



Q4 Membership Survey - Questions & Responses - **General Questions**

Q. Does the Band plan to update internal policies?

A. They are currently being updated by our Policy writer on a priority basis to ensure that Seabird has mandated policies. The next phase of the updating will include integrating our language and culture into the policies. Who we are as peoples in conjunction with input from our Elders, Community and Cultural Leaders. There is currently a Call out for 5 community members for the SIB Governance Policy Committee, this would be a great place for your input.

Q. Is there a plan for more competitive wages?

A. Our wage structure is based upon the funding we receive from Indigenous Services Canada (ISC). We are hopeful that as our economic development increases we will become less reliant on ISC and we can increase our internal wages that way.

Q. How does the band plan on developing a positive, engaging, innovative working environment?

A. We have been engaging with our staff members with the new HR Management tool "Bamboo". In our most recent survey, staff feedback was very positive.

Q. Does the band plan on incorporating Elder and Youth advocates in council meetings?

A. Members are always welcome at the Council meetings, we will do a better job to advertise.

Q. Is there a plan to use Youth advocates to promote community engagement?

A. This is a great idea, we will discuss this with our Communications Team.

Q. Where does Chief & Council see areas of improvement for the band and what is the plan to address these areas?

A. Council will address this question at the quarterly meeting.

Q. How does Council plan to facilitate the community becoming fully self sustainable.

A. Council will address this question at the quarterly meeting.

Q. Can we look to other Nations for guidance in how to increase work opportunities for our people?

A. We are open to suggestions at any time, this is another great idea.



Seabird Island

P.O. Box 650 | 2895 Chowat Rd. | Agassiz, BC | V0M 1A2

Phone: 604-796-2177 | Fax: 604-796-3729

www.seabirdisland.ca

Q4 Membership Survey - Questions & Responses - **General Questions**

Q. Will you please start communicating information first hand about the things that are being done on behalf of the Nation?

A. We are currently reinvigorating our communications to the community strategy, this is a priority.

Q. Is there a plan in place for the Events Coordinator to hold spirit lifting socially distanced events?

A. We are always looking for new innovative ways to hold events in a safe way. Please forward any suggestions to Charlene Point – charlenep@seabirdisland.ca 604 793 5285.

Q. What is the point of the Check Stop? Please explain what they are doing; traffic seems to be just waved through.

A. The purpose of the checkstops is to inform people that we are a closed Community due to Covid-19 and only those individuals living, working or have an appointment at Seabird are permitted. For contact tracing purposes we are required to document those individuals that do not fit within these categories.

Community Members; our off Reserve neighbours, parents dropping kids off at school and daycare, and Staff members all of dashboard cards which allow them to be waved through the checkstop in order to not cause congestion. For those that don't have a card, they would be stopped.

Q. Can Seabird provide schooling opportunities for community members already working at the band office; so that they can move up the ladder?

A. Absolutely! Human Resources is utilizing career planning and career tracking for all staff members.

Q. Would Seabird please put speed bumps near the schools and a digital speed sign to help slow drivers for the safety of our children?

A. We will look into this request.

Q. Why don't Elders have help dealing with Day School Funds?

A. To date our Elders Coordinator has assisted 60 (Fifty Elders & ten whom are under 60 years old) individuals fill out their Indian Day School Claims application forms which were submitted by email to Deloitte. Six Elders have completed the process on their own. Many Elders have noted that they want help with completing the application, however, express that they are not ready to do it quite yet.

The application deadline is July 13, 2022 therefore there is still over a year to get your application submitted. Please call Margarette De Groot at 604 845 7056 should you require assistance to fill out your application.



