

Dear esteemed Ta Síiýuxwa tľa Skwxwú7meshulh (The Elders of the Squamish People) and Squamish People,

In 2024 we marked the completion of the Squamish Nation Wa í7imeshnewas chet (We Walk Together) Elder's Program Engagement Project. We heard from more than 400 Squamish Elders over two and a half years. This represented nearly 50% of the Elder population living in the Squamish Valley, on the North Shore, and Away-from-Home.

The project was grounded in deep care and love for the Elders and was guided by an incredible team of nominated Elders and Youth called Xwí7ski (meaning *Let's Go!*) as well as a Steering Committee and Planning Team. Engagement efforts included: surveys, workshops, community meetings, luncheons, home visits, phone calls, and participation in ceremonies, feasts, and outreach to Elders living Away-from-Home and in care facilities.

We thank you for continuing to share your voices as we put the Elder's Program Plan into Action!



August 2025

Implementation Project Newsletter #2

What's in your newsletter

This newsletter details how we are moving our plan into action through the Elder's Program Plan Implementation Project.

You'll find updates on what we've recently completed.



Elder's Program Plan Priorities









Priorities

Chet wa í7sun (We Pull Together) Elder's Program Plan

THE PRIORITIES ELDERS SHARED INCLUDE:

COMMUNITY HEALING

Support grief and healing across generations, and land-based activities

REACH MORE ELDERS

Only 1 in 10 Elders are accessing the Elder's Program in the Squamish Valley and North Shore

IMPROVE TRANSPORTATION ACCESS

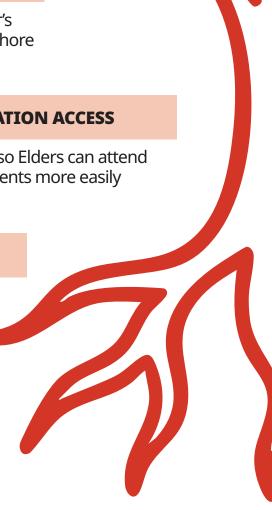
Help with mobility challenges so Elders can attend programs, services, and events more easily

EXPAND THE PROGRAM

Staff to expand the Elder's Program with more activities and services

SYSTEMS CHANGE

Build Nation systems and structures dedicated to Elders, like an Elder's Department





BRING ELDERS TOGETHER

Bring Elders together from across the North Shore, Squamish Valley and living Away-from-Home

EXPAND OUTREACH

Some Elders feel isolated and need encouragement, outreach, and support to access resources and services

SUPPORT ELDERS LIVING AWAY-FROM-HOME

Build programming and support for Elders living Awayfrom-Home to help them stay connected and included

BRING SERVICES TOGETHER

Coordinate Elder's programs across locations and encourage teamwork across Departments to better serve Elders

TEAM-BUILDING

Bring staff from across program sites together as a team

STRENGTHEN FUNDING & BUDGETING

Manage budgets fairly, ensure budgets are used to improve services and programs for Elders, and help to find funding

IN JULY 2023 NEXWSXWNÍWNTM TA ÚXWUMIXW (COUNCIL) EXPRESSED THEIR SUPPORT

Council endorsed the Elders' vision and plan for the Elder's Program including 13 Priority Initiatives that were most important to Elders to ensure everyone has access to the resources and opportunities they need to succeed, even if it requires different approaches for different people.

The Elder's Program Plan continues to be a cornerstone of our Elder's Program.

It charts a course for our community well-being.

PRIORITY INITIATIVES THAT COUNCIL IDENTIFIED:

RESPECTFUL RELATIONSHIPS

Document a Plan for Respectful Relationships

ACTION PLANNING

- Elder's Healing and Grief Initiative
- Learning from Our Elders Initiative (for children, youth, and families)
- Elders-on-the-Land Initiative

PROGRAM EQUITY

- Away-from-Home (off-Reserve)
 Satellite Elder's Program
- Elder's Outreach Initiative

PROGRAM INITIATIVE EXPANSION

- Participatory Planning
 Process for Elders
- Acknowledge Xwí7ski as the Elder's Program Advisory Body
- Hire Elder's Program Manager
- Discussion paper on a Unified Elder's Program and Possible Elder's Department
- Elder's Program Inter-Departmental Roles and Responsibilities Agreement
- Elder's Program Transportation and Staffing Needs Assessment

IMPLEMENTING THESE INITIATIVES REQUIRES AN INVESTMENT IN:



Staffing, transportation and infrastructure



Organizational coordination/collaboration



Capacity building and Elder mentorship pathways



Strategic interagency partnerships rooted in Indigenous values



Program materials, cultural resources, and honouraria



Fundraising



Stable, multi-year funding to implement the Priority Initiatives





Our Plan into Action

Chet wa í7sun (We Pull Together) Elder's Program Plan

Since August 2023 we have been working together to move project planning forward for our priority areas as mandated by Council in their resolution:

RESPECTFUL RELATIONSHIPS

ACTION PLANNING

PROGRAM EQUITY

PROGRAM INNOVATION & EXPANSION

RESPECTFUL RELATIONSHIPS

Through the Elder's Program planning process, Elders shared that they needed an agreement or code to make them feel more welcome in the Elder's Program. They wanted Squamish principles, teachings, and resources to support respectful relationships.

These relationships are between Elders participating in the Program and between Elders and Program staff.

DOCUMENT A PLAN FOR RESPECTFUL RELATIONSHIPS

When Council endorsed the Elder's Program Plan, they passed a resolution directing staff to create a document called *Our Plan for Respectful Relationships*.

Our Plan for Respectful Relationships was completed after a year of engagement.

The engagement included **lateral kindness** workshops, luncheons, and meetings with Elders, Elder's Program staff, Program Leads, and cultural advisors, and two ceremonies to endorse the Plan for Respectful Relationships in the Squamish Valley and North Shore.

LATERAL KINDNESS is an idea rooted in Squamish values. It emphasizes building positive relationships and social harmony.

It is actively choosing to be kind, empathetic, and respectful in interactions, both within the Squamish Nation and beyond.

It's about creating spaces where people feel safe, supported, and valued. It draws strength from who we are and our cultural practices.







The Plan includes the Elders' vision for respect and inclusion in the Program. It has a summary of how we will put our values into action.

We also developed *Our Elder's Program Snewiyelh* which describes Elders' expectations about how we will respect each other in the Program. It has a set of steps for addressing issues in a good way as they come up.



If you don't already have your copy, please reach out to us. eldersproject@squamish.net | 604.987.4646

Background

Action Planning and Program Equity Priority Initiatives

On November 13, 2024, Elders gathered to plan for our Priority Initiatives at the Chief Joe Mathias Centre in North Vancouver. It was a fun day of gathering, feasting, sharing and learning.

These Priority Initiatives capture what Elders shared was most important to think about as we develop more detailed plans.

The Initiatives include:

- **ELDERS-ON-THE-LAND**
- **ELDERS HEALING AND GRIEF**
- **LEARNING FROM OUR ELDERS**
- AWAY-FROM-HOME ELDER'S PROGRAM
- **ELDER'S OUTREACH**

Elders on the North Shore and Squamish Valley met with Squamish Nation staff during our Winter and Spring engagements.

At Elders Gatherings in Duncan and Seattle, at Wellness Days and Mental Health Fairs, at Elders Brunches and Lunches, we came together again to share with each other.

At these events, we asked Elders to share which actions were most important to them within each Priority Initiative.

The results of what we have heard are guiding our planning and can be found summarized here.





Timeline

Engagement Activities



- SV Health Fair booth
- Elder's Planning
 Open House CJMC
- United Way BC Healthy Aging Presentation

January 2025

North Shore Elders meet with Executive Director of People Services

February 2025

Squamish Valley Elders meet with Executive Director of People Services

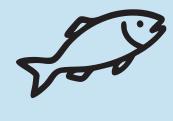
April 2025

- Squamish
 Valley Elders
 meet with
 Executive
 Director of
 People Services
- Elder's Gathering in Duncan











- Wellness Days Event
- Elder's Gathering in Seattle
- Mental Health Fair Engagement Booth

June 2025

- Elder's Brunch in the Squamish Valley
- Elder's Lunch on the North Shore
 - Program Manager
 Discussion on the
 North Shore

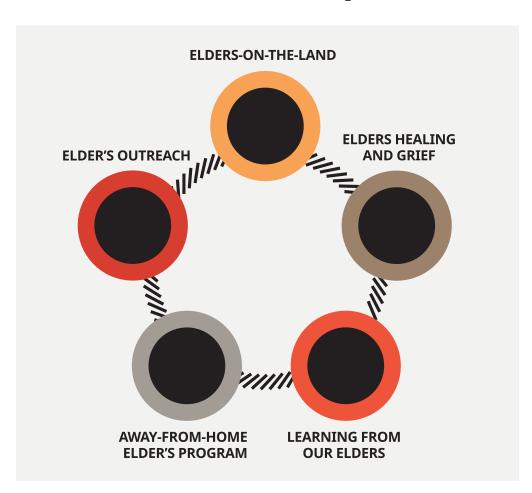
July 2025

- Pride Celebration Program Manager
- Discussion in the Squamish Valley

September 2025

3rd Annual Elder's Open House CJMC

THE FIVE PRIORITY INITIATIVES FOR ACTION PLANNING AND PROGRAM EQUITY INCLUDE:

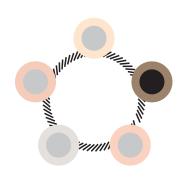




ELDER'S HEALING AND GRIEF INITIATIVE

Elders want more support for grieving and healing from losses in the family, the effects of trauma and the Indian Residential School System.

The Elder's Healing and Grief Initiative will build on the Nation's efforts to provide more support for Elders' grieving and healing.





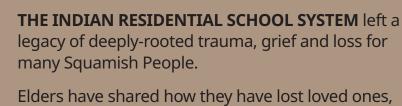
We want to protect our Elders—why? Because we love them.

—Squamish Nation Elder

Ideas include:

- Hire an **Initiatives Coordinator** (Healing and Grief, Elders-on-the-Land, and Learning from Our Elders Initiatives) that must be aware of history
- Work closely with Yúustway Health and Wellness and other key Departments to identify and build on the good work already happening within the Nation.
- **Build in our teachings**, beliefs, oral history, medicines
- Share traditional meals together
- Coordinate monthly **Elder's Talking/Healing Circles**
- Explore and integrate intergenerational and family healing opportunities
- Train our community members to support healing and grief, and build on their existing knowledge
- Host land-based healing events (spiritual baths, ceremony, spending time on the land together)





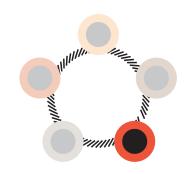
their language, connection to their culture, and sense of identify. Impacts of this trauma affect mental, emotional, physical, and spiritual well-being.

Connections to language, culture, traditions, and community can provide a powerful source of support on the path of healing.



LEARNING FROM OUR ELDERS INITIATIVE

It is important to Elders to come together with children, Youth, and families to share knowledge, teachings, and culture. The Learning from Our Elders Initiative is designed to bring generations together to pass on vital Elder knowledge.



Ideas include:

- **Learn Squamish** songs, legends, and stories with Youth
 - **Explore opportunities** to include Elders/bring Elders and Youth together (e.g. Squamish Nation Youth Centre, Eslha7an Learning Centre, local schools, Canoe Journey activities)
- Shared meals
- **Traditional medicine picking**, cooking and gardening, hunting and fishing, survival skills with Youth
- Coordinate **Elder and Youth cultural ceremonies**(e.g. Long House, burnings, puberty rites) and opportunities for Elders to provide spiritual guidance
- Youth support for Elders at events
- Coordinate **Elders sharing with Squamish children in care** (e.g. family history, mentorship)
- Family-based activities



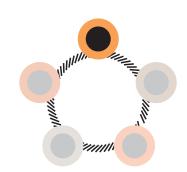
Elders gathering and planning open house at CJMC



ELDERS-ON-THE-LAND INITIATIVE

Elders want to connect on the land and share and learn more knowledge, culture, and language.

This initiative will build on the good work already being done by Ta na wa Ns7éyxnitm ta Snewiyelh (Language and Cultural Affairs), Yúustway Health and Wellness, and other key Departments.



Ideas include:

- Coordinate four seasonal land tours/cultural outings (e.g. smokehouse, lakes and rivers, areas in the Territory, Long House, Squamish Cultural Centre)
- **Land-based activities** and cultural **teachings** (fishing, hunting, harvesting medicine)
- Ancestry/family tree and mapping project with **Elders and Youth**
- **Daily activities** as part of Elder's program (walking, checking on the land, drumming and singing outside)
- Hire an **Initiatives Coordinator** for support (Healing and Grief, Elders-on-the-Land, and Learning from Our **Elders Initiatives**)
- Visiting other Nations and Elders, learning about their Territory; trading with other Nations (e.g. elk, fish)





What will tell us that this initiative is successful? Seeing our Youth standing up with our Elders on the land.

—Elders-on-the-Land program feedback from Elders



During Winter and Spring engagements, Elders and staff shared many ideas for an Elders Program reaching those living Away-from-Home and an Elders Outreach Initiative. We are looking forward to more engagement with Elders on these initiatives in the coming months.

