



Ꞥwɛlam tɛ lɛtsɛmot Sts'ailes
One heart, one mind, one spirit, we are Sts'ailes



Sts'ailes Comprehensive Community Plan

Sts'ailes is progressive, independent, and culturally strong.

We actively practice our inherent right to govern ourselves. Sts'ailes teachings empower us to reclaim our language, our traditions, and our strengths so that we may continue to grow as a healthy and prosperous community.

Xwelam te letsemot Sts'ailes.
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A woman with short, curly white hair is shown in profile, facing right. She is wearing a traditional woven hat made of light brown fibers, which has a white pom-pom on top and a white rope-like trim around the brim. She is also wearing red-rimmed glasses and a silver earring. Her hands are raised in a gesture of welcome or prayer, with her palms facing each other. She is wearing a light-colored, possibly white, top. The background is a blurred outdoor setting with green foliage and a wooden structure.

WELCOME
○ Siyam



SUMMARY

Sts'ailes is progressive, independent, and culturally strong. The significant progress we are making demonstrates that we have hit a critical point in the growth of the community and must take the necessary steps to "write the roadmap" for growth, development, collaboration, and negotiation in the territory and in the community.

Much progress has occurred in all areas of Sts'ailes. For example, we have:

- Prioritized the development of a Sts'ailes Constitution, beginning with a Custom Election Code and a Membership Code.
- Asserted our presence in the territory through acquisition of fee simple lands and venturing in tourism initiatives and partnerships.
- Engaged with proponents and the Province for the development of run of river hydro projects within the territory, including:
 - Finalizing a 30% purchase of shares of the Sakwi Hydro project;
 - Securing joint venture agreements with partners;
 - Negotiating revenue-sharing agreements.
- Engaged with the Province and Berezan Group on the Hemlock Resort Development Plan, which seeks to expand the Hemlock Ski Resort into a year-round destination through a phased approach:
- Developed plans for a Primary Health Care Facility that will be managed by Sts'ailes and provide essential services to a growing population in the surrounding area.
- Developed an exemplary education program that delivers K-12 student services, provincial exams, and early education.
- Engaged with Ministry to develop a fair partnership in the delivery of services for our children and families.

These examples demonstrate that Sts'ailes thrives on forward thinking with the foundation of culture and tradition to guide our new pathways.

A very significant pathway is the Sts'ailes Comprehensive Community Plan (CCP). Sts'ailes CCP is a living document that reflects input from the community on what is important to us and the direction we are going. We began the project with the principle of encouraging participation of all Sts'ailes. An engagement strategy was implemented to provide the opportunity for community members to voice their ideas in ways that made sense to them.

Through CCP we identified a community vision statement, goals and strategies/objectives on how to get there, and how to look forward in implementing and evaluating the work. This work was done for all aspects of community life:

- Culture & Language
- Youth & Elders
- Community Services
- Employment & Social Development
- Education
- Housing
- Finance
- Economic Development
- Capital Projects & Public Works
- Justice
- Governance
- Human Resources, Administration & Info Technology
- Aboriginal Rights & Title
- Fisheries
- Communications

This document also shares our process of how we achieved CCP. This includes our unique approach to engaging our members which resulted in a 24% response rate (approx 1 in 4 members).

With the gathering of information, we learned more about Sts'ailes and where we come from. This story is shared in the conclusion of the document.

In essence, this document tells the story of our past, present and our future path.

"I believe the CCP is an awesome way of engaging ALL community members for the vision and wellbeing of Sts'ailes"





ACKNOWLEDGMENTS

This *Comprehensive Community Plan* (CCP) was created for the people and by the people of Sts'ailes. It is a living document.

We would like to acknowledge the hard work of the CCP planning team and volunteers for believing in the process, for your guidance, and for all your efforts going above and beyond.

We would also like to acknowledge the past and current Chief & Council, Sts'ailes staff and Director / Manager / Officer team who participated and supported the creation of this document.

Also, a special thanks to the youth who created and promoted the "Introduction to CCP" video.

And of course we would like to acknowledge our participating community members for voicing your beliefs and vision for the future of Sts'ailes. Without your input this would not have been possible.

Kw'ashoyelep

Our hands go up to each and every one of you,

O Siyam!

Past Plans

While this document is the most recent and comprehensive planning project, it is not our first. The CCP is a continuation of planning for Sts'ailes and its development was informed and supported by previous planning documents that are recognized and reflected in this document. Past planning projects in particular include the 1999 Physical Development Plan, the Vision 2020, Vision 2060 and 3-5 year goals.



WE ARE STS'AILES

We, the Sts'ailes, are a sovereign Coast Salish First Nation. Our ancestors have lived in our traditional lands since time immemorial and taught us how to respect it. Our name, meaning "heart on the chest" or "laying on the chest", is derived from an ancient and formative battle between Xals the Transformer and Shay, a powerful Indian Doctor. Both this battle and our name are eternal reminders of Snowoyelh Xaxa Téméxw tei (traditional law of our sacred land).

Today, as in the past, our culture and economy is centered on the land and its resources. Just as our ancestors knew the significance, use, and value of all resources and lands, we must also. This is essential not only to fully participate in the broader economy, but also to protect those resources and lands that are integral to Sts'ailes identity, success, and permanence.

"Xa'xa Temexw", literally translates to "sacred earth" and expresses the Sts'ailes' spiritual, physical, and cultural connection to the land, its water, and its resources. Human beings (Xwelmxw) are only one small part of Xa'xa Temexw and have the responsibility to take care of it because all living things are interrelated and when one is affected, it affects the health and well-being of all.

Sts'ailes Xa'xa Temexw includes the entirety of Harrison Lake, Harrison River, Chehalis Lake, Chehalis River, the lower Lillooet River, the north-eastern portion of Stave Lake, and the Fraser River between Hooknose and Queens Island. These major waterways are surrounded by ecologically diverse wetlands, estuaries, and floodplains, a multitude of valleys with small rivers and streams, mountain lakes, and glacial peaks. Situated throughout Sts'ailes Xa'xa Temexw were ancestral settlements which were the nucleus of everyday commercial and domestic activities, and also semi permanent bases, which were used for hunting, fishing, plant gathering, and ceremonial trips.



(L-R) James Victor, Mary Greene, Joesphine Joesph, Enid Harris 1948

“I am proud to be from Sts’ailes, we are strong in our culture and we know when to come together in times of need”

We as Sts’ailes people inherited rights and responsibilities to inhabit and steward Xa’xa Temexw from our ancestors. These ancestors that had the ability to transform between human and animal shape, instilled deeply rooted values about respect for all living things. Other ancient stories relate moral teachings, the origins of well-known cultural landscape markers, and significant historic events in the history of Sts’ailes.

Traditionally, we speak a micro-dialect of Halq’eméylem, the upriver Halkomelem language. We were, and continue to be, part of a geographically expansive Coast Salish social network linking groups from great distances through kinship, language, trade, intermarriage, ceremonies and stories. At the same time, we shared a frontier with Interior Salish groups such as the St’at’imc and ‘Nlaka’pamux that resulted in an even broader sphere of interaction. These broad-regional connections facilitated extensive trade for non-local resources and buffered populations from localized food shortages.

The size and number of settlement groups grew over time. Approximately 1,500 years ago there were thousands of Sts’ailes people living in dozens of settlements throughout the territory. The continuity and stability of this large population that relied on the same resources and also one another, contributed to the assertion of Sts’ailes as distinct from Stó:lō groups on the Fraser River. The arrival of Euro-Canadians resulted in dramatic impacts to Sts’ailes people and changes to every aspect of life, but it did not alter our deeply rooted connections to Xa’xa Temex. The Sts’ailes CCP is our pathway to honoring this sacred protocol.

Sts’ailes Traditional Territory & Village Sites





“When future generations think about our community, I want them to remember the struggle our people went through, our history and our ability to evolve with our ever changing world while still being strong in our cultural identity”



This page, top row L-R: Chehalis School students Wayne Charlie Jr., Brandon Joe, Ron Victor, Fred Paul Jr. & Harlen Leon learning to carve a canoe; Chehalis Chieftains celebrating at the International Tournament at the Chilliwack Fair Grounds (Early 1970s). Middle row: Respected elder Johnny Paul singing. Bottom row L-R: Respected elder Minnie Leon weaving cedar. (L-R) Elaine Harris, Gladys Ann Phillips, Sylvia Peters, Crystal Phillips, Ginny Peters, Dorothy Francis and Laura Williams made up the Sts'ailes Fire Dept. at the time as all the men were away logging (1975).

This page, top row L-R: Sts'ailes Dance Group getting ready to sing "Go My Son"; Jessica Felix clearing a salmon with Marjorie Joe. Middle row L-R: Ambrose Point in Sasquatch uniform (1936); Young Ed Leon back from hunting wild bird. Bottom row L-R: Larry Charlie, Blair Point & James N. Leon as skipper getting ready to race, Rocky & Jim Leon carving a dugout canoe.

A close-up photograph of a weathered wooden post. The post features a carved face with a prominent eye and a bird's nest containing two eggs. The background is a blurred green landscape with some red flowers.

STS'AILES CCP



OUR VISION

Sts'ailes Community Vision Statement

Sts'ailes is progressive, independent, and culturally strong.

We actively practice our inherent right to govern ourselves. Sts'ailes teachings empower us to reclaim our language, our traditions, and our strengths so that we may continue to grow as a healthy and prosperous community.

Xwelam te letsemot Sts'ailes.

One heart, one mind, we are Sts'ailes.

The Community Vision Statement was shaped by many helping hands.

It is based on:

- The values that were written & drawn on the "Sts'ailes" banner during the CCP Community meetings;
- The Sts'ailes employee mission statement;
- Input from the Chief & Council and administrative staff;
- Feedback from the CCP open houses and community meetings;
- Responses to questions on the surveys (survey 1 & 2) that reflected community values;
- Value statements provided by the CCP Planning Team.

The consistent feedback from community and staff is that we must all move forward together. ***"Moving forward together"*** is rooted in the value and practice of ***"unity"*** and the importance of ***"respecting and honouring one another's gifts"***. It is the wisdom of the Elders that guide us, the energy of the youth that fuel us, and our leadership who forge the pathway.

One might ask who a leader is. According to our vision statement, we are all leaders. We all retain gifts that contribute to the whole. Every person can make a difference in small and large ways. However, we make the greatest progress when we are united in heart, mind and spirit. This is the strength behind the vision statement.

What our future leaders want for our community (12 & Under Surveys)

What is your favorite thing about Sts'ailes?

I like that it's by the mountains and that it's nice and peaceful
 Park
 being around trees & nature
 the canyon
 swimming at the deep hole
 ever ything

What would you like to see in Sts'ailes?

deeper
 better playgrounds
 community garden
 sasqutch
 Hockey rink
 More supervision for youth programs to prevent bullying
 Youth Center... where children go to when they are having a hard time...

What activities do you like to do in Sts'ailes and outside of Sts'ailes?

canoe pulling
 Summer program, climbing trees, biking
 Soccer and basket ball
 Soccer, hockey, ice hockey, swimming, camping
 canoe pulling
 gymnastics

Other Comments

to make sidewalks for people that are going for a walk, run and Biking

I would like to see the light turned off every day for an hour and for more family and friend time also to save electricity.

I like the food.
 Thank you

try up dogs



Jeremy Charlie preparing to dance at a ceremony



HOW TO GET THERE

Culture & Language

In order to know where we are going, we have to know where we come from. Our culture makes us proud of who we are and where we come from as Sts'ailes.

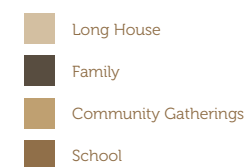
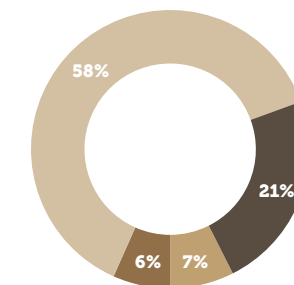
WHAT WE ENVISION: Culture and spirituality is kept strong and maintained. All members respect each other and traditional roles are recognized. To have many fluent halq'eméylem speakers and storytellers. The teachings are understood and bring individuals and families together.



WHAT THE PEOPLE SAY

CCP Survey Results

"Where do you currently learn about Culture and / or Traditions"



Our Goals

1. Members understand and practice Sts'ailes culture and traditions in our daily lives
2. To raise our children more traditional and have our young children and members speak halq'eméylem fluently
3. Culture Centre – place for learning the traditions and language.

