



**Sts'ailes**  
**2014 ANNUAL COMMUNITY REPORT**

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**Sts'ailes**



## Message from the Chief

On behalf of Sts'ailes Chief and Council and Administration, I proudly present this year's Sts'ailes Community Report 2014.

As the elected Chief and CEO of Sts'ailes, I am pleased to announce that the past year has proved to be successful and progressive for Sts'ailes. It is a wonderful privilege to serve our people and from my perspective, the future of our children is bright.

A highlight of progress made during the past year is our financial outlook. In comparison to our previous audit, our deficit has decreased considerably, there have been major reductions in spending, and we continue to monitor and control our finances strictly according to policy. I would like to personally thank the Community for its patience during this time of financial strife. Likewise, I thank the staff for their continuous support; the allegiance of our Sts'ailes employees has been instrumental in achieving a positive financial outlook for 2014.

Sts'ailes continues to lead the way as a pioneer. We continue to build upon a solid foundation of our culture and traditions, our integrity as a people, and our connection with the land. As leaders, our Chief and Council strive for unity and trust within the community and as a community.

In doing our best to keep the community informed and updated, we have prepared this report to be delivered to your home. In addition, General Band Meetings are held twice annually in the Spring and Fall, information is posted on our website and at key locations in the community, and when necessary, notices are delivered door to door. If you have any concerns or questions my door is always open.

Lets'emo:t Sts'ailes Lkwe'lo,

We are all one mind, one spirit as Sts'ailes,

**Chief Harvey Paul - Steq'oye kul**



## Capitol Projects & Public Works



C.P. & P.W. Manager **Pierre Joe - Pi:yal**

**This Department oversees** the Management of all our Community Infrastructure (Water, Sewer, Roads) as well - Electrical, Buildings & Facilities, Fleet & Equipment, Sanitation, Fire Dept. This is a vital function in our community and affects the Health and Safety of all community members.

The Indian Registry Program maintains the Band Lists Program on behalf of AANDC (Aboriginal Affairs and Northern Development Canada) and participates in the determination of an individual's eligibility for Indian Status. I serve our membership in registering different life events: Births, Deaths, Marriages, Divorces, Band Transfers to name a few, plus issue Certificates of Indian Status (status cards).

I have been off work on an Extended Medical Leave and recently returned back in October 2013. Below are updates from this department.

### **Capital & P.W. /I.R.A. Staff:**

*Capital & P.W. Manager* – Pierre Joe  
*Custodian* – Harvey Deboer  
*ASARET Worker* – Dale Leon  
*Indian Registry Administrator* – Pierre Joe

*P.W. Coordinator* – Lloyd Charlie  
*Custodian* – Kristen Joe  
*ASARET Worker* – Stacey Antone

### **ASARET**

ASARET is a SASET (Sto:lo Aboriginal Skills & Employment Training) funded program, which has been carried over into the 2014/2015 fiscal year from previous year. The two above-mentioned staff are covered under this initiative, which our Human Resources Manager made this possible in securing the funding. Their duties are mainly within this dept, but do at time to time assist other departments upon request. One of their main focuses is on our Sanitation Program, which we are trying to get off the ground – this will mean our P.W. Dept will be fully taking over our own waste disposal.



**CERTIFIED WATER OPERATOR**

We have one of our ASARET Workers training to become a certified water operator. Monthly Stacey Antone works closely alongside our Circuit Rider who is contracted from AANDC and trains Stacey with anything around our water operations ie. reservoir inspections, pump house operations, fire hydrant flushing to name a few. Stacey attended two annual First Nation Water Conference's already – one last year in Vancouver and one this year in Whistler. In the future there will be further training plus looking at training for a backup water operator.



**FIRE DEPARTMENT**

We have a fully operational volunteer fire department with 10 active fire fighters. Our current Fire Chief is Tim Felix and our Fire Captain is Edward Carter. I want to thank the previous Fire Chief and Fire Captain for their time and dedication while serving on the fire dept and wish them all the luck in their future endeavors. This team practices weekly and attends outside training annually. We are always looking for dedicated volunteers that will join this team – an exciting group to be a part of. If you are up to the challenge have a visit with our Fire Chief.



**FIRE UNDERWRITERS SURVEY**

Canadian Insurers go through this company to see if a community has proper fire protection and water supply services. There was a detailed assessment Sts'ailes had to undergo, which started back in 2010 and we finally completed it this year. When an individual goes to purchase home insurance and even when we purchase building insurance – insurance companies go to Fire Underwriters Survey to see that our community has been graded and classified. Sts'ailes has been graded and received our confirmation letter back in February of this year, which means that your annual premiums when purchasing home insurance will not be as high if Sts'ailes did not go through this process at all.

**INDIAN REGISTRY**

Please be advised that when you are coming into the office to have a life event (birth, death, marriage, etc.) registered with AANDC the wait time is now about 6 – 7 months. It now appears the workload down at the head office in Vancouver has increased so it takes longer to get to any particular file. We are still issuing the laminated status cards and there are no updates at this time as to when the new enhanced cards will be issued in our area. We will keep all updated on this process. We completed an exercise for Health Canada back in January 2014, which is done annually regarding statistics for on reserve residents. Below is the breakdown:

**SANITATION**

As mentioned above the P.W. Dept will be going through a transition in the near future to take over our own waste disposal program. This will mean having our own crew doing weekly pick up of garbage/recycling and delivering to a transfer station in Chilliwack. We have been working with a company TETRA TECH from Vancouver who are conducting a Solid Waste Assessment for us, which will give us a better picture around Waste Management. There are some changes out there that Sts'ailes needs to be aware of and stay on top of, which is happening in the Fraser Valley Regional District – one that is up and coming is COMPOSTING. Meaning in the near future any compost material mixed in with our daily garbage – companies and such will be penalized. So keep a look out for newsletter items, which we will keep community members informed on this issue. – this will affect all homeowners.

**ON RESERVE**

AGE GROUP	STATUS	OTHER	TOTAL
<b>UNDER 1</b>	1 (sts)	7	<b>8</b>
<b>1 - 4</b>	27 (sts) 2 (nb) = 29	7	<b>36</b>
<b>5 - 19</b>	103 (sts) 34 (nb) = 137	3	<b>140</b>
<b>20 - 64</b>	263 (sts) 51 (nb) = 314	9	<b>323</b>
<b>65 +</b>	37 (sts) 1 (nb) = 38	1	<b>39</b>
<b>TOTAL</b>	431 (sts) 88 (nb) = 519	27	<b>546</b>

**Note:** (sts) = Sts'ailes member (nb) = non band member



# Housing



Housing Manager **Sherry Point** - *Chemeylem Taunat*

**Housing's goal is** to promote a healthy Community, meet the needs/priorities of our Community members; as well as ensuring that there is fairness amongst our members and to ensure that we continue to do our best to provide and promote healthy homes.

As a result of implementation & Enforcement of Housing Policy and Council's support, Housing has been able to collect accounts receivable owing to the Band, keep tenants accountable, and slowly dig our way out of a deficit that once sat at an outstanding amount of \$\_\_\_\_\_ back in 2006. To date, we have collected approximately \$\_\_\_\_\_ in housing arrears from former and previous tenants. On a positive note for those that this impacted, some of the individuals that owed receivables to the Sts'ailes ended up with credits on their account; Housing cut them a cheque for their overpayments.

*Aboriginal Affairs & Northern Development (AANDC), (formally known as INAC) Shelter Policy Requirement to All First Nation Bands for Band Rental units*

As most of you are aware, during the 2013/2014 fiscal year, AANDC gave a directive to all First Nation Bands in BC stating the following background information:

- Due to the provision of rental allowances to persons on reserve who are in receipt of Social Assistance is/and will be subject to specific conditions as follows:
  - If a House was built with Federal funding assistance and mortgages have been paid out on those units that, AANDC will NOT pay any shelter costs associated to the home for those individuals who are in receipt of Social Assistance. (this caused a major uproar from all First Nation Bands in BC, including Sts'ailes and higher levels of Government
  - Since the implementation of AANDC's directive, Sts'ailes accounts receivables sky rocketed to an outstanding amount of \$95,642.13





**Positive Note:** since then AANDC reviewed our Housing Policy/ Procedures & Guidelines and informed the Sts'ailes Housing Department, that we are one of the only 4 Bands in B.C. to meet their criteria; this will allow us to collect rent dollars once again from SA Clients residing in Band Rental units.

At a duly convened Council meeting held on May 27th, 2014, Council passed a motion to write off the Band rental invoices (\$95,642.13) for the 2013/2014 fiscal year due to the Shelter Policy implementation by AANDC.

To date, (Aug 2014) AANDC has committed to work with Sts'ailes in order for us to recover the A/R loss from AANDC by allocating the \$95,642.13 to the Housing Program for the 2014/2015 fiscal year; this will mean more renovations & repairs for our Community Members





# Aboriginal Rights & Title



Rights & Title Manager **Boyd Peters** - *Xoyet Thet*

**Sts'ailes people have** an inherent right to self-government. The AR&T department follows the traditional laws of "snowoyelh" to insure that others respect the title and rights of Sts'ailes and our ways of governing ourselves for the protection and assertion of our sacred land (Xa'xa temexw) and to determine future uses of our traditional territory.

We believe our strength is achieved by maintaining our connection to the land, stories, culture and spirituality. By maintaining our solidarity we will continue to grow and flourish as a strong, independent Sts'ailes Nation.

## **AR&T STAFF**

Sts'ailes Chief and Council have the collective responsibility for the management, assertion and protection of Sts'ailes Rights and Title. Council has formed an AR&T Committee and Governance Committee. AR&T staff work closely with these and other committees, departments, legal counsel and various consultants.

### **AR&T Full-time Staff:**

AR&T Manager- Boyd Peters  
Research Technician- James S. Leon  
Senior Research Assistant- Fran Douglas

### **AR&T Contract Staff:**

Chief Negotiator – Willie Charlie  
GIS/Field Technician – Troy Charlie  
Heritage Research Archaeologist – Morgan Ritchie  
Kwi'kwe'xwelhp Community Engagement Coordinator-  
Terry Felix

### **AR&T Council Committee:**

Chief/CEO Harvey Paul  
Councillor Kelsey Charlie  
Councillor Terry Felix  
Councillor Boyd Peters

### **Governance Committee:**

AR&T Manager – Boyd Peters  
Committee Chair – Terry Felix  
Community Elders Representative – Bradley Charlie  
Community Off-Reserve Representative – Gordon Phillips  
Technical Support – Fran Douglas



**On-Call Archaeological and Environmental Impact Assessment Staff:**

Field Technician – Burt Charlie

Field Technician – Michael Peters

Field Technician – Patrick Point

Professionals and University graduate students

**NEGOTIATIONS**

The AR&T Department leads a number of negotiations for Sts'ailes for the protection of our traditional territory and governing rights. The following is an update on some of these important files:

**Morris Valley Road (MVR) Trespass:**

- Negotiations continue with the Ministry of Transportation & Infrastructure (MOTI) regarding the MVR trespass on IR#5.
- We have met with MOTI on several occasions in 2014. On a number of those occasions it was necessary to have our legal counsel present to keep these negotiations on track and show the government we are serious in trying to resolve this long outstanding issue.
- Prior to our most recent meeting, we submitted a formal 'Proposed Settlement Terms' package to MOTI and the Province for their consideration.
- Meanwhile we continue to collect road use fees from forestry sector proponents who use the Morris Valley Road to transport their equipment, workers, and logs. So far this year (January - July 2014) the Road Use Permits have brought in \$191,041 to Sts'ailes.



*Morris Valley Road*



*A view from Hemlock Mountain*

**Hemlock:**

- The Morris Valley Road Trespass could affect the progress of this project moving forward in a timely manner.
- The Berezan Group who own and operate the Hemlock Valley Ski Resort and the Province continue to meet regarding the Master Development Plan.
- Revenue Sharing negotiations with the Province hinge on the project moving forward.

**Alienated Land from Chehalis River Dyke:**

- Council had expressed concern about Sts'ailes giving up 50 ha of reserve land alienated by the Chehalis River dyke .
- The AR&T Committee suggests we pursue land in exchange for this alienated land.
- This alienated land cannot be developed because it has been designated a riparian fish habitat.
- DFO will now have jurisdiction over this area.
- Consensus by Council is required before any action can be taken.

**Public Recreation Management:**

- There are no new developments with regard to recreation management within Sts'ailes territory.
- AR&T must implement signage for the three (3) designated camp sites for Sts'ailes' exclusive use at Chehalis Canyon (Pelexal).
- Work will include cleaning of the pictographs, removal of climbing bolts, and installing heritage management signage at Chehalis Canyon recreation site.





**Proposed Harrison-Sts'ailes Wildlife Management Area (WMA):**

- The Province is promoting Sts'ailes' recommendation to name the WMA: Lhá:lt. Lhá:lt refers to the flat, productive land at the confluence of the Chehalis and Harrison Rivers. They are also promoting our recommendation that it be referred to as: "A Place Where Eagles Fish", "Shxwelis kw'es olexem ye Sp'oq'es kw'e sth'oqwi" in Halkomelem.
- The Ministry of Forests Lands & Natural Resources, Director of Resource Management in the South Coast Region will soon make a regional recommendation on the proposed WMA designation and boundaries to be moved forward for an Order-in-Council legal designation decision.

**Harrison Salmon Stronghold (HSS):**

- Slough enhancement work will get underway in mid-August at John Mack Slough and Log Dump Slough.
- AR&T will conduct archaeological investigations prior to construction activities.
- INNERGEX has approved our predicted budget of \$15k for this work and subsequent analysis.

**Community Health Care Facility:**

- Since the last update, it has been determined that the proposed facility will NOT be located at the LS.1 property in Harrison Mills due to irreconcilable differences with Scowlitz First Nation.
- Additional lands are being considered for this purpose, with LS.8 between the Chehalis Store and the Chehalis River being the most likely.
- It is expected that compensation for the sale of recreation lots on Harrison Lake will still be put towards the purchase of the land to be used for the Community Health Care Facility.

**Other First Nation Territories:**

- Asserting Sts'ailes territory and establishing economic boundaries with surrounding First Nations is a priority for AR&T.
- We have a Letter of Understanding with Kwantlen First Nation signed on February 5th, 2013.
- We have an agreement to re-engage with the In-Shuck-ch in an effort to update and redraft a Nation to Nation (N2N) Agreement. We have secured \$15k from BC and Canada to do this work.
- A working group was established to address key sectors of mutual interest with Douglas First Nation (i.e., economic development, natural resources, fisheries, culture/heritage, land use planning etc.)
- A hand-shake agreement was done with Yale where they agreed to respect our interests on Harrison Lake.
- Next steps will be the implementation and enhancement of the Douglas FN Protocol Agreement (PA)
- Funding needs to be secured to further and open negotiations with surrounding First Nations such as Cheam, Seabird, Sto:lo groups, and mid-Fraser groups.

**Community to Community (C2C) Agreement:**

- The C2C MOU resulted in the development of the Harrison Fraser River Gravel Committee and Economic Development Committee.
- The C2C group travelled to Victoria to lobby with premier Christie Clark, MLA's and MP's to support gravel extraction on Fraser/Harrison Rivers to help mitigate the flood threat to our various communities.
- Sts'ailes hosted the C2C meeting July 3rd, 2014.

**Fraser Valley Regional District (FVRD):**

- We have agreed to an MOU with the FVRD.
- The MOU highlights a process for future engagement and mutual respect and recognition.



*Signing Ceremony between Sts'ailes & Douglals F.N.*



## ENHANCED AGREEMENT WITH THE PROVINCE

As you know we were successful in negotiating a Memorandum of Understanding (MOU) with the Province regarding a number of issues, some of which were long outstanding regarding the protection of our traditional territory and self-governing issues. We are in negotiations with the Province to develop a Phase II MOU agreement.

### *In this agreement, we expect to have the following components (among other things):*

- Funding/Support/Enactment of our N2N agreements
- Refine the draft Consultation Protocol Agreement
- Implement outstanding potential land transfers
- Recognition of and gain a common understanding of our Strength of Claim document.
- Environmental Enhancement Initiatives--Possible linkage with Canada/DFO/Salmon Stronghold
- Child and Family Services Agreements
- Emphasis on shared decision making.



Burt Charlie & Morgan Ritchie at Sakwi Creek project

## RESOURCE MANAGEMENT AND ECONOMIC DEVELOPMENT

Revenue Sharing negotiations on Clean Energy projects will resume soon.

Our position will be based on: IBA's negotiated in our territory, N2N agreements, and our Strength of Claim document (SOC). AR&T will present options for new referral management strategies in the near future.

### *Independent Power Projects (Run of River):*

- Stokke and Tipella Creek: Annual Royalty is being collected.
- Tretheway Creek: Construction is underway.
- Big Silver: Construction will commence soon (2014).
- Bremner and Trio Creeks: Permitting and Environmental Assessment process is ongoing.
- Sakwi Creek: Construction is still underway using Sts'ailes Development Corporation (SDC) contractors.
- Sakwi Creek Habitat Compensation Construction is now completed at John Mack Slough, Log Dump Slough and by Vera Goldsworthy's place.

A protocol for supported reintegration of inmates into the Sts'ailes community was signed June 9th, 2014 between Sts'ailes and Correctional Service of Canada.

A signing ceremony was held at Sts'ailes Lhawathet Lalem. This protocol agreement is a living document and may be amended with the mutual consent of the signatories.

## KWI'KWE'XWELHP (KWI)

Sts'ailes has worked in partnership with Correctional Service Canada (CSC) for 14 years with the redevelopment of the Elbow Lake Minimum Security Institution into the Kwi'kwe'xwelhp Healing Village. It is now seen as a model of success. The Senate has recommended that a documentary be produced to illustrate the success of Kwi.

### *Sts'ailes has representation on various committees in conjunction with Kwi:*

- Chief Harvey Paul chairs the Senate Advisory Committee.
- AR&T Manager Boyd Peters chairs the Citizen Advisory Committee (CAC). Sts'ailes presently has four active CAC members with two more potential members from Harrison Mills.
- Terry Felix chairs the Cooperative Programs Board for community service projects. Boyd Peters and James S. Leon also sit on this committee.
- James S. Leon is on the Kwi Dispute Resolution Committee as well as the Kwi Screening Committee for inmates coming into the Kwi'kwe'xwelhp institution and/or Sts'ailes community.

### *Annual Contracts that we manage for Kwi'kwe'xwelhp include:*

- Community Engagement Coordinator (Terry Felix)
- Cultural Activities Contract (for elders to teach crafts and share stories)
- Halq'eméylem Language Classes at Kwi (Vange Point and Wanda Lewis)

Human Resource initiatives include job shadowing (mentorship) and apprenticeship. The future goal is to have 100% First Nation employees at Kwi.

### *Cultural competency of staff at Kwi'kwe'xwelhp is being enhanced:*

- AR&T is providing vital input into the 3 phase redevelopment of Kwi'kwe'xwelhp to ensure it is culturally/spiritually appropriate according to our teachings.
- The construction of the Living Units is now underway. Sts'ailes was successful in negotiating an Aboriginal Set Aside rather than it being awarded to Corcan.

Sts'ailes soon may have access to Kwi's portable sawmill to be used for community projects such as the Heritage Trail, a cover for the hockey box and a cover for the daycare walkway. The plan is to set up the mill at the old fire hall compound located in Sts'ailes.

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*The returning of our sacred Sasq'ets mask to Sts'ailes from the Museum of Vancouver.*

## GOVERNANCE

According to Council's vision to achieve sovereignty and self governance, the AR&T Department is mandated to assert our jurisdiction, develop the constitution, create codes and laws, and reclaim ownership rights in our territory. This includes and is not limited to justice, the environment and our natural resources. We will also develop our own comprehensive land use plan.

Constitution development includes the Custom Election Code that is waiting for provisional approval from Ottawa prior to a community vote on it.

Council has prioritized development of a customized membership code due to the number of membership transfer requests. The Governance Committee has presented a draft to council for their review and comments.

Recent court case decisions have resulted in a need for the development of Matrimonial Real Property Laws for on-reserve. The deadline to have this in place is December 16th, 2014. Aboriginal Affairs and Northern Development (AANDC) has requested we have a draft in place by October 2014. If First Nations don't meet this deadline, they will come under provincial law regarding these property matters.

***The Governance Committee has also been tasked with reviewing and making recommendations on the Sts'ailes Governance Policy Drafts which include:***

- Sts'ailes Governance Model – January 20th, 2014 Draft
- Council Decision Process – Draft
- Sts'ailes Council Vision 2020-2060
- Sts'ailes Operations Manual Financial Policies & Procedures
- Sts'ailes Financial Administration Law, 2011 Draft

To bring a more traditional, cultural and spiritual element to justice matters AR&T Manager Boyd Peters and Research Technician James S. Leon also participate on the Justice Committee. They work closely with the Health Department, RCMP, and Correctional Services Canada on the various files regarding justice issues involving our community members.

***AR&T staff members also participate on the Culture Committee that organizes and oversees various traditional, cultural/spiritual events for Sts'ailes. Some of the events are directly related to some of the work undertaken by the dept. such as:***

- Ground Blessing Ceremonies (IPP Project infrastructure built in our traditional territory, upgrade of sport facilities attained from negotiated Impact Benefit Agreements (IBA))
- Community Burnings (Spring & Fall)
- First Salmon Ceremony
- Repatriation Ceremonies (ie. Sasquatch Mask)
- Reintegration Ceremonies (CSC/Sts'ailes Protocol)
- Aboriginal Day

The dialogue on achieving self-government is complex and ongoing. Consultation with the community is most important and includes both the Youth and Elders' Councils.



## STS'AILES HERITAGE/ENVIRONMENTAL CONSULTANTS

- Sts'ailes Heritage Consultants are currently focused on pro-profit projects and funded initiatives. We presently have several regular clients.
- Our Heritage Research Archaeologist Morgan Ritchie has recently applied for a Blanket Permit (July 1, 2014) that will enable the Sts'ailes Heritage Consultants to conduct work throughout the Chilliwack Forest District. This has already presented several opportunities for additional contract work.
- Although budgets have been tight, we have managed to identify and learn more about several ancient Sts'ailes villages recently, including four that are likely around 3,500 to 5,000 years old.
- We will soon undertake a large research-focused project on behalf of INNERGEX at John Mack slough and Log Dump slough.

This initiative has been a long time coming but is finally here and getting off to a good start. The GIS system is definitely a much needed and valuable tool to aid the AR&T Department staff in meeting their mandate of protecting Sts'ailes traditional territory.

### **Purpose:**

- To have a comprehensive inventory of Sts'ailes' cultural, historic, and spiritually important places in the territory,
- Identify places/resources of economic and strategic importance to Sts'ailes,
- To develop a Land Use Vision for the Territory based on this information.

### **In April 2014, Sts'ailes secured an additional \$50k from the Province to:**

- Keep a GIS consultant on a short term retainer (1-2 years) for ongoing assistance with the day-to-day management, use, and development of the Sts'ailes database. This short-term investment in key employees will ensure that Sts'ailes has the internal capacity to manage, use, and update the database over the long-term. These skills will ensure Sts'ailes is able to track referrals, aboriginal interests, and create maps for efficient sharing of information.
- Work with a consultant(s) to create land use zones whereby Sts'ailes' Traditional Territory is zoned according to environmental, social (cultural), and economic factors. This will assist with responses to referrals, consultation, long-term decision making and land use planning.