ELDER'S OUTREACH INITIATIVE

We heard from Elders who are not feeling connected to the community or the Elder's Program. Some of these Elders are living in care homes and needing support with their mental or physical health.

The Elder's Outreach Initiative will focus on reaching these Elders and helping them access any additional support they may need.

Ideas include:

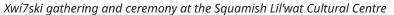
- Hire an **Outreach Coordinator** to build on the Nation's Elder outreach efforts, working together with key Departments (Yúustway Health & Wellness, Ta na wa Téýwilhaýlhem Public Safety, Ts'its'ixwnítway Member Services, and others)
- **Support Elders** who need more support to take care of themselves
- **Advocate** for more homemaking, home repairs, maintenance, and yard support
- **Day trips** to visit Elders living Away-from-Home
- Helping more to **bring Elder's interests, needs, and concerns** forward to the right people for support
- **Train** a team of Elders to support Outreach activities (calling Elders, home visits by someone familiar)
- **Coordinate** transportation for Elders living in care facilities and Away-from-Home to participate





Door to door interactions are very important. We need to reach those who may not be able to come to Elder's centers or participate in events.

—Squamish Nation Elder

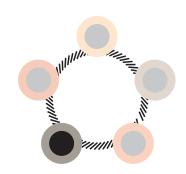




AWAY-FROM-HOME ELDER'S PROGRAM

Elders living Away-from-Home want to participate, contribute and connect with the Program and other Elders.

The Away-from-Home initiative will bring more opportunities for Elders living away from their traditional Territory to connect and be supported by their community of Elders.



- **Digital engagement** events
- (e.g. online workshops, sharing teachings and history)
- Arts and cultural activities—could be take-home/mailed-out kits (e.g. weaving, rattle making, shawl making, medicine making)
- **Gatherings and feasts** (e.g. with Squamish Valley and North Shore Elders, Youth, Men's Gathering)
- **Language** learning or speaking—could be online
- Practicing and sharing sacred ways (e.g. cedar brushing, talking circles, Longhouse)
- Cooking, sharing or eating **traditional foods** (could be food delivery)
- **Field trips** to the land and/or water (e.g. swimming, fishing, walking, paddling, hunting, medicine walks)





Building out a satellite program for Elders Away-from-Home is important to make these Elders feel included and supported. This will require more programming.

—Squamish Nation Elder

PROGRAM INNOVATION & EXPANSION

PARTICIPATORY PLANNING PROCESS FOR ELDERS

Elders shared that they want to be more involved in planning for the Elders Program. Since the Elders Program Plan was endorsed by Council in July 2023, Elders continue to engage in meetings and discussions about putting the plan into action and reviewing needs and priorities.

Since Fall 2024, Elders have attended luncheons, engagements, and have met with the Executive Director of Nexwnínlhewá7nem Ch'áwch'aw People Services several times in the Squamish Valley and on the North Shore.

Elders can continue to stay involved by:

Engaging with Xwí7ski, your team of communitynominated Squamish Elders and Youth who are the Elder's Program advisory body

Sharing at the annual Elder's gatherings to review and update the Elder's Program Plan

Supporting in budgeting processes and ongoing opportunities for feedback







HIRE ELDER'S PROGRAM MANAGER (VOICE OF OUR ELDERS)

The growth and development of our Elder's Program needs support. A next step to ensure we have the capacity and resources to move Initiatives forward is a dedicated staff member.

The Elder's Program Manager will serve our Elders population of nearly 1000 (ages 55+) living in the Squamish Valley, North Shore, and Away-from-Home. This is a person with senior level administrative skills who brings skills and experience in:

- **Gentle leadership**
- **Effective communication**
- Being a voice for Elders' needs
- **Program development**
- **Fundraising**

This role will build on the good work that is already underway and will respect existing staff responsibilities. The Program Manager will ensure the Elder's Program is by Elders for Elders, culturally safe and empowering, and a safe space of belonging.

The role was thoughtfully co-created with Elders, Xwí7ski, Program Team Leads, the Steering Committee, and Human Resources. The role has been developed through meetings to hear concerns, discuss misunderstandings and support trust-building.

We look forward to sharing updates on this role with the Elders.



We need a dedicated manager that just focuses on the Elders because we don't have this right now.

—Xwí7ski Member

ELDER'S PROGRAM TRANSPORTATION AND STAFFING NEEDS ASSESSMENT

Since November 2024, we have been working with Staff, Managers and Elders to evaluate transportation and staffing needs in the North Shore and Squamish Valley.

