



This Annual Plan is dedicated  
to the Tsawwassen people —  
past, present and future generations.

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# TSAWWASSEN FIRST NATION

Annual Report  
April 2007 - March 2008





- » Preparing the Written Reports in accordance with the Agreement.

Activities in Natural Resources in areas other than the Fisheries program have been mostly related to preparing for the Effective Day of the TFN Treaty. After the Effective Day, TFN will require Harvest agreements for Wildlife, Renewable Resources, and Migratory Birds, in addition to regulations and documentation for harvesters and fisheries vessels, hunter training, and safety programs. Laura Cassidy has begun the important work related to ensuring those agreements and processes are ready for Treaty Effective Day, to fully implement the TFN right to hunt, fish, and gather in the TFN traditional territory.

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## Message from Chief and Council



We are pleased to present the first Annual Report for the government of the Tsawwassen First Nation. The Annual Report provides a high-level review of the activities of each program area to the membership for the one year period from April 1, 2007 to March 31, 2008. The staff and the elected Council of TFN have worked tirelessly this past year, and that hard work has brought many successes to our community. From the training and skills certification made available to our community members, to the negotiations on water and sewer infrastructure, to our new daycare, and of course, to our Treaty, our successes are shared as a community.

We would like to take this opportunity to thank the many members who participated in our Committees and our treaty related meetings, giving up their evenings to provide us with their input. Also there are many volunteers who helped to make the last year so successful. Success with community and public gatherings, such as the hosting of the paddlers annual stop in Tsawwassen, the visit from the Maori

King and his delegation and the very first Tsawwassen Annual General Meeting are tangible indication of our growing success as a community.

Our Longhouse has seen significant use as a place to practice our culture, pass our traditions on to our children and to share them with our neighbors. Namings, memorials, winter dancing and feasts are important aspects of our culture, absent for too long, that are again being practiced openly by our members.

Our community would not be what it is without the hard work of so many!

We have come far and have so much to be proud of. Whatever the issues we will face in the future, we have confidence in the vision, dedication and commitment of our community members, our volunteers and our staff to meet the challenges. We know that we will continue to prosper in our new way forward.

**Top Photo (L to R):** Andrea Jacobs, Andrew Bak, Chief Kim Baird, Remo Williams, Laura Cassidy

- » The Delta Port Third Berth Expansion;
- » The Vancouver Island Transmission Reinforcement Project;
- » The South Fraser Perimeter Road; and
- » The Port Mann/Highway 1 Project.

Finally, the Lands program provides important input into Treaty and Treaty Implementation processes. One of its most important projects in 2007 / 08 was the initiation of the TFN Community & Land Use Plan, which will set out the framework for the development of TFN reserve and treaty settlement lands post-treaty. Along with other projects undertaken with the Treaty Department, this Plan will prepare TFN for the Effective Date of the Treaty. These transitional projects are of vital importance, as they prepare the department to switch from the Indian Land Registry System to the provincial Land Title Office system, improving the value and marketability of lands.

To support all of these activities, the Lands program operates and maintains a geographic mapping function, using both GIS (Global Information System) and GPS (Global Positioning System) tools. Andrew Bak is the Manager of the Lands program, and Penny Baird is the assistant, working with the First Nations Land Registry.

The **Natural Resources section** of the Department enables members to access and protect fish, wildlife and plant resources in ways that respect cultural traditions and the health of the environment. The largest of these activity areas is the Fisheries Program, overseen by Tony Jacobs, who is assisted by Ruth Kenny.

During the 2007-2008 Fisheries period, the following types and numbers of fish and crabs were harvested:

- » 206 chinook, 4,020 sockeye, 7 coho, and 1,626 chum harvested during the FSC openings from April to Oct. 2007;
- » 5,333 chum, 14 coho, and 1 chinook harvested during the Economic Sales Fisheries; and
- » 6,225 crabs harvested during this year.

There were 3 Communal Commercial Salmon Fishing Licenses held by TFN members during the 2007-2008 period. There was one Communal Commercial Crab Fishing Licence for the 2007-2008 crabbing season.

