



Shxw'ōwhámél First Nation

Annual General Report

2019-2021





Shxw'ōwhámél Vision

Shxw'ōwhámél will continue to support each other on working towards a healthy, educated, cultural and self-sufficient community.

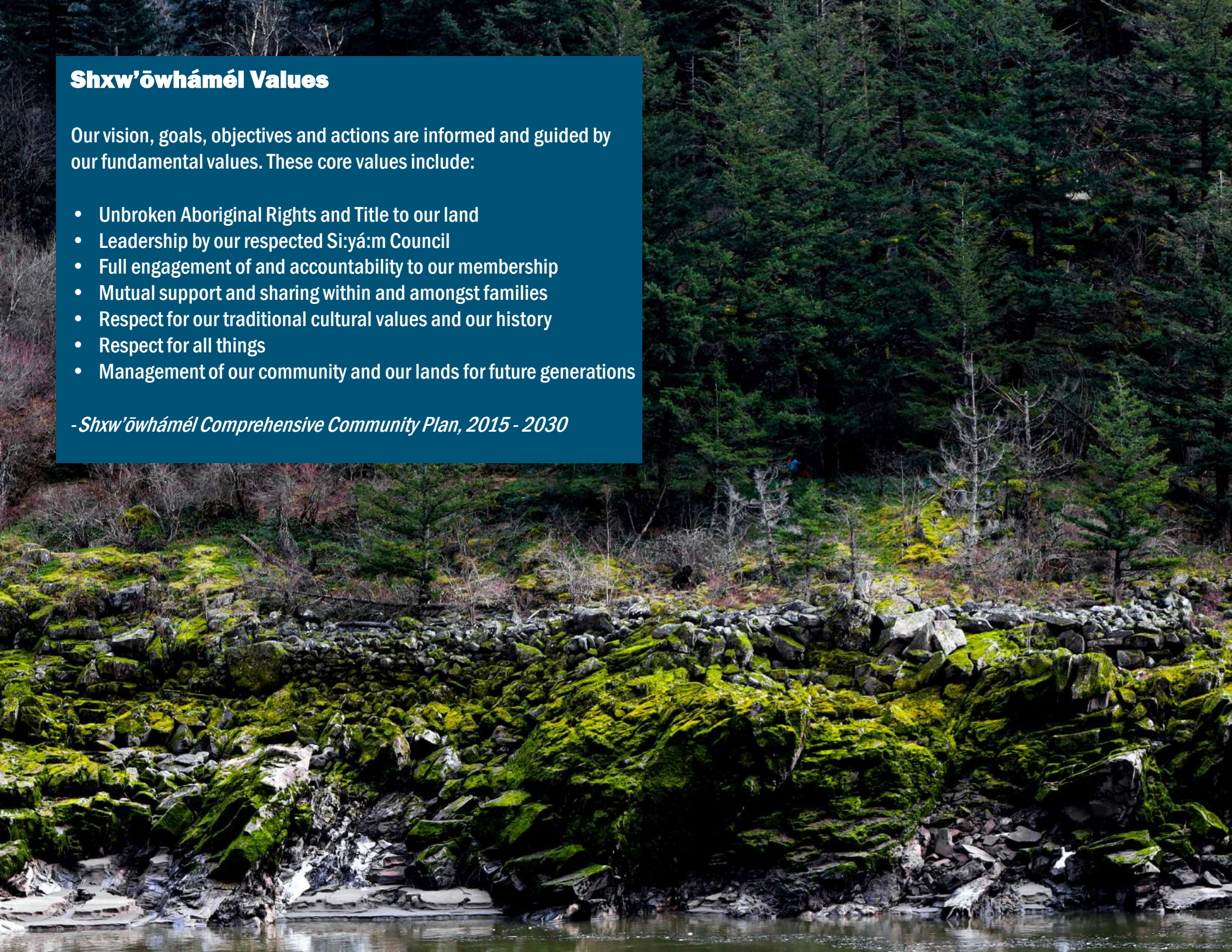
- Shxw'ōwhámél Comprehensive Community Plan, 2015 - 2030