*Morgan Ritchie & Susan Balfour assessing the Heritage Trail*

## HERITAGE TRAIL

- There is ongoing archaeological, archival, and interview research being done.
- Additional signage (complete with a display shelter) and a booklet are being developed.
- We are looking for further funding and employment opportunities for further trail construction and maintenance



*The old Chehalis Indian Day School building*

## THE DAY SCHOOL COURT ACTION

Many Sts'ailes community members attended our Chehalis Indian Day School over the years. The first one was situated at what is commonly referred to as 'down the end' of the reserve. The second one was situated at the junction of Chehalis Road and Phillips Road. That building is now a multi-living unit.

The Day School Class Action has been initiated. Alghoul & Associates Law Firm out of Winnipeg, Manitoba is handling the case. The Day School Court Action involves a number of different Indian Day Schools across Canada.

Day School students attended schools on-reserve. Day Scholars attended residential schools during the day and went home at night. Billeted Students who mainly came from remote native communities were fostered out to non-native families who lived near schools. These three groups are now putting their cases forward trying to be heard by the government in three separate class action law suits. These three groups were not included with the Residential School Court Case put forward a number of years ago.

This issue is not yet before the courts. The legal firm is in the process of gathering as much information as possible. That information will be reviewed and assessed. This process could take a number of years. If it is allowed before the courts that process could take additional years before there is a decision. There is also the possibility that the matter is settled out of court. So we are in the initial process with a lot of work still ahead.

Forms are available at the administration office front desk. Our AR&T Research Assistant, Fran Douglas can assist you with completing your form and submitting it to the law firm.

Please note that the present Chehalis Community School is not part of this class action.

So you can see that the AR&T Department has been very busy on behalf of our ever growing community in the protection of our traditional territory and self-governing rights. We are honored to serve Sts'ailes membership and look forward to a brighter future for our people.





Education Director & Principal **Bill Dietrich - Nanuqw'tel**

**Sts'ailes Education Department** consists of the Sts'ailes Early Education Centre (SEEC), the Sts'ailes Community School (SCS) and the Sts'ailes Post Secondary Department. There are 43 staff members working with 250 students from the ages of 6 months to over 30 yrs (post sec).

The report is based on the Sts'ailes Chief and Council Vision and Planning for the 2013-2014 term. A summation of programs within the department is included in the Year End Review.

## **STRATEGIC GOAL SUMMARY FOR 2013-2014**

### **STS'AILES EARLY EDUCATION CENTER**

*Strategic Goal – Results Achieved*

#### **SEEC – Increased enrollment that includes more Sts'ailes members**

- Enrollment at the K4 level has remained consistent between 13 to 17 students.
- Enrollments within the infant, toddler and wee three programs are at minimums and has resulted in a reduction in staffing. The Centre will be moving to a new multi-age format for September 2014.
- The Sts'ailes Education Department is actively promoting the SEEC within the community and beyond to increase enrollment. The Centre hosts a number of Open House and family gatherings to showcase the program.

#### **Strengthen cultural and language teachings at the SEEC.**

Language and cultural instruction has increased to include wee three program and continues to reinforce language instruction at the K4 level. The school provides a language instructor and the K4 program attends events at the school.

#### **Maintain Working Budget with Funding Parameters**

The Centre continues to operate in a deficit budget due to;

- Historical low funding rates from federal and provincial levels that have not changed in over 15 years.
- Decreased enrollment in the infant and toddler program due partially to subsidy funding being redirected away from Centres.



## REGISTRATION INFORMATION

With the growing enrolment there are new limits to certain class sizes. With this challenge SCS must ensure that all students are receiving an education program that meets their needs. If your child is currently attending SCS you do not have to re-register them for the 2014-2015 term.

For new students looking to register parents are asked to contact the office in August to ensure a classroom spot for their child. You can also complete the registration form enclosed and send it to the school.

### **Implement Early Literacy Program (ASQ)**

Ages and Stages Learning program has been implemented in the K4 program. This links learning objectives to the provincial learning outcomes in preparation for Kindergarten.

### **Parental Involvement**

Communication with families is completed through Open House days, special parent days (Mothers/Fathers Day, Easter, Christmas), K4 Grad, the reporting book, daily messages via phone and/or email.

## STS'AILES COMMUNITY SCHOOL

*Strategic Goal – Results Achieved*

### **Literacy and Numeracy Enhancement**

Programming within these two areas has resulted in significant gains based on school assessment data. DIBELS assessment results show;

- 45% of students working at level.
- 28% of students require some intervention
- 27% of students require significant intervention

Students are thriving within the Reading Mastery and Math Mastery programs. These are supported with additional programs that provide students with the necessary tools for success.

### **Language and Traditional Teachings**

Made in Sts'ailes curriculum to be completed by June 15. This will provide lesson plans, assessment and learning outcomes for the K4-12 program.

### **Student Resource Support Implementation/Assessment and Reporting**

Resources that support families and student learning include;

- Resource ed department consisting of two certified teachers and four resource aides.
- School based counselor
- School based school psychologist

Assessments include school based and national level assessment formats – CAT4, DIBELS, Reading Mastery, Six Minute Solution

### **School Based Electives**

Student development is supported through arts, athletics and technology with the implementation of;

- Secondary athletics program supporting sport specific training
- Music/Arts program including Spring Gala, music lessons, art and carving for secondary.
- Extracurricular sports at the elementary level



### **Facility/Transportation**

- Classroom replacement project underway in July 2014.
- Facility upgrades including office and counseling area improvements and classrooms painted.
- Security cameras installed in three school bus'.

## STS'AILES POST SECONDARY DEPARTMENT

*Strategic Goal – Results Achieved*

- Promote, support and recognize members seeking post secondary studies
  - Wait list has been eliminated and community members are supported with funding opportunities. Post secondary list at 25 for the current funding year.
- Research and acquire funding sources
  - Ongoing research to support students including lap tops and funding for post grad studies.
- Maximize post-secondary and post graduate opportunities.
  - Agreement with EAS to support diploma based programs in the trades. Support funding implemented for post grad studies on a per class basis.



## YEAR END SUMMARY – STS'AILES EDUCATION DEPARTMENT

Another school year has come to a close and we are so proud of the achievements of all the students. It has been an amazing year in every aspect, from achievements in reading, math, Halq 'emeylem language skills, athletics/arts and personal development. There were new programs and ideas implemented this year that made school the place to be for kids.

As proud as we are of this past year, the staff are truly excited about the 2014-2015 school term and what is planned for students and families. Some of the great opportunities for children next year include;

### K – 12 STUDENT SERVICES

Enhanced student assessment and program development – with the addition of our full time school psychologist, students and families will benefit from the development of truly personalized programs for students at all levels. If your child requires support within academics and personal growth, or is gifted, they will thrive within a program that meets their individual needs. Sts'ailes Community School is the only school with our own school psychologist trained in the assessment and development of student support programs. It is a truly amazing opportunity for kids.

### PROVINCIAL EXAMS

This has been a long time in coming and SCS will now be offering BC Ministry of Education high school provincial exams for grades 10 to 12. This is a huge gain for our school and recognizes the programs and efforts of staff and students.

### IPADS IN THE CLASSROOM

SCS will be implementing this amazing technology into the classroom starting in Grade 5/6 as well as an iPad resource station for elementary. As it grows there will eventually be an iPad for every student. The iPads are a resource for learning to support programs and enhance student literacy, numeracy, artistic and research growth. The iPads in place now have been a huge success.

### READING MASTERY/READING BLAST/STEP UP TO WRITING

Supports for student reading success continue to be a priority. DIBELS testing has shown a significant increase in literacy development. Our kids are reading strong and it shows in other subject areas.

### WHAT I LIKE ABOUT SCHOOL

**TREVOR CAVE** Kindergarten  
"I like reading Mastery"

**TORI CHARLIE** Grade 3  
"I like Cheerleading"

### SCHOOL BASED STUDENT MANAGEMENT

Behavior in schools is becoming a real topic across Canada. To support a positive school environment the staff will be taking a two day workshop on Restitution Training, a new school wide program that supports students and families and provides students with the necessary tools to make good school and personal based choices. Parents will be given support materials to be a part of the process.

### SMARTBOARD TECHNOLOGY

This amazing learning tool is being placed in each classroom. To date there are five in the school and we are aiming to have one in every room within two years.

### LALEM

The first year of this new secondary program has been a tremendous success. The students gained skills within academics, life skills and community service.

### SECONDARY ATHLETICS

The addition of mountain bikes and canoes have complimented an existing program that challenges our student athletes to exceed their personal limits. This is for grade 9 to 12.

### CULTURAL EDUCATION

Our students are speaking the language and it shows in competitions and in the school. Our students finished 1st in a Language Translation competition. Being strong in one's history enables a student to take on the challenges in life with confidence and pride.

### FINE/ARTS

The Christmas Concert/Spring Gala/Cheer Team/Carving/Artists and in-class projects demonstrate that amazing talents of the children and the commitment to the arts of the staff. Students are given the chance to shine and have done a fabulous job. SCS students win art prizes and wowed our guest judge, Carly Rae Jepsen, with their talents. Students get to 'show their stuff' at SCS and this is truly unique.

### 2014 GRADUATING CLASS

SCS	Bryce Bouzovetsky	Kateria Charlie	Athena Williams
	Debra Charlie	Dawnita Leon	
	Nicholas Charlie	Mariah Leon	
AESS	Miranda Point	Esa James-Point	
	Brylee James		

### STAFFING

SCS bids a fond good bye to Mrs Kathryn Myers. Mrs. Myers has had the pleasure of working with pretty much all kids during her time here and has been a part of many children's education. She will continue to be a part of the school in the role of a teacher on call.



SCS Culture Teacher Vange Point gathering cedar bark on a school field trip



## WHAT I LIKE ABOUT SCHOOL

**ALEXIS CHAPMAN** Grade 3

"I like reading Cheerleading and Phys Ed"

**COLE JODWAY** Grade 9

"I like socializing and being with friends and Athletics."

## YEAR END CLASS SUMMARY

### HALQ'EMEYLEM SQWELTEL LANGUAGE

*Xoyetlha (Vange Point), Seliselwet (Bibiana Norris)*

Ts'ets'el ey syoys tl'o te' skwul maqatset

We had a very good work year this school year. Every class has their unique ways of learning. We continue the progression of their halq'emeylem speaking. We teach the children to be proud of whom we are as a First Nation School.

We also have taught many halq'emeylem songs and prayers. The primary and elementary students really pick up on this. We have taken several students at different times to Sts'ailes events and functions to do "welcome songs and prayers" in our language. On some occasions our language class has been asked to make give aways for certain ceremonies with this the children learn to make things with pride and learn to give away. With the fundraisers this year we;

- Updated matching shawls and cedar headbands
- Took grades 7/8 & Den class to harvest inner cedar bark at Vedder Mountain
- Took grades 4, 4/5, 5/6 to an Ecological Tour in Musqueam.
- Took grade 2 for a medicine walk and a year end picnic.
- Purchased a set of skirts for the singing group.

To top off the excitement for the year we entered 8 students from grade 4-5 to compete in the 1st Halq'emeylem Inaugural Language Contest. We are so very proud to say that they brought home the trophy for being the #1 championship overall. Ey te' temkw'okw'es (have a great summer)



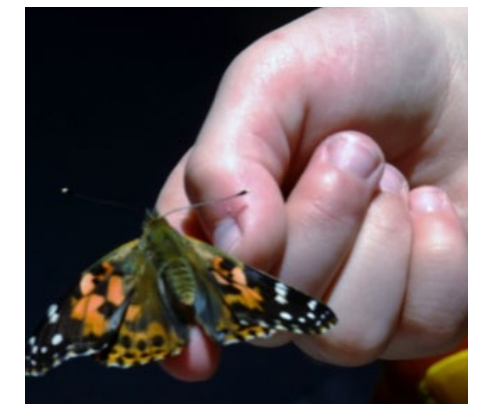
## PRE-SCHOOL

*Judy Charlie, Krista Francis*

Each year the PreK class not only learn how to use scissors, count, learn their colours and ABC's, but also have some fun and educational fieldtrips that go hand in hand with the curriculum that we are covering in class. This year the Pre K is using the Language for Learning program that goes hand in hand with the Reading Mastery Program that is used in the school. Our students spend an hour and a half each day learning the Halq'emeylem Language, where the children are learning simple songs and basic words such as colours, counting, greetings, etc.

Throughout our busy day we incorporate as much play as we can, whether being inside play or outside on the playground. This is an important part of the day because it not only allows our children to get the physical activity that is needed to stay healthy but it also allows our children to learn to work together to problem solve, interact with each other in positive ways and the play helps develop other skills such as their gross motor skills.

Throughout our year we include fun and educational fieldtrips that go hand in hand with the curriculum that we are covering in class. We go on various fieldtrips such as the Weaver Creek Spawning Chanel in October; a pumpkin patch in October and the Vancouver Zoo in May. We also go on various walking fieldtrips not only around our community but also to Teacher Judy's house. At her house we walk through her "forest" to go on a "bear hunt" and observe the local vegetation; during the winter (smoke fish season) we bring the children to observe how traditional smoke fish is prepared in her families smoke house; during the spring our children walk to her house to see the frog eggs in the pond when we are learning about the life cycle of a frog; during this fieldtrip we collect some frog eggs which we then bring back to school so that we are able to watch them change to tadpoles which we then return to the pond. In the winter, when we are lucky enough to have snow, we again come to Teacher Judy's house where the children get the chance to toboggan on the hills in her yard. In June, to end our year we are off again to Teacher Judy's house for a year end party.



*SCS Students saying the opening prayer at the First Salmon Ceremony.*



Besides the frog life cycle we have several other exciting and educational science related experiments that go on throughout the year. Some of these experiments include making orange juice, apple sauce and homemade jam and bannock. During the winter we have experiments such as melting ice, covered in food colouring to see colours mixing, with coarse salt; when learning how blubber keeps animals warm in the icy waters; we put shortening between two Ziploc bags and submerge our hands in ice water. Other experiments also take place such as building a volcano; when learning about colours we have various experiments where our children see what happens when multiple colours are mixed together. In the spring we order in caterpillars so that our children can learn and observe the life cycle of a butterfly, which we then released behind the daycare.

As you can see we try to keep our children as busy as possible with a variety of exciting but educational activities, so that they develop a joy of learning.

## KINDERGARTEN

Ms. A. Haslett

The source of the most excitement this year in Kindergarten was the installation of our new projector. This opened the door to learning about many things in our world. We explored the Arctic, specifically Polar Bears. We learned about Komodo Dragons, Flamingos, hatching eggs, Ocean Animals, Armadillos, Wolves, Frogs, Spiders, Africa and the list goes on. Each topic we delved into was followed up with books, art projects and another new addition to the classroom, our sensory bin. The sensory bin reflected the current topic and was full of items that got the kids talking and interacting in a way that promoted more learning. It was definitely a fun, enthusiastic year.

Another Kindergarten initiative was the posting of the Wanted Posters. Around the school a “wanted” poster was posted of each Kindergarten student. The idea was to ‘capture’ the kinders and have them either read or identify the alphabet letters (depending on what the poster said). The books were located in the kindergarten room and kids swarmed the room before, after school and during breaks. There was a reward offered for each student who took part in the reading/listening event. The students agreed they felt pretty special being “captured” by the older kids.



Some classroom fun in the Kindergarten class!



Kindergarten WANTED posters.

## GRADE 1

Ms. Senft/Mr. Dobos

For the last three months the Grade 1 Classroom has been an exciting and busy place. Mr. Dobos joined the class as the homeroom teacher in the beginning of April. An unexpected teacher change can be a difficult time for a class, however the Grade 1's adjusted well and finished the year strong. There have been many great moments over the past few months, far too many to list. I will however mention some of the top ones selected by the class.

- Our weekly soccer games, every week our class got outside and worked on learning the game of soccer. Our class was divided in half and a 7-a side Soccer game was played. Students were taught basic positioning while emphasizing fair play. Basic concepts such as finding the open space and following the pass were taught throughout the course of play.
- A class garden was created with students planting various seeds, garlic, strawberries, and tomatoes. Every student was able to take home a strawberry and tomato plant.
- Our Grade 6 buddies have joined our class weekly and this time was well received. Our grade 6 buddies were a lot of help during this time. Over the past few months our Grade 6 buddies have helped their little buddies with reading, mothers/fathers day cards, soccer games, math etc.
- Focusing on Numeracy - our weekly computer time has been focused almost exclusively on the mathletics program. The class reward program that was put in place where students received a popsicle stick for showing positive behaviour was coupled with the Mathletics program. Students were given a popsicle stick with every 100% completed lesson. Popsicle sticks are turned in on Friday afternoons for Gummi Bears.
- The ZOO - our year end field trip to the Zoo was a SUCCESS. Fun was had by all! The weather cleared nicely for us and the animals were all out and about for our viewing pleasure.



## GRADE 2

Ms. B. Grant

It has been a super year for the grade two students in my class.

We went to the Eco-Dairy in Abbotsford where we were able to see an amazing machine that milks the cows. The machine is robotic, “reads” the number on the collar of the cow and records when she is milked. Everything is automated, except for the one person who works with the cows and ensures the robotic milker is working properly and gets the water for the cows.

We also got to see some baby goats and cows. There were turkeys, pigs, horses and ponies and some very nice people who helped us with questions and teaching us about the centre.

We had the honour of being invited by our Halq'emeylem teachers for a picnic. We went to Hicks Lake and had hot dogs, chips, juice and watermelon. We played games and looked for traditional plants. Thanks to Seliselwet and Xoyetlha for inviting us. Our final field trip for the year is to Harrison Lake where we will be exploring the hot springs and making some sand castles.



“Students in the Box Program had a busy year.

*We love our new classroom and pretty proud of our students.”*

**Cheryl Charlie**

## GRADE 2/3

Ms. E. Bell

The Grade 2/3 class has been eating their way through science this term. We have been studying plants and learning about the role each plant part plays in the growth and survival of the plant.

During the course of our studies we have tried many different plant foods including chocolate chia pudding (made in class with coconut milk, chia seeds, cocoa, and honey), kale flowers, mint leaves, parsley, chives, mango, goji berries, and stevia, as well as broccoli, chia, and sunflower sprouts. Science is always interesting, but being able to eat what you are learning about is so much fun!

## GRADE 3/4

Mrs. K. Myers

The grade 3/4 class has had a busy year. We have been learning about light, sound, and habitats in Science. We have also spent a lot of time learning about First Nations groups in North America, explorers, and First Contact in Social Studies, and have been working a lot on our Spelling and writing skills in Language Arts. The children have all shown growth in their reading fluency, comprehension, and Math skills, and I am so proud of all of them! The students enjoyed a visit from a theatre troupe that taught them a little more about the explorers we have studied. Recently, we went on a trip to Musqueam where the students learned about how human changes to the environment there have affected animal communities and fish populations in that area. We are also looking forward to a year-end trip to the wave pool in Chilliwack to celebrate all that we have accomplished this year.

I have come full circle here at Sts'ailes School. I began my career here twelve years ago as a Grade 4 teacher. Since then, I have taught just about everything, and now I am finishing my time at Sts'ailes as a Grade 4 teacher. It has been an amazing year! Although I enjoy teaching high school, it has been a real treat being back with elementary students. I love my class, and will miss everyone so much. I hope to visit and teach here sometimes next year. Thank you all for the experience of working in such a wonderful community!

## GRADE 4/5

Ms. C. Smoke

The Grade 4/5's had a very successful year. As a split class, we have various age groups, learning styles, and talents which made it a wonderful place to learn and grow. Some of the highlights that students continue to talk about are:

- Our time with the kindergarten buddies, where they built positive relationships during buddy reading and field trips;
- When a parent taught a fun painting technique with marbles and sparkles; the result was a “school of salmon”, which were posted on the wall during the



SCS Culture Class at Sts'ailes Days

### **Ways to help your child continue to be successful:**

- read every day for ten to twenty minutes.
- skip count by 2's, 5's and 10's to 100 or higher.
- count by 1's to 100 and backwards.
- have a personal journal for your child to write thoughts, ideas and record daily activities.
- use educational sites on the computer, such as, mathletics.com or Read Live or tumblebooks.com.
- find books at the library, trade books or check out yard sales for books.
- talk with your child about ideas or plans for the day. Perhaps write out a plan together of supplies needed, times and information for a happy and memorable time with family.

It has been my honour to have taught your child this past school year.



Spring Gala;

- During the winter, we worked up a sweat by dancing to the Wii Just Dance and when other classes joined us;
- They also really enjoyed the birthday parties and eating the favorite meal chosen by the birthday boy/girl.

The most challenging part of the year was the unit on Canadian Government; the class was unanimous in their feelings about it. As the year comes to a close, I am confident that we were each able to build strong working and personal relationships with each other. For me personally, this was my first year teaching this grade and I enjoyed every challenge and favoured every highlight.

#### **GRADE 5/6**

*Mrs. J. Smith*

The Grade 5/6 Wolf Pack have had an exceptional year. We created a unique classroom community where everyone had an important role to play. Some highlights include our Boys & Girls group trips, Stave Falls Power House, art lessons with Rocky Larock, building replicas of volcanoes from around the world, giving speeches on Canadian heroes and incorporating technology like iPads into our daily routine! We are sad to say goodbye to our grade six classmates and we wish them the best of luck in high school!

#### **GRADE 7/8**

*Ms. K. Dutton*

The largest class in the high school has had a great year! From September to June it's been an adventure! Art has been a big focus for the grade 7/8 class this year! We have enjoyed working with charcoal, oil pastels and even clay! Our class work is often a point of interest for other students! Of course we have also had some great outdoor adventures, from winter trips to Hemlock Ski Resort all the way to Cedar Stripping in May! Also, along the way we have learned a thing or two about History, Math and Science!



*SCS Teachers Mr. Walsh & Ms. Smoke helping wrap presents for the Community Christmas Dinner*

#### **GRADE 9/10**

*Mr. C. McMaster*

It has been a fun year for the 9/10s, filled with science experiments, ski trips and career week excursions. During career week, we toured UFV in Chilliwack, learned how to be good hosts in the First Host workshop. We had a variety of presenters provide insight into different career options and important life skills. In math, after learning about scale and measurement, the students built scale models of recreation centres that they designed. Among them was a juice bar, football stadium and a video arcade. In science, students learned about ecosystems, chemistry, electricity and physics. We had a great year and wish everyone a great summer!

#### **GRADE 11/12**

*Mr. K. Walsh*

As the school year winds down, the Grade 11/12 group has been quite busy. Our Grade 12 students will be graduating on Tuesday, June 24. We have been fundraising and planning for this all year, and are now at the final planning and preparation stage. Our graduating students have also recently completed and presented their Graduation Portfolios. These continue to be a fantastic way for students to display what they have accomplished here at Sts'ailes Community School. On top of all this excitement, our high school students will also be taking their school final exams from June 16- 18. We are also very pleased that our high school students now have the ability to write Provincial Exams in their core subjects. Exciting times indeed!