The fish monitors for 2007 / 08 were: Tavia Proteau, Pam Proteau, and Jen McCrystal.

Other duties of the Fisheries program in 2007-2008 have included:

- » Participating, coordinating, and scheduling monitoring during the TFN Fisheries;
- » Providing direction and guidance as well as supervising the TFN Monitors;
- » Issuing Designation Cards and Observer Letters to qualified individuals;
- » Updating and informing the Community through notices in the TFN Newsletter;
- » Attending Monitoring and Compliance Workshops, DFO consultation meeting (PICFI), Planning Committee Meetings, Fisheries Management & Fraser River Sockeye Planning Workshops;
- » Coordinating the TFN Communal Commercial Crab and Salmon Fishing Licences; and

## Lands and Natural Resources



**Manager:**  
Andrew Bak  
604.948.5224  
abak@tsawwassenfirstnation.com

- » 9 Mortgages (of leasehold properties);
- » 18 Discharges of Mortgages; and
- » 2 Miscellaneous (Right of Way agreement / Judgment).

Lands Management is responsible for the regulation and management of fill operations on the TFN Reserve. These operations are active under the authority of the TFN Soils Bylaw. Each fill site requires its own Fill Site permit, and each site from which fill originates requires an Originating Site permit. As of March 31, 2008 there were 5 active Fill Site permits, from 19 TFN-approved originating sites locations around the Lower Mainland. During the 2007 / 08 fiscal year, the total area of TFN land being filled has increased in size by approximately 3.3%, from 34.87 hectares to 36.014 hectares.

The Lands program also provides input into development proposals (referrals) in the TFN traditional territory – the much larger area running from the Southern Gulf Islands in the South-West to Pitt Lake in the North-East. In 2007 / 08, the program provided input into the following types of referrals:

- » Bylaw development processes
- » Crown Land dispositions
- » Investigations and alterations involving registered archaeological and heritage sites, and
- » Proposals for natural resource extraction.

Staff members and contractors engaged by the Department also represented the interests of the membership within the Environmental Assessment processes of the following federal and provincial projects:

The Lands and Natural Resources (LNR) department is responsible both for managing the Tsawwassen First Nation Reserve land area, and for providing input into the management of TFN's traditional territory lands. Lands and Natural Resources is also responsible for running the TFN Fisheries program. Finally, the department has been very involved in the TFN Treaty process and the transition of TFN lands to Tsawwassen ownership on Effective Day.

The **Lands Management program** operates under the authority of the Tsawwassen First Nation Land Code, approved in 2004. Under the Land Code, TFN has the authority to control and regulate TFN reserve Lands. One important function of the Lands Management program is operating the First Nations Land Registry System, in which interests in TFN lands are registered. Transfers, dispositions, leases, and other transactions, for community lands, Certificate of Possession lands, and leased lands, are all the responsibility of the Lands program. In 2007 / 08, the Lands Management program registered:

- » 5 CP Transfers;
- » 11 Assignments of Lease;

## Administration and Finance



**Acting CAO:**  
Catharine Read  
604.948.2112  
cread@tsawwassenfirstnation.com

**Acting Finance Director:**  
Sharon Vatkan  
604.948. 2112  
svatkin@tsawwassenfirstnation.com

**Office Manager:**  
Losa Luaifoa  
604.948.5225

The responsibilities of the Chief Administrative Officer (CAO) include working with Chief and Council to implement their policy direction, the management of all department heads and TFN employees and working with community members to address individual and collective concerns. The CAO is also responsible for elements of the treaty transition work, the management and control of budgets, and the development of policies and by-laws for consideration by Chief and Council. The duties of the CAO are essential to the successful administrative operations of the TFN government.

This past fiscal year has seen many changes within the Administration department. Catharine Read was hired as the Acting Chief Executive Officer in October 2007. Tanya Corbet is the new Executive Assistant to the Chief.

The Office Manager, Losa Luaifoa, ensures administration and support functions are working effectively to meet the needs of Chief and Council, Staff and members. She is also responsible for the Information Technology functions of the TFN government. Losa Luaifoa continues as Office Manager.