Elders often depend more on transportation services and supports than other groups in the community. Elders need transportation for health and other appointments, picking up essential items, and accessing cultural events, programming and services safely.

Key Themes & Ongoing Challenges

Lack of Capacity
Limited Access to Public Transit
Informal Driving Supports
Needs Beyond Medical Travel
Scheduling & Communication Issues
Policy Gaps

Future Vision & Goals

Expand Transportation to Off-Reserve Elders
Build Staff Capacity
Clarify Departmental Responsibilities
Develop Policy & Protocols



DISCUSSION PAPER ON A UNIFIED ELDER'S PROGRAM AND POSSIBLE ELDER'S DEPARTMENT

Centering our Elders as the heart of our community will strengthen services, unity, and organization of programs across the Nation. The Discussion Paper explores options to unify the Elder's Program and the possibility of an Elder's Department to further bring the Nation together.

ELDER'S PROGRAM INTER-DEPARTMENTAL COOPERATION AGREEMENT

Many of the needs voiced by our Elders fall under several Squamish Nation Departments, and not just the Elders Program. Departments come together monthly as part of the Elders Program Plan Implementation Project Steering Committee, including:

- Ts'its'ixwnítway
 - Member Services
- Yúustway
 - Health and Wellness
 - Ta na wa Ns7éyxnitm ta Sneẃíyelh
 - Language and Cultural Affairs

- Ta na wa Shéway I7xw ta Úxwumixw
- Planning and Capital Projects
- Nexwsp'áyaken ta Úxwumixw
 Community Operations
- **Ta na wa Téýwilhaýlhem**Public Safety

Over the summer and fall, workshops are being held with these Departments to identify how they currently support Elders and where they can do more. They are eager to work together to:

- Respond to Elders' needs
- Reduce barriers
- Bring more understanding to roles and responsibilities

In Closing

Come Join Us

Our Elder's Program is a place to share stories, laughter, and connection. We're growing and adding even more opportunities to gather, celebrate culture, and support one another across generations. These are exciting times, and we're so grateful to expand our program together.

We look forward to keeping our tradition of planning alive with Elders on the North Shore, in the Squamish Valley, and Away-from-Home. Join us at our 3rd Annual Elder's Open House on September 17th at Chief Joe Mathias Centre in North Vancouver (see invitation on page 30).

We can't wait to spend time together!



Recognition Awards

Chet wa í7sun (We Pull Together) Elder's Program Plan



May 2025

Project Team representatives receiving the Canadian Institute of Planners Award for Planning Excellence in Toronto, ON

AWARD FOR PLANNING EXCELLENCE

from the Canadian Institute of Planners (CIP)

Nov 2025

Accreditation Canada identified the **ELDER'S PROGRAM PLAN AS A LEADING PRACTICE**

If we support a healthy Elder's community together, it will impact our families and children, as Elders are at our heart.

—Xwí7ski Member



Nov 2024

Xwí7ski was invited to deliver a presentation and panel discussion for the 2024

UNITED WAY BC HEALTHY AGEING SUMMIT



Project Team representatives receiving the Planning Institute of BC Silver Award for Planning Excellence in Nanaimo, BC

May 2024

SILVER AWARD FOR PLANNING EXCELLENCE

from the Planning Institute of BC (PIBC)

Oct 2024

CORE VALUES AWARD FOR INDIGENOUS ENGAGEMENT

from the International Association of Public Participation (IAP2)



Project Team representatives receiving the International Association of Public Participation Core Values Award in Ottawa, ON

Acknowledgement

Xwí7ski: the Elder's Program Advisory Body

Our Elder's Program Engagement Project (2021–2023) was guided by an incredible team of community-nominated Squamish Elders and Youth, known as Xwí7ski (*Let's Go!*) Elder's Project Action Team (EPAT).

Elders emphasized a strong desire to be involved in planning for their Elders Program on a regular and long-term basis with representation from a team such as Xwí7ski. Xwí7ski was endorsed by Council in July 2023 as the ongoing Elders advisory body for the Elder's Program and other projects seeking input from Elders.



Xwí7ski logo design by Siobhan Joseph

XWÍ7SKI WAS FORMED TO GUIDE THE ELDER'S PROGRAM ENGAGEMENT PROJECT

Xwí7ski continues to guide the work of making the Elder's Program Plan a reality and ensuring it is **for the Elders**, **by the Elders**.