Our Objectives

1. Provide a mentorship program to bring youth hunting, fishing, harvesting medicines etc (families who do not have a boat/equipment)
2. Explore different ways for teaching language - classes/programs, immersion program for all ages (evening/day), summer school

3. Include more youth on culture committee
4. Partnership for transferable language credits from high school to UFV
5. Have cultural guests and elders attend the Sts'ailes Community School and Agassiz Schools
6. Community culture nights/culture workshops (educate, share stories, traditional crafts, giveaways, genealogy, canoe building)
7. Teaching parents basic halq'eméylem words in pre-natal classes; ready-made language package for home learning
8. More signs, phrases and place names in halq'eméylem, carved figures throughout the community and school
9. Community members are using more traditional medicines
10. Incorporate a cultural learning piece in summer student jobs
11. Wilderness detox and on the land program – teachings/self-care
12. Incorporate a structured cultural program at the Sts'ailes Early Education Centre
13. Archive community history and publish a Sts'ailes history book

Our Strengths

1. Currently practicing culture and food preservation: hunting, fishing, longhouse
2. Hand drummers and our songs
3. Canoe pulling; revival of Sasquatch Days
4. Ceremonies take place in the community with support from the Culture committee
5. Strength of claim document: Living document; used by entire organization

The Challenges

1. Threat of losing culture and language (dialects lost); lack of speakers, teachers and programs available
2. Getting people to use halq'eméylem in daily lives and outside of school
3. Elders unable to communicate culture and language due to health issues
4. Inadequate funding for community longhouses
5. Family disputes in the community

“It would be nice to see our young people speaking halq'eméylem fluently”



Youth & Elders

Sts'ailes recognizes the importance of our youth and elders. There are programs, activities and recreation services available to engage youth and elders to participate in.

WHAT WE ENVISION: Community members are highly involved in recreation and leisure that includes a diversified program, planning and coordinated services for leisure, extracurricular and sports activity. Organized sports teams participate provincially and nationally. Elders and youth enjoy outings and activities together and have an important role in drafting policy and developing the programs.



WHAT THE PEOPLE SAY

CCP Survey Results

"What recommendations do you have for bringing youth and elders together more?"

Top 3 Answers:

- Cultural joint events
- Fun activities / outings together
- Themed dinners / luncheons together



Sts'ailes youth meeting at Lhawathet Lalem for CPP

Our Goals

1. Have youth and elders active and participate in structured programs; visiting and meeting together
2. To be inclusive of all elders and that all elders are looked after
3. To have our youth healthy and empowered to reaching goals and aspirations

"The younger generations are coming and are capable, we just need the support and guidance"

- 19 year old member

Our Objectives

1. Have a Youth & Elder Council that functions with Chief & Council
2. Support youth in extracurricular activities outside of Sts'ailes (gymnastics, dance, karate, baseball, football, ice hockey, soccer)
3. Enter Sts'ailes teams in organized sports outside of Sts'ailes
4. Recreational programs for kids 4-6 years old (started!)
5. Different programs for different interests such as martial arts, Sylvan learning, pottery, chess, art, drawing classes, media & film, fashion, community campfire, cook-off events, picnics, movie nights, board game nights, Amazing Race Sts'ailes, archery, etc.)
6. Elders home visit program
7. Partnership with Sandpiper to have a Sts'ailes Community Golf tournament
8. Youth and Elder mentorship/buddy program; joint trips and evening programs for elders and youth together (learning exchange and fun activities)
9. Partnership with Agassiz/YMCA Recreation Services: provide transportation, Sts'ailes group rates for their programs (swimming lessons, cooking class, Lego challenges, elder leisure programs, elder chair exercises, Sts'ailes Skating evening's)
10. Develop programs for teens that focus on prevention
11. Recycle and re-use program for toys, clothes, sports equipment
12. Programs and events to build on self-esteem and planning; financial planning, mortgage readiness, public speaking, presentations, relationships, anti-bullying
13. Have a community events coordinator and to find ways to increase community volunteerism



WHAT THE PEOPLE SAY
CCP Survey Results

"Which recreation activities do you currently take part in Sts'ailes?"

- Soccer (35%)
- Canoe Pulling (34%)
- Sewing (16%)
- Walking / Jogging (13%)
- Hockey (9%)
- Hunting / Fishing (3%)
- None (10%)

"Which recreation facilities, programs or services would you like to see in Sts'ailes?"

Top Answers:

- New / Bigger Gym / Leisure facility (40%)
- Structured programs (13%)
- Improve soccer fields (10%)
- Hockey box with lights / cover (10%)

Our Strengths

1. Current family events - a) Community Christmas Dinner b) tie between Youth Soccer tournament & Sasquatch Days
2. Have some available facilities and programs (soccer fields, hockey box, Lede house, Hall)

The Challenges

1. Lack of recreation resources, facilities, structured programs, funding, sponsorship
2. Elder neglect, suffering in silence, families not taking care of elders (e.g. firewood, fish)
3. Bullying
4. Drugs and alcohol



Alan Charlie-Francis & Odin Pennier celebrate Dwayne Commodore's goal at the Sts'ailes Intertribal Soccer Tournament on Aboriginal Day.



Justin Leon & Owen Michel preparing to dance at Sasquatch Days opening

Community Services

HEALTH SERVICES: Sts'ailes Health and Family Services team works with the community to build a foundation of wellness through the provision of culturally appropriate programs and services.

SNOWOYELH: "Snowoyelh" is the natural law provided by the Creator. It is the "Law of Everything." This Sts'aile 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.

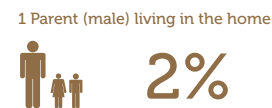
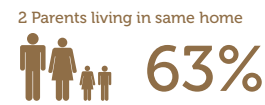
WHAT WE ENVISION: Members live longer and have better health by living a healthy lifestyle with a good home life. To have healthy individuals and families with no children at risk; they remain home and safe.



WHAT THE PEOPLE SAY

CCP Survey Results

"What best describes your family?"



Our Goals

1. Create a healthy and active community with drug and alcohol free homes
2. Have our own Community Health Care Centre; own dental clinic, and extensive professional services
3. No Violence; elder, spousal, child, physical, sexual abuse, bullying and lateral violence – create lateral kindness
4. Promote and implement the use of traditional ways/medicines and holistic healing practices and ensuring culture is inclusive in quality of care and service standards

Our Objectives

1. Create awareness about mental health (reduce stigma), focus on mental health professional support and programs/workshops: grief counselling, youth grievance camps, cancer support group, depression, trauma



WHAT THE PEOPLE SAY

CCP Survey Results

"Moving forward, what kind of prevention activities do you see that would assist in improving the safety of families?"

- Awareness workshops
- Door to door campaign
- Funding organized sports and hobbies
- Home safety program
- Interventions
- Make prevention fun
- One on one mentorship program
- Getting to the root of A&D addictions
- Safer roads
- Security / justice
- Starts in childhood (parenting)
- Teen pregnancy awareness / campaign
- Youth awareness: bullying / violence

2. Explore other methods of health support (e.g. homeopathy, Chinese medicine)
3. Workshops/open houses for health information
4. Create more Alcohol and Drug support and funding for those to heal in a way that makes sense to them
5. Recognize and celebrate community members accomplishments and achievements and who are demonstrating leadership
6. Follow up and continue to support healing for residential school survivors
7. Increase a focus on prevention; (e.g. nutrition program, diabetics support)
8. Create support for those with special needs and disability
9. Connect and partner with schools
10. Hold community programs on weekends/evenings, rotate location between community facilities
11. Provide workshops on healthy spousal relationships, healthy parenting, focus on self-esteem and motivation, public speaking, financial planning
12. Defibrillators and Nebulizers available for severe asthma and other respiratory diseases and attacks
13. Community garden
14. Grocery store tours and healthy cooking challenges
15. Q&A panel/session with different health care professions (e.g. Menopause information)
16. Transportation services/transit program



WHAT THE PEOPLE SAY

CCP Survey Results

"What do you feel are the main health issues in our community?"

Top Answers:

- Diabetics (41 %)
- Alcohol and Drug Addictions (40%)
- Mental health and depression (15%)
- Other:
 - Unhealthy eating
 - Unprotected sex
 - Pneumonia
 - Pet neglect
 - Spousal/parenting relationships
 - Obesity/poor diets
 - Cancer
 - Lupus
 - Lateral violence
 - Head lice
 - Grief and loss
 - Elder and child abuse
 - Debt
 - Arthritis
 - Asthma
 - Allergies

17. Structured pre-natal, post-natal, parent and baby groups; education and support for post-partum depression
18. Having homes ready for emergencies and have a structured Sts'ailes Emergency Preparedness Plan
19. Have an emergency safe house
20. Serve the needs of Sts'ailes children and families living off reserve (reconnection workers)

Our Strengths

1. Convenient services; clinics and professional staff available (home support, pharmacy partnership, immunization, Doctor, Nurse Practitioner, Eye clinic, COHI, etc.)
2. Culture is incorporated in health and Snowoyelh programs & services
3. Snowoyelh: Keeping children in our community, partnership with Ministry of Child & Family Development (MCFD)
4. 1999 health transfer became a reality
5. Health accreditation

The Challenges

1. Reaching the broader community; community expectations, adequate notice to community members; getting community members to use the available programs and embrace what is available
2. Emergency Preparedness on side of desk
3. Remote area; commute to walk in clinics, specialist, ambulatory services etc



Respected elder Valerie Paul showing youth the process of canning at Stolo Days at Sts'ailes Community School

Employment & Social Development

Employment Assistance Services and Social Development provides income support, and support for special needs, as well as assisting members in finding employment and taking training courses.

WHAT WE ENVISION: To lead frontline services to empower, educate, support, and guide our people to self-sufficiency for a holistic successful future.

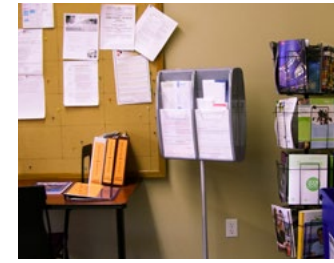
Our Goals

1. To have empowered members explore career opportunities and passions
2. Have independent and self-supporting community members
3. Create training, support, and opportunities for self-employment and small business

Our Objectives

1. Extend public transit to Sts'ailes
2. Host regular information sessions/career fairs
3. Sts'ailes driving school/driver's license training program
4. Implement a comprehensive career training program for summer students
5. Increase number of community members with skills in trades: plumbing, electrical, food safe, first aid, WHIMIS, caregivers, etc
6. Support social assistance clients "motivation" and "self-esteem" workshops; personal debt and credit counselling
7. Create a job shadow/internship program in Sts'ailes (may discover their skills/passion); partnerships with outside business for on the job training
8. Create a youth internship, mentorship program within Sts'ailes (e.g. elders and artists as mentors)

"There is always room for growth, change and improvement"



WHAT THE PEOPLE SAY

CCP Survey Results

"Which of the following indicate your current situation?"

- 74% of respondents have a drivers license.
- 81% of respondents have a licensed vehicle.
- 77% said you are willing to take employment outside of the community.
- 50.47% of you said that you are living your "ideal" role or job.

Our Strengths

1. Our own employment and training services, partnerships and outreach services, skills training in high school
2. We have employment in the community with opportunities for staff professional development
3. Collaborating departments are bringing in employment and joint venture opportunities
4. Decrease in Social Development clients over the years

The Challenges

1. Members need for employment skills and experience, self-esteem and motivation to believe in capability for employment
2. Personal debt, fines, poor credit history
3. Finding employment once certified
4. Need for more trades training, access to funding for trades, heavy equipment training





Sts'ailes sunrise.

Education

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

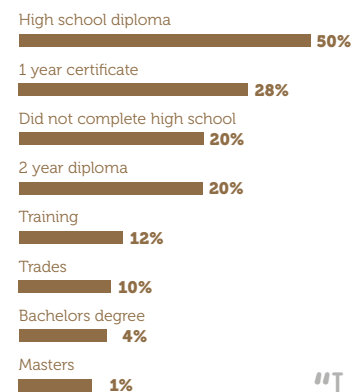
WHAT WE ENVISION: Through a high daily attendance rate and achievement, many Sts'ailes youth have gone on to gain degrees, certificates and diplomas at university, college and trades institutions.



WHAT THE PEOPLE SAY

CCP Survey Results

"Highest level of school/education completed?"



"I do think education should be our focus; making sure the young people are graduating and moving to post-secondary as these are young ones will be running our community when they are older."

Our Goals

1. All Sts'ailes graduates have Dogwood diploma with provincial standards – started!
2. More Sts'ailes members participate and graduate in post-secondary programs. Bring expertise to our community.
3. School expansion: separate high school and elementary, cafeteria, theater, preschool mini computer lab, cultural building
4. Sts'ailes supports access to quality education and life-long learning and provides a respectful, traditional and safe learning environment
5. Zero bullying

Our Objectives

1. Increase enrollment that includes more Sts'ailes members
2. Parents empowered with increased involvement in school, attendance and visible improvement in student behavior
3. Covered area at all bus stops
4. Review, revise, and update the post-secondary funding policy to meet today's standards, get input from the people
5. Recognize and celebrate student achievements and acknowledgement to Agassiz graduates/ students; involve SD# in more events
6. Ongoing resources for parents on different topics with professional development for parents and staff (ADHD, Anger, Grief)
7. Improve nutrition in School
8. Strengthen cultural and language teachings available to students and teachers; Sts'ailes history for consistent programming daycare-12.
9. Have a rotating resident elder program stationed at the School
10. Career and personal planning, UFV classes during high school, provincial standards, increase number of students with career plans, get funds for scholarships and bursaries, university partnerships
11. Enhanced programs and electives: Culinary arts, visual arts, homework club, music classes,

expanded skills training, teach traditional harvesting in school, wood work, mechanics, drama class

12. Enhanced Sts'ailes Early Education Centre involvement and programs
13. Have math teachers
14. Extend playground – started!