In November 2007, Sharon Vatkan was hired as Acting Director of Finance with the primary task of improving our financial management and reporting and has been hard at work on TFN finances. In addition, she has responsibility for community / social housing, taxation and the Tsatsu Gas Station.

Joanne Williams and Dawn Williams are the pillars and mainstay of the Finance Department. All financial information is managed through the Finance department, including payments to members, staff payroll, bill payment, arranging mortgages and tax collection, and managing TFN government's investments. They also produce financial reports for the senior management and Chief and Council.

Nikki Jacobs is the Manager of Tsatsu Gas. The gas station employs 8 people, of whom 3 are TFN members. The convenience store offers gas, propane, diesel, lottery and tobacco products and has had an increase in clientele (status and non-status) from the

Delta area in the last year. Tsatsu Gas has been in business for four years and expects to make a profit next year.

When Cindy Hearl returned from maternity leave, she moved to the social housing portfolio. Her position is responsible for maintaining the rental agreements with all Social Housing tenants, ensuring tenants pay their rent, developing payment plans if necessary and overseeing all maintenance issues. There are currently twenty-one social housing units on the reserve.

Direct benefits to members total \$1,041,027 and are detailed in the table below.

Elders' Insurance	\$2,752
Members' Home Insurance (on & off reserve)	\$15,955
Water Bill	\$122,461
Garbage Pick-up	\$24,264
General Distribution	\$298,444
Stahaken Claimants	\$541,943
Food Fish	\$35,252
<b>Total Benefits</b>	<b>\$1, 041,027</b>

- » Tsatsu Shores;
- » TFN grounds; and
- » The Longhouse.

Staff of the Public Works Department in 2007 / 08 included Dan Lorenz and Tim Lorenz. Clint Gurniak was responsible for the community recycling program.

The treatment plant continues to operate well and is responsible for the efficient operation of the sewage treatment plant, sanitary collection system, hydrants and all underground water systems. The plant's head operator is Ken Baird and Brian Cardinal is the trainee.

# Treaty Department

Chief and Council and the Manager of Economic Development have undertaken site visits to some world-class ports to learn about best practices in port-related technologies and planning concepts, as well as civic planning concepts currently in place. Port visits included Dubai, Singapore, China, Hong Kong, Seattle and Chicago. TFN has strong interests in these areas based on our future development potential, potential benefits to TFN from development, and environmentally sustainable development.

SPAL, a partnership between the Tsleil-Waututh Nation and TFN is a company developed to focus on regional business opportunities, such as the construction projects related to the 2010 Olympic Games. SPAL will employ local First Nations people and provide sub-contracting opportunities to First Nations' businesses. Although SPAL was not operational in 2007 / 08, it is expected that this joint venture will provide TFN with a profit share from a much larger revenue base than it has access to currently.

An agreement was at long last negotiated with the beach lot owners that will see not only all the beach front lots connected to a new sewer line, but will also recoup the expenses that the TFN has incurred related to this issue.

Negotiations with Metro Vancouver and Delta regarding the long-standing issues of insufficient sewage and water capacity started in 2007 / 08. These negotiations are progressing and will be concluded in 2008 / 09. TFN is confident that success will be achieved in these negotiations, resulting in the removal of water and sewage as barriers that limit development.

Also started in 2007 / 08 were negotiations with Translink. These discussions will yield the first public transportation to and from the TFN lands, connecting TFN with the town of Tsawwassen.

With the significant increase in construction activity that TFN experienced this year, there is a need to limit the liability of the TFN government from the possible downside risks of undertaking major construction projects. There is also a need to operate the construction activities in a more business like way, compared to normal government operations. Consultations with the community to establish a TFN development corporation started in the spring of 2007 / 08.

Capital works during the year focused on the infrastructure associated with services for the addition to the sub-division. The servicing is not complete and will continue in 2008/09.

