

Sts'ailes

ANNUAL REPORT

2022 / 2023 FISCAL YEAR



Land. People. Culture. *Prosperity.*

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Sts'ailes

MESSAGE FROM CHIEF & COUNCIL



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

Firstly, welcome and a huge congratulations to our newest elected Council Members, Tyra Point, and Christy Wenman! Thank you for going above and beyond for our community. We are also happy to announce our first ever Youth Council! We are all so proud and at ease to know our future lies in good hands.

Sts'ailes leadership would also like to say a thank you to community members for your resilience in doing what you can to protect yourselves and your loved ones from the Corona Virus. We are excited to share progress in current initiatives that have taken place throughout the trying times of the world pandemic, as well as afterward, adapting to a new normal. During the pandemic, Chief and Council worked with Sts'ailes Officials, and the EOC team around the clock to attend 12 extra COVID related emergency meetings; totalling at 32 meetings recorded in total the fiscal year.

With adapting to our new normal, Council carried out regular Spring and Fall Planning Sessions with the intentions of visioning our governance and operational standards with a "mountain top focus." Leadership, along with the secretariat team, drafted the Sts'ailesized

mandates for each of the organizations departments and named them our *I:westelq's* which translates to "we are living our teachings." Leadership had frequent updates and check-ins on progress for projects, negotiations and major initiatives including the Canada Reconciliation Agreement (working toward self-governance), the BC Reconciliation Agreement, a new Telmexw Awtxw facility, a Primary Health Care Centre, Morris Valley Trespass Agreement, and Coordination Agreement (working toward jurisdiction for our children), all of which are all on-going projects. The SSIG (Sts'ailes Strategic Initiatives Group), worked long hours on initiatives, and we got to celebrate 2 ground breaking ceremonies – for our Telmexw Awtxw Healing Centre, and our Primary Health Care Centre. While the Child & Family Services Team worked hard on our Coordination Agreement: Snowoyelh te Emimelh te Sts'ailes- "Sts'ailes Children & Families Jurisdiction Law" has been adopted and enforced! Great work everybody.

Although Sts'ailes was restricted for some community events and engagement sessions due to cautions around the pandemic (as well as not having a facility to accommodate larger functions), the importance of being *lets'omot* was still a priority. We hope you all enjoyed and felt uplifted by the events that took place with what our team could come up with while following safety guidelines; including our social distant parades for Halloween, Christmas and Spring. We also had to get creative with the First Salmon Ceremony by recording the ceremony, then holding a drive-thru style salmon BBQ, and "Cocoa & Cookies with Santa" at our Lhawathet facility. Our Youth and Adults soccer tournaments were a success! We all walked together throughout this difficult year hand-in-hand as Sts'ailes, and Chief and Council are truly honoured to be your elected representatives. Sts'ailes has made us very proud as individuals, and as leaders.

Yalh yexw kw'es hoy,



Chief Ralph Leon



Sherry Point



Cheryl Charlie



Tim Felix



Chadley Paul



Kelsey Charlie



Christy Wenman



Tyra Point



Boyd Peters



Carla Charlie

MESSAGE FROM THE YOUTH COUNCIL

Good day Sts'ailes, Youth Council also known as P'aq'em, wants to take the time to express the gratitude we have for you. For allowing and giving the youth of Sts'ailes a chance to use our voices.

Firstly, Sts'ailes Youth Council would like to say a big thank you for all the participation in our very first official Youth Council Election that was held in the beginning of March 2022. Although the elections took place during the time of the Corona Virus pandemic. We were able to attend the Swearing in Ceremony for both Chief & Council and Youth Council on April 19, 2022. March 30th, 2022, we successfully had our first Youth Council meeting, where we briefly introduced ourselves and assigned each person a portfolio that they will carry until our term is up.

Since then, we have decided that two Youth Councillors will attend each Chief & Council meeting to sit with our assigned portfolios – to help us learn more about our portfolios' duties and to give us an idea how to appropriately navigate a successful meeting. To follow up, we have our Youth Council meetings every second and fourth Wednesday of the month, after Chief and Council meet. We recently had an unforeseen circumstance with one of our councillors and we had them replaced with Cydney Leon, who now holds the portfolio for Lands. As each Councillor holds a different portfolio, we have been trying our best to also attend our committee meetings as well.

P'aq'em has been involved in some of the communities new and upcoming infrastructure, which has been a pleasure. A couple of us were fortunate enough to sit and meet with Modus and our SSIG Team to discuss some ideas for the new Youth Center and Community Hall. Sts'ailes P'aq'em has also been incredibly involved in off-reserve and on-reserve meetings, conferences, and events. We hope that you continue to support us and thank you for being so patient - as the ten of us are our very first to represent the youth of Sts'ailes.

Yalh yexw kw'es hoy,

**Aidyn Leon
Carmen Paul
Cydney Leon
Jeremy Charlie
Jordyn Victor**

**Nauness Dool
Ryan Charlie Jr.
Syvawn Paul
Teanna Leon
Tori Charlie**

MESSAGE FROM THE C.A.O.

This past year has been another unique year for our organization, transiting back to pre-covid operations, while adjusting to the new norms of everyday living. 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 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 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 utilizing our strengths, to be Xwelam te letse'mot Sts'ailes "One heart, one mind, we are Sts'ailes" and 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, and honored to work for Sts'ailes.

Willie Charlie | Chaquawet
Chief Administrative Officer
Sts'ailes

Lexw Ey Te Si:yoyes

"diligent, always working"

&

Solh Temexw Shxweli

"the spirit of our sacred land"

CHIEF NEGOTIATOR

The SSWAG is the Sts'ailes Swōqw'elh Working + Advisory Group. The Swōqw'elhrefers to the wooly mountain goat woven blanket which has significant spiritual and cultural meaning, and shows deep connections and "recognition" (knowing and sharing your rich history and your gift/talent). Everyone has a place in nation-building, just as every weave creates the blanket. This is the spirit behind the name "SSWAG". SSWAG Members today include:

Sts'ailes Swōqw'elh Working & Advisory Group

Xoyet thet | Boyd Peters

- Traditional Knowledge Keeper, Respected MC
- Current Director for Rights + Title (Xwilexmet) and Justice
- Current member of Council (Moytelexw Portfolio)
- Long-standing former member of Committees of Council, former Committees of Council, and former member of Board of Directors

Chaquawet | Willie Charlie

- Traditional Knowledge-Keeper, Respected MC
- Current Chief Negotiator and Chief Administrative Officer (CAO)
- Former Chief and long-standing former member of Council, former Committees of Council and former Board of Directors

Ko:le | Carla Charlie

- Current Indian Registry Administrator aka Membership Clerk
- Current member of Council (Xwilexmet Portfolio)
- Former member of previous Councils and former Committees of Council

Ey Te K'ey Ekwelse | Erick Paul

- Community Representative
- Current Member of the Solh Temexw Shxweli (Lands) Committee since Land Code (2018)
- Experience in Law Enforcement and Justice

Sah-ahkw | Ralph Leon

- Traditional Knowledge-Keeper, Respected Drummer/MC
- Current Chief
- Former member of Council and former Committees of Council
- The Chief sits as a "de-facto" member (it is a common practice for the Chief to be invited and included in this work)

Xoyet thet | Brad Charlie

- Community Representative
- Member of the Solh Temexw Shxweli (Lands) Committee of Council since Land Code was passed (2018)
- Long-standing former member of Council, former Committees of Council, and former Board of Directors

Piyal | Pierre Joe

- Membership Experience (former Membership Clerk)
- Long-standing former member of Council, Committees of Council, and previous working groups
- Experience in Policy Writing

Lhíhló:yatenót | Fran Douglas

- Current Senior Research Assistant for Xwilexmet (Rights + Title)
- Experience in governance building, fisheries, forestry
- Perspective of Living Away from the Community (aka Off-Reserve)

Elder Representative

- An Elder Rep will be appointed by the Chief to sit at the Council table to support and advise Council and to provide a voice on behalf of the Elders.
- The Elder Rep also sits on the SSWAG.

“Indigenous peoples practiced their own forms of government for millennia before the arrival of European and other settlers in what is known today as Canada. The Self-Government Agreement is a stepping stone to recognizing this and renewing the relationship between First Nations and Canada.”

Our Law Recognized

Describing Our Work

Sts’ailes is achieving Xaselmethox (self-determination) in many areas. One major area of work includes negotiating a Reconciliation Agreement with BC (RA BC) and a Reconciliation Agreement with Canada (CAN RA), and identifying tripartite opportunities (Sts’ailes, BC and Canada). We are ready to re-claim our self governance and we have been doing sectoral self governance (achieving piece by piece) by ratifying our Land Code(2018), our Custom Election Code (2016), the Financial Administration Law (2011), etc. Our work in CAN RA includes galvanizing “Sts’ailes-ized” steps towards building:

- The Citizenship Code (formerly Membership Code)
- The Sts’ailes Constitution
- The Self-Government Agreement with Canada

We value "growing as we go" where we listen first, then do what we know works, try to fix what does not work, seek help and support where needed, and celebrate our victories. Rinse and repeat as needed.

Sts’ailes Constitution

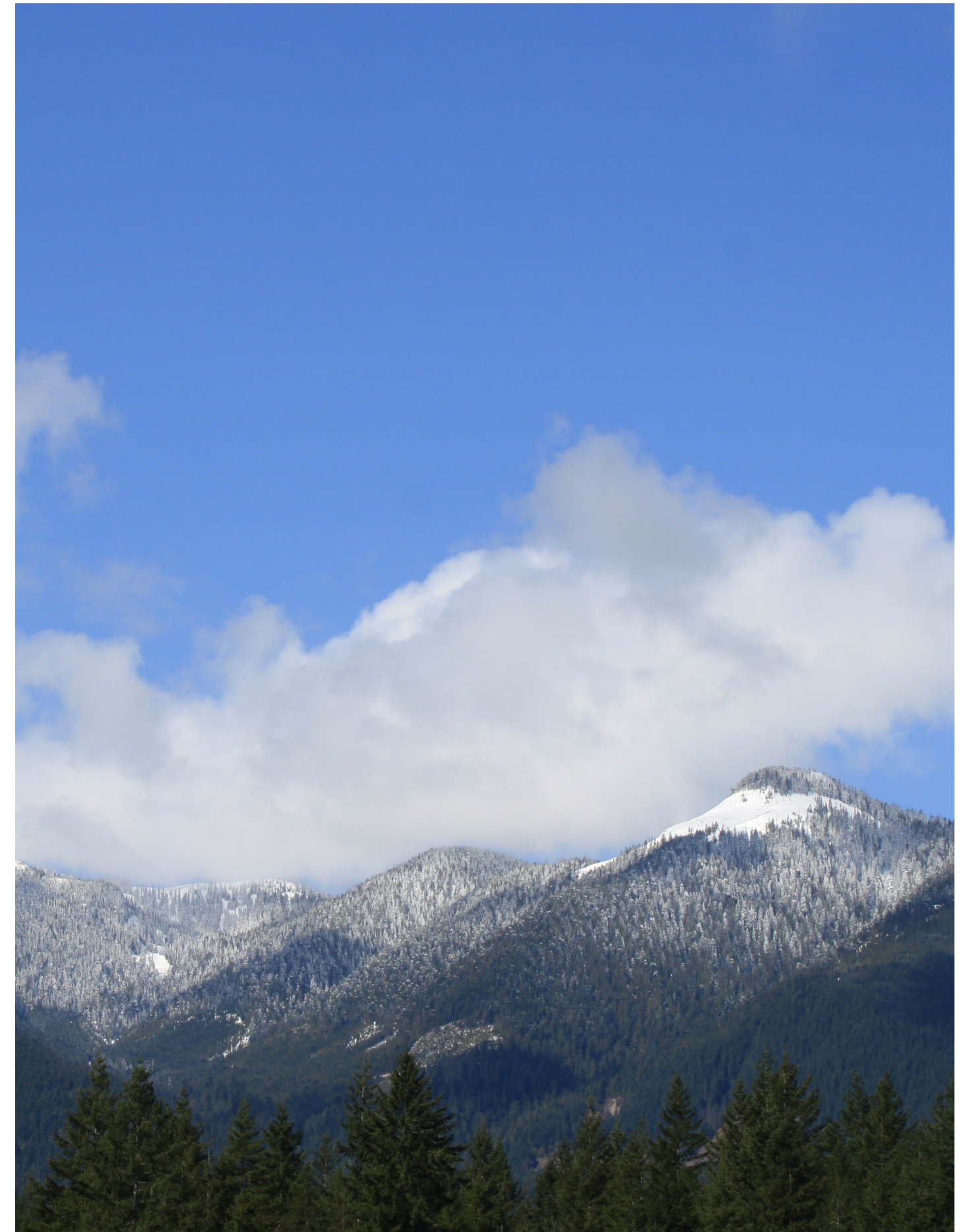
The Constitution describes how we wish to live and how we want to govern ourselves. It is the over-arching document for our laws. Our Constitution is reflected in our oral stories, our sacred sites, our land and waterways, and in our language. The Sts’ailes Constitution will reflect these laws and teachings. We will be identifying a traditional name for the Constitution.

Sts’ailes Citizenship Code

The Citizenship Code determines who Sts’ailes government will respond to, advocate for, and govern. We intend to determine Sts’ailes citizenship through our laws and teachings. The Indian Act complicates "membership" significantly. Untangling the mess as a result of the Indian Act will require a great deal of work, and we are up for the task ahead. We will be identifying a traditional name for the Citizenship Code.

Self-Government Agreement (SGA)

A Self-Government Agreement (SGA) is a nation-to-nation agreement with Canada that recognizes Sts’ailes rights for self-government. It will outline key elements of our self-government practices and future scope of work we wish to pursue within our government.



Timeline of Activities for Recognizing Indigenous Rights + Self-Determination (RIRSD) Sts'ailes-Canada Reconciliation Work

Pre-2021

- On-going Negotiations, Advocacy, Assertion and Strategic Planning that lead to a mandate to enter into a Reconciliation Agreement with Canada

January 2021

- Self-Governance Tech and Self-Determination Analyst hired (Stephanie Adams + Sherylynn Crispin aka S+S)
- Sts'ailes + Canada Mtg (RIRSD Mtg)

January-April 2021

- Fiscal Year-End Reporting
- Develop and submit Workplan and Budget for New the Fiscal Year (April 2021-March 2022)
- Begin multi-media work (video scripts, outlines, online programs, etc.)
- Sts'ailes + Canada Mtgs (RIRSD Mtgs)

May-July 2021

- Outline the Self-Government Agreement (SGA) with Canada Sts'ailes + Canada Mtgs (RIRSD Mtgs)
- Begin working on:
 - » Communications + Engagement Guide
 - » Ratification Timeline for Constitution and Citizenship Code
 - » Referendum Regulation (community voting process) Engagement planning

August 2021

- Formation of the Sts'ailes Swoqw'elh Working + Advisory Group (SSWAG) to draft the Constitution and Citizenship Code
- SSWAG Mtg #1
- Ratification Timeline is created for the Constitution and Citizenship Code
- Sts'ailes + Canada Mtg (RIRSD Mtg)

September 2021

- Community Engagement #1: "Letter to Future Generations" survey
- SSWAG Mtg #2

- Sts'ailes Referendum Regulation is tabled with Chief + Council (brought to the table for their review and input)
- Sts'ailes + Canada Mtg (RIRSD Mtg)

October-November 2021

- SSWAG Mtg #3
- Engagement with Chief and Council
- Engagement with Administrative Leadership
- The Sts'ailes Communications + Engagement Guidebook is in draft form (still in progress)
- Sts'ailes + Canada Mtgs (RIRSD Mtgs)

December 2021

- SSWAG Mtg #4
- Acquire legal counsel
- Legal analysis for Constitution work begins
- Sts'ailes Referendum Regulation is ratified by Chief and Council

January 2022

- SSWAG Mtg #5
- Legal analysis work continues
- Draft Table of Contents developed for the Sts'ailes Constitution to guide collection of data and knowledge, and to "spring board" the drafting work
- Sts'ailes + Canada Mtg (RIRSD Mtg)

February 2022

- SSWAG Mtg #6
- Community Engagement #2: info table at the Sts'ailes Health Fair
- Presentation Update to Chief and Council
- Year-End Coordinating
- Continue with drafting documents and multi-media work
- Sts'ailes + Canada Mtg (RIRSD Mtg)

March 2022

- SSWAG Mtg #7
- Community Engagement #3: "ilh ulh shxwi:mexyelh - Where I Used to Walk" Sts'ailes Engagement + Community Presentation
- Develop and submit multi-year workplan and budget

- Mail-out pkgs
- Sts'ailes + Canada Mtg (RIRSD Mtg)

April 2022

- Finalize Multi-Year Workplan and Budget with Canada
- Sts'ailes + Canada Mtg (RIRSD Mtg)

May 2022

- SSWAG Mtg #8
- Continue legal analysis and drafting of the Constitution
- Begin legal analysis of Citizenship Code
- Sts'ailes + Canada Mtg (RIRSD Mtg)
- Explore tripartite opportunities (Sts'ailes, Canada, BC)
- Engagement with Chief and Council and Administrative Leadership
- Submitted Fiscal Year End Report to Canada

June 2022

- Community Engagement #4: Launch Webpage and Facebook Page
- Continue legal analysis and drafting of the Constitution and the Citizenship Code
- Sts'ailes + Canada Mtg (RIRSD Mtg)
- Canada reps attended Remember for Our Future & First Salmon Ceremonies
- Reported to Chief & Council at a duly convened meeting

July-October 2022

- Continue SSWAG Mtgs. #9, #10, #11
- Continue Sts'ailes + Canada Mtgs. (RIRSD Mtgs.) July & September
- Continue exploring tripartite opportunities (Sts'ailes, Canada, BC)
- Continue drafting the Constitution and Citizenship Code
- Make further progress in drafting the Self-Government Agreement (SGA)
- Engagement activities
 - » Secretariat & Administrative Leadership Planning Sessions
 - » Community Open House
- Reported to Chief & Council at a duly convened meeting

November 2022

- Engagement activities
 - » Chief and Council Planning Session

December 2022-March 2023

- SSWAG Mtgs. #12, #13
- Detailed planning for the next two fiscal years
- Reviewed budget & expenditures
- Sts'ailes + Canada Mtg (RIRSD Mtg) x 3
- Engagement Activities
 - » Community Open House
 - » Chief and Council Planning Session (Draft #1 of Constitution presented)
- Fiscal 23/24 Budget and Workplan Submitted

April & May 2023

- SSWAG Mtg. #14, #15 focus on Citizenship Code
- Sts'ailes + Canada Mtgs (RIRSD Mtgs)
- Chief and Council thorough review of Draft Constitution
- Engagement - Hand out Draft #1 Constitution to Citizens for review
- RA Tech Team Pull SGA info together

June 2023

- SSWAG Mtg. - Citizenship Code
- Sts'ailes + Canada Mtg. (RIRSD Mtg.)
- Mail Pkgs. Draft Constitution

July 2023

- SSWAG Mtg. - two day in person to review SGA
- SSWAG Mtg. - Citizenship Code
- Sts'ailes + Canada Mtg. (RIRSD Mtg.)

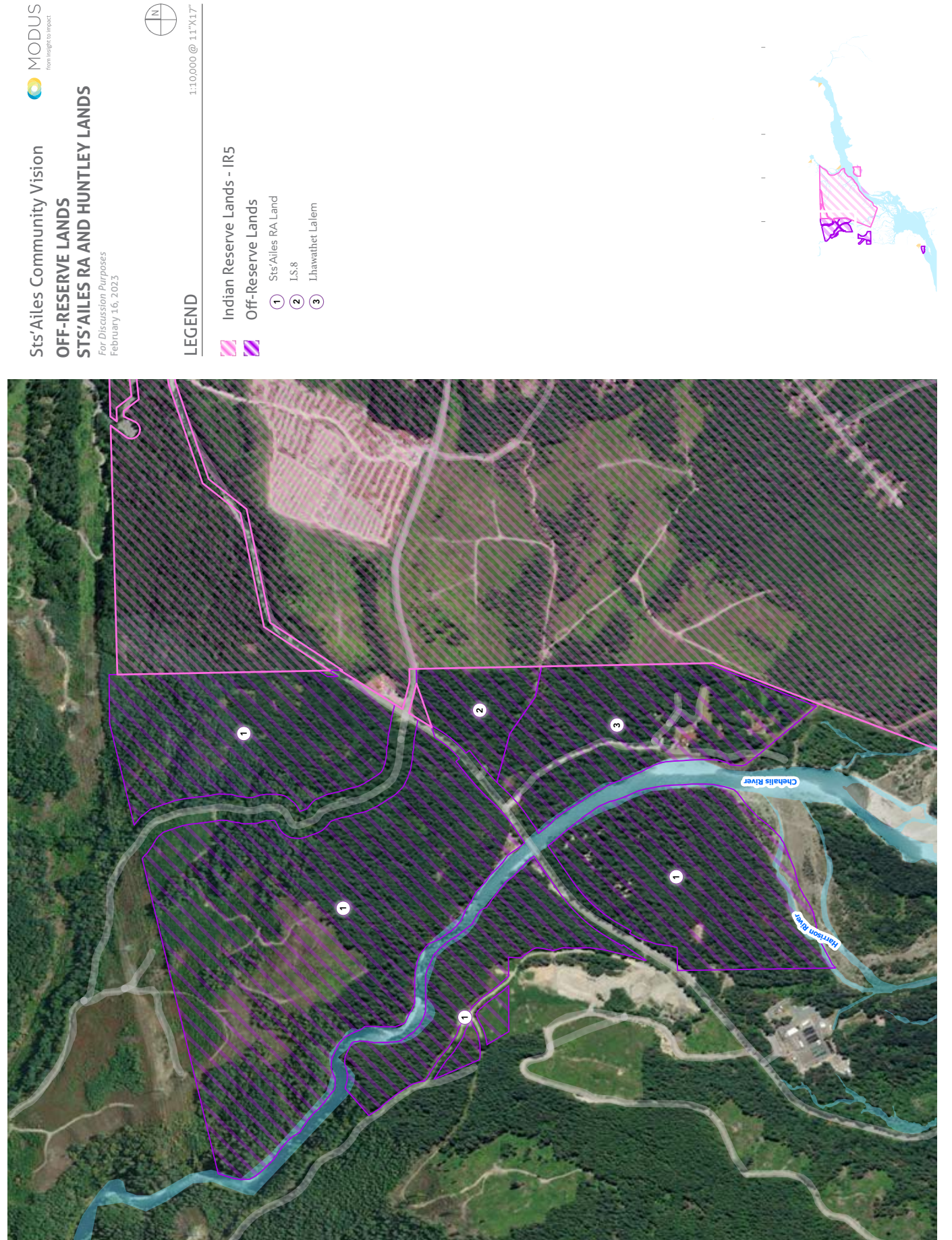
Sts'ailes-BC Reconciliation Agreement: Progress Dashboard

Here is an overview of the BCRA. More descriptive updates will be provided in each of their departments we applicable.

