chief & Council. SSIG supports table negotiations for children's jurisdiction and the development of the children and families' complex. Children and family jurisdiction services will be operated out of the complex.

Resource Homes



Te Lalem Resource Homes are to support children and families seeking support and assistance from the Snowoyelh (Child and Family Services) team. Ey Shixstxw Awtxw (ESA) House is to support youth and young adults aging out of the program. These homes will be designed to make the users feel comfortable and create a sense of belonging in the community, and acknowledging the sensitive nature of the program.

Telmexwáwtexw Healing Centre



Our vision is that each person that comes forward and utilizes the resources and supports or services of the healing centre is welcomed with the medicine of culture and open arms, no matter where they are in their journey or if they are seeking resources to support others on their journey. Telmexwawtewx is being developed to deliver a full continuum of care with Phase 1 focusing on knowledge exchange, withdrawal management and day services; Phase 2 focusing on bed based treatment and Phase 3 focusing on aftercare services and supportive reintegration to community. This service delivery model was developed after gathering and review of regional and provincial research on gaps and needs in culturally safe healing services from traumand harmful substance use.

Youth Centre



The youth centre idea was a result of the 2021 Youth Gathering. The youth were asked what a safe space looked like, their response was that they do not have a safe space. From then on, this project has been at the top of Sts'ailes' priorities has been committed to filling this gap by building a space just for the youth, our most precious resource.



MA:YT

"to help, defend, protect and aid"

Vision Statement

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

Mission Statement

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

The Ma:yt department is pleased to present the 2021-2022 Annual Report to the Sts'ailes community. The Ma:yt department is comprised of the Human Resource (HR), Administration, Information Technology (IT), Employment Assistance Services (EAS), Social Development (SD), Pre-employment Supports Program (PESP) and First Nation Youth Employment Strategy (FNYES). It is my privilege to lead and support the Ma:yt team and showcase their work and accomplishments of the past fiscal year.

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

Staff

Director
Linda Pettis

Ma:yt Manager
Carla Charlie

Ma:yt Assistant
Vanessa Jules

Receptionist
Carmen Paul

FNYES / TWS Administration Clerk
Hailee Leon

IT Officer
Mark Balfour

Network Administrators
Adam Balfour
Donald Urquhart

Webmaster & Multimedia
Mikhail Crispin

Social Development Administrator
Joanna Charlie

Pre-Employment Supports Program Coordinator - FNYES
Simone Williams-Horne

Pre-Employment Supports Program Assistant - FNYES
Brylee James

EAS Career Development Practitioners
Stephanie Phair
Charlotte Phair

EAS Receptionist / Resource Room Support Worker
Mandy Felix

The past fiscal year has brought significant challenges and uncertainty to our community. The Ma:yt department has remained committed to inclusive excellence and ensuring that all goals and visions of our leadership, Chief Administrative Officer (CAO) and Directors are supported, and targets are achieved.

Ma:yt department is committed to provide professional, respectful services to our Directors / Managers / Officer, Sts'ailes Leadership, and Sts'ailes community members. Ma:yt department continues to embark on new opportunities that will provide employment and training opportunities for Sts'ailes community members.

The Ma:yt department continues to be successful in securing funding for employment and training initiatives through Sto:lo Aboriginal Skills Employment Training (SASET), Service Canada, Federal / Provincial business entities, and Indigenous Services Canada (ISC).

The funding supports received for 2021-2022 are listed below:

Employment Assistance Services (EAS)

SASET

Funding Received: \$289,529.00

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

Targeted Wage Subsidy

SASET - Band

Funding Received: \$231,871.00

TWS initiative provided an employment and training opportunity for 8 Sts'ailes community members to gain hands on work experience within the Sts'ailes organization.

Targeted Wage Subsidy

SASET - Education

Funding Received: \$28,280.00

TWS initiative provided an employment and training opportunity for 1 Sts'ailes community members to gain hands on work experience in being a Teacher Assistant and Bus Monitor.

Student Career Placement

SASET

Funding Received: \$47,700.00

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

Pre-Employment Supports Program (PESP)

Indigenous Services Canada (ISC)

Funding Received: \$299,600.00

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

First Nations Youth Employment Strategy

Indigenous Services Canada (ISC)

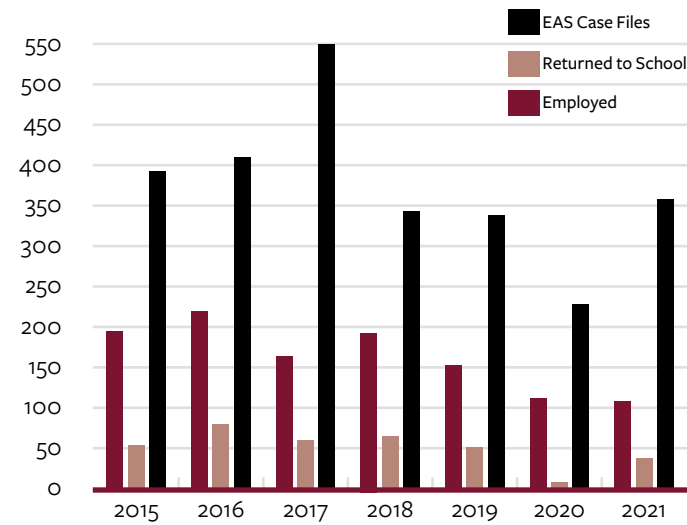
Funding Received: \$776,883.00

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

The connection between the Social Development, Employment Assistance Services (EAS), PESP and FNYES department continues to flourish and support over 80 to 100 clients per fiscal year. Assisting community members to engage in employment and education training is the department's number one goal.

The following graph noted indicates the success of supporting clients to obtain employment, returning to school and how many case files were managed during this fiscal year period.

Success of connecting the Social Development Program with the EAS Program in 2021 - 2022

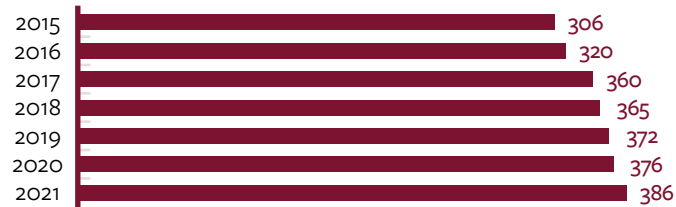


Ma:yt Director continues to ensure that the HR policies, processes and systems support the organizational needs. This includes the annual updates of the Sts'ailes Personnel Policy and Procedures Manual and Salary Administration Policy/Grid. All Operating Policies of the Sts'ailes organization follow Federal and Provincial employment Legislation.

Human Resource department continues to manage more than **400+ employee personnel files**. Ma:yt Director is currently training the HR Assistant to take over the administration of the Sts'ailes Employee Benefit Plan (Group Insurance and Pension). The employment growth within the Sts'ailes organization continues to grow. On the next page is a chart that will indicate the employment growth within the Sts'ailes organization:

The growth chart noted includes the Sts'ailes Band, Sts'ailes Development Corporation (SDC) for all full-time, part-time, casual, on-call employees. Ma:yt Director continues to work closely with the Chief Administrative Officer (CAO), Directors, and the Executive team of SDC on employment and training opportunities that arise within the Sts'ailes traditional territory.

Sts'ailes Organization Employment Growth



As the Ma:yt Director I feel that it is so important to support professional Development for the Ma:yt team. Professional development helps employees continue to develop their skills and to be competent in their profession, but also excel in it. I encourage this to be an ongoing process that continues throughout the employee's career. Pursuing professional development ensures that knowledge and skills stay relevant and up to date. 85% of the Ma:yt team have engaged in Professional Development through this past fiscal year.

INFORMATION TECHNOLOGY (IT)

Who We Are



Mark Balfour

IT Officer

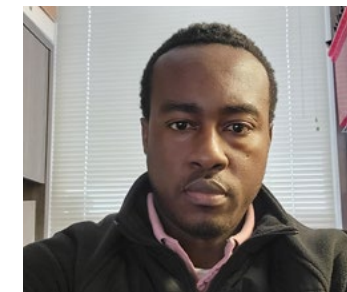
I am Mark Balfour and have been honoured with the name Miyteleq to carry. I am currently in the role of IT Officer, and while I have worked for Sts'ailes for 25 years, I have worked in the IT department since 2007. My duties as IT Officer include the strategic and tactical planning for the IT department, the design, implementation, management, and security of Sts'ailes core IT infrastructure including physical network and server systems, virtual and logical core systems and architecture, and the coordination of IT operations, planning, and priorities. I work with Sts'ailes management, various Sts'ailes departments, and external vendors, consultants, and entities to plan and coordinate IT goals and operation to meet immediate needs as well as to anticipate and work to prepare the IT department to meet the needs of the future. I look to continue this work in the 2022-2023 fiscal year with a focus on diversification of IT staff roles, on the continued expansion of IT skills and training, and on working to obtain the budget and support to acquire the staff, training, and resources necessary to meet the needs challenges of the Sts'ailes organization into the future.