## WHAT I LIKE ABOUT SCHOOL

**WALTER PHILLIPS GRADE 9**  
"I like to socialize and I like Math"

**SYDNEY LEON GRADE 3**  
"I like Cheerleading and Phys Ed."

## BOX PROGRAM

*Mrs. Cheryl Charlie, Mrs. Arlene Johnson, Mrs. Eva Frick*

### Enrollment:

- 38 students registered in Box Program this year (Grade 7 to 12), (18 Male, 20 Female)
- 1-(Gr 7), 8-(Gr 8), 3-(Gr 9), 15-(Gr 10), 3-(Gr 11), 7-(11/12), 1-(Gr 12)
- On IEP's:
  - 15 completed their program (2 grads)
  - 11 students have babies (14 babies)
  - 1 transfer to Den
  - 1 transfer to regular program
  - 6 students moved
  - 5 Home School Program
  - 4 transferred schools
  - 6 withdrew

### Certification:

- 5 students obtained Class 7L Driver's License
- 5 students passed First Host Certificate
- 4 students passed Food Safe Certificate
- 4 students completed UFV Introduction to Culinary Arts Program
- 6 students in Athletics in Education Program (1 on FNST Snowboard Team)
- 3 student completed ASIST Training (Suicide Intervention Skills)

### Leadership / Career:

- 2014 Gathering Our Voices Conference (2 students won 'Go Green' Challenge & \$500 bike)
- Youth Unlimited: Stepping Stones Young Moms Program (Sept-Feb)
- Youth Leadership Conference
- IRS Talk with Arnie Leon
- UFV Advisory Sessions
- ASRPAPC Fraser Region Planning Meeting
- 5-(5-day Career Week Workshops), 4-(Intro to Culinary Arts), 3-(1-week Work Experience)
- 6-EAS Resume Writing Workshop

### Highlights:

- Tore down the old classroom trailers in June 2013 and moved into a brand new classroom in August
- Laptop cart (11 classroom laptops)
- Chiefs Initiative Rep: Chief Harvey Paul
- Yoga Week with Robbie Layne
- 5 students hired for a 2-week Fisheries Work Placement



*All the SCS students & staff that helped wrap presents for the Community Christmas Dinner*

- Lacrosse Camp, Volleyball Camp sponsored by ASRPAPC
- Class produced a Remembrance Day DVD
- 1 student helped with Beach Seine video
- Jammin' 4 Jay – ICBC Speaker Greg Drew
- Snowoyelh Men's monthly sweat
- Coqualeetza Elders 'Idle No More' March

### Community Service:

- Sts'ailes Bike Rodeo
- Qw'owq'elitha Elders Christmas Dinner
- Kindergarten Buddy Reading Program
- Sts'ailes Elders Christmas Dinner
- Sts'ailes Christmas Gift Wrapping
- Sts'ailes Health Family Fun Day
- Lifetouch Photographer Helper
- SCS Sts'ailes New Year Gathering
- SCS Ski Day (Snow pants Inventory/fitting)
- Sts'ailes Heritage Trail Revitalization
- Sts'ailes Composting Project
- Sts'ailes Youth Soccer Festival
- Sts'ailes Admin. Notice Delivery

The Box Program had another successful year. I am extremely proud of the Box grads. Going to really miss them. I am extremely proud of the progress of Jordan after moving into the Box. She has made great strides in her personal growth and will complete her grade.



## LALEM

Mrs. J. Anglehart, A. Adamson, K. Charlie

### Daily Physical Activity (DPA)

Our program has several students who have never really enjoyed participating in PE classes with their peers and often stayed on the 'side lines' during gym class, sometimes for an entire year. These students are now ALL eagerly walk/running the small block in the community (3km) together 3 days a week, as well as willingly participating in PE classes the other 2 days. Recently we have ventured out of the community for DPA and had field trips to the Rotary Trail in Chilliwack and Othello Tunnels in Hope. We have also gone to Hemlock Mountain to ski, snowboard, and tube, as well as organized Jump Rope for Heart for the K-6 students. One of our biggest highlights this year was participating in FNSEA's "Get Healthy, Stay Healthy" Challenge where we won an Xbox 360 Kinect and a new pair of runners for everyone in the class!

### Cultural Tradition

Just as important as building our basic reading, writing and math skills, the Lalem program has focused on learning more about their culture. Some of the traditional foods we have made include bannock, deer stew, fish soup, strawberry jam, and one of our favorites - Indian tacos! We were very fortunate to have the opportunity to help the elders preserve deer meat for the winter at the Charlie Smokehouse and then be able to sit and listen to their stories afterward. The boys in our class took part in a traditional sweat over at Snowoyelh with Sweat Lodge Keeper David Peter. Through our morning circle discussions the students have learned about elders, Residential Schools, how the community has changed over time, and having respect for ourselves and one another. Lalem has gone on fieldtrips to: Weaver Creek Fish Hatchery, attended the Harrison Salmon Stronghold Launch and Signing at the Sandpiper Resort, and to harvest inner cedar bark. Students have made dream catchers, beaded earrings and necklaces, and carved and painted basic First Nations designs on wooden medallions.

### Life Skills

A large part of our year has focused on building life skills such as learning about living a healthy life with proper nutrition, daily exercise, and good personal hygiene. The students have done basic cooking, learning how to prepare breakfast, lunch, and dinner items, as well as clean up the dishes after! We were responsible for school laundry (PE pinnies, sports jerseys, sick room bedding), school recycling, stocking the concession, and running the Recess mobile concession in the elementary end. We helped the office with light duties such as delivering newsletters and supplies to classrooms, and were responsible for changing and maintaining the school sign out front. Our students have even delivered community newsletters door to door! Through our Menu Math unit we learned about discounts, coupons, sales tax, and how to make change. This ended with a field trip to White Spot where each student got to order their own lunch off of the menu – another classroom favorite!



Student, Athena Williams

## PROVINCIAL EXAM MILESTONE – HISTORY WAS MADE

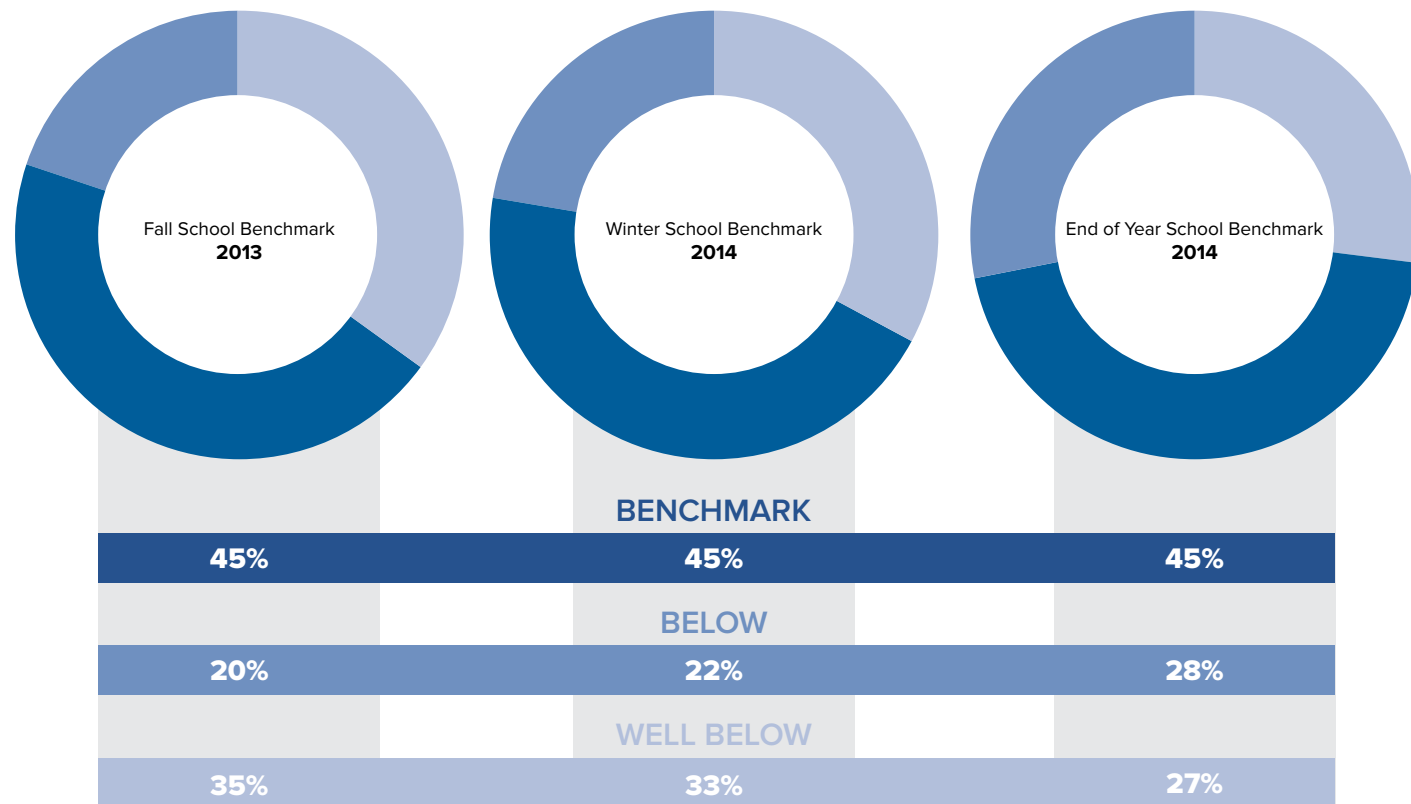
Sts'ailes Community School is proud to announce the first ever provincial exam written by Athena Williams. Athena is enrolled in the Box Program and worked hard to complete her graduation courses this term. She will now also be known as the first Sts'ailes Community School student to write a BC Ministry of Education Provincial exam.



**LITERACY UPDATE**

As you know, your community school is committed to all students reading at their age level. The Reading Mastery, Reading Blast and other support programs help your children build the reading skills they need to succeed. Throughout the school year staff reviewed your child's progress. There were also three school wide assessments completed to review the literacy successes.

- BENCHMARK – students are reading at level
- BELOW BENCHMARK – students require intervention to be reading at grade level
- WELL BELOW BENCHMARK – students require a great deal of intervention in order to be reading at grade level.



*"Chef" Bill Dietrich (left) manning the BBQ at Sts'ailes' Family Fun Day*

These results are worthy of celebration. For many students they are right on the border of well below to below and from below to benchmark. This means that with ongoing intervention they will be moving up and reaching the benchmark goal.

You will be receiving your child's INDIVIDUAL DIBELS SUMMARY that will provide details into their score and the expected level for them.

The students really challenged themselves this year and made some remarkable gains.

With the new programs and opportunities in place for next year we expect to have everyone moving up!

On behalf of the students and staff of your community school I would like to thank each of you for another fabulous school year. YOUR KIDS ARE AWESOME!!!

**Bill Dietrich - Nanuq'wel,**  
Director/Principal



## Administration, HR & E.A.S.



Administration, HR & E.A.S. Manager **Linda Pettis**

**It is with pleasure** that I present our 2013-2014 Human Resource (HR), Administration, Employment Assistance Services (EAS) and Social Development (SD) annual report. The annual report is a reflection upon some of our key activities for the 2013 – 2014 fiscal year and provides an opportunity for us to share our achievements, recognize where we need further enhance our efforts, and provide insight into where we are going as a department.

The employees of this department are as follows:

<b>Linda Pettis</b>	<i>Department Manager</i>	<b>Mikhail Crispin</b>	<i>IT Assist/Web &amp; Multimedia</i>
<b>Dawn Charlie</b>	<i>HR Executive Assistant</i>	<b>Verna Leon</b>	<i>Career Dev. Practitioner</i>
<b>Carla Charlie</b>	<i>Admin/Receptionist</i>	<b>Robin Chapman</b>	<i>Career Dev. Practitioner</i>
<b>Mark Balfour</b>	<i>IT Department Officer</i>	<b>Stephanie Phair</b>	<i>EAS Admin Support</i>
<b>Adam Balfour</b>	<i>IT Network Administrator</i>	<b>Susan Balfour</b>	<i>Proposal Writer</i>
<b>Shelley Felix</b>	<i>EAS Supervisor</i>		

It is an interesting, exciting and challenging time in HR, Administration, EAS and SD as it has certainly been an eventful year for all the staff who work under this department. This year we saw the department embark on many new opportunities that assisted us in developing new services, partnerships and programs. While moving forward with the new opportunities it assisted us in enhancing and improving existing services for Sts'ailles members.

One of the most fundamental, yet foundational changes for our department is the way we view our client base and service delivery model. Our commitment is to ensure professional, respectful services are always provided to our Sts'ailles community members and to employees of the Sts'ailles organization. This commitment is reflected in our new "Vision and Mission statement", which will always remind us of who we are here to serve. The creation of our Vision and Mission statement was done through a collective approach with all staff during our 2014-2015 planning session.



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**Successes of the Human Resource Department are as follows:**

The Human Resource department continues to develop systems and processes that addresses the strategic needs of the Sts'ailes organization. The role of the Human Resource department is to support the goals and visions of Sts'ailes Chief and Council.

Human Resource department was successful in securing funding for employment and training initiatives through Sto:lo Aboriginal Skills Employment Training (SASET) and Service Canada. The total amount approved for 2013-2014 fiscal year was approximately **\$400,700.00**.

One of the main goals achieved in Human Resources was to ensure that the Sts'ailes Personnel Policy and Procedures Manual is current with all Federal and Provincial employment Legislation. This past fiscal year due to changes in government we made nine changes to the Sts'ailes Personnel Policy and Procedures Manual that were approved by Chief and Council and implemented within the organization. One of the major changes to the Sts'ailes Personnel Policy and Procedure Manual was to incorporate the new legislation on Workplace Bullying. The HR department will continue to act in the best interest of the organization and workforce when developing policies and delivering programs/ services.

*Our departments new Vision and Mission Statement:*

**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."*



*Administration Support Staff at the dept. Planning Session.*





Staff from HR, EAS, Social Development and IT (Missing: EAS Supervisor Shelley Felix)

One of our major successes for our HR, EAS and Social Development department was our working relationship with Robert Lagasse – CEO for Sts’ailes Development Corporation and Willie Charlie – Chief Negotiator for Sts’ailes. Robert and Willie have been instrumental in negotiating employment, training and contract opportunities for Sts’ailes community members through major construction projects including BC Hydro’s Interior to Lower Mainland (ILM) transmission line project and through ventures with Independent Power Producers (IPP’s). IPP’s are currently constructing hydro projects at Sakwi Creek, Tretheway Creek and Big Silver Creek. Through their negotiations we have been able to offer training to approximately 80 community members with 75% of the trainees engaging in direct employment opportunities through the ILM and IPP’s. In addition, HR has been able to secure funding from SASSET to offer training to Sts’ailes members as there is a direct link to employment through these successful negotiation. You will be able to see the employment and training statistical information under the EAS report.

The Sts’ailes Development Corporation and Maharg Contracting Ltd. partnered over the last 2 years to provide contracted services for the construction of roads and right-of-way clearing for BC Hydro’s Interior to Lower Mainland (ILM) transmission line project. I would like to take this opportunity to thank Danny Graham, owner of Maharg Contracting Ltd., for taking the initiative to regularly network with our EAS department to ensure employment opportunities were offered to Sts’ailes community members before looking outside of our organization. Danny also took the initiative to inform our EAS staff of what skills and training are required for upcoming job opportunities. The working relationship between EAS and Danny Graham was so successful we were able to secure federal funding to offer Forestry training to community members. We will encourage other contractors to model the relationship we enjoy with Maharg.

Human Resource department continues to work closely with all departments within the Sts’ailes organization to identify professional development needs. Through this process HR was successful in securing professional development dollars for fifteen Sts’ailes employees to enhance their skill sets.

Human Resource department continues to manage in access of three hundred employee personnel files.

The Labour Market Initiative that was done through a partnership with Sto:lo Aboriginal Skills Employment Training (SASET) to develop a “Sts’ailes Employment Strategy” has really supported the Human Resources department to identifying training needs and employment opportunities that are coming up through the economic development projects identified in this document. The “Sts’ailes Employment Strategy” document is a valuable resource tool for Sts’ailes as we will continue to utilize this document to bring forth employment and training opportunities for Sts’ailes community members.

Every year our department coordinates the Sts’ailes Community Christmas Dinner. A Christmas Committee is formed to ensure that this event is successful. The Christmas Committee is comprised of staff members from all departments within our organization. I would like to express my gratitude and appreciation to the Christmas Committee, Charlie Longhouse (Pat Charlie), Lhawathet (Debbie Bennett) who dedicate their own time and resources to support this very special event for our Sts’ailes community members.

The HR, Administration, EAS, Social Development are dedicated to quality, excellence and continuous improvements. We will continue to ensure Sts’ailes remains competitive in its human resources management policies and practices by actively seeking and developing best practices, methods and approaches.

I would like to acknowledge our portfolio holder Cheryl Charlie for her dedication and commitment in working with our team. Her knowledge and expertise has been vital in our department in achieving our goals and visions for this past fiscal year 2013-2014.

**The following reports you will read have been prepared by:**

- a.) Information Technology Report – Mark Balfour
- b.) EAS – Shelley Felix
- c.) Social Development – Joanna Charlie
- d.) Proposal Writer – Susan Balfour



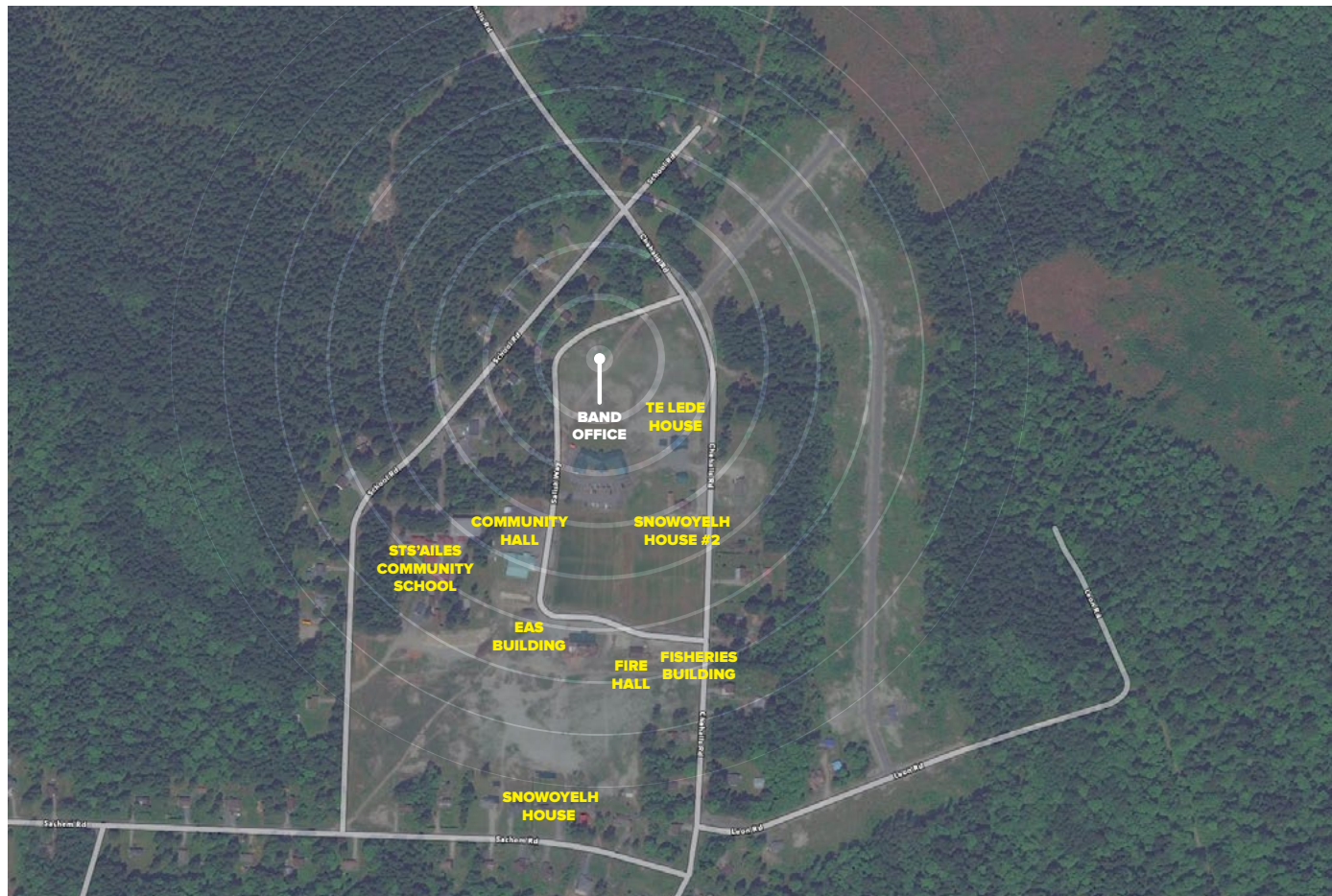
## INFORMATION TECHNOLOGY (IT) DEPARTMENT

The Sts'ailes IT Department has had a very busy 2013-2014 fiscal year:

- We reviewed and optimized cellular plans to reduce the monthly cost of our cellular phones by more than 50%.
- We installed an industrial cooling system for our Server Room to replace the aging and under-powered portable cooling unit.
- We have deployed new, high-speed wireless bridge connections linking the Band Office, Sts'ailes Community School, Snowoyelh, EAS, Lede House, and Fisheries. We have the equipment to link Snowoyelh2, the Firehall, and the Community Hall over the next fiscal year. These bridges allow us to store and back up files centrally to the Band Office, to copy our backups nightly to Sts'ailes Community School (disaster recovery), to improve user access speed outside the Band Office, and to eliminate the need for some Shaw Cable Internet connections (Snowoyelh, Fisheries, Lede, and Snowoyelh2). These bridges will enable us to defer the high cost and effort of putting in a fiber optic network for up to 5 years.



*IT Team - Adam & Mark Balfour and Mikhail Crispin*



Wireless connections bridging these buildings to the Band Office are so we have a more central system within the organization.

- We now have nearly completed the deployment of our new data protection systems, largely funded through a P&ID grant. This includes nightly, automated backups of our servers that are copied over to Sts'ailes Community School for disaster recovery. This uses new backup software, two 25-terabyte data storage arrays, and the new wireless bridge between the school and Band Office.
- We have deployed a state-of-the-art hardware spam filter (Barracuda) to replace the lacking GFI software filter and reduce strain on our Mail Server.
- We have completed our hardware inventory, and have nearly completed the process of buying the needed Windows 7 upgrades and replacement hardware for end-of-life systems.
- We have set up secure and reliable remote (off-site) access to our network for Sts'ailes computers and laptops using our firewall that allows access to files on our servers.
- We have replaced all insecure wireless access points with modern, web-managed units that increase security and manageability.



