

Sasamans Society



Fiscal Year End Report
Ending March 31, 2011

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EXECUTIVE SUMMARY

In 2009, the North Island Wellness Society was established with an interim board. It was the first step taken by North Island First Nation communities to develop and realize their vision of services and supports for their children and families. In July 2010, the North Island Wellness Society took a second step and evolved into the Sasamans Society. Sasamans is derived from the Kwak'wala language, it translates to "our children", which reflects the society's intention to honour and listen to our children's voices, consequently the voices of our communities.

The role of Sasamans Society is a supportive one. The provisional goal of Sasamans is to coordinate a community-driven, culturally-based process to guide the development of service delivery models that meet the needs of children and families. With community direction, the Society will pursue steps toward developing child and family wellness services plans for each community.

In the last fiscal year, Sasamans experienced a vast amount of change, challenges and successes. In July, Sasamans hired a new manager whose position has been re-titled as Executive Director (ED). When the new manager came on-board there was essentially a rebirth of the organization. The society changed from North Island Wellness Society (NIWS) to Sasamans Society. Additionally, the organization changed offices and had to reorganize, purchase more equipment, set up internet, phone lines, security etc to resume business.

So far there are 13 member communities and urban Aboriginal agencies. Some have signed letters of supports, Band Council Resolutions (BCRs) and/or Memorandums of Understandings (MOUs). There have been ten Community Based Collaborators (CBCs) hired and two have since left the organization. The society finds that there are many challenges with the hiring and retaining of CBCs. Resulting in a lot of time and resources used to resolve these issues or difficulties. Several communities are finding it difficult to find qualified candidates and or individuals with objectivity. Additionally once hired, some individuals are finding the job challenging and stressful. This is a reflection of the issues communities and Sasamans encounter during these developmental processes.

There are four phases that Sasamans has defined in the CBCs role towards supporting the communities in realizing their vision for meeting the needs of families and children. Sasamans is currently in the final stages of Phase 1 with some of the communities, Voices of our Children, and will shortly be moving into the second phase as communities are ready, Community Engagement. So far the CBCs with help from community volunteers and youth workers have conducted three youth Gatherings. Two gatherings were held in the Campbell River area and one in Fort Rupert. The Youth Gatherings were successful in gathering information from the

attendees. However, these events did have their challenges. There were problems getting representation from all the communities, due to transportation and staffing issues.

During, every step of the way the society has planned, implemented, assessed and made adjustments in order to meet Sasamans provisional goal of coordinating a community-driven, culturally-based process to guide the development of service delivery models that meet the needs of children and families. This is a new process with no benchmarks or guidelines to follow. There is no cookie cutter approach for working within the communities; each has a diverse culture, education level and protocols, which make the societies ability to change and adapt necessary in order to work effectively within each community. As a result the organization is charting new waters and consistently adapting its model to fit the needs of the communities.

DELIVERABLES

OFFICE SETUP

As a start-up society, a lot of time, energy and resources have been used towards the infrastructure of the organization. When the Executive Director(ED) first was hired, the Wei Wai Kai Band office asked to exchange office spaces. Out of the interest of saving money and for a more fitting work environment, the exchange was made. A lot of the furnishings were sold to the band office instead of moving them. Consequently, new furniture was purchased and had to be assembled. It was a fresh start for the organization; therefore, all the policies, templates and documents for the society had to be developed and implemented in order to resume business. There were only two employees at that time, the ED and the Executive Assistant/Bookkeeper.

OPEN HOUSE

An open house and blessing was organized for December 7, 2010; due to heavy rain the blessing portion had to be postponed to later in the spring 2011. A prayer from a We Wai Kai First Nation Elder took place as well as a welcome from the territory. Traditional drumming took place and thank you song for the food. There were 60+ guests that visited the office. Gifts were distributed to all guests.

HUMAN RESOURCES

The hiring of employees has been an ongoing challenge. The ED had to post positions several times before finding appropriate candidates. The society's change in direction as per the board strategic plan reflects in the employee's duties and responsibilities. It is essential that the employees hired are flexible and adaptable as the job descriptions are organic documents. Below is the list of employees hired since June 2010:

Employment term	Role / Description
June 2010	Manager now renamed Executive Director
September 1, 2010-Present	The Administrative Assistant/Bookkeeper; however, in March the position was streamlined to Executive/Bookkeeper.
March 2, 2011-Present	Reception position
January 16, 2011-Present	The Community Support Coordinator/ Team leader for the North Island Communities has been appointed. Part of the role is team lead for the northern CBC's. This position supports CBC's and communities in compiling information gathered and assisting them in writing up a service plan.
March 31, 2011-Present	A Program Coordinator/ Team Leader was hired. The role is to oversee southern CBC's and work with communities in compiling information gathered and work with the communities in building their service plan once all information is gathered. Additionally this position will assume the role of ED when the ED is out of the office.
Oct 25, 2011 – Jan 21, 2011	A Communications Coordinator was hired however the individual was unable to perform the necessary duties for the position; the position had to be reposted.
March 7, 2011-Present	The new Communications Coordinator commenced employment on March 7, 2011. The position consists of supporting to the CBC's, developing the communications strategies, as well as editing and overseeing all internal and external communications materials. This role also incorporates preparing Board meeting materials.