Component	Key Commitment	2022/23	2023/24	2024/35	2025/26	2026/27
Immediate Measures						
Crown Lands	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Alternate Lands	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Capacity Funding	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Justice Initiatives	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Economic Development Initiatives	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Recreation Sites and Trails	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Tourism Development	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Stewardship Studies	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Guardian Program	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Government-to-Government Relationships						
Law & Policy Review	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Relationship and Implementation Forum	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Annual Leadership Forum	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					
Federal Participation	Transfer fee simple title of Chehalis River Parcel – Palexal (206 Hectors)					

Status Legend

- **RED:** Task needs attention and support (e.g., scope concerns, major milestone may be missed; inadequate resources).
- **YELLOW:** Some challenges and additional supports may be required (e.g. delayed relative to defined timelines).
- **GREEN:** On schedule (e.g., complete, work is underway and progressing, or deferred to next fiscal year and remains within defined timelines).



STS'AILES STRATEGIC INITIATIVES GROUP (SSIG)

Vision Statement

As mandated SSIG takes on projects that support the realization of Sts'ailes vision, goals, self-determination, and self-governance.

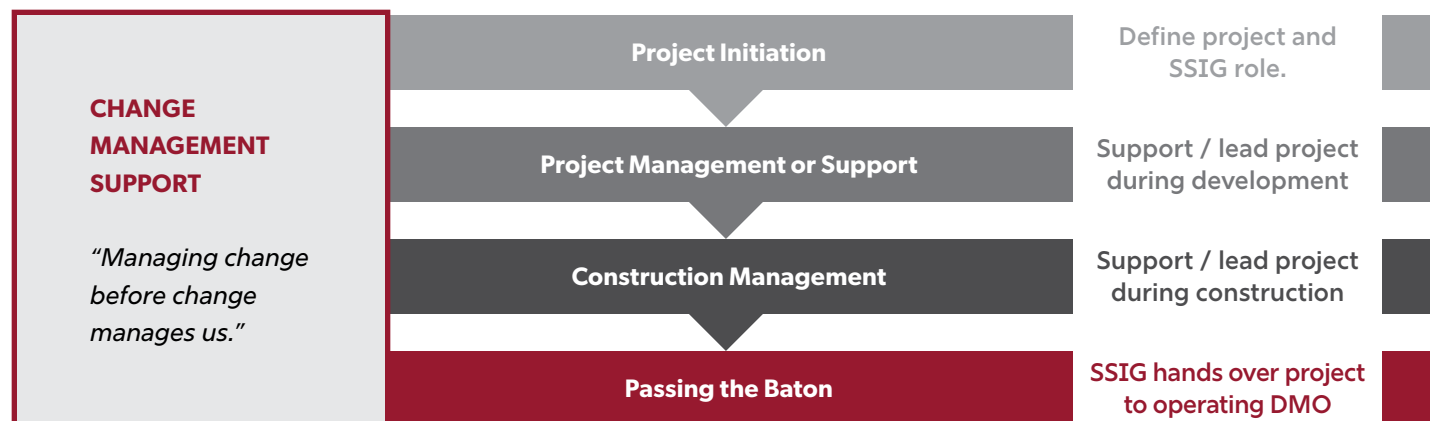
Overview

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



How SSIG Works



SSIG Team

Willie Charlie
Sts'ailes CEO

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 of the planning department that the CEO 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 yrs 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 yrs. He has completed the Certified Aboriginal Professional Administrator and Certified Indigenous Leadership certifications through the Aboriginal Finance Officers Association.

Chadley Paul
Capital Projects Manager

Chad joined the SSIG team in March of 2023 after 22 years of working with CSC. Chad manages the construction of new developments for Sts'ailes and is currently working on the development of the Sts'ailes Community Care Campus. He is an elected Council member for Sts'ailes and is currently serving on his third term. Chad is excited to be working for his community again in his role as Capital Projects Manager.

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.



Project Timeline



We are working on a community masterplan and land use plan. The masterplan will illustrate where and how future development should happen on the Sts'ailes IR5 Lands. The land use plan will determine and regulate the uses of Sts'ailes lands for the reserve and beyond. Both plans will paint a picture of the future and create a plan for how to get there.

What will the plans include?

- A shared vision and goals for the future of Sts'ailes lands and territory
- Information and guidance about how land should be used and managed (for housing, community spaces, natural spaces, businesses and forestry)
- Plans for new infrastructure, from roads, trails power, water systems, and cultural/community spaces.
- Opportunities for economic development and community building
- Maps, illustrations, and other visual aids to help communicate the vision and goals

How have we engaged with the community so far?

- Two Community Open Houses
- One Special Community Forum
- Meetings with Staff
- Youth Council Meetings
- Elders Lunch
- Lands Committee Meetings
- Chief & Council Session
- Land Walkabouts

Both plans are expected to be complete by the end of the year and there will be more opportunities for the community to be involved this summer and fall.

YOUTH CENTRE

Project Timeline



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.

We hope to create a Youth Center to cater to Sts'ailes Nation youth. This purpose-built facility will be a hub for youth aged 7-24. It will be a warm, welcoming, and safe place for Sts'ailes youth to gather, socialize, and recreate. The project aims to reflect Sts'ailes culture, support community connections, strengthen social relationships, and promote health and wellness. In addition to providing a drop-in space for youth to socialize and recreate, the Sts'ailes Youth Centre will support youth specific programming, recreational activities, and youth training and employment initiatives.

Youth Council has been heavily engaged and has done come amazing work at informing the youth centre, making sure to think about all youth from the youngest to oldest. This project is still planned to be completed 2024.

STS'AILES COMMUNITY CENTRE / HALL

Project Timeline



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".

Current Support Phase	Construction Management	Support / lead project during construction
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Governance

- SCCC Service Plan formally approved – November 2022
- Ministry of Health Announcement, News Release, and Ground Blessing Ceremony completed March 17, 2023
- Sts'ailles Community Care Centre Society incorporated under Societies Act as not-for-profit – BC registry on December 12, 2022
- Society Board structure, Members and Directors approved by Sts'ailles Council
- Monthly Board meetings to commence January 2023

Land

- 5-acre parcel subdivision application for approval submitted – approval process 85% complete
 - » 46090 Lougheed Hwy, Harrison Mills, BC, VOM 1A1
- Parcel Development Permit application submitted to FVRD for approval – approval process 90% complete
- Critical path construction item - tree clearing for SCCC footprint prior to spring bird nesting period
 - » Development Permit approved – tree removal and lot cleared February 2023

HHR and Operations Planning

- Clinic Director position recruitment completed November 2022
- Traditional Medicines Practitioner hired on contract March 2023
- Multiple HHR-related initiatives underway
 - » Initial discussions with FHA regarding contracting of senior medical team members
 - » Strategic planning with key stakeholders FHA and FNHA for acquisition of contract medical staff, under legislated authority of FHA or potentially FNHA's newly developing Medical Affairs Office
 - » Drafting of Job descriptions for HHR and AHP roles intended to be employed directly by Sts'ailles underway
- Initial focus on recruitment of Phase 1 core team members
- IMIT systems support service discussions ongoing with FNHA
- Partnership developing between Sts'ailles and BC Renal to create a working agreement for an independent home homeodialysis unit within SCCC operations
- Drafting terms of reference and MOU and agreements at various partnership levels to create framework for operations

Facility & Site Design & Development

- Schematic Design phase completed end of October 2022
- Detailed Design phase underway with a design team consisting of:
 - » HNPA Designs – Architect and Prime Consultant
 - » WSP – Site civil design and engineering
 - » Kindred Construction – Pre-Construction Management services

Budgeting & Finance

- Initiative funding agreement letter received November 2022
- Class D capital cost estimates prepared and submitted to MoH for review and discussion
- Phase 1 operating budget completed and under review

TELMEXWÁWTEXW HEALING CENTRE

Project Timeline



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. Telmexwawtexw 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 their 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 trauma and harmful substance use.

CHILDREN AND FAMILIES JURISDICTION, COMPLEX, AND RESOURCE HOMES



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.

Te Lalem Resource Homes support children and families seeking support and assistance from the Snowoyelh (Child and Family Services) team. Ey Shxistxw Awtxw (ESA) House 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, acknowledging the sensitive nature of the program.

ENFORCEMENT INITIATIVE



Enforcement is a new initiative that recently took off in Fall of 2022 from the meetings with the Federal Ministries. Every since the establishment of land code and it's ability to make laws it has been apparent that it is necessary to have the ability to enforce these laws. Although still in it's early stages we really see the initiative taking off in 2023-2024.



STS'AILES SOLH TEMEXW SHXWELI

The core competencies of a Land Governance Office.



Bigger Picture for Sts'ailes overall Land Laws and Planning Process

- Land Use, Zoning and Development
- Trespass, Enforcement and Ticketing
- Allotment, Interests, & Licences
- Residential Tenancy
- Environmental Assessment and Protection
- Business Permitting & Licensing
- Natural Resource Management
- First Nation Expropriation

Lands falls under the Chief Executive Officer – Grand Chief William Charlie. The Lands Department is currently funded under the Lands Advisory Board Resource Centre.





Committee Members

Council Portfolio - Tim Felix
 Youth Council Rep. - Cydney Leon
 Angela Charlie
 Brad Charlie
 Erik Paul
 Toni Purcel
 Christy Wenman

Current Initiatives

Additions to Reserves

Sts'ailes has been working on acquiring parcels of lands selected to be added to Indian Reserve 5 and 6 through the Additions to Reserve process under the BC Reconciliation Agreement. The Lands department has been working in collaboration with CEO, Xwilxmet, SSIG and other Sts'ailes Departments, Governments and Stakeholders to fast track the ATR process.

Land Use Plan (LUP)

Sts'ailes CEO and Leadership has given a directive for Lands and Planning to develop and implement a Land Use Plan that will provide a communication tool that will guide and regulate the development and will be most effective in governing Sts'ailes lands.

Throughout 2022/2023 extensive community consultation has been done through community engagement process and each of these sessions have been well documented to ensure community input is gathered and inserted into the Sts'ailes Land Use Plan. Such as Traditional Knowledge, identifying areas of protection/development, watershed mapping; contamination of sites and protection of culturally sensitive areas.

Lands will continue to work toward a final LUP and will be presented to the community.

FNLRS First Nations Lands Registry System (FNLRS)

The Lands staff has been working diligently getting formally trained on the First Nations Lands Registry System. The FNLRS is a database system that will allow Sts'ailes to track and register all document pertaining to land interests on Sts'ailes lands. Using the FNLRS will support and assist the Lands department with obtaining the necessary expertise to effectively administer and manage Sts'ailes lands.

Compliance Enforcement & Security

Supervisors - Tim Felix and Alexander Paul
 Security Team - Anthony Joe, Wesley Francis-Chapman,

Brayden Leon, Tyler Paul, Damien Louis, Maurice Point, and Gerald Seymour

Culture Wellbeing and community safety comes first. Sts'ailes Security has been very successful: The security team has used very effective communication techniques such as positive and clear communication, a letsemot approach (one heart, one mind and the overall goal in keeping the community safe). Sts'ailes Compliance and Enforcement continues to support the community and Solh Temexw Shxweli department. Statistical monthly reports recorded and kept on file to support any concerns that may arise such as environmental concerns, illegal dumping, breaching of Animal Control Law, illegal squatter concerns, trespassing issues, fire hazard and illegal fibre extraction etc. Continuous incremental steps to move toward a brighter future and the safety of Sts'ailes people and Sts'ailes Lands:

Key to being effective with compliance and enforcement related concerns is educating the community on Securities roles and responsibilities and the benefits of having protection and preservation of Sts'ailes lands.

Laws

Currently Stsailes has been working on Laws that will govern and protect Stsailes with the enactment of Sts'ailes Land Code. Sts'ailes has assumed both administration and law-making authority of their reserve lands. To date the Lands department has finalized and enacted Sts'ailes Animal Control Law and Interim COVID Law.

The 7 Laws that are currently being worked on are as follows. Each law will guide a formal process which will enhance, guide and protect Sts'ailes interest in governing Sts'ailes lands on all aspects.

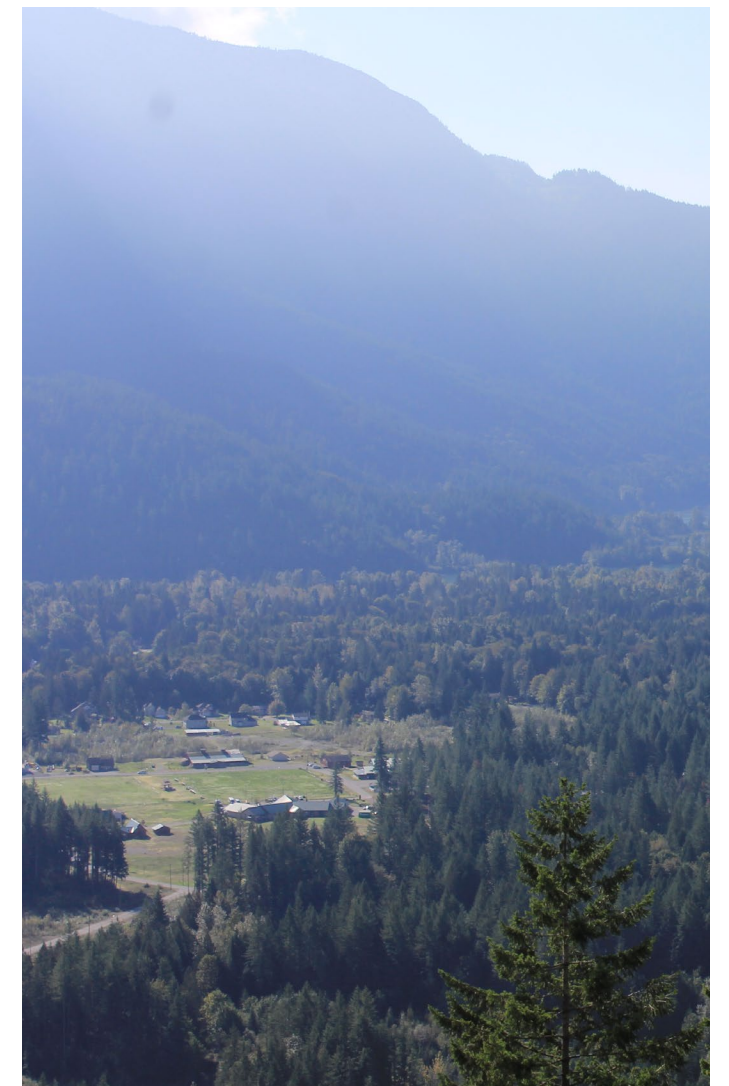
Laws in draft:

- Spousal Property – High Priority and is in final draft and sits with Council for final review and editing.
- Enforcement and Ticketing – Final draft and forwarded to Council final for review and editing.
- Soil & deposit Removal – Seeking Chief and Council input on the level of urgency.
- Licensing and Permitting (initial stages) Seeking Council recommendation on urgency of this law.
- Allotment – initial stages and Lands is beginning to work on first draft.
- Community Quality (early stages) initial stages and Lands

- is beginning to work on first draft.
- Subdivision Law Development Seeking Council recommendation on urgency and priority of law creation.

Next steps:

- New Subdivision – Lands has been collaborating with CEO, Housing, Strategic Initiatives and other departments to be able to be able to house the many Sts'ailes band members that would like to come home and live where their Sts'ailes lineage derives from.
- Community Consultation Sessions – Lands has been very proactive with updating the community on all the initiatives. Lands has undertaken and will continue to have the inclusive approach that is needed to gather the historical information from the Elders (Matriarchs/ Patriarchs) to guide, support the historical information and continue to build, preserve and protect the natural resources and the environment our Sts'ailes lineage.



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."

Fiscal year 2022-2023 brought exciting changes within the Ma:yt department as we continue to strive for excellence in delivering frontline services to our people and the Sts'ailes organization. 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 department 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

Human Resource Generalist

Tasheena Urquhart

Receptionist

Carmen Paul

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

Chloe Orgill



The Ma:y't department has remained committed to inclusive excellence and ensuring that all goals and visions of our leadership, Chief Executive Officer (CEO) and Directors are supported, and targets are achieved.

Ma:y't department continues to embark on new opportunities that will provide employment and training opportunities for all Sts'ailes community members.

Currently the Human Resource department is developing a recruitment strategy for the positions that will be forthcoming through our new Snowoyelh Children & Family Jurisdiction, Sts'ailes Community Care Campus, and Telmexw Awtextw Treatment Centre. With all the new endeavors our Sts'ailes Leadership is implementing it is important that we enhance our communication out to all Sts'ailes Band members through social media, newsletters and the Sts'ailes website.

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

The funding supports received for 2022-2023 are listed below:

Employment Assistance Services (EAS)

SASET

Funding Received: \$300,000.00

Provides employment for 4 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: \$232,000.00

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: \$30,000.00

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: \$50,700.00

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.

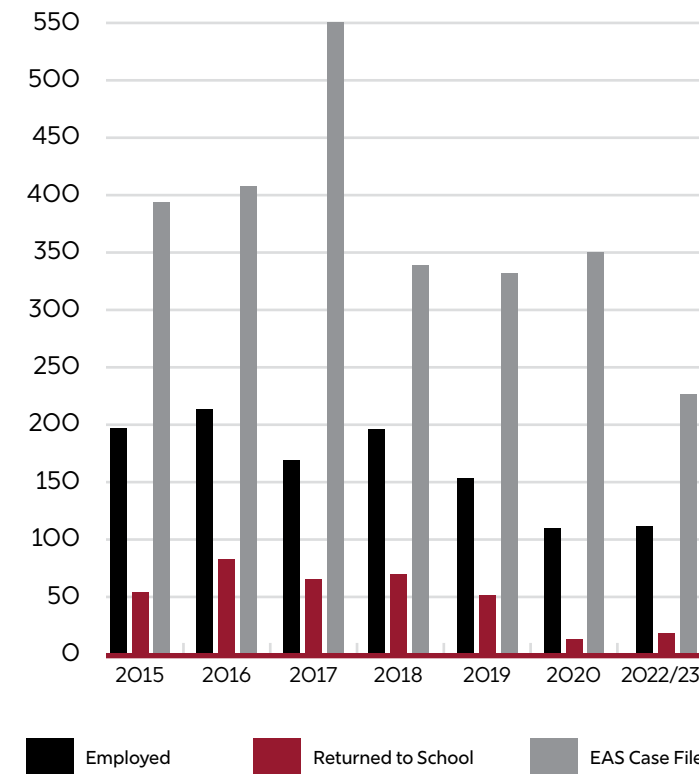
First Nations Youth Employment Strategy

ISC

Funding Received: \$800,000.00

FNYES initiative provides hands-on work experience for Income Assistance clients who are between the ages of 18-30. The funding will cover 20 IA clients to engage in hands on work experience within the Sts'ailes organization.

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

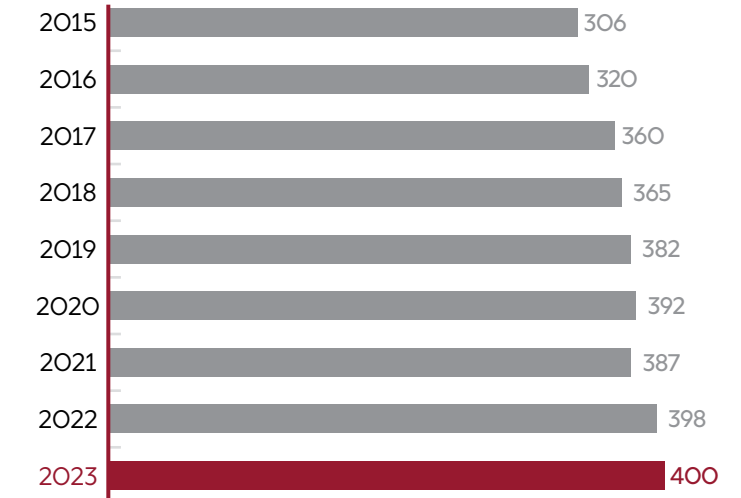


Ma:y't Director continues to ensure that the HR policies, processes and systems support the organizational needs. This includes the annual updates of the Sts'ailes Personnel Policy and Procedures Manual and Salary Administration Policy/Grid. All Operating Policies of the Sts'ailes organization follow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

Human Resource department continues to manage more than 400+ employee personnel files. Ma:y't 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. Following is a chart that will indicate the employment growth within the Sts'ailes organization:

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

Sts'ailes Employee Growth Chart



It is the goal of the Human Resource department to continue to connect Sts'ailes community members on or off reserve to employment opportunities arising within the Sts'ailes organization.

Ma:y't Success In Writing Proposals 2022-2023

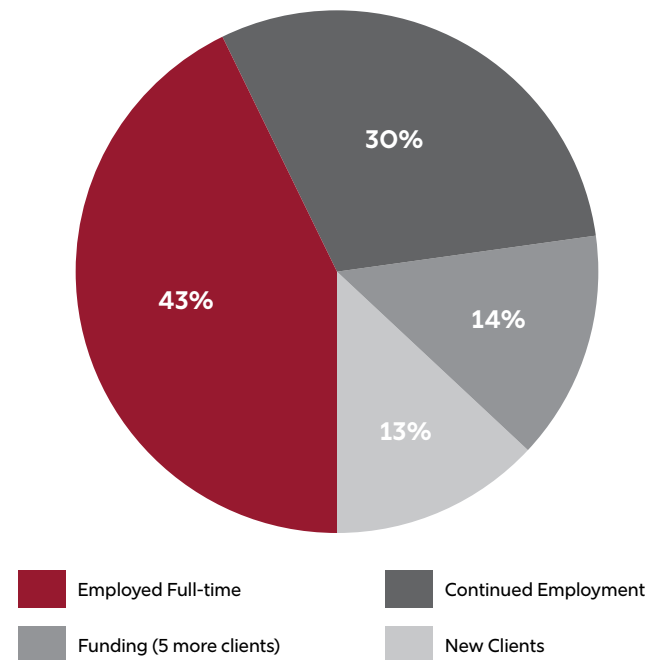
The Ma:y't Director was successful in securing funding from outside agencies that will support Sts'ailes in meeting the massive growth that is currently taking place within the organization.