- We have supported our growing and successful GIS initiative in AR&T, including deploying a separate GIS data server and provisioning a \$10,000 large format plotter/scanner for printing and scanning maps up to 36" wide. We are currently in the middle of setting up a webserver to serve out GIS information to other departments and building a GIS workstation with sufficient power to reduce map production time and to increase productivity.
- We have provisioned our multimedia specialist, Mikhail Crispin, with the equipment needed to meet the video processing and archival and graphic design needs of AR&T and other departments, and to complement his current enrollment in a Graphic Design Certificate program at Emily Carr University of Art and Design.



**Sts'ailes IT Department's current status:**

- We remain challenged by our staff hour reductions (total IT FTE=2.1), but we have, to this point, been successful in maintaining a reasonable workflow.
- In general, the security and health of our network and computer systems appears quite good; we have had very few issues with viruses or malware, and those we have had have been resolved quickly. Our firewall is proving very effective in keeping most dangers from our network.
- We have ongoing severe issues with frequent power outages and brown outs that result in hardware damage/ destruction and data corruption. Obtaining a generator for core IT equipment in the BandOffice will be at the top of our wishlist for the 2014-2015 fiscal year.

BUILDING	COMPUTERS	SERVERS	PRINTERS	SMART PHONES	TABLETS
Admin. Building	68	8	28	45	2
School	293	3	16		12
SCEL	1		1		
Lhawathet Lalem	2 + GUESTS		3		
Store	3		2		
Te Lede Lalem	1		1		
Fire Hall	1		1		
Fisheries	3		2	10	3
EAS	33		11		
Snowoyelh	16		6		
Telmexw	7		4		
Te Lalem	2		3		

**EMPLOYMENT ASSISTANCE SERVICES (EAS)**

The Sts'ailes Employment Assisted Services (EAS) program is funded through Sto:llo Aboriginal Skills and Employment Training (SASET). SASET is a federal government funded program. The strategy and design of the program is to improve the employment and training opportunities for Aboriginal people to engage in the Canadian economy.

Sts'ailes Employment Service office is staffed with 3 Certified Career Development Practitioners (CDP), one part time Certified CDP and one Administrative Assistant. Employees of the EAS department continue to assist the needs of clients who are ready to enhance their skills through educational or employment opportunities by using a variety of mechanisms such as, creating resumes, cover letters, assistance with vocational applications, career planning strategies, job search preparation, interview skill enhancement career and education assessments.

When Sts'ailes hired the part time CDP it was an excellent fit as this employee has been employed with Sts'ailes as the Social Development Administrator since 2009 and recently broadened her skill set by completing the Career Development Practitioner Certification in 2013. This has complemented both Sts'ailes Employment Services as well as the Social Development Department. The Social Development Administrator/CDP has access to the employment services files and can do the necessary paperwork for new client files on an emergency basis. With the addition of this employee, Sts'ailes Employment Services is able to provide the Sts'ailes community with additional employment and/or career decision making opportunities.





**Sts'ailes Employment Services assisted in the Client base training opportunities for 2013- 2014.**

This fiscal year Sts'ailes EAS department has again shown its dedication in exceeding expectations within our contract agreement between Sto:lo Aboriginal Skills and Employment Training (SASET) and Sts'ailes. The partnership between the Social Development, Human Resources and SASET continues to excel as we have been successful in establishing employment and training programs for this past fiscal year that had a direct link to employment.

In addition, we have done a great deal of networking with SDC CEO (Robert Lagasse) and our Chief Negotiator (Willie Charlie) to identify the employment and training needs for our Sts'ailes community members in order for them to engage in the employment opportunities through the IPP's and BC Hydro ILM. Through these partnerships we were able to support the following training opportunities for this fiscal year:

Road Builder	CCS Work Experience Week
Forestry	ACE upgrading
Culinary Arts	Certified Career Development Practitioner (3)
Cashier Training	AESS Student Resumes
Safety Orientation	S100 Fires Suppression
TCP Flagging	Certified Chainsaw
Microsoft Computers	Tower Assembly
WHMIS	Pipe Fusion
Personality Dimensions	Safe Driving (Valley Driving School)
Basic First Aid	Career Week with Chehalis Community School
Career Fair	ASSERT
Health Care Assistant	

I would like to acknowledge the excellent work and dedication of the EAS staff who continue to go above and beyond in support our Sts'ailes community members.

Sts'ailes Employment Services provides outreach support services to Scowlitz and Leq'amel First Nation communities.

**Client Base Statistics**

CLIENT BASE	FISCAL YEAR 2013-2014
Contracted # of clients	197
Contracted # of Interventions (CDP sessions)	854

**Below are some of our highlights for fiscal year 2013-2014 that we were able to achieve:**

**Culinary Arts Program**

Sts'ailes Employment Services engaged in a partnership with SASET and UFV to offer a 14 week Culinary Arts Program for six Sts'ailes community members. I am pleased to report that all participants in the program passed and have either continued on with their learning or have engaged in employment.

*Culinary Arts Curriculum*

- Occupational First Aid
- Preparation and cooking of the following:
  - Stocks, soups and sauces
  - Vegetables and fruits
  - Starches
  - Meats
  - Poultry
  - Seafood
  - Garde-mange
  - Eggs - breakfast cookery and dairy
  - Baked goods, desserts and beverages
- Basic Kitchen management
- Three week practicum placement

*Students enrolled in program:*

1. Cheryl Point
2. Mathew Modeste-Point
3. Viola Peter-Point
4. Simone Williams-Horne
5. Theo Francis
6. Justin Point
7. Joshua Charlie







Another successful Culinary Arts Program

*Students:*

1. Josie Peter- Point
2. Adele Peter- Point
3. Cathy James
4. James Hall

Through this training opportunity the Culinary Arts students completed 14 weeks of intensive training which prepared each individual to either further education in the culinary arts field or to secure employment in the food industry.

**Forestry Program**

Sts'ailes has negotiated an Impact Benefit Agreement with the BC Hydro Lower Mainland to Interior transmission line project (ILM) and with Independent Power Producers (IPP's). Through these economic endeavors the EAS and Human Resource department has been able to develop a strong working relationship with our Chief Negotiator Willie Charlie, SDC Chief Executive Officer, and Robert Lagasse. Through this working relationships the EAS staff have been able to work directly with the following contractors - Maharg, Flatiron Graham, Dent Construction, LandSea Camps, CRT Construction, Hazelwood Construction and Windriver to ensure our Sts'ailes members have the opportunity to engage in employment. Having this direct link to the contractors has been instrumental in creating employment

and training opportunities for the Sts'ailes members in specific fields such as general laborers, truck driving, First Aid, Chefs or chefs assistant, housekeeping, boat operators just to name a few.

I would like to thank SASET for supporting Sts'ailes in funding training programs in order for our community members to engage in the employment opportunities through the ILM and IPP's.

Following is highlighting of the Forestry Program that was funded by SASET. This training program proved to be very successful as we had a 90% success rate in getting employment for our participants in the program.

FORESTRY PROGRAM CURRICULUM		
Employability Skills	First Aid Level 1	Transportation Endorsement
Chainsaw Certification	Bear Aware	WHIMIS
Dangerous Tree Assesment	S100	Resume Writing



*Forestry Program Students:*

- |                           |                           |
|---------------------------|---------------------------|
| 1. Allan Charlie- Francis | 8. Troy Charlie           |
| 2. Kelsey Charlie Jr.     | 9. Heather Louie          |
| 3. Tad Felix              | 10. Stacey Antone         |
| 4. Tyson Felix            | 11. Blain Sonnenberg      |
| 5. Clayton Charlie        | 12. Wayne Williams- Horne |
| 6. Derrick Daly           | 13. Jerry Joe             |
| 7. Burt Charlie           | 14. Ashley Felix          |

*Additional Forestry Program students, training held in Cheam :*

- |                    |                                      |
|--------------------|--------------------------------------|
| 1. Dale Leon       | 4. William Charlie                   |
| 2. Joseph Mercredi | 5. Colin Phillips                    |
| 3. Steven Charlie  | 6. William Scharley – Leqamel client |

It has been another successful year for the Sts'ailes EAS program. Our EAS department will continue to build partnerships that will help our clients to engage into the workforce by offering employment and training opportunities.





The EAS team Shelley Felix, EAS Supervisor, Verna Leon; CDP, Robin Chapman; CDP, Joanna Charlie; part time CDP, Stephanie Phair; CDP/Administrative Assistant, Lucinda Louie; on call CDP/Administrative Assistant take great pride in the services that are delivered in the Sts'ailes community and we look forward to many more successful years.



SD Administrator presenting goals and visions.



Joanna & Holly at the Dept. planning session

### SOCIAL DEVELOPMENT DEPARTMENT

The Social Development Department is staffed with two employees:

- Joanna Charlie** - Social Development Administrator/ Career Development Practitioner
- Holly Charlie** - Social Development Administration Assistant.

The Social Development Department continues to build partnerships with internal departments of Sts'ailes that focus on wellness, skills enhancement, and prevention programs for entry into the workforce. Social Development contributes and plays a strong role in many aspects of programming for the all-around wellness of the Sts'ailes people.

One of the major challenges I have been able to achieve is implementing the many Social Development policies amendments that occurred through the past fiscal year. Aboriginal Affairs and Northern Development Canada (AANDC) review Social Development operating policies yearly. Through these policy changes Social Development has been able to network with the EAS program to implement programs such job search, meeting with Employment Practitioners in order to be in compliance with AANDC policies.

Through this past fiscal year I was able to do professional development to obtain my Career Development Practitioner Certification through Douglas College. This training has a direct link in supporting our clients who are ready to do skill

enhancement through employment and training initiatives that are offered through our EAS and SASET.

Social Development proposes and receives National Child and Family Benefit Reinvestment (NCBR) funding through AANDC in the amount of \$86,404.00. The funding provides community based support and services for children in low income families. There are five funding areas for the NCBR funding for on-reserve and they are as follows; Child Nutrition; Support for Parents; Home to work transition; and Cultural Enhancement. The expected outcome of the NCBR funding is to reduce the immediate effects of child poverty and decrease barriers for the parents/guardians to become or remain attached to the workforce.



The Sts'ailes Social Development department was very successful in administering these dollars and accomplishing the following:

**CHILD NUTRITION: \$14,800.00** (supports 5 projects).

Meals and snacks were provided to the children of low income households to ensure that a meal is received during the days when school/play groups/support centers are in session. Child Nutrition has assisted in the reinforcement of lifelong eating habits that contribute to children's overall well being that will help them grow to their full potential and to a healthy life. Over 220 families and children have directly benefited from this project.

**SUPPORT FOR PARENTS: \$28,062.00** (11 projects).

Has assisted many parents and families to maintain close relationships and open communication to ensure that parents and their children stay "connected". The goal of this program is to promote positive child/family relationships which are critical to child development. Projects provided through these funding dollars offer social support to individuals and families that will assist in developing a greater independence and overall well being of the family unit. Skills development and positive child development activities are geared towards prevention and making "health choices" and health living.

**HOME TO WORK TRANSITION: \$18,642.00** (4 projects).

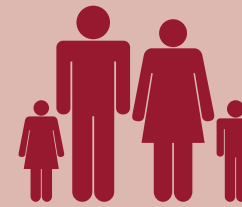
The projects offered focus on employment opportunities within the Sts'ailes traditional territory. The overall goal of this program was to enhance the skill set of social assistance recipients that would provide financial independence and to decrease dependence on social programming. These programs have assisted members to build on their personal development within the context of relationships, career, education, and self-improvement. It has provided them with an assortment of certifications and opportunities to facilitate employability that will assist them to re-engage into the Labor Market. This funding has helped to reduce barriers therefore families are able to confidently engage in employment and training initiatives. There has been a significant and obvious increase in the amount of people applying for, completing, and obtaining employment and educational training that promotes direct attachment to the workforce.

**CULTURAL ENRICHMENT: \$24,900.00** (9 projects).

These projects have brought the community together to share and learn about cultural teachings, traditional healing and personal growth. Practicing traditional culture is a way to promote and strengthen elder interaction through roles of teaching and mentors. To build and renew ones identity through ceremony and celebration of all age groups. Clients have gained knowledge and skills to heal and alleviate stress by implementing cultural practices into their daily lives. These programs promote, teach and reiterated traditional culture and have re-instilled pride in the community and individuals participating in these programs. People feel supported and valued thus enhancing dignity and self-esteem. Programs offered have increased the bridging of gaps in services.

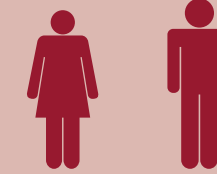
***Through the National Child Reinvestment Program there were a total of 29 very successful programs offered through various Departments within Sts'ailes organization. Every project/programs' objectives and expected outcomes were met and exceeded!***

Those that benefited from accessing services provided by Sts'ailes Social Development programming.



**33**

**FAMILIES**



**59**

**INDIVIDUALS**

Number of file closures due to clients no longer requiring social assistance.



**49**

Social Development continues to network with various departments on the delivery of successful programs for Sts'ailes members. This success depends on the expertise and knowledge from the networking groups. One notable highlight of success of the Social Development Department is building a great working relationship with Chief Negotiator (Willie Charlie) and the Sts'ailes Development Corporation (Robert Legasse) in which we were able to engage income assistance clients into employment and training in the Forestry Sector.

Other networking groups include Sts'ailes Community School, Health Department, Snowoyelh House, Post Secondary Education, Human Resources Development Canada, Sto:lo Aboriginal Skills Employment Training(SASET), Housing, and Employment & Assisted Services.

The National Child Benefit Reinvestment dollars have contributed to/supported projects such as: Summer Food Preparation, Community Pride (Soccer/Canoes), Peer Tutoring, Parents Day, Travel Expenses for the Summer

Recreation Program, Halloween Bash, Family Fun Day, Various Meal Programs for Sts'ailes Community School, Summer Recreation Program & Play Centre's, Celebration of Athletes, Elders/Youth Winter Gathering, PNE trip, Sewing Club, Men's Group, Women's Group, Puberty Training, Cultural Wellness, Cultural Gathering of Traditional Materials, Income Taxes, Reading & Recreation Program, Bicycle Rodeo, Various Graduation Ceremonies, and Christmas Gift Cards.

In total, 33 families and 59 individuals have benefited from accessing services provided by Sts'ailes Social Development programming. There have been 49 file closures due to clients no longer requiring social assistance as they have attained sustainable employment or accessed post secondary education funding. Dependency on social programming has decreased substantially over the past few years.

The Social Development Department will continue to network, support and strive for excellence in providing projects through this program for Sts'ailes members and meeting the goals and visions of Sts'ailes Chief and Council.



**PROPOSAL WRITER**

**Proposals written in the fiscal year April 01, 2013 to March 31, 2014.**

The table on the right represents the proposals that I wrote for various Departments in Sts'ailes, or provided assistance and consultation in the development of the projects and proposals. It has been a great year, and I have really enjoyed the sessions spent with Sts'ailes staff, Managers, and Leadership, brainstorming, planning, writing, following up, and reporting on all of these successful projects.



*Proposal Writer Susan Balfour*

**Meetings and Development**

I am currently participating in the early stages of several large initiatives for Sts'ailes for the upcoming fiscal year, assisting with research, writing, and meetings:

- Source Water Assessment and Protection Plan (AANDC) \$ 100,000
- Land Code Initiative (FNLMB) \$ 75,000
- Solid Waste program and Transfer Station (AANDC) \$ 95,000
- Generator for school (AANDC) \$ 100,000
- Cafeteria expansion for school (AANDC) \$1,300,000

Potential 2014-15 Revenue for Sts'ailes \$1,670,000

**Upgrading**

I am also undertaking the Project Management Professional Course at UBC Business School, on-line during my own time. Certification will ensure an authoritative and accredited PMP status for the successful review of many large capital, infrastructure, and economic development initiatives for Sts'ailes.

PROGRAM/AGENCY	BRIEF DESCRIPTION	STATUS
<b>Service Canada – New Horizons for Seniors</b>	Development of Heritage Trail, educational equipment, interpretive signs, Elder interviews for AR&T	APPROVED
<b>AANDC – Professional &amp; Institutional Dev.</b>	AFOA Financial Management training, FAL policy work, IT system for storage, backup, disaster recovery	APPROVED
<b>AANDC – B.C. Capacity Initiative</b>	GIS infrastructure, training and capacity building, map production, map printer	APPROVED
<b>AANDC _ Emergency Management Program</b>	Series of Emergency Management training workshops for staff	APPROVED
<b>S’Cool Program</b>	Stage equipment for school and choir	APPROVED
<b>ArtStarts</b>	Drum making for grads	APPROVED
<b>New Relationship Trust – K to 12 Ed</b>	Books for reading programs and library	APPROVED
<b>New Relationship Trust - Youth Grant</b>	Canoes for youth for training and skills building	APPROVED
<b>AANDC - New Approach to Housing</b>	2 – 4 unit multiplex new buildings for single parent, small family group, or Elder housing,	APPROVED
<b>CAI – Community Action Initiative</b>	Developed convening grant for coordinated services.	APPROVED
<b>SASET - ASARET</b>	2 positions funded to begin to train and staff for Sts'ailes sanitation and green waste diversion program	APPROVED
<b>SASET – Labour Market Initiative</b>	Consultant contracted to do a Solid Waste Assessment, staff training, community education	APPROVED
<b>SASET – S.T.E.P. Program for Youth</b>	Employment training program for 20 youth at Sts'ailes School, comprehensive courses with electives	APPROVED
<b>MCFD - Aboriginal Service Innovations</b>	Assisted with application, working with the team to build a proposal for the new program process	APPROVED
<b>New Relationship Trust K-12 Education Grant</b>	A class set of iPads requested for remediation and enhanced reading and literacy skills	APPROVED

**Revenue generated for Sts'ailes from these proposals - \$ 1,222,902.92**





Snowoyelh Director **Pat Charlie** - *Selyaal*

## Te Lalem - Te Emi:melh - Telmexw Awtextw

**“Snowoyelh” is the** natural law provided by the Creator. It is the “Law of Everything”. This Sts’ailes natural law guides us in our obligation and duty to ensure safety and wellbeing of our children, our families, our ancestors, and those yet to come. Well-being encompasses physical, mental, spiritual, and emotional aspects of the circle of life.

Snowoyelh, our Traditional Law, is the mainstream of our knowledge, culture and family and community values.

Snowoyelh work is guided by the Seven Laws of Life: Health, Happiness, Generations, Generosity, Humility, Understanding, and Forgiveness. Our vision is to conduct ourselves in ways that are consistent with this Law.

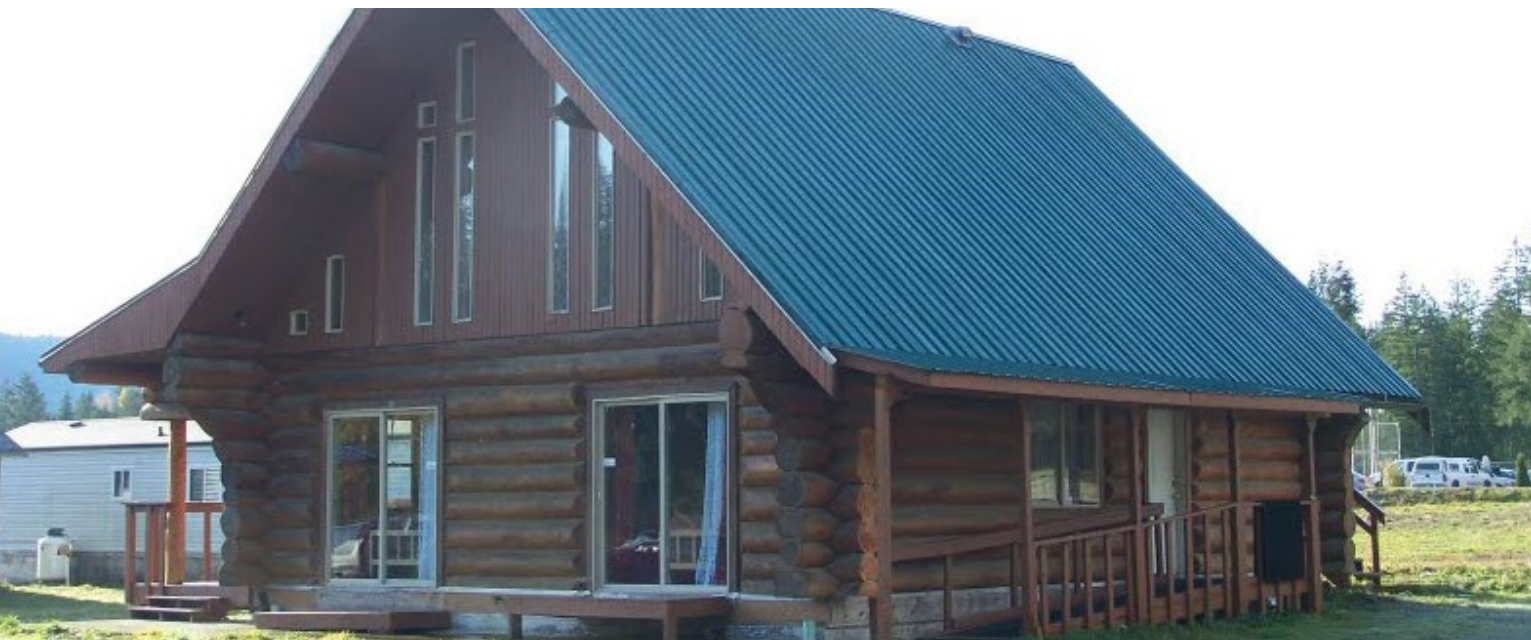
Snowoyelh programs are based on Sts’ailes culture and delivered on reserve. Staff and community members share their gifts and teachings to promote cultural wellness and happiness. Almost all Snowoyelh staff have Sts’ailes roots that strengthen cultural service delivery.



## Snowoyelh Department History

Snowoyelh Department was formed in February 2009. The program built on an existing model of practice consisting of a collaborative relationship between Sts'ailes Health Department (Anna-Sts'ailes Child and Family Advocate) and MCFD (Dianne-Social Worker). The Health Department and Aboriginal Rights and Titles Department created a proposal based on Sts'ailes culture with a key goal of assuming full responsibility for Sts'ailes Children and Families based in the community. In July 2009 the Snowoyelh House was acquired and became the center of operations.

## Our Growth in Numbers



**Snowoyelh #2** became a part of Snowoyelh in 2011 and developed into a place for activities such as cultural wellness groups, family planning meetings, traditional parenting practices, team meetings, Letse'mot Working Groups, professional development and Expressive Art/Play Therapy Centre for Children.



**Letse'mot Awtexw:** (mini-longhouse) was built in early 2010 behind Snowoyelh House and is used for traditional circles, programs, ceremonies, cultural teachings, celebrations, enhancing cultural competencies, and Snowoyelh visitor orientation sessions.

## Snowoyelh Celebrates and Shares Culture

- Organizes events to promote and enrich community
- Promote Wellness to benefit Sts'ailes people
- Culture makes us proud of who we are and the land we come from
- Traditional teachings include circles and the guidance of the elders
- Hosting visitors in Sts'ailes from other communities
- Snowoyelh is invited to share cultural practice and knowledge in other communities
- All staff swear an oath of commitment to be healthy role models walking the Snowoyelh way.