Seabird Island

P.O. Box 650 | 2895 Chowat Rd. | Agassiz, BC | V0M 1A2

Phone: 604-796-2177 | Fax: 604-796-3729

www.seabirdisland.ca

Q4 Membership Survey - Questions & Responses - **General Questions**

Q. Where does the COVID money go that is given to Seabird? Other bands share this among members.

A. COVID funding goes to Food Security, Food hampers, Checkpoints (Perimeter Security), personal protective equipment (PPE) such as masks, band members and staff servicing the community, school COVID safety infrastructure (PPE, HVAC filtration system, plexiglass), Elder Communication equipment, increase broadband to community, plexiglass for common spaces such as dental and medical areas, and increase custodial in all band buildings and public spaces.

Q. Will we be implementing mandatory work plans along with drug and alcohol testing for Chief & Council as well as staff?

A. Staff currently have work plans. There will be an Alcohol & Drug Policy that will be within our Safety Policy and Safety Manual which is currently being worked on.

The Governance policy guides Council's work. There is currently a Call out for 5 community members for the SIB Governance Policy Committee, this would be a great place for your input.

Q. Can we please restore the community playground and put one on Strawberry?

A. We are currently looking for funding to do this.

Q. When will more residential lots be surveyed in the core of Seabird for new home builds?

A. This will be happening very soon.

Q. Has there been any thought/action put into paving the gravel road that goes from the Gas Bar to the back of Seabird? This would help flow of traffic.

A. We are unable to pave the road at this time as the issue is with traffic driving over the gas line.

Q. Why wasn't the full information on what Seabird plans on doing with the Land shared with the community? Who signed this agreement and why didn't land owners get to sign an agreement?

A. We are unclear on how to respond to this, could we please get more information on what land you are referring to.

Q. How are we moving forward to ensure Funeral Protocol is fair among band members and Chief & Council? We have to treat each family the same.

A. An invite poster was sent out for a Funeral Overview meeting on May 10th, 2021 at 3pm. Please contact Charlene Point charlenep@seabirdisland.ca 604 793 5285 for information on the next meeting.



Q4 Membership Survey - Questions & Responses - **General Questions**

Q. How is our culture being incorporated into the band office? How can we improve? Is there a plan to incorporate traditional healing methods into services?

A. We are heavily relying on the Sq'ep Committee and Cultural worker (who will be hired very soon) to help guide us to improvement.

Q. Having to continuously call and leave messages for the people in the band office and not getting a call back is frustrating. How can we improve communication?

A. Communication is a high priority within Administration, we are looking at how to fix this problem.

Q. How can we get more band members to compost and live sustainably?

A. This is a great question, we would require the assistance of Community Champions.

Q. Why don't we have a mentorship program in place for band members built into our governance manual?

A. There is currently a Call out for 5 community members for the SIB Governance Policy Committee, this would be a great place for your input.

Q. Does the band have a holistic plan in addressing intergenerational trauma?

A. Our Health Department is currently working on a Trauma Treatment Centre which will have 10 to 15 beds.

Q. Once Covid restrictions are lifted, are we going to have a ceremony for all of our loved ones who passed?

A. This is currently being discussed at the Chief and Council table. It would be great to have some Community Champions assist with this.

Q. How is Seabird going to move forward with membership? Kids that are born Native but not eligible for status?

A. There is currently a Call out for 5 community members for the SIB Governance Policy Committee, this would be a great place for your input.



Seabird Island

P.O. Box 650 | 2895 Chowat Rd. | Agassiz, BC | V0M 1A2

Phone: 604-796-2177 | Fax: 604-796-3729

www.seabirdisland.ca

Q4 Membership Survey - Questions & Responses - **General Questions**

Q. What sort of enforcement do we have in place for keeping people who aren't community members off of our private property by the river?

A. Currently there is signage being created to identify Seabird Island lands. Once the signs are erected the RCMP can enforce trespassing.

Q. Will a residential apartment be built in the future?

A. We recognize that we only have limited land and we will need more multi-family buildings on Reserve. We are looking at all options at this time.

Q. Can we discuss land code and traditional holdings? There seems to be confusion around this.

A. The Legacy Issues project will be starting shortly. Our new Lands Manager will be working on communication around Land Code and Traditional Holdings.