GOVERNANCE

When the new manager took her position, the current constitution required revision to meet the mandate of the society. Board policies were developed with the board, management and consultants.

Deliverable	Description
Visioning (April 27/28, 2010)	A vision, mandate and belief/values were developed with the board and field staff. This process had the team questioning the name North Island Wellness Society (NIWS). It was felt that NIWS did not fit the mandate of the new organization. Many community members and others thought it was related to naturopath healing and wellness. It appeared that having wellness in the name confused people. The consensus of the group was to initiate re-naming and to look for a Kwa kwa la name that was put forth at the March 2009 leadership forum.
New Management (June 11, 2010)	The new manager commenced work in early June; all work was put on hold until the strategic planning session in July. This was necessary in order for the manager to get a clear direction from the board.
Name Change (July 12, 2010)	Board motioned to accept Sasamans (Our Children) as the new name of the Society
Board Strategic Planning session (July 13, 2010)	The board came away from this session with a process on the next steps. This process gave direction to the creation of the new work plan. There was a lot of time spent discussing the issues at hand before final decisions were made. Decisions made: <ul style="list-style-type: none"> ✓ International Institute for Child Rights and Development (IICRD) would be notified to disengage from the Triple 'A' process ✓ A community driven grass roots process would be implemented. ✓ A traditional approach of asking for permission from each community to work with them.

Deliverable	Description
	<ul style="list-style-type: none"> ✓ Seek formal letters of support or Band Council Resolutions (BCRs), and/or enter into Memorandum of Understanding (MOUs) to move forward with each community identifying the process they wish to engage in.
Team Building/Strategic Planning (July 14th, 2010)	<ul style="list-style-type: none"> ✓ The team did a SWOT analysis of the Triple 'A' process; they came to the same conclusion as the board without knowing the board's decision. ✓ They had concerns on whether they would be utilized if the bands made their own selections ✓ The team wanted facilitation and report writing training
Board Training and Policy Development (January 13-15, 2011)	<p>Four Directions Management Services facilitated the Board of Director Development Session, at the Tigh Na Mara. A policy workbook was used to harvest feedback and direction on approaches to key policy areas relating to the effective operations of the organization. The seven key policy areas identified as important by the Sasamans Society are:</p> <ul style="list-style-type: none"> ✓ Board Governance Policy; ✓ Board Operations and Meeting Policy; ✓ Board Strategic Planning Policy; ✓ Board Policy Development Process; ✓ Finance and Budget Policy; ✓ Personnel Policy; ✓ Board Communications and Media Policy. <p>There was follow-up on February 19th to finalize the policy. The Board policy was ratified on March 30, 2011.</p>
HR Policy Manual (March 30, 2011)	<p>The Executive Director has been working with a consultant in the development of the HR policies. The HR manual was presented to the Board on March 30, 2011. Follow-up and the final report will occur next fiscal year.</p>

Deliverable	Description
Strategic Planning (April 28/29, 2011)	The Board strategic planning session will be facilitated by Four Directions Management Services; at the Tigh Na Mara. The goal of this session is to gain clear direction of the society after the community engagement phase is complete.

COMMUNICATIONS

At the beginning of March, Sasamans hired a new Communications Coordinator. There are several communication materials being developed. However, the materials cannot be published until after the strategic planning sessions in April, to ensure a consistent message. Below is the list of communication materials and their current status.