Shxw'ōwhámél Values

Our vision, goals, objectives and actions are informed and guided by our fundamental values. These core values include:

- Unbroken Aboriginal Rights and Title to our land
- Leadership by our respected Si:yá:m Council
- Full engagement of and accountability to our membership
- Mutual support and sharing within and amongst families
- Respect for our traditional cultural values and our history
- Respect for all things
- Management of our community and our lands for future generations

-Shxw'ōwhámél Comprehensive Community Plan, 2015 - 2030





Shxw'owhámél First Nation

Departmental Reports





Shxw'owhámél First Nation

LANDS & RESOURCES DEPARTMENT

Who we are

Sally Hope, Lands & Resources Manager - Raymond Louie, Referrals Officer - Bonnie Leggat, Lands Clerk

What guides our work

- Shxw'owhámél First Nation Land Code and Laws
- Shxw'owhámél Land Use Plan
- Shxw'owhámél Environmental Management Plan
- Shxw'owhámél Comprehensive Community Plan, 2015-2030
- Consultation Guidelines and Referrals Policy

Departmental programs and services:

- Land Code and Lands Advisory Committee
- Law Development, Implementation and Enforcement
- Strategic, Land Use Planning and Environmental Management Plan
- Emergency Management
- Referrals
- Fisheries
- Land Development Permitting and FNLRS

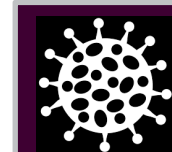
Highlights and successes from the past year



Development Permits
TMX Man-Camp
Patrick's Water Hauling Laydown Yard
SVLP Office



Law Development & Implementation
Emergency Covid-19 Law



Emergency Management
COVID-19 protocols, EOC
TMX Community Liaison
Vaccine clinic




Land Use & Strategic Planning
Supported Si:ya:m Strategic Planning
Working with Urban Systems with community development planning



Environmental Management
Environmental Management Plan Development
Wahleach Debris Trap Co-Management Negotiations
Train Derailment Response and Clean-up



Website Updates
Update & Redesign
Improved communication, information sharing and engagement



Information Management
Records Management
Training for all staff
Xyntac Database



Shxw'owhámél First Nation

LANDS & RESOURCES DEPARTMENT

Challenges and Points of growth

- Effects of COVID-19 Pandemic on scheduling, work planning, etc.
- Emergency Operations Centre (ECO) activated requires significant staff time, taking us away from other Lands priorities
- Our inability to gather due to COVID-19 has severely limited opportunities for community engagement
- Growing departmental responsibilities, staffing and capacity gaps
- Organizational and community understanding about Land Code and the roles & responsibilities of the Lands & Resources Department

Priorities for 2021

- Environmental Management Plan (EMP) engagement, drafting, revisions and formal adoption
- Law drafting & amendments
- Capacity development in Development Procedures & Permitting
- Organizing 2nd round of COVID-19 Vaccine Clinic
- Increased opportunities for community engagement and relationship building
- New website re-design to help improve communications



Departmental Highlight

TMX Man-Camp Ceremony

October 22, 2021





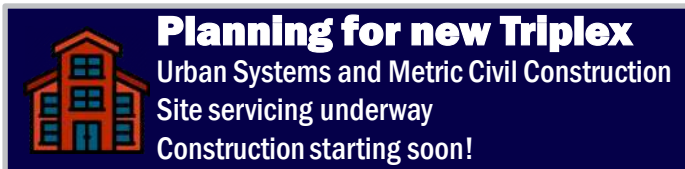
Shxw'owhámél First Nation

HOUSING & INFRASTRUCTURE

Who we are

Rhonda Brown, Housing Manager - Myles Andrews, Maintenance - Kyle Peters, Maintenance Assistant

Highlights and successes from the past year



Challenges and Points of Growth

- Capacity development for Admin and Maintenance Staff
- Admin - Xyntax training, computer essentials training
- Management, customer service and tenant relations
- New SFN Administration Building maintenance
- Maintenance - Cross training between Residential Building Management and Small Wastewater systems certificate training

Priorities for 2021

The Housing Department would like to improve communication with SFN Membership, Si:yá:m and other departments, move forward together in unity. Transparency and accountability is important to help ensure that the housing program is managed to its fullest potential.