Adam Balfour

Network Administrator

I am Adam Balfour, a Network Administrator in the Sts'ailes bandoffice since March 2011. In 2022, my duties focused on equipment purchasing, telephony, billing, and managing user accounts, files, permissions, and email in active directory on our servers. I also helped with end user issues, planning, and deployment. Working with HR, we have made strides to better streamline onboarding and offboarding employees, especially regarding cloud services. In 2023 a focus for me will be in helping Sts'ailes accommodate growth by helping with more efficient use of Office 365 and collaborative software and by taking a bigger role in core server management.



Donald Urquhart

Network Administrator

My name is Donald Urquhart, I was employed with Sts'ailes in May of 2021 as a Network Administrator while I was in school where I obtain a diploma in Cybersecurity. My main duties are provisioning and deployment of new equipment such as desktop computers, laptops, printers, scanners, cellphones and other electronics. I also do tech support for end users in person or remotely to solve issues. I helped with some active directory duties, permissions, basic office 365 needs for end users and their concerns regarding devices. My goal for 2023 is to gain a wider knowledge and training to help maintain and secure the core server systems, cloud and to better prepare for the growth that's coming.



Mikhail Crispin

Webmaster & Multimedia

My name is Mikhail Crispin. I am currently the Webmaster & Multimedia Bro. I have been employed with Sts'ailes since 2002 where I got my first real full-time employment with Sts'ailes Community School as the Maintenance/Janitor and then transferred over to the IT department in 2008. Since then, my role has changed shape as the Administration Office grew and we eventually evolved into the department that we are now. My duties include, but is not limited to, the upkeep and maintenance of the Band websites and also offering graphical design support to both respective organizations. Majority of the work has been printed media such as staff business cards, department brochures, and the like. Other unique design opportunities have arisen and being able to work with staff on very specific projects has always brought about some great work together.



The 2021-2022 fiscal year saw the Sts'ailes IT Department achieve its operational goals despite the continued operational challenges posed by the Covid-19 pandemic. This included supporting the use of videoconferencing to replace face-to-face meetings, and providing remote support to workers who could not attend the office in-person. While we have experienced significant delays in acquiring and provisioning equipment due to global supply chain issues and operational interruptions due to illness and the Covid pandemic in this fiscal year, we have made steady improvement throughout the 2021-2022 fiscal year and are now operating at near pre-pandemic efficiency.

IT Infrastructure Improvements and Additions

- The Sts'ailes IT Department purchased more than \$294,000 worth of hardware and software during the 2021-2022 fiscal year, which is nearly triple the amount in the 2020-2021 fiscal year.
- The deployment of our new critical server hardware was completed this year with the help of a second P&ID Grant of \$47,000 last year. The added capacity and reliability of this equipment should meet our needs over its projected 6- to 8-year lifetime. The older server equipment that was replaced has assumed a backup role in the event of a disaster.
- IT worked this year to protect the new server equipment with the installation of 2 new 2-ton air conditioning units in the Band Office and Sts'ailes School server rooms.
- The acquisition of waterless fire suppression systems for our 2 server rooms was started this year and is expected to be operational in the next fiscal year. This will allow the suppression of a fire in those buildings without the destruction of our server equipment.
- New network-attached storage units have been deployed this year to allow automated and redundant backup of our data and archives. Weekly offsite backups are carried out now using a hardware-encrypted backup drive.

- An extensive upgrade of Sts'ailes' cellular phones was carried out. We are also trying out a cellular management agreement with Apex Communications to add support for the anticipated growth of our organization.
- More than \$64,000 of equipment has been purchased by IT to deploy a full data and voice network in Lhawathet Lalem in preparation for Snowoyelh's move there in the next fiscal year.
- IT deployed new cloud-managed Sophos Antivirus and Spam filtration to provide better protection for end-user equipment and to support our move to Microsoft 365.

Sts'ailes IT Department's Current Status

- Donald Urquhart joined our department in May 2021 and worked in the IT department while completing a diploma in cybersecurity. He joined us in the role of Network Administrator and completed his training program in October 2021. The IT Department is now at a current total of 2.5 FTE for traditional IT functions, with Mikhail adding 1.0 FTE in his role as graphics designer and webmaster. With the continued growth that is anticipated with the new, planned Sts'ailes facilities (the new Telmexw'awtexw facility, the primary healthcare center, etc.) as well as growth in Snowoyelh, the IT Department anticipates that it will have to increase staff further to meet the workload in advance of these projects approaching operation.
- Mikhail Crispin completed a rigorous course in marketing that included the production of marketing materials in a real-world business case. We are looking to use Mikhail's new marketing and communication capabilities to promote Sts'ailes and its businesses as the Covid pandemic wanes.
- We deployed an IT helpdesk (Halp) that has begun to increase our efficiency and give the ability to generate statistics about our work for planning and reporting purposes. It will make a bigger impact once Microsoft 365 is fully deployed for all Sts'ailes users.

- As a consequence of a Microsoft Exchange server vulnerability in the Spring of 2021 that put us at significant risk, the IT department has worked to move our email to the cloud with Microsoft 365 to improve security. The majority of Sts'ailes management has been migrated to Microsoft 365, and the migration of all users to Microsoft 365 is anticipated early in the 2022-2023 fiscal year.
- Mark Balfour continues to engage with the various SSIG initiatives to provide IT input and to understand the needs of the various projects in order to anticipate and acquire the needed capacity the Sts'ailes IT department will need to support these initiatives as they work towards their deployment and operation.
- The IT Department continues to work with the AR&T Department on the Gather server for handling referrals with built-in GIS mapping, in collaboration with the University of British Columbia. This system has added features this year that make it attractive for project management, and training on the system is planned early in the next fiscal year.

Looking Forward

- Following the interruption of our planned priorities and initiatives by the Covid-19 pandemic, IT will continue with the following projects in the next fiscal year:

- Continued Sts'ailes Records & Information Management preparation for redesign and growth accommodation.
- Continued work on Sts'ailes' multimedia storage and establishing protocols for the secure preservation of Sts'ailes multimedia.
- Planning the redesign of our physical and virtual network structures and protocols to accommodate anticipated growth.
- We will complete the deployment of Microsoft 365 to all Sts'ailes users and prepare for the decommission of the on-premise Exchange server.
- IT will acquire a new digital tape drive to allow automated, offline backups and archives to protect against ransomware attacks.
- IT will explore the acquisition of production print equipment to meet the professional printing needs of Sts'ailes in-house and produce industry-competitive promotional materials.
- IT will continue to work towards acquiring the needed IT budget, staff, and capacity to meet the requirements of the growing Sts'ailes organization.



Overview of the Employment Assistance Services (EAS), Social Development (SD), Pre-Employment Supports Program (PESP) and the First Nation Income Assistance Youth Employment Strategy (FNIAYES).



The COVID-19 pandemic continued and we slowly progressed to opening the EAS office to in-person visits for employment and training opportunities for our clients. We had the opportunity to write a proposal for a new initiative called the Income Assistance First Nations Youth Employment Strategy (IAFNYES). This initiative targets youth between the ages of 18 – 30 who are on income assistance and it gives them the opportunity to engage in employment to gain work experience and access training. In our proposal, we targeted 20 youth and we were successful in getting the full funding for 20 positions. In September we employed 2 in Yeqwethet, 2 in Capital & Public Works, 2 in Fisheries, 2 in Sts'ailes Early Education Center and 1 in Education.

Employment Assistance Services (EAS)

The EAS staff continued to keep their clients informed of training and employment opportunities in our territory by telephone and social media. They also continued to assist the SD clients with completing their renewal forms, provided assistance with job searches, and gave information on training courses and/or programs that were available on-line or in COVID safety classrooms until mid-June when the EAS office finally opened up to allow in-person visits. The EAS collaborated with the PESP in offering and recruiting clients for the Arborist training. We had five (5) Sts'ailes members complete the training out of the nine (9) clients who started it. In late August, a new process was in place requiring all clients to make an appointment to see a Career Development Practitioner (CDP) through the EAS Receptionist. This allowed for a more structured and efficient way for the CDPs to assist our clients.