<i>FNYES (ISC Funding)</i>	<i>TWS (SASET funding)</i>
\$776,883.00	\$194,180.00
<i>PESP (ISC Funding)</i>	<i>SEP (SASET funding)</i>
\$300,000.00	\$65,268.00
<i>EAS (SASET funding)</i>	TOTAL APPROVED:
\$307,328.00	\$1,643,659.00

First Nations Youth Employment Strategy Statistics 2021-2023

Sts'ailes provided work placement opportunities for income assistance clients through a partnership with Indigenous Services Canada. The FNYES initiative started in September 2021. The targeted age group for the program was 18 to 30. We have been negotiating with Indigenous Services Canada to amend the age group to 18 to 40 years of age as this will allow us to provide more opportunities for our IA clients to engage in employment opportunities within the Sts'ailes organization. The lead staff administering the program is Simone Williams-Horne and Brylee James. Upon implementing the program in Sts'ailes we were able to onboard 36 clients and since the program has started 16

clients have been offered full-time and employment and 11 clients are still being mentored in their jobs. A proposal for continued funding was submitted to continue with the program for fiscal year 2023-2024. The funding request targeted 22 IA clients and the budget requested was \$800,000.00.



YES Job Placements

Sts'ailes Development Corporation (SDC), Lhawathet

- Maintenance Trainee
- Finance Clerk

Sts'ailes Community School & Early Education Centre (SEEC)

- Responsible Adult x4
- Education Assistant

Yeqwethet/Health Department/Aylexw

- Support Trainee
- Receptionist
- Host/Receptionist

Fisheries

- Fisheries Technician trainee x4
- Data Entry Clerk/Operations Assistant

CPW/Housing

- Public Works trainee x2
- Custodian

Ma:yt

- Admin clerk x2

Chehalis Store

- Store clerk

Rights & Title Security

- Security Trainee x2

Governance

- Admin Assistant

Snowoyelh Child & Family Services

- Receptionist x2
- Cultural worker

The YES pilot has been a highlighted success for both PESP and the community. We have received positive feedback from employers, participants and community members. Our current 9 youth employees continue to advance in their positions and we are preparing to onboard new YES targets. Some former participants have moved onto other endeavors and opportunities.

11 - Active Participants

8 - Hired Upon Completion (employed f/t in a dept.)

5 - Other Employment/Return To School

3 - Other (not job ready, death, injury)

Client Successes

Nauness Dool

Started on YES as a Public Health Assistant with Yeqwethet/Health Department. Later obtained f/t employment as a Language Coordinator with the same department. Nauness is also a Sts'ailes Youth Council Member.

Lilli Joe

Hired at the Sts'ailes Early Education Centre (SEEC) as a Responsible Adult. She is still working at the daycare and is enrolled in the ECE program at Spratt Shaw College.

Michaela James

Hired as an Admin Assistant for Sts'ailes Governance. She has also had the opportunity to assist in other departments such as Lands, Secretariat, SIIG, SDC and Reconciliation Agreement. She has retained f/t employment as the Executive Assistant with the Reconciliation Agreement.

Mandy Louie-Felix

Hired as a receptionist for Snowoyelh Child & Family Services. She has been hired f/t as the EAS receptionist and will be enrolling in the Career Development Practitioner course with Douglas College.

Shane Hunter

Started as a Maintenance Trainee with the Sts'ailes Dev. Corp. He has obtained f/t employment in the same position. Shane's supervisors are very pleased with his progress in his position since 2021. He has gained a range of valuable work experience and continues to be a useful team member.

Robert Joseph

Prior to the YES program, Robert was on-call for the Chehalis Store and was on Income Assistance. Through YES he was able to start working f/t. He was able to obtain f/t employment in the same position at the Chehalis Store upon completion of the program. We have had the pleasure of witnessing Robert's growth throughout the duration of his placement. It is evident in his self-confidence on the job on how much his skill levels have improved. He has truly benefited from this program.

Eva-Mae Solomon

Is presently the finance clerk for the Sts'ailes Dev. Corp. While still an active participant, Eva has already benefited greatly from both PESP and YES. She has participated in our PESP driving lessons and got her novice license as a result. She is now enrolled in Bookkeeping for Small Businesses through UFV and continues to work with SDC all on top of being a single mom.

Darius Hanuse

Is presently a Maintenance Trainee for Capital and Public Works. In the short time that Darius has been employed under the YES program, we have already seen tremendous progress. Darius is evidently establishing a stable foundation for both him and his son. He is also participating in driving lessons and has his road test booked. He is eager to enroll in any training that will enhance his skillset.

Pre-Employment Supports Program (PESP)

The PESP program is a funded initiative with Indigenous Services Canada. Since the commencement of the program, we have been able to offer all income assistance clients skills training. Some of the training offered is noted below.

Skills training offered from 2019 to 2023

- Valley Driving School – Defensive Driving
- On-Track Computer Training
- On-Trach Office Administration Training
- Pro-Safe Core Training
- Archeology Training
- Small Vessels Operators Proficiency Training
- UFV – Customer Service Training

- Responsible Adult Course (Day Care)
- Warehouse and Construction Training
- Meat and Fruit Preservation
- Education Assistant Certificate Training (UFV)
- On-Track Corporate Computer Skills Training
- Cedar Harvesting with Sts'ailes Elders
- Security Training
- Culture Entrepreneur Skills Training – Sewing, Weaving, Beading, Drum Making, Cedar
- Bookkeeping for Small Business
- Early Childhood Education Certificate (ECE)
- Hospice Training – Health Care Assistant
- Self Care Workshop
- ProSafe – WHMIS, WCB, EFA Level 1, Food safe, Back Talk, Heat Stress
- Culture Entrepreneurial Skills Training – Weaving, Beading, Sewing, Cedar Harvest
- Flagging
- Dangerous Tree Assessment
- Road Builders and so much more!!

Goals in moving forward with the PESP program is to identify the training needs within the departments of Sts'ailes. Once training needs have been identified we will work closely with the Directors to bring the skills training into the community. Our goals and vision is to train our people so they can engage in the employment opportunities that arise within our community.

Cultural Entrepreneurial Training



Cedar Harvesting

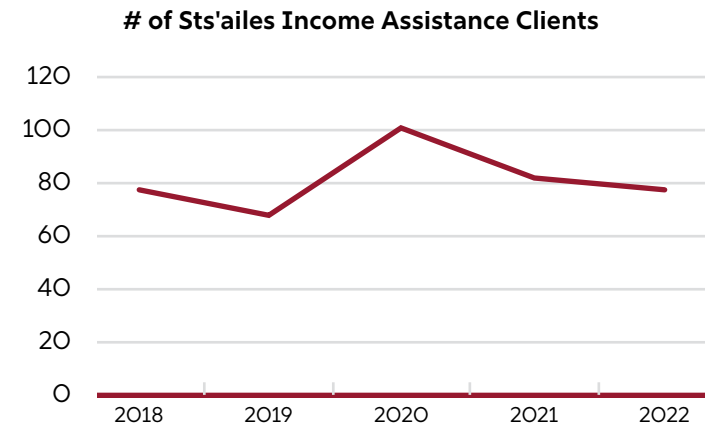


Canning



Sewing Program

Upon review of the Sts'ailes Social Development stat chart you can see that we peaked in 2020 when the pandemic hit our community. With the implementation of the PESP and FNYES initiatives you can clearly see how both programs are reducing the need on Income Assistance as clients have either secured employment or returned to school. The Social Development Administrator and PESP and FNYES employees are doing an outstanding job in supporting our IA clients.



Upcoming training and workshops for income assistance clients will be as follows:

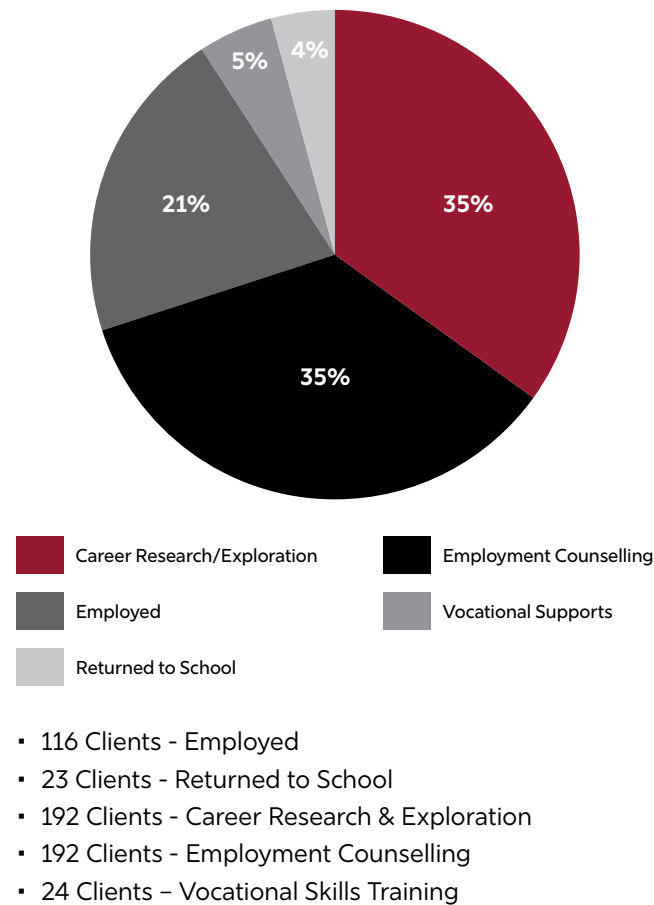
- Food Preservation (canning tomatoes/peaches) – Est. August/September
- Learn to Bead (earrings) – Date TBA, 8 spots available.
- Weaving (wool) – Date TBA, estimated Fall 2023
- Sewing 101 – Date TBA, Winter 2023-24, 8 spots available
- Computer training – Date TBA, 12 spots
- Workplace skills training – Date TBA
- Chainsaw Training – Date TBA
- Warehouse Construction Training

If you would like to know more about the upcoming training, please contact Simone Williams-Horne and Brylee James.



Employment Assistance Services (EAS) Stats 2022-2023

Over the years, the Sts'ailes employment services office has fulfilled many successful training programs that connected clients to employment or to continue with their education endeavors. The overseeing manager of the EAS program is Carla Charlie, and the Career Development Practitioners are Stephanie Phair and Charlotte Phair. The EAS team continues to do an outstanding job in supporting our people in moving forward in skills development and connecting to employment. The chart below shares the success of the EAS Program.



Information Technology (IT)

The 2022-2023 fiscal year saw the Sts'ailes IT Department begin a return to normal operations following the Covid-19 pandemic. While we continue to have significant delays in acquiring and provisioning equipment due to global supply chain issues and operational interruptions due to illness, we have largely returned to pre-pandemic operational practices and efficiency. However, the return of significant organizational growth with the progress of SIIG projects, as well as growth, especially in the Snowoyelh, Yeqwethet, and Xwilxmet departments, has highlighted the need for increased funding and staff to enable the IT Department to continue to meet the needs of Sts'ailes.

IT Infrastructure Improvements and Additions:

- The Sts'ailes IT Department purchased more than \$120,000 worth of end-user equipment during the 2022-2023 fiscal year.
- Extensive data and voice network deployment at the Lhawathet Lalem facility were completed, which allowed hands-on training for newer IT staff.
- Telmexwawtexw returned to their old location with network access restored following the destruction of the old network during renovation. A high-bandwidth network solution is still needed.
- The new waterless fire suppression systems for our 2 server rooms are now operational. This will allow the suppression of fire in those buildings without the destruction of our server and network equipment.
- A tape drive was added to our backup infrastructure to create offline backups and archives that will not be vulnerable to ransomware attacks.
- A larger fire safe was acquired to increase local secure storage of archives and materials.
- IT completed deployment of Microsoft 365 to all users with multi-factor authentication. Deployment of Microsoft Teams groups to departments is on-going.

Sts'ailes IT Department's Current Status:

- The IT Department has engaged with a SIIG and MNP initiative to create a Sts'ailes Technology Roadmap to assess Sts'ailes IMIT readiness for coming projects and growth. Sts'ailes IT engagement is complete, and we await the report.
- Adam, Donald, and Mark are working to complete ARMA Information and Records Management certification.
- Mikhail Crispin has researched and priced out equipment to allow in-house production printing, which would allow the production of all professional-grade printing locally. The next fiscal year will see us seeking budgetary support



- and a physical location to house this equipment.
- Sts'ailes digital signage has been expanded with Snowoyelh and SDC joining the centralized, web-based system and adding displays to their facilities. The addition of the signage in the Sts'ailes Store, in particular, has enhanced greatly the timely communication of information to on-reserve membership.
- An initiative to update Sts'ailes websites has been carried out. Alternatives for communicating with membership in particular are being looked at (eg. a Sts'ailes app for iOS and Android)
- Sts'ailes IT continues to engage with the various SSIG initiatives to provide 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. In particular, the coming Primary Health Care Centre has been a project of focus this fiscal year.
- 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 is currently geared towards project management, and initial training was carried out.
- A water-based disaster affecting the Sts'ailes School LAN room (our off-site backup location) at the beginning of January 2023 has so far resulted in limited damage to the IT Department's equipment. Damaged equipment will be replaced through an insurance claim.

Looking Forward:

- IT will continue to work towards acquiring the needed IT budget, staff, and capacity to meet the requirements of the growing Sts'ailes organization. There are indications that there will be a restructuring and rethinking of IT organizational structure in the coming fiscal year.

Snowoyelh

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

SÍYAM SIYELYOLEXWA - STS'AILES CHILD AND FAMILY JURISDICTION

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.



Shxwelis Te Lalém

"spiritual place to call home"

HOUSING

Hi everyone, I just wanted to share a quick update on some of the projects that were completed and some that are currently underway:

All projects from 2022-2023 are 100% complete and capital completions reports were sent to ISC to close these files off. Below is a snap of 2022-2023 New Construction and Renovations & Repairs overall funded budget:

	\$4,998,916 in BMO Loans
New Construction	- \$ 1,267,980
Renovations/Repairs	- \$ 771,995
ISC Top up	- \$ 200,000
Project Admin	- \$ 49,345
CMHC Co-Investment	- \$ 125,000
CMHC Co-Investment Minor	- \$ 26,819
Total Funding	\$ 2,463,666
Total projects	\$7,462,582

(This includes Individual BMO loans for new construction)

2023/2024 – Housing has submitted a proposal to ISC for the following proposed projects:

New construction (12 units)	\$ 1,014,384
Renovations repairs (20 units)	\$ 775,672
Total funding submission	\$1,790,056
Total projects - \$ 4.7 million (New construction total cost; includes Bank loans)	
	\$ 775,672 Renovations

We are anxiously waiting for the outcome; will keep you posted once we find out.

House Sales

- Oct/ 2022 housing sold a former band rental unit to Pam/ Lindsay Point
- Congratulations to Shauneen Charlie who also bought her former band rental; housing has we've transferred title of these homes to the said individuals and the homes have been removed from our capital assets; congratulations to them both.
- Housing has also collected \$24K in housing arrears due to a recent new construction build.

Greener Homes BC

Housing is working with Greener Homes BC to have heat pumps installed into every home in Sts'ailes; our application was sent in but, we are yet to hear back on this. Super

excited to hear the results of this project. Total project cost for this is \$1.3 million dollars. (The only homes that will not qualify are the newer homes (3 years +)

Renewal Development/BC Rental Protection Program

Sts'ailes Housing is currently working with Renewal Development and BC Rental Protection to have four average modernized homes transported to Sts'ailes; these homes were up for demolition is the Vancouver, Port Coquitlam areas.

Listed below is a cost breakdown for local move:

Home Move cost	\$ 115,000
Modernization cost	\$ 150,000
TOTAL COST	\$ 265,000
LESS:	
ISC Energy Subsidy	\$ 6,000
ISC Structural Subsidy	\$ 15,000
Rental Protection fund	\$ 128,000
BC Hydro /Clean BC	\$ 33,600
Van City Credit union	\$ 10,000
Developers Demo	\$ 15,000
Developers Tax Credit	\$ 21,600
Total Revenue	\$ 229,200
Net cost to Nation	\$ 30,800

Planned location is to move these homes on Phillips Road; surveying has been completed. Meeting with Contractors for infrastructure costs. More information will follow shortly.

Former Indian Day School

Demolition of Indian Day school took place on August 3/2023. New construction is currently under way for a new triplex at the location. (Approximately 30' from former location)

Sts'ailes Housing Policy/Procedures

Plans to update the Sts'ailes Housing Polices & procedures manual/Insert amendment to Sts'ailes Housing Tenancy to coincide with Social Development and Lands Policies is being planned for late September/October; we may involve the Housing/CPW Committee for this section at a planning session. Dates Yet TBD. (We are required to spend project administration dollars from ISC right away (Housing Mgmt/ Capacity Enhancement). Looking at Amy Charlie to facilitate our session.

Adequate land is still an on-going issue for those wanting to build in the upcoming years. I've been working with Lands, who are doing an amazing job with the Land encumbrance requests. We are in dire need of that subdivision. Working on it.

On another note, it's been quite a challenge getting families to clean up their surrounding areas/yards and Old Fire Hall (this is NOT a dump site); please do your part in keeping our Community clean; together we can keep Sts'ailes a beautiful place to live.



PUBLIC WORKS

Director
Sherry Point

Public Works Manager
Pierre Joe

Capital Projects Manager
Chad Paul

Custodian Supervisor
Colleen Jules

Custodians
Kristen Joe
Violet Pennier
Violet Blain (Lhawathet)
Morgan Williams (Lhawathet)
Monica Caouette (On-Call)
Francesca Phillips (On-Call)

Lhawathet Maintenance
Dwayne Commodore

Public Works Supervisor
Jesse Hall

Public Works Workers
Francis Peters
Darcy Charlie

Public Works Maintenance
Darius Parker-Hanuse (YES program-SASET Initiative)
Xander Williams (Lhawathet-YES program-SASET Initiative)
Cameah Orgil (Lhawathet-YES program-SASET Initiative)

Sts'ailes is a fully growing organization department wide, this in turn is a need for increase of staff – recently we have re-structured within Public Works to include Supervisor staff in two different areas, which will take some pressure of the Manager so he can concentrate on important initiatives vs. daily issues/matters within their duties. Bringing on a new Capital Project Manager was necessary too, as we have many new projects to accommodate Chief & Council vision and moving forward working with many consultants. Many exciting ventures Sts'ailes is taking on, in which Capital & Public Works dept., will be involved with.

Fire Department

Our Volunteer Fire Department is comprised of a Fire Chief, and eight volunteers:

Fire Chief
Edward Carter

Volunteers

Laura Wright	Stephanie Riedl
Shawn Leon	Michael Daly
Michael Peters	Heather Louis
Natasha Bob	Darius Parker-Hanuse (new trainee)

Post covid we are now having the opportunity to bring our volunteers for training and gathering weekly – new initiatives are coming from FNESS which could support a new body to oversee what is called “Fire Smart”, that is being worked on by Public Works Manger and Emergency Coordinator.

Water Operations

We currently have one certified water operator who oversees our water systems and works with a Circuit Rider (ISC funded position), who trains our water operator monthly on different areas within water operations ie. Fire hydrant, reservoirs, our two wells, pump house systems, water line repairs to name a few. We do intend to certify another backup water operator in event our primary operator is not in for any given reason, as our water supply is so important for health and safety.

Equipment

Public Works has been allocated funds to purchase new truck with snowplow attachments and salt/sander attachments to accommodate our yearly snow falls. Also, a covered structure to store our larger pieces of equipment to protect from annual weather elements, again as our organization grows each dept needs to grow with their equipment to properly take care of infrastructure assets.

Community Buildings

Over the past year there have been a few changes or moves for different departments:

- Aboriginal Rights & Title: now are located out of the office on Sachem Rd (5084 Sachem), which Snowoyelh Dept previously ran out of this facility
- Snowoyelh: now operates out of Lhawathet Facility (16300 Morris Valley Rd), and Snowoyelh #2 (who were in 5127 Sachem Rd) also has moved to Lhawathet

- Telalem program now operates out of 5127 Sachem Rd
- Aylexw – our recreation program under health is now operating out of 4600 Chehalis Rd (beside Log Building/ Elders Bldg).

The need to increase staff to accommodate our community growth is vital, we have many future capital projects in process for new buildings, all so exciting.

Solid Waste Program

Last year a proposal was put out to ISC under a “Zero Waste Program” to access funds for a New Cube Truck, Trailer, and other equipment. Having this new vehicle and equipment will be a great addition to our Public Works Dept to use in their duties, and in our annual community clean up. We work with an outside organization called IZWTAG, which will bring training to our team in all areas of recycling and reducing waste. As you can plainly see our home count (new construction) has gone up over the past few years, so our weekly garbage/recycle days have been taking a little longer than normal – the weight of garbage has increased weekly.



The above picture shows the debris that community members have been dropping off at 5921 Chehalis Road, which is so unsightly and is unhealthy due to infestation of rodents and such. Please keep your items at your own home, this facility is NOT a dumping ground for any such items – we do have an annual community clean up in April, which all these type of items can be disposed of.

Telmexwáwtexw

"healing house"

Telmexwáwtexw Team

Executive Director

Catarina Witt

Program Manager

Warren McDougall

Admin Support

Miya Andrew

Addictions Counsellor/Cultural Wellness Worker

Connie Adams

Message from Executive Director

Telmexwáwtexw is an on-reserve centre built with roots in the Coast Salish culture and holistic wellness. For many years, dedicated Sts'ailes community members and their allies have been working to design and develop a low barrier, culturally foundational healing center for First Nations people. The primary mission of Telmexwáwtexw is to strengthen First Nations people by delivering culturally based trauma, mental health and addictions services in a safe manner to with those on their journey towards balance. Holistic wellness is addressed physically, mentally, emotionally and spiritually. Clients will be supported in honoring and affirming pride in their culture and strength in their community while reducing dependency on alcohol and/or drugs.