Shxw'owhámél First Nation

SOCIAL DEVELOPMENT & EDUCATION

Who we are

Dana Andrews, Social Program Manager - Justin Kelly, Community Health Coordinator
Doug Llewellyn, Community Wellness Worker - Virginia Williams, Homemaker

Highlights and successes from the past year

Social Development



Caseloads Decreasing
Employment gains
Members returning to school
Members moving off-reserve



Community Care
Food & PPE for Elders & young families
Pandemic support & hampers



SFN Health Governance

Community Health



Culture
Summer Halq'emeylem Language Program
Drum Group



Community Events & Holidays
Christmas
Mothers Day & Fathers Day
Halloween School Events

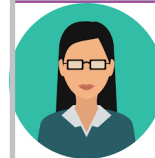


Health & Fitness
Chilliwack League Softball team
FitNation
Mental Health & Awareness

Education



Student Support



Teachers & Support Workers



Temporary Education Centre



Computers & PPE
Donated by FIRST and FNEsc

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children have been reported to be at-risk throughout the Pandemic, especially during lockdown.



Shxw'ōwhámél First Nation

SOCIAL DEVELOPMENT & EDUCATION

Challenges/Points of growth

- COVID-19 restrictions
- Providing services to SFN Members during the Pandemic
- Virtual gatherings
- Community engagement has been severely impacted, took some time to adapt

Priorities for 2021

- To keep caseload numbers low
- To keep the education program numbers high
- To promote and encourage members to meet with Doug
- Expand SFN's current Language Program
- First steps to planning and constructing SFN's Longhouse
- To start constructing SFN's community skatepark, playground, water park, and baseball/soccer fields
- Utilizing the new gymnasium to provide healthy activities such as FitNation, Indigenous Run/Walk training, mixed martial arts, etc.
- Re-engagement of the community drum group, introducing more cultural ceremonies and sharing protocols for these ceremonies





Shxw'owhámél First Nation

ECONOMIC DEVELOPMENT

Who we are

Fabian McNeil, Economic Development Manager

Highlights and successes from the past year



Development Planning

Lands Purchased

Clearing and Developing



Acquisition of Lands

Bid in for house adjacent to Triangle Property

Land in Downtown Hope



Current Development

SFN Campground & Boat Launch

Mobile 1 Gas Station in Wahleach



Priorities for 2021:

- Research ideas for newly acquired property at the end of St. Elmo Road
- Logging Wahleach in spring of 2021



Shxw'owhámél First Nation

FINANCE DEPARTMENT

Who we are

Theona Lewis, Finance Manager - Katherine McHalsie, Finance Officer

Highlights and successes from the past year



Records Management
Xyntax System Upgrades
Enhanced Program Management
information set-up



Financial Governance
Budget Development - now
available to Program Managers
Audit completed in timely manner



Capacity Development
Conferences & Workshops
FAL Study

We are proud of our last year's accomplishments. Especially that last year we have stepped beyond the boundaries of standard financial duties and developed professional development sessions for the Council. The primary objective is to enhance Council's professional skills much needed in complex decision making environment arising from recent land settlement and Trans Mountain economic expansion. This enhancement is to be achieved by obtaining professional development sessions by engaging a financially certified Consultant Craw MacKay LLP firm to provide coaching assistance to build Council's professional capacity and enhance their knowledge. We presently have a series of professional development sessions in place for Council taking place bi-weekly.