The Public Works staff, led by Vince Cassidy undertook a number of community clean-up and beautification activities in addition to their operations and maintenance work. The Public Works Department deals with the majority of issues concerning the maintenance of the community. It is responsible for maintaining all TFN community owned assets such as:

- » The administration building;
- » The two office trailers;
- » The Youth Centre;
- » The Elders' Centre;
- » The Recreation Centre;
- » The cemetery;
- » Stahaken sub-division;



**Manager:**  
 Laura Cassidy  
 604.948.5211  
 lcassidy@tsawwassenfirstnation.com

**Chief Negotiator:**  
 Kim Baird  
 604.948.5218  
 kbaird@tsawwassenfirstnation.com

Tom McCarthy

Tsawwassen First Nation made history this past year, thanks in large part to the perseverance of the TFN government and the dedication and commitment of the Treaty Department and TFN members.

TFN's historic accomplishment in 2007 / 08 was the ratification of the Tsawwassen Treaty by our own community on July 25th, 2007. The strong support for the Treaty, expressed by 69.5% of the eligible TFN membership, was an important validation of the vision and effort of Tsawwassen First Nation over the past 14 years.

The first part of 2007 / 08 was focused on providing information on the treaty and preparing for the Tsawwassen ratification. The staff of the Treaty Department undertook a major public information campaign, including publications on every aspect of Treaty, regular community meetings, family meetings, off-reserve meetings, tax workshops, Land Tours, voter list renewal, an Annual General Meeting, and specific workshops on various aspects of Treaty.

At the same time, the Department concluded the process of developing a Tsawwassen Constitution,

which sets out a new governance structure under Treaty. The Constitution was also approved in July 25, 2007.

The Tsawwassen ratification was followed by several other major milestones. The Treaty was introduced into the B.C. Legislature on October 15th, along with a speech by Chief Kim Baird – the first woman and only the second non-MLA ever to address the Legislature. It passed the provincial Legislature's decision process on November 22.

The **Treaty was signed by all parties** on December 6, 2007, at a ceremony in Ottawa. This signing made the treaty an official agreement between all three levels of government. It was introduced into the federal Parliament, and at the end of 2007 / 08, was moving through the federal approval process.

Tsawwassen is the first Nation to successfully complete the BC Treaty Commission's process, and our Treaty is the first urban treaty in Canada's history. It clarifies our rights with respect to ownership and management of our lands and resources, includes a cash settlement to provide a financial base that will

## Economic Development and Public Works

enable us to build our own economy, and gives us the tools we need to become a self-governing, self-reliant community. A TFN constitution, TFN laws and TFN control of our future – this is what we have worked for so hard and so long.

In September of 2007, the Treaty Department began to undertake an extensive range of **pre-implementation projects**. These projects will prepare TFN to enter into Treaty ready to take advantage of all its opportunities. The Implementation work involves overseeing and coordinating many processes important to TFN. There are over 35 projects in the TFN Treaty Implementation Work Plan. Some are important planning processes, including a Strategic Plan, a Community and Land Use Plan, and the design and implementation of the new TFN governance structure.

Internal government reviews are an important component of TFN pre-implementation work. These include a review of TFN operations and programming, the implementation of a new finance and budgeting process, a plan for taxation of non-members immediately post-treaty. TFN must also prepare for Effective Day requirements, including work on the legal transfer of all lands to TFN and TFN members on Effective Day, the development of all core TFN Laws that will replace the Indian Act and govern TFN on Effective Day, and the development of a new relationship with the Greater Vancouver Regional District, including an agreement on the provision of services to TFN.

The development of an Economic Development Corporation, to begin working on developing a sustainable revenue base for the Nation, is another important Implementation process. The Department is also focused on new hunting, fishing and gathering requirements for Effective Day, the implementation of a Translink bus route onto TFN lands, and planning for a new judicial process and a complaints resolution process that members can use to address their concerns.

The past year has seen unprecedented involvement from the TFN community in all aspects of the TFN Treaty Process. In particular, the involvement of families and of younger members in the treaty process through our family meetings and youth workshops has been invaluable to our community planning process. This input has helped to provide a balance between immediate gain and long-term generational planning. By involving and educating our young members in the nuances of the treaty, we can build future capacity amongst those who will lead us forward.