Social Development (SD)

The SD Administrator continued to support eligible clients with social assistance payments. Each SA cheque day the department offers a hot meal where they can interact with others. The SA department distributed COVID-19 funds received from ISC to assist the clients during this trying time. The SA Administrator continued to make client referrals to the PESP and FNIAYES programs for the eligible clients to access training and employment opportunities in each of the programs. This resulted in a reduction of clients' dependency on income assistance.

Pre-Employment Supports Program (PESP) & First Nation Income Assistance Youth Employment Strategy (FNIAYES)

Last fiscal year, we only had one staff member and due to the COVID-19 pandemic, we were not able to engage our clients in a lot of classroom training. We received approval from ISC to carry forward the funding to this year and we waited to hear if we would get another year of funding. When ISC advised we would be receiving further funding, we hired another person, who started in late June. The PESP staff engaged with their clients every SA cheque day to ask what types of training they would be interested in taking, provided them with information on upcoming training and employment opportunities. As stated previously, we were successful in getting our FNIAYES proposal approved in August 2021. We connected our PESP and FNIAYES programs together and this resulted in major successes for our clients who engaged in both programs. FNIAYES program has been extremely successful as we had 13 IA clients engage in full-time employment within various departments. It is our hope that at the end of the FNIAYES program we will have a 90% success rate. Hearing back from Directors within our organization on how well each client is doing is amazing. We have a client who has taken on janitorial and maintenance for our buildings and he is excelling in the position and strives for excellence. He continues to improve daily and searches for skills training that will support him in securing employment and moving up into a higher position within the department. The department Director is currently supporting the client in obtaining his Driver's License and assisting him in every way possible to be successful. This program is amazing for our IA clients, we thank ISC for supporting us in delivering this program. Both programs collaborated with EAS on Arborist training, and two (2) out of the five (5) clients who completed it were their clients. PESP worked on plans to host cultural based training and the first was preservation of fruit. Fourteen (14) clients attended the two (2) day canning of peaches where three (3) Elders oversaw the cultural teachings of preservation. Each client went through the process start to finish and received 2 dozen jars of the canned fruits of their labour.

Other training hosted:

- Defensive Driving in May and July
- Warehouse and Construction Training in November
- TCP training in September
- Responsible Adult in September
- Education Assistant Certificate in September

INDIAN REGISTRY ADMINISTRATOR (IRA)

Membership

Carla Charlie is the Indian Registration Administrator (IRA) for Sts'ailes and Pierre Joe is her backup. Tuesday is the designated day of the week to work on IRA issues and to assistance in completing applications. There have been many times that this day was pre-empted due to the IRA's full-time position as the Mayt Manager so a lot of the time the work was completed when members made appointments and when time became available.

The following is the IRA Indian Registration Administrator duties:

- Register the following: births, deaths, marriages, divorces, band transfers (in and out of Sts'ailes)
- Send in changes/amendments for individual's registry pages such as: father info, mother info, spouse info, family name, given name(s), etc.
- Issue verification letters: blood quantum, living on reserve, Indian Status, and Indian Status Number
- Record and update all mailing addresses.

Important Information to Note:

- It is extremely important to start the registration process immediately after the parent(s) receive the birth certificate for

all newborn babies, who may be eligible to be registered status, due to the lengthy process time of 6 months or more.

- Current/valid government issued picture identification (ID) is required to apply for registration and status cards.
- Processing times for the Secure Certificate of Indian Status (SCIS) cards is between 8 and 14 weeks. Please apply now, if your status card has expired or will be expiring within the next 4 months.
- Sts'ailes IRA no longer processes the laminated Certificate of Indian Status (CIS) cards.
- Sts'ailes IRA and backup can be your guarantor if applying for registration and/or for the SCIS in person with them.
- Contact the IRA to update your address as soon as you have move as your current address is needed for Chief & Council elections and to keep members informed of the many new initiatives happening in Sts'ailes.
- Tuesday is the designated day of the week for the Sts'ailes IRA to work on Indian Registration issues and to provide any assistance in completing forms.



PUBLIC WORKS & HOUSING

Shxwelis Te Lalém

"spiritual place to call home"

A Safe Place to call Home

Sts'ailes Housing vision is Community driven with our Comprehensive Community Plan and the Chief & Council 60-year vision.

Sts'ailes Housing provides safe, adequate, and affordable housing for the overall health, safety, and well-being of all Sts'ailes residents.

Sts'ailes Shxwelis TeLalém mandate is to provide a healthy, safe place to call Home. Like all other Departments our mandate is also to follow the vision of our CCP and Council vision.

In 2022-2023 fiscal year, we started with a bang surplus of \$1,0085,000. Some of these funds were used for band housing renovations and for the purchase of 5 new Elders homes, which are located on Lhemquathel Rd. as well as a new welcome sign at the entrance of our community.

13 New homes were built, 5 band rentals and 8 individually owned. All are complete except for 1 individually owned home.

CMHC Co-Investment program will contribute \$125,000 towards to cost of new construction of five new Band rental homes; they will also be contribution \$26,819 for minor upkeep repairs in our Band rental units.

We are anticipating another 12-14 Individually owned homes to be built this coming fiscal year 2023/2024.

Current Update:

- 10 Social Housing Units (1 buyout)
- 63 Band Rentals
- 125 Individually owned homes
- 5 Condemned homes (includes 3 units tri-plex)

198 Total Homes in Sts'ailes



There are 28 existing loans through our BMO Loan Program.

Due to significant growth of our Membership and those wanting to build, we've had to increase our On Reserve Program from \$6 million to \$10.5 Million

One band rental home was sold to tenant (was a matter of clearing out any outstanding accounts receivable of \$21,210 owed to the Band); we since transferred title of the home to the said individuals.

Funding reflects as follows:

ISC New construction 14 Units	\$1,267,980
ISC 20-unit Renovation project	\$771,995
ISC Renovation Top UP	\$200,000
ISC Project Administration	\$49,345
CMHC Co-Investment	\$125,000
Co Investment for minor repairs	\$26,819
	\$2,463,666

Former Indian Day School Burn / Demolition

The old former triplex (Indian Day School) has tested positive for asbestos; there are costs involved that require either Council contribution (Band Revenue or Negotiating Teams negotiation dollars for:

HMS Report	\$3,150.00
High Risk Abatement work	\$33,115.00
NEED	\$ 36,265.00

Doesn't even include demolition costs or new construction costs

Service Delivery

Fair, Firm, Friendly services:

- New construction process from start to finish with contractors, subcontractors, trades, and homeowner
- Renovations / Repairs services: Mold remediation
- Inspections; initial / finals / random
- Band rental / Social Housing TA, correspondence
- Individual Housing
- Elder Housing
- Internal / external day to day
- Capital Community Infrastructure
- Maintenance all Buildings

- ISC/CMHC funding applications / proposals
- Reports: funders, CC / DO, Staff
- Community Services; Crews, garbage / recycling
- Snow removal
- Roads / Water
- Fire Department

2021-/2022 Capital Infrastructure Funding

\$ 52,075 wastewater Systems
 \$ 1,042 2% escalator
 \$ 1128,711 other community infrastructure
 \$ 2,574 O& M escalator
 \$ 4740 Wastewater Top up
 \$ 29,013 Water Top up
 \$ 10,388 O &M Operator Retention Funding
 \$ 7,800 Operator water enhancement (*has been the amount for years*)
 \$ 11,768 Fire Protection Top up
 \$ 56,718 Roads & Bridges Top up
 \$ 37,444 Community Buildings Top up
 \$ 429 Other protection Top up
 \$9,089 Municipal Service Agreement /Solid waste Top Up on \$39,8

2022-2023

\$ 52,075 – water/Wastewater
 \$ 1,462 water wastewater (escalator 2.75%)
 \$ 44,425 Budget Amendment
 \$128,711 Other Community Infrastructure O& M
 \$ 3,614 O&M Escalator at (2.75%)
 \$ 141,293 Budget Adjustment

30 Band owned Facilities within Community

- 3 - SDC
- 17 –CPW
- 9 – School
- 1 – Fisheries

4 - Longhouses (this isn't included in the tally)

Chief & Council have generously allocated \$500,000 from the drinking water class action settlement to Capital & Public Works for the purchase of new equipment that is desperately needed for snow removal, salter, compound for salt, equipment.



RIGHTS & TITLE

Xwiléxmet
"to stand up for"

MESSAGE FROM THE XWILÉXMET DIRECTOR

It was a challenging, yet productive year for our department and the overall organization. Things are opening up from the pandemic and the resiliency and strength of our people is amazing. Our Xwiléxmet staff are continuing to do an amazing job of standing up for our title and rights, assertion, and protection of our territory.

After taking time off for the pandemic we had a great annual Sasquatch Days. The pride in our history at Qwo:ls (Harrison Hot Springs) and war canoe racing was awe inspiring. The cultural sharing was great. We look forward to planning and implementing Sasquatch days each year in partnership with Harrison Hot Springs.