Communications Material	Status
<p>Brochure –The purpose is to introduce Sasamans, the CBCs role and the community engagement process to the communities</p>	<p>The brochure will not be published until the Strategic planning session for the CBCs and staff, as well as the Board Strategic Planning session.</p>
<p>Web-site – Its purpose is to inform about Sasamans; what events are taking place; which communities and associations are members; who are the CBCs and what are their roles; and what Sasamans has accomplished and what are the future plans of the society</p>	<p>An initial meeting has been held with the Webmaster. Information is being compiled to populate the web-site. The web-site will also be aligned with the strategies set out from the Strategic Planning sessions in April 2011.</p>
<p>Social Media – The purpose is to target youth and gather information and feedback from them. Social media sites will also be used to create awareness of Sasamans and the events being held by the society.</p>	<p>Face book and blog will be incorporated Other types of social media will be explored to widen the scope of Sasamans media reach.</p>
<p>Monthly updates –Purpose is to update the communities and BOD on Sasamans activities and to compile information for quarterly reports.</p>	<p>A monthly update has been completed for March 2011. Monthly updates will be continued to be sent out on a regular basis.</p>
<p>Overview of Sasamans – the purpose is to have a consistent message of Sasamans. This overview will serve as a description of Sasamans for the CBCs to use in the field and for all communication materials.</p>	<p>A one page overview is close to completion. It will not be released until after the strategic planning sessions with the staff and board to ensure consistency with the new strategic plan.</p>

COMMUNITY MEMBERSHIP

Sasamans is committed to working with communities in a cultural appropriate manner. Therefore, when it came to gaining membership the Executive Director approached the communities/agencies in a traditional manner. Currently, Sasamans has permission from 13 First Nation and or urban Aboriginal agencies. There have been partnerships made between the communities and/or urban Aboriginal agencies to utilize the same CBCs. MOUs, BCRs and/or letters of support are just the first step in gaining commitment from our constituents; they outline the partnership and working agreement for their community-based collaborator. The next step in the spring of 2011 will be to present findings to date as a collective team via Leadership forum. Then Sasamans will engage the Board of Directors of urban Aboriginal organizations and Chiefs in another level of dialogue as to what the next level of commitment will be from their perspective.

In March 2011, six new Community Based Collaborators (CBCs) were hired. Efforts have been made to hire within the communities; however, there are issues finding qualified individuals resulting in external postings. There have also been challenges with retaining CBCs; with these recent changes the team appears to be gaining strength and expertise.

Community	Meeting date(s)	What Happened	CBC hired
Wei Wai Kum Nation	30 Aug 2010	Letter of support was received on the 23 of Sept 2010	1 st CBC – 25 Oct 2010 – 9 Dec 2010 2 nd CBC – 17 Jan 2011 – present
We Wai Kai Nation	31 Aug 2010	MOU was signed on 5 Oct 2010	4 Oct 2010 - present
Quatsino	1 st mtg 8 Sept 2010 2 nd mtg 28 Oct 2010 3 rd mtg 16 Mar 2011	MOU was signed on 9 Nov 2010	17 Nov 2010 – 18 Jan 2011 <i>To be re-filled in May, 2011</i>
Kwakiutl Band	6 Oct 2010	MOU was signed on 25 Nov 2010	26 Nov 2010-Present
Whe la la U Council		MOU was signed on 26 Nov 2010	1 st CBC- Dec 2010 - Mar 2011 2 nd CBC- 31 March 2011 (in partnership with Wachaiy)
Da`naxda`xw		MOU was signed on 26 Nov 2010	Sharing CBC with Whelalau

Community	Meeting date(s)	What Happened	CBC hired
Dzawada'enuxw	1 st mtg 26 Aug 2010 2 nd mtg 17 Jan 2011	BCR was signed 6 Dec 2010	Interviews were conducted on 21 Mar 2011, contract offer has been made
Sacred Wolf Family Centre	21 Jan 2011	Letter of support was received on 13 Jan 2011	28 Feb 2011-Present
K'omox First Nations	28 Sept 2010	MOU was signed on 29 Nov 2010	1 st CBC-6 Dec 2010 – 23 Mar 2011 (in partnership with Wachiay) 2 nd CBC-31 Mar 2011-Present (in partnership with Laichwiltach)
Wachiay Friendship Centre	28 Sept 2010	MOU was signed on 15 Jan 2011	1 st CBC – 6 Dec 2010 – 23 Mar 2011 (in partnership with K'omox) 2 nd CBC – 31 Mar 2011 – present (in partnership with Whe la la U)
Gwa'sala-Nakwaxda'xw	1 st mtg 8 Sept 2010 2 nd mtg 21 Jan 2011	MOU was signed on 11 Feb 2011	15 Mar 2011-Present
Laichwiltach Family Life Society	1 Nov, 2010	MOU signed Mar 4, 2011	31 Mar 2011-Present (in partnership with K'omok)
Kwicksutaineuk/Ak-kwa-mish Tribe	20 Sept, 2010	Verbal Agreement	<i>To be hired and share CBC with Dzawada'enuxw</i>

The Executive Director met with the Band Manager of Namgis on Aug 30th 2010. In the early stages of NIWS Namgis apparently presented a position paper that indicated their support of the bands moving forward with this process. However, they will not participate at this time as they are committed to their delegated agency. The Band manager said that if bands want support they are willing to do contract work with Sasamans to provide the communities with services.