Our Strengths

1. Our teachers, culture teachers, professional student support, i.e. school psychologist, speech therapist
2. Recognized school with successful programs: waitlist for entry, unique programs - e.g. reading and math mastery, buddy reading program, parent club, Structure of Intellect (SOI), provincial exams and standards, athletic club, student to teacher ratio, Sts'ailes Got Talent and other activities and clubs.
3. Proposal writer brings in funds for skills training and equipment

The Challenges

1. High % of student absentees and lates
2. Fluctuating demand for infant and toddler at SEEC; difficult to predict
3. Access to education funds for some post-secondary is limited (e.g. trades, Master's degree)

Housing

Housing's purpose is to promote a healthy community by meeting the needs and priorities of our community members, as well as to ensure that we continue to do our best to provide and promote healthy homes.

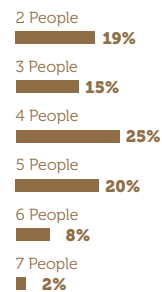
WHAT WE ENVISION: Every member has adequate housing and their homes are up to standard and well maintained by the resident.



WHAT THE PEOPLE SAY

CCP Survey Results

"How many ppl live in your household?"



Our Goals

1. Increase number of affordable housing units (higher density housing, ownership, rent-to-own, singles, rental units)
2. To have no housing arrears
3. Assisted-living lodge for Elders and members with disabilities
4. Housing on the river/lake in our own traditional territory
5. Members take pride in the upkeep of their homes



Community members sharing their 'Strengths' & 'Challenges' at a CCP Community meeting

"New house designs, that are more energy efficient and using mold resistant material because of the damp environment we are in"



WHAT THE PEOPLE SAY

CCP Survey Results

"What is the biggest housing issue for our community?"

Top Answer:

- 49% of you said a shortage of homes in Sts'ailes

"If you could change one thing about your housing, what would it be?"

Top Answers:

- The layout / functionality (25%)
- Renovations - mold (27%)

Our Objectives

1. Replacement reserve from rent payments to maintain band rentals
2. Red seal training for employees
3. Expand the department; have a Housing Manager & a Sts'ailes landlord for rentals
4. Encourage home owners, renters and builders to explore more energy efficient and design options
5. Provide information and workshops for members to upkeep their homes and yards; landscaping challenges, partnerships with landscaping schools/companies
6. Periodic inspections of rentals
7. Obtain additional funders (loaning source)

HOUSING HAS:

Rental Units



Individual Owned Homes



Rent to Own Homes



Current Housing Waitlist



Available Lots in Subdivision



TOTAL Homes

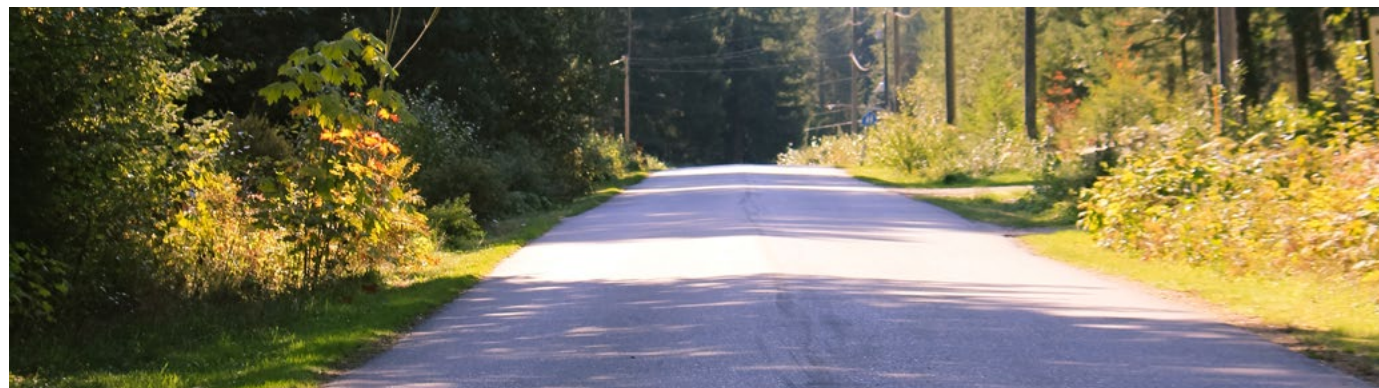


Our Strengths

1. On-reserve housing loan program supports home ownership.
2. Effective housing committee and management: renovations, new constructions, transfer from rental units to family home ownership, etc.
3. Land: room for growth, subdivision.
4. Housing is not subsidized by the band

The Challenges

1. Inadequate housing to meet the needs of the community:
 - Lack of housing (40-50 families on housing waitlist)
 - Non-energy efficient homes
 - Over-crowded or under-utilized homes
 - Safety – homes within flood zone locations, mold, accessibility for elders and people with disabilities
2. Community sense of entitlement: non-payment, members feel they are "owed" a house
3. Renovations: limited funds, quality of renovations, ongoing cost of maintenance



Finance

Finance is responsible for financial record-keeping, monthly statements, audit, risk assessments and financial advice to support major decisions as well as payroll services.

WHAT WE ENVISION: A financially independent Sts'ailes does not have a major reliance on government funding and is able to generate significant revenues from royalties of the territory's natural resources, profitable businesses, user fees and a tax share from other governments. All departments are financially stable and well managed.



WHAT THE PEOPLE SAY

CCP Survey Results

"If you won \$10,000 what would you do in the community?"

Top Answers:

- Build large community playground
- Fix the soccer fields
- Put in sprinklers

"If you won \$1 million what would you do in Sts'ailes?"

Top Answers:

- Community fitness gym
- Expand school
- Build more housing

"If you won \$10 million what would you do in the community?"

Top Answers:

- Build large community centre
- Pay of debt
- Build retirement home
- Create more school programs / facilities

Our Goals

1. Improve financial accountability and communication to Council and membership
2. Certification by the First Nations Financial Management Board and implementation of the Financial Administration Law.
3. Increase royalties and own-source revenues

Our Objectives

1. Have SDC finance work closely with Sts'ailes finance; improve communication between entities
2. Improve cash flow management and review process
3. Simplify financial reports (e.g. through more visual and graphic aids)
4. Each department has a controlled account with updated and accurate budgets and monthly statements
5. Sts'ailes has fully qualified staff, with their professional designation.
6. Managers and leadership commit to finance and human resource training

"We need to take our deficit more seriously"

Our Strengths

1. Years of unqualified audits
2. Financial Administration Law
3. Certification phase 1

The Challenges

1. Maintaining a stable flow of revenue and cash flow
2. Operating within the Financial Administration Law
3. Currently in Management Action Plan (MAP)



Economic Development

The Sts'ailes Development Corporation (SDC) currently manages the forestry sector; clean energy sector; business opportunities/development; retail and tourism sector: Chehalis store, campgrounds, Sasquatch Crossing Eco Lodge, Sts'ailes Lhawathet Lalem

WHAT WE ENVISION: Sts'ailes has no debts and is prosperous. The Sts'ailes is managing profitable businesses and throughout this growth and development members are employed, money is going back into the community, Sts'ailes relies less on government funds and many members have their own private businesses.



WHAT THE PEOPLE SAY

CCP Survey Results

- 64% of respondents see economic development as very important
- 11% own a business
- 40% would consider owning a business

Our Goals

1. Sts'ailes creates wealth, revenue and employment for greater community self-reliance
2. Increase profits and cash flow from existing operations to contribute to Sts'ailes prosperity
3. Sts'ailes engages solely or with partners in development that must be environmentally and financially sustainable, and that benefit the Sts'ailes people

"I want to see a prosperous business that will provide employment and generate income"



WHAT THE PEOPLE SAY

CCP Survey Results

Community Strengths

for Economic Development:

- Fisheries
- Nature
- Our beautiful land

Community Challenges

for Economic Development:

- Lack of funds
- Being a semi-isolated community
- Need more educated / trained people

Community Opportunities

for Economic Development:

- Tourism
- Fishing
- Resort

Community Threats

to Economic Development:

- Continual logging on our land
- Loss of traditional territory
- Outside development

Our Objectives

1. Focus on creating a local economy with new ideas for economic development and businesses
2. Strengthen the relationship between SDC and Sts'ailes Administration and governance
3. Provide opportunities for qualified Sts'ailes members to work in Forestry
4. Engage with government to increase the annual allowable cut in Forestry and keep members informed of activities
5. Expand forestry management into natural resource management
6. Take steps to compete within the non-timber market
7. Marketing promotion that also establishes Sts'ailes trademark
8. Focus on a profitable and realistic new business ideas
9. Provide more support and attention on current business facilities and establish and implement a realistic market plan for them
10. Some ideas for creating a local economy:
 - Better stocked gas bar store, include healthy items;
 - Better campground coverage from forest fires
11. Tourism sector: food stands, meals on wheels at the Chehalis River/ Weaver Creek Hatchery; campsites during peak season; a fish tackle store
12. Invest in Lhawathet property and consider next steps to maximize best use of the facility
13. Assist, promote Sts'ailes-owned and member-owned business

Our Strengths

1. Current businesses: Sts'ailes Lhawathet Lalem (SLL), Sasquatch Crossing Eco Lodge (SCEL), Store & Gas Bar
2. Nature; natural resources in the territory – salmon, natural world
3. A trademarked Sasquatch logo
4. Acquisition of lands; SLL, SCEL
5. Sts'ailes development Corporation – legal protection
6. Joint partnerships and nation collaboration; create jobs for members

The Challenges

1. No current cash cows or profitable businesses
2. Current facilities need more marketing resources and attention; major renovations



Sasquatch Crossing Eco Lodge



Sts'ailes Lhawathet Lalem

Capital Projects & Public Works

Capital & Public Works manages our community infrastructure: water, sewer, roads, buildings /facilities, fleet, equipment, sanitation, and the fire department.

WHAT WE ENVISION: Capital & Public Works manages our community infrastructure with sufficient resources to the highest standards.



WHAT THE PEOPLE SAY

CCP Survey Results

- 92% of respondents are satisfied with the current water system.
- 87% are satisfied with the current septic system.
- 97% of respondents said they would use a recycling depot in Sts'ailes.
- 67% said you know how to compost.
- 82% don't have a compost.

"Which roads do you feel that need to be improved?"

Top Answers:

- Beach Road (39%)
- Lhawathet Road (14%)
- Speedbumps (12%)
- Lights at Firehall road (10%)

Our Goals

1. Sts'ailes has adequate infrastructure and safety strategy (including speed bumps, more streetlights, paved driveways and sidewalks) to support current and our growing population
2. Enhanced fire department; fully staffed, certified and operational fire department to meet safety and insurance standards



WHAT THE PEOPLE SAY

CCP Survey Results

"Top three current facilities that need improvement are:"

- Hockey Box
- Community Hall
- Soccer Fields

Our Objectives

1. Planning and policies; target own source revenue to capital projects & public works budget items, infrastructure, resources, maintenance, human resource capacity, waste management plan
2. Develop and maintain a road maintenance plan
3. Evaluate and plan for the one-lane bridge and our limited access to and from Sts'ailes
4. Upgrade street and community entrance sign
5. Education and training to certify staff
6. Promotion of the recycling and composting initiative
7. Implement fines and penalties for illegal dumping and littering
8. Graveyard maintenance, new equipment for gravediggers
9. Working with community longhouses to clarify and address roles for care and maintenance, responsibility and involvement
10. Upgrade and maintain healthy soccer fields
11. Complete and active capital asset management plan/database
12. Administration Building expansion
13. Transfer station; solid waste
14. Recycling and compost station

"I dream of a multi-purpose youth, elder, culture and community center with leisure programs and equipment, there is no current facility that accommodates our community"

Our Strengths

1. Present garbage pick-up: weekly pick up, monthly large item pick up, community cleanup day, recycling.
2. Roads paved with streetlights
3. Water quality - collaboration and quick planning during water contamination

The Challenges

1. Keeping healthy and litter free environment
2. Lack of full equipment
3. Inadequate funding to provide needed services
4. Community Hall maintenance and repairs
5. Need for more certified volunteer firefighters



Infrastructure Priorities

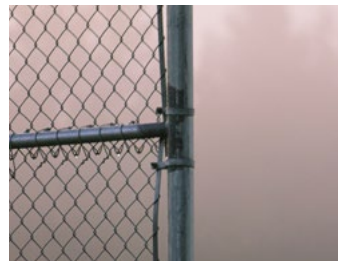
1. New community multi-purpose facility for leisure (pool, gym), cultural and community events, youth and elder center, with an artist work station
2. Running track, improved sports fields with lights
3. Community playground with outdoor covered picnic area
4. Speedbumps, paved sidewalks and driveways
5. Assisted living lodge/facility for elders and those with disability
6. Dock/boat launch at the main beach
7. Canoe Shed



Justice

Justice steering committee complaints, issues, and concerns from community members and makes recommendations to Chief & Council for action.

WHAT WE ENVISION: Sts'ailes is a safe and respectful community for all members, living without fear for themselves, their family and property.



WHAT THE PEOPLE SAY

CCP Survey Results

"What could be done to improve safety in Sts'ailes?"

Top Answers:

- Security patrol (27%)
- More street lights (15%)
- More frequent Police presence (10%)
- Tie up dogs (7%)

Our Goals

1. Develop and implement community safety plan and our own restorative justice system that includes traditional laws, elders, family, healthy leaders and role models, members who live a healthy lifestyle
2. Establish our own Tribal policing
3. Develop justice law and transparency with the authority to impose penalties, enforce laws

Our Objectives

1. Develop partnership agreements that engage various agencies involved in justice matters – e.g. RCMP tripartite agreement
2. Send information out to the community regarding issues on where and when one reports to – an adopted systematic process or steps
3. Have elders and Kwi residents talk to youth
4. Emergency safe house
5. Dog bylaw enforced
6. Fishing and hunting education program



WHAT THE PEOPLE SAY

CCP Survey Results

"How would you rate the following emergency services in Sts'ailes?"