## Cultural Manager

The IRS/Cultural Manager promotes the healing and growth of the many generations affected by Indian Residential School experiences. Through a series of Ceremonial gatherings open to everyone, Kelsey facilitates discussions and teachings to revitalize cultural ways that were once forbidden. These cultural ways help heal, empower and move survivor's hearts from the "dark era" to a happier present and a hopeful future. Children's easy acceptance and pride in their cultural identity reinforces the elders understanding that young people are building a future where the people are proud of who they are and where they belong. Kelsey's role promotes cultural wellness through many Sts'ailes gatherings and other cultural practices.





## THE THREE PROGRAMS

### **Sts'ailes Snowoyelh te Lalem (The House)**

Te Lalem started as a Sts'ailes specialized residential resource program in April 2008 through a collaborative partnership between Sts'ailes and MCFD to keep families together while parents learn to safely care for their children. Parents and children are accepted into the program through a delegated social worker's referral. Length of stay is based on each family's unique plan. In 2009, when Snowoyelh Department was formed, te Lalem came under its umbrella. te Lalem is a family healing and growth program that has worked with 25 parents, 30 children and their extended family members as of June 2013. Jolie Lawrence manages this 24-hour a day 7 day a week program with the help of 5 program staff. Residents learn traditional parenting and basic life skills from staff with Sts'ailes Cultural Competencies. Residents also participate in Sts'ailes cultural community events as part of their healing and growth experience. Furthermore, residents and their families work collaboratively with staff and their social worker to develop and implement individualized safety and support plans. Outreach services to former clients, at their request, by Te Lalem Manager continue once they exit the program.

### **Sts'ailes Snowoyelh te Emi:melh (Children and Family)**

This program operates out of Snowoyelh House. Snowoyelh Te Emi:melh applied and was a successful candidate for new MCFD funding through the Aboriginal Services Innovations (ASI) bid process which was opened to all aboriginal child and family service programs across BC. Anna Charlie Te Emi:melh Co-Manager/Child & Family Advocate and Dianne Moore Te Emi:melh Co-Manager/MCFD Team Leader Manage this full service child and family program. In collaboration they ensure safety and well being of children and support families in a culturally appropriate manner. Ten staff work within this program, utilizing Sts'ailes Culturally appropriate delivery of service. Through Sts'ailes' collaborative working relationship with MCFD a unique process was developed. This process included a prior learning assessment, professional development and mentoring on reserve with a Sts'ailes person. Sts'ailes unique approach keeps children within their family and community system while working with extended family system in developing safety and support plans.

### **Sts'ailes Snowoyelh Telmexw Awtextw (Medicine House)**

Telmexw Awtextw program development started in early 2009 under Snowoyelh Department. This is a five-bed residential treatment facility for Aboriginal men seeking healing from addictions. The program accepts clients on the methadone maintenance program. Applicants are mainly from the Vancouver's Downtown Eastside, however Sts'ailes and other community men have been clients within the program. Twelve staff delivers Sts'ailes culturally and community based program. While respecting other cultural practices, these culturally appropriate services include: sweats, participating/attending community ceremonies and events, circles, smudges, etc. Telmexw Awtextw also provides an outreach worker, office is located in the Downtown Eastside, and this worker provides services and referrals for Telmexw Awtextw program.

### **Sts'ailes Culture Committee**

Snowoyelh Director is also the lead and signature for the Sts'ailes Cultural Committee. The Culture Committee consists of representatives of all Sts'ailes organization departments on a volunteer basis the main purpose of the committee is to provide guidance and assistance for all Sts'ailes cultural events, to ensure that the strong belief of the people to take care of the spirit first is followed in accordance to Sts'ailes protocol. Sts'ailes Culture Committee is responsible for four main events throughout the year: First Salmon Ceremony, Spring and Fall burnings, Sts'ailes Days and Christmas.





Finance Manager **Paul Andrew** - *Squa:thom*

**Finance Manager – Paul Andrew**

- Supervises Finance Staff and Comprehensive Community Planning Coordinator
- Manages Band Audit and Financial Statements
- Manages cash flow
- Helps development maintain Finance Policy and Procedure consistent with Sts'ailes Financial Administration Law (FAL) and maintain Financial Certification
- Administers Property Taxation
- Maintain borrowing requirements for the First Nation Finance Authority
- Maintains reporting requirements for funding agreements

**Accounts Payable Clerk – Celina Leon**

- Prepares 5872 plus cheques /year
- Prepared 333 direct deposits
- \$7,225,611 is paid thru AP
- Maintains other manual entries as required
- There are 796 active Vendor files for the last years

**Payroll Administrator – Jason Felix**

- Administers
  - Band Payroll for 230 employees
  - SDC Payroll for 69 employees
  - Harrison Salmon Producers Payroll for 28 employees
- Maintains Canada Revenue Agency payroll taxes
- Maintains the Worksafe BC payroll contributions

**Senior Finance Clerk – Tina Wenmen**

- Assists with program budgets
- Prepares internal statements
- Reconciles accounts as required
- Maintains files as required
- Journal Entries and Data Entry
- Admin Assistance to Finance Manager
- Admin Assistance to Finance Committee



#### Accounts Receivable Clerk – Cyndi Point

- Prepares invoices
- Prepares receipts and deposits
- Prepares customer statements and related internal statements
- Active files at yearend
  - 85 Band Trades
  - 54 Daycare files
  - 95 Social Housing files
  - 76 Band Rental Files
  - 71 Band Member loan files
  - 9 Ab Rights and Title files
  - 3 Te Lalem file

#### Summary of Events

- Updated Rates Law and the Expenditure Laws for property taxation with the First Nation Tax Commission (FNTC)
- Developed and submitted policies identified as necessary in 2012 gap analysis of the band policies to the standards set up in the First Nations Financial Statistical Management Act
- Refinanced 50% of Band debt with the First Nations Finance Authority (FNFA)
- Started implementing Doculinx for AP, AR, and Agreements, which is a program to link PDFs of transactions to the statements
- Reduced work schedule for core staff in AR&T, Governance, Council, Finance, Administration and the Development Corporation for seven months of the year and continued into the first 4 months of the 2014-2015 fiscal year

#### Sts'ailes Financial Position

The Band audit for 2014 is consolidated to include the balances from the Sts'ailes Development Corp, Sasquatch Crossing Eco Lodge and intercompany balance for all to related band own businesses. The audit does not have any qualifying statements and fairly represents the band activities between April 1, 2013 and March 31, 2014 and the band own businesses between April 1, 2013 and March 31, 2014.

The FNFA loan to refinance the debt of the band has made significant difference with regards to the Liquidity Ratio and our Working Capital Ratio (converting bank overdraft to long term debt). We are now finished our second year of our Management Action Plan (MAP) to address the necessary corrective actions to bring these ratios up and have corrected of the 3 ratios. The sustainability ration is only now in the warning stage and is budgeted to be corrected this fiscal year. This year we did achieve our target for reducing our ratios with respect our debt and have implemented more steps reducing our expenses in Governance, Finance, Admin and Ab. Rights & Title.

#### Comprehensive Community Planning – Kandice Charlie

- Seek Support, guidance and input to the development of the Sts'ailes Comprehensive Community Plan
- Research Sts'ailes community needs
- Research past community plans
- Compile plans for Council planning and evaluation

Financial Assets are down by \$797,347.

- Cash is up by \$97,626
- Restricted cash is up by \$113,277 (FNFA)
- Grants & Accounts receivable is down by \$1,329,005
  - ILM Project is down \$935,448
  - Due from Band Members (including housing ) is down \$39,314
- Investment in joint Controlled Equities is up \$419,755
  - \$122,522 increase in Harrison Salmon Producers LLP
  - \$383,903 increase in Seabird-Sts'ailes-Cheam ILM Joint Venture.
- The amount due from Sts'ailes Development Corp and Sasquatch crossing is up \$28,848.

Long-term investments is down by \$99,000

- Statlu gravel has been revalued at \$1000

Financial Liabilities are down by \$1,523,797. In December we borrowed with a demand loan \$ 1,900,000 and lowered our bank overdraft by \$400,000.

- Bank indebtedness is gone this is down by \$2,177,612,
- Accounts Payable and Accrued Liabilities are down by \$ 1,230,545
- Long-term debt is down by 1,190,439
- Promissory Note payable (FNFA) is new \$3,419,497

Non-Financial Assets are down by \$970,023

#### Consolidated Financial Statements

The combined losses in the Sts'ailes Development Corp, controlled entities, the Sasquatch Crossing Eco Lodge is (\$ 155,883) and the combined losses of the Sts'ailes operations is (\$149,732).

Our band operated programs registered a (\$155,833) loss. In 2014 we recorded \$1,160,160 of amortization expense which is a non-cash expense, without this entry our net program loss would have shown \$1,004,327. This profit of \$1,004,327 is largely due to increases in royalties by approximately \$750,000 and contributed by the reduction of expenses in various programs by reducing hours worked.

We have a large number of programs; each of these programs can be singled out in the "COMBINED STATEMENT OF OPERATIONS"





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 Michael Parker, BCom, CA  
 Maureen McCurdy, BBA, CA  
 Sean Wandler, BBA, CA  
 Incorporated Professionals

EXHIBIT A

INDEPENDENT AUDITORS' REPORT

EXHIBIT A1


**MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING**

The financial statements of STS'AILES have been prepared in accordance with Canadian public sector accounting standards. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. These statements include certain amounts based on management's estimates and judgements. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

The integrity and reliability of STS'AILES's reporting systems are achieved through the use of formal policies and procedures, the careful selection of employees and an appropriate division of responsibilities. These systems are designed to provide reasonable assurance that the financial information is reliable and accurate.

The Band Council is responsible for ensuring that management fulfils its responsibility for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Council carries out this responsibility periodically through its Finance Committee. The Finance Committee is appointed by the Council and meets periodically with management and the members' auditors to review significant accounting, reporting and internal control matters. Following its review of the financial statements and discussions with the auditors, the Finance Committee reports to Council prior to its approval of the financial statements. The Committee also considers, for review by the Council and approval by the members, the engagement or re-appointment of the external auditors.

The financial statements have been audited on behalf of the members by Daley & Company Chartered Accountants LLP in accordance with Canadian public sector accounting standards.

  
 Chief

  
 Councillor

To the members of STS'AILES

*Report on the Financial Statements*

We have audited the accompanying consolidated financial statements of STS'AILES, which comprise the consolidated statement of financial position as at March 31, 2014, and the consolidated statement of accumulated surplus, consolidated statement of operations, consolidated statement of change in net debt and consolidated statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

*Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these 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 misstatements, whether due to fraud or error.

*Auditors' Responsibility*

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

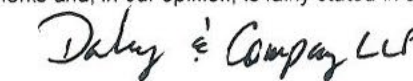
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

*Opinion*

In our opinion, the consolidated financial statements present fairly in all material respects, the financial position of STS'AILES as at March 31, 2014, and the results of its operations, changes in its net debt and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

*Other Matter*

Our audit was conducted for the purpose of forming an opinion on the financial statements taken as a whole. The current year's supplementary information included in Exhibits B1 to B2, C1 to C2, and schedules 1 to 53 are presented for the purposes of additional analysis and are not a required part of the financial statements. Such supplementary information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.



Chartered Accountants

Kamloops, BC  
 June 18, 2014

*Disclaimer of Liability*

These consolidated financial statements were examined and this Audit Opinion issued solely for the use of STS'AILES. Daley & Company Chartered Accountants LLP makes no representations of any kind to any other person in respect of these consolidated financial statements and accepts no responsibility for their use by any other person in the absence of the written consent of Daley & Company Chartered Accountants LLP.



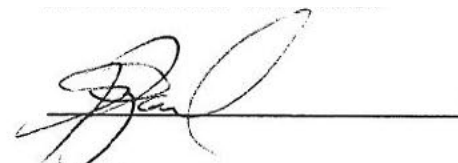

**STS'AILES - Consolidation Statement of Financial Position**  
**MARCH 31, 2014**

**EXHIBIT A2**

	2014	2013
<b>FINANCIAL ASSETS</b>		
Cash	\$ 97,626	-
Restricted cash (Note A3)	167,389	54,112
Grants and accounts receivable (Note A4)	1,428,276	2,757,281
Investment in jointly controlled entities (Note A5)	575,711	155,956
Long-term investments (Note A6)	1,000	100,00
	<b>2,270,002</b>	3,067,349
<b>LIABILITIES</b>		
Bank indebtedness (Note A7)	-	2,177,612
Accounts payable and accruals (Note A8)	1,494,368	2,724,913
Demand Loans (Note A9)	3,924,948	4,250,269
Reforestation obligation	432,110	453,800
Promissory note payable (Note A10)	3,419,497	-
Mortgages payable (Note A11)	34,289	1,224,728
Deferred revenue	13,876	11,563
	<b>9,319,088</b>	10,842,885
<b>NET DEBT</b>	<b>(7,049,086)</b>	(7,775,536)
<b>NON-FINANCIAL ASSETS</b>		
Tangible capital assets (Note A12)	12,431,595	13,461,572
Inventory	145,510	116,382
Prepaid expenses	87,644	123,304
	<b>12,664,749</b>	13,701,258
<b>ACCUMULATED SURPLUS</b> (Note A13)	<b>\$ 5,615,663</b>	5,925,722

COMMITMENTS AND CONTINGENCIES (Note A16)

APPROVED BY THE BAND:

 Chief  
 Councillor

**STS'AILES - Consolidated Statement of Accumulated Surplus**  
**Year ended March 31, 2014**

**EXHIBIT A3**

	2014	2013
ACCUMULATED SURPLUS, beginning of year:	\$ 5,925,722	8,603,334
SHORTFALL OF REVENUE OVER EXPENSES	<b>(310,059)</b>	(2,677,612)
<b>ACCUMULATED SURPLUS, end of year</b>	<b>5,615,663</b>	5,925,722



*Harrison River*



**STS'AILES - Consolidated Statement of Operations**  
Year ended March 31, 2014

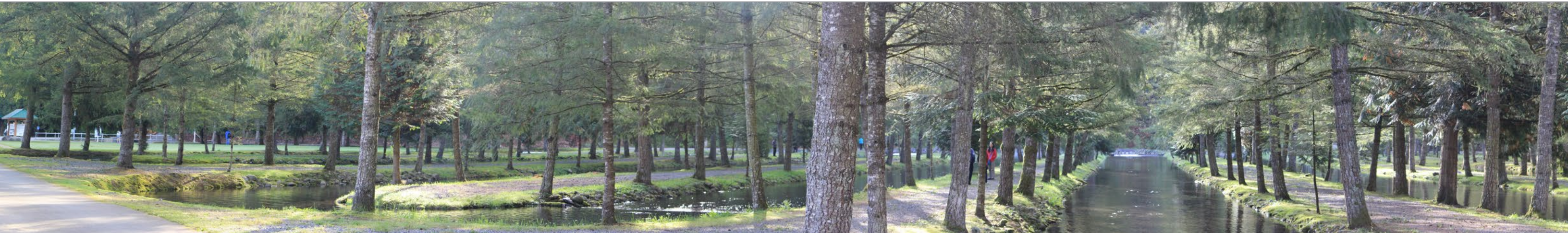
**EXHIBIT A4**

	Budget	2014	2013
<b>REVENUE:</b>			
Aboriginal Affairs & Northern Development Canada	\$ 4,779,674	\$ <b>4,807,246</b>	\$ 4,860,363
Leases & Rentals	300,468	<b>213,553</b>	311,956
CMHC	22,180	<b>9,143</b>	166,548
Province of BC	2,311,217	<b>2,584,055</b>	2,425,883
Consulting & Contract	2,359,285	<b>1,751,202</b>	1,005,283
Health Canada	2,239,638	<b>919,972</b>	1,642,884
First Nations Health Authority	-	<b>1,184,602</b>	-
Economic Activities	4,676,031	<b>6,718,607</b>	6,752,168
Other Amounts	344,698	<b>271,543</b>	301,313
	<u>17,033,191</u>	<u><b>18,459,923</b></u>	<u>17,466,398</u>
<b>EXPENSES:</b>			
Governance	533,125	<b>525,692</b>	764,294
Sts'ailes Administration	1,454,217	<b>1,627,224</b>	1,907,705
Employment & Social Development	1,252,608	<b>1,329,772</b>	1,354,737
Community Development	717,276	<b>513,426</b>	432,913
Housing	525,316	<b>315,606</b>	370,516
Health	1,184,694	<b>1,066,541</b>	1,066,525
Snowoyelh	2,068,920	<b>1,611,527</b>	1,611,579
Education	4,637,589	<b>4,580,366</b>	4,588,879
Economic Development - Sts'ailes Operations	389,069	<b>732,731</b>	943,190
Economic Development - Controlled Entities	4,493,747	<b>6,467,097</b>	7,103,672
	<u>17,256,561</u>	<u><b>18,769,982</b></u>	<u>20,144,010</u>
<b>SHORTFALL OF REVENUE OVER EXPENSES</b>	<b>\$ (223,370)</b>	<b>\$ (310,059)</b>	<b>\$ (2,677,612)</b>

**STS'AILES - Consolidated Statement of Change in Net Debt**  
Year ended March 31, 2014

**EXHIBIT A5**

	Budget	2014	2013
<b>SHORTFALL OF REVENUE OVER EXPENSES</b>	<b>\$ (223,370)</b>	<b>\$ (310,059)</b>	<b>\$ (2,677,612)</b>
Acquisition of tangible capital assets	-	<b>(130,183)</b>	(195,249)
Amortization of tangible capital assets (includ. adjustments)	-	<b>1,160,160</b>	1,298,052
Change in prepaid expenses	-	<b>35,660</b>	277,382
Change in inventory	-	<b>(29,128)</b>	22,328
Loss (gain) on disposal of assets	-	-	32,528
<b>INCREASE (DECREASE) IN NET FINANCIAL ASSETS</b>	<b>(223,370)</b>	<b>726,450</b>	<b>(1,242,571)</b>
<b>NET DEBT, beginning of year</b>	<b>(7,775,536)</b>	<b>(7,775,536)</b>	<b>(6,532,965)</b>
<b>NET DEBT, end of year</b>	<b>(7,998,906)</b>	<b>(7,049,086)</b>	<b>(7,775,536)</b>



Weaver Creek Spawning Channel



**STSAILES - Consolidated Statement of Cash Flows**  
**Year ended March 31, 2014**

**EXHIBIT A6**

**CASH FLOWS USED IN OPERATING ACTIVITIES:**

	2014	2013
Shortfall of revenue over expenses	\$ (310,059)	\$ (2,677,612)
Non-cash charges to operations:		
Amortization	1,160,160	1,298,052
(Gain) loss on disposal of assets	-	32,528
(Increase) decrease in:		
Grants and accounts receivable	1,329,005	(812,907)
Prepaid expenses	35,660	2,773,382
Inventory	(29,128)	22,328
Increase (decrease) in:		
Accounts payable and accruals	(1,230,545)	1,091,077
Reforestation obligation	(21,690)	1,377,999
Deferred revenue	2,313	(2,247)
Cash flows from (used in) operations	<u>9,357,716</u>	<u>(633,600)</u>

**CASH FLOWS FROM FINANCING ACTIVITIES:**

Loan proceeds	3,419,497	46,700
Demand loan reduction	(325,321)	(298,998)
Long-term debt reduction	(1,190,439)	(132,058)
Cash flow from (used in) financing	<u>1,903,737</u>	<u>(384,356)</u>

**CASH FLOWS USED IN INVESTING ACTIVITIES:**

Investments in jointly controlled entities	(419,755)	(155,956)
Impairment of long-term investments	99,000	-
Restricted cash / cash held in trust	(113,277)	(3,480)
Cash flows used in investing	<u>(434,032)</u>	<u>(159,436)</u>

**CASH FLOWS FROM CAPITAL ACTIVITIES:**

Acquisition of tangible capital assets	(130,183)	(195,249)
Cash flows used in capital	<u>(130,183)</u>	<u>(195,249)</u>

**INCREASE (DECREASE) IN CASH RESOURCES**

	<b>2,275,238</b>	<b>(1,372,641)</b>
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**CASH RESOURCES, beginning of year**

	<b>(2,177,612)</b>	<b>(804,971)</b>
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**CASH RESOURCES, end of year**

	<b>\$ 9,7626</b>	<b>\$ (2,177,612)</b>
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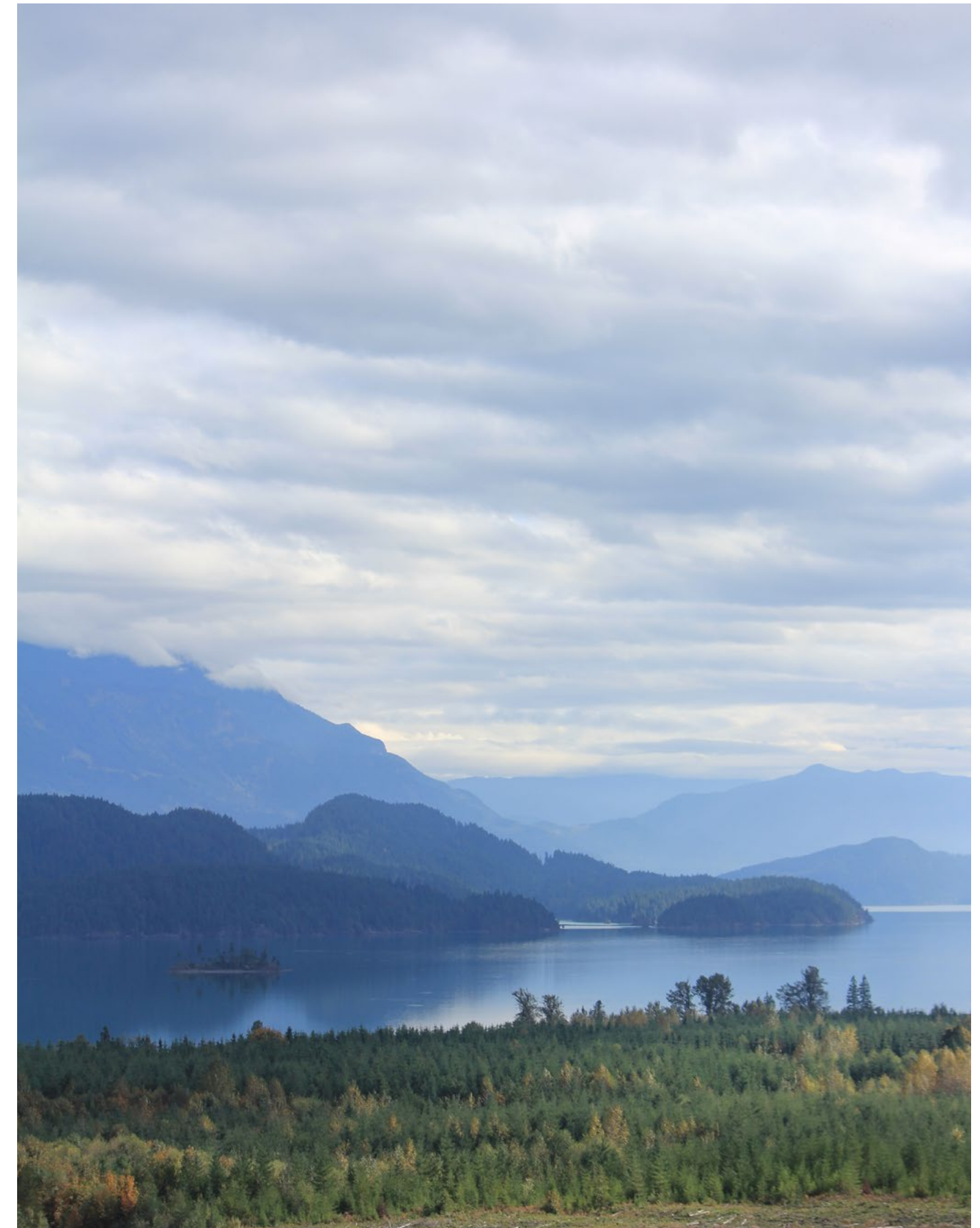
**APPENDIX 2**