COMMUNITY PROFILES

The CBCs for each member community will be compiling a community profile. The intension of the profile is to get a clear picture of what each community has in terms of services for children and families and stats so that we know what numbers we are working with. It will act as a bench mark for monitoring and evaluating efforts to meet the needs of children and families in the community. Due to the coordinating and organizing of youth gatherings, staff and CBC

training sessions, and CBC staffing interruptions, a report with member community profiles will be submitted next fiscal year.

In early March 2011 Sasamans contracted Little Drum Consulting to do an analysis of the Youth Program at Laichwiltach Family Life Society (LFLS). The Youth Program has been operating since February 2010 and has quickly become the foundational program for the youth that have participated. Little Drum used focus groups, individual interviews with youth and Youth Program Staff in order to evaluate the Program. Additionally, they received two written personal stories from youth on how the program has impacted them. As a result of the focus groups and individual interviews with the youth, key themes became apparent. Themes reflected the strength and impact of the program in the lives of youth participating in the program. The purpose of the report was to help LFLS approach MCFD for an increase in program funding; however, the information will also be utilized by the CBC working with LFLS as part of their information gathering from the youth within their agency. See attached Appendix A

CBC ACTIVITIES

The main activities that the CBCs must undertake is building relationships and gathering information that will help the community to devise a service plan or model that meets the needs of children and families. In order to accomplish this goal and to monitor and evaluate the process, the Executive Director has broken the process down into four phases. CBCs will be in different phases due to when they were hired, and the demographics and geographies of their respective communities.

The four phases are: Voices of Our Children; Community Engagement; Development of the Service Plan/Model; and the Implementation of the Service Plan/Model. Currently, the CBCs are in phase 1, Voices of our Children. The goal of this process is to listen to our children and use the information gathered as the foundation for further information gathering. During phase 1 the CBCs deliverables include: hosting youth gatherings; taking notes during the gathering and ensuring that statistics on number of people that attended are recorded; Compiling notes on the gathering; and assessing the process with other CBCs and volunteers. Some CBCs also attended existing youth activities within their communities along with organizing pizza nights to further gather information from them.

The following chart is the CBC deliverables and activities thus far.

CBC Deliverables and Activities

Deliverables	CBC/Staff	Activities
Relationship building (On-going)	Wei Wai Kum	Built relationships with frontline workers from the Wei Wai Kum Nation band office, Kwatuitl District Council KDC Health Office, and Sasamans colleagues Coordinated pizza night with 7-11 age groups at KDC Health in CR, through Youth workers.
	Quatsino	Hosted Pizza/Game/Movie Night 39 youth showed up (ages 7 to 21), 4 adults Attended existing youth activities Drafted a community profile
	K'omoks	Organized a frontline worker information to share the role of Sasamans and the CBC Additional activities the CBC was involved with in order to build relationships and create awareness of Sasamans: <ul style="list-style-type: none"> • K'omoks Band: Child and Family Christmas Gathering
	Kwakiutl	Activities that the CBC has been involved in to build relationships in their community: <ul style="list-style-type: none"> • Organized a frontline worker information to share the role of Sasamans and the CBC • Eke mi xi Young Adult program • Lunch presentation at the school • Attended Cultural nights • Attended Big House activities • Attended after school training • Attended Kwakwala Program • Met with youth worker • Met with frontline workers in the community on an on-going process
	Wachiay Friendship Centre: (weekly)	Activities that the CBC has been involved in to build relationships in their community: <ul style="list-style-type: none"> • Youth Drop-in • Elders lunches • Swim night • Skate night • Community Christmas Dinner
	We Wai Kai	Activities that the CBC has been involved in to build relationships in their community: <ul style="list-style-type: none"> • Organized a frontline worker information to share the role of Sasamans and the CBC • Youth Groups (Nov. 2- Nov. 30,2010) • National Addictions Awareness Week (Nov. 15 – 19,2010)

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> • Drumming Groups (Nov.10,2010 – Mar. 16,2011) • Elders visits (Nov.30/Dec. 17 '10) • Gym Time • Walking/talking with bus kids • Sunday School & Soccer • Treaty Research
	Northern Community Support Coordinator	<p>Contact +/-or met through e-mail, phone calls or appointments with:</p> <ul style="list-style-type: none"> • Community Frontline workers • Band workers • Community Elders • Community Youth • Government Frontline workers • Chiefs and councils • Community Parents • Community Children • Attended sports tournaments and Cultural Events with all of the above
Monitoring and Supporting CBCs Activities, and Relationship Building	Northern Community Support Coordinator	<p>Networking with:</p> <ul style="list-style-type: none"> • All CBCs and Sasamans' office staff – giving and receiving daily updates • Daily phone calls to CBCs • Weekly meetings with CBCs for debriefing and support for activities and reports <p>Reviewing CBCs Activity reports and Invoices for approval</p>
Training and Strategic Planning		
Facilitation Skills training (Nov 27 & 28 2010)	Whe-la-la-U, We Wai Kai, Quatsino, Kwakiutl, K'omoks & Wachiay	The training was really good for team building and supported the CBCs in gaining self confidence in speaking publically and it familiarized them with different facilitation techniques.