Fire Department



Rated average of this service is 5 out of 10

Ambulance



Rated average of this service is 6 out of 10

Police



Rated average of this service is 5 out of 10

7. Security cameras in buildings
8. Put up more signage i.e. speed limits, trespassing, illegal dumping, littering
9. Have confidential hotline for on reserve community members
10. Train a person to work on justice issues
11. Start up another drug task force
12. After evictions/banishments, members are able to return home safely (after complete an "on the land program" in Sts'ailes)

Our Strengths

1. Having relationship with RCMP in the community and attend Justice meetings
2. Having Snowoyelh involved in court
3. Addressing poaching
4. Developing a Justice strategy

The Challenges

1. Drugs and alcohol & dealing incidents
2. Lack of information on legal process
3. The Criminal Justice System focuses on the individual and not the family
4. Lack of community security - Need an enforcement officer to maintain and enforce policies
5. Lack of resources and process in Justice



Slahal in Harrison Hot Springs (1938)

Governance

“Sts’ailes government”, “to achieve sovereignty and self-governance” – leadership (elected Chief & Council) that develops and governs by the constitution, creates and upholds codes and laws and reclaims ownership in our territory.

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



WHAT THE PEOPLE SAY

CCP Survey Results

“What is needed to improve communications between Chief & Council and Sts’ailes Members?”

Top Answers:

- Public minutes of meetings
- More information sessions from Chief & Council to the Community
- Re-Introduce door-to-door newsletters for all community members with Chief & Council news

Our Goals

1. Sts’ailes is governed by dedicated, competent leaders who honor our community’s interests and needs
2. Improve communication between leadership and Sts’ailes members
3. Sts’ailes ensures programs and services are carried out to support efficient service delivery
4. Ensure members enjoy the fairness and transparency of Sts’ailes government through establishing policies, practices and necessary constitutions

“We need to first get healthy people to vote healthy leaders to make a healthy future for all people”



WHAT THE PEOPLE SAY

CCP Survey Results

- 45% rate Band meetings as poor or very poor

“What would enable you to attend and become involved in Band Meetings?”

Top Answers:

- More notice given
- Improve format / style

Our Objectives

1. Make the Sts’ailes Comprehensive Community Plan a priority: continue to implement, monitor, evaluate and communicate the updates to the community; finding resources to carry out items in the CCP
2. Develop a clear planning cycle that includes the CCP, strategic, financial and action planning that is monitored and adapted as necessary
3. Continue to canvas the community members on what they want in the community and revamp the General Band Meetings
4. Update Governance structure according to growing capacity and needs of the organization and community
5. Have leadership and managers mentor and “bring a youth” to important meetings and outside conferences
6. Establish and provide more communication and community input re: Custom election code, Land Use Plan, Land Code, Membership code, Sts’ailes spousal property law, Justice department
7. Develop clan system, Elder and Youth Council
8. Commit to a transition/orientation period for newly elected Chief & Council and previous Chief & Council
9. Set up voting poll stations at off-reserve locations
10. Sts’ailes has built outposts and homes throughout the area and uses traditional place names. With Sts’ailes land management, historic use and occupancy of lots have been clarified.
11. Inform members about portfolios, committees in order to make proper referrals



WHAT THE PEOPLE SAY
CCP Survey Results

"Reasons for not attending Band Meetings?"

Top Answers:

- Work / School Conflicts (34%)
- Won't Make a difference (34%)
- Not comfortable (33%)
- Not interested (24%)

Our Strengths

1. Having youth and elders sit on committees
2. Having Chief & Council visit the school for cross-learning
3. Asking the community what they want through CCP
4. Appointing governance portfolio on Council and having a governance committee
5. Establishing a growing influence over municipal governments

The Challenges

1. Politics that interfere with inter-family connection
2. Community dependency on leadership for some things that is not leaderships responsibility
3. Government policies remain unchanged



Respected elders Aggie Charlie, Joanne Chapman, Monica Joe, Hilda Leon, Ang & Ron Hansen watching the on-goings of an event.



Singing the 'Victory Song' at Sts'ailes Days (2013)

Human Resources, Administration & Information Technology (IT)

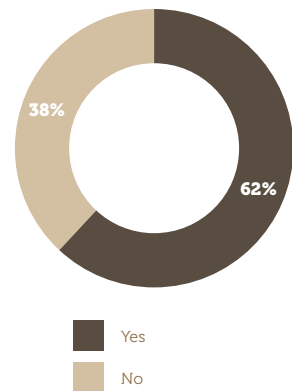
The Human Resources Department works towards meeting the organizational needs: personnel policies and services, reception services, and information technology systems and services. All entities of Sts'ailes to promote and uphold organizational policies.

WHAT WE ENVISION: To lead frontline services to empower, educate, support and guide our people to self-sufficiency for a holistic successful year.



WHAT THE PEOPLE SAY
CCP Survey Results

"Do you read the Beating Heart Newsletter?"



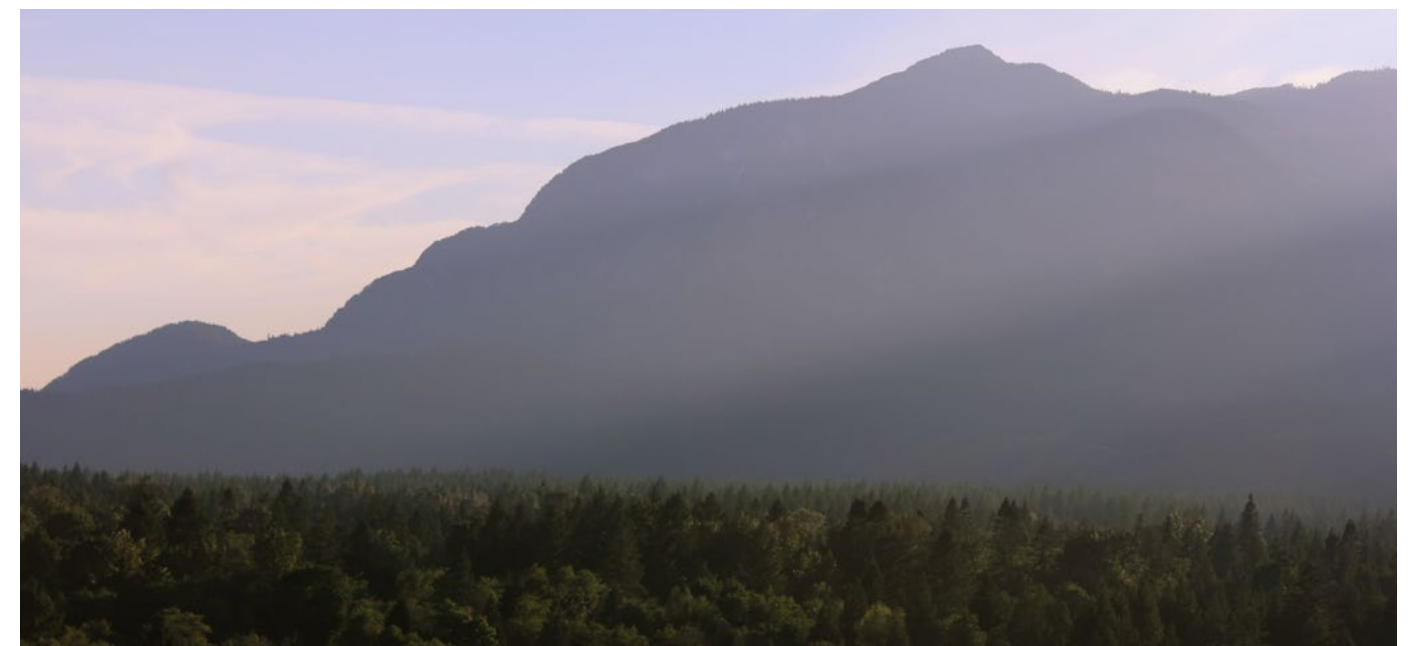
Our Goals

1. Develop strategy to better link training and employment opportunities with the future Human Resource needs of Sts'ailes
2. To have all employees qualified and trained to uphold the roles and responsibility to the Sts'ailes Administration

Our Objectives

1. Up to date forecasting on what's needed in local labor market and Sts'ailes needs
2. Downloadable Sts'ailes App to communicate notices/updates; community calendar that is used by all depts. and businesses
3. Professional development and capacity building
4. Improve communicating available opportunities to off and on reserve membership
5. Accountability for performance reviews
6. Regular info sessions for all managers, supervisors and staff to learn and share about personnel matters in a confidential space

7. To provide information and tools to assist managers with building employees and role capacity (clear authority, responsibility, accountability, resources, opportunities)
8. Organizational-wide focus on:
 - Promoting delegation and empowerment
 - Providing fair and advance notice of policies and decisions
 - Enhancing professional development of staff
 - Engaging in mentorship
 - Prioritizing comprehensive and transparent succession planning to ensure continuity of operations
9. Raise awareness and provide training related to workplace wellness
10. Ensure proper equipment, support and budget is established for IT to minimize crashes and maximize reliable, efficient operations
11. Standardized and consistent services at the Front Reception



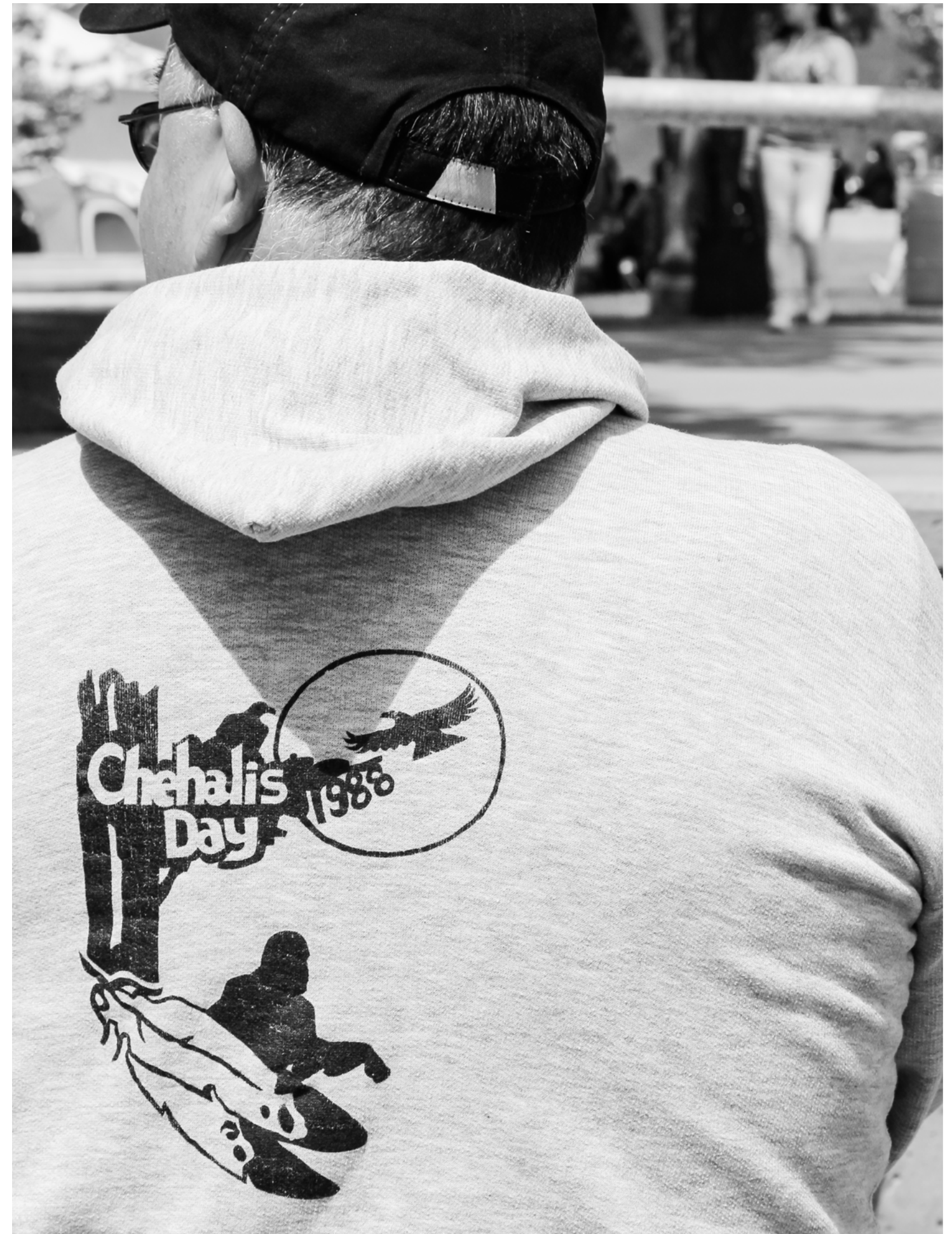
Our Strengths

1. Recognized link between Human Resources, Education and Social Development
2. A secure employee file system and an approved operations manual are in place and reviewed on a regular basis
3. Staff have the opportunity of having extended benefits and retirement plan
4. Knowledgeable IT staff
5. Formalizing IT policies and procedures
6. Accessible and professional support from the Human Resource department for personnel matters
7. Long-standing HR legal counsel on retainer

The Challenges

1. Upholding hiring policies – advertising all vacant positions in accordance to policy.
2. Keeping up to date with and communicating labor trends.
3. All departments and businesses following policies across the organization, maintaining standardized job descriptions, keeping up to date with evaluations, and using the correct employment forms and contracts.
4. High overturn at the Front Reception.
5. Clarifying across the organization (and within the community) the role of the Human Resource Department - What is HR responsible for? What are managers and supervisors responsible for? What are employees responsible for?