**STSAILES - Statement of Financial Activities - SEGMENTED**  
**Year ended March 31, 2014**

	Governance	Sts'ailes Administration	Employment & Social Development	Community Development	Housing	Health	Snowyvalley	Education	Economic Development		Total 2014	Total 2013
									Sts'ailes Operations	Controlled Entities		
<b>REVENUE:</b>												
Aboriginal Affairs & Northern Development Canada	7,814	528,886	826,509	367,102	-	11,100	-	2,944,529	12,135	-	\$ 4,807,246	\$ 4,860,363
Leases & rentals	-	-	-	-	213,553	-	-	-	-	-	213,553	311,956
CMHC	-	-	-	-	9,143	-	-	-	-	-	9,143	166,548
Province of BC	280,734	-	-	-	-	-	878,788	1,374,533	50,000	-	2,584,055	2,425,883
Consulting & contract	840,782	36,285	400,899	116,252	11,054	74,664	15,210	256,076	-	-	1,751,202	1,005,283
Interest	503	-	-	-	-	-	-	-	-	-	503	-
Health Canada	-	-	-	-	-	627,971	242,500	49,501	-	-	919,972	1,642,884
First Nations Health Authority	-	-	-	-	-	627,602	507,500	49,500	-	-	1,184,602	-
Economic Activities	-	-	-	-	-	-	-	638,209	6,080,398	-	6,718,607	6,752,168
Miscellaneous	3,614	27,038	-	-	-	20,158	-	220,230	-	-	271,040	301,313
	1,133,447	592,189	1,227,408	483,354	233,750	1,361,495	1,643,998	4,894,360	809,524	6,080,398	18,459,923	17,466,398
<b>EXPENSES:</b>												
Administration Fees (Recoveries)	-	(294,793)	37,596	(273,815)	6,392	68,151	78,655	80,226	38,188	-	(259,400)	(284,660)
Amortization	-	1,121,272	-	-	-	-	-	-	-	38,888	1,160,160	1,298,551
Assistance	-	-	677,151	-	-	-	-	-	-	-	677,151	702,854
Automotive	4,198	1,899	1,918	5,843	-	6,343	24,765	82,006	2,511	-	173,446	159,386
Bad debts & writedowns	99,000	-	-	-	104,575	-	-	-	-	-	203,575	237,197
Contract services	(30,673)	7,541	31,430	375,370	37,912	79,368	45,756	7,380	153,636	20,036	727,756	887,248
Direct costs	-	-	-	-	-	-	-	-	-	5,044,208	5,044,208	4,827,393
Fees & tuition	-	-	-	-	-	-	-	666,936	-	-	666,936	643,707
Honorarium	11,497	-	1,950	755	-	-	-	-	3,200	-	117,402	151,672
Insurance	1,971	-	-	17,787	26,211	16,950	-	16,409	324	29,814	109,466	92,536
Interest & bank charges	219,958	171	-	20,599	2,635	30	19,515	252	167	86,075	349,402	410,211
Materials & supplies	28,146	82,052	91,554	9,985	14,017	142,040	198,812	636,258	50,469	43,781	1,297,114	1,273,812
Office & other	1,316	26,827	1,592	132	145	2,529	3,525	1,946	4,158	79,357	121,527	38,438
Professional fees	-	66,449	-	-	-	-	-	-	1,412	83,528	151,389	149,687
Repairs and maintenance	50	(2,066)	6,120	91,835	58,579	1,692	17,505	37,128	-	93,299	304,142	1,105,453
Training	18,289	54,289	39,964	14,251	3,053	24,139	25,093	37,087	225	-	213,317	293,635
Travel	9,534	7,146	11,854	3,836	3,053	55,574	15,941	17,521	8,510	15,492	148,461	147,190
Utilities	3,151	9,276	4,984	67,091	4,618	10,051	40,083	106,023	3,241	73,354	321,872	264,529
Wages & benefits	59,255	547,181	423,659	179,757	574,699	659,674	1,141,877	2,891,194	425,238	856,754	7,242,058	7,745,171
	525,692	1,627,224	1,329,772	513,426	315,606	1,066,541	1,611,527	4,580,366	732,731	6,467,097	18,769,982	20,144,010
<b>EXCESS (SHORTFALL) OF REVENUE OVER EXPENSES</b>	607,755	(1,035,035)	(102,364)	(30,072)	(81,856)	294,954	32,471	313,994	76,793	(386,699)	(310,059)	(2,677,612)
<b>INTERFUND TRANSFERS</b>	(24,004)	163,679	-	33,150	(6,007)	(16,062)	(14,048)	(286,287)	154,023	-	4,444	-
<b>ANNUAL SURPLUS (DEFICIT)</b>	\$ 583,751	\$ (871,356)	\$ (102,364)	\$ 3,078	\$ (87,863)	\$ 278,892	\$ 18,423	\$ 27,707	\$ 230,816	\$ (386,699)	\$ (305,615)	\$ (2,677,612)



FINANCIAL ASSETS	2014	2013
Cash	\$ 882,452	-
Restricted cash	135,432	25,532
Grants and accounts receivable	1,091,684	1,516,657
Investment in jointly controlled entity	1,000	100,000
Advances to related parties	228,952	89,933
	<b>4,449,682</b>	<b>3,401,128</b>
	<b>6,789,202</b>	<b>5,133,250</b>
<b>LIABILITIES</b>		
Bank indebtedness	-	1,355,742
Accounts payable and accruals	695,812	1,490,639
Demand Loans	3,924,948	4,250,269
Promissory note payable	3,419,497	-
Mortgages payable	34,289	55,727
Deferred revenue	13,876	11,563
	<b>8,088,422</b>	<b>7,163,940</b>
<b>NET FINANCIAL ASSETS</b>	<b>(1,299,220)</b>	<b>(2,030,690)</b>
<b>NON-FINANCIAL ASSETS</b>		
Tangible capital assets	\$ 9,545,406	10,536,495
Prepaid expenses	81,674	118,602
<b>ACCUMULATED SURPLUS</b>	<b>8,327,860</b>	<b>8,624,407</b>



20 Mile Bay







## Health & Family Services



Health Director **Virginia Peters - Siyamex**

### **Management:**

Virginia Peters – Health Director

Marg Hamilton – Community Health Manager/Senior Nurse

### **Portfolios:**

Tim Felix – Recreation, Youth, Elders

Boyd Peters – Health, Justice, EPP

**Ey Swayel Mestiyexw te Sts'ailes!** Once again, I have the pleasure to reflect on some of Sts'ailes' Health programs, services and events for the fiscal year just passed, April 1, 2013 to March 31, 2014. As in past years, your Health Service providers have been as busy as ever. And as previous years, Health continues to be ever evolving, feeling the excitement of changes as it happens. The Transfer of all Health Programs from Health Canada to First Nations Health Council within B.C. happened during 2013 – 2014 fiscal year and that made a slight difference to the management of Health Services within Sts'ailes, mainly in financial arrangements and reporting.

Sts'ailes Health continues to provide programs and services for Healthy Child Development; Mental Wellness; Healthy Living; Communicable Disease Control; Home and Community Care; Clinical and Client Care and Environmental Public Health. Our Education Department manages the Aboriginal Head Start On Reserve program. The Emergency Preparedness Program (EPP) remains an important component of our Health Programs. We also operate a Justice Program and an Elder, Child & Youth program.

Provincial Aboriginal health was transferred to First Nations Health Council (FNHC) on October 1, 2013, and is now managed by First Nations Health Authority (FNHA). FNHC/A are now highly active in the process of "Transition and Transformation". A topic that is high in the discussions and planning is the Social Determinants of Health – such as Children & Family Services, Housing, Social Development. The negative impacts of these determinants are significant barriers to the health and well-being of our people. It is significantly clear that we (at all levels) need to work collaboratively to revive the strength and well-being of our people. I feel good that, here in Sts'ailes, we are able to work collaboratively (Governance, Department Heads, Staff, Volunteers) to provide assistance to our people to strive for wholeness and wellness.



**WEB RESOURCES FOR MORE INFO**

**Sts'ailes Health**

<http://www.stsailes.com/members/health-family-services>

**Sts'ailes 2013 Annual Report**

<http://www.stsailes.com/whats-new/2013-stsailes-annual-community-report>

**First Nations Health Council**

<http://www.fnhc.ca/>

**First Nations Health Authority**

<http://www.fnha.ca/>

**Transition & Transformation**

<http://www.fnha.ca/about/transition-and-transformation>

**Accreditation Canada**

<http://www.accreditation.ca/>

**Mustimuhw cEMR**

<http://www.mustimuhw.com/>

Projects that are on the table at this time include our Five-Year Health Program Evaluation, Accreditation (second phase), Mustimuhw (a Community Electronic Medical Record System (cEMR), and developing the Community Health Care Centre. All these will provide improvements for record keeping and quality care.

On behalf of our Health Team, I want to once again say “Yalh yexw kw’as hoy qus to xyolhmetet” – Thank you and take care!

O Siyam,

**Virginia Peters**  
Health Director  
Sts'ailes

**ACCOUNTABILITY**

- Monthly reporting to joint Health & Justice Committee
- Quarterly & annual reporting to Chief & Council (narrative & financial)
- Annual reporting to Sts'ailes Community (Sts'ailes Annual Report); regular updates and information sharing in community newsletter (narrative & financial)
- Annual reporting to the First Nations Health Authority - formerly reported to Health Canada prior to the transfer of Health Services in BC (narrative & financial)

**COMMUNITY HEALTH & HEALTHY LIVING**

**Visiting Professionals at Sts'ailes Health Clinic:**

<b>Family Physician</b>	Every Wednesday	22-26
<b>Massage Therapist</b>	Every Monday	5-6
<b>Nurse Practitioner</b>	Every Tuesday	10-15
<b>Dental Therapist</b>	Annual Schedule	
<b>Ophthalmologist Team</b>	3 – 4 times per year	32
<b>Adult Hearing</b>	3 – 4 times per year	12
<b>Podiatrist</b>	6 times per year	48
<b>Mammography</b> (for women 40 – 79)	Annual	30
<b>Psychologist</b>	Part-time jointly w/ Snowoyelh	

*UPCOMING:*

<b>Psychiatrist</b>	2 Fridays per month
---------------------	---------------------

- Podiatrist on Elder Pamper days
- Part-time Psychologist
- Retained Ophthalmologist
- Retained and increased visitors for the Nurse Practitioner
- Increased visitors to Doctors Clinic
- Retained part-time/on-call Home Support Attendants
- Addition of the Massage Therapist

**Vaccine Preventable Diseases and Communicable Disease Control:**

- Immunization program implemented at the school and Health Clinic
- TB screening & awareness for staff and community
- Sexually Transmitted Infections (STI) & Blood Borne Disease (BBD) care and awareness provided

**Medical Transportation:**

- Medical transportation assistance for on-reserve members. Approximately 600 trips were made in 2013/14
- Special transportation to assist members for medical crises or continuous, long-term medical care.

**Awareness and Education Activities:**

- Educational Awareness for Diabetes, Heart, Asthma, Arthritis.

TOPICS	NATIONAL	REGIONAL	LOCAL / COMMUNITY	NUMBER OF ACTIVITIES
HIV/AIDS-Blood Borne and Sexual Transmitted Infections			●	2
Tuberculosis			●	Individual Clients
Immunization	●	●	●	6
Pandemic Planning			●	2
Infection Prevention and Control	●		●	4

**Water Samples:**

- 6 Samples taken as per schedule. All reports to date are positive.
- A Proposal for \$3,500.00 for Water Awareness Initiative Funding was submitted to FNHA. We received approval for our request. Our Community Health Team will be planning follow up Water Awareness Sessions for the community. The funds are to be spent during this fiscal year.



**CHILD & YOUTH**

- Sport, recreation and other activities to engage youth (e.g., land-based activities, cultural practices and skill development)
- Kick-off of the home reading program

**Prenatal:**

- 8 babies born to mothers who live in the community
- Prenatal nutritional screening tool kit for pregnant moms
- Food voucher program for prenatal program
- Prenatal assessments
- Breastfeeding promotion and education
- Infant nutrition assessment and education
- Breast pumps supplied
- CSA approved car seats for new moms

**CHILDREN LESS THAN 5 YRS.**

**Number Living  
in the Community**

**44**

**Number Participating in  
COHI Activities**

**18**

**Children’s Oral Health Initiative (COHI):**

- There were 2 Clinics held. Completed 2nd varnishes and half way with 3rd varnishes, and started 4th.



*Honouring Athletes Ceremony*

**ELDERS**

- Elder’s Advocacy services provided by Ma:ytteth Worker- to Selsila Elders Group and Sts’ailes Elders in general
- Coordinated Home & Community Care Program delivered by certified Home Support Attendants
- Short term respite services as required
- Day activities
- Pamper day
- Tea Time
- 1 Elder Abuse Awareness Workshop.
- Home & Community Care Guide/Handbook implemented in each client’s home
- Home Care Policy developed
- Falls Prevention Strategy developed
- Quality Improvement Plan near complete
- Developing Policy & Procedures for respite Services at Te Lede Lalem

**RECREATION & YOUTH**

Recreation and Youth Events and Community Events 2013/14

FAMILY ACTIVITIES	AGE GROUP	ATTENDANCE
Community Fun Day	All Ages	200+
Honouring Athletes	All Ages	50+
Hallowe’en Blast (Fireworks, masquerade, door prizes & concession)	All Ages	175
Annual Youth Soccer Tournament	5-18	7 Sts'ailes teams in all age groups
After-School Program	7-18	25+
Summer Program	7-15	25+
Peace Walk	All Ages	50+
Run / Walk Program	All Ages	19





**Program Restructure:**

Recreation falls under "Community Wellness" (CW); assessment of the program will be complete in Jan 2015.

**Annual Planning:**

Annual calendar reflects the school and seasonal schedule; evaluating ways to improve/enhance the program.

**Volunteers:**

Coaches acquired for each age group for Youth Soccer; faithful volunteers for Family Fun Day, Halloween and Tournament

**Policy Development:**

Standard practices are in place, but need to be documented for consistency and record-keeping.

**Infrastructure:**

Basic improvements done at the Hall; need to continue with improvements and inventory all supplies and equipment.

**JUSTICE**

- The Justice Committee meets monthly (part of Health Committee).The Health Executive Assistant maintains Minutes for the Committee and organizes meetings with Portfolio and Health Director.
- The Committee receives complaints, issues, concerns from community members and makes recommendations to Chief & Council for action.
- The Justice Committee also meets monthly with the RCMP (Aboriginal Constables).
- Workplan is being developed to implement a justice strategy – this will be a key item on Chief and Council's planning session agenda in April 2014.

*Chawathil (Yellow) & Sts'ailes Mini Chiefs U-5 playing a soccer match at the Sts'ailes Youth Soccer Tournament.*

*Soccer players receiving medals at the Sts'ailes Youth Soccer Tournament.*

**EMERGENCY PREPAREDNESS**

- Converted our Emergency Preparedness Plan to BCERMS Model
- In process of inserting the Plan into Binders for all Task Coordinators
- Planning Training for Task Coordinators and Volunteers
- Planning for Table Top and Mock EPP Exercise calendar
- The Fire Services has been transferred to Public Works Department.

**MENTAL WELLNESS AND ADDICTIONS**

- The Letsemot Working Group (Health & Snowoyelh Directors/Managers) is in the process of developing a System for Mental Wellness. It is in the final stage of development and will soon go through the process for approval and implementation.
- A step to improve counseling services has been activated. The NNADAP Counsellor has joined the Telmexw Awtexw Counsellors. Their Title has changed to Community Wellness Workers and they work as a Team.
- Presentations and workshops aimed at preventing substance abuse
- Cultural events to support the prevention of addictions and substance abuse, as well as the awareness of mental health issues
- School based programs to support education and awareness of substance abuse and addictions
- Upcoming addition of Psychiatrist services

**Client Category # of Clients Referred**

Males under 12 years	0
Females under 12 years	0
Males 12-17 years	0
Females 12-17 years	0
Males 18 years and over	4
Females 18 years and over	3
Family referrals	1





## CULTURAL SHARING

- Ongoing participation and coordination of cultural gatherings and ceremonies.
- Integrated traditional methods and approaches throughout the programs and services.
- Increased participation in gathering and preparing traditional medicines (waiting lists for outings)
- Implementing traditional language programs into other services, such as the sewing group, working committees, and upon request of other depts.
- Incorporating youth helpers for activities and events.
- Team wellness days incorporates traditional ways of healing and self-care.

## HEALTH INITIATIVES

### Five-Year Program Evaluation

We are halfway through our ten-year flexible health agreement, which means the five-year program evaluation is due. The evaluation is now complete and will be submitted to the First Nations Health Council next week.

### Mustimuhw

We are in the process of setting up the Mustimuhw program that is the Community Electronic Medical Record (cEMR) for patient files.

### Community Health Care Centre

Health received good news from the Rights & Title Dept. that the Province and Sts'ailes are in agreement to designate new lands for the Community Health Care Centre. We will continue developing a plan for plugging services into the centre.

### Accreditation

Accreditation is an approach used by many health care and social services organizations to improve client outcomes and health system performance. It helps the entire organization work together to create a focus on safety and quality.

The process to achieve Accreditation certification is ongoing. Health continues to lead in achieving the second phase of Accreditation for Sts'ailes.

### Regional & Provincial First Nations Health

Our Health Director continues to sit on the First Nations Health Directors Association (FNHDA). Our Health Director has been elected as the Secretary Treasurer.

Our Health Director also participates in the Fraser Salish Regional Caucuses, Fraser Health Leads and other working groups and discussion groups held by the First Nations Health Authority (FNHA).

**“Ey Chap Te Sqwelewe!”**

*“Doing things with a good heart and good mind promises good results”*

**Hoy Chexw!**







## Message from the CEO of the Sts'ailes Development Corporation

The Sts'ailes Development Corporation (SDC) is pleased to provide a progress report on its major activities in 2013 covering multiple sectors. These business sectors include Clean Energy, Construction, Fisheries, Forestry, Retail, and Tourism. The growth in SDC new business activities is centered on the Clean Energy and Construction sectors, both relatively new to SDC. The Energy Sector in particular has grown as a result of several negotiated benefit agreements that are now entering their implementation stages.

Sts'ailes commonly enters into impact benefit agreements (IBA's) and other related economic benefit agreements when a resource development project may potentially impact Sts'ailes rights. The essential bargain in an IBA is that the First Nation provides its consent or support for a project and in return, the company provides certain benefits. These benefits will generally depend on the type of project and potential impact. Typical benefits negotiated in Sts'ailes agreements include:

- Direct financial compensation
- Potential equity interest in the project (% ownership)\*
- Profit sharing such as a royalty
- Employment opportunities for Sts'ailes members\*
- Preferential contracting for Sts'ailes businesses\*
- Education and training programs for Sts'ailes members
- Commitments to lessen the impacts of the project, if any

The Aboriginal Rights & Title Department serves as lead for the IBA negotiations and, once concluded, the torch is passed to SDC to carry out the agreement's business development components (identified above with the \*symbol). To date, SDC is directly involved in five IBA's in the Energy Sector representing development of several business opportunities. SDC has entered joint ventures and other agreements that will benefit Sts'ailes through business revenue, business ownership, jobs and training.

With the growing resource development in the energy and forestry sectors, economic development opportunities are on the rise and are attracting new business opportunities for SDC.

The SDC Board and staff look forward to creating more prosperity for the Sts'ailes People.

**Robert Lagassé** - Xéylskóyeplexw  
Chief Executive Officer  
Sts'ailes Development Corporation



## Message from the CFO of the Sts'ailes Development Corporation

The Sts'ailes Development Corporation (SDC) continues to shine as a great place to work. After several years of significant capital investments into community assets, the upcoming year will see an increase focus in building financial capital infrastructure, increasing the sense of connectedness and community through local job creation projects with existing joint venture partnerships. The corporation continues to operate as a lean organization committed to keeping finances in order. We are always seeking efficiencies and improvements while making use of our extensive partnerships with other communities, business partners, and contractors. Over the past year we have been very busy with a number of key capital projects such as the ILM (Interior to Lower Mainland Transmission Line) project, Sakwi hydro power project and various power projects that will showcase SDC's achievements in the years to follow. 2013 has been a year of achievement, continuous improvement and change. In addition, SDC has embarked on acquiring an equity position in a hydro power project located near Weaver Lake. It is commissioned under the General Partner Sakwi Hydro Corp with completion expected in late summer 2014. SDC continues to be pro active in promoting business relationships and services to enhance and maintain financial sustainability. The Corporation is on a challenging financial course and continues to find various alternatives to achieve financial positive outcomes.

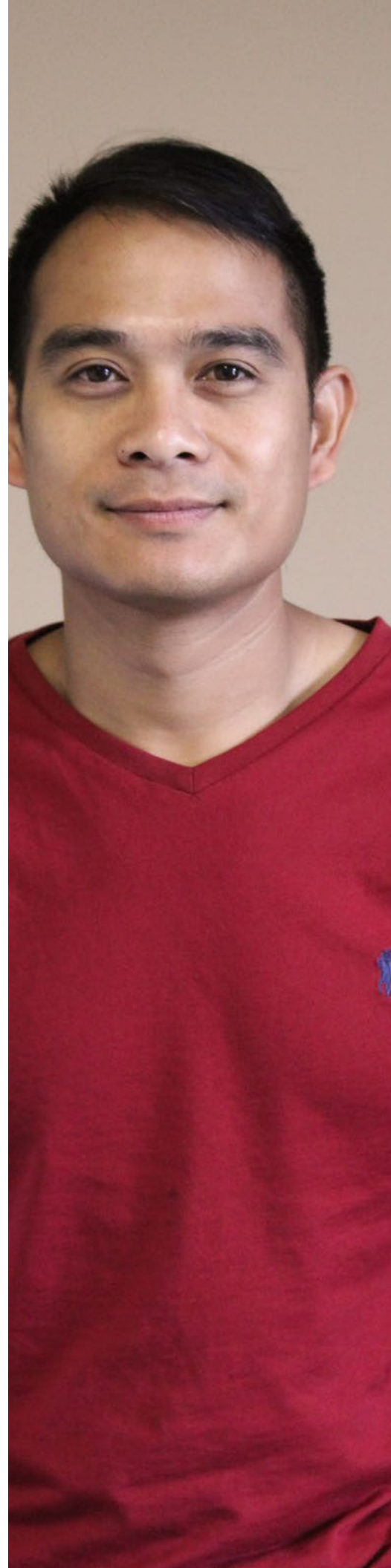
SDC Finance section provides visionary stewardship of the Band's assets (Financial Resources) and supports other departments in the provision of quality services. As most issues and decisions have financial ramifications, SDC Finance is intricately involved on a daily basis with assessing the financial impact of various courses of action both supporting the Corporation and the Band in decision making and service delivery processes.