Priorities for 2021:

- Internal - ensuring correctness of financial processing and maintaining timely reporting
- External - meeting regulatory requirements of funding agencies and governing authorities
- Providing reports & updates to the SFN community





Shxw'owhámél First Nation

ADMINISTRATION

Who we are

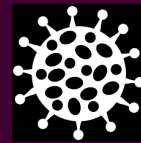
Shane James, Chief Administrative Officer - Shawna Peters, Executive Assistant
Jenna Munro, Administrative Assistant - Angie Dick, Secretary

Highlights and successes from the past year



Developments

New Administration Building
Recreational Projects
Triplex Units



Emergency Management

COVID-19 Response
Freshet Season
CN Train Derailment



Governance and Rights & Title

Supported Si:ya:m Strategic Planning
Implementing Governance Policy & Supporting Portfolios
Tiyt Tribe



Agreements & Negotiations

TMX Mutual Benefit Agreement (MBA)
Wahleach Debris Trap Co-Management Negotiations
Train Derailment Response and Clean-up



Economic Development

Urban Systems Projects
Lands Purchased

Challenges/Points of growth:

- Communication Gaps
- Adherence to Governance Policy
- Inter-departmental Relationships
- Pandemic

Priorities for 2021:

- Administrative Organizational Structure Updates
- Lands to Purchase
- Community Engagement
- SFN Longhouse Planning & Constructing
- Wahleach Development

Departmental Highlight

New Administration Building *Completion in 2021*





Shxw'owhámél First Nation

Meet Si:yá:m

Message from the Chief Administrative Officer

Ey Swayel Shxw'owhámél members.

I would like to take this opportunity to thank Shxw'owhámél Si:yá:m Council for their support in making me the CAO. It is an honour that I do not take lightly, to work and serve Shxw'owhámél members. I look forward to the upcoming years we have to work with each other.

I also want to acknowledge the difficulties that our members have faced throughout 2020 when COVID -19 came into all our lives. I want to thank our COVID-19 Emergency Management team for their continued dedication to keeping our membership, community, and staff safe and healthy. Despite being in the midst of a worldwide pandemic, Shxw'owhámél has continued to grow and prosper. We will continue to work hard to develop programs and services that will directly benefit our community. It is my personal goal to ensure that community members are heard and part of our progress moving forward. Over the next year, we will see a lot of the hard work, planning and proposals come to life, including our new Administration building and our 2-million-dollar Recreational Facility.

This year, the AGM will serve as our verbal report to members, and we will ensure that we have an annual report for members completed by April 15th for the 2020-2021 fiscal year. These annual reports will be mailed out to all members.





Shxw'owhámél First Nation

Meet Si:yá:m

Darren Jones

Elsie Jones Family

Portfolio's held:

Housing, Infrastructure & Water

Lands, Right of Ways & Emergency Response



Antoine McHalsie

Elsie Jones Family

Portfolio's held:

Housing, Infrastructure & Water

Lands, Right of Ways & Emergency Response





Shxw'ōwhámél First Nation

Meet Si:yá:m

Lucille Casimir

Harvey Casimir Family

Portfolios held:
Elders
Finance



Chris Casimir

Harvey Casimir Family

Portfolios held:
Elders
Finance





Shxw'ōwhámél First Nation

Meet Si:yá:m

Clara Paull

Irene George Family

Portfolios held
Health
Fisheries & Wildlife



Irene Smith

Irene George Family

Portfolios held
Health
Fisheries & Wildlife





Shxw'owhámél First Nation

Meet Si:yá:m

Naomi Fraser

Emilia Fraser Family

Portfolio's held:
Social Development & Justice
Education
Administration



Archie Aartsen

Emilia Fraser Family

Portfolio's held:
Social Development & Justice
Education
Administration





Shxw'ōwhámél First Nation

Meet Si:yá:m

Deanna Peters

Stanley Jones Family

Portfolio's held

Mining & Forestry

Youth, Culture, Sports & Recreation

I have been siyam for almost 3 yrs and my listed Porfolio's have been recently assigned to me. I will be working closely together with Dana and Justin to catch up and also see what they are working on - Deanna