“Chief and Council, staff and community members all need to make this work for all Sts’ailes then we will see a big change here”



Aboriginal Rights & Title

AR&T is responsible for ensuring that Sts'ailes interests and inherent rights to manage and govern traditional lands are recognized and respected by all.

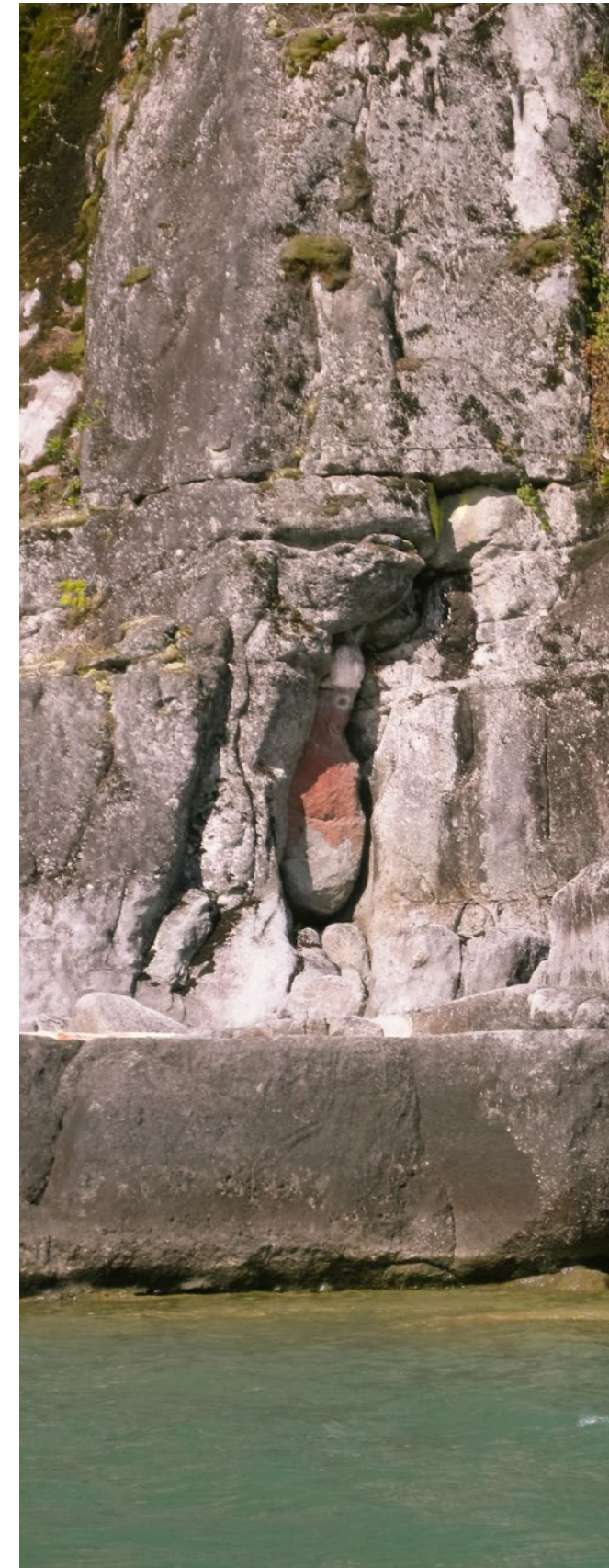
WHAT WE ENVISION: Sts'ailes governance, constitution, authority and responsibility are recognized and accepted by membership, other First Nations and other governments at the national, provincial and local levels.

Our Goals

1. Stewardship and protection practices reinforce traditional use in the territory for future generations
2. Sts'ailes members, leadership and staff understand the issues and the community's approach relating to rights and title
3. Reclaim unseeded territory (golf course, Chehalis River Hatchery, Weaver Creek, Campsites)
3. Install signs "Sts'ailes territory" throughout the territory; sign on #7 Hwy – "you are on Sts'ailes territory", maps available at store for visitors with our logo (our territory)
4. Land use plan developed with diligent consultation with members; apply best practices and traditional knowledge
5. Research policy to protect our information and history
6. Compensation for loss of land (Morris Valley Road)

Our Objectives

1. Necessary plans are in place – land management plan, land use plan, land code, rights and duties, along with community development plan with physical development plan updates, inclusive of all public facilities/locations
2. Teach Sts'ailes youth about Rights & Title; incorporate in Sts'ailes Community School: inspire young minds; have an education campaign to our members
7. Share "the Strength of Claim" at community functions
8. Encouraging and promoting the need for Sts'ailes youth to receive an archaeology degree
9. Put more resources in place to support the department staffing
10. Need to enforce buffer around Sts'ailes; transparent revenue allocation; departments to prepare business case for lands



Doctor's Point along Harrison Lake

11. Respect canoeing: keep power boats on south side of river; prevent erosion on waterways
12. Negotiate GAR (Government Action Regulation) orders for other sacred sites
13. Teach youth about Rights & Title

Our Strengths

1. Reclaiming our traditional name "Sts'ailes"
2. Strength of Claim document
3. AR&T well on their way to creating good government relations in the protection of our inherent rights
4. Negotiating with government for lands within our traditional territory
5. Archaeology staff and support is in place
6. Not in treaty; independent band

The Challenges

1. Outside developers is our biggest threat for Sts'ailes
2. Climate change, population growth, recreation noise on the land are major threats; fear for future generations
3. Losing respect for the land; wildlife diminishing, interfering with eco system

Fisheries

Fisheries is comprised of three areas: 1) Harrison Fisheries Authority: agreement with Sts'ailes & Scowlitz & DFO 2) Harrison Salmon Producers; Economic Fisheries (EO); fishermen generating profit from fish sales 3) food, social, ceremonial (FSC) fisheries

WHAT WE ENVISION: Sts'ailes leads in salmon management in the traditional territory. Sts'ailes owns and operates profitable hatcheries. The habitat is protected and fisheries are harvested from sloughs, before the fish deteriorate. Sts'ailes has a long-term cooperative management agreement on fisheries with DFO. After many years of careful planning, Sts'ailes operates a successful fish processing plant.

Our Goals

1. Strive to enhance and improve fishery salmon stocks; Food fish is available for all members to preserve a winter supply
2. Promote and educate members on stewardship of our natural resources and sustainable practices
3. Sts'ailes to own and operate hatchery and spawning channels

Our Objectives

1. Improve negotiations with DFO for better opportunities and openings
2. Participate in all natural resource development in traditional territory through Impact Benefit Agreements, revenue sharing, Independent Power Projects
3. Establish nation-to-nation agreements on fish and wildlife with governments recognizing traditional practices
4. Fish processing plant
5. Develop a structured hiring process

"It would be good if change was acted on and not just talked about, follow through with ideas to better the community"

Our Strengths

1. We have a most productive fish habitat
2. New fisheries building with ice machine
3. Fisheries forum – keeps fishermen involved and informed
4. Provides training and employment
5. Designation of the Harrison Salmon Stronghold (first and only one in Canada)
6. We have a 1st Salmon Ceremony

The Challenges

1. Waves from boat traffic interfere with landing fish
2. Having to go further away from territory to fish and hunt
3. Fishing openings are getting less frequent when there are no runs
4. Not all families have the resources and equipment to fish and pass on the knowledge



Sts'ailes fishermen doing a seining demonstration at the Fraser Valley Bald Eagle Festival

Communications

WHAT WE ENVISION: Sts'ailes members are engaged in their governing, informed of the services and participate in achieving the community goals and priorities



WHAT THE PEOPLE SAY

CCP Survey Results

- 74% hunt, fish, gather food and medicines in traditional territories
- 84% travel in traditional territory for cultural ceremonies
- 73% are concerned that these practices could be threatened by developments
- 57% don't know the boundaries of the traditional territory

Our Goals

1. Improve and strengthen communication and the connection with Sts'ailes members; on and off-reserve
2. Recognize the clear direction of communities & members' expectations

Our Objectives

1. Communicate how Sts'ailes is striving to accomplishing goals in the CCP
2. Review and improve the governance structure to meet evolving needs in the organization and the community as needed
3. Streamline a process to enable departments to collaborate to meet the goals and objectives of the organization
4. Publishing, holding information sessions, inspiring & dialoguing on direction and accountability
5. Have Open Houses and continue to canvas the community on input and ideas
6. Need for signs in own language throughout the community and traditional territory

"My favorite thing about Sts'ailes
is that it's home; it's a good place to live"

Our Strengths

1. 52% of respondents use the website
2. 62% read The Beating Heart newsletter
3. 42% are on Sts'ailes Facebook site
4. 64% feel informed (36% do not) on services that Sts'ailes provides

The Challenges

1. Need more and better communication to the community by Council and staff
2. Ways to improve awareness, use all means (17%), 1 to 1, door to door (22%), social media (11%)
3. Members keeping themselves informed



Dwayne Commodore (Left) & Brendan Leon (Right) help escort James Leon (Center) return the first salmon of the season



SHXWELI

“Since the beginning of time Sts’ailes has carried a stewardship role of the lands and water, and will continue to ensure that these interests are recognized and respected”



This page, top row L-R: Leilani Francis picking traditional plants with the elders; Savanna Jefferson dancing at the Health Accreditation celebration. Middle row: Andrew Seymour drumming at a graduation ceremony; Sasquatch Dancers at Sasquatch Days in Harrison Hot Springs. Bottom row L-R: Respected elder Sally Francis preparing a wool weaving demonstration at Sts'ailes School; Young ones canoe pulling at Sasquatch Days.

This page, top row L-R: Fred Paul Jr. showing students how to beach seini; Darron Peters collecting cedar bark for weaving. Middle row: Sasquatch Dancers at a ceremony. Bottom row L-R: Team posing for photo at Sts'ailes Intertribal Soccer Cup; Elders and youth singing an honour song at a ceremony.



LOOKING FORWARD

Implementation, Monitoring and Evaluation

The Sts'ailes CCP has been approved and adopted by Chief & Council at a duly convened meeting on April 12, 2016. This is an integral part to keeping the CCP alive.

The overall vision, goals and objectives have been identified in the document.

Goals represent the "pathway" that the community wants to take to fulfill its overall vision; objectives, in turn, flow from the goals and are the stepping-stones required to reach the larger goal. Most goals will have several objectives.

Having this information will assist leadership and staff to create an implementation strategy through their planning and annual and 5 year workplans. An implementation strategy may include identifying specific projects and activities, priorities, indicators of success, responsibilities, timeframes and required resources and support for implementation.

Community Needs

- Objectives
- Priorities
- Needs
- Programs Deliverables
- Community Outcomes

Resources

- Leadership & Management
- Workforce
- Continuing Operations
- Institutions
- Land
- Finances

Resource Opportunities

- Government Programs
- Government Grants
- Foundation Grants
- Partnership Opportunities
- Corporate Donors
- Financial institutions

Developing partnerships in Governments, Business, and Foundations is an important step to bringing new resources. Sts'ailes is well known for delivering on the objectives with funders and will be just as committed on reporting the CCP progress to the community.

"Xwem Xwem Sqwelwel Ikwelo - Strong & Proud of Sts'ailes"

The Short term and medium goals will need to identify the measurable changes to achieve in

- Culture & Language
- Youth & Elders
- Community Services
- Employment & Social Development
- Education
- Housing
- Finance
- Economic Development
- Capital Projects & Public Works
- Justice
- Governance
- Human Resources, Administration & Info Technology
- Aboriginal Rights & Title
- Fisheries
- Communications

Council and Management will establish a comprehensive library of resource and the goals and objectives each of them wishes to achieve and establish a strategy for Sts'ailes opportunities.