Key objectives that the Corporation has been tasked to undertake include:

- Promote and stimulate economic development and business activities on behalf of Sts'ailes
- Administration of the Economic Development Portfolio
- Explore and manage new businesses
- Undertake a comprehensive review of all business opportunities in Sts'ailes territory
- Create a long-term capital plan and maintain quality capital infrastructure
- Create and implement efficient and effective financial/business planning processes
- Achieve sustainable Forestry operations focused on ongoing profitability
- Sourcing capital resources to participate in obtaining an ownership position in the clean energy sector

### STATISTIC FOR YEAR 2013

SDC year end reports the financial information from January 1, 2013 thru December 31, 2013 calendar year. Due to the Band's Fiscal year end cut off, the Corporation had decided to change their year-end reporting from a Calendar year to a Fiscal year. Similar to the Band, SDC will have anw April 1, 2014 thru March 31, 2015 Fiscal year effective April 2014. The change to Fiscal year aligns both financial information for both entities and will make it easier for readers to reconcile and understand financial results. The financial information will be posted in 2 formats. A full calendar year of Jan through December 2013 and 3 month period end of January through March 2014 as follows:



### STS'AILES DEVELOPMENT CORPORATION - Statement of Income

	Year Ended December 31, 2013	Three Month Period Ended March 31, 2014
Revenue	\$7,263,933	\$1,179,005
Direct Costs	\$5,769,999	\$ 645,501
Gross Profit	\$1,493,934	\$ 533,504
Expenses	\$2,004,394	\$ 345,790
Net Income	\$ (510,460)	\$ 187,714

The external auditors Daley and Company LLP has given SDC an unqualified opinion on the Band's Consolidated Financial Statements, stating that in their professional opinion, the Consolidated Financial Statements present fairly, in all material respects, the financial position of SDC as at March 31, 2014, and the results of its operations, changes in its net debt and its cash flows for the year then ended in accordance with the Canadian Public Sector Accounting Standards.

The construction of the ILM Project is nearing completion. The Sts'ailes territory offer significant locations for new capital projects particularly the Sakwi Hydro Power Project and various power projects that are in the initial stages of development. SDC's growth continues to increase in comparison to 2012 and 2011.

The Corporation's revenues totaled to \$7.2 million in 2013, which is an increase in comparison to \$5.5 million in 2012. This increase was mainly attributable to additional power projects commencing construction in 2013 and additional scope of work for the ILM project.

The Corporation's expenses totaled to \$7.7 million in 2013 which was an increase in comparison to expenses of \$5.2 million. This increase was mainly attributable to costs associated with the construction of the Sakwi power project and additional costs incurred from the ILM project.

The Corporation's total Liabilities is lower than the previous year due to the refinance structure with the First Nation Finance Authority. The outstanding Line of Credit was reduced.

The Corporation does not have any reserve balances. The Corporation's long term goal is to build up monies in a reserve account to fulfill any operational and capital needs of the Corporation.

The Corporation continues to grow and transform the way it conducts business. The ILM project and Sakwi hydro power project will be in the final stages of construction and enhancement will continue on into 2014. The Corporation continues to build business venture partnerships that will see commencement of construction of various power projects in 2014. In addition, planning is underway for the construction by means of business partnerships, a major power project that would provide for a significant ownership position for Sts'ailes. These are just a few of the multitude of activities with which the SDC staff is involved in addition to the on-going day-to-day delivery of services to the community. Despite the pressure of growth and lack of financial resources, staff continue to work diligently in meeting all necessary requirements to fulfill the mission and vision mandated by the Board of Directors.

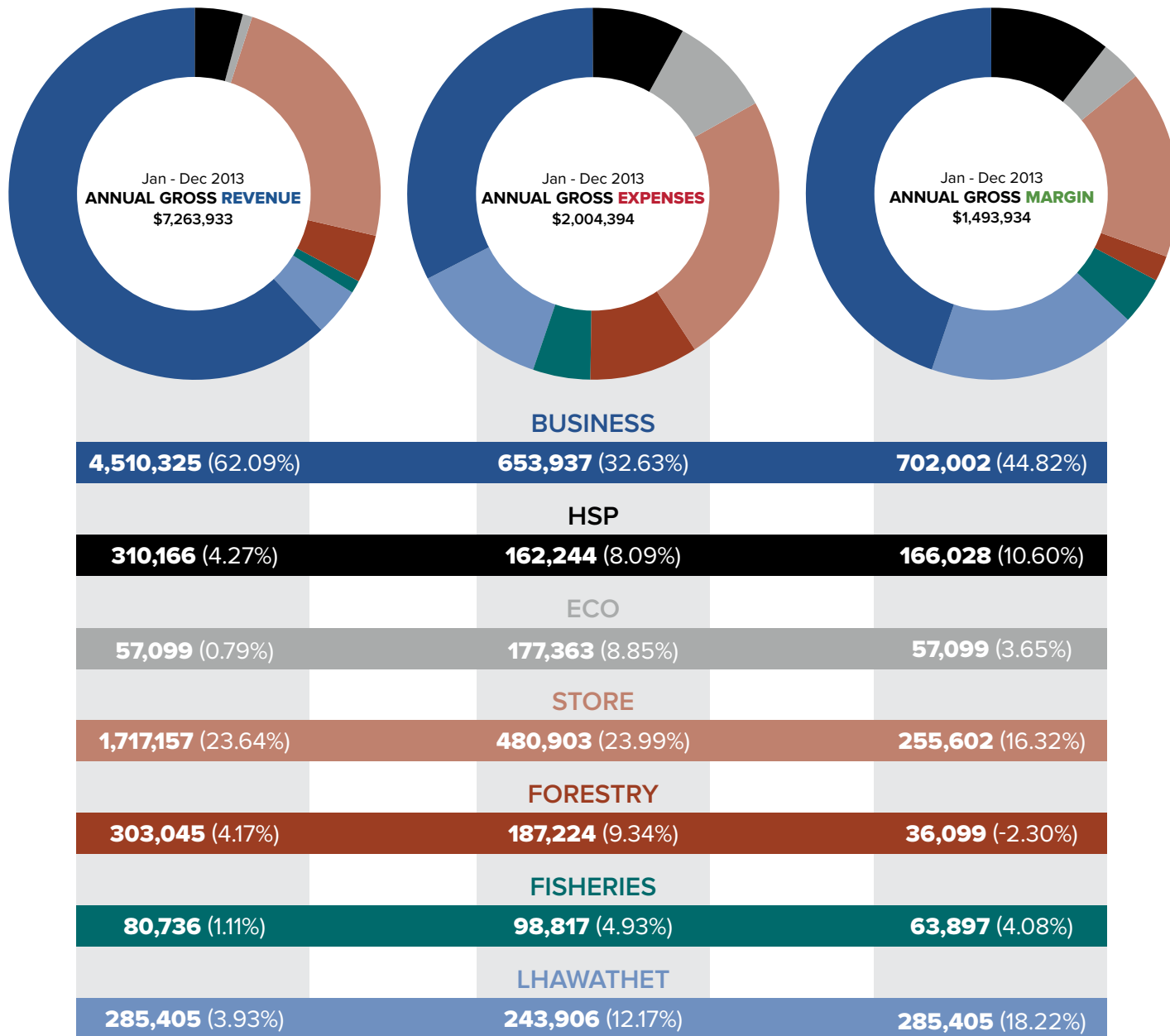
Under the direction of the Board of Directors, Sts'ailes Development Corporation is well positioned to continue to deliver high quality services for its community and business partners in support of a continued prosperous business partnerships and great quality of community living.

**Paul Sangalang**  
Chief Financial Officer  
Sts'ailes Development Corporation



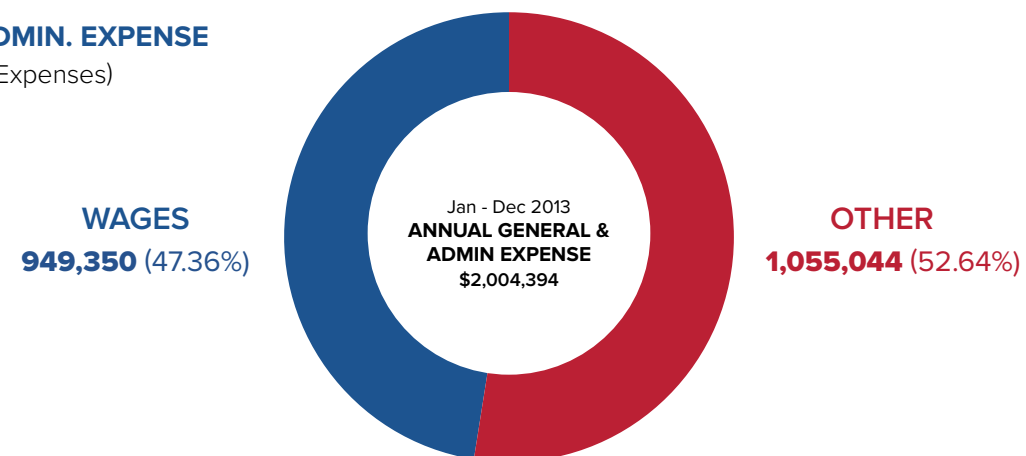
## REVENUES, EXPENSES & GROSS PROFIT MARGIN

(Breakdown by Business Units)

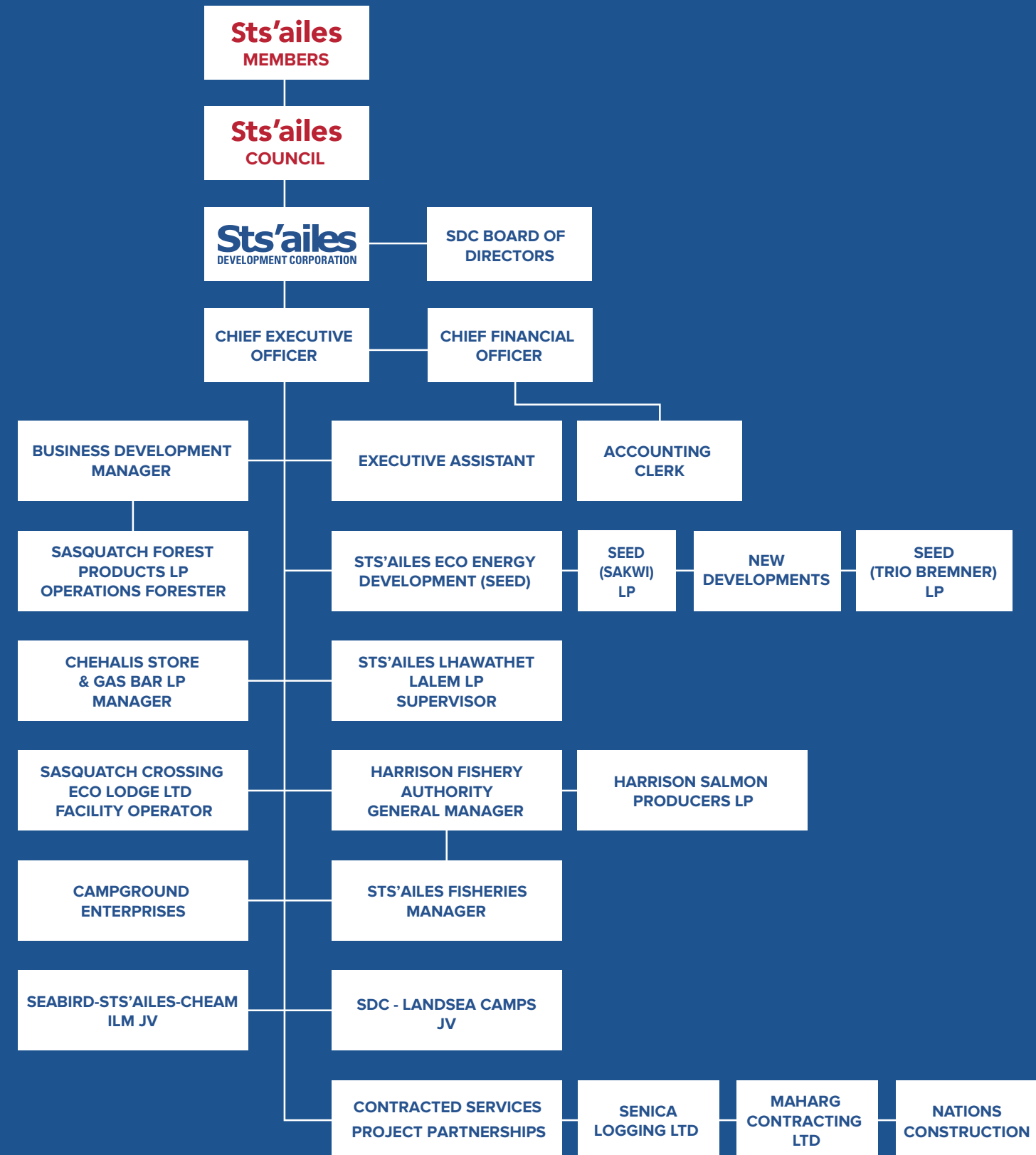


## GENERAL & ADMIN. EXPENSE

(Wage vs. Other Expenses)



## SDC ORGANIZATION CHART







*Sakwi Creek Powerhouse*

The following describes the various activities in each of the different business sectors.

## **CLEAN ENERGY SECTOR**

This new sector is dominated by run-of-river hydro power generation. To date we have engaged in the following:

### **Tretheway Hydro Project (23Mw)**

SDC provides oversight throughout the construction phase and Sts'ailes receives financial compensation from project owners Innergex for participating on the Tretheway Construction Committee. SDC has also received a direct award contract from Innergex to clear the transmission line right of way which will be undertaken by SDC in partnership with Maharg Contractors starting in Fall 2014.

### **Sakwi Hydro Project (5.4Mw)**

The project is nearing completion of construction and is expected to start producing electricity in early Fall 2014. SDC has successfully completed two contracts; one to clear/log for the right-of-ways, access roads and powerhouse site; and the other to build all of the forms for concrete works. Office space and accommodation space was leased from Lhawathet by the project proponent, WindRiver.

SDC has concluded financing negotiations to secure 30% ownership of the Sakwi Creek Hydro Project and is currently in the process of closing transactions with the senior lender and partner.

### **SDC & Innergex Power Corp: Economic Development Agreement**

The agreement will lead to a joint venture with significant ownership, royalties, contracts and jobs on new hydro projects that may be developed jointly in Sts'ailes Territory. The business terms are under negotiations and expected to conclude in summer 2014. Following, a newly formed Limited Partnership company will submit a water licence application for a new hydro project(s) identified in a study which identifies hydro potential in the Territory.

### **Big Silver Hydro Project (43Mw)**

As above for participating on the Big Silver Construction Committee. SDC has received a direct award to provide remote camp services for the project. A joint venture agreement was signed with LandSea Camps to provide remote camp services beginning in July. Training and employment opportunities are being offered. Other contracts are described in the Construction Sector.

### **a) Trio (25Mw) & Bremner (25 Mw) Projects**

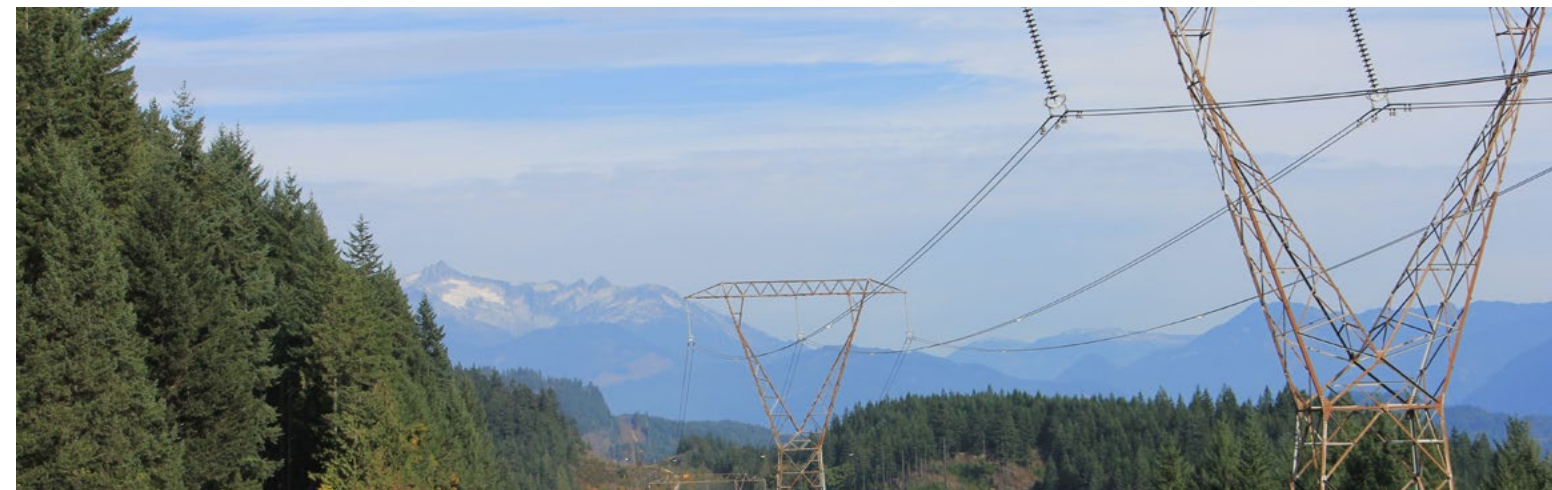
In June the Trio Hydro Project received BC's approval to begin construction allowing financing negotiations to proceed. Sts'ailes owns a small equity portion of the project – an IBA benefit. SDC applied for and received \$500,000 from a BC Government Energy Fund to purchase shares in the project. SDC is also negotiating the purchase of additional shares requiring financing negotiations.

The developer is very supportive of providing SDC with contract and job opportunities in the area of construction and camp services and other areas.

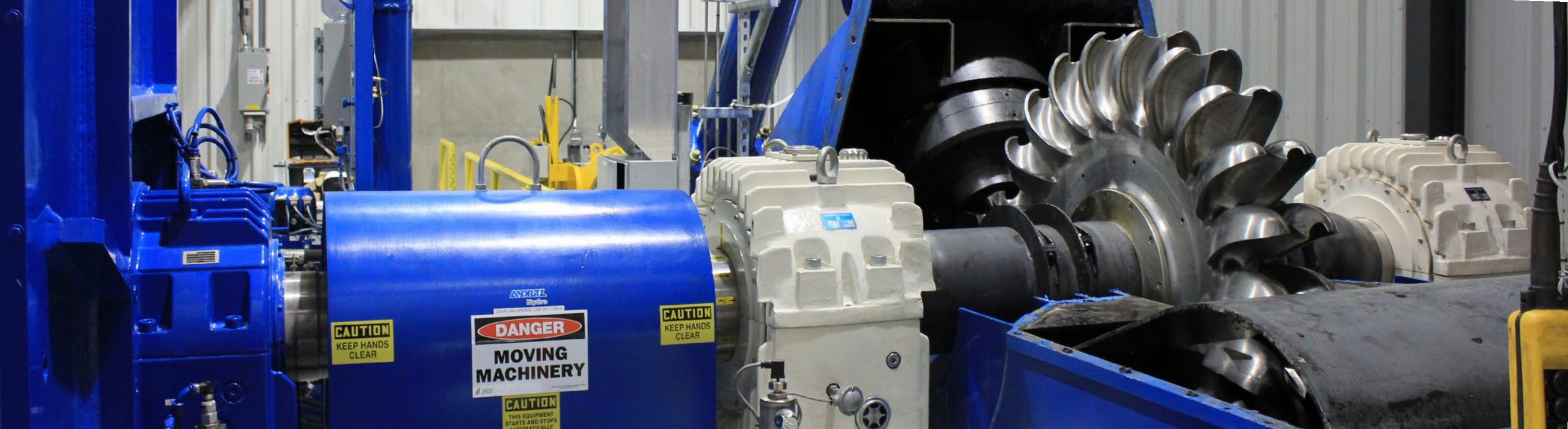
b) Similar opportunities will be available for the Bremner Project when it receives its approvals anticipated in late Fall 2014.

### **BC Hydro ILM Transmission Line**

An agreement with BC Hydro has resulted in a contract to provide site development services, described in the Construction Sector which follows. This contract will be completed in early fall 2014.







Water turbine within the Sakwi Creek Powerhouse

## CONSTRUCTION SECTOR

### **BC Hydro – ILM Project Road Construction**

Sts'ailes has been building roads in the forest sector for over 15 years. This has given SDC experience in obtaining road construction and clearing contracts in both the forestry and energy sectors. In 2012 Sts'ailes formed a joint venture partnership with Seabird and Cheam First Nations to develop access roads and clearing/logging the right-of-way required to build a high voltage transmission line from Merritt to Port Coquitlam. Work on combined contracts of \$20 million was started in summer 2012 and will go forward through 2014. SDC employs two registered professional foresters who guide the growth of this new sector (including management of the forestry sector).

### **a) Sakwi Creek Hydro project**

All of the road, right-of-way and powerhouse site construction requirements for the project was undertaken in partnership between SDC and Maharg Contractors. The contract was recently completed.

### **b) Sakwi Creek Hydro project**

All of the concrete forming for the project was undertaken in partnership between SDC and Nations Construction. The contract is now complete.

### **Tretheway Creek Hydro Project**

A direct award to clear the transmission line right-of-way was negotiated with Innergex this Spring. A contract is currently under negotiation with the powerline contractor. This work will be undertaken by SDC/Maharg.

### **Big Silver Creek Hydro Project**

Two contracts were awarded recently to SDC/Maharg for site development work: one by Innergex to clear the site to locate LandSea Camp services and another by CRT, the prime contractor, to clear the powerhouse site and the short penstock right-of-way (this project will divert the water to the turbine via a blasted tunnel).

### **Big Silver Creek Hydro Project**

SDC and Nations Construction are negotiating a contract to provide CRT with the concrete forming required for the low elevation dam.

### **Camp Services Joint Venture (JV)**

SDC entered a JV with LandSea Camps to provide services to a crew of about 80 or more construction workers at the Big Silver Hydro Project, over the next 2 years. Services include food services and all housekeeping needs for the camp. Sts'ailes members will have job opportunities.

The partnership is entering a similar agreement currently under negotiation for the Trio and the Bremner projects.