Deliverables	CBC/Staff	Activities
Team Building training (Jan 21-23 2011)	Whe-la-la-U, We Wai Kai, Wei Wai Kum, Quatsino, Kwakiutl, K'omoks & Wachiay	The training was used to get the CBCs and staff to get to know one other and build team dynamics.
CBC Report Writing training (Feb 22-24 2011)	We Wai Kai, Wei Wai Kum, Kwakiutl, K'omoks & Wachiay	The training was used to help CBCs understand their responsibilities and the deliverables in regards to their work. Additionally, there was a 2 hr team meeting beforehand to provide guidance in developing individual work plans, how to develop meeting reports and trackers.
Self-care and Self-awareness training, (March 31 – Apr 2, 2011)	Wei Wai Kum Wei Wai Kai K'omoks/Laichwiltach Gwa'sala- 'Nakwaxda'xw Sacred Wolf Wachiay/Whe-la-la-U Office staff members	The CBCs and staff took part in the training at the Kingfisher Resort. The training is to help the team to understand self care awareness and build self care plans.
PLANNED Time Management and True Colours training, (April 6-8, 2011)		The CBC`s and staff will be attending training that will assist them with organization and make the most of their time. Additionally, it will help the CBCs and Staff realize their predominant personality traits as well as those of their colleagues.
PLANNED staff/team strategic planning session (April 15,16,2011)		Four Directions Management Services for April 15/16th. The intent is that Sasamans has a clear road map on the community engagement process which will be transparent to the board, MCFD and the community. With 6 new staff coming on board, the timing will be perfect to get everyone on the same page. The goal is to have a clear, concise and consistent message for our communities.

Deliverables	CBC/Staff	Activities
Youth Gatherings		
Youth Gathering Ages 7-11 Feb 18, 2011	Wei Wai Kum Wei Wai Kai	<p>Planning and organizing the event took 5-6 weeks</p> <ul style="list-style-type: none"> • Established relationships and communication through telephone and e-mail with the youth workers and program co-ordinator • Gathered information from community newsletters/local news papers for information and contacts regarding community programs • Setting dates and setting up planning meetings, attending co-workers meetings on the POW Youth Gathering • Brainstormed ideas for workshops • Booked the hall • Contacted interested people or facilitators for information or suggestions • Coordinated pizza night with 7-11 age groups at KDC Health in CR, through Youth workers. Gathered ideas from the youth on what should be on the agenda. • Created a poster and began advertising in local newspapers and newsletters • Sent registration forms out in newsletters and distributed to youth workers • Delivered invitations to the conference door-to-door • Continuously followed up with facilitators, youth workers etc. For support, feedback and suggestions • Created supply lists for the workshops • Itemized decorations and snack shopping lists • Purchased Walmart gift cards, door prizes, supplies etc. <p>Completion Sent out survey</p>
POW Youth Gathering Mar 4/5, 2011	Wei Wai Kai Wei Wai Kum K'omoks Laichwiltach Wachiay	<p>~ 7 weeks to plan and implement- On going contact (through e-mail, phone calls, and meetings) with all participating Frontline Workers/Parents/Guardians/SD#72/CR Recreation/ Sasamans' staff. Contact was made to provide and receive updates/documents.</p> <ul style="list-style-type: none"> • Relationship building with 3 bands/2 agencies and their Community Youth Workers • Travelled to meet with CBCs to plan Youth Gathering • Brainstorming with youth/youth workers/CR Recreation <ul style="list-style-type: none"> ○ Dates for Youth Gathering ○ Space Availability ○ Possible Facilitators (kinds of workshops for Youth)