The BC Reconciliation Agreement was signed in February 2022. We were active in the land selection process within the traditional territory. We will continue with engagement for the transition of the land. The signed agreement will involve Xwiléxmet in land stewardship activities such as Conservation, Natural Resource Officers, Guardians, Use and Occupancy Mapping and Plant Inventory. Our history and landscape are all tied together. The eco-system needs to balance. Referrals and strategic engagement will be actioned in the BCRA to enhance our footprint on the land. We will hire an Environmental Strategist to do some of this work.

Our work in justice is increasing and we are planning for our own tribal police force, restorative justice program and eventually implementation of our own traditional laws or courts. With the opioid crisis, mental health & addictions and family violence increasing, the community safety plan will address these and other priorities as identified by our people. We have a strong working relationship with the justice system and provide cultural training for them as requested.

The Security program was transferred to Xwiléxmet after the gate was re-opened to the community. It is now operating smoothly and well used to increase the safety of our community.

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

BOYD PETERS | Xoyet Thet
Xwiléxmet Director

XWILÉXMET STAFF

Full-Time Staff

Director

Boyd Peters, *Xoyet Thet*

Heritage Research Archaeologist

Morgan Ritchie, *Xá:t'l'hiqelemtel*

Senior Research Assistant

Fran Douglas, *Lhílhó:yatenót*

GIS Analyst

Kiran Basran

Contract Staff

Kwi'kwe'xwelhp Community Engagement

Coordinator

Terry Felix, *Kekalum*

On-Call Staff

Field Technicians

Bradley Charlie

Michael Peters

Robert Phillips

Field Archaeologist

Jerram Ritchie

Sts'ailes Community Consultative Group (CCG)

Council Portfolio

Carla Charlie, *Kó:le*

Members

Virginia Peters, *Siyamex*

Harvey Paul, *Steq'oyekul*

Vern point

Tyra point, *Chemaylem Taunaut*

Technical Support

Fran Douglas, *Lhílhó:yatenót*

Rights & Title Committee

Council Portfolio

Carla Charlie, *Kó:le*

Members

Ryan Charlie, *Shuspah*

Marina Modeste-Point

Terry Felix, *Kekalum*

Technical Support

Fran Douglas, *Lhílhó:yatenót*

ARCHAEOLOGY

- Sts'ailes hosted a six week UBC Archaeological Field School during the summer. Sts'ailes leadership and community members made this a memorable experience for the students. Sts'ailes youth Michael Peters Jr. and Syvawn Paul participated throughout the summer.
- Undertook archaeological investigations at the Beach Camp property related to the planned Health Care Center and developed heritage management recommendations.
- Was awarded \$395k through the Indigenous Cultural Heritage Infrastructure Program to construct a Heritage Facility at Main Beach (see attached architectural rendering). The two primary aims of this project are to: 1) prevent further damage the site by building a structure around it, and 2) create a destination that is part of Sts'ailes' cultural revitalization, and contribute to Main Beach as a community hub. Additional funding is being sought.
- Documenting, mapping, and restoring fruit and nut trees around ancestral village sites is ongoing. Brad Charlie and Robert Phillips were hired to maintain clearings and access trails for community access. This work is related to the terrestrial studies initiative, which ends March 2023.
- We are planning an archaeological and cultural heritage study for the confluence of Big Silver and Harrison Lake to record the nature and extent of Sts'ailes' historic and ongoing interests in the area. Ideas and information about the study area are welcome.

HERITAGE TRAIL

- Funding to construct a Heritage/Eco trail was carried over into the 2021/2022 fiscal year. The trail will run from Lhawathet Lalem to the Chehalis Flats along the west side of the Chehalis River. Main Trail features include"
 - ~5km trail network meandering along waterways
 - Small bridges over ephemeral channels to avoid environmental impacts
 - Short boardwalks
 - Interpretive signage
 - Benches
 - Washrooms and garbage bins
 - Viewing platforms along the river
- The concept is to have trail access distributed across several areas to reduce the tourism footprint during peak seasons. Ideal parking areas would be:
 - At Lhawathet
 - At Sasquatch Crossing Eco Lodge property adjacent to Morris Valley Road.
 - At Chehalis River campground
 - At DFO Hatchery (this parking area is already used for anglers between 8am – 4pm).



SPECIFIC CLAIM

For the last few years First People's Law has been undertaking research for Sts'ailes relating to possible Specific Claims. They have provided us with the results of all their research, including a legal option, supporting historic documents, and a Specific Claim.

Claim summary: This Specific Claim relates to the Crown's failure to set aside a reserve for the Sts'ailes that protected its burial grounds near the confluence of Mill Creek [Elbow Creek], to the south of the present-day reserves. This failure was preventable if the Crown had adhered to its own mandates, had heeded requests by the Sts'ailes, and had not permitted a settler to pre-empt the land.

We will keep Sts'ailes Chief & Council and the community apprised of developments with this claim following its formal submission.

BC HYDRO UPGRADE WORK

BC Hydro is undertaking the Morris Valley Distribution Reinforcement Project to enhance the reliability of power for Morris Valley and Sts'ailes. Most outages in the past have been caused by issues South of Morris Valley and this project will create a new connection to the Kent Substation with an underwater line across the Harrison River and an underground line to Morris Valley (blue line). Some of the existing overhead lines and poles between Kent Station and Harrison River will also be upgraded (Red and Orange lines).

Schedule: The Project will be completed in 2024

Result: Morris Valley and Sts'ailes will experience half as many outages.

The average outage length will be 10 hours less.

Sts'ailes will be involved in many aspects of the work, including environmental and archaeological studies. We have also been provided capacity funding to review documentation.



2021 UBC/Sts'ailes Field school students on the bank of the Harrison River.

STS'AILES SECURITY – TIM FELIX

The Sts'ailes security initiative started in 2021 is still in operation. A lot of positive feedback has been received from council, administration, and the community. The community has been receptive to our security team which is encouraging and well received. The process of communication is improving as we progress with some minor tweaks to the security operation which is expected with security being new to the organization. There have been critical incident callouts, monthly report submissions, check ins with security as well as periodic community patrols to enhance the observation coverage of activities within the community during late hours.

There has been some capacity building training taken to deal with crisis communication with the Health & Drug Counselling staff to enhance the capabilities of the Security Supervisor. Primary tasks were first responder callouts.

The team was equipped with some new equipment in November 2021. Emergency lights were installed on both security trucks January 2021.

The lights are great to have for ambulance visuals as most homes in Sts'ailes do not have visible address numbers on their houses. The emergency lights also formalize our roles and duties. The ambulances are grateful to see the amber lights flashing on the trucks. This helps expedite the emergency callout. Radios and lights were installed in April.

Beach cleanup was done weekly with pictures taken for reference. The beach area has been our primary focus as the area is one of our oldest village sites and we host ceremonies there. The bathrooms have been open at the beach which helps with all the tissue clean up. The local partiers are respectful of our messaging about keeping our beach clean and tidy other than bathroom tissue laying all over the area. Everything is cleaned up weekly and empties are bagged and left for those who collect the recyclables.

There were several Ambulance callouts, as well as RCMP callouts.

Sts'ailes Security Patrols / Call Outs

- Security witnessed a community member dumping garbage by the soccer fields during late evening hours. Lands Compliance & Enforcement dealt with the issue.
- Security escorted an ambulance to a community residence where a person was having difficulty breathing.
- Security was notified that police were called regarding an intoxicated person. Address assistance was given by the Critical Incident Commander.
- Security was called regarding a suicide situation. The parents and Sts'ailes Child and Family representative were notified for follow-up.

Security callouts vary so having security critical incident representatives is important based on ETA of police or ambulance.

As of April 2022, our security team is learning, developing skills & building capacity as a security team.

The security officers are developing keen note taking skills as well as observation skills to identify and know when to call 911.

Security receives reports to keep a look out for theft of bikes and gasoline from vehicles. The installation of the new lights on the trucks has enhanced the vision at night when suspicious activity occurs.

As time progresses, the security team is developing and gaining skills and knowledge on the job.



KWIKWÈXWELHP – COMMUNITY ENGAGEMENT COORDINATOR

Escorted Temporary Absence (ETA's)

Work passes have resumed. They were in the community on Tuesdays and Wednesday's. As more men are approved for the ETA's this program will be expanded to three days a week. To start they concentrated on the community garden boxes and completing the Gazebo. There have been requests for assistance with graveyard cleanup, helping at the food bank, and helping our elders.