### **Sts'ailes Sortyard Rental**

SDC has negotiated use of the 4 hectare site with Flatiron Graham JV (FGJV), the prime contractors for BC Hydro's ILM project. The sortyard will be used by their transmission line installation company,

Rokstad Power. The site will be in use by Rokstad from June to May of 2015 as a tower assembly site with office trailer(s), equipment and materials storage, helicopter fuelling and staging and vehicle parking.

In addition, Rokstad will employ 3 Sts'ailes members whom they have already trained to assemble the towers on site. Security personnel will also be hired and flaggers, if required.

### **Residential and Commercial Construction**

A joint venture is under negotiation with Nations Construction to build residential and commercial facilities. The Fisheries building was built jointly under an arrangement that requires a formal agreement. Other joint projects are under consideration over and above servicing the energy Sector.





*Sts'ailes fisherman Kade Charlie showing a specimen caught while doing a beach seining demonstration.*

## FISHERIES SECTOR

### **About the Harrison Fisheries Authority (HFA)**

Allocations are negotiated between DFO and the HFA represented by Council designates from Sts'ailes and Scowlitz. General fishing plans are agreed to in advance of the season, while actual allocations are generally announced within 24 hours of the fishery. Access, timing and space sharing is coordinated with the rest of the lower Fraser First Nations through pre-fishery meetings hosted by the Lower Fraser Fisheries Alliance.

HFA concerns around by-catch of non-target species upstream of Harrison Bridge in the late fall largely have precluded pink and chum fisheries in these areas outside of early experimental fisheries in 2005<sup>1</sup>. However beach seine fishing for sockeye during August and early September can be highly selective, though no economic fisheries for sockeye were carried out in 2013. When sockeye management plans dictate higher precision of harvest through selective fishing of sockeye stocks, fishers can target specific stocks in the Harrison River through the timing of fishing: Harrison Riffle sockeye arrive in late July through mid-August; Birkenhead sockeye arrive through August; and Weaver sockeye arrive in early September. Though each stock will stage in the river temporarily, most eventually swim upstream and stage in the cool deep waters of Harrison Lake to thermal regulate during peak summer temperature periods.

<sup>1</sup>Moore, D. and J. O. Thomas, 2005. *A Demonstration Fishery Report on the Harrison River. Prepared for Sts'ailes and DFO.*

*Students from a visiting school took part in a beach seining demonstration by Sts'ailes fishermen during the Fraser Valley Bald Eagle Festival along the Harrison river at the Sandpiper Golf Course site.*

Once allocations are announced by DFO, the administration of the fishery controls is retained by the Fisheries Manager, while business is organized by the General Manager under the auspices of the Harrison Salmon Producers Limited Liability Partnership involving both Scowlitz and Sts'ailes business leads.

### **About the Harrison Salmon Producers LLP (HSP)**

The Harrison Salmon Producers Limited Liability Partnership was created in 2012 by Sts'ailes and Scowlitz in order to have a business forum for the shared fishery. Access to Economic Opportunity (EO) fisheries is provided via contract set out by the HFA represented by Sts'ailes and Scowlitz and is then assigned to designated fishers. The 2012 HFA Fishing Regulations set out conditions of designation, rules of participation, and sanctions for non-compliance. The HFA Fisheries Manager is in charge of setting out the rules of the fishery in consultation with the Councils, fishers and regulators, managing designation cards/systems, hiring and supervising monitors, and is responsible for validating/reporting the harvest and release records.

The HSP staff also manages the surplus salmon fisheries at Chehalis River Hatchery and Weaver Spawning Channel, though the proceeds of those fisheries are directly attributed to the Sts'ailes Development Corporation.







### Economic Fisheries Harvest Results

**Gear Type:**  
Beach Seine

**Goal:**  
Cooperative Communal Economic Fishery for Pink and Chum salmon as part of developing a commercial fishing enterprise that targets salmon migrating into the Harrison and adjacent Fraser River areas through small bite fisheries that selectively fish allocation of Fraser River Canadian Commercial Total Allowable Catch (CCTAC).

**Strategic Objectives:**

1. Continued field trials – traceability methods and systems
2. Pilot cell phone-based data capture from harvest and fishery controls
3. Pilot coop allocation transfer of pink salmon from upper Fraser
4. Profitability/Viability assessment

**Harvest area:**

Harrison River confluence with Fraser River, and in the Fraser River from the upstream point at the Agassiz-Rosedale Highway Bridge downstream to the Sumas River Mouth

**Harvest Program and Communal Licensing:**

- a) *Pink Salmon* Sept. 18, 19 & 29 - Allocation (Harvest): 99,200 (caught 62,282)
  - XFSC 384 2013 Sts'ailes Scowlitz
  - XFSC 399 2013 Sts'ailes Scowlitz
- b) *Pink Salmon* Sept. 20 - Allocation Transfer (Harvest): 40,000 (caught 40,685)
  - XFSC 388 2013 Sts'ailes Scowlitz (Allocation Transfer from UFFCA)

The Economic Allocation for the pink salmon was supported by Communal Licenses for 99,200 Pink salmon (mixed gender) for

September 18, 19, 20 & 29. The Communal license issued on September 20 was provided to accommodate an allocation transfer agreement associated with 40,000 pink salmon transferred from the Upper Fraser Conservation Alliance (UFFCA) to be harvested by the HFA under a transfer agreement authorized by DFO in advance of the fishery.

A business arrangement between the UFFCA and the HSP covered fishery costs while providing an extended fishing opportunity for Sts'ailes and Scowlitz fishers. The last license issued for pink salmon on September 29th was a share of the un-harvested TAC remaining in the Fraser River shared amongst licensed lower river fisheries by DFO.

- c) *Chum Salmon* Oct. 28, 29 & Nov. 4 - Allocation (Harvest): 19,039 (caught 18,740)
  - XFSC 447 2013 Sts'ailes Scowlitz
  - XFSC 455 2013 Sts'ailes Scowlitz

An Economic Allocation for the chum salmon was supported by Communal Licenses for 19,039 Chum (mixed gender) for October 28, 29 and November 4th. The last license issued was a share of the un-harvested chum salmon TAC remaining in the Fraser River shared amongst licensed lower river fisheries by DFO.

**Fishery Statistics**

- Designated Fishing Participants: 39 fishers ( split between 4 -6 Crews<sup>2</sup>; average 7.25 members per crew)
- Fishing Hours total (Fishery CPUE): Pink= 54 hours (1,906.8 Pink salmon/hour)
- Fishing Hours total (Fishery CPUE) Chum= 41 hours (457/ Chum salmon/hour)
- Monitors, Landing, and Loading: 17 shore workers (676 hours)

**Business Statistics**

- Pink salmon fishers earnings: \$55,012.30 (average boat earnings \$9,168.72; \$1,112 each + 1 share for boat)
- Chum salmon fishers earnings: \$116,614.00 (average boat earnings \$29,153; \$3,534 each + 1 share for boat)
- Season's average earnings per fisher: \$4,646 for 7 days or \$663.71/day
- Pink fishery CFE net profit \$164,147.61
- Chum fishery CFE net profit: -\$79,046.27 (under review and subject to revision)
- HSP LLP Seasons net profit: \$85,101.34 (interim subject to the Chum fishery review)

<sup>2</sup> Pink salmon fishery accommodated 6 crews and the chum fishery 5 crews



*Sts'ailes fisherman Freddie Paul Jr. helping the students with seining net.*



**FS HARVEST SUMMARY 2013**

**4,509**  
**STEELHEAD**

**428**  
**CHUM**

**3**  
**COHO**

**17**  
**PINK**

**821**  
**CHINOOK**

**2**  
**SOCKEYE**

**11**  
**STURGEON**

**Catch accounting and Traceability**

An online data base managed by the Fishery manager has been piloted since 2009. The data platform provides a “dashboard” view and accommodates a digital repository for all information pertaining to the fishery. It is an off-site data-base, but it also provides synchronized information flow between monitors in the fishery via cell phone, on the landing site, and into the processing plant to ensure an unbroken chain of custody between fish and documentation arising from control points.



An example of a real-time data chart taken during the 2013 September Pink fishery.

In a similar way, the fish processing plants we work with register their lot number for accepted totes and a Quick Response (QR) code is automatically generated for the plant to use on subsequent labeling and packaging.



When read with a smart phone, the QR code authentication message provides a guarantee of traceability, describing the date, origin and location of the harvest. In a partnership with other river fishing First Nations, the Harrison Salmon Producers has developed a shared Brand called River Select. In this way the products of each fishery are able to be traced “from river to plate”.

**ESSR Harvest Results**

**Chehalis River Hatchery**

Chum – 23,349 (14,315 male and 9,034 female)

**Weaver Spawning Channel**

Chum – 14,127 (7,922 male and 6,205 female)

Pink – 4,467 (2,759 male and 1,708 female)

The results of the surplus salmon fisheries were not available at the time of writing this report.

**Food/Social/Ceremonial (FSC) Fisheries Harvest Results**

The Harrison Fisheries Authority manages the FSC fisheries as a priority over other uses. FSC fisheries begin in the spring with the first fish – Spring Chinook arriving as early as March, followed by Sockeye in July through September, followed by Chum, large white springs, Coho and Pink salmon when available. Conservation restrictions on spring Chinook have delayed the season start and the First Salmon Ceremony for the last several years and co-managers are working on ways to restore these populations to their former productivity so that these fisheries can resume their traditional pattern each spring.



**New Fisheries Building**

SDC and Nations Construction partnered to construct the new fisheries building (3,000 ft2) at a cost of \$145,000. Costs will be covered by contributions from the Innergex Renewable Energy Inc., Department of Fisheries & Oceans Canada and SDC economic fisheries revenue. Staff moved into the office in Spring of 2014. The fenced area includes an 8 tonne ice machine and storage freeze, storage for boats, totes and a future addition of a covered cement pad and paving for a fish buying station. This addition will be used for the 2014 Economic Sockeye Fishery.





## FORESTRY SECTOR

### Sasquatch Forest Products

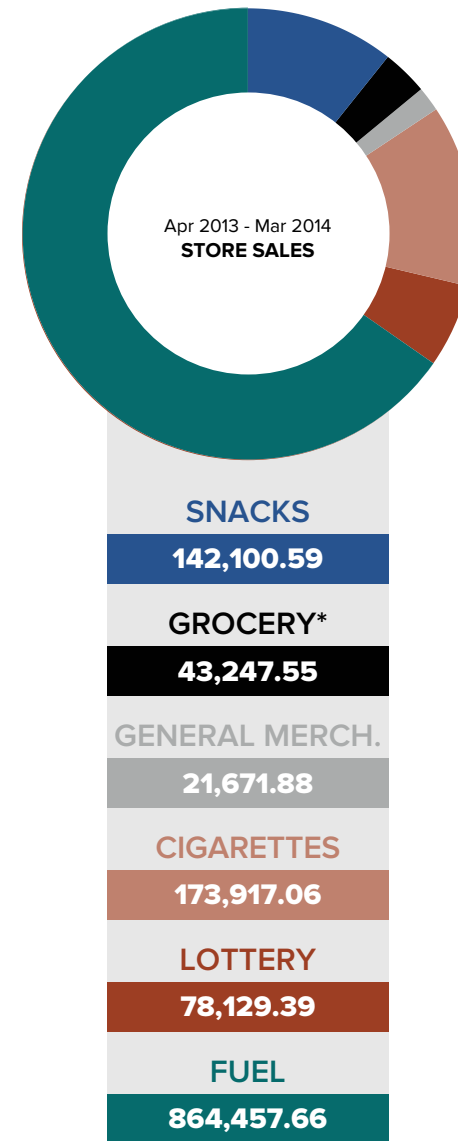
The outlook for Sts'ailes forestry, as we move forward, is bright. The relatively low returns per cubic meter we are now receiving should improve as the world demand for wood products intensifies. We have already seen evidence of this increased demand in the increased activity of forest companies throughout the province and elsewhere.

Over the last two years, our forestry operations have diversified to include clearing of power line and run-of-river hydro right-of-ways which have added to the employment capacity and the financial returns of our operations. We see a continuation of this diversity for the next couple of years.

We are now closer to converting our short term Non-Replaceable Forest License to the more secure, long term First Nations Woodland License (FNWL). We anticipate the final conversion this year. This conversion to the new FNWL will allow Sts'ailes to invest in a more intensive management regime of our timber resource thus giving the community even greater future returns from its forestry holdings.

We are well into the co-management partnership with Chawathil First Nation with a view to expand this type of relationship with other local first nations. Our business relationship with British Columbia Timber Sales (BCTS) is also moving forward to a more concrete commercial arrangement whereby Sts'ailes, through Sasquatch Forest Products, will co-manage BCTS' timber volume within Sts'ailes' FNWL. In this case the FNWL operating area would increase to accommodate this additional volume.

Sasquatch Forest Products works closely with Sts'ailes' Rights and Title Department to ensure that Sts'ailes' traditional and cultural values are considered in the planning stages of harvesting and those values are protected as the actual harvesting operations unfold.



## RETAIL SECTOR

### Chehalis Store

As of June 23, 2014, Morrow Engineering has prepared the drawings, specifications, general requirements and cost estimate for the Chehalis Gas Bar Fuel System Upgrades. The Fuel System Upgrades are expected to cost \$245,238.00. The work for these upgrades is estimated to start in early September 2014. When the exact start date is finalized, the community will be notified.

## TOURISM SECTOR

### Campgrounds

SDC holds a 5 year management agreement with the BC Province's Ministry of Forest, Lands and Natural Resources Operations to manage Recreation Sites and Trails at the following sites: Chehalis River; Weaver Lake; Grace Lake; Wolf Lake; Wood Lake; Stepsum (20 Mile Bay); Skwellipel (at Chehalis Lake). Management oversight is provided by resident Camp Hosts who have provided stability and good order in providing for enjoyable, family focused camping experiences. SDC also manages Camp Cove as a group-only campground, managed by the Store.

Wood Lake Campsite





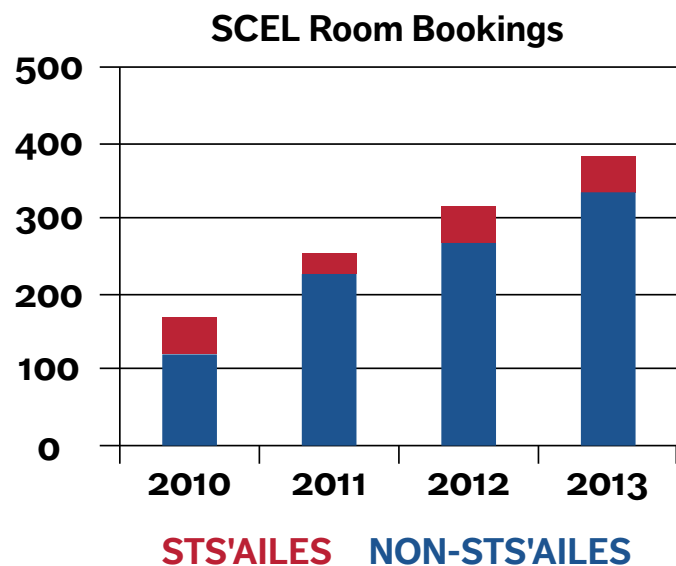


Sasquatch Crossing Eco Lodge

**Sasquatch Crossing Eco Lodge**

With much hard work and dedication, the annual number of room nights booked (and related revenue) continues to grow at a very steady pace. Room night bookings totaled 382 in 2013 which is a ~20% increase over the previous year! The growth in tourism travel experienced at Sasquatch Crossing Eco Lodge (SCEL) continues to outperform the majority of the industry in BC and more than 80% of the income earned at this Sts'ailes Development Corporation business flows in from outside the community.

- SCEL has been able to showcase some of the cultural traditions of the Sts'ailes people for our Lodge guests to experience during their stay. Sts'ailes artists and artisans may share for a fee their knowledge and demonstrate skills and abilities such as carving, cedar weaving, medicine walks, storytelling or song and dance. Please contact us if you are able to provide any of these services.
- SCEL is again listed in the 2014 "BC Approved Accommodation Guide which appears on shelves everywhere from BC Ferries to travel info centers throughout the province." We also maintained our BC Government Rate Travel Listing which ensures employees of BC, Alberta and Washington State governments and, individual members of the public on health travel status are all able to book with us. These special reduced "government" rates are also available to all Sts'ailes Community members so please call or email to reserve rooms for visiting friends or family!



- We continue to increase our marketing opportunities and following a successful introduction to Booking.com last year, we are now also listed on Hotel Planner and Airbnb Canada. These websites allow people from anywhere in the world who are looking for accommodation to both research and book their stay on line. The Lodge has maintained its outstanding 100% rating on Trip Advisor so please view to see what guests have said about the Lodge! Also, please check us out at our web page (<http://www.sasquatchcrossing.ca/>), Facebook (<https://www.facebook.com/sasquatchcrossing>) & LinkedIn.
- Following our application and the resulting audit conducted by Green Tourism Canada, we were awarded a Gold Certification for our high standards in environmental and cultural sustainability! This "green" stamp of approval (which appears on our website and promotional materials) ensures we can compete worldwide with tourism businesses that appeal to travelers who make choices which protect and benefit the planet.

- Our micro-hydro electrical generator system continues to function well since the rebuild and the reduced heating oil and electrical charges associated with its operation resulted in a savings of more than \$10,000 this past year. As well, the house exterior was completely prepped and painted to ensure we meet the standards expected of us.
- Certain weekends are sold out more than a year in advance and our very important repeat customer base continues to grow! We've hosted weddings and see this as an important revenue generator in the future. SCEL continues to work with other accommodation businesses in the area and our efforts to build relationships with local, regional and even international tourism operators and organizations continue. In an effort to increase Sts'ailes tourism opportunities, Al ran for and was elected to Aboriginal Tourism BC's Board of Directors; The more who know of our facility, the more who will come for the experience we offer. The majority of SCEL's business still comes from within the Lower Mainland region but travelers from elsewhere in Canada, Europe and the US are growing percentages of our business.



**Sts'ailes Lhawathet Lalem**

Purchased in 2000, the business succeeded in paying off the last annual loan payment in late 2009. Sts'ailes Lhawathet Lalem prides itself on excellent customer service. Whether it is a weekend for a family reunion, youth wilderness camping trip, or office celebration, workshop or conference, our staff can provide overnight accommodation and on-site catering services.

Our facility consists of a spacious lodge with two meetings rooms, games/craft rooms, gift shop and large dining hall surrounded by acres of natural forest to enjoy. In total the 16 rooms can accommodate up to 150 people (A minimum of 30 people are required to book the facility).

The facility also offers an array of amenities including wireless internet, TV/DVD, wood burning fireplaces, board games, river side fire pit/storytelling area, outdoor gym, rock-climbing and a variety of hiking trails nearby.

Certified Sts'ailes Lhawathet Lalem staff is available to accommodate your recreational requests such as Rock Climbing, Low Ropes Course/Adventure, Archery, Rod Fishing.

**TOTAL NUMBER OF BOOKINGS** **67**  
BREAKDOWN BY CATEGORY

Sts'ailes Caterings & Day Bookings	Church	Non-Government	Government	School	First Nations
<b>23</b>	<b>10</b>	<b>13</b>	<b>7</b>	<b>10</b>	<b>4</b>

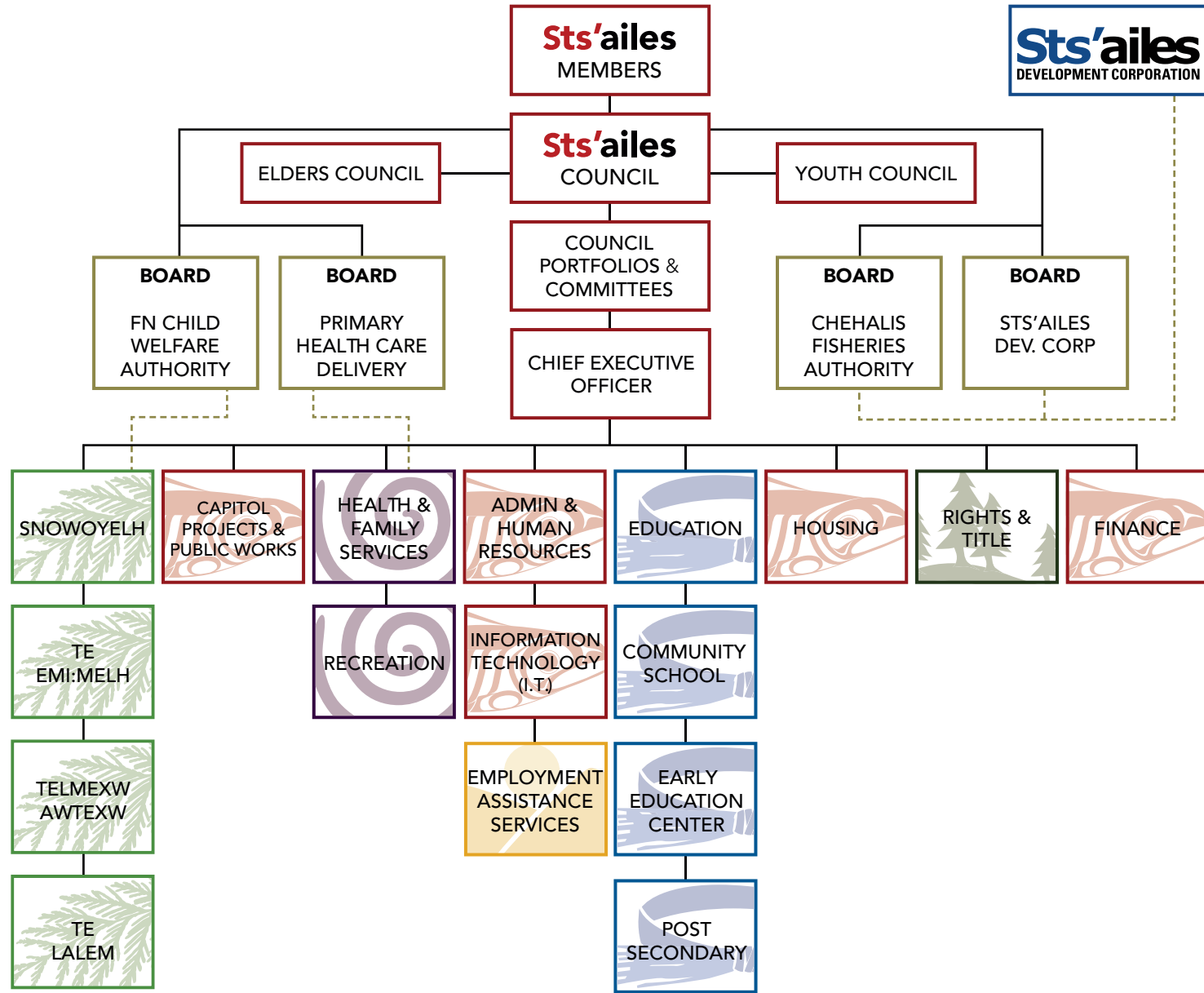


*Sts'ailes Lhawathet Lalem*



**STS'AILES GOVERNANCE STRUCTURE**

The governance of Sts'ailes is based on a model of traditional democratic management; it is structured to listen to the people and act..







**Sts'ailes**