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> ○ Advertisement ○ Entertainment ○ Theme for Youth Gathering ○ Hollywood Theme Dance ● Logistics: <ul style="list-style-type: none"> ✓ Creation of documents/templates for: <ul style="list-style-type: none"> ○ Call for Facilitators – Facilitator Application and Contracts ○ Call for Caterers - Contracts ○ Call for Volunteers – Volunteer ○ Youth Registration forms/consent for photographs/medical information and guidelines/consent SD#72 conference attendance ○ Poster for Advertising Youth Gathering ○ Master list for youth template ○ Registration Template for Youth Budget Template ○ Honorarium Template ○ Travel Template ○ Accommodations Template ✓ Transportation (Arrangements for Plane, Bus, Boat or Car) ✓ Accommodations (Booking Hotels and meals if applicable) ✓ Contracts and Applications signed by: <ul style="list-style-type: none"> ○ Facilitators ○ Key Note Speaker ○ MC of Youth Gathering ○ Volunteers ○ Security ○ Caterers ○ Set up and Clean-up Crews ○ First Aid Attendant ○ Photographer ○ Thunderbird Hall ○ DJ ○ Graphic recorder ✓ Budget included: Facilitator fees for workshops and travel

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> ○ expenses ○ Fees for Thunderbird Hall ○ Catering ○ Honorariums for Volunteers <ul style="list-style-type: none"> ➤ Security ➤ Registration ➤ Youth for Diversity ➤ Elder – Opening prayer/Welcoming ➤ 4 Elders assist workshops ➤ 3 singer/drummers ○ Event Insurance ○ Decorations ○ Thank you cards and gifts for volunteers ○ Continental Breakfast and Snacks ○ Equipment/supplies (chart paper, pens, newspaper rolls, plastic table cloth rolls, etc.) ○ Transportation (Travel expenses) ○ Accommodations (Hotels) ○ Graphic Recorder ○ Photographer ○ blankets/bags/water bottles ○ Prizes ✓ Operations included: <ul style="list-style-type: none"> ○ Booking of Thunderbird Hall and KDC office ○ Created Youth Gathering Scheduling and Agenda ○ Attend Elders lunch to invite Elders to participate in planning ○ Volunteer Placement – Phoned Volunteers to go over duties and responsibilities ○ Facilitator Placement in available rooms ○ Menu planning with Caterers ○ Booking of Photographer ○ Creation of Site Map ○ Pick up food for Continental Breakfast and Snacks ○ purchase snacks and prizes for Dance

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> ○ Pickup supplies(bubble machine, fog machine, costumes) for dance ○ Created Signage for all areas (Registration table, First Aid area and workshop rooms ○ Floor plan for all rooms – set up crew instructions ✓ Decoration planning and decorating <ul style="list-style-type: none"> ○ Placement of information booths ○ Set up for equipment needed – Tables, chairs, Microphone/Speakers, projectors/screens etc. ○ Distribution of Youth Gathering Posters, Registration packages/Guidelines ○ Personal invitation hand delivered to each house on Wei Wai Kai and Wei Wai Kum, attend Junior and Secondary School to invite youth ○ Collection, Approval and Organization of Youth Registration ○ Data Collection from youth through the World Café ○ Delivery of Cheques and Honorariums ✓ Communication included: e-mails, phone calls, texts, faxes, meetings, home visits and newsletters • Workshops include: <ol style="list-style-type: none"> 1. Suzette Amaya : National Aboriginal Role Model, Photographer, Creator/Producer and host of the award winning Radio Show “Think NDN” <ul style="list-style-type: none"> ○ Inspirational Guest Speaker ○ “Aboriginal Media and Arts” and ○ “Basics of Digital Photography 2. Simon Daniel James: Professional Artist and Television Producer – Creator of TV series “Raven Tales” <ul style="list-style-type: none"> ○ Two presentations of “How someone can take culture into a modern medium” 3. Allan Campbell KDC Mental Health and Addictions Manager <ul style="list-style-type: none"> ○ “Suicide Prevention” 4. Clara Williams: Traditional Beading <ul style="list-style-type: none"> ○ Showing youth how to make bracelets and necklaces 5. Nadine Wilson: Native Arts and Crafts <ul style="list-style-type: none"> ○ taught youth how to make pouches ○ taught youth how to make pin doll with traditional apron and blanket 6. June Johnson: Traditional Cedar Weaver