Welcome Sign

The Kwikwèxwelhp Sign that was donated to Sts'ailes will be installed by Mike Leon and Ryan Charlie. The sign is stored in Chehalis. The yellow cedar logs we are using for the frame are stored at the old band office site. The sign will be erected at the Chehalis Store about 20 feet back from the three-foot berm. The sign will be three feet off the ground. The sign is 12' x 12'. So, including the roof cover, the peak of the roof cover will be about 20 feet tall. There are two Welcome Figures on each end. It will make the structure about 20 feet wide.

20th Anniversary Celebration Committee

The Sts'ailes / Kwikwèxwelhp Celebration Committee met every two weeks. Members include Boyd Peters, Pat Charlie, Virginia Peters, Stan Greene, Terry Felix, Rob Nahanee, the Deputy Warden Debra Mattie's and three other Kwikwèxwelhp staff members. Day One was hosted by Kwikwèxwelhp. Day Two was held in Sts'ailes. As Covid restrictions lifted about two hundred people were targeted to attend at the Charlie Longhouse. Many people were honored including past Senate members, wardens, elders, and others who contributed to the success of Kwikwèxwelhp as a Correctional Healing Village. The access road was re-named in honor of Rita and Roland Leon using their Traditional Names.

Culture and Humility Workshop

This ongoing series of workshops teaches Corrections staff about our territory, people, culture, and traditions used for healing, spirituality, medicines, importance of cedar and archaeology. Our Health Department also does a presentation on the Residential Schools, Indian Day Schools and 60's Scoop (foster care). Corrections staff learn about our territory, so they know that their facilities are on our land. They learn about Canada's policies of assimilation and the abuse that Natives endured due to these hurtful policies. It will give a Corrections staff member a better idea of us as people rather than just numbers. Natives make up about 4% of the population yet make up over 30% of the Federal Inmate population. This type of systemic racism is openly discussed in this arena. There is a very impressive list of 10 highly trained and experienced presenters from Sts'ailes. The workshop is held in a Traditional Longhouse and the catered meals are made up of our traditional foods.



INDSPIRE AWARD – TERRY FELIX

Terry accepted a National Award from Indspire in Ottawa on May 12th, 2022. Indspire presents awards to eight Indigenous people across Canada each year. Terry won the award for Sports. Indspire filmed him in Vancouver on February 4th using Terry's display at the BC Hall of Fame Indigenous Gallery and filming him on the BC Place soccer field. Thanks to BC Place and the Whitecaps for organizing this. Indspire also filmed Terry's family in Chehalis the following week on February 11th, 2022. They condensed the two days of filming into a five-minute video. Terry was given an all-expense paid trip for two to Ottawa to attend the award ceremony. He was accompanied by some of his family members at the ceremony held at the Shaw Center. Thanks goes to Cheryl Charlie for writing a very good support letter for the application for the award. The Ceremony was on National TV around Aboriginal Day and aired on CBC and APTN. During Terry's soccer career he has always been in front of very large crowds (60,000) at BC Place and been on National TV. He is someone who avoids gatherings and functions, but through all of this, he was only nervous about the plane ride.

Indspire Awards: Celebrating Indigenous Achievement was held May 12th, 2022 | Ottawa, ON

The Indspire Awards represents the highest honour the Indigenous community bestows upon its own people. After 29 years, the Indspire Awards have honoured 396 First Nations, Inuit, and Métis individuals who demonstrate outstanding achievement. Their stories are shared in a nationally broadcast celebration that showcases the diversity of Indigenous peoples in Canada.

<https://indspire.ca/events/indspire-awards/>

Congratulations to Terry for being one of very few Indigenous professional athletes.

SNOWOYELH

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

SÍYAM SIYELYOLEXWA - STS'AILES CHILD AND FAMILY JURISDICTION

Siyelyolexwa Team



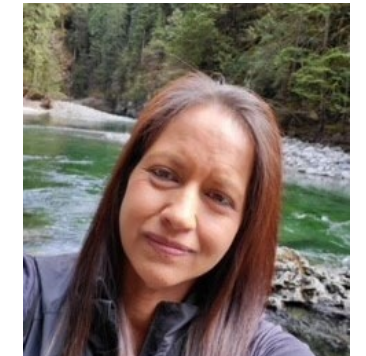
Dianne Moore



Pat Charlie



Liz Joe



Shelly Felix

The new federal Indigenous child and family services legislation (sometimes referred to as Bill C-92, or An Act respecting First Nations, Inuit and Métis children, youth and families) (the "Act") came into force on January 1, 2020.

Sts'ailes Chief and Council issued directive that it is time to assert Sts'ailes inherent right to jurisdiction over Sts'ailes Children and Families; this goal was determined to be a priority project. Elders voiced agreement and emphasized they want to bring Sts'ailes children home.

From May through October of 2020 Sts'ailes Jurisdiction Working Group conducted internal discussion and planning sessions to develop plan for moving forward towards this priority goal and preparing the necessary documents for submission of Sts'ailes legal request to Canada and British Columbia for Tripartite Coordination Agreement. Snowoyelh te Emi:melh te Sts'ailes (Sts'ailes Children and Family Services Law) and Sts'ailes Position Paper were some of the required submission documents.

October 16, 2020 - Sts'ailes legal request to exercise their inherent right of Jurisdiction Over Child and Family Services as per Section 20(2) of "An Act respecting First Nations, Inuit and Métis children, youth and families" ("The Act") was accepted by Canada and British Columbia governments. This request initiated a one-year official discussion and planning process which could only be extended by Sts'ailes request.

The first Sts'ailes-Canada-Province of British Columbia Tripartite Coordination Table session was held on December 1, 2020.

Snowoyelh Department engaged in internal succession and transition strategic planning sessions in support of this Sts'ailes priority jurisdiction goal. On February 1, 2021, Siyelyolexwa Jurisdiction Project Team was established under leadership of Sel Ya:al (Nancy Patricia Charlie) as Siyam Siyelyólexwa to develop, plan, document and coordinate documents and activities required to support completion of Tripartite Coordination Agreement / Fiscal Agreements with Canada and Province of British Columbia. T'óthetlexwiye (Dianne Moore) as Contracted Consultant and

Sxulimtunaat (Liz Joe) as Project Technician/Assistant were also assigned to Siyelyólexwa Jurisdiction Project Team. Montah (Shelley Felix) joined the team in as Cultural Worker Jurisdiction in May 2021. Sxulimtunaat left to pursue higher education goals in January 2023.

Siyelyólexwa Team hosted, facilitated, participated in main table sessions, internal Sts'ailes working group sessions, subcommittee sessions and workstream table sessions. In addition Community Engagement virtual and in person sessions were held to inform, involve and empower Elders. Elders were engaged in discussions around capacity building, Traditional Law and Elder's roles in children and family services. Other Sts'ailes Departments were invited to engage in information and discussion sessions to ensure Jurisdiction Project Planning was a Lets'emot process.





It is acknowledged by Tripartite Agreement Development participants this process is “new territory” with many areas requiring extensive research, analysis and discussion in legal and fiscal areas. Jurisdiction Project Planning and Work sessions were complicated, complex and emotionally intense with significant adverse conditions impacting the Tripartite Coordination Agreement processes including geographical, physical and social impacts. These factors combined with Sts’ailes family and community events, losses and emotional healing from Residential School effects resulted in ongoing pressure on Siyelyólexwa Project Team.

There was need for increased inclusion of supports: cultural, legal and technical expertise, skills, knowledge, and abilities. Siyelyólexwa Team acquired additional consulting and legal advisory supports and additional costs were incurred in development, analysis, documentation, and presentation of the following:

- i. Feasibility report
- ii. Readiness assessment
- iii. Fiscal Agreement information
- iv. Funding formulas
- v. Coordination Agreement information

Siyelyólexwa work included team meetings, office space, staff routines, office technology. Following development of Snowoyelh te Emi:melh te Sts’ailes enactment by Sts’ailes Chief and Council in previous fiscal year, next steps of researching, planning developing to work towards completion of Coordination Agreement and Fiscal Agreement.

Community engagement entailed bringing elder knowledge keepers together with informative approach, following due protocol, and working to bring information outwards to generations that follow. Siyelyólexwa Team were also key participants in Nation-to-Nation discussions, CFCSA Amendment sessions and Cultural Ceremonies focused on: Information Sharing, Support & Healing; Elders Knowledge Sharing; Community Engagement/ Consultation, discussion, Information sharing, and analysis.