Reporting

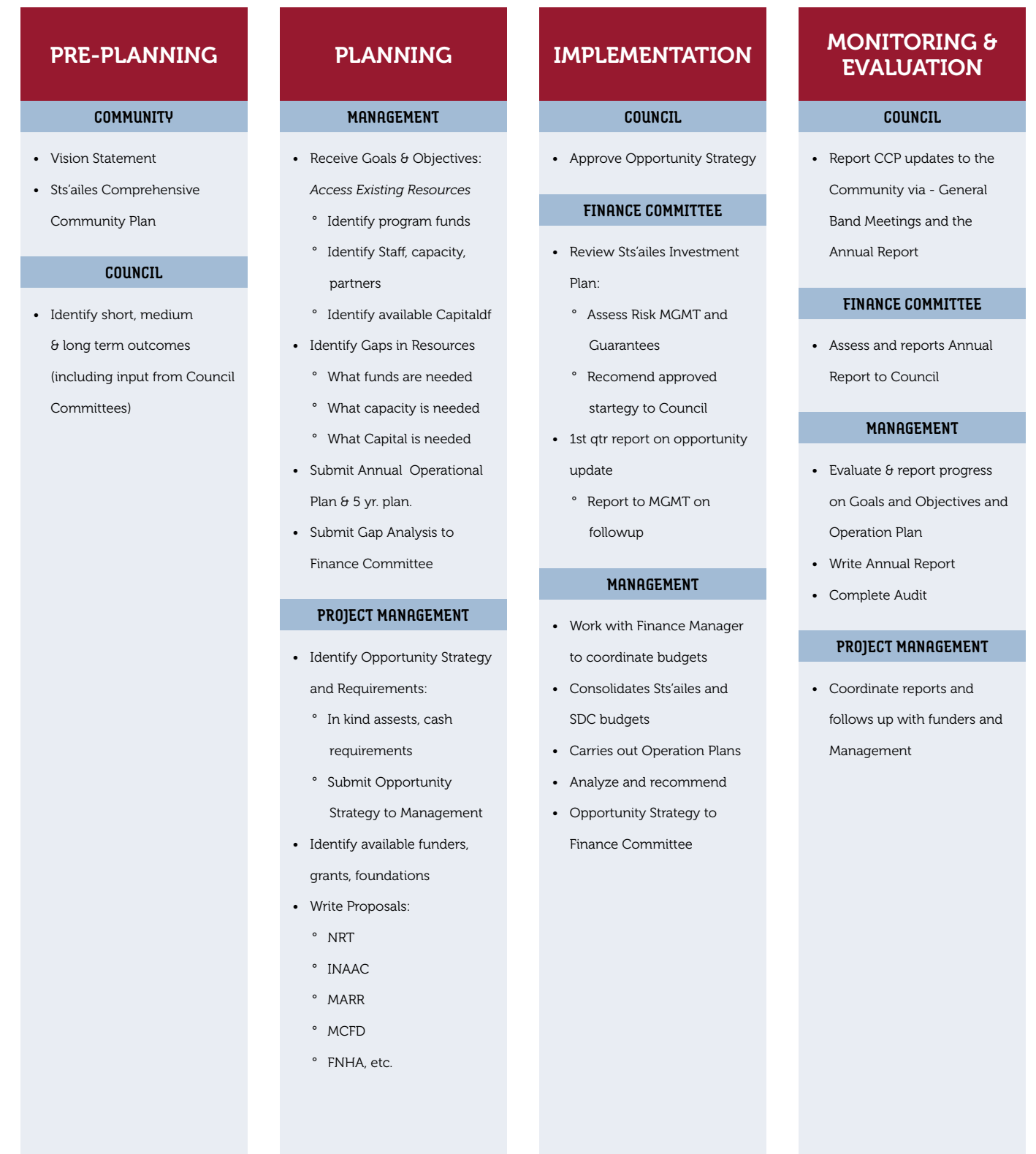
We shall publish in our Annual report the Annual Operation Plan to achieve the CCP and the results each year.

We will maintain updates in the newsletter and on the website

In 2020, we will be due to engage the community again to evaluation the results of the Short and Medium Goals and review the Vision statements

“I find that comments about our community in the CCP are getting less negative and more positive”

STS'AILES STRATEGIC PLANNING MODEL





OUR PROCESS TOWARDS CCP

What is a Comprehensive Community Plan?

A Comprehensive Community Plan (CCP) is considered the overall plan for the community. It is a community owned and driven approach to planning, where the process enables a community to contribute to building a roadmap and a vision for the future of the people. The plan takes a long-term view and takes into consideration all aspects of the community.

1 Pre-planning Phase

- Assess community readiness; research
- Develop a budget, project work plan
- Build a planning team

2 Planning Phase

- Building the process
- Engage the community
- Documenting & communicating results
- Community celebration of the CCP

3 Implementation

- Getting to action
- Prioritize actions

4 Monitoring & Evaluation

- Keeping the plan alive!
- Monitor, evaluate
- Revise and update
- Share & celebrate accomplishments

STS'AILES CCP: Our Approach To Engaging Our Members

We used a community-based and member-driven approach that involved community members, and on and off reserve members, including children, youth, elders, staff and the leadership.

Youth Video

The first group to be familiarized with CCP were the Sts'ailes youth. They created and filmed a video describing CCP, and it was premiered at the community "CCP Kick Off" dinner. It was also posted to our website for easy access. (www.stsailes.com/ccp)



WHAT THE PEOPLE SAY

CCP Survey Results

"The first word / phrase that comes to mind when you think about Sts'ailes is"

Top 3 Answers:

- Community
- Family
- Sasquatch

Community Kick-Off Dinner

A "Community Kick-Off" dinner was hosted to introduce CCP to the community. We blessed the event with an opening prayer, and had a guest speaker share their experience with CCP from another community. We premiered the Youth Video about CCP, which featured many of the attendees' children, grandchildren, nieces and nephews. We also posted a banner with "Sts'ailes" on it and asked attendees to share what "Sts'ailes" means to them (what it means to live/work here, what it means to be "Sts'ailes"). This banner was posted at every CCP event for people to continue adding to it, and it served as a reminder for why we are doing CCP. We ended the kick-off with some group activities and distributed Survey 1.

Community Dinners

Each month we hosted community dinners with door prizes and child minding services. World café and dot-mocracy were the two techniques we used to get input.

We also had focus group meetings for smaller groups of people. Furthermore, we offered gift cards to pay for dinner for families to host their own dinners in their own home so they could do the surveys in a more comfortable space. We provided one-on-one support in doing the survey's (reading/writing), and we hosted three all day drop-in open houses for members to come share their ideas at a time that was convenient for them, and for the length of time they could spare.



Community kick-off dinner

"Thank you for allowing us to voice our beliefs in a good way"

Communication

We had monthly bulletin's (newsletters) that we delivered door to door and made available online. We posted and delivered community posters, created a "Sts'ailes CCP" Facebook Page, and a CCP Youth Facebook Page. For the first few months we had a "Post-It Wall" section at the community meetings for members to share their feedback, compliments, complaints, and ideas about the CCP events and activities so we can gain an understanding about what we were doing right and what we need to address or improve on. This shaped the remainder of the CCP events and activities and it established a positive and open approach to engaging our members.

Campaigns

We carried out a Facebook campaign to reach out to off-reserve members. We did a "staff special" campaign to receive their input. We also connected with the Chehalis Community School and the Agassiz School District using school and community contacts to liaison the outreach. The CCP Team members also played an integral role in promoting the surveys and events.

Sts'ailes CCP Team

Our CCP Team consisted of representatives of different family groups, ages, and areas of expertise (i.e. experience with youth/elders, experience with Band administration, experience with culture/language, experience as community champions, etc.). All of this contributed to promoting CCP events, and formed a wealth of experience to carry out the events and capture our target audiences. The team created a terms of reference to guide their decision making, which included having regular committee meetings to coordinate events and team building activities to promote letsemot (one heart, one mind, one spirit), for the team was essential in setting the tone for the entire project.

C.C.P. TIMELINE

2014

AUGUST 1

Began Sts'ailes CCP

AUGUST / SEPTEMBER

Pre-planning, recruiting CCP committee members, creating the Sts'ailes Youth video
1st Committee Meeting

OCTOBER

Kick off meeting

NOVEMBER

Rights & Title & Economic Development

DECEMBER

Community Christmas Dinner

2015

JANUARY

Housing & CP / PW

FEBRUARY

Community Services and Culture & Language
CCP Elder's Luncheon

MARCH

Employment & Education
CCP Youth Dinner

JUNE

Campaign month: staff, school district, family dinners, off-reserve, door to door

AUGUST

Community Open House
Closed off survey's & Data input

SEPTEMBER

Data input, research & writing process

NOVEMBER

Open House to share the Draft

2016

JANUARY / FEBRUARY / MARCH

Writing, Report design

APRIL

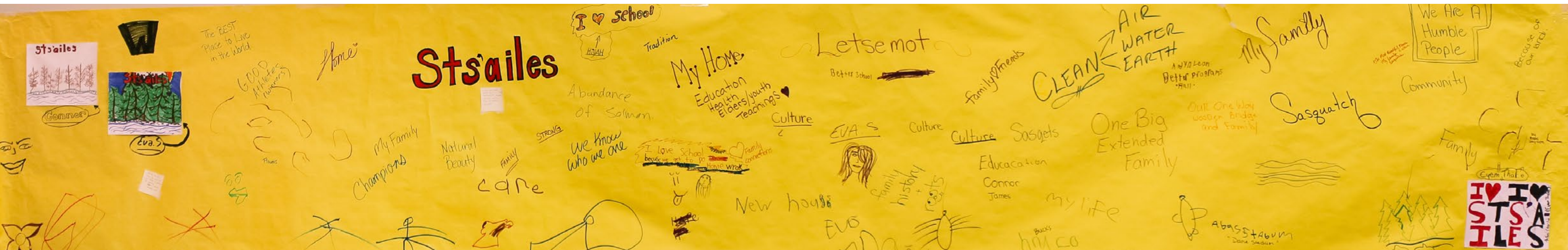
Approval, Printing, Celebration

ADDITIONAL ACTIVITIES

- 10 updates & consultations with Chief & Council and DMOs, Finance committee
- 9 community door to door bulletins
- 11 CCP Committee meetings in total

LOOKING FORWARD

Implementation, monitoring and evaluation



The CCP Banner where everyone.....

Surveys

There were three survey's distributed and results were managed by a program called Survey Monkey;

Survey #1

Hopes & Dreams

A focus on dreams, vision;

Survey #2

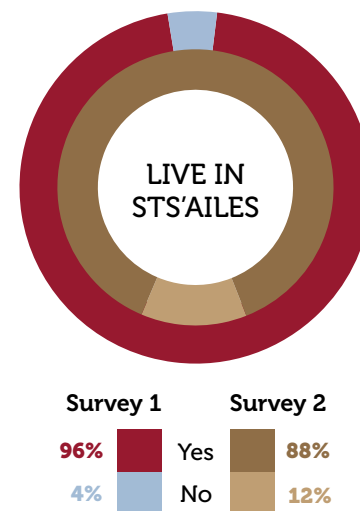
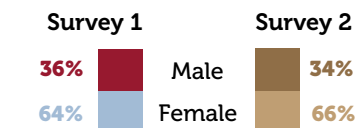
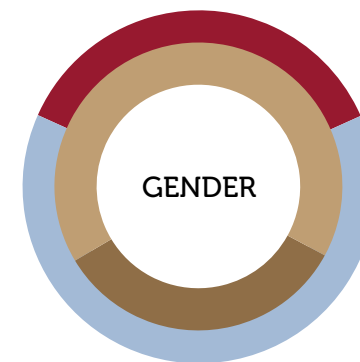
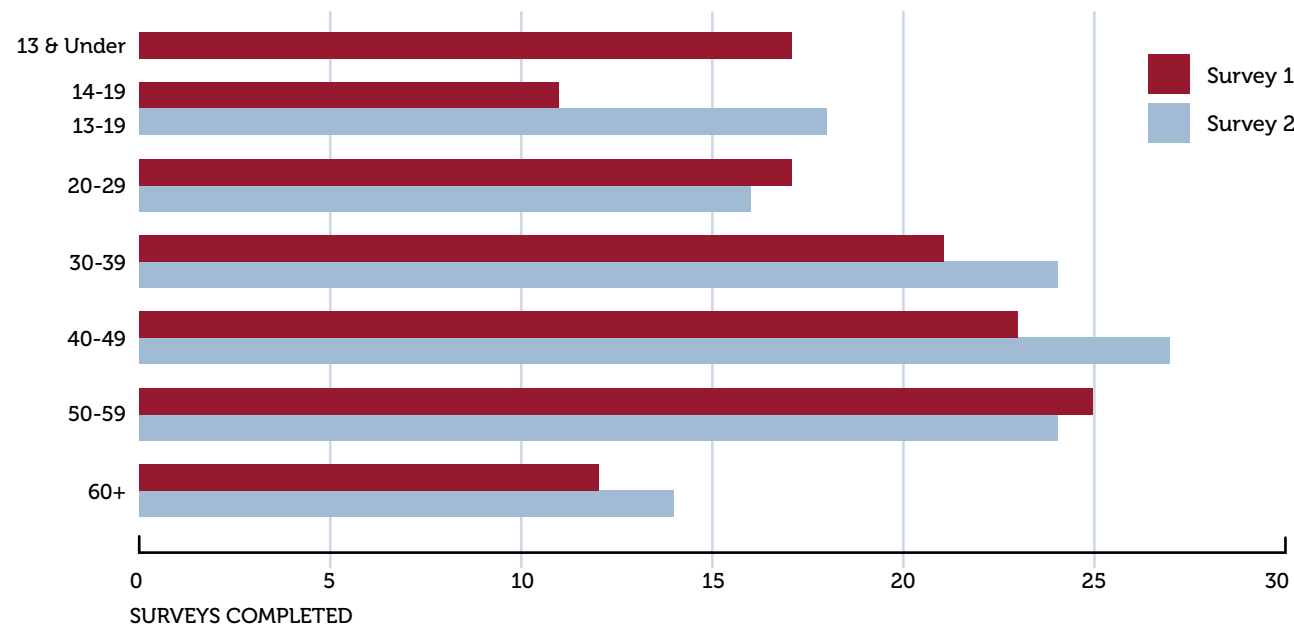
Ideas & Recommendations

Detailed response to each major area of community;

Survey #3

12 & Under Survey

Who participated in the Sts'ailes CCP?