Healing from the effects of multigenerational trauma and substance misuse is a journey. To address fragmented care, anti-indigenous racism, services being offered far from home along with the long wait times for services, Telmexwáwtexw resources are offered in low barrier, streamlined approach. Over the last few months, the Telmexwawteww team and services have grown to now serve approximately three times more clients than they did a 2 years ago. Elder's support, guidance and knowledge is integrated through all services. Support from people with lived and living experience is also integrated through all services. We have been blessed to watch both teams grow into community and start to work towards Telmexwawteww's vision and principles. Our land-based groups, educational groups and cultural learning groups have doubled in attendance as has our client base. At Telmexwawteww Healing Centre, we are honored to be able to serve and support the people of Sts'ailes along with our relatives in the region and province as we collectively work towards a self-determined future free from the negative effects of intergenerational trauma and pain.

Key Strengths of Telmexwawteww Healing Centre

Telmexwawteww Healing Centre finds its strength from Sts'ailes people, the Telmexwawteww clients and from the land. Our vision is that each person is welcomed with open arms in a low barrier and culturally safe way. We strive to be completely inclusive when welcoming First Nations and LGBTQQIP2+SAA when utilizing the resources and supports or services of the healing centre. The foundation of the work we do is based in the medicine and culture of the Sts'ailes people. We believe in a harm reduction approach, meeting people where they are at in their journey or if they are seeking resources to support others on their journey.

- Supporting individuals in their healing journey with trauma, mental health, addiction, physical, spiritual wellbeing in a rounded approach.
- Low barrier, timely access to a variety of programs and individualized supports
- Cultural and land-based healing such as being on the land, medicine collecting, sweat lodge and sharing circles.
- Building connections and a community between participants, clients and peers.
- Individualized withdrawal management support
- Outreach services – meeting you at home, in your community, with your loved ones or 1-1.
- Family and loved one support
- Elder involvement through supports and input into cultural program development and rollout.
- Harm reduction resources and services.
- Education for community and staff capacity building through accredited organizations.
- Knowledge exchange, educational workshops and professional development

While we are providing our current service and supports shown above, the Telmexwawteww team along with Sts'ailes SSIG team continue to work diligently on planning and development of our future 40 bed healing centre. The centre will offer stabilization/withdrawal management support, long term treatment from trauma and harmful substance use as well as an opportunity to reside in supportive housing. This work is being done in collaboration with Sts'ailes community through engagement, the Telmexwawteww Advisory committee, the Telmexwawteww steering committee, the elders outreach team (Tél:exw Kw'ómkw'em Sq'ó Siyelyólexwa) and People with Lived and Living Experience outreach. This healing centre will fill many gaps in service for First Nations people on their healing journey such as providing healing, culturally safe services closer to home, reducing long wait times and reducing barriers of fragmented care.

Highlights of the past year

- Awarded Health Canada Substance use Education grant to provide 3 years of professional development for Sts'ailes members.
- Organized a day on the land for the Advisory committee involving a canoe journey and visit to the proposed new healing centre site.
- Hired new Program Manager
- Hired new Recovery Support worker
- Begin renovations on Telmexwawtexw building to house counselling, outreach and capacity building services.
- Hosted the FNHA funded treatment/Healing centre conference in Vancouver
- Started People with Lived Experience Outreach team planning and framework
- Harm reduction series
- Health and wellness info sessions
- Vancouver Pride Parade trip
- Letse'mot planning session in Osoyoos
- Capacity building
 - » Land based healing groups weekly
 - » Sweatlodge twice a month
 - » Increased client caseload
 - » Wellness groups starting
 - » Courageous conversations have taken place within the region
 - » People with lived and living outreach team development started
 - » Elders Outreach team development started
- Began planning on OAT clinic

- Moving towards a concrete monetization plan to start Telmexwawtexw centre development.
- Built a new sweatlodge.
- In our AA group started within Sts'ailes, opened up group to others in region. Attendance has moved from 1-12+ members weekly. Now running 2 12 step groups weekly. Members are celebrating sobriety birthdays.

2022-2023 Supports & Services

- One-On-One Counselling
- Harm Reduction Supplies and Education
- Traditional healing medicines
- Land-Based and Cultural Groups
- Education and Clinical Support Groups
- Transportation to Support Resources and Knowledge Exchange
- At home withdrawal management support
- AA Meetings
- Connections to resource and knowledge exchange
- Addictions physician and OAT Clinic

The Future Telmexwawtexw Healing Centre

- Withdrawal support clinic in community and in the healing centre to include day programming and medical support
- Elders and PWLLE outreach group and integrated support in all programming
- Family counselling support groups and family reunification
- Withdrawal management day programs and medical support
- Clinically based day treatment
- Fully supported aftercare recovery home supports and accommodation.



- Breaking ground on new build beginning of 2024, completion of build and beginning of programming 2026
- Below is the future Telmexwawtexw Healing Centre design included in the feasibility study created in collaboration with MGA and LTA associates.
- The current feasibility study will be broken up into the three phases of the centre for funding purposes.
- We are working with our engineering support team to ensure that Sts'ailes values/vision as well as Health Canada accreditation, licensing standards, and design standards are met.

Cultural facilities included in the space will be a Long House, a Sweat lodge, a traditional medicine garden and a healing walking path.

Phase 1

8 Beds

Traditional name to be confirmed

A range of culturally foundational services including detox and stabilization supports. Working with those in the very beginning of their healing journey from trauma or substance misuse to those farther in their journey as well as support for their loved ones. This is also where land based and wellness groups are offered along with knowledge exchange and professional development.

Phase 2

10 Male Beds

10 Female Beds

3 Couple Beds

Shxw'eyelh (to be healthy)

Bed based culturally foundational treatment and healing for First Nation people to continue to find strength on their healing path from trauma and substance misuse in a safe community-based way. Through carefully developed therapy experiences that build on existing strengths and aspirations, each participant discovers their own unique pathway for continuing recovery.

Phase 3

10 Beds

Traditional Name to be confirmed

A safe place to continue working on the longer term goals of the healing process with the continued support of the Telmexwawtexw community and resources. This phase would allow participants to "give back" to the centre and include supports such as employment skills enhancement, education, family and community reunification and reintegration planning.

Sts'ailes community and regional communities have been engaged throughout the feasibility and design process to ensure reflection of detox, treatment and aftercare needs.

Current Funding and Grant Commitments

FNHA Treatment Centre funding - continues at continuously set amount to fund the Telmexwawtexw Healing Centre current operations and is providing fiscal project management support in kind through unused operational funding.

Harm Reduction Grant - applied for and received from Central FNHA = \$50,000

- Being utilized to equip our knowledge exchange library, run family support groups and prepare a series of supportive videos to share through social media and web-based promotion.

First Nations Healing from Trauma Grant - applied for and received from IRSS/Central FNHA = \$50,000

- Being utilized to fund our elder outreach team workers when they are supporting Telmexw clients in programming or 1-1. Also supplements the cost of Elder's outreach team meetings. Will fund our People with Lived and Living Experience team as we move to provide two fully operational culturally and community-based outreach teams.

Vancouver Foundation - applied for and awarded Land based funding - \$25,000

- Being utilized to enhance the existing sweatlodge area with an oven that allows for the fire for sweatlodge to be started anytime of year, an improved wood shed, wood cutting equipment and kindling storage. Also to provide some tree clearing for safety and seating for participants.

Fraser Salish FNHA - applied for and received \$25,000 for PWLLE honorarium support

Being utilized to support the costs of engaging and utilizing peer expertise in the development of the future centre and to create the PWLLE outreach team with a vision to provide peer based support 24 hours a day - 7 days a week in various locations though the region.

BC Healthy Futures - applied for and received \$35,000

This grant was utilized to support the 12 FNHA funded treatment centres to gather in Vancouver for 3 days of culture, wellness, connection and capacity building for the leadership of the centres as well as a banquet for potential stakeholders and funders within the province to develop

relationships with the Society members and learn more about the importance of culturally foundational healing centres.

Funding Discussions and Commitments

- FNHA has committed to capital contributions for the new build with totals reaching the goal for phase 2 completion.
- Fraser Health Authority in engagement discussions for Phase 1 capital and operations funding in both transitional operations and for future Telmexwawtexw healing Centre.
- BC housing and CMHC engagement for Phase 3 Aftercare housing and supports.
- ISC engagement and strategizing for site servicing requirements
- Federal and Provincial Corrections engagement for treatment support services and possibly capital.
- Discussions and support has been indicated through Federal government officials and Provincial Government Ministers. Actual funding commitments have yet to be set.
- Sts'ailes has agreed to support a monetization strategy

to have the center built and operational in the projected timeline in collaboration with various governmental funding stakeholders.

Key Milestones for 2023 - 2024

First steps to milestones 05.31.2023

- i. Project Charter FNIIC
- ii. Design Phase funding for all 3 phases
- iii. Funding for separate feasibility studies each phase
- iv. BC Housing plans on funding Aftercare Housing planning and feasibility
- v. Regular Day programming running
- vi. NVIT Indigenous Holistic Wellness Worker course running

Key Milestones to 03.31.2024

- vii. MBA signed with General Contractor
- viii. Capital Funding for Treatment secured
- ix. Capital funding for withdrawal management secured
- x. Partnership with Corrections secured
- xi. PWLLE outreach team running and operational



To:tilthet te Shxweli
"spirit of learning"

MESSAGE FROM THE DIRECTOR

To Our Parents/Families and Communities

It seems that with time the days and months move past us so quickly. What seems like the first day in August 2022 is closing in on our final day of June 2023.

There are so many accomplishments, goals being exceeded, funny moments and cherished memories from each grade. It is amazing to witness the excitement of a child learning to read, learning to count, experiencing field trips to the zoo, a pumpkin patch or a corn maze. Students are learning about robotics, coding, the environment and the ever changing world of technology.

Preparing youth for life after their formal school days is both challenging and immensely rewarding. The smiles, the cheers and sometimes the tears all come together to make an amazing learning experience for everyone.

I thank our staff for the commitment to the children. I thank our Committee and CAO/Chief and Council for the tremendous support for what we do. Most of all, I thank our families for supporting their community school and allowing us to do what's awesome for kids.

Sincerely,

W.F. (Bill) Dietrich | Nanuqw'tel
Education Director / Principal

STS'AILES EARLY EDUCATION CENTRE

Programs & Services

Sts'ailes Early Education Centre (SEEC) is continuing to grow with each coming year, the facility is currently servicing 34 families with an enrollment of 54 children. This year our centre became a \$10 a day facility, with efforts to make childcare more affordable across the province.

We have welcomed and mentored new staff as they learn about Sts'ailes and offer new early learning knowledge. SEEC educators continued learning and developing their skill set through professional development. Our facility has added a Janitorial/Maintenance position to help with the health and safety of our growing facility.

Children accessed not only holistic learning experiences, but also nutritious food, speech and language services, child development support, and the Child Oral Health Initiative (COHI). Our educators continue to incorporate the Halq'eméylem language into our daily routines. SEEC Manger is a member of Many Voices, One Mind, an Indigenous Early Years network.

Our facility has received many upgrades this year, including a new Kitchen in our 20 year old main building, a lighting

Sp'oq'es - Preschool



upgrade from aged fluorescents to LED's in 3 classrooms. Commercial Dishwashers were installed in all 4 programs as well as Air Purifiers to help keep our environment as safe as possible as we navigate Covid-19 and the ongoing Flu Seasons.

What's happening on the outside? Split Cedar fencing was installed around the perimeter of our future learning forest. Our Area 3 Playground was expanded to include a large Asphalt bike park, a set of swings and 2 climbing rocks. A large space was left for the future of adding a Mini Gymnasium to accommodate future indoor events and enhance the gross motor play in children aged 0-5. Summer of 2023 you can expect to see a major expansion to our current outdoor play spaces, with a new playground rated for children ages 0-12 being placed in the front yard of our facility, and a brand new baby Playground to accommodate infants and toddlers in our backyard.

SEEC staff will continue to use the knowledge we gained this year to continue building the quality and capacity of our early learning programs.

Chitmexw - Out of School Care



P'esk'a - Infants/Toddlers



Qw'sit:sel - Wee 3's



Kitchen Before



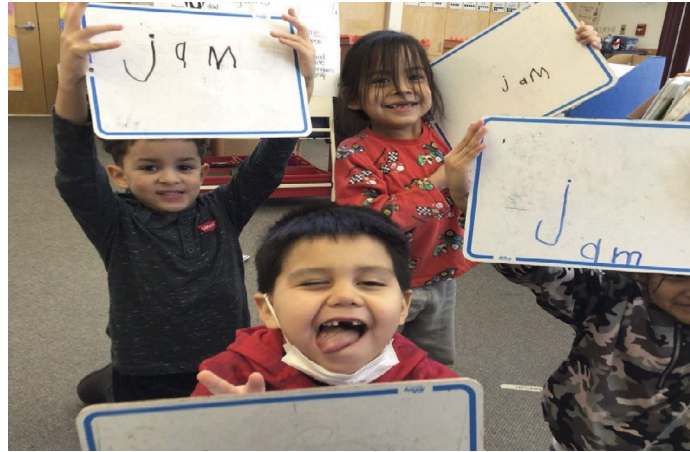
Kitchen After



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. We have learned letter names, sounds, blending sounds and reading “tricky” words. It is so exciting to listen to them sound out words and read for the first time! We have read many different types of books but our favourites are the class books we write and illustrate ourselves using “Sound It Out” spelling.



Our Math Program provides a wonderful Hands-on approach to learning all about Math. We rotate in small groups in the morning. Using games, manipulatives and visuals, the students are able to see the Math they are learning about come to life.

Science and Social Studies have been the highlight of our Kindergarten year! We had so much fun learning about all the different topics introduced to us in the Read Well Program. We learned about Spiders, insects, creatures from under the sea and even had Penguins visit our classroom all the way from Antarctica! We learned about different types

of reptiles and even got to touch and hold them when Mike, The Reptile Guy, visited our school! It was so amazing to watch as the students showed their bravery and gentleness when touching and holding the reptiles.

The Kinders always look forward to seeing Mr. Arthur (our PE teacher) and Xoyetlha (our Culture teacher). Each of these classes created new and exciting memories and adventures for the Kindergarten students. From making our Grinchbusters movie for our Christmas Concert to our Gingerbread Man Hunt to strutting our stuff for our 15 Seconds of Fame videos, the Kindergarten class has had many fun experiences in and outside of the classroom!

Grade One

The grade 1's have been very busy this year. They studied Language Arts, the Read Well reading program, Math, science, Social Studies, Health, Library, Art, Halq'emeylem, and P.E. It is such a joy watching the students learn how to read and try their best. We adventured on many field trips including: the pumpkin patch, Blue Heron reserve to learn about insects and then again to learn about frogs, Go Bananas, swimming multiple times, the Eco-farm, Harrison Beach day, Scowlitz water park, and Greendale acres to learn about composting. We were able to share the field trips with kindergarten through to grade 3. What a great way to meet new friends.

The grade 1's took part in many different activities and events throughout the school year. They grew sunflowers, helped with the school garden, made Leprechaun traps, collected garbage numerous times to keep our world clean, attended reptile day, played in sports day and attended the school carnival. We kept a close eye on the life cycle of salmon thanks to the Lalem class. The grade 1's loved taking part in the monthly Art day.



The grade 1's supported each other in class, worked together on crafts and projects, and played with each other during recess and lunch. They learned how to be responsible while eating in the cafeteria and how to clean up after themselves. The students spent time with the school counsellors where they learned about 'ouch touch, private touch and safe touch'. They also worked very hard in class learning about feelings and how to self regulate. We practiced many different types of breathing. We focus on using 'green' positive thoughts. The grade 1's are often using their manners and are very keen on helping others out. The grade 1's have had such an exciting year and they have grown so much! What a fantastic year of learning!

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

-Love, Ms. Coppola, Teacher Jenn & the Grade 1's

Grade Two

The Grade 2 class has had a great year full of learning, building friendships, and going on exciting field trips. Some of the field trips we got to go on included: Blue Heron Reserve (learning about frogs and then again for insects), Pumpkin Patch (learn about pumpkin life cycle), learning about Reptiles from the Reptile Guy, Swimming at the Mission Pool, Eco Dairy Farm (cows, farming and plants), Go Bananas (indoor playground), Green Acres Farm (chicken life cycle, composting and planting), and ending the year swimming and having fun at Scowlitz Water Park and Harrison.

Through our Reading Mastery Program and Phonemic Awareness, the grade two's worked hard at becoming more fluent at reading and writing. This year, we focused on sentence structure, story elements, writing conventions and figurative language. We also learned about non-fiction books and text features.

In Science, the grade two's learned about various animal, plant and insect life cycles, the water cycle, chemical and physical changes to matter, and types of forces. We had a lot of fun doing many science experiments as a way to learn concepts, including: water cycle in a bag, baking soda and vinegar volcanoes, pop rocks balloon, growing sunflower plants, gravity ball experiment, and pretending to “ice-skate in our classroom” as a way to learn about friction.



In Social Studies, the grade two's learned about community helpers and jobs in the community, various communities around the world, mapping, Christmas traditions around the world, Inuit culture and art, how to take care of our environment and rights and responsibilities in Canada. Our class learned about these concepts through YouTube videos, art, and various activities.



In math, students learned various concepts through our Saxon Math Program. Every morning, students participated in our classroom morning meetings. Through this, they learned days of the week, months of the year, temperature, patterns, counting money, and learning to tell time. Overall, it has been a great year! Lots of memories and friendships were made and it has been so wonderful to see their growth from the beginning of the year to the end.

-Mrs. Reagh, AJ, and Elliot

Grade Three

Grade three has become an amazing classroom community and a flexible learning environment that meets our wide range of needs and abilities. We encourage humility, kindness, and a growth mindset. Starting off everyday with a positive message, reminding ourselves that we have the power to handle anything that might come our way and that each day is a new opportunity to do better than the day before.



Through our learning we have developed a love for nature and taking care of our planet through advocating and being a voice for living things that cannot speak for themselves. We've learned how forces of nature can alter landscapes over time as well as how living things, including us, interact, are interconnected and depend on each other in those landscapes. The grade three class is passionate about all animals and enjoyed getting to learn more about them through experiences with Blue Heron Nature Reserve, Raptors Ridge, Abby Eco Dairy, Greendale Acres, Wild Education and the Greater Vancouver Zoo!

Grade three has been full of lessons, from taking part in reading and writing programs, working on fractions and telling time, to learning about tree-falling, showing appreciation and how to make missing posters when your class's stuffed tortoise, Sheldon, goes missing. Our class has learned about careers, teamwork and responsibility

through participation in classroom jobs such as kitchen manager, mail delivery, iPad technician, gardener, supply distribution and the clean-up crew. By completing class jobs, students earn points which can then be used to buy items or classroom rewards from the class store. Through this students worked together to purchase themselves a few games afternoons throughout the year.

Our students have the honour of attending school in the community of Sts'ailes, which has given students the opportunity to engage in cultural activities on a regular basis. These activities include daily prayer, weekly Halq'emeylem language classes, drumming and drum making, food preservation, dancing and participating in ceremonies such as Orange Shirt Day walks, naming and ground-breaking ceremonies. These experiences tie in beautifully with BC's grade three social studies curriculum by allowing students to witness, first hand, how traditional knowledge is passed on through the sharing of oral history, traditions and collective memory.

Another focus in grade three has been health and taking care of our minds as well as our bodies. We placed an emphasis on your body needing to be nourished in order to learn, resulting in our "Breakfast Bin" stations; where students are provided an opportunity to eat a bowl of oatmeal while participating in a small learning activity to start off each day. Students were provided lessons regarding personal hygiene and had access to items such as hairbrushes, toothbrushes, soap, etc. We also participated in Social Emotional Learning lessons where we learned about making safe choices, emotional awareness and wellness,



anti-bullying, and worked with equity to bring this into our everyday activities. The students are amazing at supporting and understanding each other's needs inside and outside of the classroom.

Celebration frequented our classroom. On top of books under our classroom tree, Easter Egg hunts, the Birthday Chair, Celebrations of Strength and earned classroom rewards we had Thoughtful Thursdays; where we would choose a member of our school who deserved to be celebrated or thanked and found a way to let them know how impactful and important they are. We made gestures like baking pretzels for our school chef and sponsoring an elder for Christmas as well as found small ways to show our gratitude like hugs, cleaning up the bus at the end of field trips and making schoolyard bouquets.

It has been a wonderful year full of learning, teamwork and exploration in grade three. As your child makes the transition from grade three to grade four it is important to keep up the skills learned over the year. Ask your child to read you the time or tell you the date, quiz them on spelling and math facts, have them read to a sibling or family when visiting this summer. Have them show off how brilliant they are!

It has been a pleasure witnessing how much the grade three class has grown over such an extraordinary year! We hope you have a magnificent summer!

-Ms. Campbell & Teacher Chelsea

Grade Four

This year has been filled with learning a lot of new concepts and having fun at the same time. One of the students favorite things to do each month is to celebrate birthdays where they get to enjoy eating cake and have the class sing them the "Happy Birthday" song.

Our class has attended many exciting field trips such as; Wild play, extreme Air and the Pumpkin Patch where students practiced their team building skills. 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, this is why we as the Grade 4 class choose the month of February for the front bulletin board at the front of the school. We also had the opportunity to conduct an archeological excavation with Morgan Ritchie (the Archaeologist from the Band office), the students enjoyed their time out on the land learning how to excavate and find artifacts that were left behind from the Sts'ailes ancestors 3,000 years ago. The class learned how the fur trade had intended and unintended consequences, which also led to the Seven-year war, along with how laws that were implemented by the Government has impacted First Peoples not only in the past but present time as well.



The grade 4's had learned how to make an important Coast Salish culture regalia, which is weaving headbands, which are used in cultural ceremonies. Students enjoyed science this term where they had the opportunity to conduct many science experiments while they learned about Energy, matter, and how the moon and sun affect the Earth's axis. Ey tel sqwálewel kw'els lwetslolo in the new school year.

-Mrs. Wenman

Grade Five

The Grade 5 classroom had many highlights and happy moments this year! These memorable moments included learning experiences, class and school events, and field trips. Grade 5 is an especially important year for the students as they graduate from Elementary School and, as such, we made sure we made the most of it!

G5 students took many classes this year including: Reading Mastery, Math, Language Arts, Social Studies, Science, Health, Library, Art, Halq'emeylem, Drama and, most favoured of all, P.E. In Reading Mastery they improved their reading, comprehension, and writing skills. In Math they progressed through the Saxon Math program. They were also introduced to logic games including a variety of puzzles and chess. Language Arts introduced novel study, poetry, paragraph writing, and the writing process. Students especially enjoyed writing short stories and reading them to the Kindergarten class.