Sts’ailes Chief and Council enacted their Law on February 22, 2022. On March 24, Sts’ailes Chief and Council approved the passing of amended and restated Snowoyelh te Emi:melh te Sts’ailes (the “Law”). The Law will come into force on April 1, 2023 and apply to Sts’ailes Children, Youth and Young Adults living within the Sts’ailes Community. As of April 1, new cases within the Community will be responded to and addressed by the Snowoyelh Department, while existing cases within the Community will be transitioned to Sts’ailes on a case-by-case basis with the Ministry director and the Snowoyelh Department working to reach and implement a written agreement for each individual. Notably, Part 2 sets out the phased implementation of the Law.

Siyelyólexwa team are immensely proud and honoured to be part of this momentous time in Sts’ailes history.



YEQWETHET

"to heal and make things right"

YEQWETHET AYLEXW

It is with great pride that I, the Yeqwethet Aylexw Manager provide you with an overview of the Aylexw programs for the 2021-2022 fiscal year. Aylexw Delivers Safe, Fun, Healthy, Cultural programs that create new experiences and healthy lifestyles through prevention for all ages and stages of life.

Staff

Aylexw Manager
K'ema - Margaret Charlie

Yeqwethet Administrative Assistant
Tiaa - Holly Charlie-Francis

Female Youth Cultural Worker
Sulii - Dawn Charlie

Aylexw Leader
Spalia - Annette Charlie-Francis

Prevention and Intervention Worker
Chaquawatil - Troy Charlie

Reception (YES program)
Ma'mot - Jordyn Victor

Aylexw Leader
Cho:le' - Jeremy Dool

Male Youth Cultural Worker
Kaxte'Eylexw - Keegan Charlie

Staff Professional Development

Training	K'ema	Spalia	Sulii	Ma'mot	Teia	Cho:le'	Chaquawatil
ICS 402	✓						
Mental Health First Aid					✓		
Medical Travel					✓		
Food Safe	✓	✓	✓	✓	✓	✓	✓
Air Brakes							✓
Aboriginal Run / Walk / Jog		✓	✓			✓	



Building Move & Costs

ITEM	TOTAL
Desks for Staff	\$ 3,460.80
Painting	\$ 4,810.00
New Dishwasher	\$ 1,575.00
IT Set up	\$ 13,5000.00
Window Tint	\$ 3,068.40
Patio Roof	\$ 12,000
	\$ 38,414.20

In early October we made the move to the new Aylexw house and started the renos to make the building suitable for us and the programs that will be running out of the new house. We will be working with Snowoyelh to use the Prevention and Intervention backpay to cover the costs that we covered during the move. To the right is the detailed list of what we have Purchased to date. Aylexw is excited about the new building and the new opportunities that it will bring to the Youth and the Community Programming that we plan for in the coming months when COVID allows us to be together again.



Youth Den

Youth Den opened to help support the wellness for all youth. The Youth Den is a place where the teens can hang out and be with their friends. A place that promotes healthy relationships and Healthy living. The Youth Den has a low barrier approach where the teens don't need to register, they just need to come and have fun. The program has started to incorporate outings for the teens and separating older and younger youth.



Aboriginal Run Walk Jog Program

The 13-week Program, cohosted with the ISPARC has been running in Sts'ailes for a number of years. This year we had over 10 people from Sts'ailes sign up weather you lived on or off reserve and we had them complete the 13-week program rain or shine walking, running or Jogging in the community 3 times a week. The plan is to attend the sun run in Vancouver in April 2023



J.O.Y - Elders Wellness Programs

The J.O.Y (Just Older Youth) program is a program geared towards recreation and wellness for our Elders. They participate in a range of activities such as swimming, movie outings, coffee and tea visits, playing board games, elders bingo and being present at community events.



Someone So Small – I:yos:sem Sqa:qele

I:yos:sem Sqa:qele twice a month in Sts'ailes. We have 5 babies and moms attending this program regularly. The program focuses on large motor skills, play and parent involvement. Our baby group also includes the elders on some of their outings - mainly swimming and group walking which they all loved.



Family Nights

Themed family nights are hosted once a month and are very popular in the community we get up to 30 people each event.



Summer Program 7-12

Through SASET funding support and collaboration with our May:t Department, we offer Summer employment to high school students. In 2021 we enjoyed having 6 students to help support the Summer Recreation Program. For some of the students this was their first summer job and didn't know what to expect. The Staff and Summer Students planned a 6 week program for the 2021 Summer Program and 30 children registered to attend. The following were some of the events and outings throughout the 6 weeks:

- PNE
- Waterslides
- Harrison Hot springs
- Zoo
- Bowling
- Extreme Air
- Giggle Ridge
- Otter Co-Op
- Movies

Additional Weekly Community Programs

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

Program	# of Participants
Sts'ailes Fitness	12
Sts'aies Futsol	20
Run Walk Jog	10
Family Nights	30
Iwestelexw	8
Biker Club	5
Young Adult Program	15
Boys and Girls Groups	10
Yoga	6



Prevention and Intervention Programs

Warrior Camp

Host nine boys at Squakum Park for 4 days and they participated in a rage of cultural teachings from Drum Making, chopping wood, morning baths, canoeing and salhal.

Everyone enjoyed themselves for the week, made some lifelong friendships and memories. This group of boys were up before the alarms went off and did not have to be told to run or swim. Drumming and Singing were amazing from all participants. Boys finally beat the girls at slahal.

Coming-of-Age Camp

In Partnership with Aylexw and Snowoyelh we hosted 12 girls of the Charlie longhouse for four days participating in events like weaving beating baking cooking canning. At the end of the four days, we hosted a ceremony to honor the young lady who completed their coming-of-age training. Community and family attended the ceremony at the Charlie Longhouse.

PAL Certification

Aylexw hosted a PAL certification course here in Sts'ailes and 24 community members gained certification of the 24 participants 5 of them were youth. Aylexw felt that this was a great way to support the hunters in this community who will now have the ability to buy ammunition and carry a gun legally and they will be able to feed their families and community.



Youth Hunting Trips

Twice a year there is a planned hunting trip with one at risk youth. If there is a catch the youth is taught how to prepare the deer for give away. And is brought along with the hunters to distribute the meat to elders in Sts'ailes

Fruit and Vegetable Preservation

This past year we partnered with Mayat to deliver preservation days to community members. We had low community participates and a lot of fruit so it became a good teaching to the Youth summer workers who worked alongside the elders present to get all the fruit and veggies canned. Each Elder and youth were able to take two cases of each home to provide for their families.



Sew Exciting

Thing is a new program to Aylexw and it was started just this year and was open to all community members to come and learn the basics of sewing. Our youngest participant was 8 years old and made an apron.

Meat Preservation

Twice during the winter months, we have the hunters go out and get some wild game and open up the to the community to those who would like to come together and preserve the meat. This program comes free of charge to the community.

5-7 Youth Summer Program

Each summer in partnership with Snowoyelh we host a 5-7 program for community children. They attend daily for 3 weeks of summer fun participating in outings, crafts, and cultural activities.



Medicine Gathering

Twice a year prevention and intervention host medicine gathering guided by elders and medicine gatherers. One Gathering is to harvest sage and juniper from the interior guided by one of the members from that area. The other is hosted in Sts'ailes territory havesting medicines from our area.

Journaling Group

Journaling group was started this fiscal year with the new youth cultural worker. Journaling group happens once a week where they gather at the Aylexw building to have snacks and share their journals if they like, to generate ideas and be together. Journaling is open to all community members who would like to participate.



Shxwelten

Shxwelten Was hosted by the youth cultural worker currently locked building they shared songs and teachings with community members who wanted to participate. They also invited knowledge keepers to share stories and meanings of songs along with a meal

Community Events

Spring Break Program

March 20-31, 2023, we will be hosting a 2-week spring break program that will host ages 7-12 here at the Aylexw house. There will be a variety of events going on throughout the two weeks for youth and teens throughout spring break.



Halloween Bash

October 31, 2022, we hosted a Halloween Bash at the Sts'ailes School Gym the first since the Pandemic. Community members attended and enjoyed this festive evening including a costume contest, trick or treating in the community, prizes, fireworks (postponed due to weather), candy, and lots of happy families. We shared a meal and all 200+ participants, reminder to cash in your slushie tickets.

Youth Soccer Tournament

2022 youth Soccer Tournament gathered 42 teams from all over the territories that ranged from U5-U21. This is the largest community event that we host here in Sts'ailes and each year it keeps growing and changing. This past year we had food trucks come in and sell food as we no longer have a kitchen to support the concession.



Qw'oloqt Men's and Ladies Soccer Tournament

10 teams from around the mainland and the island came and participated in a two-day soccer tournament hosted by Sts'ailes and Scowlitz. Games were played here in Sts'ailes and in Scowlitz.