Throughout the ratification process, the Treaty Department has also continued to place significant emphasis on **shared territories agreements** – that is, agreements that resolve potential disputes on traditional territory overlaps with other First Nations. Under the British Columbia Treaty Process, the First Nations are to resolve issues respecting shared territory among themselves. Of over 50 First Nations with initial overlap issues, there remain only a handful of outstanding Nations with which TFN continues to seek agreements.



**Manager:**

Terry Baird

604.948.5226

tbaird@tsawwassenfirstnation.com

The Economic Development and Public Works Development, managed by Terry Baird, is responsible for economic development planning and business development for the Tsawwassen First Nation. As well as developing investment and partnership opportunities, TFN bids on and manages construction contracts. This department also has responsibility for infrastructure planning, construction management and maintenance of TFN's assets.

In 2007 / 08, a number of construction bid opportunities were won by TFN. A contract with the Vancouver Port Authority for log salvage and environmental cleanup of the salt marsh was worth \$400,000 and employed ten TFN members and one TFN member-owned business full-time for three months. The project also provided environmental benefits for fisheries. The profit generated by this project was used to enhance member distributions.

The Vancouver Port Authority provided additional opportunities for TFN to bid on construction projects. TFN has been successful in obtaining construction work related to the Deltaport Berth 3 expansion. TFN has completed or is engaged in projects worth \$2.5million with Delta Port Constructors, the company

responsible for construction of the foundation level of the port expansion. Details on the dollar value of benefits and the employment generated in 2007 / 08 are provided in the Education, Skills Development and Employment Services Department section above.

TFN won work as the primary contractor for a civil works and eelgrass planting project in the area south of the ferry causeway. This is a \$5 million project that was obtained through negotiations with the British Columbia Transmission Corporation. TFN is the contract manager. The work commenced in 2007 / 08 and continues on into the new fiscal year. The management work includes overseeing \$3 million in civil construction work which was subcontracted to two leading expert companies in this area. Another component of this project involves \$1 million for planting eel grass, which will employ a number of TFN members. Eelgrass is a keystone species that makes a significant contribution to the local ecological system, in particular benefiting fish and crab. The project uses innovative new methods for planting eel grass and is the largest project of this kind to date.

The department is also in discussions regarding a potential joint venture with Terminal Systems Inc (TSI) for construction on the Deltaport Berth 3 expansion above the foundation line. Opportunities for the future may include value-added services such as refrigeration, storage towers and other civic works.

There is additional potential for long term business opportunities from future Port expansion. For example, TFN has begun preliminary discussions with SNC Lavalin / APM Maersk related to the \$2B Terminal 2 project with the Vancouver Fraser Port Authority.



**Education, Skills Development and Employment Services Team**

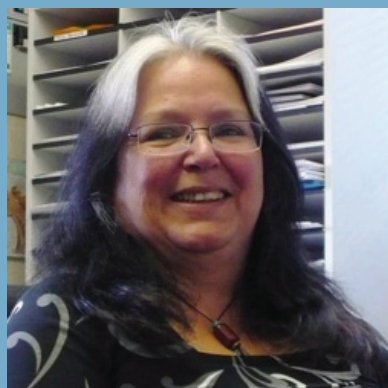
<i>Manager</i>	<i>Chrystalynn Wilson</i>
<i>Youth Worker</i>	<i>Michael Palfy</i>
<i>Youth Worker</i>	<i>Rhiannon Bennett</i>
<i>Home School Coordinator</i>	<i>Jennifer Thoss</i>
<i>Preschool</i>	<i>Jennifer McCrystal</i>
<i>Preschool/ECE</i>	<i>Marika Nichols</i>
<i>Preschool/ECE</i>	<i>Iris Point</i>

In 2007 / 08 alone, TFN has made very good progress. We have reached resolution with the following First Nations: Squamish First Nation, Tsleil Waututh First Nation (Burrard), Sto:lo Nation, Yale First Nation, Te'Mexw Treaty Association (Nanoose and Malahat First Nations), In-SHUCK-ch First Nation, Katzie First Nation and Kwikwetlem First Nation.