Science and Social Studies were filled with hands-on learning activities. In Science, students conducted labs and environment conservation efforts, including Friday playground clean-up and salmon release at Chehalis River. For Social Studies, students learned about Canadian human rights, immigration, natural resources, and government structure. They conducted research, presented political campaigns, and met with Chiefs and Council Members from Tzeachten and Sts'ailes.



Health and Art were also weekly courses. In Health, students learned about social and emotional awareness and regulation, the process of puberty, and how to be strong role models, lead by example, and prevent bullying. Students strived to be safe, respectful, and responsible. The students also loved Art class. They made 2-D and 3-D pieces and learned a variety of techniques. They sent their favourite art piece of the year to the Ranger Station Art Gallery for viewing. They also participated in monthly Fine Arts moments with different teachers. As the G5s were an energetic and eager bunch, they were also ready to participate in class and school events. We had class parties for birthdays, Halloween, Christmas, and learning milestones. Students also participated in soccer tournaments, the Terry Fox Run, school sports teams, and the Christmas and Spring concerts. In class we had pajama day, crazy hair day, and wear-your-favourite-outfit day. Fred, a stuffed llama, also became our class mascot for the year. The students loved Fred, and Fred was a part of all our classroom moments.

The year could not be complete without team-building field trips. This year's field trips included: Teapot Hill, Maan Farms Pumpkin Patch, Extreme Air, Skating in Hope, Swimming in Mission, Tubing at Sasquatch Mountain, the Greater Vancouver Zoo, Chehalis River Hatchery, Wild Play, and Harrison Lake beach. During these field trips we had the chance to pair up and spend time with G3, G4, and High School students. What a great way to create friendships!

The G5 students truly bonded throughout the year. They supported each other in class, worked together on projects, and played class games during recess and lunch. They especially enjoyed the game Bumblebee, swinging on the swings, and playing in the field together, no matter the season or weather! What a fun-filled Grade 5 year!

Happy Graduation!

-Ilona Kende & Clint Purcell



Grade Six

Reflecting on this year, I am reminded of the many challenges we faced as a class, but I am also filled with pride and admiration for the growth and progress my grade 6 students have made. We've tackled a lot of challenges, celebrated many triumphs, and grown together as a learning community.



During this year, the grade 6's explored a wide range of subjects and topics, including social studies, science, math, language arts, and more. They focused on developing essential skills like critical thinking, problem-solving, communication, collaboration, and creativity. They were encouraged to take ownership of their learning and pursue their passions.

The students worked hard on developing essential skills that will help them succeed in their middle school education. We focused on refining their writing and reading abilities while also developing their critical thinking and problem-solving skills. Projects featured creative elements such as collaborative presentations that fostered group-work skills development and confidence building. Overall, there was intense interest and effort that led to improvements in individual skills and overall creativity and confidence levels in the class.

The students went on some amazing field trips, engaging in hands-on learning experiences that allowed our kids to connect with the world around them. These trips included a

rock and gem show, swimming pool fun, laser tag, bowling and more. They worked hard to create a supportive, inclusive, and nurturing classroom environment that fostered growth and development.

Overall, it's been an unforgettable year full of growth, discovery, and joy. As we bid farewell to this school year, I'm excited to see what the future holds for my students, and I'm grateful for the privilege of having been their guide and mentor on this journey of learning and growth.

-Mr. Aurthur

Grade Seven

What a year it has been for myself and the grade 7 class/students. We have all come a long way this year and I have seen tremendous growth and development throughout the school year.

The grade 7 class has participated in a number of learning activities this year. We started the year off by creating a maze for our class pets/guinea pigs (Thor and Oreo). They also created their very own pumpkin pinatas for Halloween. AMer reading the Novel Hatchet and Brian's Winter, the grade 7 students completed their very own wooden float plane designs and when winter came, they all had fun building "Camp Hatchet!"

We have had weekly cookouts, shelter creating class and even played giant games of capture the flag. Throughout the remaining part of 2023 the grade 7 class went on several field trips, participated in various science experiments and in general kept very busy! What an amazing and interesting year if has been for all of us!



Thanks for the great learning opportunities and memories grade 7 students!

-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!



Together they learned how to be independent thinkers and self-sufficient workers. This year allowed each student to get out of exactly what they put into their academic year. Those that succeeded above and beyond did so by putting forth the effort required to thrive. Those that may have struggled with the 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. Jacqueline Hughes

Grade Nine

Wow, the first year of high school is now done! This year students bridge the transition from middle schoolers to highschool students and begin a schedule that will prepare them for the expectations of the literacy and numeracy exams, as well as life skills preparation and university entrance expectations.

Grade 9 students are required to take six subjects: English Language Arts, Health and Life Skills, Mathematics, Physical Education, Science, and Social Studies.

They can choose from additional elective subjects to round out their curriculum and give them a better idea of interests beyond academia. This year students studied various areas in preparation for grade ten.

In English, students worked on academic and creative writing, they learned narrative structures through short stories and novel study. Students learned about characterization, plot structures, writing techniques such as building tension and conflict, as well as the starting block of moving beyond comprehension of a text into literary analysis. Grade 9 students examined ideas, experiences and information from points of view that differ from their own. They discussed how different people take away different meanings from the same material. Using different sources of information, they developed their own opinions and impressions.

In Science, students studied units on body systems, ecosystems, biomes, molecular theory, energy systems, and the solar system. Students studied the three main branches of science, biology, chemistry and physics. They began to unravel the significance of DNA in genetics—including its role in determining traits like hair colour—and identify the scientific and technological advancements that led to human exploration of the moon and beyond! They were energized as they problem-solved and experimented with electricity and evaluated the benefits and impacts of energy use. They will continue to develop as a scientist as they conduct and analyze chemical reactions and apply their understanding of chemistry to the world around them.

In Math, students began working on algebra; including inverse operations, integers, variables, inequalities, roots, decimals, polynomials, and factoring. In grade 10 students will take the numeracy exam which will set a benchmark for students as they continue to study math in grade 10 and 11.

In Social Studies 9, students discovered the important influences that government and economics have on our lives. They focused on the rights, roles and responsibilities of citizens in decision-making processes and in the Canadian justice system. They explored issues related to immigration and considered the impact of economic decisions on the quality of life experienced in Canada and in the United States.

PE students participated in dance, games, sports, biking, running, individual physical activities and activities outside of school, such as aquatics and outdoor pursuits. Through active and safe participation, they learned what an active lifestyle involves and how their physical and emotional health will benefit from physical activity. They also discovered how positive interactions, through fair play, leadership and teamwork, make physical activity more fun and productive.

In Health and Life Skills students took charge in encouraging their friends, their community and your family to live a healthy lifestyle. They looked at laws in place about health and safety and whether they thought changes should be made. Addictions and unhealthy relationships are studied more deeply. Students looked at their career goals too, learning that working as a volunteer could lead to a great job in the future!

Electives

ART: A variety of tools, materials and media are used in the junior high art program. Students expressed their feelings, thought artistically, valued the act of creating art and value art forms. They were able to draw and create, and explore the art that others have made.

Drama: Students played a variety of dramatic roles to develop skills in acting, improvisation, movement and speaking. They studied the elements of drama and theater, including the many aspects that go into staging a successful production, such as stage construction, sound, lighting, makeup, costumes, sets and props.

In First Nations Languages, students increased their awareness and appreciation of the Halq'eméylem language and culture. Throughout the program, they learned about Halq'eméylem culture and developed their language skills. They applied the language in a variety of contexts and situations. Strategies developed will support language use, language learning and cultural and general learning.

Outdoor Education: Students went beyond the school walls to explore what they can do outdoors, to learn more about the environment and to understand their role in protecting it. They learned to appreciate life in all its forms and understand basic ecological processes. Through various outdoor activities, they developed skill, judgment and confidence in, and sensitivity to the importance of taking care of their environment.

Grade Ten

The end of the 2022/23 school year is upon us! Grade 10 students were asked to recount their most memorable moments and classes from the year. Here are some of those memories:

"Snowboarding was probably the main thing I remember the most! Whistler was too! I also remember rock climbing, but the most fun I had was swiftwater rescue training."

"My favourite memory this year was going to Whistler for snowboarding, and just snowboarding in general"

"Skills training was definitely a privilege, and I was glad to be a part of it"



"My favourite class this year was definitely English and Guitar! Guitar was fun!"

"Snowboarding was so much fun! I had a few bruises from learning to board, but it was fun! My favourite class was leadership!"

"My favourite class is probably guitar, because I'm getting to learn how to play some of my favourite songs!"

Grade Eleven & Twelve

This year our grade 11 and 12 students have spent the majority of their time in English and Social Studies classes 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. They have also been taking Anatomy and Physiology as well as Halq'eméylem, Phys Ed, Career and Life Ed, and Elective courses such as Film, Music, Art, and Athletics. Our grade 12s have also recently been preparing for the Provincial Assessments which the students will write at the end of the year.

We are also fortunate enough to be going on a few fun field trips in June to relax and celebrate our accomplishments this year. Also we are extremely proud of one of this year's graduates, Destinee Charlie, who will be attending the University of British Columbia in the fall!

Congratulations to all the 2023 Grads!

Lalem

This school year Lalem has had an academic push, balanced with a fun social environment that has enabled students to grow in different areas of learning as well as allowed space for our shy students to blossom.

Students have increased reading skills. They can read with more expression and pay attention to punctuation while reading aloud. They make great connections to personal events and knowledge. Spelling, printing and the speed of written output have improved with guided written activities that match the reading lesson. Handwriting has greatly improved from almost illegible to perfect upper and lower-case lettering and spacing. They are now reading for understanding and can talk about what they have read. Vocabulary has increased, learning more technical and scientific terms as well as historical people and events through guided reading activities. Our more advanced readers have found a love of reading through the novel study *The Hazelwood* and are gaining an understanding of how literary devices make writing more interesting. Many are learning tricks to self-correct. Our beginning reader now knows most uppercase and lower-case letter sounds and is beginning to sound out words with minimal support. This student now has a word bank of approximately 20 words.

All Lalem students talk about happenings in their life casually with each other and with their teacher or other staff. They also share in morning circle. This is a huge improvement from the head nods or no form of communication at all that was happening at the start of the year. Some senior students have been making friendships with students outside of the program and that has affected their emotional health in positive ways. Students communicate with peers for help or guidance if the teacher is busy. This is doing wonders for their social emotional growth and connection to what's happening in the real world around them. One student mostly talks about skateboarding – thank goodness I have knowledge in that area! I love seeing the spark of excitement in wanting to learn a new trick or talk about great places to skate. One particular student has never had trouble speaking up, but now is learning to take a pause and think about what they are saying before they say it. This communication skill is not easy for even some adults to do!

Lalem students have also gained independence in caring for self and space through monitoring, cleaning and feeding salmon and tanks, watering and pruning the classroom plants, and keeping their binders and classroom supplies

organized. One student is especially helpful in the drift cart: making sure supplies are always stocked and offering to do recess sales when the student whose job it is, is away. Students are much more independent, (mostly) noticing when a mess is made in the classroom and are willing to clean it up right away.

Leadership

Leadership students are also gaining skills in motivation, how to be self-starters and independence in task/project completion. One student has been extremely helpful in maintaining the school garden, researching plant care when needed, and adding their own expertise. Another student was our official popcorn maker for movie days and has taken on leadership over the balloon dart for carnival – even purchasing the darts on their own time! They are always one of the first to offer to help and have gained motivation over the course of the year. A different student's enthusiasm and positive energy helps classmates get excited about projects. They use their artistic talents for poster making and are looking forward to being the lead face painter for the carnival. Another student was one of the first students at the start of the year to roll up their sleeves and get to the dirty work when necessary. Even with various personal challenges, they complete their jobs with a good attitude and solid work ethic. A younger student uses their math skills to help the class quickly solve problems and likes to find their role in various tasks and activities. They have taken the lead on much of the carnival munchies and used previous knowledge of cotton candy sales to help with the purchases and to test the machine. This student often signs up for extra jobs and will even volunteer lunch hour time. A couple students have taken over juice box recycling during classtime and gained the leadership team, not only money in returns, but also have contributed to lowering our school's waste.

Many of the Leadership and Lalem students have and will continue to gain invaluable skills that will aid in future life endeavors.

Box Class

Students in the Box Class had a very busy year but also a successful year. Congratulations to: Connie Thomas, Gavin Brandy and Ocean Felix on your Graduation! Wishing you all the best in your future!

166 Certificates in High School Skills Training:

- OFA First Aid Level 1
- Snowboard/Avalanche/Tree Well Safety Training



- Top Roop Belay
- WHMIS
- Customer Service & Cashier Training
- Foodsafe
- TCP
- Mountain Skills
- Swift Water Rescue

13 students participated in 3 months of Snowboard Training at Sasquatch Mountain and ended the season at Whistler Blackcomb.

BC Construction Foundation

The BC Construction Foundation sponsored part of this year's skills training; driving lessons with All Nations Driving Academy and a one week Aviation Discovery Camp.

Volunteering

Besides daily work in core subjects, students volunteered weekly in the Kindergarten class to help with printing, reading books, and PE Class. Students also helped at the Elder's Christmas Dinner, Sts'ailes Soccer Tournament, Christmas Gift Wrapping, and SCS Food Hampers.

-Cheryl Charlie, Dano Chase, Eva Frick

Student Support and Counselling

Mental and Emotional Well-being is just as important to us as breathing. Our Student Support Services Department provides various support services to our students from Kindergarten to Gr. 12.

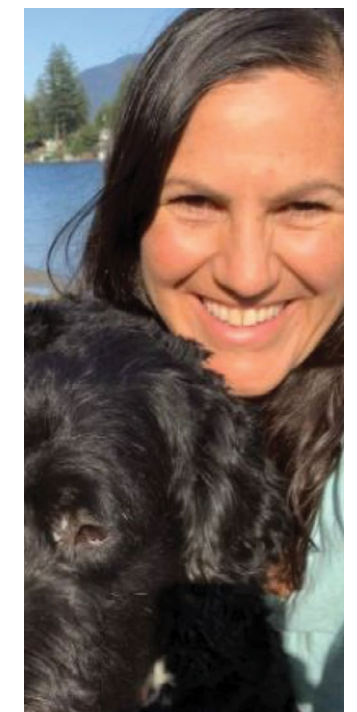
Ms. Amy Charlie, is the School Counsellor. Ms. Amy has her master's degree in counselling along with many training skills. At the school you will at times see Ms. Amy with her two daughters and dogs Luna and Bailey.

Ms. Leah is the student support worker. Ms. Leah is currently working towards her BA degree in the social work program at UFV. You will see Ms. Leah walking the halls with her beloved dog Rosie and recently to join the family is Ms. Maisy who has joined her many times to meet the students.

What We Provide To Our Students

Snack Shack - We provide our students with breakfast daily, snacks at recess and one day per month we do Hot Breakfast PANCAKES for the whole school and we also do popcorn and hot chocolate Fridays and just recently we started to do end of the week ice cream sales.

Safe, Open & Caring Environment - The Student Support Centre is open to all students who need a safe space to talk, have quiet time or hang out with friends. We ensure and encourage all students to utilize this space and make it their own. We have a cozy hangout corner, table for activities/ having lunch, play corner, and of course our snack area.





Halq'emeylem

Throughout this year, the students continue with prayer and the calendar which includes saying the month, days of the week and numbers in Halq'emeylem. Senior students learnt how to prepare for ceremonies such as a groundbreaking and a naming ceremony. There have been many units covered this year and we most enjoyed learning the Halq'emeylem words for some of the plants used to make salve medicine. Students began noticing plants within and around the school grounds and at home. Some of the students took the information home and had family involved in using certain plants like the inside of a dandelion stem to help rid of warts and picking and creating teas at home. One student went home and made dandelion honey with his family.

Students have learnt the Neighboring communities and their meanings in Halq'emeylem. Students were to introduce themselves and greet each other in Halq'emeylem. The students have learnt all about feelings. Asking the question "How are you?" in Halq'emeylem and to respond back in halq'emeylem.

And much more, we had an exciting year this year at Sts'ailes Community School. *Éy cha te swayel. I'eyós te Temkwók'wes.* Have a good day. Enjoy your Summer.

-Xoyetlha Point - U a la la Paul

Physical Health & Education and Athletics

The 2022/2023 school year has come to a close and the students are ready for summer. In P.H.E (Grades 6-12) we covered many skills, topics, and activities over the course of the year. We started the year with fitness activities and soccer related skills/games. Our grade 4-7 soccer team competed in the school run tournament put on by Sts'ailes and finished first overall (Great job team!).



Programs, Classroom Activities & Counselling Support - Ms. Amy and Ms. Leah provide many services to the students. We provide 1-1 counselling-building connection with students who need the support or to those who request time.

In the classrooms we provide various number of teachings such as:

- Safety Program K-Gr. 3 (Safe, Private and Ouch touches, unsafe and safe secrets)
- Health classes Gr. 4-9 (puberty, healthy relationships/ friendships, online safety, bullying, social emotional regulation and much more)
- Girls and Boys Groups - offered to classrooms (Leah Girls & Amy Boys)
- Provide lunch time activities/Groups:
 - » Rainbow Group LGBTQ2++
 - » Nature Group
 - » Drum Group - with Troy Charlie
 - » Stress Busters (Art therapy) - learning to cope with life stressors



Moving into fall we focused on net sports (Volleyball and Badminton). The students really enjoyed the badminton component and learned skills such as "drop shots," "clears," and "overhead attacks." The grade 4-6 Volleyball team competed in the annual volleyball tournament held at Agassiz Christian School and placed a respectable 3rd place.

Moving into the winter we learned a variety of sports and skills. First off we did Lacrosse, followed by Basketball skills and games. We also had the privilege of having a self-defense course offered at the school (the students really enjoyed this). Our grade 4-7 basketball team practiced regularly and finally got the opportunity to play a game against Kent Elementary School (fun was had by the players).

In the new year we focused on Fitness levels and some ball games and invasion games. Lunchtime intra-mural games consisted of Dodgeball variations and games of Capture the Flag. Moving into Springtime we focused on Fitness, Ultimate Football, Ultimate Frisbee, and Baseball/ softball skills and games. The students have also had some opportunities to use our school mountain bikes and go for rides in the community and surrounding areas.

Health class consisted of learning about Physical Activity/ Physical Fitness, Barriers to physical activity, understanding physical exertion levels, Basic Nutrition, Balanced Diets, Mental Health, and Making good choices, and substance use/abuse.

Athletics (Grades 9-12) "Fitness and Conditioning" class is an elective class offered where students get to work toward their personal fitness goals in a weight room setting. Students challenged themselves regularly trying to improve upon their personal lifting records and even got a bit competitive with their peers to see who could lift the most. This has kept them very motivated each time they have

class (twice weekly for 1.5 hours). We also covered topics in Athletics such as, "Energy Systems," "Program design," "Fitness Myths/Fads," "Basic Nutrition," "Musculoskeletal Systems," and the "FITT and SAID Principles."

This has been a very successful school year and having the students learn skills in fun game settings has been more successful than a traditional skill based learning environment.

Film & Drama

This year the grade 2-5 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 creatively express their ideas and emotions.

The secondary 9-12 film/drama class took on several projects this year. The students took a leadership role in filming various events around the school, and then edited that footage together with sound and captions to share with our families and community. The students were also responsible for recreating a silent movie to showcase in our community Christmas concert. Some of the other projects students worked on were: a short film where they had to use cinematic techniques to develop suspense, as well as creating a "mockumentary" outlining the day to day musings of a high school English class.

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 the only place students can shine at school, so it has been an amazing experience to watch students realise their strengths and gain confidence in the drama room!



S.C.S. Resource Team

Jeannie Leon - Teacher Resource

Sts'ailes Community School (SCS) inspires and empowers students to explore their cultural, academic and social-emotional world and to strive to achieve their personal best while becoming happy, respectful, and confident community leaders. SCS provides excellent programs to support students and their families.

Some key programs include:

- Small group instruction for reading and math programs
- Access to external services for occupational therapy (OT), speech and language (SLP), and physiotherapy (PT), external counselling services, Psych-ed testing
- As needed, implementation of Individual Education Plans and SMART goals

- Education assistant support in each classroom to meet student's individual goal
- Lunch and home food program for students and families.
- Parent club, girls group, boys group, traditional learning groups
- Culture and language are weaved throughout each classroom and throughout the school

Elementary Education Assistants

Tracy Point, Jennifer Leon, Keianna Point, Elliot Dickey, Arlene Johnson, Chelsea Charlie, Chanea Gabriel, Clint Purcell, Fran Phillips

SCS's elementary education assistants (EA) are foundational to the delivery and success to our programs. The EA's focus on connection, intervention, and delivery of goals for each student.



Xwiléxmet

"to stand up for"



****OUR OFFICE MOVED TO 5084 SACHEM ROAD****

Xwiléxmet Responsibilities

- Secure benefit agreements on all land and resource development in the territory
- Educate membership, government, industry, and public on stewardship of natural resources.
- Develop and practise co-management in our territory.
- Review planned development activities or proposed resource extraction in our territory.
- Negotiate lands and rights to land in the territory Protect cultural and heritage values through land use planning and official designations.
- Develop eco-cultural tourism opportunities to promote Sts'ailes, and:
 - » create economic opportunities that preserve ecological and cultural values,
 - » provide employment opportunities for community members.
- Assist in self-governance initiatives (participate in SSWAG and BCRA)
- Develop justice strategy and justice infrastructure.
- Manage the Security program on-reserve. Develop and maintain relationships with justice partners.
- Liaise with government agencies and academic researchers to learn more about the lands, plants, and waters within the territory to be good stewards.
- Undertake historical research to strengthen our understanding of Sts'ailes' use of the territory, reinforce Sts'ailes rights and interests, and to educate others.
- Provide for-profit archaeological assessments.
- Support negotiations with all levels of government, including neighbouring First Nations.
- Support with Sts'ailes mapping projects and services.

Eco-Heritage Trail Update

The Chehalis River Eco-Heritage Trail is now completed, consisting of over four kilometers and including gravelled sections, bridges, boardwalks, fences, and scenic lookouts.

We also cleared several "wilderness sections" that will not be gravelled.

The trail is attracting walkers, which makes installing signage in the immediate future more imperative. We are working with a number of ministries, DFO, and the WMA representatives on this.

This project was funded by Canadian Economic Recovery Initiative Program and provided revenue and jobs for Sts'ailes and partners.

Viewing tower at the Eco-Lodge Update

The tower is now raised to 15m and is still growing. The viewing tower will provide an attractive draw for guests to the Sasquatch Crossing Eco-Lodge and visitors to the community. Funding for this tower was provided by the Government of Canada Tourism Relief Fund. It will be completed in 2023.