3rd Annual Christmas Parade & Tree Lighting

On Dec 14, 2022, we held our 3rd Annual Christmas Parade. Yeqwethet Aylexw put out the challenge to all departments to participate, and we had 17 floats registered and the intention was to spread Christmas cheer throughout the community, and it did just that. Fun was had by the community and the participants, even the big red guy showed up!

Easter Egg Hunt

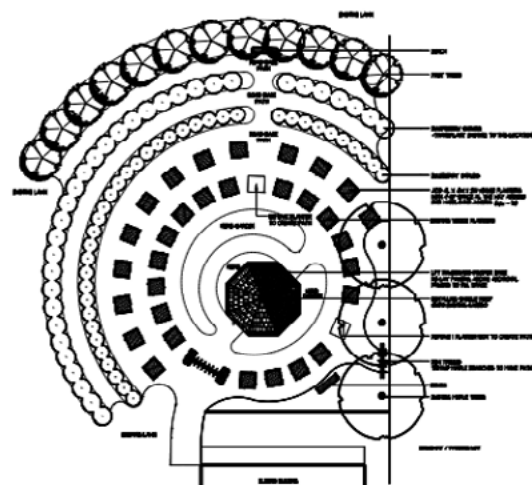
This year for the first time we hosted our own community Easter Egg Hunt and had 62 members come and enjoy a meal, crafts and an easter egg hunt here at our Aylexw building. This will be an annual event as the first event was well attended by almost 60 community members.

Family Fun Day

September 7, 2023, we hosted our first since the Pandemic. We had bouncy castles, Henna tattoos, a shaved ice truck, popcorn, and cotton candy.

Community Garden

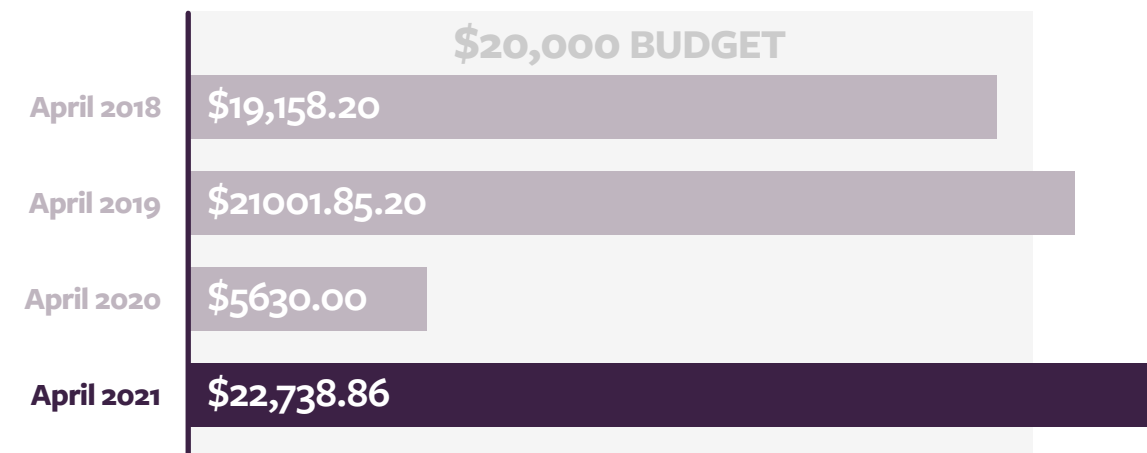
Focal Point Gardening was hired to get the upgrades completed of the community garden with proper walkways and handicap accessible with raised beds, a berry patch and an Orchard. We will request to have them help support the maintenance of the berry patch and the orchard. The upgrade is going to cost us around \$50,000.00 was the total cost of the Community Garden upgrades. Please watch out for ways you can support us with the community garden.



Funded from other sources than FNHA

Sponsorship

Chief and Council have allocated a \$20,000.00 budget to help support our membership who are participating in Sports and Recreation outside the community this program is offered to on and off reserve members and is utilized by all ages of our membership. In This fiscal year we have sponsored 55 individuals and 19 team sponsorships.





Sts'ailes
DEVELOPMENT CORPORATION



Moytelexw
"always helping one another"

MESSAGE FROM THE EXECUTIVE TEAM

On behalf of Moytelexw “helping one another”, we want to thank all our staff and the community for their hard work and support this past year. We continue to build on community spirit and morale by hosting community events while working alongside the Sts'ailes organization. We are excited to be back to being fully operational and engaging in new opportunities arising for SDC.

A lot has happened this past year and we are happy to share some of the major milestones in this document.

Hoy Chexw

Mission Statement

“The Mission of the Sts’ailes Development Corporation (SDC), a Sts’ailes owned and controlled entity, is to serve the sovereign inherent interest of the Sts’ailes Xwelmxw, throughout Sts’ailes So:l’h Temexw, ownership and operation of profitable businesses including socio-economic enterprises that incorporate rich Sts’ailes Si:wes and Snowóyelh, to strengthen self-resilience and prosperity in an environmentally sustainable manner”

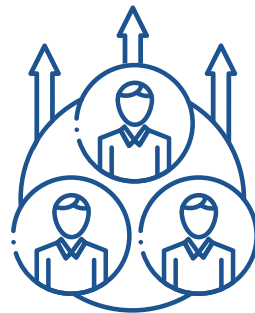
Updated & Adopted by Council

TRIPLE BOTTOM LINE

Moytelexw strives to carry out the triple bottom line philosophy and it’s been a guiding principle for us in moving forward. We’ve reduced our deficit which has allowed us to focus on increasing revenue. **Out of 39 employees 92% are Sts’ailes.** We strive to continue to build a recognizable profile within our territory.



REVENUE



EMPLOYMENT



PROFILE

OUR BUSINESSES

- Admin & Finance
- Fisheries
- Forestry
- Chehalis Store
- Sasq’ets Basket
- Sasquatch Crossing Eco Lodge
- Business Development & Tourism

NEW BUSINESS IDEAS

- Sts’ailes Community Care Centre (Coffee shop, Pharmacy)
- Enhancing SCEL Rooms & wedding venue
- New Business ideas on land parcels (10Mile Bay, Campcove, BCRA parcels, LS8)
- Food Truck



MEET THE MOYTELEXW TEAM

SDC Board Members

Chair
Boyd Peters

Youth Rep.
Keegan Charlie

Board Members
Al Stobbart
Nina Zetchus
Ang George
David Jimmie

Administration Staff

Executive Officer
Kandice Charlie
Administration, Business Development, Sasq’ets Basket