282 persons aged 5 & up participated in one way or another – 52% were **COMMUNITY** members

Average 62 members for each of 6 community events

Survey One 27% Community Response Rate (of 135)

Survey Two 23% Community Response Rate (of 126)

24% TOTAL RESPONSE RATE (Registered and Community members)





MORE ABOUT STS'AILES

Chehalis Mens Champions, Harrison Bay (1967)



WHERE WE COME FROM

Sts'ailes is an independent nation with a traditional territory that includes the watersheds of Harrison Lake, the Harrison River, Chehalis Lake and the Chehalis River. The territory extends west to include the northeast end of Stave Lake and extends south to include a part of the Fraser River (approximately a kilometer upriver and downriver of the mouth of the Harrison River). Sts'ailes traditional territory covers a geographical area of 3,500 square kilometers and measures approximately 70 kilometers long by 50 kilometers wide.

A careful review of historic, ethnographic, and archaeological literature, as well as linguistic and traditional use studies confirms and affirms that Harrison Lake is our core traditional territory. Moreover, we are the sole Coast Salish, Halq'eméylem-speaking group that has any legitimate claim to Harrison Lake.

We have an unbroken history on Harrison Lake. We maintain our connection to—and use of—the lake through regular camping, hunting, fishing, berry picking and plant gathering trips, and through ritual activities, recreation, fisheries management, and a range of other activities. Legends, pictograph sites, burial sites, old villages, and ancient stories reinforce our connections to the landscape, as do inherited ancestral names that link individuals to specific villages and places located on and around Harrison Lake.

Culturally, we are Sto:lo which is a general term for “river people” or “people of the river”. However, today “Sto:lo” has substantial political connotations; therefore, it is not recognized as affiliated with Sts'ailes.

According to our oral traditions and teachings, we have always lived in our traditional territory. There is evidence of this in the many archaeological sites that have been recorded throughout Sts'ailes territory.



WHAT THE PEOPLE SAY

CCP Survey Results

"What are our most treasured traditions / principles that we want to preserve and practice into the future?"

Top 3 Answers:

- Culture
- Fishing
- Language

Sts'ailes Name

The name 'Sts'ailes' is derived from the Halq'eméylem word 'Sts'a'íles', which means "the beating heart". There are other interpretations, such as "heart on the chest" or "laying on the chest" (c.f. Galloway 1079), "running aground on a sand-bar with the chest of a canoe" (Duff, 1952:27). The Sts'a'íles name is also derived from a most important transformer legend about an Indian Doctor, Shay (aka: Cäi, Skoyá:m, etc.), who lived on the west side of Harrison Lake at Doctor's Point, and did battle with Xá:ls (the great Transformer who walked this earth in the distant past to put things right). According to our legends, upon defeating Shay, the Doctor, Xá:ls ripped his heart from his chest and threw it downriver, where it landed at Sts'ailes near the confluence of the Chehalis and Harrison Rivers.

According to Elders, there used to be a gravel-bar in the Harrison River fronting Sts'ailes IR 5 that used to pulsate like a beating heart during freshet. It disappeared in historic times. The Doctor himself was transformed into a rock at Doctor's Point along the Harrison Lake.

Sts'ailes Traditions

For as long as anyone can remember, our traditions have focused on fish and fishing, water and canoes, longhouses and pithouses, hunting, trapping and plant gathering, traditions in cedar, Salish weaving, and a strong spiritual life including spirit dancing, mask dancing, and transformer legends. Some of these traditions have been described in the written words of anthropologists Franz Boas (1894, 1895), Charles Hill-Tout 1904), Wilson Duff (1952), and others e.g., Mohs (1987, 1990), and all continue to be practiced to this day.

Sts'ailes has always been strong culturally, and has always been regarded as a leader of cultural traditions and spirituality amongst the Coast Salish. The community is blessed with four traditional ceremonial longhouses.

Relocation to Harrison River

Perhaps the greatest change that we have recently experienced is the relocation from villages throughout the territory to the Harrison River. Major historic events that contributed to this include the displacement of the our people by smallpox, new socio-economic opportunities offered



WHAT THE PEOPLE SAY

CCP Survey Results

"Do you carry out any of the following practices for food preservation?"

Top Answers:

- Canning (91%)
- Hunting (49%)
- Fishing (61%)
- Harvesting plants (33%)

at Fort Langley, the southward expansion of the St'at'imc in 1858 for economic opportunities offered at Port Douglas, and government policy that prevented us from owning land on Harrison Lake and facilitated land pre-emption by white settlers.

Occupations

Historically, we found employment in logging, canneries, hopyards and mixed farming while maintaining traditional pursuits such as fishing, hunting, gathering, and canoe-making. We also continued with ceremonial and spiritual practices that sustain a sacred link to aspects of the landscape.

Trade

We often traded for goods such as service and soap berries, goat skins and wool, hemp-bark and marmot-ropes with people from the Interior, and for large ocean-going canoes, dentalia and abalone shells, and various types of seafood with people from the Coast.



Respected elder Rudy Leon teaching students at Sts'ailes School how to make a drum (1982)



Respected elder Ed Leon singing a song

Longhouse and Winter Ceremonies

In the past, we lived primarily in cedar-plank longhouses, measuring up to 200 meters long and 20 meters wide, but also utilized many other types of dwellings, including semi-subterranean pithouses, called 'skumel' in the Halq'emeylem language. Today, traditional Longhouses are used primarily for ceremonial activities, notably 'Winter Spirit Dancing', which is practiced through the winter months (October- March).

Winter was, and still is, the chief ceremonial time for us and our Coast Salish neighbours. We travel from village to village to gather at designated houses for storytelling, songs, spiritual dancing, feasting and gift giving, all of which reinforce close bonds of kinship and friendship.

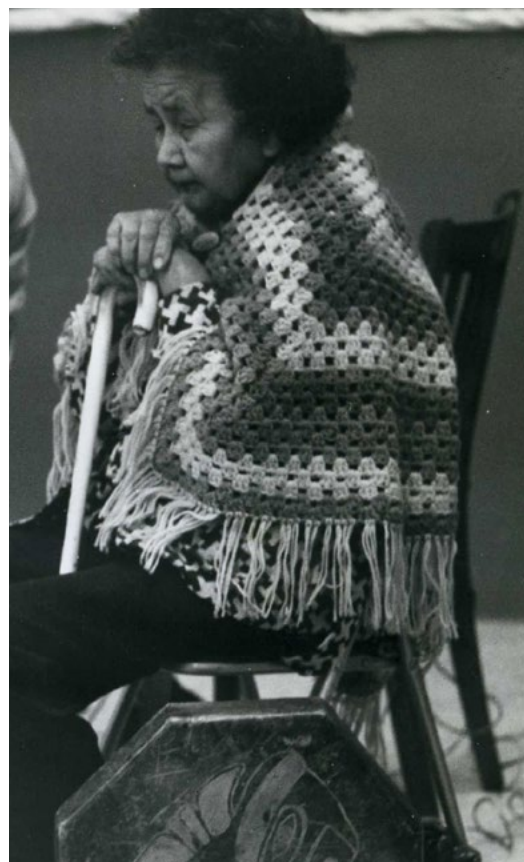
There are many ceremonial and spiritual activities associated with the Longhouse including: traditional birth, death and 'naming' ceremonies, 'memorials', puberty training, traditional marriages, 'masked dancing', and Skwe-di-litch, to name a few.

The Sasquatch

The Sasquatch has a long and rich history for Sts'ailes. The Sasquatch carries significant spiritual meaning and teachings. The word Sasquatch is an anglicized pronunciation of "sasq'ets", a Sts'ailes word that tells a story of how Sasquatch is a primary caretaker of the land. Our oral stories about the Sasq'ets have been passed down for generations and we continue to honor the teachings that Sasq'ets represents.

The Sasq'ets Mask

A rendering of the Sasq'ets was carved into a mask for the 1938 Sasquatch Days and worn by its carver, Ambrose Point. This coveted mask went missing for over 70 years before it was found at the Museum of Vancouver and repatriated to Sts'ailes in May 2014. The mask returned to Sasquatch Days at Harrison Hot Springs in 2014 to lead the opening ceremonies. Today, it rests in our Siyam Awtwx – Chief and Council Chambers.



Respected elder Dolly Felix listening at UBCIC



WHAT THE PEOPLE SAY

CCP Survey Results

"Which cultural programs/activities do you want to learn?"

- Language
- Genealogy
- History
- Ways to smoke fish
- Songs
- Ceremonies
- Cedar work
- Carving
- Hunting
- Knitting
- Tanning hides
- Traditional medicines
- Weaving

The Dark Era

As a people we are coming out of what is known as the Dark Era. We have experienced generations of trauma and tragedy as a result of government policies aimed to take away our rights and disrupt our family systems. Through healing, traditional practices, innovation, and assertion of our rights, we are rising above.

Our people survived the Dark Era of assimilation policies imposed on us by the Canadian government. These imposed laws banned our traditional ceremonies, forbid celebrations, prohibited us from wearing traditional regalia, and silenced our spiritual leaders.

Residential schools were introduced and our children were removed from their homes, often forcibly, and were sent to residential schools. These schools were usually established and run by missionaries to teach us as a foreign religion. Our children were subject to physical and emotional abuse. The separation of children from the families, elders, and communities was devastating. Efforts are still being made today to overcome these effects.



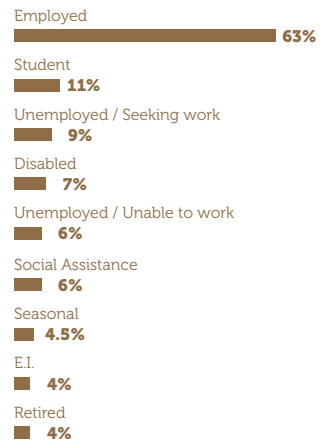
Burn's Class (1933-34) Back row L-R: Raymond Point, Laura Harris, Rosaleen Point, Sophie Pennier, Unknown boy, Mary Michel Peters, Unknown girl, Pete Felix. Front row L-R: Amelia Joseph, Pearl Harris, Unknown girl, Vincent Francis, Henry Charlie.



WHAT THE PEOPLE SAY

CCP Survey Results

"Which of the following indicates your current situation?"



The government also took away our land and our rights. We were placed on this reserve, which is only one of many village sites within our territory. We were subject to epidemics that almost obliterated our people.

These assimilation policies took away our pride and jeopardized our identities which led to poverty, alcohol and drug abuse, diminished parenting skills, and increased crime and violence. With the reintroduction of our culture and traditions, and reclaiming our rights to the land, we are re-emerging out of the Dark Era.

This Dark Era is a formidable force; however, when we overcome hardship we find ourselves standing on the strength of our experiences. We have survived. Now it is time to thrive.

Meeting Our Own Needs

Sts'ailes is a well-established governing agency. Our challenges continue, but so does our growth and success. So where has Sts'ailes come from in terms of its growth as an organization and a governing body?

We have experienced significant changes. We have grown exponentially from the times of Indian agents managing our affairs. We have grown from the times when every house and community facility is built like the ones on every reserve. We have grown from one band office employee supporting Council and administering Social Assistance in 1972 to employing 350 staff in full-time, part-time and seasonal positions in 2015.



Felix Joe smokehouse



WHAT THE PEOPLE SAY

CCP Survey Results

"Ranking the topics in terms of importance to you"

- Education (23%)
- Health (23%)
- Culture & Language (17%)
- Lands & Resources (11%)
- Housing (11%)
- Economy (10%)
- Government (5%)

Even as things evolve, some things remain the same. For instance, resources for new positions and access to cash and working capital remain challenges over the last 30 years. We pride ourselves in acquiring new assets, constructing buildings to meet community needs, and re-acquiring lands from within our traditional territory. These new gains bring important services and controls, but also additional costs. We remain a struggling organization, but our growth is exceptional. This comes from the determination of our leadership to manage our own affairs.

Determination to manage our own affairs comes from a great deal of planning. The planning started small (year-to-year planning), then grew to multi-year plans, which resulted in the Vision 2020 and the Vision 2060 that are published in previous annual community reports. Dedicating time to effective planning allowed Council and Management to recognize success. For instance, many of the 10 and 20 year visions and goals set by Council were completed within 3-5 years. These successes are apparent in the growing pains of today; we are out-growing our community buildings, we have more members than homes, etc. These 'growing pains' are challenges we must continue to plan for, which is why the Comprehensive Community Plan is a logical next step. Who better to ask about the needs, goals and priorities for Sts'ailes than the people who live and work here?

Our Growth

Over the years it was plain to see that provincial schools were not satisfactorily teaching our students, our families lacked recognizable health care, the markets did not hire native people, and the justice system divided families through apprehensions. These painful truths have lead to our leadership consistently challenging Canada and BC for self-government. Sts'ailes has taken over many of its own services by holding government accountable for the fiduciary responsibility of First Nations people, embracing our traditional protocols, and building the skills and education of our people.