Justin Kelly

Steven Kelly Family

Portfolio's held

Media & Communications

Economic Development & Tourism

Membership







Shxw'owhámél First Nation

Meet the Staff

Shane James

Chief Administrative Officer

Administration



My name is Shane James. I am a Shxw'owhámél FN band member. I am 38 years old and live with my spouse with our 3 children in the community. I have 2 boys who live in the states with their mother.

For the past 10 years, I have been part of the political arm of Shxw'owhámél. This helped me focus on advancing SFN's broader vision and ambitions. Helping develop and implement policies, strengthening our programs and procedures for an effective and efficient operation. As of 2018, I have been the seat of Chief Administrative Officer dialoguing with Shxw'owhámél Si:yám Council and working on initiatives to contribute to Shxw'owhámél First Nation's long term vision to success. As CAO, I oversee and manage programs and services for Shxw'owhámél FN members and ensuring their equitable and effective distribution to SFN members. Engaging and negotiating with various federal and provincial agencies and departments, other FNs other communities and other stakeholders.

One of our main goals is to ensure that SFN maintains a positive image in the community through direct engagement with Shxw'owhámél members and public relations programs. In the next year, we are working on communications policy to better engage with our membership.

My professional goal would be to bring Shxw'owhámél into the future to become a self sufficient organization paving a path for future generations. My personal goal is to acquire more knowledge of my culture, traditions and language.



Shxw'owhámél First Nation

Meet the Staff

Jenna Munro

Administrative Assistant

Administration



My name is Jenna Munro, and I am an Administrative Assistant.

I assist with administration duties. Also, I assist alongside Siyám and share documents/training opportunities.

My professional and personal goals are to discover new training to sharpen my skills and always learning to improve to grow in my career.

I am passionate about uplifting others and showing kindness, learning new activities, aspects to further my education, and being involved in my community and work.



Shxw'owhámél First Nation

Meet the Staff

Angie Dick

Secretary

Administration



My professional goal is to keep communication apart as it is the heart of my job. My personal goal is to be productive with time spent with family, for this year has shown me that we can not always be together. A couple of services that I provide are telephone services, client services, administrative support, and most of all communication services. In the past year I have learned how to work through a glass between me and community members as we are all in this together taking COVID one day at a time.

I am proud of creating an organized system to keep communication between everyone in a clear positive mind. The highlight of my year is seeing how Shxw'owhámél First Nation staff and community continue to work together in keeping involved through technology. Community involvement in this past year has been restricted due to covid. As an essential worker I believe I made the effort to keep involved by being here.

For the rest of 2021 I am extremely excited to move into the new administration building to assist all Shxw'owhámél members and colleagues with additional services.



Shxw'owhámél First Nation

Meet the Staff

Danielle Gabriel

Human Resources Manager

Human Resources



My goals are to consult with employees to identify needs like hiring or refer qualified candidates, plan, and coordinate Shxwowhamel First Nation to best use employee talent, resolve issue between management and employees, and direct disciplinary procedures following SFN policies.

I also want to help develop policies for all departments and to help create healthy relationships. I want to support SFN's goal of "Working Together in Harmony."

I am passionate about supporting First Nations working towards sustainability to be able to change, protect and become a stronger people for future generations.



Shxw'owhámél First Nation

Meet the Staff

Sally Hope

Lands & Resources Manager

Lands & Resources



My name is Sally Hope. My traditional name is Quetitse. I am registered to and living in Seabird Island, but I grew up in Yale/Hope. Growing up, I spent a lot of time at the river, watching my parents and grand parents harvest salmon. I learned from a young age, how to process and store fish throughout the seasons. So many great memories from the canyon to Yale.