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> ○ displayed and spoke of traditional medicines June ○ showing youth how to weave a traditional cedar basket 7. Ernie Puglas: Traditional Design and Painting of Paddles <ul style="list-style-type: none"> ○ Presentation on what the paddle meant and what the design represents ○ showing youth how to Paint paddle in traditional colors 8. Andrea Alfred Smith: Motivational and Energizing Activities <ul style="list-style-type: none"> ○ Adventure Dynamics ○ Finish Strong 9. Alex Nelson: Soccer <ul style="list-style-type: none"> ○ Soccer Session 10. CR Recreation I <ul style="list-style-type: none"> ○ Crazy Challenges 11. Youth for Diversity <ul style="list-style-type: none"> ○ Multi Culturalism ○ Anti Bullying
<p>Maya'xala Youth Gathering Mar 18/19, 2011</p>	<p>Northern Community Support Coordinator Kwakiutl Band</p>	<p>~ 7 weeks to plan and implement- Continuous contact (through e-mail, phone calls, and meetings) with all participating Frontline Workers/Parents/Guardians and Sasamans' staff. Contact was made to provide and receive updates/documents.</p> <ul style="list-style-type: none"> ● Established Youth Community Representatives for input on Youth Gathering ● Relationship building with 8 bands/organizations and their Frontline Workers, especially Community Youth Workers ● Travelled to meet with CBCs to plan Youth Gathering ● Brainstorming <ul style="list-style-type: none"> ○ Dates for Youth Gathering ○ Space Availability ○ Possible Facilitators (kinds of workshops for Youth) ○ Advertisement ○ Entertainment ○ Theme for Youth Gathering ○ Using Psychodramatic curve for all workshops and Youth Gathering in general ● Logistics: <ul style="list-style-type: none"> ✓ Creation of documents/templates for: <ul style="list-style-type: none"> ○ Call for Facilitators – Facilitator Application and Contracts

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> ○ Call for Caterers - Contracts ○ Call for Volunteers – Volunteer Application/guidelines/description of duties and Contracts ○ Youth Registration forms/consent for photographs/medical information and guidelines ○ Poster for Advertising Youth Gathering ○ Master list for youth template ○ Registration Template for Youth (attendance and receiving T-shirt/bag and water bottle) ○ Budget Template ○ Honorarium Template ○ Travel Template ○ Accommodations Template ○ Individual Band/Organization youth list Template ○ Tracking Template for Contracts ✓ Transportation (Arrangements for Plane, Bus, Boat or Car) ✓ Accommodations (Booking Hotels and meals if applicable) ✓ Contracts and Applications signed by: <ul style="list-style-type: none"> ○ Facilitators ○ Key Note Speaker ○ MC of Youth Gathering ○ Volunteers ○ Security ○ Caterers ○ Set up and Clean-up Crews ○ First Aid Attendant ○ Photographer and Videographer ✓ Budget included: <ul style="list-style-type: none"> ○ Facilitator fees for workshops and travel expenses ○ Catering ○ Honorariums for Volunteers <ul style="list-style-type: none"> ➤ Security ➤ Registration

Deliverables	CBC/Staff	Activities
		<ul style="list-style-type: none"> ➤ Hostess ➤ Elder – Opening prayer/Welcoming ○ Event Insurance ○ Decorations ○ Continental Breakfast and Snacks ○ Equipment/supplies (chart paper, pens, newspaper rolls, plastic table cloth rolls, etc.) ○ Creation of Role Model posters ○ Transportation (Travel expenses) ○ Accommodations (Hotels) ○ Supplies for Traditional Cedar Bracelets ○ Graphic Recorder ○ Photographer/Videographer ○ T-shirts/bags/water bottles ○ Prizes ✓ Operations included: <ul style="list-style-type: none"> ○ Booking of space at Fort Rupert (Hall, Health Centre, Youth Centre and Traditional Big House ○ Created Youth Gathering Scheduling and Agenda ○ Volunteer Placement – Meeting with Volunteers to go over duties and responsibilities ○ Facilitator Placement in available rooms ○ Menu planning with Caterers ○ Booking of Photographer and Videographer ○ Creation of Site Map ○ Pick up food for Continental Breakfast and Snacks ○ Created Signage for all areas (Registration table, First Aid area and workshop rooms ○ Floor plan for all rooms – set up crew instructions ○ Decoration planning and decorating – creation of positive affirmation posters and traditional cedar roses ○ Placement of information booths ○ Set up for equipment needed – Tables, chairs, Microphone/Speakers,

Deliverables	CBC/Staff	Activities
		<p>projectors/screens etc.</p> <ul style="list-style-type: none"> ○ Distribution of Youth Gathering Posters, Registration packages/Guidelines ○ Personal invitation to youth, to participate in gathering at Port Hardy Secondary School ○ Collection, Approval and Organization of Youth Registration ○ Data Collection from youth through the World Café ○ Delivery of Cheques <p>✓ Communication included: e-mails, phone calls, texts, meetings and newsletters</p> <ul style="list-style-type: none"> ● Workshops include: <ol style="list-style-type: none"> 1. Suzette Amaya : National Aboriginal Role Model, Photographer, Creator/Producer and host of the award winning Radio Show “Think NDN” 2. “Aboriginal Media and Arts” and 3. “Basics of Digital Photography 4. Simon Daniel James: Professional Artist and Television Producer – Creator of TV series “Raven Tales” 5. Two presentations of “How someone can take culture into a modern medium” 6. Viki Korhonen and Wayne Cook: Mental Health and Addictions Worker for Kwakiutl Band 7. “Suicide Prevention” 8. “Aids/HIV Awareness” 9. Henry Hunt: Traditional Cedar Carver 10. “Cultural Presentation – Traditional Carving”. Showing youth how to carve a 6 ft. traditional Totem Pole. The presentation included: History, traditional stories and songs 11. Ross Hunt: Traditional Artist and Teacher of the Kwakiutl 12. “Traditional Teachings and Protocol” 13. Anthony Hunt: Traditional Cedar Weaver <p>“Traditional Cedar Weaving” – Cedar weaving presentation and Youth participation in weaving their own cedar bracelet</p>