In Spring 2023, the Xwí7ski team put a call out for nominations from Elders and community members to select a new group of Elder and Youth representatives. With many strong individuals nominated, the Steering Committee wanted to ensure a balanced team with broad skills and representation from different families, genders, ages, and residences in different parts of our Territory, communities, and beyond.



Xwí7ski (Let's Go!)

Elder's Project Action Team (EPAT)



Bonaro Newman Elder Representative Squamish Valley



Tlatlakwot Christine BakerElder Representative
Squamish Valley



Diane Baker Elder Representative North Shore



Mestl'áxwts Jessica Walker Youth Representative Away-from-Home



Lawrence Walker Elder Representative Away-from-Home



Thlee kul wut Monica Jacobs Junior Elder Representative North Shore



Kiy a' m' / Mena' lh elten Patrick JosephElder Representative
North Shore



Sadie RiversYouth Representative
North Shore



Pudlas Val WrightJunior Elder Representative
North Shore



Sisolia Donna Billy Elder Representative Squamish Valley



Sxwch'alten Kevin RiversJunior Elder Representative
North Shore



Lats-mat Mary Jane NatrallElder Representative
Squamish Valley



Wendy Lockhart Lundberg Elder Representative Away-from-Home



Sesaxwalia Aggie AndrewsCultural Advisor

We continue to honour the contributions of our former Xwí7ski members and express our sincere gratitude and appreciation for their wisdom, time, and dedication.

Tselkwilem 't Late Byron Joseph Sulseelsamat Gladys "Flo" Williams Barry Cordocedo Ketaxtenaat MJ Jacobs Tsawaysia Dominique Nahanee

Xwí7ski Youth **Member Nominee**

A WARM WELCOME TO XWÍ7SKI YOUTH MEMBER RIANNA JOSEPH

Join us in welcoming Rianna Joseph, the newest member to be nominated to Xwi7ski.

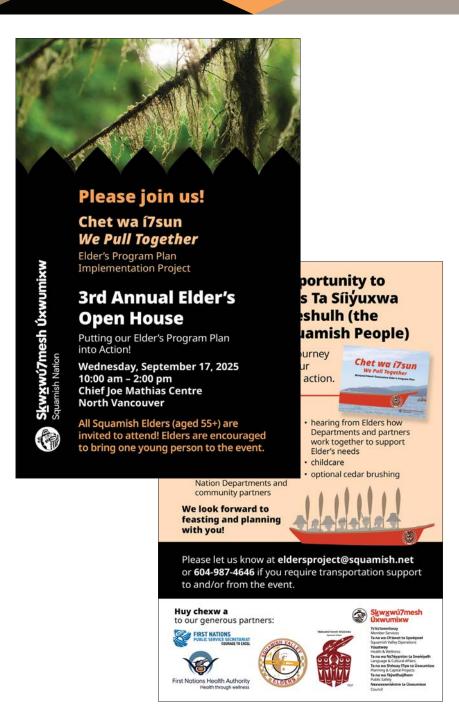
RIANNA JOSEPH

My name is Rianna Joseph, and my Squamish nickname is Shilhiya, meaning "dear one." I grew up in Vancouver and Vancouver Island. My parents are Ina and Patrick Joseph, and my grandparents on my mom's side are Geraldine and George Underwood from Tsawout, Duncan, and Nanaimo. I recently moved back home to Xwemelchstn village after spending two and a half years in Oregon, where I worked as a housekeeper.

I graduated from Eslha7an Learning Centre with my Adult Dogwood Diploma, something I thought I could never accomplish. I've always loved listening to Elders' stories because they remind me how important it is to listen and care for each other.

I believe in the healing power within each of us and in the importance of remembering who we are and where we come from.





PUTTING OUR ELDER'S PROGRAM PLAN INTO ACTION!

You are cordially invited to our **3rd Annual Elder's Open House Engagement and Planning Event** Chet wa í7sun: We Pull Together (Elder's Program Plan Implementation Project)

This day is an opportunity to bring Ta Síiýuxwa tľa Skwxwú7meshulh (The Elders of the Squamish People) together to continue our canoe journey.

Wednesday, September 17, 2025 10am-2pm **Chief Joe Mathias Centre** North Vancouver

All Squamish Elders (aged 55+) are invited to attend! Elders are encouraged to bring one young person to the event.



We want to love each other, and we want to show everybody else how to do it.

—Squamish Nation Elder





Skwxwú7mesh Úxwumixw Squamish Nation

Learn more about the Elder's Program Plan and the work going forward

eldersproject@squamish.net | 604.987.4646 squamish.net/elders-program-project