I have been employed with Shxw'owhámél since August 2017.

As the Lands & Resources manager, some of my responsibilities include implementing the Shxw'owhámél Land Code, implementation and oversight of all aspects of the Lands & Resources Department.

My goal for our Lands & Resources Department is to ensure that all members, Shxw'owhámél staff, Siya:m, partners and future developers understand the need for all the processes in the Shxw'owhámél Land Code. This goal will be reached by clear communication that outlines these processes.



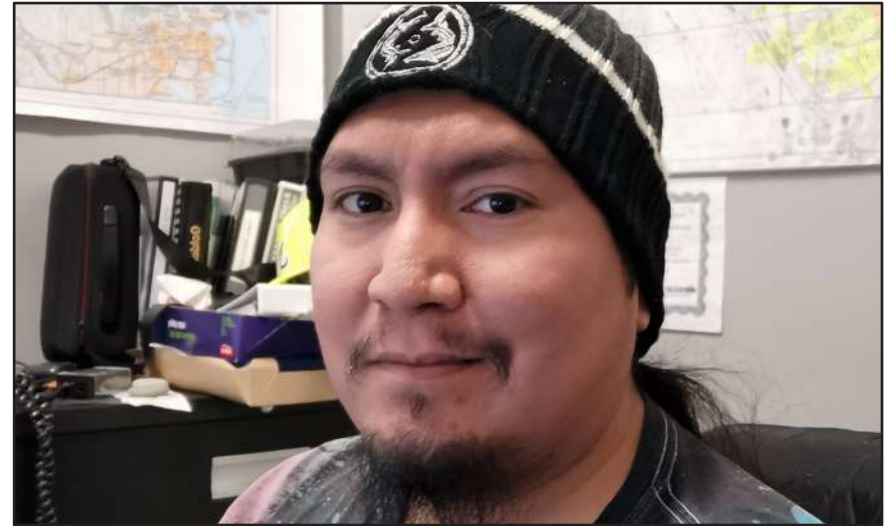
Shxw'owhámél First Nation

Meet the Staff

Raymond Louie

Referrals Officer

Lands & Resources



Waiting for several documents and processes to finish being developed so that we as a nation can begin enforcing laws or processing referrals in an efficient manner. I would personally like to create a small food forest somewhere near Wildrose lane, I am currently in the process of trying to clone red huckleberries found here, and have plans to gather and scatter stinging nettle seeds in the hope of creating new patches.

I have several hobbies on the go, I have built a small archery range in my backyard as well as an area to practice knife and axe throwing. I also enjoy driving RC trucks, I am currently running a Redcat Racing Everest Gen 7 that needs some repairs, I also plan on acquiring something a bit faster soon.



Shxw'owhámél First Nation

Meet the Staff

Bonnie Leggat

Lands Clerk

Lands & Resources



Éy swáyel Shxw'owhámél First Nation!

My name is Bonnie Leggat, and I am a member of Leq'á:mel First Nation and I also have family in Lytton First Nation!

I was hired in November 2019 for the Shxw'owhámél Lands Clerk position, as I previously worked for Leq'á:mel First Nation in the Lands Department and have experience with First Nations Land Governance. My current responsibilities for Shxw'owhámél Lands Department include: registration of land interests, permitting major land developments and ensuring compliance with Shxw'owhámél Laws (e.g. TMX Man Camp, Laydown Yard, Patrik's Water Hauling), assisting with emergency management and our COVID-19 pandemic planning.

My goal as the Lands Clerk is to respect and honor Shxw'owhámél Lands through my work in implementing Shxw'owhámél's Land Code and newly adopted laws.



Shxw'owhámél First Nation

Meet the Staff

Rhonda Brown

Housing Manager

Housing



Hadeeh' my name is Rhonda Brown. I am a Lake Babine Nation member from Burns Lake BC. I belong to the Likhtsamisyu/ Tsayu Clan (Beaver Clan).