Archaeological Assessments

The Sts'ailes Heritage Consultants are a branch of Xwiléxmet that undertakes archaeological and cultural studies throughout the territory. The program is financially self-supporting through for-profit projects. Archaeological fieldwork is carried out prior to all forestry harvesting to ensure cultural sites and materials are not impacted. Archaeological investigations are also undertaken in relation to a range of other development projects.

Huntley Land Transfer

The final paperwork for legally acquiring David Huntley's gift land on the Harrison River is nearly complete. Sts'ailes' land holding name will be Titxwemqsel, which is the traditional name for landforms along this stretch of the river. It was on this land that Sts'ailes fishers would often catch the first Spring Salmon of the year for the First Salmon Ceremony. This is the first time anyone has returned land to Sts'ailes and is cause for major celebration.



Heritage Facility to protect the archaeological site at Main Beach

The Heritage facility at Main Beach is nearly completed. This structure is designed to protect and showcase part of Sts'ailes' incredible ancestral heritage dating back over 2,500 years. Funding for this project was provided by First People's Cultural Council through a heritage infrastructure program. Ongoing improvements to this building will be undertaken as funding is obtained.

Environment

Xwilexmet is working with the Province to draft a new plan for the Lhalts Wildlife Management Area, and negotiating co-management so that we have more influence over its use and activities. We expect to have a first draft of a new plan in September 2023.

We are continuing to study traditional Sts'ailes stewardship of food forests, and are currently collaborating with researchers from UBC and SFU. Our research has generated a good deal of scholarly and public interest. The ongoing research will contribute to greater ecological health and forest stewardship.

Recreation Sites

Xwilexmet is supporting Sts'ailes Development Corporation to take a more assertive approach with recreation sites, taking responsibility for better management. Recreation sites in the territory are under-funded and operating at a financial loss. There are also many areas where the public is using Sts'ailes territory for unregulated camping, causing damage to waterways and land. A coordinated approach will be essential.

Controlled Burning

Xwilexmet is undertaking research into the value of controlled burning both for community safety and for the health of ecosystems. We are seeking to learn how Sts'ailes ancestors used controlled burning to promote forest health and reduce risk of fires around their communities.

Land Use Planning

Sts'ailes Chief & Council have authorized work on a Land Use Plan, to be undertaken in tandem with the Community Master Planning process. Xwilexmet and Modus will work together to implement Sts'ailes' 2070 vision throughout the territory.

Research Partnerships

We continue to strengthen research partnerships with local universities, including UBC and SFU.

At SFU we are seeking to formal a partnership with the Faculty of Environment. The relationship is mutually beneficial, allowing Sts'ailes to gain access to skills and student capacity and the students gain new experiences with place-based learning. We are expanding the partnership to include researchers from the Health Sciences faculty as well, to support other facets of Sts'ailes.

Guardian Program

Tim Felix (supervisor) and Glenn Joe were hired to be Sts'ailes Guardians in early March, 2023, and have been busy purchasing equipment (truck, ATV) and gear (radios, body cameras, clothing), networking, training, and patrolling the land. We are looking to purchase a boat. Tim attended a National Guardian Gathering from May 8 - 12 in Ottawa. There were Guardians from 103 Indigenous Nations in attendance (355 Guardians and Guardian representatives).

Xwilexmet hired Guardians to extend and enforce Sts'ailes laws, protocols, and governance strategies throughout the territory by being on-the-ground, observing, reporting, and educating people and groups so that their activities align with Sts'ailes vision. We have multi-year funding through the British Columbia Reconciliation Agreement, which will cover both training and operational costs.

The Sts'ailes Guardians will be based in the Xwilexmet office but work closely with all Sts'ailes departments. Guardian responsibilities will include helping to establish, manage, and maintaining a community-led Guardian program to help ensure stewardship of natural and cultural resources, based on a core belief that Sts'ailes have a deep responsibility to

the land and waters inherited from the ancestors. The vision involves Sts'ailes having greater presence on the land and water and positioned to positively influence and facilitate sustainable and resilient development and economic opportunities, healthy lifestyles and food sources, recreation, fisheries, forestry, and heritage sites. The strength of the Sts'ailes community is achieved by maintaining connections to the land and waters, where stories, culture, spirituality, and history are embedded and communicated. The Sts'ailes Guardians will play a practical and visible role in reconciliation, as conduits for the community to promote Sts'ailes jurisdiction, reinforce traditional laws and values, and meaningfully collaborate with others that share our stewardship ethic.

The primary goal of the emerging Guardian initiative is to be on the land, generating and sharing knowledge and awareness about culturally and ecologically important places and species to inform and guide land and resource planning to collaboratively protect and steward a sustainable,

resilient, and rich cultural and ecological environment for future generations. The Sts'ailes Guardians will support Sts'ailes having greater influence and benefit from activities within the territory, realized through a combination of increased presence in the territory, and through the development and implementation of collaborative strategic plans, policies, and practices that reflect traditional laws and values.

Referrals and Impact Studies

Xwilexmet continues to engage closely with the province, local governments, and stakeholders in reviewing referrals that influence Sts'ailes' interests in the territory. The province of British Columbia is now providing funding for reviewing referrals (agreed upon in the recently signed Reconciliation Agreement), and we are exploring options for using a web portal to provide great efficiency and transparency. We also looking at ways to involve members from Sts'ailes so that we can make more informed recommendations that reflect community priorities and values.



Justice Update – Darla Rasmussen, Justice Coordinator

Justice has been very busy with all kinds of developments and support provided to our community members, and networking with justice partners. The funding for justice comes from the BC Reconciliation Agreement.

Since I started in July 2022 to March 2023, it was fly by the seat of my pants and jump right into the work, a lot of networking, training for restorative practices, Indigenous Policing conferences and BC First Nation Justice Council Forums, building partnerships with Seabird Island, Native Courtworkers and Counselling Association, Mission Friendship Centre, Victim Services and many more community stakeholders.

Justice has a cultural component as well and has facilitated Restorative circle to prevent charges and removal of children, offers sweats for women, co-ed, and youth as well as Sacred Pipe Ceremony in partnership with the addictions program.

Our department engaged in the Open Houses, including our very own Open House at our new location. They were all successful. We filled the mini longhouse with staff from Correctional Services Canada, Prison Legal Services and

Probation. Justice has also been part of the Cultural Humility Training for CSC, to educate and inform so they have a better understanding of Canadian history with Indigenous peoples and the many challenges we still battle to this day.

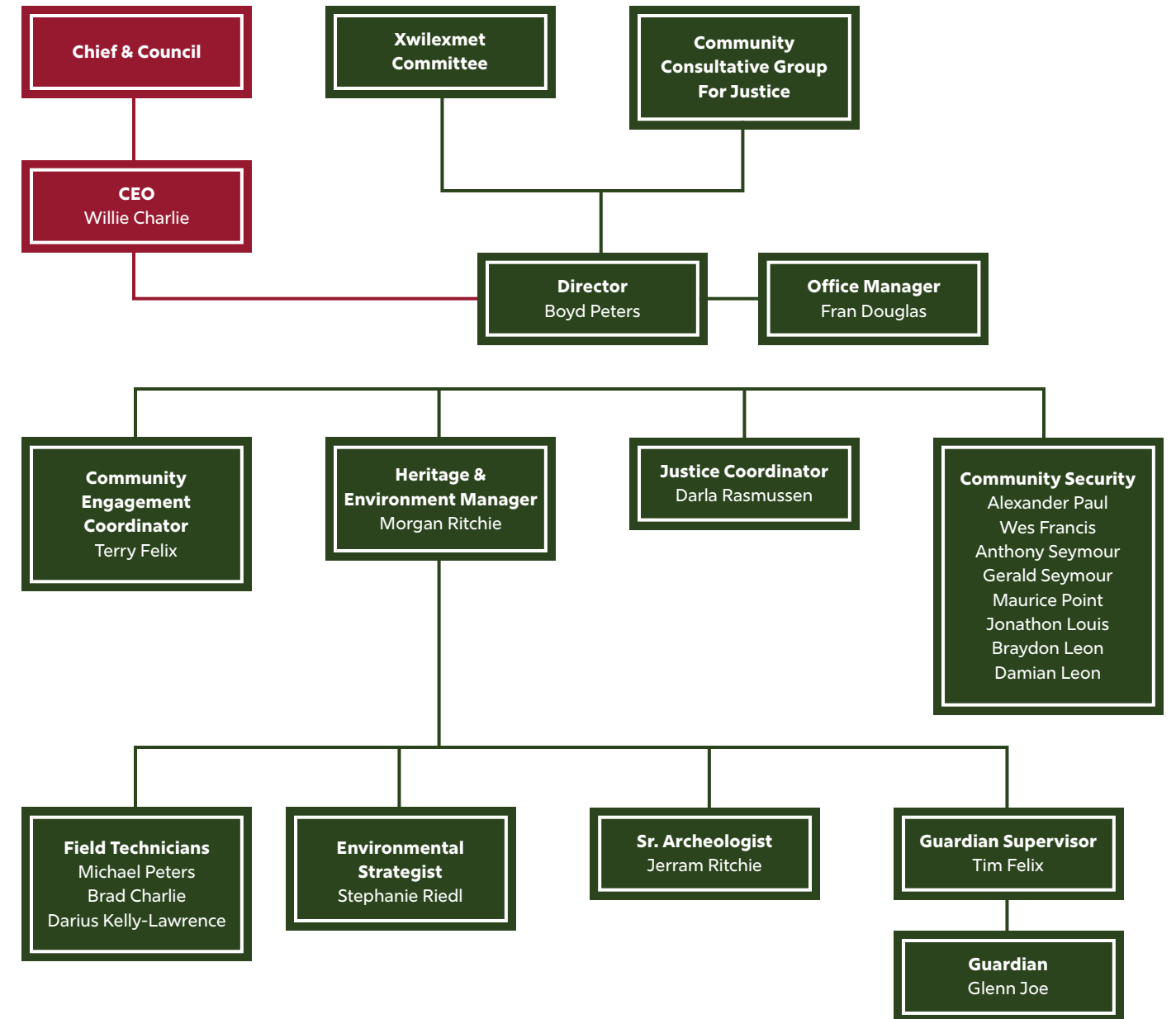
Justice has been busy supporting community members with statements/victim impact statements, probation, court appearances and even court sentencings. As well as working with Security and Chief and Council for banishments, warning letters and building relationship with the Indigenous Policing Services (IPS) and the local RCMP detachment.

Some of that work is developing protocols between the RCMP and our Sts’ailes Security, and a Cultural Advisory Committee for the RCMP. Justice has also been working with LABRC to develop a strategic plan for policing and enforcement. We also hold bi-monthly Community Consultative Group meetings with RCMP, IPS and Security program.

This is only a snapshot of the work, which is ongoing and evolving. There is so much going on in Sts’ailes in the justice realm. If you want to know more, stop by 5084 Sachem, and say hi. My office is upstairs in the right corner.



Current Structure & Changes



- Morgan Ritchie has been appointed as new Xwilexmet Manager
- Fran Douglas has been appointed as the new Office Manager.
- Stephanie Riedel has been hired as the new Environmental strategist.
- Darla Rasmussen has been hired as the new full time Justice Coordinator (acquired through the BCRA).
- Jerram Ritchie hired as full time Senior Archaeologist.
- Tim Felix hired as Sts’ailes Guardian Supervisor

Yeqwethet

"to heal and make things right"

AYLEXW

It is with great pride that I, the Yeqwethet Aylexw Manager, provide you with an overview of the Aylexw programs for the 2022-2023 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.

I have been the Aylexw Manager for around 6 years, and we have been through a lot of changes/ challenges over the years. We had to adjust our programs due to the loss of the Sts'ailes Community Hall, we increased staff, we got the new aylexw building, and then we survived the pandemic and hosted programs while separated.

All this growth has been wonderful for our staff, and we have been able to come closer as a team and stay connected to the community. As we continue to grow, we look forward to being able to in the future host all our programs in the new gym that will be coming to the community in the near future.

Staff

Aylexw Manager

K'ema - Margaret Charlie

Yeqwethet Administrative Assistant

Tiaa - Holly Charlie- Francis

Aylexw Leaders

Spalia - Annette Charlie- Francis

Cho:le' - Jeremy Dool

Prevention and Intervention Worker

Chquawatil - Troy Charlie

Male Youth Cultural Worker

Kaxte'Eylexw - Keegan Charlie

Female Youth Cultural Worker

Sulii - Dawn Charlie

Reception (YES program)

Ma'mot - Jordyn Victor

Staff Professional Development

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

Aylexw Programs

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 2022 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

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 thought out the two weeks for youth and teens though out spring break.

Additional Weekly Community Programs

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

- Sts'ailes fitness - 12 participants
- Sts'aies Futsol - 20
- Run Walk Jog - 10
- Family nights - 30
- Iwestelexw - 8
- Shxwelten - 10
- Soccer - 20
- Young Adult Program - 15
- Boys and Girls Groups - 7
- Yoga - 6
- Teen outings – 20
- Outdoor Movies
- Personal Fitness nights

Prevention and Intervention Programs

Warrior Camp

Hosted 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 Snowyelh 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 4 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.

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. This year there were 20 children they attended 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 harvesting medicines from our area.

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.

Journaling Group

Journaling group was started this fiscal year with the new youth cultural worker. Journaling groups happen 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.

Books and Brunch

Once a month we hosted books and brunch at Aylexw.



Community Events

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.

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!

Youth Soccer Tournament

2022 youth Soccer Tournament gathered 42 team 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.

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, 2022, we hosted our first since the Pandemic. We had bouncy castles, Henna tattoos, a shaved ice truck, popcorn, and cotton candy. We had around 150 participants attend this wonderful community event... again we struggle to provide meals without a community kitchen.

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 them to 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.

Youth Council

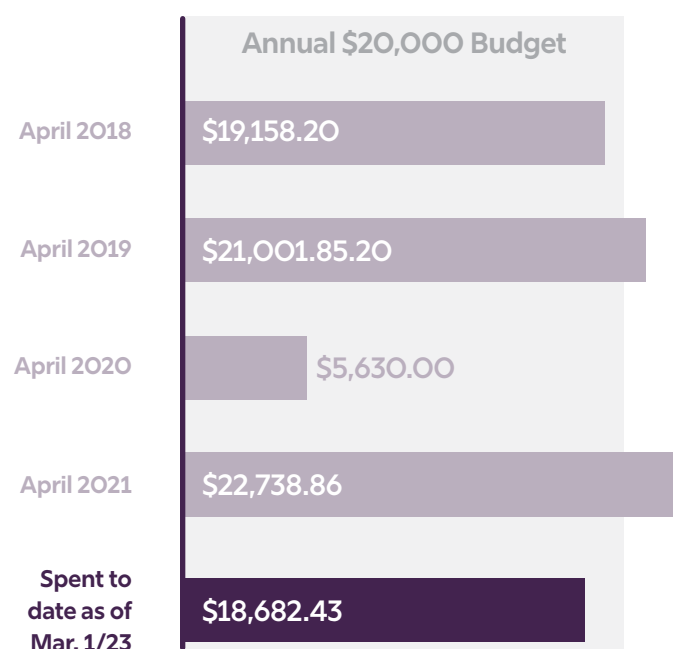
On March 17th, 2022, we hosted a youth council election for all Sts'ailes members who were between the ages of 13 to 24. At that time Sts'ailes youth elected 10 youth council representatives of Sts'ailes. Jering this time the youth council has attended monthly meetings, have completed their terms of reference, attended community events, participated in opening events, attended planning sessions with chief and council and each hold their own portfolio. Aylexw supported the nomination and the election, but the management of youth council falls under the secretariat.

This term will last until March 17th 2024 when a new election will be hosted for the next sts'ailes youth council.

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.



SAYEM

In another year filled with events, awareness, support services and training. Yeqwethet Sayem remain a pillar of strength and resilience and hope for our Sts'ailes community we serve. I'm grateful to announce we added another employee to our Sayem team, Vicki Paul. We are proud to look back at a year and seeing the positive outcomes from our programs. Together we support our clients and Sts'ailes community with outstanding impacts. As you'll see in this report, our efforts to support our Sts'ailes people who need it. We will continue to inspire hope.

Healing Programs

- Spiritual Healing
- Grief and Loss
- Youth Programs
- Indian Day School

Addictions

- AA Meeting
- Naloxone
- National Addictions Awareness Week

Mental Health

- Clinical Counselling Support
- Training and Workshops
- Mental Health

Awareness

- Suicide Awareness
- Every Child Matters
- Mental Health Awareness
- Pink Shirt Day

Healing Programs

Grief and Loss

Grief is a normal response to loss of a loved one. It can show itself in many ways. Some of our people need clinical counselling or a spiritual cleansing, or just need to talk to help cope with the impacts of grief. Yeqwethet Sayem partners with FNHA and Chilliwack Hospice to provide programs, workshops and counselling.

- Grief and Loss Session, Pour Painting: September 24th, 2022 & October 24, 2022
- Horse Therapy/Healing with Megan Walters: Friday Oct. 14th meeting.
- Clients: 3

Your Spirit Remembers, a healing journey.

Trauma cannot be repressed or forgotten. If trauma is not dealt with directly your body will remind you, creating chronic pain or a condition known as Post-traumatic stress disorder. Trauma recovery is hard to do alone, the best path to recovery is to address the conditions together. Please join our healing journey- YOUR SPIRIT REMEMBERS. Start Day: February 6, 2023, Every Monday. We have 8 regulars who attend every Monday.

Indian Day School

For the last year and half, I have been fully supporting survivors as they take this important step to completing their application. Making sure each survivor is cared for and providing mental health support and spiritual cleansing.

- Healing Ceremony, Thyiothel Memorial Longhouse, May 25, 2022
- Truth and Reconciliation Walk, partnership with Sandpiper. September 23, 2022. Over 100 people attended.
- Client Claim Form Action: 27 clients

Youth Programs

- Sts'ailes Community School, Anxiety Youth Group. Start Date: April 7 2022- June 16, 2022, Every Thursday. 6 students attended.
- Youth Support Strategy: BBQ, Paint Night, Drum Making, Youth Conference. 2022-08-09 to 2022-03-30. 28 Youth
- Grief and Loss Young Adult, POUR PAINTING, March 27, 2022: 8 Youth attended.
- Sexual Violence Prevention with Seabird Sexual Violence Team: May, 2022.
- Horse Therapy Healing, Megan Walters: 2 youth attended.

Addictions

The importance of AA meetings is to support Sts'ailes community members in helping them to keep sober and preventing relapse. We have hired Mike Daley who is in recovery and following the 12 step program. Al-anon meeting were started but there was only one interest. Overdose prevention training was provided.

- AA Meetings, Every Monday at 4pm-5pm, Log Building Start Date: May 30, 2022 – October 2022. Moved to Healing Centre building. Meetings every Thursday at Noon.

Naloxone Training

Naloxone training programs have shown to be effective in improving knowledge around overdose and the use of naloxone to save lives.

Nasal Naloxone Training. 28/11/2022-- on-going sessions, on-line training. OVER 100 Sts'ailes community members trained.

Harm Reduction

Collaborating and working together with Indigenous Outreach workers and FNHA resources. Pacific Community Resources Society. We were able to get Drug testing kits.

June 20, 2022- Nasal Naloxone Kits and Drug Testing Kits was delivered. As of right now drug testing kit is ordered and on its way. In the past 30 kits were delivered to individuals.

- Indigenous Substance Use Outreach Team moved to Chilliwack Hospital. We had a tour of services on June 10, 2022 and a drive to local Substance use prevention programs and buildings.
- BC hepatitis Training with Daryl Luster, June 16th, 2022

Cheam Overdose Prevention Forum

Janice and Cecily attended this full day awareness day. April 2022

Courageous Conversations

Courageous Conversations hosted in Sts'ailes and hosted by FNHA. April 28, 2022. This conversation is apart of the harm reduction rally to share and spread awareness of substance use and addictions. Live experiences is people who survived addictions or had loved ones that overdosed; they shared their heartfelt stories.

National Addictions Awareness Week

NAAW is a time to focus on and learn more about understanding and preventing addiction to substances. It highlights solutions to help address the harm of alcohol and drugs. One of the goals is to remove some of the stereotypes we have about addiction. Breaking the STIGMA. So our Sts'ailes community members feel safe to reach out for help.

- NAAW Ceremony, Monday November 28, 2022. Blanked Sts'ailes members and community members who are starting or have been walking the healing path to sobriety.
- Parade, Make Change Together. Thursday November 24, 2022

- Elders Sober Dance- Tuesday November 29, 2022. Mission Friendship Centre Elders were invited to join and Seabird, Scowlitz Elders. But it snowed on this night and they didn't make it. We continued to dance until the snow got thicker.

In-Phase Care Clinic

Addictions Doctor, Dr.Larina Reyes-Smith from Mission. Introduction meeting to discuss services. OAT (Methadone, Suboxone, Naltrexone) Out patient detox management, Hep C care clinic. 6 clients from Sts'ailes used their services.

Mental Health

Clinical Counselling Support

Clinical Mental Health Counselling can make a huge impact on the loves of individuals, families and Sts'ailes community. Services help our people navigate difficult life situations. We have two youth clinical counsellors who come into Sts'ailes on weekly basis. We are currently working on getting an adult counsellor to come into community. Cultural-Trauma Counsellor, Louise Snowden.

- Jordan White, YCD Counsellor. Has appointments with our youth at Sts'ailes Community School and in community every Tuesday. But comes into community for Letsemot Meetings and Care Management meetings. April 2022-February 2023. May2023-on going
- Magdalena Theron, Youth Counsellor. Comes into Sts'ailes every Friday and accepts referrals from Sts'ailes Community School. Supports a client who is psychiatrist care in Chilliwack. 21 Youth Clients (April 2022-April 2023)
- Horse Healing Therapy, Megan Walters, from Hope Transition. 3 youth clients and 1 Adult.

Individual Client Care

Supporting Sts'ailes community members who are struggling with their mental health well-being and need professional support such as psychiatric care or providing the correct professional help that suites their needs. It could be substance use harm reduction, suicide wellness plan, hospital visits, medical transportation, spiritual cedar brushing, spiritual mindful cleansing. 73 Sts'ailes Clients (April 2022-April 2023)

Family Circle of Support

Circles is for families that need the extra support from Sts'ailes care worker and professionals to help navigate through life stresses. A wellness plan is develop to create positive goals and changes in their family life. 6 Sts'ailes families.