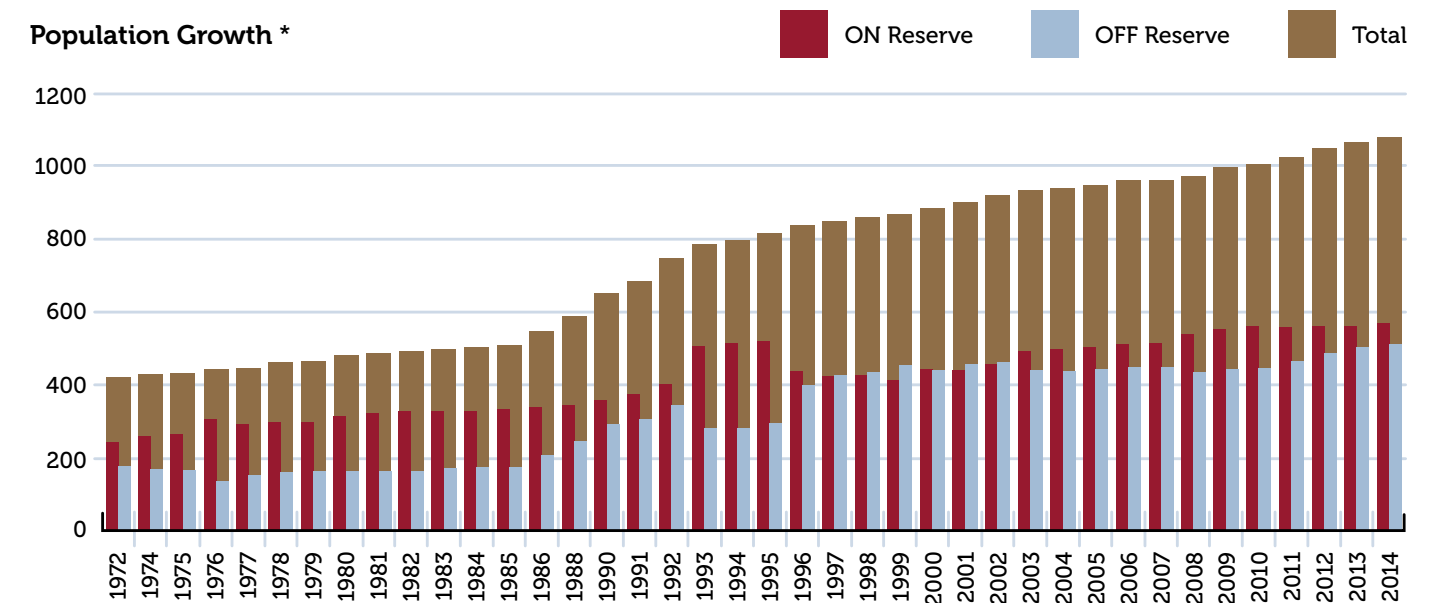
Over time and significant effort, the leadership built a community, institution by institution. The first band employee may have been handing out Social Assistance on behalf of Indian Affairs, but it sparked a path and pattern of taking back responsibility for our community.

Here are some key examples:

- “Indian control over Indian education” came to Sts’ailes in 1982 when the Sts’ailes Community School opened its doors. Many of our community members have been employed at the school. We teach our own language and our traditional culture is incorporated in everyday practices and school curriculum.
- We have grown in health care from one visiting nurse, a NNADAP worker, and a CHR to the 10-year Health Transfer Agreement, which expanded our health services tremendously. We have grown to operating a \$1.6 million health centre with a treatment centre by 2014. Our health team prides itself on delivering culturally appropriate services.
- In 2009 Sts’ailes leadership asserted with the Province that Sts’ailes has authority over its children, and the government must be held accountable to its obligation to facilitate Sts’ailes jurisdiction. This resulted in the co-management (by Sts’ailes & BC) of the Snowoyelh Te Emimelh Te Sts’ailes program which carries out services for children and families through Sts’ailes traditional protocols.
- We experienced growth of the community centre by adding services. We expanded from a summer recreation program to a year-round schedule of services that includes celebrating our parents, volunteers, youth, elders, newborns, and most importantly, our traditions.
- In 2000 we started our first Employment Assistance Services (EAS) program. Today we are the leading EAS service provider in this territory. We celebrate milestones in EAS through ceremony by honoring our members for their accomplishments.
- In 2008 Council approved the formation of the Sts’ailes Development Corporation (SDC), an incorporated organization built for economic development so that Sts’ailes can achieve further financial independence, create jobs for the membership, and promote entrepreneurship. Since then the Development Corporation has made significant headway in forming new businesses, expanding existing businesses, providing employment, and navigating pathways for further socio-economic wealth.
- Prioritized the development of a Sts’ailes Constitution, beginning with a Custom Election Code and a Membership Code.
- We asserted our presence in the territory through acquisition of fee simple lands and venturing in tourism initiatives and partnerships.

- We have engaged with proponents and the Province for the development of run of river hydro projects within the territory, including:
 - Finalizing a 30% purchase of shares of the Sakwi Hydro project;
 - Securing joint venture agreements with partners;
 - Negotiating revenue-sharing agreements.
- We have engaged with the Province and Berezan Group on the Hemlock Resort Development Plan, which seeks to expand the Hemlock Ski Resort into a year-round destination through a phased approach:
 - We have developed plans for a Primary Health Care Facility that will be managed by Sts’ailes and provide essential services to a growing population in the surrounding area.

It is very clear that we are a community that stands on the development of institutions by building skills and education of the people, and preserving and practicing culture to develop effective programs. Such growth does not happen without leadership asserting its authority, our management developing the programs, and our staff and volunteers carrying out the work. Today, it cannot progress without the input, insight, and support of the people. So it is in all of our hands to blaze a path for our future generations to continue to grow and flourish.



* Source: INAC's Indian Register at December 31st, 1972 to 2014



Former Chief Bill Williams, Laura Williams and Ginny Peters at the Band Office Opening 1972



Sts'ailes Community School nearing completion of construction before opening in 1982



Former MLA Barry Penner drumming along with everyone at the signing of the Forestry Revenue Sharing Agreement (FCRSA) 2008

Building Capable Governing Institutions

- 1972** Band Office Opens
- 1982** Sts'ailes School Opens
- 1999** 5 year Health Transfer Agreement Signed
- 1999** Sts'ailes Daycare
- 1999** First EAS Established
- 2000** Aboriginal Healing Foundation funds SLL for 3 yrs
- 2000** Market Housing Lending program Band Members est. under BMO
- 2002** Administration Building completed
- 2008** Te Lalem Established
- 2008** Taxation and Property Assessment Laws passed
- 2009** Financial Administration Law passed
- 2009** Te Emimith established
- 2009** Telmexw Awtexw Established
- 2010** Te Lede House
- 2015** Sts'ailes School issued Dogwood
- 2015** Health Centre Accreditation achieved

Building Capable Business Institutions

- c. 1973** Chehalis Store (*Log Bldg.*)
- c. 1985** Chehalis Café
- 1997** Chehalis Gas Bar (*Former Café*)
- 2000** Lhawathet Lalem Purchased
- 2008** New Gas Bar Built
- 2008** FCRSA Signed
- 2009** Sts'ailes Development Corp Established
- 2009** Sasquatch Crossing Eco Lodge Purchased
- 2009** Chehalis Indian Band Economic Development Trust Est.
- 2009** SDC Ip established
- 2010** Harrison Salmon Producers
- 2014** Fish Compound Built
- 2014** Sakwi Power Corp is commissioned



Respected elder Rose Charlie & Chief Harvey Paul cutting the ribbon at new sub-division complex



New dyke along the Chehalis River



New Fisheries Compound built 2014

Building Capable Communities – Capital Projects

- 1995** Community Hall
- 1996** Fire Hall
- 1997** Church
- 1998** Elders' Centre
- 2000** Early Childhood Education Centre
- 2001** New paved Roads
- 2001** Apartment Complex
- 2001** Acquisition of Lhawathet Lalem
- 1997-2001** New Homes – 7
- 2001-2002** New Home Individual Mortgage
- 2001-2003** Gymnasium and School Expansion
- 2002** Band Admin/Health Building
- 2002** Road Paving
- 2002-2003** Daycare Expansion
- 2002-2003** Store Expansion, Canopy, Diesel pumps
- 2001-2003** New Homes – 5 Individual Mortgage
- 2001-2003** New Homes – 3 Band Rentals
- 2004-2005** New Homes – 6 individual mortgage
- 2004-2005** Elders' Home and Community Care Bldg
- 2004** Reservoir Expansion
- 2005** Lhawathet Renovations
- 2007** Land Cleared at Band office
- 2002-2009** Chehalis River Dyke
- 2011** Ed Leon Slough Restoration

More of What the People Say - CCP Survey Results

“My favourite thing about Sts’ailes?”

Top 3 Answers:

- Family (24%)
- Culture (20%)
- Beauty (5.5%)

“When future generations think about our community I want them to remember?”

Top 3 Answers:

- Culture
- Fishing
- Language

“When future generations think about our community I want them to remember?”

Top Answers:

- Rich culture
- The land & resources
- family
- respect
- history
- warriors & leaders
- how we come together and help each other
- our elders

“Three things that make St’sailes a GOOD place to live?”

Top Answers:

- Culture
- Family
- Community
- School
- Nature
- Quiet
- Fishing

“Three things that make St’sailes a BETTER place to live?”

Top Answers:

- Recreation activities
- Drug-free community
- Jobs
- Housing
- Sidewalks

“What would you like to see changed in our community?”

Top Answers:

- Accountability & honesty
- garbage dump
- healthy soccer field
- no lateral violence
- no drugs and alcohol
- more homes
- nothing

“Three favourite programs / activities”

Top Answers:

- Christmas Dinner
- Longhouse
- Family Fun Day
- Culture
- Soccer
- Canoe Pulling

“Please rate the quality of life living in Sts’ailes”

- Very Good (24%)
- Good (63%)

“Imagine Sts’ailes 15 years from now? What’s different?”

Top Answers:

- Population
- Facilities
- Houses
- Jobs
- Trees
- Better school

What’s different?

Top Answers:

- Culture
- Traditions
- Families
- Spirituality
- Community

“What are obstacles that hinder you or other’s ability to speak or learn Halq’emeylem?”

Top 3 Answers:

- Lack of program / speakers (42%)
- Time (32%)
- Difficult to learn (13%)

“What are obstacles that hinder you or other’s ability to speak or learn Halq’emeylem?”

Top 3 Answers:

- Day / night / summer class (47%)
- Offer in schools (15%)
- Make it fun / innovative ways to learn (9%)

“What community activities would you like to see for the children, youth, elders, parents, adults, other?”

Top Answers:

- More programs
- Prevention information
- More elder outings
- Parent Groups / Counseling

“How can we encourage more participation in community activities?”

Top Answers:

- No family politics
- Door Prizes
- More notice

“What are your favorite community events?”

- Community Christmas Dinner
- Youth Soccer Tournament
- Sasquatch Days

“Which recreation facilities, programs or services would you like to see in Sts’ailes?”

- Bigger Gym / leisure facility (40%)
- Structured programs (13%)
- Improve soccer fields (10%)
- Hockey box with lights/cover (10%)

“Which of the following services do you currently receive in Sts’ailes?”

- Doctor clinic (71%)
- Eye clinic (56%)
- Immunization (45%)
- Nurse practitioner (39%)
- Community health nurses (25%)
- Massage therapist (22%)
- Childrens oral health (21%)
- Breast examinations (16%)

“Do you have any recommendations for improvement on these services?”

Top 3 Answers:

- Increase # of Doctor days / hours
- More notice
- Dentist

“94% of you travel outside of Sts’ailes for any other health services”

“Any other health services you would like to see made available?”

Top Answers:

- Dentist
- Chiro
- Physio
- Lab work services
- Access outside A&D support, abusive relationship support
- Health spa
- Meals on wheels
- Mental health services
- Allergy specialist
- Sports injuries
- Transportation services

“Which of the following topics would you like to have more information about?”

Top Answers:

- Traditional / alter. medicines (72%)
- Grief and loss (44%)
- Nutrition (38%)
- Mental health (36 %)
- Addictions (35 %)
- other: Emergency preparedness, sexuality, diabetics care, spousal abuse, asthma, cancer, heart and stroke, counselling, arthritis, allergies, menopause

“What community and family events would you like to see in Sts’ailes?”

Top Answers:

- Adult soccer tournament
- Ball hockey
- Races in Sts’ailes
- Community canning/freezing
- Community campfire
- Community easter egg hunt
- Family night outings (movies)
- Volunteerism system
- Off-reserve programs
- Slahal tournament
- Spelling bee

“Do you think there are benefits of salmon enhancement done to sloughs in Sts’ailes?”

- 95% said Yes
- 5% said No

“Do you currently own your own business?”

- 12% said Yes
- 88% said No

“If no, have you considered starting your own business?”

- 41% said Yes
- 59% said No

“With regards to housing what five aspects are most important to you?”

- Affordability (62%)
- Privacy (53%)
- Renovations (45%)

“Which of the following is what Sts’ailes needs?”

- Custom Election Code (63%)
- Land Code (72%)
- Sts’ailes Spousal Property Law (64%)
- Land Use Plan (68%)
- Membership Code (64%)
- Justice Department (67%)
- 73% said they would help develop them

“What are the communities challenges in pursuing economic development?”

Top Answers:

- Lack of revenue
- Lack of new ideas
- Isolation
- Lack of trained / educated people

This CCP Report is also available on our website:
www.stsailes.com/ccp