I have worked in Aboriginal Housing since 2001 as I started my career as a Youth Intern and recently completed the First Nations Housing Manager Certificate program in February 2020. I have worked for my community Lake Babine Nation for 19 years. I managed our housing program that has 260 houses in three communities.

I started with Shxw'owhámél First Nation as the Housing Manager on July 6, 2020.

I would like to take this opportunity to show my appreciation to your community for allowing me to share my work experience with the Shxw'owhámél First Nation and I will do my very best to provide the best services that I can for your community.



Shxw'owhámél First Nation

Meet the Staff

Tamika McNeil

Housing Assistant

Housing



Hello, my name is Tamika McNeil. I am the housing assistant here for Shxw'owhámél First Nation.

I am a member of Seabird Island Band.

I am also a mother of one little four year old name Kayden.

I started here in Shxw'owhámél in February 2020 as the housing assistant through a SASET youth initiative and I have been here since then. I absolutely love working in this community and meeting each member as they come by

I am very excited to see what this position has in store for me in this new year!



Shxw'owhámél First Nation

Meet the Staff

Myles Andrews

Maintenance

Housing



Kyle Peters

Maintenance

Housing



Shxw'owhámél First Nation

Meet the Staff

Dana Andrews

Social Development Manager

Social Development & Education



My name is Dana Andrews, and I supervise three employees: Justin Kelly – Community Health Coordinator, Doug Llewellyn – Community Wellness Worker & Virginia Williams – Homemaker.

My goals are to:

- have clients either go back to employment, with the help of other employment counselors, or go back to school for training (post-secondary)
- have our Elders receive all the services needed for healthy living.
- have services provided for our Youth to give them a good start to independence
- and to help people understand their barriers to seeking quality health services to improve their quality of life for themselves and their children.



Shxw'owhamel First Nation

Meet the Staff

Justin Kelly

Community Health Coordinator

Social Development & Education



Ey swayel tel siya:m tel siya:ya. S'wáls tel sqwix, te litsel kwa Shxw'owhamel.

My English name is Justin Kelly and I am the Community Health Coordinator and I have been in this position just under a year now. Although, I have worked with Shxw'owhamel on and off since 2014 in various roles but all with the same goal in mind; learning and sharing who we are as Sto:lo People.

My passion is to work for my people and assist in any way I can to help improve their quality of life. Over the years, I have come to interpret that my role encompasses almost all aspects of the medicine wheel, such as the Physical Health, the Mental Health, the Spiritual Health, and the Cultural Health of the community. Any events and workshops that I coordinate, I ensure that they touch on each of these topics. The way I approach my job is to ensure that any programs or services provided always benefit the members in one way or another; I am here for their benefit, not mine. Just for fun and in my down time, some of my hobbies include playing softball and playing video games.

My goal is to continue to grow with our people to ensure our future generations have every opportunity to lead a healthy and cultural lifestyle, where identity is not sought from outside influences but is known from inside of themselves.



Shxw'owhámél First Nation

Meet the Staff

Doug Llewellyn

Community Wellness Worker

Social Development & Education



For those who do not know me I was hired about two years ago as the Addictions Counsellor here at Shxw'owhámél First Nation.

My professional and Personal goal is to grow, If I can grow personally, I will continue to grow professionally. A couple of services that I provide are Personal Development, Life Skills, Understanding Anger, Addictions Counselling, and other duties when required. In 2021 I look forward to group activities and continued one on one services.

If you need someone to talk to at ANYTIME, do not hesitate to call me at 1(604) 751-2122



Shxw'owhámél First Nation

Meet the Staff

Virginia Williams

Homemaker

Social Development & Education



Hello, my name is Virginia Williams.