Hording Healing Plan

People with hording disorder may not see it as a problem. Living in these kinds of condition is comforting to them. It is difficult to let go of items that they are attached to is very emotional. A plan is made for these families help them through the process of cleaning their home.

- A counsellor is provided.
- A garbage bin is provided for a week.
- Cleaning supplies and garbage containers and recycling bins is provided
- Totes and containers, laundry baskets is gifted to families.
- 2 Sts'ailes Families.

Spiritual Home Cleansing

After a traumatic incident in the home. We called on our Spiritual Guide to help clean out their home. 3 Sts'ailes family homes.

Individual Spiritual Cleanse

Debriefing Circle after Funeral. October 26, 2022. Staff gathered to express their grief after a client had passed and cedar brush off.

Mental Health Training and Workshops and Ceremonies

- Nasal Naloxone Training, 2022
- Over 100 Sts'ailes Members trained.
- Prevention and Harm Reduction supports in Sts'ailes, Drug testing kits. 2022-2023
- Courage Conversations- hosted by FNHA delivered in Sts'ailes.
- Nasal Naloxone Training, once a Sts'ailes member watches the nasal naloxone on-line training video, I delivered a kit.
- Conditioning and strengthening classes: 2022-01-01, 2 months. Instructor Sabah Fadai.



- Third Party Reporting Training for Fraser East Region: 2022-01-05
- Chehalis School, Anxiety Sessions, Every Thursday at Noon. April-June 2022
- Cultural Workshop held at Thyiothel, June 7/8, 2022
- Letse'mot Staff Coping Skills Day: May 2023
- Menopause and Mental Health Workshop: April 5, 2023.

Awareness

One of the best parts about awareness days is that it shines a light on something you might not otherwise know about. The purpose is to spread awareness and to educate and share critical information of topic that is meaningful to Sts'ailes.

- Sexual Awareness Month of APRIL: BBQ, sideroad awareness table, large banner awareness. On-line information.
- Sexual Awareness March/parade: March 2022
- First Responders Sexual Violence Training, May 3-5, 2022
- Cultural Sharing with Correctional Service of Canada: June 7/8 2022
- Mental Health Week: this is my brave, story challenge, Awareness. Staff Spirit Day. Traditional Medicine Walk/ Flower bouquets.
- LGBTQ2- Bus transportation to PRIDE PARADE- August 2022, PRIDE BBQ at log building, August 2022
- Sts'ailes Open House, July 13, 2022. Feb and May 2023. Open house gives us an opportunity to share our programs and services we provide to our Sts'ailes community.
- Anti-bully Day was presented at Open House in February. T-shirts and awareness was spread at this function.
- Harm Reduction Session with FNHA: May 17th, 2023

XOLHMET

Client Care Statistics 2023

31 CLIENTS

Personal Care & Wound Care



Light Housework



Medication Administration



Walking Program



Monthly Checkup



Lunch Program



Home Care

Home care clients receive personal care assistance, light house work assistance and/or medication administration. Specific needs of the clients directs the type of service they receive.



Lunch Program

To assist some of our home care clients with nutritious diets especially on dialysis days we have implemented a lunch program to ensure these clients have lunches 2 days a week on the days they are travelling to dialysis appointments. A few of our home care clients who we/family were concerned for their diets were added to the lunch program to assist with ensuring they had nutrients on the days we were providing the lunch program.

Walking Program

Walking program runs on Mondays from 1030-12. We have joined with Fraser Health Aboriginal Day Programming staff to offer more services focused on senior's health. We have started implementing some chair fit stretches (Sit, Stand and Strengthen) to extend the physical exercise to increase physical strength/range of motion to prevent injury. A physiotherapist from Fraser Health has come to the community to assist a couple clients individually as well as provide workshops on safe movement and how to get up after a fall.

The Elders were invited to participate in a Cultural Exchange with the Westbank First Nation and Penticton First Nation. 36 Elders travelled with the group to the Okanagan and spent a day in each community and had a short visit in Kamloops on the way home to honor the Residential School monument.



HALQEMEYLEM

Sts'ailes shares a partnership with First Peoples Cultural Council through a funding agreement which allows us to offer Halqemeylem language programming.

Yeqwethet Halqemeylem Goals

1. Raise awareness about our language in Sts'ailes;
2. Generate interest for language learners among all ages in Sts'ailes;
3. Create fluent speakers in Sts'ailes.

Yeqwethet Halqemeylem Objectives

Cedar Harvesting with Stephanie Reidl

Groups of staff and community went on the land and harvested cedar while learning Halqemeylem.



Weaving Language with Roxanne George

Roxanne and Frieda George facilitated weaving sessions where language and weaving were taught as community members also learned to weave wool.

Medicine Walk with Vange Point

Vange facilitated medicine walks for community and staff where she also taught the Halqemeylem.

Traditional Plant Medicines with Stephanie Reidl

Steph led groups where traditional plant medicine learning was integrated with Halqemeylem teaching.

Halqemeylem Department and Program Names

Over the last several years Yeqwethet has renamed the majority of its branches and programs to Halqemeylem language. The newly created titles can be seen across the entire organization in ALL Sts'ailes departments.



Community STOP signs

In a partnership between Shxwelis te Lalem and Yeqwethet Halqemeylem, new signs were installed throughout the community.

Adult Language classes

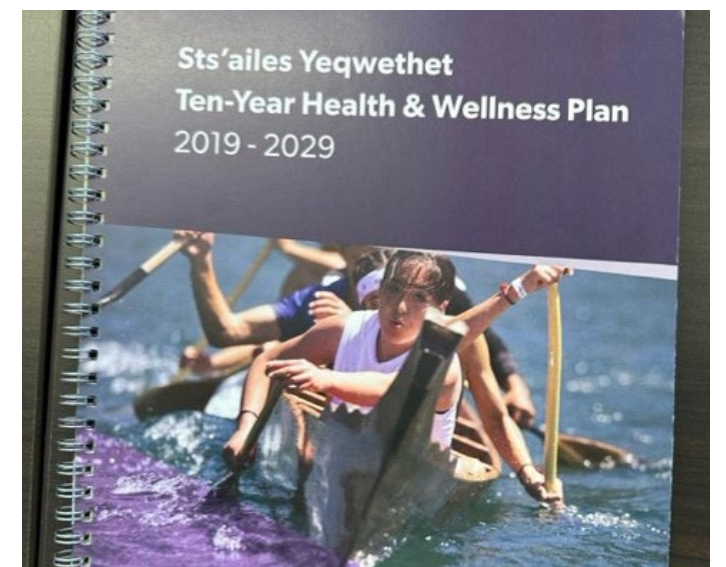
Shawnee Krueger taught virtual online classes in 2022. There were 16 students and 11 of them achieved a certificate.

Church Service

Vange and Deacon Jamie worked together to translate the Lords Prayer to be used during church services.

Sts'ailes 10 Year Health Plan

The 10 Year Health Plan was completed and included the use of Halqemeylem throughout the document. Roxanne George was instrumental supporting this work.



JORDAN'S PRINCIPLE

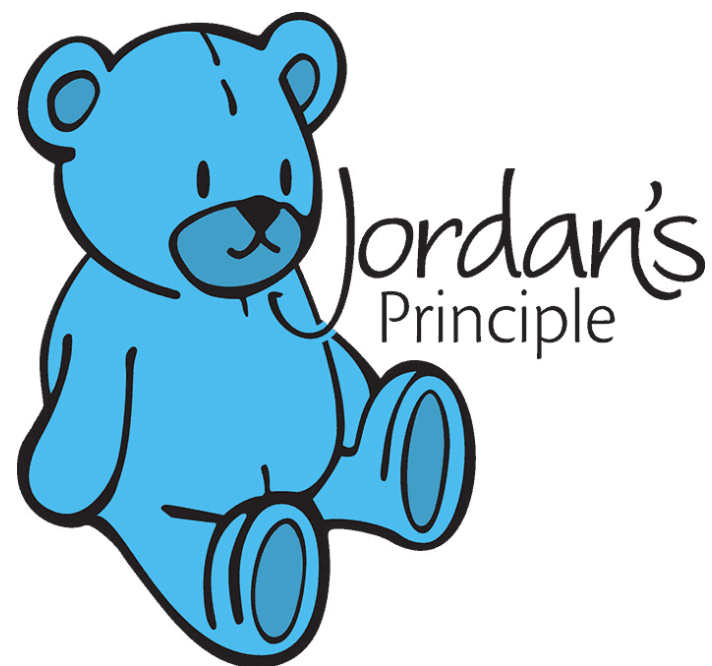
Sts'ailes is proud to offer support to families in applying for Jordan's Principle funding. Charlene Paul is our JP Service Coordinator and she is here to help families in Sts'ailes as well as the Fraser Salish Region. These financial supports can cover a wide array of products and services such as groceries, furniture, clothing, newborn baby needs, mental and physical health costs, home upgrades, medical equipment, and more.

Jordan's Principle makes sure all First Nations children can access the products, services and supports they need, when they need them. Funding can help with a wide range of health, social and educational needs, including the unique needs that First Nations Two-Spirit and LGBTQQIA children and youth and those with disabilities may have.

Between July 2016 and June 30, 2023:

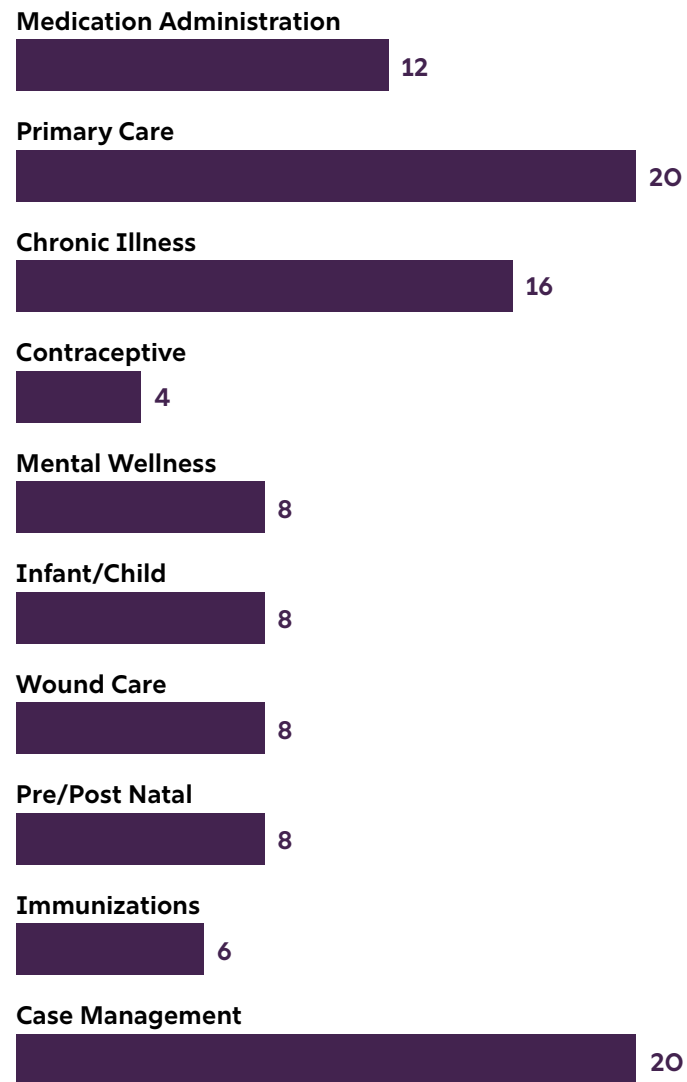
more than **3.22 million** products, services and supports are approved under Jordan's Principle such as Speech Therapy, Educational Supports, Medical Equipment, Mental Health Services and more!

If you would like learn more about Jordan's Principle or know how to access Jordan's Principle here in Sts'ailes, contact Charlene Paul at 604.796.9601 or Charlene.Paul@stsailles.com



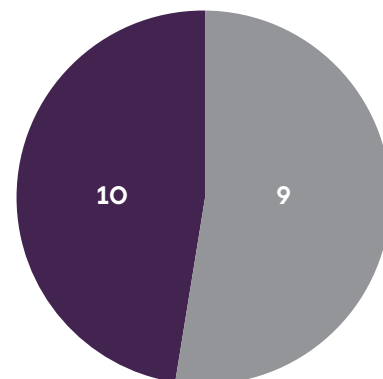
LHAW

Average Monthly Visits by Purpose of Contact



An average of 65-70 different clients seen in one month and 120 different encounters monthly.

Fall Flu/COVID Vaccine - 140 doses of flu vaccine and 82 COVID boosters.



April 2022/23

- Births
- Deaths

7 Newborns that accessed Yeqwethet services and 3 Newborns that have not accessed services.

Clients with Major Transitions of Care in the Last Year – Case Management

- 4 Moved to Community and accessing services
- 8 Hospitalization to Home
- 6 End of Life Care (Community or Hospital/Hospice)
- 1 Moved to a Care Home

Additional Community Health Nursing Roles

- Letsemot Case Management
- Home Care Support
- Physician and Nurse Practitioner Support
- Liaise with Seabird Midwifery Team
- Host Seabird Diabetes Team
- Provide Communicable Disease Control
- Trinity Western Nursing Student Practicum
- Accreditation
- Managing Health Office Supplies and Equipment



Nathan in for his check-up



Malakai coming in for his COHI visit



The funniest dad bringing Diana in for her pokes



Chief finding out how healthy he is with the Seabird Diabetes Team



Everyone in the family came in for their immunizations



Aziah & Hunter being boys at Boys Group



Baby Jeremy cuddling w/ Dad



Family time w/ Connie during footcare

Axwestes te Tale'awt

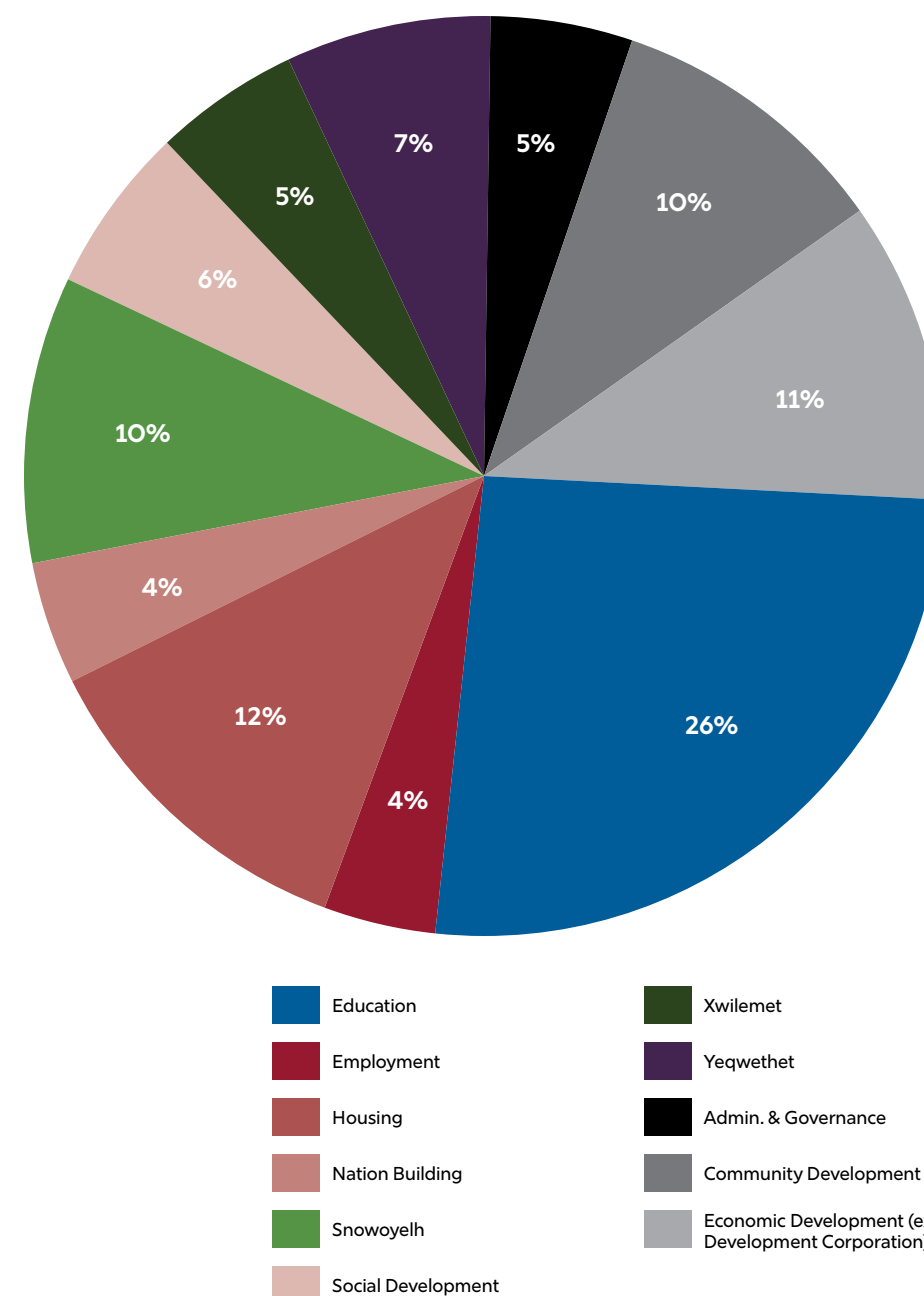
"organizing money"

Financial Year in Review

2022-2023 was a full year for Axwestes te Tale'awt with many accomplishments:

- Unmodified ("clean") audit opinion for the 2022-2023 financial statements
- Annual surplus of \$4.9 million
- Accumulated surplus of \$27.4 million
- Net financial assets increased 200% to \$15.5 million
- Revenue increased 25% to \$39.2 million
- Improved departmental participation in the budgeting process
- Improved clarity of financial statements
- Added the Financial Accountant position to improve our internal accounting
- Provided staff with additional accounting training

2022-2023 Spending



Management's Responsibility

To the Members of Sts'ailes

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

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

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

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

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

July 25, 2023

Original signed by Willie Charlie

CEO

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, 2023, and the consolidated statements of operations, accumulated operating surplus, remeasurement gains and losses, changes in net financial assets 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, 2023, and the results of its consolidated operations, its consolidated remeasurement gains and losses, 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 financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

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

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

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

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

Chilliwack, British Columbia

July 25, 2023

MNP LLP

Chartered Professional Accountants

Sts'ailes
Consolidated Statement of Financial Position
As at March 31, 2023

	2023	2022
Financial assets		
Cash and cash equivalents	23,556,144	11,978,653
Restricted cash (Note 4)	177,336	69,491
Portfolio investments (Note 5)	110	110
Accounts receivable (Note 6)	7,954,154	10,242,220
Inventory for resale	45,430	199,739
Investment in Nation business entities (Note 7)	9,945,024	4,101,027
Funds held in trust (Note 8)	541,512	538,542
Long-term loans (Note 9)	6,152,600	5,622,200
Total of financial assets	48,372,310	32,751,982
Liabilities		
Accounts payable and accruals	2,549,194	2,513,938
Deferred revenue (Note 11)	16,401,790	9,929,077
Long-term debt (Note 12)	11,976,198	12,486,827
Term loans due on demand (Note 13)	1,941,998	2,456,783
Reforestation obligation	-	159,049
Total of financial liabilities	32,869,180	27,545,674
Net financial assets	15,503,130	5,206,308
Contingencies (Note 14)		
Non-financial assets		
Tangible capital assets (Schedule 1)	11,842,035	15,495,050
Prepaid expenses	44,813	349,319
Total non-financial assets	11,886,848	15,844,369
Accumulated surplus (Note 15)	27,389,978	21,050,677
Approved on behalf of the Council		
<u>Original signed by Ralph Leon Jr.</u>	Chief	<u>Original signed by Sherry Point</u> Councilor
<u>Original signed by Boyd Peters</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, 2023

	2023 <i>Budget</i>	2023	2022
Revenue			
Indigenous Services Canada	11,569,380	16,858,367	12,977,687
Economic activity	2,923,422	6,393,574	6,611,651
Province of British Columbia	7,631,214	5,260,222	4,187,896
First Nation Health Authority	1,648,036	3,357,448	2,257,712
Sts'ailes contracts	616,599	1,334,058	1,412,769
Other revenue	443,079	1,266,763	386,234
Canada Mortgage and Housing Corporation	65,000	60,489	63,169
Interest income	982,000	1,299,104	704,434
First Nations Education Steering Committee	643,828	1,223,773	1,139,347
Sto:lo Aboriginal Skills and Employment Training	780,840	756,586	846,651
Investment income	635,500	745,019	334,867
Rental income	1,132,362	595,960	699,571
Legal settlements	-	500,000	-
Loss on disposal of tangible capital assets	-	(56,672)	-
Loss from investment in Nation business entities	-	(400,272)	(121,124)
	29,071,260	39,194,419	31,500,864
Expenditures			
Sts'ailes Administration and Governance	6,686,304	3,474,422	2,109,767
Employment	1,228,326	1,273,610	1,295,095
Social Development	1,159,499	1,601,992	1,365,236
Education	7,076,233	7,756,144	7,228,175
Health	3,467,226	3,255,060	2,244,619
Snowoyelh	1,811,829	1,568,721	1,514,812
Community Development	2,492,389	4,892,634	2,922,880
Economic Development	372,733	589,001	493,547
Housing	1,616,600	3,262,760	1,875,266
Lands	1,590,806	2,484,482	1,110,326
Economic Development - Business Entities	1,083,166	4,133,154	4,204,710
Total expenditures	28,585,111	34,291,980	26,364,433
Annual surplus	477,599	4,902,439	5,136,431
Accumulated surplus, beginning of year	21,050,677	21,050,677	15,914,246
Change in status of Government Business Enterprises (Note 7)	-	1,436,862	-
Accumulated surplus, end of year	21,528,276	27,389,978	21,050,677

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, 2023

	2023 <i>Budget</i>	2023	2022
Annual surplus	477,599	4,902,439	5,136,431
Purchases of tangible capital assets	-	(1,890,430)	(1,054,708)
Amortization of tangible capital assets	1,415,595	1,443,345	1,443,335
Proceeds on disposal of tangible capital assets	-	-	139,972
Gain (loss) on disposal of tangible capital assets	-	56,672	(46,031)
Change in status of Government Business Enterprises (Note 7)	-	5,784,393	-
	1,415,595	5,393,980	482,568
Use of prepaid expenses	-	403	117,634
Increase in net financial assets	1,893,194	10,296,822	5,736,633
Net financial assets (debt), beginning of year	5,206,308	5,206,308	(530,325)
Net financial assets, end of year	7,099,502	15,503,130	5,206,308

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, 2023

	2023	2022
Cash provided by (used for) the following activities		
Operating activities		
Annual surplus	4,902,439	5,136,431
Non-cash items		
Amortization	1,443,345	1,443,335
Gain on disposal of tangible capital assets	56,672	(46,031)
Loss from investment in Nation business entities	400,272	121,124
	6,802,728	6,654,859
Changes in working capital accounts		
Restricted cash	(107,845)	298,198
Accounts receivable	(2,525,502)	(8,366,747)
Inventory for resale	4,781	(83,743)
Accounts payable and accruals	(194,127)	878,219
Deferred revenue	6,472,713	6,169,395
Reforestation obligation	(14,001)	(26,297)
Prepaid expenses	403	117,634
Change in funds held in trust	(2,970)	819
Change in status of Government Business Enterprises (Note 7)	3,222,825	-
	13,659,005	5,642,337
Financing activities		
Repayment of long-term debt	(510,629)	(567,308)
Repayment of bank indebtedness	-	(341,147)
Repayment of term loans due on demand	(514,784)	(361,482)
	(1,025,413)	(1,269,937)
Capital activities		
Purchases of tangible capital assets	(1,890,430)	(1,054,708)
Proceeds on disposal of tangible capital assets	-	139,972
	(1,890,430)	(914,736)
Investing activities		
Advances to Nation business entities	-	(1,334,508)
Repayment of advances to Nation business entities	834,329	-
	834,329	(1,334,508)
Increase in cash resources	11,577,491	2,123,156
Cash resources, beginning of year	11,978,653	9,855,497
Cash resources, end of year	23,556,144	11,978,653
Supplementary cash flow information		
Interest paid	498,454	457,647

The accompanying notes are an integral part of these financial statements

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Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

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.