TFN has also successfully defended itself against legal challenges from other First Nations against the validity of the TFN Treaty.

With the realization of the Treaty, the Department achieved truly historic milestones this year. With negotiations complete and with the Treaty signed, the Department turned its activities to the next big step – Treaty Implementation. The Treaty Department is devolving and other departments are absorbing treaty staff and obligations. As the treaty implementation work transitions and is integrated into the whole of TFN government, additional information on pre-implementation activities is provided in the Department sections below.

## Heath and Social Services



**Manager:**

Susan Miller  
604.948.5207  
smiller@tsawwassenfirstnation.com

The Heath and Social Services Department was established to provide relevant and timely health and social services to Tsawwassen First Nation's members and their families and to promote capacity building that will strengthen families and the community. The department represents TFN in all social development, health and child welfare matters and is responsible for a number of programs both on and off Reserve.

The Department offers assistance to members and community members through such services as one-one counselling, couple counselling, family counselling, group therapy, teaching workshops such as Healthy Parenting, Community Kitchen and Home Management, and case conferencing with staff and relevant organizations as it relates to Child and Family issues.

The **Income Assistance Program** has evolved from primarily a passive cheque issuing program to become a supportive tool for Income Assistance clients. Clients are encouraged to take personal responsibility for the direction of their lives and are assisted and supported in all areas necessary to improve their financial, social, and personal

development. Financial Assistance is always available for clients in need, whether it is for the short term or long term, but the goal is to empower clients with the strength of their own abilities and capacities.

In the past several years the number of clients receiving Income Assistance has dramatically decreased. The Employable People on Social Assistance dropped from 29 cases in 2003 to less than 4 cases in 2007 / 08.

Those Income Assistance clients who are receiving Disability are encouraged to take an active role in the TFN community through volunteer work and community activities to further enrich their lives. The Income Assistance Program is continually evolving to best serve the TFN community and to empower and enhance its client's lives.

The Disability caseload has dropped from 14 to less than 10 cases between 2003 and 2007 / 08.

The **Elders' Program** strives to improve the lives of the Elders by offering many different outings, trips and experiences to further strengthen and uplift their daily lives. TFN organizes the bi-weekly healthy lunches that are prepared for the Elders and tracks their birthdays to ensure that on their day a special lunch, gift and cake are presented to the Elder. Monthly day trips are organized, as well as longer trips for special events such as the yearly provincial Elders Gatherings. In addition, the Elders' Program monitors and provides care for the Elders through personal care, housekeeping and various health workers. New ideas and initiatives for activities for TFN Elders are continually brought forward.

opportunities for members. The largest contract went to TFN for the clean-up of the Salt Marsh and Log Dump which was required as part of the environmental approval for Berth 3. This contract was valued at \$400,000 and employed four TFN members and four Raven Construction employees. Another 3 contracts have been awarded to TFN member businesses and TFN has a contract for administration of the MOA commitments.

As of March 31, 2007 a total of almost \$700,000 of contracts had been awarded to TFN or our member businesses. The commitment under the MOA was for a total of \$1.5million in construction contracts to TFN or its members by the completion of Berth 3.

A further benefit under the TFN / VPA MOA is the provision of an economic development fund for the benefit of members. Under the agreement, VPA transferred \$1,000,000 to TFN to establish an economic development fund. These funds will be used to support TFN members to pursue business development projects and to enroll in education / training programs that are related to the Roberts Bank Port Terminal operations.

The total amount of funding available for business development projects is \$800,000. The total amount of funding for training programs is \$200,000. As of March 31, 2008 the Fund had been set up but no expenditures had been made.

TFN has developed a new **Procurement Policy and Process** that guides how we buy goods and services. The objective of the policy is that fair, open and transparent procurement decisions are made by

the TFN government. The policy is based on issuing Requests for Qualifications (RFQ) for the areas in which TFN will need goods and services. These RFQs are posted in the TFN newsletter for a number of weeks and are also posted in the bulletin board in the main office. When TFN is making the purchasing decisions, we rotate among Qualified Suppliers on the list. Occasionally the List of Qualified Suppliers is not used and instead a Request for Proposals is posted; this is done in special circumstances such as the Graduation Dinner.