For those who do not know me I am the Home Support Worker here at Shxw'owhámél First Nation. My professional goal is to provide my services to all community members in need of extra support. My personal goal is to learn more for each client I work with.

A couple of services that I provide are cleaning, organizing, communication support and on top of that, I also learn so much from the elders. In the past year due to me being a new employee and working through covid restrictions I am currently waiting for the second shot to return to work. The highlight of my year is becoming an employee of Shxw'owhámél First Nation.

For the rest of 2021 I am extremely excited to receive a call from SFN staff that I can get back to work and catch up with Shxw'owhámél Clients.



Shxw'owhámél First Nation

Meet the Staff

Fabian McNeil

Economic Development Manager

Economic Development



My name is Fabian McNeil and I am from Seabird Island Band. I am married with 1 son. I have spent the last 21 years in casino management. I recently moved back home to help Shxw'owhámél expand its economic opportunities. I am here to help the community prosper.

My role as Economic Development Manager is to oversee all economic activities for Shxw'owhámél FN. I try to find projects, business, programs, activities and policies that seek to improve the quality of life for Shxw'owhámél. Shxw'owhámél has vast quantities of economic opportunities with limited challenges

My goal is to create opportunities for education, training and employment while bringing Shxw'owhámél forward with economic opportunities.



Shxw'owhámél First Nation

Meet the Staff

Theona Lewis

Finance Manager

Finance



Theona Lewis, CPA-CGA, CAFM

My role with SFN is a Chief Finance Officer, overlooking functionality of Finance Department

My goal is to pursue professional involvement with SFN Governance and Community to support their goals and contribute to fulfillment and realization of their dreams

Aside from professional paths I am passionate about traditional and spiritual ways of life.



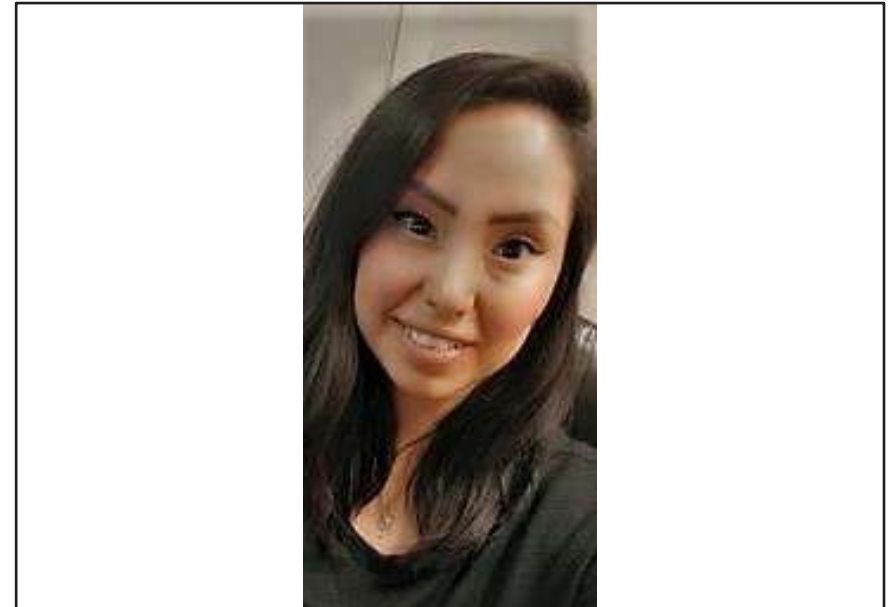
Shxw'ōwhámél First Nation

Meet the Staff

Katherine McHalsie

Finance Officer

Finance



Hello, my name is Katherine McHalsie.

I am a member here with Shxw'ōwhámél First Nation and have been working in the Finance Department for almost 2 years. My role is Accounts payable and credit card administrator.

My professional goals are to go back to school.



Thank you for joining us for this year's
Annual General Meeting.

Please submit any questions or feedback to
the following email:

agmquestions@shxwowhamel.ca