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.

First Nation has consolidated the assets, liabilities, revenue and expenses of the following entities and departments. All inter-entity balances have been eliminated on consolidation.

- Sts'ailes Development Limited Partnership (up to December 31, 2022) - Refer to Note 7
- Sts'ailes Development Corporation (up to December 31, 2022) - Refer to Note 7
- Sasquatch Crossing Eco Lodge Ltd (SCEL Ltd) (up to December 31, 2022) - Sts'ailes Development Corporation acquired the shares of SCEL Ltd as a result of the corporate reorganization that occurred during the year
- SLD (Sts'ailes Sasq'ets A:eylexwtawtexw) Land Holdings Inc.
- SLD (Lexw'a:yi:les) Land Holdings Inc.

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
- Harrison Salmon Producers GP Inc.
- Sts'ailes Development Limited Partnership (from January 1, 2023 to March 31, 2023) - Refer to Note 7
- Sts'ailes Development Corporation (from January 1, 2023 to March 31, 2023) - Refer to Note 7

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.

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

Net financial assets

The First Nation's consolidated financial statements are presented so as to highlight net financial assets as the measurement of consolidated financial position. The net financial assets of the First Nation is determined by its financial assets less its liabilities. Net financial assets 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:

	<i>Method</i>	<i>Rate</i>
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 operating 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.

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.

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

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 and Sts'ailes Development 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.

A liability for asset retirement obligations reflects management's best estimate of the amount required to retire the related tangible capital asset (or component thereof). The best estimate of the liability is based upon assumptions and estimates related to the amount and timing of costs for future asset retirement.

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.

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 \$359,354 (2022 - \$281,047).

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

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, 2023.

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, 2023.

Asset retirement obligation

A liability for an asset retirement obligation is recognized at the best estimate of the amount required to retire a tangible capital asset (or a component thereof) at the financial statement date when there is a legal obligation for the First Nation to incur retirement costs in relation to a tangible capital asset (or component thereof), the past transaction or event giving rise to the liability has occurred, it is expected that future economic benefits will be given up, and a reasonable estimate of the amount can be made. The best estimate of the liability includes all costs directly attributable to asset retirement activities, based on information available at March 31, 2023. The best estimate of an asset retirement obligation incorporates a present value technique, when the cash flows required to settle or otherwise extinguish an asset retirement obligation are expected to occur over extended future periods.

When a liability for an asset retirement obligation is initially recognized, a corresponding asset retirement cost is capitalized to the carrying amount of the related tangible capital asset (or component thereof). The asset retirement cost is amortized over the useful life of the related asset.

At each financial reporting date, the First Nation reviews the carrying amount of the liability. The First Nation recognizes period-to-period changes to the liability due to the passage of time as accretion expense. Changes to the liability arising from revisions to either the timing, the amount of the original estimate of undiscounted cash flows or the discount rate are recognized as an increase or decrease to the carrying amount of the related tangible capital asset.

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.

Financial instruments

The First Nation recognizes its financial instruments when the First Nation becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

At initial recognition, the First Nation may irrevocably elect to subsequently measure any financial instrument at fair value. The First Nation has not made such an election during the year.

The First Nation subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Transactions to purchase or sell these items are recorded on the trade date. Net gains and losses arising from changes in fair value are recognized in the statement of remeasurement gains and losses. Interest income is recognized in the statement of operations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost. With the exception of those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost using the effective interest rate method.

Transaction costs directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in operating. Conversely, transaction costs are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

All financial assets except derivatives are tested annually for impairment. Any impairment, which is not considered temporary, is recorded in the statement of operations. Write-downs of financial assets measured at cost and/or amortized cost to reflect losses in value are not reversed for subsequent increases in value. Reversals of any net remeasurements of financial assets measured at fair value are reported in the statement of remeasurement gains and losses.

3. Change in accounting policy

Effective April 1, 2022, the First Nation adopted the recommendations relating to the following accounting policies, as set out in the CPA Canada Public Sector Accounting Handbook:

- PS 3450 Financial Instruments
- PS 3280 Asset Retirement Obligation

Pursuant to the recommendations, the changes were applied prospectively, and prior periods have not been restated. The adoption of PS 3450 and PS 3280 did not have a material impact on the financial statements.

4. Restricted cash

	2023	2022
CMHC Operating and Replacement Reserves	144,347	37,326
FNFA Secured Revenues Trust Account	32,989	32,165
Total	177,336	69,491

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 (2022 - \$13,371), to ensure replacement of buildings financed by CMHC. At March 31, 2023, \$74,266 has been set aside to fund this reserve (2022 - \$22,897). The reserve was fully funded at March 31, 2023 (2022 - underfunded by \$37,778).

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.

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, 2023, \$70,081 has been set aside to fund this reserve (2022 - \$14,429). The reserve was fully funded at March 31, 2023 (2022 - underfunded by \$55,379).

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.

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

5. Portfolio investments

	2023	2022
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

	2023	2022
Accounts receivable	5,960,645	9,054,554
Bremner Trio interest receivable	1,541,809	835,829
CMHC subsidy assistance receivable	5,340	4,263
Rent receivable	277,074	194,204
Tax receivables	169,286	153,370
	7,954,154	10,242,220

Accounts receivable is net of an allowance of doubtful accounts in the amount of \$1,168,005 (2022 - \$1,171,910).

7. Investment in Nation business entities

The nature of the following First Nation entities that were previously consolidated under the First Nation changed during the 2023 year which resulted in these entities meeting the definition of a Government Business Enterprise ("GBE").

1) Sts'ailes Development Limited Partnership

2) Sts'ailes Development Corporation

The change in their status to GBEs occurred as of January 1, 2023, and as a result, the First Nation applied both consolidation and modified equity method to account for their activities.

While assets and liabilities of these entities are no longer included in the consolidated statement of financial position as at March 31, 2023, their revenues and expenses are consolidated up to December 31, 2022 prior to the date of the status change. The financial position and results of prior periods have not been adjusted.

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

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

The First Nation has investments in the following entities:

	Investment cost	Loans / advances	Cumulative share of earnings (loss)	2023 Total investment
Nation Business Entities – Modified Equity:				
Harrison Salmon Producers Limited Partnership - 50%	1	(158,464)	675,694	517,231
Sts'ailes Development Limited Partnership - 99%	1	8,903,306	524,250	9,427,557
Sts'ailes Development Corporation - 100%	100	100	36	236
	102	8,744,942	1,199,980	9,945,024

	Investment cost	Loans / advances	Cumulative share of earnings (loss)	2022 Total investment
Nation Business Entities – 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

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</i> As at March 31, 2023	<i>Sts'ailes Development Limited Partnership</i> As at December 31, 2022
Assets		
Current assets	351,069	1,203,723
Long term assets	1,313,103	4,916,805
Total assets	1,664,172	6,120,528
Liabilities		
Current liabilities	14,580	126,099
Long term liabilities	299,504	4,704,274
Total liabilities	314,084	4,830,373
Partner's capital	1,350,088	1,290,155
Total revenue	451,522	4,109,933
Total expenses	724,951	3,935,026
Net income (loss)	(273,429)	174,907

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

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.

	2023	2022
Capital Trust		
Balance, beginning/end of year	530,706	530,706
Revenue Trust		
Balance, beginning of year	7,836	8,654
Interest	16,330	10,244
Provincial grants	2,420	2,435
Less: Revenue transfer	-	(4,843)
Less: Transfers to Nation	(15,780)	(8,654)
Balance, end of year	10,806	7,836
	541,512	538,542

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, 2023, accrued interest is \$1,541,809 (2022 - \$835,829). This is included as accounts receivable at year end (Note 6).

	2023		2022	
	<i>Principal</i>	<i>Allowance</i>		
Loan receivable bearing interest at 13.00% per annum until the principal amount and all accrued interest has been paid.	5,000,000	-	5,000,000	5,000,000
Loan receivable bearing interest at 10.00% per annum until the principal amount and all accrued interest has been paid.	622,200	-	622,200	622,200
Loan receivable bearing interest at 10.00% per annum until the principal amount and all accrued interest has been paid.	530,400	-	530,400	-
	6,152,600		6,152,600	5,622,200

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, 2023 was 6.70% (2022 - 2.70%). 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, 2023, the facility was unused.

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Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

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>
Province of BC funding	6,377,430	4,925,000	-	11,302,430
FNHA funding - Community care center	2,577,184	-	829,570	1,747,614
ISC funding	84,532	6,598,701	3,388,066	3,295,167
FNHA funding	-	56,579	-	56,579
FNESC funding	401,152	-	401,152	-
First Peoples Heritage funding	258,554	-	258,554	-
CFBC funding	230,000	-	230,000	-
Other	225	-	225	-
	9,929,077	11,580,280	5,107,567	16,401,790

12. Long-term debt

	2023	2022
First Nations Finance Authority promissory note, bearing interest at 3.35%, with blended monthly payments of \$40,959.	8,962,738	9,203,478
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%.	(514,321)	(487,417)
First Nations Finance Authority promissory note, bearing interest at 3.35%, with blended monthly payments of \$21,445, due June 2024.	2,361,963	2,525,824
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%.	(222,474)	(210,835)
All Nation's Trust Company mortgage, payments of \$2,833 per month including interest at 1.67%, up for renewal on July 1, 2024	610,989	633,754
All Nation's Trust Company mortgage, payments of \$2,917 per month including interest at 2.13%, up for renewal on October 1, 2027.	557,182	583,402
All Nation's Trust Company mortgage, payments of \$1,794 per month including interest at 1.22%, up for renewal on May 1, 2026.	220,121	238,621
	11,976,198	12,486,827

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Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

12. Long-term debt (Continued from previous page)

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:

2024	377,894
2025	385,853
2026	394,073
2027	402,562
2028	411,329

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
- Fisheries operating revenues
- Sts'ailes Development Limited Partnership - Forestry

13. Term loans due on demand

	2023	2022
Bank of Montreal loan bearing interest at prime plus 0.50%, payable in monthly principal payment of \$28,559 plus interest	1,941,998	2,284,704
Bank of Montreal loan	-	172,079
	1,941,998	2,456,783

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

2024	342,706
2025	342,706
2026	342,706
2027	342,706
2028	342,706

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

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

14. Contingent liabilities

a) Sts'ailes is the guarantor for \$10,500,000 in residential loans granted to Sts'ailes members under the Housing Loan Program by the Bank of Montreal.

b) 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, 2023 is \$1,137,894 (2022 - \$1,238,535).

15. Accumulated operating surplus

Accumulated operating surplus consists of the following:

	2023	2022
Equity in Tangible Capital Assets	10,453,742	11,582,448
Internally Restricted Equity (Note 16)	457,861	407,861
Surplus	5,880,498	4,290,316
Equity in Ottawa Trust Funds	541,512	538,542
CMHC Operating and Replacement Reserves	111,341	130,483
Investment in Nation Business Entities	9,945,024	4,101,027
	27,389,978	21,050,677

16. Internally Restricted Equity

The First Nation maintains reserve funds for certain tangible capital assets. These balances at March 31, 2023 are as follows:

	2023	2022
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	150,000	100,000
	457,861	407,861

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 July 11, 2022. The budget information is projected based on operating expenses to be incurred during the year on a program by program basis.

Sts'ailes
Notes to the Consolidated Financial Statements
For the year ended March 31, 2023

18. 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.

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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.

19. Comparative figures

Certain comparative figures have been reclassified to conform with current year's presentation.

20. Financial Instruments

The First Nation as part of its operations carries a number of financial instruments. It is management's opinion that the First Nation is not exposed to significant interest, currency or credit risks arising from these financial instruments except as otherwise disclosed.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk.

The First Nation is exposed to interest rate risk with respect to its term deposits which are at fixed rates of interest.

Sts'ailes
Schedule 1 - Consolidated Schedule of Tangible Capital Assets
For the year ended March 31, 2023

	Buildings	Housing	Equipment	Infrastructure	Land	2023	2022
Cost							
Balance, beginning of year	16,520,343	6,049,019	4,332,032	8,625,531	2,716,343	38,243,268	37,412,743
Acquisition of tangible capital assets	1,193,061	-	406,952	275,000	15,417	1,890,430	1,054,708
Disposal of tangible capital assets	(670,972)	-	(359,816)	(258,430)	(2,332,343)	(3,621,561)	(47,590)
Change in status of Government Business Enterprises	(204,234)	-	(195,932)	(1,029,551)	-	(1,429,717)	-
Adjustment for housing sale	-	-	-	-	-	-	(176,593)
Balance, end of year	16,838,198	6,049,019	4,183,236	7,612,550	399,417	35,082,420	38,243,268
Accumulated amortization							
Balance, beginning of year	10,763,689	3,251,614	3,083,138	5,649,777	-	22,748,218	21,435,125
Annual amortization	610,800	279,741	334,693	218,111	-	1,443,345	1,443,293
Accumulated amortization on disposals	(348,191)	-	(311,597)	(49,102)	-	(708,890)	(47,456)
Change in status of Government Business Enterprises	(45,246)	-	(38,866)	(158,176)	-	(242,288)	-
Adjustment for housing sale	-	-	-	-	-	-	(82,744)
Balance, end of year	10,981,052	3,531,355	3,067,368	5,660,610	-	23,240,385	22,748,218
Net book value of tangible capital assets	5,857,146	2,517,664	1,115,868	1,951,940	399,417	11,842,035	15,495,050
Net book value of tangible capital assets 2022	5,756,654	2,797,405	1,248,894	2,975,754	2,716,343	15,495,050	

Sts'ailes
Schedule 2 - Segmented Information
For the year ended March 31, 2023

	Sts'ailes Administration and Governance	Employment	Social Development	Education	Health	Snowoweyh	Community Development	Economic Development	Housing	Lands	Economic Development - Controlled Entities	2023
Revenue												
Indigenous Services Canada	\$ 970,111	\$ 603,241	\$ 1,699,227	\$ 4,287,963	\$ 1,821,336	\$ 2,155,371	\$ 2,497,345	\$ -	\$ 2,443,983	\$ 320,674	\$ 59,114	\$ 16,858,367
Other government	1,021,077	623,279	-	4,981,879	1,691,707	1,573,033	1,629,026	1,302,303	60,489	249,820	-	13,132,615
Economic activities and other	3,635,343	-	-	21,410	19,674	-	31,190	60,129	494,648	939,730	4,001,316	9,203,437
	5,626,531	1,226,520	1,699,227	9,291,253	3,532,717	3,728,404	4,157,561	1,362,432	2,999,120	1,510,224	4,060,430	39,194,419
Expenses												
Amortization	\$ -	-	-	-	-	-	1,390,658	-	-	-	52,687	1,443,345
Operating expenses	976,382	362,850	152,658	1,619,215	1,449,929	285,614	2,622,056	212,560	3,033,541	1,388,203	3,049,896	15,152,905
Salaries, wages and benefits	2,363,147	903,222	130,050	4,617,083	1,314,291	1,128,253	877,032	376,440	229,064	1,064,728	1,021,899	14,025,211
Program and services delivery expenses	134,893	7,538	1,319,284	1,519,846	490,840	154,854	2,889	-	154	31,550	8,671	3,670,519
	3,474,422	1,273,610	1,601,992	7,756,144	3,255,060	1,568,721	4,892,634	589,001	3,262,760	2,484,482	4,133,154	34,291,980
Surplus (deficit) before transfers	2,152,109	(47,091)	97,235	1,535,108	277,657	2,159,683	(735,073)	773,431	(263,640)	(974,257)	(72,724)	4,902,439
Transfers between programs	(1,739,596)	(1,234)	(75,863)	(287,922)	42,021	(15,647)	1,794,059	(396,526)	(44,709)	695,416	-	-
Annual surplus (deficit)	\$ 412,513	\$ (48,325)	\$ 21,372	\$ 1,277,187	\$ 319,678	\$ 2,144,036	\$ 1,058,986	\$ 376,905	\$ (308,349)	\$ (278,841)	\$ (72,724)	\$ 4,902,439

	Sts'ailes Administration and Governance	Employment	Social Development	Education	Health	Snowoweyh	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	196,963	652,223	-	3,835,921	1,641,643	1,567,191	1,590,089	934,885	63,169	103,931	-	10,586,015
Economic activities and other	1,949,791	-	-	14,779	16,759	-	5,749	25,484	604,388	229,449	5,090,764	7,937,162
	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	1,443,335
Operating expenses	272,865	444,623	229,696	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	36,293	2,980,430
	2,109,767	1,295,095	1,365,236	7,228,175	2,244,619	1,514,812	2,922,860	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





Sts'ailes
DEVELOPMENT CORPORATION

Moytelexw
"always helping one another"

Sts'ailes Development Limited Partnership
Schedule 1 - Store & Gas Station
For the period ended December 31, 2022

	<i>December 2022</i>	<i>March 2022</i>
Sales	2,273,994	2,229,637
Cost of Sales	1,948,079	1,863,813
Gross Margin	325,915	365,824
Expenses		
Advertising and promotion	2,122	897
Amortization	3,165	197
Dues, licenses and fees	145	4,240
Delivery, freight and express	1,662	1,558
Insurance	9,922	6,290
Interest and bank charges	15,881	13,525
Office	847	2,050
Repairs and maintenance	27,685	28,825
Salaries, wages and benefits	272,102	309,226
Supplies expense	11,449	15,748
Telephone, fax and internet	2,038	3,835
Travel	227	320
Utilities	20,030	23,240
	367,275	409,949
Operating income (loss)	(41,360)	(44,125)

Sts'ailes Development Limited Partnership
Schedule 2 - Forestry
For the period ended December 31, 2022

	December 2022	March 2022
Sales	362,694	1,383,817
Cost of Sales	49,805	327,710
Gross Margin	312,889	1,056,106
Expenses		
Administration	-	-
Amortization	-	37,421
Dues, licenses and fees	102	76
Insurance	7,638	9,938
Interest and bank charges	1,885	10,275
Office	2,156	1,569
Professional Fees	2,322	8,025
Repairs and maintenance	1,451	445
Salaries, wages and benefits	31,312	49,410
Supplies	402	954
Telephone, fax and internet	-	668
Travel	1,550	1,384
Vehicle expenses	-	-
	48,817	120,167
Operating income (loss)	264,073	935,939
Gain on disposal of assets	44,006	-
Net income (loss)	308,078	(935,940)

Sts'ailes Development Limited Partnership
Schedule 3 - Fisheries
For the period ended December 31, 2022

	December 2022	March 2022
Sales	347,719	180,736
Expenses		
Dues, licences and fees	136	76
Equipment rental	1,710	-
Insurance	10,328	4,308
Interest and bank charges	114	125
Office	-	-
Repairs and maintenance	1,161	-
Salaries, wages and benefits	125,266	63,907
Sub-contracts	160,569	-
Supplies	1,763	1,586
Telephone	45	1,664
Travel	7,217	134
Utilities	889	1,739
	309,196	73,538
Operating income (loss)	38,523	107,198

Sts'ailes Development Limited Partnership
Schedule 4 - Lhawathet Lalem
For the period ended December 31, 2022

	December 2022	March 2022
Sales	195,034	447,406
Cost of Sales	107,745	62,955
Gross Margin	87,289	384,451
Expenses		
Advertising	-	144
Amortization	6,761	4,224
Dues, licenses and fees	649	517
Insurance	1,902	13,961
Interest and bank charges	942	1,308
Office	9,804	357
Repairs and maintenance	52,558	48,726
Salaries, wages and benefits	219,775	180,742
Supplies	1,495	1,577
Telephone, fax and internet	11,672	12,897
Travel	506	494
Utilities	-	53,976
	306,064	318,923
Operating income (loss)	(218,775)	65,528

Sts'ailes Development Limited Partnership
Schedule 5 - Business Development Services
For the period ended December 31, 2022

	December 2022	March 2022
Sales	1,150,057	602,683
Partnership income (loss)	(263,571)	-
Government subsidies	-	135,581
	886,486	738,264
Cost of Sales	27,819	52,604
Gross Margin	858,667	685,660
Expenses		
Administration	37,500	50,000
Advertising and promotion	11,829	6,614
Amortization	42,693	57,604
Directors' fees	9,740	10,902
Dues, licenses and fees	1,294	1,020
Bad debts	-	400
Food and beverage	6,270	3,952
Insurance	252	2,304
Interest and bank charges	2,409	4,729
Office	17,004	20,508
Professional fees	103,175	122,551
Rent	172,468	145,275
Repairs and Maintenance	14,451	2,681
Salaries, wages and benefits	315,661	341,141
Supplies	5,095	4,051
Sub-contracts	20,237	53,539
Telephone, fax and internet	5,975	2,620
Vehicle Expense	-	-
Travel	4,174	2,159
	770,227	832,049
Operating income	88,440	(146,390)