When we are asked for qualified suppliers by outside companies such as the Port, we forward them the list of suppliers we obtained from the RFQ process and they select a supplier from this list.

Requests for Qualifications have been posted for:

- » Marine Charters
- » Writing Services
- » Artists
- » Photographers, Film and Video
- » Caterers

In each of these cases, a number of TFN members responded and a List of Qualified Suppliers has been developed. The Marine Charters List of Suppliers has been forwarded to Deltaport and Delta Tug and Barge for their use.

- » Heavy Equipment Operators Training;
- » Auto Mechanics;
- » Real Estate;
- » Bylaw Inspector Training;
- » Chemical Safety Training;
- » Computer Training;
- » Marine Training;
- » Payroll/Accounting;
- » WHIMIS;
- » Food Safe; and Basic Up-grading

In addition to training, the employment program assists people through providing travel allowances, work gear and clothing, and bus tickets to and from work.

Each year, the employment program hires high school students for the Summer Employment Program. In 2007, five students were hired:

- » 2 students for the Tykes program;
- » 2 students to assist Public Works; and
- » 1 student at the Tsatsu Gas Station.

In 2007 / 08, there were 14 Education and Training programs graduates:

- » 2 TFN members graduated grade 12
- » 2 TFN members graduated in a Post Secondary program
- » 10 TFN members graduated from a training programs

The education staff also planned and organized the community graduation and Christmas dinners.

In 2004, the **TFN / Vancouver Port Authority Memorandum of Agreement (MOA)** was signed. It provides for employment and contacting benefits for TFN and its members. Parts of this Agreement are overseen by the Manager of the Education, Skills Development and Employment Department and other parts are managed by the Manager of the Economic Development. TFN is on track for achieving all the benefit commitments under the Agreement.

The MOA commits to making Port Operations jobs available: 1 full time position by November 2006 and 2 additional full time positions by the completion of Berth 3. To date a full time permanent Receptionist jobs has been filled by a TFN member and 2 shorter term jobs were filled by members.

A total of 10 person years of construction employment by the completion of Berth 3 is another MOA commitment to TFN members. As of March 31, 2008 a total of 65 person months (5 years and 5 months) of work was undertaken by TFN members. These jobs included:

- » Deck Hand;
- » Clerk of the Works;
- » Soil testing / Assistant Surveyor;
- » First Aid Attendant; and
- » Test Monitor.

The construction activities for Berth 3 at Roberts Bank have also resulted in a number of business

The **Home & Community Care program** benefits TFN residents by enabling staff to monitor health and / or recovery for clients affected by disease, disability, or any physical injury. A full-time nurse and full-time personal care aid provide a large range of services, from health education to chronic disease management, for TFN members.

The **Daycare and AFROG programs** have had a positive impact on our children, providing community contact within the TFN service region to on and off reserve members alike.

The AFROG program provides mobile support for modeling good parenting skills and opportunities for socialization in a safe, inviting meeting place where the gifts of each person are recognized as being unique. AFROG's mandate is to strengthen Aboriginal families by building a sense of community and reinforcing awareness of Aboriginal culture and values. This program serves all Aboriginal people regardless of residence and we have sites throughout Ladner, TFN and Surrey.

The total number of children and parents / caregivers using the AFROG resources averaged over 80 per month throughout 2007 / 08.

The **Aboriginal Head Start program** combines traditional teachings with contemporary knowledge and research about Early Childhood Development and positive parenting styles. Language and Culture are woven through all aspects of the program.

TFN organizes **seasonal workshops and outings** to promote healthy lifestyles and healthy choices by providing activities such as community kitchen, berry

picking and canning, family outings for movies and Christmas events. In conjunction with the National Child Re-Investment Program, the Delta food bank offered services on reserve every Wednesday to families in need.

An agreement for the transfer of **policing services** from the RCMP to the Delta Police force was completed and has resulted in more timely responses to complaints. The First Nations Liaison officer works in a TFN office in the Health and Social Services trailer on a full time basis. He focuses on prevention and education.