YOUTH GATHERINGS

PURPOSE

In February and March of 2011, Sasamans CBCs in partnership with community youth workers organized and implemented three Youth Gatherings. The first gathering was held at Quinsam Wellness Centre (February 18, 2011) See Appendix B; the second youth gathering, Painting Our Way (POW) was held in Campbell River at the Thunderbird Hall (March 4&5, 2011); and the third gathering, Maya`xala (respect) was held in Fort Rupert at the Kwakiutl community hall (March 18 & 19, 2011). The purposes of the gatherings were to honour and recognize our youth and gain an insight to their needs. The information collected at the gatherings will be the guide for focus groups and/or interviews topics with youth, parents, elders and frontline workers. The voices of our children will be the foundation for the development of community and culturally based wellness strategies.

DEMOGRAPHICS

The youth gathering at Quinsam Wellness Centre was held for youth ages 7-11. The POW Youth Gathering was for youth ages 12-18. For both of these events youth from 3 different communities and 2 urban societies, were invited. The member communities included Wei Wai Kum First Nations, We Wai Kai First Nations, K`òmoks Band as well as the Urban Aboriginal agencies, Laichwiltach Family Life and Wachiay Friendship Centre Society.

Maya`xala (Northern) Youth Gathering was arranged for Youth ages 12-18 from 6 different communities and 1 urban Aboriginal agency were invited to participate. The member communities included Gwa`sala-`Nakwaxda`xw, Kwakiutl, Quitsino, Whe-la-la-U, Dzawadan`nuxw, Da`naxda`xw and the urban agency, Sacred Wolf.

ACTIVITIES/WORKSHOPS

The north and south gatherings utilized some of the same workshops and facilitators. Both gatherings were rich with culture; they incorporated prayers, teachings from the Elders and traditional crafts. At each of the gatherings there were a variety of different workshops meant to inspire, educate, motivate and break-down barriers for the youth.

OUTCOMES

The following is the youth attendance for the different gatherings.

Youth Workshop for children aged 7-11 at Quinsam Wellness Centre.

Community	Number of Youth
Quinsam / Cape Mudge	6
Campbell River	16
Total	22

POW Youth Gathering held in Campbell River

Community	Number of Youths
Cape Mudge / Quinsam	8
Campbell River	20
K'omok	0
Wachiay	8 (5boys, 3girls)
Laichwiltach	25
Total	61

Maya`xala Youth Gathering held in Fort Rupert

Community	Number of Youths
G&N is Gwa'sala-'Nakwaxda'xw First Nation	24
Fort Rupert is Kwakiutl	21
Quatsino is Quatsino First Nation	7
Alert Bay is Namgis First Nation	4
PH is Port Hardy	2
Total	58

During the POW and Maya`xala Youth Gatherings the World Café facilitation technique was used. There were tables set up with drawing paper for the youth to write, draw or doodle their ideas. Youth were then split up, approximately 4-7 youth at each table. During the POW gathering, each table was free to come up with their own discussion topics. The purpose was to grasp what was most important to the youth. However, this process did not elicit as much information as hoped. Therefore, when the youth gathering occurred in Fort Rupert the facilitators helped guide the youth to discussions around their communities and what their needs are for child and family wellness.

These murals are a reflection of what the youth were discussing during the world café portion of the gathering.

Painting Our Way (POW) Gathering – Campbell River



Maya'xala Youth Gathering – Fort Rupert



Due to the increase in the number of staff in March and since more CBCs and staff will be commencing work in April. A decision was made that new staff members would benefit in being involved in analysing and evaluating the raw data collected during the youth gatherings. Therefore, a report on the Youth gatherings will be submitted at the end of June.

GIFTING

Keeping the traditional practices at the forefront, an inventory of gifts was purchased to ensure gifts are available for Elders, Chiefs, and participants during ceremony and information gathering sessions.