Executive Secretary
Toni Purcell

Finance Clerk
Eva Mae-Solomon

Executive Officer
Kelsey Charlie
Fisheries, Forestry, Campgrounds

Maintenance
Patrick Victor-Mack

Business Development Manager
Vacant

Executive Officer
Sadie Leon
Finance, Chehalis Store, Sasquatch Crossing

Jr. Maintenance
Shane Hunter

Cultural Hospitality Manager
Vacant

Chehalis Store Staff

Manager
Ashley Commodore

Store Supervisor
Willette Combes

Store Clerks
Lissa Brown
Kade Charlie
Robert Joseph
Jaden Peters

On-Call Store Staff

Store Clerks
Ayla Jim
Edward Kipp
Josh Peters
MJ Williams

Sasq’ets Basket Staff

Manager
Laura Wright

Prep Cook
Nicole Modeste

Customer Service Representative
Shania Point

Cook
Liza Leon

Prep Cook
Sharon Parenteau

Baker
Vacant

Cook
Dale Velner

Host
Paige Leon

Sasquatch Crossing Eco Lodge Staff

Manager
Sarah LaRock

Forestry

Forester
Dave Allen

Part-Time Cook
Elijah Duchak

On-Call Housekeeper
Sekoye LaRock

Fisheries

Manager
Kim Charlie

Biologist
Samanta Zbinden

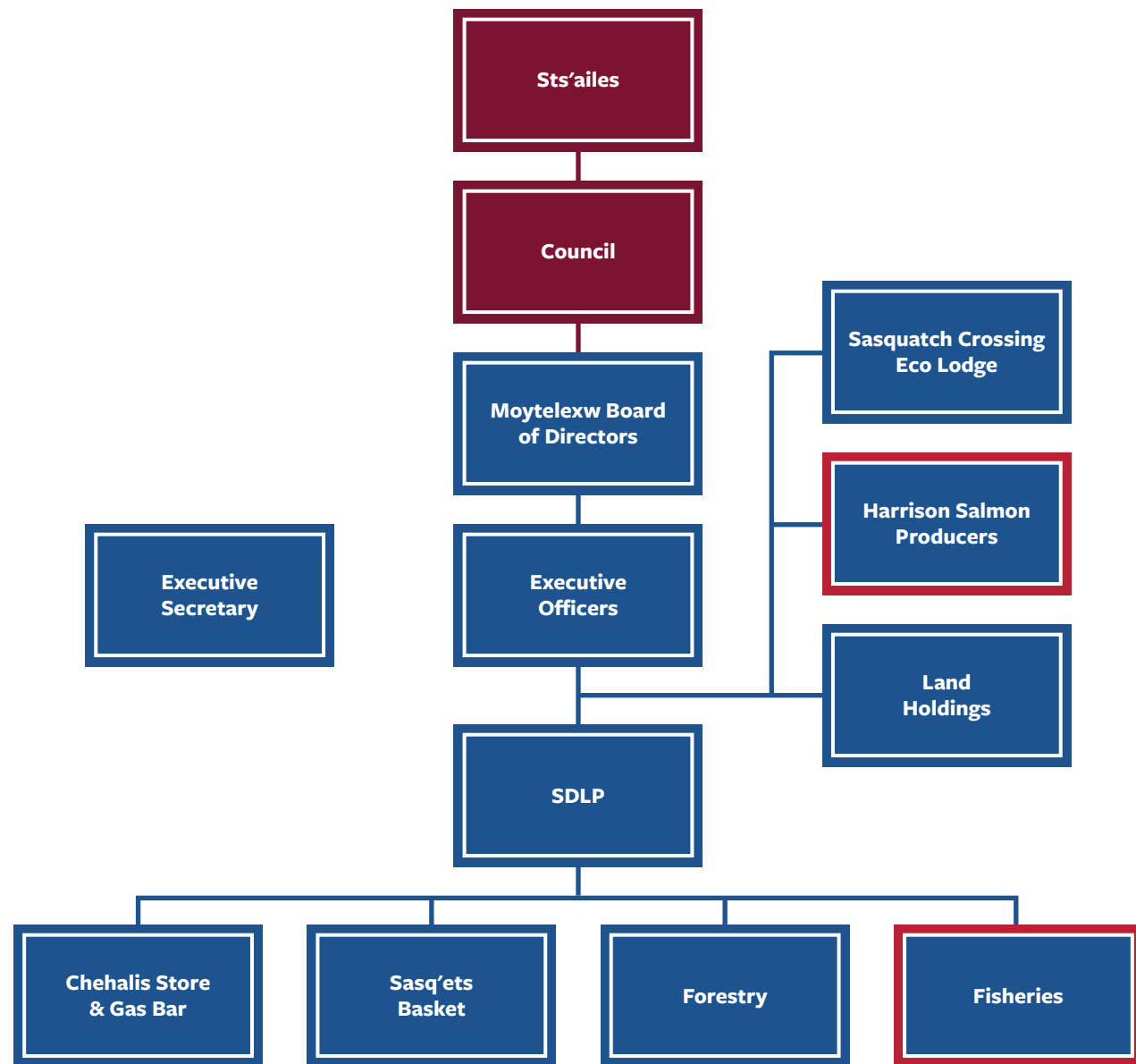
Administrative Assistant
Neen Charlie

Seasonal Workers

DEPARTMENT CHANGES

SDC Legal Structure

Switched from Trust to Limited Partnership (changes our year end).



Business Change

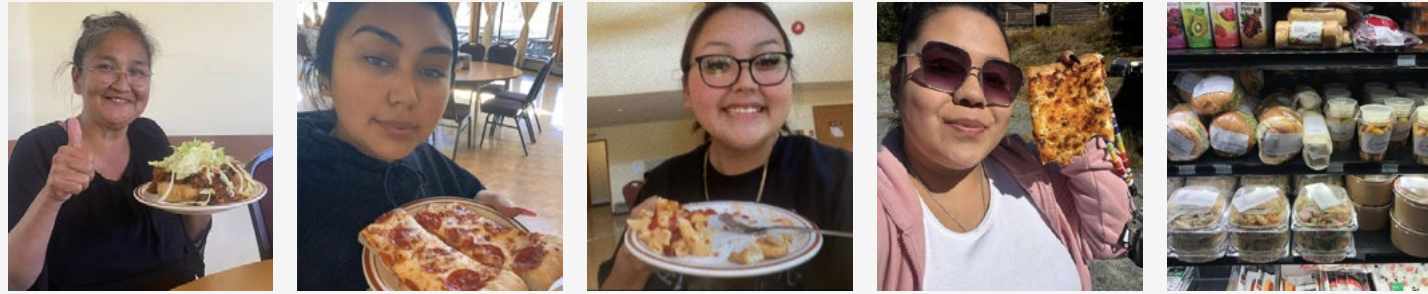
Converted Lhawathet Lalem to a cafeteria (Sasq'ets Basket) and office / meeting space.

ACHIEVEMENTS

- New Van
- New Tractor
- New Store Tills
- New Sasq'ets Basket Equipment & Major Renos
- Heritage Trail Bathrooms
- Naming Poxwiya
- Enhancing Poxwiya with a dock, bathrooms, longhouse
- Implemented BCRA/SDC
- Lease Agreement with Eclipse
- Getting the line of credit paid off
- Increased our staffing capacity
- Restructure Fisheries
- Fisheries Truck
- Addition to Fisheries Building
- 10-year check in
- Stayed in business during covid
- Success with Youth Employment Services (YES) program
- New ventures with Graestone (gravel) and Keltic (Beach Camp)
- Re-established our Forestry Plan with new partnership
- Approved for some grants to enhance the businesses
- Feasibility studies and planning for new business opportunities
- Continued to meet organizational obligations and requirements



We would like to thank the community for supporting our new business the Sasq'ets Basket and the Chehalis Store, we look forward to continue growing this business and sharing a meal with you.



STRENGTHS

- Staff & Team Morale
- Efficiency
- The Board & Portfolio
- Implementing the 10-year check-in
- Business Proposals
- Weaving Culture into business

WISHES

- SDC Building
- New Business Capital
- Passenger Van
- Food Truck

ANNUAL EVENTS

First Salmon Ceremony



Customer Appreciation Day



World River's Day



CHALLENGES

- Money for New Business Development
- Campground Funding
- HR Issues
- Xyntax & internet at Lhawathet

OTHER DEPARTMENT NEEDS

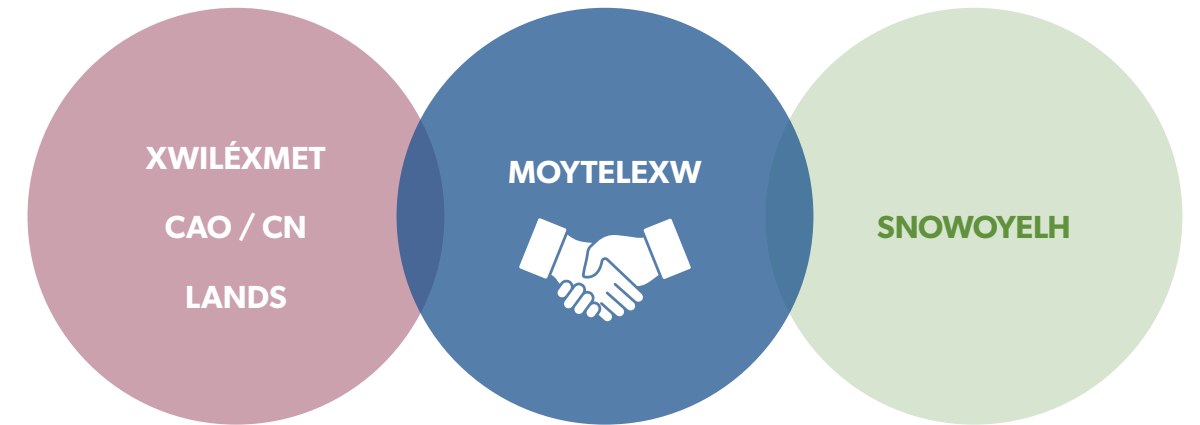
- Executive Structure
- Business Development for Land Holding (10 mile & LS8 etc.)
- Tourism Capacity
 - Film package
 - Entrepreneur package
 - Marketing
 - Cultural presence in traditional territory
- Campground Funding

HUMAN CAPACITY ISSUES

- On-Call staff at Store
- Relief at SCEL
- Transitioning Fisheries

- Open House
- Community Engagement
- SDC All Staff Fun Days
- Halloween / Christmas Parade

INTERDEPARTMENTAL RELATIONS



ANNOUNCEMENT

- New Moytelexw & Sasq'ets Basket Website coming soon!
- Updated Sasquatch Crossing Eco Lodge Website coming soon!
- Keep posted by joining the "Moytelexw - Sts'ailes Development Corporation (SDC)" Facebook group page