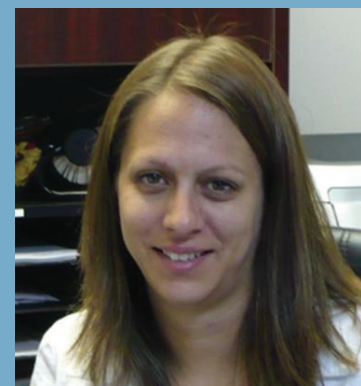
An **Emergency Measures Plan** and a cooperation agreement with Delta were concluded at the end of March.

A partnership with the Delta Humane Society was undertaken to assist TFN with animal control. The registration forms and tags are available in the HSS office – registration will ensure that should your pet be picked up by animal control workers it will be brought back to you, rather than to the shelter.

# Education, Skills Development and Employment Services

## Health and Social Services Team

<i>Manager of Health and Social Services</i>	<i>Susan Miller</i>
<i>Social Development Worker</i>	<i>Heather Gibbs</i>
<i>Family Empowerment – Contracted</i>	<i>Jacqueline Armstrong</i>
<i>Family Support Program</i>	<i>Heather Gibbs and Jacqueline Armstrong</i>
<i>Aboriginal Family Resources on the Go</i>	<i>Jennifer McCrystal, Rebel Cheena and Barbara Joe</i>
<i>Aboriginal Headstart on Reserve</i>	<i>Iris Point, Barbara Joe, Marika Nichols</i>
<i>Home and Community Care Nurse</i>	<i>Danielle McLewin</i>
<i>Personal Care Aide</i>	<i>Luciana Perlini</i>
<i>Elders Support Worker</i>	<i>Cory Williams</i>
<i>Aboriginal Liaison Police Officer Delta Police Force</i>	<i>Constable Terry Sansregret</i>



**Manager:**  
 Chrystalynn Wilson  
 604.948.2222  
 cwilson@tsawwassenfirstnation.com

The Education, Skills Development and Employment Services Department is responsible for managing TFN’s education programs including Preschool, Kindergarten to Grade 12 and Post-secondary, as well as Youth programs. The Department also provides training and employment services to First Nations people on and off reserve that are within the geographical service area. Policy for education, training, employment and procurement fall under this area.

The **Education program** includes a homework club offering assistance four days per week for elementary and high school students. The Home School Coordinator, Jennifer Thoss, provides a liaison between TFN parents and the school teachers to ensure the best quality of education for our students. The Coordinator meets with the Delta School district on a regular basis to review the Local Education Agreement and to discuss program updates.

In 2007 / 08 there were 8 **pre-school** students in the Head Start program. The focus of the Pre-school was to build on self help, augmented communication and socialization skills, kindergarten readiness and introduction of Tsawwassen language to the children.

TFN will be opening a daycare in September 2008. This daycare will be one of the most comprehensive in BC, providing services for up to 50 children from birth to age 5 in an exciting new facility.

There are approximately 24 youth that drop in to the **Youth Centre** every day. The staff at the Youth Centre, Rhiannon Bennett and Michael Palfy, organize regular trips to the leisure centre, movies, local beaches, laser tag, local parks, museums and summer camping trips. The Youth Centre staff also organizes the Healthy Habits program that is funded through the Health and Social Services Department. This program provides up to 35 lunches for TFN students on a regular basis.

The **Employment program** is funded by Service Canada and is delivered to TFN through an AHRDA (Aboriginal Human Resources Development Agreement) with the First Nation Employment Society. This program is available to all Aboriginal people living on and off reserve and within Ladner, Tsawwassen, South Richmond, parts of Surrey and White Rock.

The objective of employment program is to assist Aboriginal people with career exploration, resume development, interview tips and access to computers. Workshops that meet the needs of the community in these areas are held.

In 2007 / 08, the employment program funded Aboriginal people to take the following training programs that lead directly to or support employment:

- » First Aid - Levels 1, 2 & 3;
- » Young Driver Training;